

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. In Ontario and Nova Scotia, fair employment practices, fair accommodation practices and equal pay laws have been combined in one statute (the Ontario Human Rights Code and the Nova Scotia Human Rights Act).

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. 745-746.

Changes in 1963.—In 1963 a number of important changes were made in provincial labour laws.

The Newfoundland Legislature passed an Industrial Standards Act similar to the legislation in force in five other provinces. It also enacted an Hours of Work Act applying specifically to shop employees throughout the province. This Act limits working hours to eight in a day and 40 in a week unless time and one half the regular rate is paid, provides for a weekly rest and, subject to certain exceptions, requires shops to remain closed on specified public holidays.

The Ontario Minimum Wage Act was amended to provide that tips are not to be counted as wages for purposes of the Act and to give authority to the Industry and Labour Board to fix minimum wages on an hourly rather than a weekly basis. Under this authority new hourly minimum wage rates have been established for workers of both sexes. The rates for male workers were the first to be set for men in the province. As a result of an amendment to the Ontario Wages Act, it is now obligatory for employers to give their employees a pay statement on each regular pay day.

In Prince Edward Island, a new Apprenticeship and Tradesmen's Qualification Act was passed, making provision for the setting up of an organized system of apprenticeship training and for the voluntary certification of tradesmen. The British Columbia Apprenticeship and Tradesmen's Qualification Act was amended to provide for the compulsory certification of tradesmen. In Ontario, an amendment to the Apprenticeship Act removed the upper age limit of 21 years for persons desiring to become apprentices in any of the designated trades.

Changes were made in the labour relations laws of several provinces. The principal amendment in British Columbia was one permitting the parties to a collective agreement to refer a grievance to the Labour Relations Board as a speedier and less expensive alternative to private arbitration. The Newfoundland amendments introduced new emergency procedures for hospital disputes. Amendments to the Ontario Labour Relations Act provided for the continuation of the bargaining rights of a trade union when a business changes hands. The Public Service Act was amended to establish negotiating machinery for provincial civil servants. Ontario thus became the second province to give its civil servants negotiating rights.

Industrial safety continued to be a matter of concern and a number of special measures for the protection of workmen in hazardous employments were adopted. A new Loggers'