

**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 in specified areas. 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 throughout the province or in a defined area.

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. Eight 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 1961 is outlined in the following paragraphs.

**Newfoundland.**—The *Workmen's Compensation Act* was amended, raising the maximum annual earnings on which compensation may be paid from \$3,000 to \$4,000. Dependants' allowances were increased and the increases were made applicable to existing pensioners. The allowance for funeral expenses was increased from \$200 to \$300, the lump sum payable to a widow from \$100 to \$200, and a widow's pension from \$60 to \$75 a month. The monthly allowance for a dependent child under 16 years of age was raised from \$20 to \$25, and for an orphan under 16 from \$30 to \$35. Coverage was extended to learners, and provision was made for bringing members of a volunteer fire brigade under the Act upon the application of the municipality concerned.

The *Logging Camps Act, 1960*, which among other matters lays down health and welfare provisions for logging camps, was amended to authorize the making of regulations providing for the classification and licensing of such camps.

**Prince Edward Island.**—An amendment to the *Trade Union Act* made it unlawful for a member of the police force of a city, town or village or for a full-time employee of a fire department to engage in a strike or work stoppage.