

Regulation of Hours and Annual Holidays.—Five provinces—Ontario, Manitoba, Saskatchewan, Alberta and British Columbia—have statutes that either place absolute limits on working hours or require time and one-half the regular rate to be paid if work is continued after specified limits. There is, in addition, an Act of limited application in Quebec. In the provinces that have no special hours-of-work legislation, the only statutory regulation of hours, apart from that described above under the Industrial Standards Acts and the Quebec Collective Agreement Act, is that imposed by factories Acts, mines Acts and, in Newfoundland, legislation governing shops. In New Brunswick and Quebec the limits imposed by the factories Acts apply only to women and boys under 18 years of age.

In Ontario there is a maximum eight-hour day and 48-hour week with certain exceptions. In Alberta the maximum daily and weekly hours in all centres with a population of over 5,000 are eight and 44; in the remainder of the province they are eight and 48. In British Columbia hours are limited to eight in a day and 44 in a week. In these three provinces the Acts apply to most workers except farm labourers and domestic servants. In Saskatchewan the Act requires time and one-half to be paid for work after eight hours daily and 44 hours weekly and applies to workers in all industries except agriculture and domestic service. A Manitoba Act covering most industrial workers in the province requires time and one-half to be paid for work done after eight hours in a day and after 48 hours in a week for men and 44 hours for women. In all provinces that have Acts regulating hours, longer hours may be worked in an emergency or by permission of the administrative authority.

Seven provinces—Nova Scotia, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia—have legislation in effect providing for annual holidays with pay for workers in most industries, and New Brunswick has legislation requiring annual holidays in the mining and construction industries and for fish, fruit and vegetable packers. In Nova Scotia, New Brunswick, Quebec and Ontario, workers are entitled to a holiday with pay of one week after a year of service; in Manitoba, Saskatchewan, Alberta and British Columbia, a holiday of two weeks with pay must be granted after a year of employment. In Saskatchewan, a worker becomes eligible for a holiday of three weeks after five years of service with the same employer. A worker employed for less than a year is entitled, in Quebec, to a half-day for each month of employment and, in Saskatchewan, to one day for each month. Coal miners in Alberta are entitled to a one-day holiday with pay for every 20 days worked in a month but not more than two weeks in a year.

Farm workers are excluded from the holiday provisions in all provinces, and domestic servants in all but Manitoba and Saskatchewan. In addition, Quebec exempts public corporation employees, janitors and caretakers, and certain part-time workers; Ontario exempts professional workers, salesmen, and funeral directors and embalmers; Manitoba and Saskatchewan exempt ranch and market garden employees, and British Columbia exempts professional workers and horticultural workers.

Minimum Wage Regulations.—In Nova Scotia the minimum wage law applies only to women. In Ontario, although the Act applies to both sexes, minimum wage orders apply only to women. The New Brunswick Act has been applied mostly to women workers; the only male order in effect is one applying to the canning industry. Under the Prince Edward Island legislation, orders have been made recently for women restaurant workers in Charlottetown and Summerside; no rates have been set for male workers. With these exceptions, minimum wage laws and orders apply to both sexes and, except in Newfoundland and in a few orders in British Columbia, set the same rates for male and female workers.

Table 1 shows the minimum rates in effect in December 1961 for several classes of establishment in the principal cities. In Newfoundland, New Brunswick, Saskatchewan and British Columbia the rates set are for the entire province. Elsewhere, excluding Prince Edward Island, rates vary according to zone.