

Section 9.—Wages and Hours of Labour

Subsection 1.—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, wage orders apply only to particular establishments or to particular industries in certain areas. The New Brunswick Minimum Wage Act, 1945, came into force July 1, 1946. The Nova Scotia Male Minimum Wage Act, 1945, has not been proclaimed in force.

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

In Quebec, under the Collective Agreement Act, hours and wages, and also apprenticeship, family allowances and holiday provisions established by a collective agreement voluntarily entered into by employers and trade unions or groups of employees may be generalized by Order in Council in the district covered by the agreement, if the parties are sufficiently representative of the industry. In 1946, new agreements in Quebec, made legally binding for the first time, applied to retail stores at Farnham, Richmond and Melbourne, grocers and butchers at Joliette, garages and service stations at Mégantic, municipal employees (permanent), and employees of the gas and electrical departments at Sherbrooke, woodwork and wooden furniture industry at Ste. Agathe (the last-named was later repealed). An agreement for wholesale trade employees at Sherbrooke was repealed.

The Industrial Standards Acts of Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta provide that the wages and hours agreed upon at a conference of representatives of employers and employees called by the Minister of Labour may be made legally binding on the industry in the area concerned. The Nova Scotia Act applies only to construction work and the New Brunswick Act to construction work exceeding \$25 in value and to work on motor-vehicles. In Ontario in 1946, schedules of wages and hours were made binding on carpenters at Port Arthur and Fort William, Sarnia, Guelph and Orillia, sheet-metal workers (construction) at Ottawa, barbers at Aylmer and Tillsonburg and vicinity and for employees of retail gasoline service stations at Windsor. In Alberta, schedules for employees of garages and service stations at Medicine Hat and Lethbridge were legalized.

Part II of the Manitoba Fair Wage Act provides similar machinery for fixing wages and hours in any business, trade or undertaking, except agriculture. Up to the present, barbering and hairdressing, printing and engraving, shoe-repairing, wood-sawing, baking, laundering and dry cleaning, road trucking and hauling have been brought within its scope.

Legislation in all provinces, except Prince Edward Island, which applies to mines, factories or, in some cases, to shops, restricts the hours of work of women and young persons or, in some provinces, of all workers. In Nova Scotia, Quebec, Ontario, Alberta and British Columbia, there are also statutes dealing only with hours of work. The Nova Scotia Act is not in force. Several Minimum Wage Acts give authority for the regulation of hours as well as wages.