

A collective agreement between such an association and a municipal corporation which is in force when the Act comes into effect is to remain in force, with respect to salaries and other conditions of employment, for two years or for the duration of its term, whichever is less.

Ontario.—The *Labour Relations Act, 1950*, replaces the Act of like title passed in 1948 and continues the Labour Relations Board established under that Act. The new Act safeguards the right of association; defines and prohibits unfair practices; sets out procedure for determining the proper bargaining agent for employees; requires an employer and a certified trade union to negotiate in good faith and endeavour to reach an agreement; provides for conciliation services to assist the parties if bargaining is unsuccessful; prohibits strikes and lockouts during the life of a collective agreement; requires all agreements to provide for settlement by arbitration of disputes arising out of the interpretation of the agreement and sets out an arbitration clause which automatically becomes part of any agreement lacking such a provision.

Amendments to the *Fire Departments Act* and the *Police Act* add pensions to the matters which may be made the subject of collective bargaining between a municipal council and members of the fire department or police force.

The *Silicosis Act, 1950*, which will come into effect on proclamation, requires every person employed in an industrial process involving silica exposure, as defined by the regulations, to have a health certificate, unless the process in which he is engaged is exempted by the Minister of Labour.

Manitoba.—An amendment to the *Labour Relations Act* changes the section which determines the effect on certification and a collective agreement when the ownership of an employer's business passes to another employer, or when the businesses of two or more employers are merged.

Another change would allow the Minister to refer complaints of alleged violations of the Act to the Labour Relations Board as well as to an Industrial Inquiry Commission or a conciliation officer.

The *Factories Act* was amended to provide that fifteen days notice must be given to the Minister of Labour before a substantial change is made in the type of operation carried on or before alterations or additions to a factory building or equipment are begun. A permit is required before these changes may be made.

The *Workmen's Compensation Act* was amended in respect to the definition of industrial disease. The definition has now been broadened to cover any disease peculiar to, or characteristic of, an industrial process, also any of the diseases specified in the Act. Another change brought a "learner" under coverage of the Act.

The *Vacations with Pay Act* requires every employer to notify each of his employees who becomes entitled to a vacation of the date on which the vacation begins.

The *Fair Wage Act* was changed to provide that the draft schedule of wages and hours drawn up by the Fair Wage Board for public and private construction works shall be made available to the public so that representations concerning it may be made to the Minister of Labour before he approves the schedule, as well as after he has issued the order. The Minister must allow at least ten days for such representations to be made. A further amendment stipulates that the employer must pay wages in full within five days after the end of the pay period for which the wages are payable.