

Section 11.—The Regulation of Wages and Hours of Labour

Except as an emergency measure, the regulation of wages and hours of persons in private employment in Canada is within provincial jurisdiction, and all the provinces, except Prince Edward Island, have legislation on the subject. In New Brunswick, however, wage orders apply only to particular establishments or to particular industries in certain areas.

In Nova Scotia, the minimum wage law applies only to women, while in Ontario, though the Act applies to both sexes, there is only one order (relating to the textile industry) which applies to men. In Alberta and British Columbia, separate orders are issued for men and women, and in Manitoba, Quebec and Saskatchewan orders apply to both sexes in so far as both sexes are employed in the industries covered.

In Quebec, under the Collective Agreement Act, hours and wages established through collective agreements have been generalized by Orders in Council in given districts or throughout the Province. The Industrial Standards Acts of Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta and Part II of the Manitoba Fair Wage Act provide that schedules of wages and hours drawn up by conferences of employers and employees called by the Minister of Labour may be made binding on all employers and employees in the industries concerned. In Nova Scotia, New Brunswick and Manitoba, however, the Acts can be applied only to specified industries.

Legislation in all provinces, except Prince Edward Island, which applies to mines, factories and, in some cases, to shops, restricts the hours of work of women and young persons, or, in some provinces, of all workers. In Quebec, Alberta and British Columbia, there are also statutes dealing only with hours of work, but in Quebec some provisions have been suspended for the duration of the War. Several Minimum Wage Acts give authority for the regulation of hours as well as wages.

Subsection 1.—Minimum Wages

Table 32 shows the rates in effect in December, 1944, for several classes of establishments in the principal cities of Canada. In Alberta, except for hotel, restaurant and telephone employees, and in British Columbia, the rates shown apply throughout the Province. In other provinces, and in Alberta in the occupations mentioned, lower rates are in effect in all or part of the remainder of the Province. The rates given in the table apply to the hours specified or, except in Montreal and Toronto, to the normal work-week of the establishment if less.

The rates in effect under provincial minimum wage legislation at the end of 1941 are summarized in the 1942 Year Book, pp. 714-716 and changes made in 1942 are given at p. 734 of the 1943-44 edition. Revisions made in 1943 and 1944 are as follows: in Saskatchewan in 1944 revised Orders raised the minimum rate in cities to \$16.80 per week for all classes of experienced workers within the scope of the Act. Former Orders fixed a minimum of \$12 a week for places of amusement, \$13 for factories, laundries, offices and beauty parlours, and \$14 in shops.*

In Alberta an Order of 1944 fixed a weekly minimum of \$15 for experienced women workers not exempted by special Orders or agreements. The former minimum was \$12.50 a week in factories, laundries, shops, hotels and restaurants, and \$14 in beauty parlours, offices and places of amusement.*

* Wherever these new Orders in Alberta and Saskatchewan have the effect of raising an hourly rate above 35 cents or raising it above any rate higher than 35 cents which was in effect on Nov. 15, 1941, payment of the new rate must be approved by the Regional War Labour Board in accordance with the Dominion Wartime Wages Control Order.