

and the New Brunswick Vacation Pay Act (as amended in 1964) covers all employees except those in domestic service or agriculture, employees of the Crown and certain part-time workers. 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, salesmen, 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 under which minimum rates are fixed by a government board. The British Columbia board makes a separate order for each industry or occupation. In the other provinces general orders are issued setting rates which apply to most industries and occupations. Except in three provinces, the general orders apply to both sexes.* In Nova Scotia, minimum rates have been set for women only.† In New Brunswick, there is a general minimum wage order for women; minimum rates have been set for male workers in certain industries only—logging, sawmilling, the garment industry and the canning or processing of fish, vegetables or fruit. In Prince Edward Island, a general minimum wage order for male workers is in effect; the only rates set for women are for restaurant workers in Charlottetown and Summerside and for laundry workers throughout the province. Nova Scotia, Ontario and Quebec are divided into zones for minimum wage purposes and rates are set according to zone. In the three Prairie Provinces rates vary between rural and urban areas. Elsewhere minimum rates apply throughout the province. Weekly rates are set in some provinces, hourly rates in others.

Table 1 shows the minimum rates in effect on Jan. 1, 1964 for several classes of establishment in the principal cities.

* In Ontario, the general order issued in 1963 covering both male and female workers applied only to the Toronto-Hamilton-Oshawa zone; province-wide minimum rates went into effect on June 29, 1964.

† A new Minimum Wage Act passed in 1964 gives authority to set rates for both sexes.