

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. 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. 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 agreement, the actual conditions prevailing.

Wartime Labour Regulations Continued into 1948.—The Wartime Labour Relations Regulations (P.C. 1003) of Feb. 17, 1944, originally based on the War Measures Act, were continued in effect into 1948 by subsequent Acts of the Federal Government. In the meantime, however, the Federal authorities had returned to provincial jurisdiction the war industries originally covered, effective Apr. 1, 1947. Arrangements between the Dominion and the five provinces, which had applied the provisions of P.C. 1003 to industries under their own jurisdiction, for the joint administration of the Regulations within each province, were cancelled on May 15, 1947, except as to certain pending conciliation matters. The five provinces were British Columbia, Manitoba, Ontario, New Brunswick and Nova Scotia.

Accordingly, as of Apr. 1, 1947, the Wartime Labour Relations Regulations applied only to industries ordinarily within the legislative authority of the Federal Parliament, principally navigation and shipping, and interprovincial transport and communications.

Among other things, the Wartime Labour Relations Regulations provide for the clear right to organize by both employees and employers, for the certification of bargaining representatives, and for compulsory collective bargaining in good faith by employers and trade unions. A procedure for instituting collective bargaining negotiations is set out, and provision is made for the mediation of Conciliation Officers and Conciliation Boards. A change of bargaining representatives at the will of the employees affected is permitted after designated periods of time, and conditions relative to the duration and renewal of collective agreements are included. Collective agreements are required to contain provision for the arbitration of disputes concerning their misinterpretation or violation and, where such a provision is lacking, application may be made to the Wartime Labour Relations Board for the establishment of an appropriate procedure. Unfair labour practices are prohibited and the conditions under which strike or lockout action may take place are also specified.

Up to July 31, 1948, the National Wartime Labour Relations Board had certified bargaining representatives in 379 cases, rejecting 135. Between Mar. 20, 1944, and July 31, 1948, of 523 disputes in which Government conciliation services were used, 227 were settled by Conciliation Officers and 180 by Conciliation Boards. In 100 cases no agreement was reached following a Board's report. Other cases are still pending*.

* Detailed statistics of certification and conciliation proceedings will be found in the annual reports of the Department of Labour.