

The Canada Labour Relations Board administers provisions concerning the certification of bargaining agents, the writing of a procedure into a collective agreement for the final settlement of disputes concerning the meaning or violation of such agreement, and the investigation of complaints made to the Minister that a party has failed to bargain collectively.

Detailed statistics concerning activities under the Act may be found in the Annual Report of the Department of Labour. In brief, from Sept. 1, 1948 to Dec. 31, 1963, the Canada Labour Relations Board received 1,481 applications for certification, 859 of which were granted, 302 rejected, 292 withdrawn and 28 were pending at the end of the period. Of the 955 industrial disputes dealt with under the conciliation provisions of the Act, 849 were settled by conciliation officers and conciliation boards, 68 were not settled, 29 lapsed and nine were pending at Dec. 31, 1963.

*Labour-Management Co-operation Service.*—During World War II, production committees based on the principle of joint consultation between labour and management were established in many vital industries. Since 1947 the establishment of labour-management committees in industry has been encouraged and assisted by the Labour-Management Co-operation Service, a division of the Industrial Relations Branch of the Department of Labour. There are now more than 1,800 active committees whose efforts are directed toward such objects as better understanding between management and labour, improved production efficiency, improved quality, reduction of waste, accident prevention, good housekeeping and reduction of absenteeism.

*Reinstatement in Civil Employment Act.*—This Act provides for the reinstatement in their civil employment of discharged members of the Armed Forces and other designated persons. It was originally passed in 1942, revised in 1946, and broadened in its application in 1954. The Act is administered by the Minister of Labour through the National Employment Service (see p. 744).

*Canada Fair Employment Practices Act.*—This Act, which came into effect on July 1, 1953, prohibits discrimination in employment based on race, colour, religion or national origin. It applies only to industries within federal jurisdiction—those covered by the Industrial Relations and Disputes Investigation Act (see p. 714). This law prohibits acts of discrimination by employers; discrimination by trade unions in regard to membership or employment; the use by employers of employment agencies that practise discrimination; and the use of advertisements or inquiries in connection with employment that express, directly or indirectly, any limitation, specification or preference as to race, colour, religion or national origin.

*Female Employees Equal Pay Act.*—This Act came into effect on Oct. 1, 1956 and applies to employers and employees engaged in works, undertakings or businesses coming within federal jurisdiction. The Act, in its principal provision, prohibits an employer from employing a female for any work at a rate of pay that is less than the rate at which a male is employed by that employer for identical or substantially identical work.

*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 the provincial legislatures to make laws in relation to local works and undertakings and in relation to property and civil rights in the province, power to enact labour legislation is largely the prerogative of the provinces. Since it imposes conditions on the rights of the employer