

44 per week except in an emergency or when declared exempt by Order in Council; wages to be paid are those current for the type of work in the district concerned or, if there are no current rates, fair and reasonable ones are determined by the Minister.

Wages and hours for work on contracts for equipment and supplies are regulated by the Order in Council of 1922 as amended on Dec. 31, 1934, and on Oct. 4, 1941. The hours on such work must be those fixed by the custom of the trade in the district where the work is performed, or fair and reasonable hours. The wages must be current, or fair and reasonable and, for men and women over 18 years of age, may not in any case be less than 35 cents and 25 cents per hour, respectively. Lower minimum rates are fixed for workers under 18 years of age and for learners. Where minimum rates fixed by provincial authority are higher than these rates the provincial rates apply. In both construction and supplies contracts, the term "current wages" and, in the latter contracts, the term "hours fixed by the custom of the trade", mean the standard conditions fixed by agreement between employers and unions or, failing agreements, the actual conditions prevailing.

Wartime Labour Regulations.—The Wartime Labour Relations Regulations (P.C. 1003) of Feb. 17, 1944, were designed to facilitate collective bargaining and the settlement of labour disputes in order to stimulate the production of war materials. The Regulations applied to transport and communication agencies extending beyond the bounds of one province and, by authority of the War Measures Act, to certain specified industries deemed essential to the prosecution of the War or to the life of the community. In addition, if the Legislature of a province so enacted, the Regulations were applied to other industries within its borders. This action was taken in British Columbia, Manitoba, Ontario, New Brunswick and Nova Scotia.

Of the wartime regulations made under the authority of the War Measures Act, 1917, and continued under the National Emergency Transitional Powers Act, 1945, the Wages Control Order was relaxed by stages and on Nov. 28, 1946, it was rescinded; the Selective Service Regulations for the control of manpower were repealed gradually, the last of such controls being removed on Apr. 1, 1947. The Wartime Labour Relations Regulations, 1944 (P.C. 1003) would, without further legislation, lapse on May 15, 1947, with respect to those labour relations which fall within provincial jurisdiction. With respect to transport and communication agencies and any other industries in the Dominion field, they may be continued provisionally until replaced by a permanent statute.

The National Labour Relations Board administers the Regulations in respect to war industries with the assistance of Provincial Boards, except in Alberta and Prince Edward Island.

By the Regulations, employers are required to negotiate with trade unions or employees' associations comprising a majority of all their employees or of those in an appropriate unit. Discrimination against trade union members is an offence. Disputes concerning union membership or representation are determined by the Labour Relations Board. Disputes arising out of an agreement are subject to compulsory arbitration if the agreement does not set out appropriate procedure. Disputes over the terms to be included in a collective agreement are referred to a Conciliation Officer or Board, and strikes and lockouts are prohibited until 14 days after the Board has reported to the Minister.