

this authority has been used to limit daily hours to 12 in highway construction and maintenance. The Manitoba Act, which applies to the chief industrial areas of the province, requires one and one half times the regular rate to be paid after eight hours in a day and after 48 hours in a week for men and 44 hours for women. The Manitoba and British Columbia Acts cover specified industries but the other three Acts apply to most industries in the province concerned.

Seven provinces—Nova Scotia, Quebec, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia—have annual vacations legislation applicable to most industries, and the New Brunswick Vacation Pay Act applies to construction, mining, including the peat-moss industry, and the canning and packing of fish, vegetables and fruit. In Nova Scotia, New Brunswick, Quebec and Ontario, workers are entitled to a vacation with pay of one week after a year of service; in the four western provinces, a vacation of two weeks with pay must be granted after a year of employment. In Saskatchewan, a worker becomes eligible for a vacation 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 every month. Coal miners in Alberta are entitled to a vacation of one day for every 20 days worked in a month but not more than two weeks in a year.

A stamp system of vacation pay credits is in effect for the construction industry in Alberta and Nova Scotia. In Ontario, the stamp system is used in any industry (including construction) in which employment is terminated during a working year. In Manitoba, vacation pay of transitory construction workers in Greater Winnipeg is deposited by employers with the Department of Labour and disbursed to employees by cheque after the first day of July in each year.

Farm workers are excluded from the vacation provisions in all provinces, and domestic servants in all but Manitoba and Saskatchewan. In addition, Quebec exempts employees of municipal and school corporations, janitors and caretakers, salesmen with less than three months experience and certain part-time workers; Ontario exempts professional workers, flower, fruit and vegetable growers, and funeral directors and embalmers; Nova Scotia excludes workers engaged in lumbering and commercial fishing; Alberta exempts salesmen; Manitoba and Saskatchewan exclude ranch and market garden employees; and British Columbia exempts professional workers and horticultural workers. Workers covered by decrees under the Quebec Collective Agreement Act are excluded from the vacation order and are subject to the annual vacation provided for in the decree concerned.

Minimum Wage Regulations.—All provinces have minimum wage legislation but in Nova Scotia the law applies only to women workers, and in Ontario, although the Act applies to both sexes, minimum wage rates have been set for women only. In Prince Edward Island, no minimum rates are in effect under the law applying to male workers; under the Women's Minimum Wage Act rates have been set for only one group of employees—waitresses and other restaurant workers in Charlottetown and Summerside. In New Brunswick, minimum rates have been established for most women workers; they have been fixed for men in certain industries only—logging, sawmilling, the garment industry and the canning or processing of fish, vegetables or fruit. With these exceptions, minimum wage laws and orders apply to both sexes and, except in Newfoundland, set the same rates for male and female workers. In Newfoundland, New Brunswick and British Columbia, minimum rates apply throughout the province. Elsewhere (excluding Prince Edward Island) there are regional differentials in minimum rates. Weekly rates are set in some provinces, hourly rates in others.

Table 1 shows the minimum rates in effect on Jan. 1, 1963, for several classes of establishment in the principal cities.