

Penalties are provided for any employer who, by intimidation or threat of dismissal or by actual dismissal, prevents or tries to prevent any employee from joining an association of employees. In Nova Scotia, in Alberta (as the Act of the latter province was amended and re-enacted in the Industrial Conciliation and Arbitration Act, 1938) and in Saskatchewan (by the Act of 1938) every trade union is required to file its constitution and by-laws with the Government. In New Brunswick, this may be required and also financial returns. In Alberta and Saskatchewan, financial statements must be furnished if requested. In Nova Scotia, annual financial returns are required.

The Manitoba Strikes and Lockouts Prevention Act, 1937, declares any person liable to a fine who seeks, by intimidation or threat, to compel any person to join or refrain from joining a trade union.

The Quebec Workmen's Wages Act, 1937, rendered liable to a penalty of fine or imprisonment any employer who tried to prevent an employee by threats of dismissal or other threats from becoming a member of an association. Slightly different provision was made by the Fair Wage Act, 1937. Both statutes were changed in 1938 to apply the clause to any person instead of any employer.

The New Brunswick Act of 1938 declares the right of employees to organize and to bargain collectively through representatives elected by a majority vote. It provides a penalty for any person who by threat of dismissal or actual dismissal seeks to compel any person to join or refrain from joining any organization or to work or abstain from working.

*Collective Agreements.*—In Quebec, as stated above, collective agreements between "professional syndicates" and employers are legally enforceable under an Act of 1924. The Collective Labour Agreements Extension Act, 1934, as amended, gives the Lieutenant-Governor in Council power to declare binding on all employers and employees engaged in an industry the wages and hours and apprenticeship terms of a collective agreement arrived at by employers and trade unions in the industry, provided that the agreement covers a sufficient proportion of the industry. The Act, as amended in 1938, applies also to agreements with "groups of employees".

*Industrial Standards.*—The Industrial Standards Act, 1935, of Ontario enables the Minister of Labour, on petition of representatives of employers and employed in any industry, to call a conference of employers and workers in the industry for the purpose of arriving at an agreement as to wages and hours. If there is agreement between a proper and sufficient representation of employers and employees, the Lieutenant-Governor in Council may, on the recommendation of the Minister, declare the minimum wages and maximum hours agreed upon to be binding on all employers and employed in the industry within the area designated. Similar statutes have been passed in Alberta, Nova Scotia (applying only to building trades in Halifax and Dartmouth) and in Saskatchewan.

Under these statutes, schedules, as they are called, of wages and hours have been made binding in the following industries: in Ontario, in certain building trades in 12 cities or towns, in men's clothing, women's coats and suits, millinery, wood furniture, and in soft furniture in Toronto and vicinity, in brewing and in logging in three districts, in baking in Ottawa, and in barber shops in 31 cities and towns; in Alberta, in two building trades in Edmonton and Calgary, in brewing, in baking in two districts, and for creosote workers in Calgary, and taxi drivers in Edmonton; in Nova Scotia, in four building trades in Halifax and Dartmouth; and in Saskatche-