

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 that 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, from Sept. 1, 1948, to Mar. 31, 1958, the Canada Labour Relations Board received 866 applications for certification, 541 of which were granted, 158 rejected, 160 withdrawn and seven were pending at the end of the period. Of the 537 industrial disputes dealt with under the conciliation provisions of the Act, 432 were settled by conciliation officers and conciliation boards, 44 were not settled, 11 lapsed and 50 were pending at Mar. 31, 1958.

Labour-Management Co-operation Service.—During World War II, production committees based on the principle of joint consultation between labour and management were established in many vital industries. Since 1947 the establishment of labour-management production committees in industry has been encouraged and assisted by the Labour-Management Co-operation Service, a section of the Industrial Relations Branch of the Department of Labour. The number of active committees has grown from 526 in 1947 to approximately 1,450. Their activities are directed towards such objects as better understanding between management and labour, improved production efficiency, improved quality, reduction of waste, accident prevention, good housekeeping, and reduction of absenteeism.

Reinstatement in Civil Employment Act.—This Act provides for the reinstatement in their civil employment of discharged members of the Armed Forces and other designated persons. It was originally passed in 1942 and revised in 1946 and is administered by the Minister of Labour through the Unemployment Insurance Commission. In 1954, by the Veterans Benefit Act, the Act was made applicable to certain ex-members of the Special Force and to former members of the regular Forces who had served for a period not exceeding three years after July 5, 1950, and prior to July 1, 1955.

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. It applies only to industries within federal jurisdiction—those covered by the Industrial Relations and Disputes Investigation Act (see p. 716). 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.