

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

Because of the authority given by the British North America Act to provincial legislatures to make laws in relation to local works and undertakings, and in relation to property and civil rights, there is a large body of provincial labour legislation dealing with relations between employers and employees and the trade unions representing employees, working conditions, qualifications of tradesmen, compensation for work accidents, and other matters. In each province a Department of Labour is charged with the administration of labour laws. Legislation for the protection of miners is administered by departments dealing with mines. The workmen's compensation law in each province is administered by a board appointed by the Lieutenant-Governor in Council.

Factory legislation and shops legislation in several of the provinces prohibit child labour, regulate the hours of work of women and young persons, and contain provisions to ensure the safety and protect the health of employees in industrial and commercial establishments. All provinces have minimum wage legislation, and most have legislation establishing maximum working hours in at least some types of employment. The industrial standards legislation in Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan and Alberta enables 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 certain terms of collective agreements between employers and trade unions to be made binding on all in the industry.

In all provinces there is legislation to protect freedom of association, to promote collective bargaining and to assist in the settlement of industrial disputes. Nine provinces have legislation dealing with apprenticeship and all have legislation providing for the licensing of certain classes of workmen. Seven provinces have equal pay laws, and six have fair employment practices Acts prohibiting discrimination in hiring and conditions of employment and in trade union membership on grounds of race, colour, religion or national origin. All have workmen's compensation laws.

Provincial labour legislation enacted in 1959 is outlined in the following paragraphs.

Newfoundland.—The *Labour Relations (Amendment) Act* empowers the Lieutenant-Governor in Council to dissolve any trade union in the province which is a branch, local or affiliate of a trade union or organization of trade unions outside the province, if it appears to the Lieutenant-Governor in Council that a substantial number of the superior officers, agents or representatives of such union outside Newfoundland have been convicted of any heinous crime, and any or all of them retain offices in the union organization. Where a trade union is dissolved, any collective agreement to which it is a party becomes void and, if it is a certified bargaining agent, its certification is revoked.

The Labour Relations Board is given authority to revoke a union's certification on the following conditions: (1) if any union officer or representative continues in his position after being convicted of an offence against the Criminal Code in connection with a trade dispute or an offence under the Act; (2) if the union itself has been convicted of a breach of the Act; (3) where an employer has been excluded from Sect. 12 (the provision requiring either party to bargain on notice from the other); (4) if an injunction other than an interim injunction has been granted against a union officer, agent, representative or member in