

All provinces have apprenticeship laws providing for an organized procedure of on-the-job training and school instruction in designated skilled trades, and statutory provision is made in most provinces for the issue of certificates of qualification, on application, to qualified tradesmen in certain trades. In some provinces legislation is in effect making it mandatory for certain classes of tradesmen to hold a certificate of competency.

In all provinces there is legislation similar in principle to the federal Industrial Relations and Disputes Investigation Act, designed to establish equitable relations between employers and employees and to facilitate the settlement of industrial disputes. These laws guarantee freedom of association and the right to organize, establish machinery (labour relations boards) for the certification of a trade union as the exclusive bargaining agent of an appropriate unit of employees, and make compulsory collective bargaining between an employer and the certified trade union representing his employees. Except in Saskatchewan, they provide for compulsory conciliation, that is, they require the parties to comply with the conciliation procedures laid down in the Act before a strike or lockout may legally take place. A two-stage conciliation process is provided for—the intervention of a conciliation officer at the first stage of a dispute and, failing settlement, the establishment of a conciliation board. The Acts also provide for the compulsory settlement of any dispute that arises out of a collective agreement, and prohibit strike action while an agreement is in force. All prescribe and provide penalties for unfair labour practices. In some provinces certain classes of employees who are engaged in essential services, such as policemen and firemen, are forbidden to strike and, in lieu of the right to strike, have recourse to final and binding arbitration.

Six provinces have adopted fair employment practices laws forbidding discrimination in hiring and conditions of employment and in trade union membership on grounds of race, colour, religion or national origin. The same six provinces have laws providing that places to which the public is customarily admitted must be open to all without regard to race, colour, religion or national origin. Eight provinces have equal pay laws, which forbid discrimination in rates of pay solely on the basis of sex. The Ontario anti-discriminatory legislation has been consolidated in the Ontario Human Rights Code, 1961-62, which is administered by the Ontario Human Rights Commission.

Workmen's compensation legislation providing a system of collective liability on the part of employers for accidents occurring to employees in the course of their employment are in force in all provinces. Workmen's compensation laws are described in greater detail on pp. 744-745.

**Changes in 1962.**—In 1962 there were a number of important changes in provincial labour laws.

In British Columbia, a new Payment of Wages Act was passed to give workmen greater assurance of payment of wages. In addition to requiring wages to be paid not less often than twice a month, a new wages recovery procedure, to be administered by the Board of Industrial Relations, made it an offence for an employer to issue an NSF cheque in payment of wages, and gave the Board authority to order employers to be bonded. In Manitoba, provision was made, by amendment to the Employment Standards Act, for the bonding of the employer to provide security for the payment of wages.

Major amendments were made to the labour relations laws of Ontario, Manitoba and Prince Edward Island. The Ontario amendments dealt in large part with labour relations in the construction industry, and were designed to expedite certification and conciliation proceedings in view of the usual short-term employment in the industry. In Manitoba, trade unions and employers' organizations were declared to be legal entities, liable in damages for a breach of a collective agreement or for a violation of the Labour Relations Act. Provision was also made for the appointment of a mediator, to be selected and paid