

Factory legislation in eight provinces, and shops legislation in several provinces prohibit child labour, regulate the hours of women and young persons, and provide for safety and health. Other labour statutes in most provinces include minimum-wage legislation and maximum-hours laws, laws for the settlement of industrial disputes, legislation to ensure freedom of association and promote collective bargaining, and laws to provide for apprenticeship and the licensing of certain classes of workmen. The Industrial Standards Acts in Alberta, Saskatchewan, Ontario, New Brunswick and Nova Scotia, and the Fair Wage Act in Manitoba enable the wages and hours of work agreed upon by representatives of employers and employed to be made legal throughout the industry concerned. The Quebec Collective Agreement Act permits agreements between employers and trade unions to be made binding on all in the industry. Workmen's compensation laws in all provinces, except Prince Edward Island, are administered by independent boards.

For information regarding individual Provincial Departments of Labour reference should be made to the annual reports of the Departments concerned or to the Deputy Ministers of Labour of the Provincial Governments.

### Subsection 3.—Provincial Labour Legislation in 1945

**Prince Edward Island.**—The *Trade Union Act* requires an employer to negotiate with the trade union chosen by the majority of his employees who are eligible for membership in such a union, provides for freedom from interference by an employer with a trade union, requires unions to file copies of rules and by-laws and to make financial returns to the Government, and stipulates that employers must institute a check-off system for union fees under certain conditions.

The Prince Edward Island *Minimum Age for Industrial Employment (International Labour Convention) Act* implements the *Minimum Age (Industry) Convention* (Revised) which was adopted by the International Labour Conference at Geneva in June, 1937. This Act, which is the first provincial statute to give full effect to an International Labour Convention, forbids employment of a child under the age of 15 years in any industrial undertaking, including mines, quarries, factories, construction and transport by road, rail or inland waterway. It enables the fixing by Order in Council of a higher age for admission of persons under 18 years to dangerous employments. Similar legislation in other provinces would enable the Dominion Government to ratify this Convention. The Act provides for an annual report on the operation of the Act to be forwarded to the Dominion Government in case the Convention is ratified by the Government.

**Nova Scotia.**—The *Male Minimum Wage Act*, which will come into force on proclamation, applies to all male employees except farm workers and domestic servants. It authorizes the Board of Industrial Relations, which is to be set up to administer it, to make Orders fixing minimum rates of wages for a specified number of hours for any class or classes of workers and for the whole Province or for any part of it. Special rates may be established for overtime and part-time and for handicapped workers.

Amendments to the *Workmen's Compensation Act* increase minimum weekly compensation in total disability cases from \$10 to \$12.50, or average earnings if less than \$12.50; raise the maximum amount of average earnings on which compensation is based from \$1,500 to \$2,000 a year; and add to the occupational diseases for which compensation is payable, silicosis arising in stone-quarrying, grinding or polishing or metal-grinding or polishing.