

for settlement and declare a strike or a lockout, a course that has been adopted, however, only in a small percentage of cases. In 1941 it was declared (by P.C. 7307, as amended by P.C. 8821) that any strike subsequent to the receipt of the findings of a board is illegal until the employees concerned have notified the Minister of their intention to strike and until a strike vote taken under the supervision of the Department of Labour has shown that a majority of the employees are in favour of a strike.

During the 35 years in which the statute has been in effect, up to Mar. 31, 1941, 1,190 applications were received for boards of conciliation and investigation, an average of 34 per year; 679 boards were established, an average of 19 per year; and, as a result of board procedure, cessation of work was averted or ended in all but 53 cases, an average of less than 2 per year. Principally on account of the extension of the scope of the statute to cover disputes in war industries, more cases were dealt with during the fiscal year 1941-42 than in any previous year. In 1941-42, 132 applications were received for boards of conciliation and investigation, 45 boards were established and, as a result of board procedure, cessation of work was averted or ended in all but 9 of these cases.

Fair-Wages Policy.—Wages and hours of labour on construction work done under contract with the Dominion Government are regulated under the Fair Wages and Hours of Labour Act, 1935, and by Order in Council of June 7, 1922, as amended Apr. 9, 1924. The Act provides for an 8-hour day and 44-hour week for such work, and the wages to be paid are set forth in a schedule drawn up by the Department of Labour and inserted in each contract. The rates in the schedule are the current ones for the type of work in the district concerned, or, if there are no current rates, fair and reasonable ones as determined by the Minister. These wages and hours are enforced by the Department of Labour and an Order in Council of Nov. 23, 1940, makes the Deputy Minister responsible for the investigation of claims and sets forth a procedure for their settlement.

Wages for work on contracts for the manufacture of supplies for government use are regulated by the Order in Council of June 7, 1922, as amended Dec. 31, 1934, May 30, 1941, and Oct. 4, 1941. The 1934 amendment set minimum rates of 30 cents and 20 cents per hour for men and women over 18. By the spring of 1941 these rates were considered to be no longer fair and reasonable, and by P.C. 3884, May 30, they were raised to 35 and 25 cents with lower rates permitted for beginners and special rates for handicapped workers. P.C. 7679, Oct. 4, 1941, replaced P.C. 3884 to make more effective provision for the payment of the required rates, but the rates themselves remained unchanged.

The National War Labour Board (see p. 676) was charged, on its formation in the autumn of 1941, with the administration of the Fair Wages and Hours of Labour Act and P.C. 7679, in addition to the wages stabilization policy. A co-operative scheme had been worked out during the first half of 1941 between the Dominion and Provincial Labour Departments whereby the inspection staffs of the latter would be utilized for the enforcement of the fair-wages policy. This scheme was put into effect by an Order in Council of July 22, 1941, but with the establishment of the Board this order was replaced by P.C. 1774, Mar. 9, 1942, which authorizes the Minister of Labour to designate provincial officials and others as inspectors not merely for the fair-wages policy but also for the Wartime Wages and Cost of Living Bonus Order.