

by the parties, as an alternative to the regular conciliation procedure, and for the enforcement of the Act through Crown prosecutions. Previously, only prosecutions instituted by the aggrieved party were provided for. Another amendment requires all strike votes to be conducted by the Manitoba Labour Board. The Prince Edward Island Act was replaced by a new statute which follows more closely the general pattern of labour relations laws in Canada.

A new Construction Safety Act in Ontario, to be enforced by municipal inspectors, and a revised Act with the same title in Manitoba are designed to promote safe practices in all phases of construction work, by prescribing minimum standards as to equipment and precautions to be observed by employers and workmen. The scope of the New Brunswick Factory Act was extended to cover the construction industry and, because of its wider application, the name of the Act was changed to the Industrial Safety Act. In Alberta, the Factories Act was repealed and factory inspection services were assigned to the Workmen's Compensation Board and a new Elevators and Fixed Conveyances Act was passed, applicable to lifting devices in all parts of the province. In Manitoba, the provisions of the Employment Standards Act having to do with the safety of employees in factories were extended to cover all types of employment. The Labour Safety Council of Ontario, created by an amendment to the Department of Labour Act, is to act in an advisory capacity to the Minister of Labour on matters affecting the safety of workers. The New Brunswick Industrial Safety Council was set up to promote and co-ordinate industrial safety activities in that province.

Workmen's compensation Acts were amended in five provinces. Important changes in New Brunswick were the upgrading of existing pensions to disabled workmen and the raising of the age limit to which children's allowances are payable, if they continue to attend school, from 18 to 21 years. In Newfoundland and Prince Edward Island, a one-day waiting period was adopted. Widows' and children's compensation payments were increased in Nova Scotia, New Brunswick and Saskatchewan. The maximum annual earnings on which compensation may be paid were raised from \$3,600 to \$4,200 in Nova Scotia and from \$4,000 to \$5,000 in Prince Edward Island.

Further information about legislative changes in 1962 may be found in the *Labour Gazette*, September and November issues, 1962.

**Regulation of Hours and Annual Vacations.**—The Provinces of Ontario, Manitoba, Saskatchewan, Alberta and British Columbia have statutes of general application limiting working hours. The Acts are of two types. Those of Ontario, Alberta and British Columbia set actual limits on daily and weekly hours, and provide that work may not be carried on beyond those limits except with the permission of the administrative authority. The Manitoba and Saskatchewan Acts regulate hours through the requirement that one and one half times the regular rate must be paid if work is continued after specified limits. Hours are also regulated under the Industrial Standards Acts, the Manitoba Fair Wage Act and the Quebec Collective Agreement Act (see p. 712) and there is, in addition, some regulation of hours under other legislation, such as factories Acts, mines Acts and, in Newfoundland, legislation governing shops.

In Ontario, working hours are limited to eight in a day and 48 in a week. In Alberta, the maximum daily and weekly hours permitted to be worked in all centres with a population of over 5,000 are eight and 44, and 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. Under the Saskatchewan law, one and one half times the regular rate must be paid for work done after eight hours in a day and 44 hours in a week, except in workplaces (other than factories) in the smaller centres, where the overtime rate must be paid after a 48-hour week. In addition to the above, the Lieutenant-Governor in Council has authority to limit daily hours in any class of employment in order to prevent the working of excessive hours;