

The *Women's Minimum Wage Act, 1951*, replaces a 1920 Statute and applies to all women employees throughout the Province, except farm workers and domestic servants. Wider powers are given to the Minimum Wage Board, more specific provision is made for inspection, and higher penalties are prescribed for violation of the Act.

The *Workmen's Compensation Act* was amended to raise the monthly benefit payable for each child under 16 years of age in the care of a parent from \$12.50 to \$15 and the payment for an orphan child from \$22.50 to \$25.

The *Coal Mines Regulation Act* and the *Metalliferous Mines and Quarries Regulation Act* were revised and many safety provisions added. The minimum age for employment underground in metal mines is raised from 16 to 18 years.

New Brunswick.—Amendments to the *Workmen's Compensation Act* increase from \$2,500 to \$3,000 the maximum annual earnings on which compensation is computed, and raises the sum payable for burial expenses from \$150 to \$200.

The *Labour Relation Act, 1949*, was amended to permit a municipality to bring any group of its employees under the Act. Another amendment prohibits any attempt to influence the manner in which an employee votes in a representation vote or any other vote conducted by the Labour Relations Board.

Quebec.—The *Labour Relations Act* was amended to permit the term of collective agreements to be one, two or three years. Previously, one year was the maximum term.

Amendments to the *Labour Relations Act* and to the *Trade Disputes Act* provide that decisions of the Quebec Labour Relations Board or of councils of arbitration will not be subject to revision by the courts.

Ontario.—The *Fair Employment Practices Act, 1951*, the first legislation of its kind in Canada, forbids employers to refuse to employ, to discharge or to discriminate against any person because of race, creed, colour, nationality, ancestry or place of origin, and forbids trade unions to discriminate against any person for any of these reasons. Expressions of discrimination in application forms or advertisements or written or oral inquiries in connection with employment are prohibited. Employers of fewer than five persons, and religious, philanthropic, educational, fraternal or social non-profit organizations and domestic servants in private homes are not covered by the Act. Written complaints of discrimination must be filed by the persons affected. Charges are dealt with first by conciliation procedure and then, if necessary, by prosecution when fines up to \$50 may be imposed for an individual and \$100 for a corporation, union, or employment agency. The Act is administered by the Fair Employment Practices Branch of the Department of Labour.

The *Female Employees Fair Remuneration Act, 1951*, prohibits an employer from discriminating between male and female employees by paying a female employee at a lower rate than a male employee doing the same work in the same establishment. The machinery for dealing with charges of discrimination is the same as that established under the *Fair Employment Practices Act*. Offenders against the Act are liable to fines up to \$100. The Act, the first equal pay Act to be passed in Canada, became effective on Jan. 1, 1952.