

**Female Employees Equal Pay Act.**—This Act came into effect on Oct. 1, 1956, and applies to employers and employees engaged in works, undertakings or businesses coming within federal jurisdiction. The Act, in its principal provision, prohibits an employer from employing a female for any work at a rate of pay that is less than the rate at which a male is employed by that employer for identical or substantially identical work.

**Annual Vacations Act.**—This Act was passed in January 1958 and became effective by proclamation on Oct. 1, 1958. It provides a one-week vacation with pay for the first year of employment and a two-week vacation for subsequent years. Vacation pay is computed at 2 p.c. of wages, as defined in the Act, for a vacation of one week and 4 p.c. for a vacation of two weeks.

### Subsection 2.—Provincial Labour Legislation

Labour legislation in Canada is mainly a matter for the provincial legislatures as it 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 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.

Factory legislation and shops legislation in several of the provinces prohibit child labour, regulate the hours of work of women and young persons and provide for safety and health. Most provinces have minimum wage legislation and maximum hours laws, legislation to ensure freedom of association, to promote collective bargaining and to provide for the settlement of industrial disputes, and legislation dealing with apprenticeship and the licensing of certain classes of workmen. The Industrial Standards Acts of Nova Scotia, New Brunswick, Ontario and Saskatchewan, the Labour Act of Alberta and the Fair Wage Act of Manitoba enable the wages and hours of work agreed upon at a conference of representatives of employers and employees in designated trades to be made the minimum standards throughout the trade concerned. The Quebec Collective Agreement Act permits collective agreements between employers and trade unions to be made binding on all in the industry. The workmen's compensation law in each province is administered by a board appointed by the Lieutenant-Governor in Council.

Provincial labour legislation enacted in 1958 is outlined in the following paragraphs.

**Newfoundland.**—An amendment to the *Workmen's Compensation Act* empowered the Workmen's Compensation Board to spend up to \$25,000 annually to provide disabled workmen with necessary academic or vocational training.

**Prince Edward Island.**—The *Trade Union Act* was amended to set out a procedure under which either the bargaining agent or the employer may, by notice, require the other to meet for negotiation of a collective agreement after a union has been certified. Where notice to negotiate has been given, the certified bargaining agent and the employer must, within 15 days from the date of notice or such time as both parties have agreed upon, meet and commence bargaining and make every effort to conclude an agreement. Provision was also made, for the first time, authorizing the Minister of Labour, on the request of either party or on his own discretion, to instruct a conciliation officer to assist the parties to conclude an agreement.

An amendment to the *Workmen's Compensation Act* increased the maximum annual earnings on which compensation is based from \$2,700 to \$3,000. The maximum monthly amount payable to a widow and children was increased from \$130 to \$170, enabling compensation to be paid in respect of a maximum of six children.