

cases where exemption is granted 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 determined by the Minister of Labour.

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 May 2, 1949. 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, but in no event shall they be less than those established by statute or regulation of the province in which the work is being performed.

On Sept. 24, 1952, the Order in Council above referred to was amended to provide that all types of contracts to which the Order is applicable, entered into on and after Jan. 1, 1953, shall contain a clause prohibiting discrimination against any employee because of race, national origin, colour or religion, or because the employee has made a complaint or given information with respect to such discrimination.

The Industrial Relations and Disputes Investigation Act.—This legislation came into effect by proclamation on Sept. 1, 1948, revoking the Wartime Labour Relations Regulations, P.C. 1003, in effect since March 1944, and repealing the Industrial Disputes Investigation Act which had been in force from 1907 until suspended by the Wartime Regulations in 1944. The Act protects proceedings commenced and decisions, orders and certifications made under the wartime legislation in so far as these involve services authorized by the Act.

The Act applies only to industries within federal jurisdiction, viz., navigation, shipping, interprovincial railways, canals, telegraphs, steamship lines and ferries both international and interprovincial, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or of two or more provinces. However, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to employees within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation by the federal authorities.

In general, the Act in its important features provides that employees and employers shall have the right to organize and bargain collectively, that trade unions may be certified as bargaining agents for groups of employees, and that trade unions and employers are required upon notice to bargain collectively in good faith. The Act provides for invoking collective bargaining negotiations and for the mediation of conciliation officers and conciliation boards in reaching collective agreements. Employees may change bargaining agents at times under conditions specified in the Act which also prescribes conditions affecting the duration and renewal of collective agreements. Collective agreements are required to contain provision for the arbitration of disputes concerning the meaning or violation of such agreements and where such provision is lacking application may be made for its establishment. The Act prohibits unfair labour practices, i.e., the interference with or domination of trade unions by employers or interference, discrimination and coercion in trade-union activity. The conditions precedent to strike and lockout action are provided in the Act. Industrial inquiry commissions may be appointed to investigate industrial matters or disputes.