

The Labour Relations Regulations (P.C. 1003) of Feb. 17, 1944, have as their main principles compulsory collective bargaining, compulsory arbitration of disputes concerning matters arising out of a collective agreement if not settled by the procedure set out in the agreement, and compulsory investigation of other disputes. The Industrial Disputes Investigation Act is suspended while the Regulations are in force. The Regulations are administered by the Wartime Labour Relations Board consisting of a chairman, a vice-chairman and four representatives each of employers and trade unions. The National Board is assisted, in some provinces, by Provincial Boards. An appeal to the National Board may be taken from a decision of a Provincial Board.

An employer or employers must negotiate with the representatives of a trade union or employees' association which has as members a majority of the employees of such employer or employers. Bargaining representatives must be certified by the Board. Where an agreement between the parties is not reached within 30 days, a conciliation officer or Board may be appointed by the Minister of Labour. There may be no stoppage of work due to a dispute until 14 days after a conciliation board has reported to the Minister. Disputes arising from the interpretation or violation of a collective agreement must be settled through the machinery provided by the agreement or, lacking such machinery, by arbitration arranged by the Labour Relations Board. Discrimination against trade-union members is an offence.

These Regulations apply: (a) to navigation and shipping, transport and communication agencies extending beyond the limits of any one province and to works declared by Parliament to be for the general advantage of Canada; (b) by authority of the War Measures Act, to industries essential to the prosecution of the War; (c) if a Provincial Legislature so enacts, they apply to other industries which are ordinarily within the jurisdiction of the province concerned. By agreement between the Dominion and the provinces, Provincial Boards, except in Alberta and Prince Edward Island, administer the Regulations as they affect the industries in (b) above. By enabling legislation, British Columbia, Manitoba, Ontario, New Brunswick and Nova Scotia have applied the Regulations to the industries in (c) above.

Up to Mar. 31, 1945, the National Board had certified representatives in 133 cases, rejecting 28. The Provincial Boards had issued 1,334 certificates and rejected 110.

### **Subsection 2.—Provincial Labour Departments**

Labour legislation in Canada is, for the most part, a matter for the Provincial Legislatures since it usually governs, in some respect, the contract of service between employer and employee or regulates conditions in local work-places. The right to contract is a civil right and the British North America Act, which distributes legislative powers between the Parliament of Canada and the Provincial Legislatures, grants to the provinces power to enact laws in relation to "civil rights" and with certain exceptions "local works and undertakings".

In each province, except Prince Edward Island, a special Department or Bureau is charged with the administration of labour laws. The agricultural province of Prince Edward Island has enacted little labour legislation. In Alberta the Board of Industrial Relations under the Minister of Trade and Industry administers statutes concerning wages and hours and factory inspection. Other provinces have Departments of Labour. Legislation for the protection of miners is administered by Departments dealing with mines.