

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 which must be observed prior to strike and lockout action are provided for in the Act. Industrial inquiry commissions may be appointed to investigate industrial matters or disputes.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the provisions affecting the appointment of conciliation officers, conciliation boards, industrial inquiry commissions, consent to prosecute, and complaints that the Act has been violated or that a party has failed to bargain in good faith.

The Canada Labour Relations Board administers provisions concerning the certification of bargaining agents, the writing of a procedure into a collective agreement for the final settlement of disputes concerning the meaning or violation of such agreement, and the investigation of complaints made to the Minister that a party has failed to bargain collectively.

Detailed statistics concerning activities under the Act may be found in the Annual Report of the Department of Labour. In brief, the Canada Labour Relations Board has received 469 applications for certification since Sept. 1, 1948, 283 of which have been granted, 105 rejected, 69 withdrawn and 12 were pending at Mar. 31, 1954.

Of the 249 industrial disputes dealt with under the conciliation provisions of the Act, 202 were settled by conciliation officers and conciliation boards, 22 were not settled, 9 lapsed and 16 were pending at Mar. 31, 1954.

Canada Fair Employment Practices Act.—This Act, which came into effect on July 1, 1953, prohibits discrimination in employment based on race, colour, religion or national origin, whether practiced by employers or trade unions. It applies only to industries within federal jurisdiction—those covered by the Industrial Relations and Disputes Investigation Act (*see p. 759*).

This law prohibits acts of discrimination by employers; discrimination by trade unions in regard to membership or employment; the use by employers of employment agencies which practise discrimination, and of advertisements or inquiries in connection with employment which express, directly or indirectly, any limitation, specification or preference as to race, colour, religion or national origin.

Subsection 2.—Provincial Labour Legislation

Labour legislation in Canada is mainly a matter for the provincial legislatures and usually deals with the contract of service between employer and employee, the contract between members of a trade union which forms the basis of the union, or regulates conditions in local work-places. The right to contract is a civil right and the British North America Act, which distributes legislative powers between the Parliament of Canada and the provincial legislatures, grants to the provinces power to enact laws in relation to "civil rights" and, with certain exceptions, "local works and undertakings."

In each province, except Prince Edward Island, a Department of Labour (in Alberta, the Department of Industries and Labour) is charged with the administration of labour laws. Legislation for the protection of miners is administered by departments dealing with mines.