

### Subsection 3.—Wages and Hours of Labour Made Obligatory by Orders in Council in Certain Provinces

The minimum-wage rates set by the minimum-wage boards outlined in Subsections 1 and 2 are, in most cases, the lowest rates that may be paid under the law in a specified industry for any class of labour employed therein and become, therefore, the rates paid to unskilled and unorganized labour. There are two other methods of establishing legally enforceable, minimum rates for the various occupations, trades, etc., as a result of agreements between, or joint conferences of, the representatives of the employers and the workers affected.

One method is that effective under the Industrial Standards Acts of Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta and also under Part II of the Fair Wage Act of Manitoba. These Acts provide that, following a petition either from employers or employees in an industry in a particular area or throughout a province, the Minister of Labour for that province or a person delegated by him, may call a conference of representatives of employers and employees, at which a schedule of wages and hours for the industry, in the area specified, is drawn up and agreed upon. Such a schedule, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in a designated zone. The Minister may also establish an advisory committee, on which employers and employees are represented, to assist in carrying out the provisions of the schedule. The administration of the statute and the enforcement of the schedules approved under it, in each of these provinces, are under a provincial board or a government official.

The other method is that in effect under the Collective Agreement Act of Quebec, 1940, originally the Collective Labour Agreements Extension Act, passed in 1934. This provides that the terms of collective agreements, voluntarily drawn up by representatives of employers and trade unions, may be submitted to the Minister of Labour, and if, in his opinion, a sufficient proportion of employers and employees have agreed, then the terms may, by Order in Council, be made compulsory for the industry affected in a certain zone or zones or throughout the province. Enforcement is carried out entirely through joint committees of employers and the trade unions within the industry.

Wages and hours in effect under these types of legislation in the various provinces are outlined in the Wages and Hours Supplement to the *Labour Gazette*, April, 1941, and a summary of each Order in Council is given in the *Labour Gazette*.

A list of the industries and trades regulated by Orders in Council under the above provincial Acts as at the end of 1939 is given in the 1940 Year Book, p. 793. The following trades or industries were added during 1940:—

In New Brunswick, under the Industrial Standards Act, 1939, minimum-wage rates and standard hours were fixed for the city of Saint John and district, for the following building trades: bricklayers, masons, tile setters, terrazzo layers, cement finishers, plasterers, carpenters, painters and plumbers.

In Quebec, under the Collective Agreement Act (which replaces the Collective Labour Agreements Extension Act, 1934, the Workmen's Wages Act, 1937, and the Collective Labour Agreements Act, 1938), in addition to the many industries for which such agreements were in effect in 1939, there were new agreements made obligatory in 1940 for: the leather-tanning industry throughout the Province; operators and blockers in work-glove manufacturing throughout the Province (formerly only cutters were covered); dress manufacturing throughout the Province;