

By a 1956 amendment to the *Workmen's Compensation Act*, effective Jan. 1, 1957, the maximum annual earnings on which compensation is computed were increased from \$4,000 to \$5,000.

The *Department of Labour Act* was amended in 1957 to give the Lieutenant-Governor in Council authority to make regulations for the protection of the health and safety of persons who may be exposed to the effects of ionizing radiation in industry and commerce.

The section of the *Factory, Shop and Office Building Act* that requires the submission of building plans for any proposed factory and for any shop, bakeshop, restaurant or office building of more than two storeys in height was amended in 1957 to require departmental approval of plans of such buildings of less than two storeys, if they are to cover an area of 5,000 or more sq. feet. Certain regulatory measures authorized for factories were extended to shops, bakeshops, restaurants, offices and office buildings, including authorization of the inspector to direct the employer or owner to take remedial measures where he considers any "place, matter or thing" is a source of danger to the health and safety of employees and the public.

Manitoba.—The *Equal Pay Act, 1956*, effective July 1, 1956, forbids an employer to pay male employees on a scale different from that on which wages are paid to female employees working in the same establishment, if the work required of, and done by, employees of each sex is identical or substantially identical. The Act covers employers bound by collective agreements, and prohibits an employer, a trade union or a society acting as bargaining agent for employees from negotiating or entering into a collective agreement providing for scales of wages forbidden by the Act.

The *Labour Relations Act* was amended in 1956 to remove from the application of the Act school teachers who hold certificates or permits under the Education Department Act and who are empowered by a board of school trustees under a written contract in the prescribed form. Provisions were added to the *Public Schools Act*, effective July 1, 1956, setting out a procedure for collective bargaining between school trustees and teachers' associations and for the settlement of disputes by arbitration. Teachers are forbidden to strike.

The *Workmen's Compensation Act* was amended, effective July 1, 1956, to raise from \$3,000 to \$3,500 the maximum amount of average earnings that may be taken into account in computing compensation. The proportion of earnings on which compensation may be based was raised from 70 to 75 p.c. In death cases, the special immediate payment to the widow was increased from \$100 to \$200.

The *Vacations with Pay Act* was amended in 1956 to provide that when a business is sold or merged with another, an employee who continues in the employment of the new owner is, for the purpose of computing the vacation with pay to which he is entitled, to be considered to have been continuously employed by the one employer.

A 1956 amendment to the *Fair Employment Practices Act* forbids the use of discriminatory application forms, unless the request for an answer to the questions concerning such matters as race, national origin, colour or religion, is based upon a *bona fide* occupational qualification. The amendment also provides that the Crown is bound by the Act.

The *Employment Standards Act, 1957*, is a codification and revision of three of the Province's principal labour laws—the *Hours and Conditions of Work Act*, the *Minimum Wage Act* and the *Factories Act*. The new Act consists of four parts: Part I—General, providing for the keeping of records by employers, regulation of home work, control of employment of children, the making of regulations respecting the control of dangerous employments and other matters, special permits and exemptions and enforcement; Part II—Minimum Wages; Part III—Hours and Conditions of Work; Part IV—Safety of Employees in Factories. No significant changes were made in the provisions governing hours of work or in those providing for the fixing of a minimum wage rate. Some important changes were made, however, in the sections dealing with employment of children, 'take-home work' and safety in factories.