

comply with the conciliation procedures laid down in the Act before a strike or lockout may legally take place. A two-stage conciliation process is provided for—the intervention of a conciliation officer at the first stage of a dispute and, failing settlement, the establishment of a conciliation board. The Acts also provide for the compulsory settlement of any dispute that arises out of a collective agreement, and prohibit strike action while an agreement is in force. All prescribe and provide penalties for unfair labour practices. 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.

Seven 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. In addition, the British Columbia law prohibits discrimination in employment or in trade union membership on grounds of age. The same provinces have laws providing that places to which the public is customarily admitted (the Quebec law applies to hotels, restaurants and camping grounds only) 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, and the Quebec statute respecting discrimination in employment forbids discrimination in employment 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 p. 750.

Changes in 1964.—There were a number of significant developments in provincial labour laws in 1964.

In Nova Scotia, a new Minimum Wage Act was passed, giving the Minimum Wage Board authority to set minimum rates for workers of both sexes. The law previously in effect applied to women only. The Act also contained provisions requiring an employer or employee to give at least one week's notice of termination of employment, if the employee has been in the employer's service for three months or more, and provided that all wages owing must be paid within 10 days of termination of employment.

New Brunswick enacted a Minimum Employment Standards Act, laying down requirements regarding weekly rest, minimum age for employment, working hours of women and boys under 18 and maternity leave which are applicable in every place of employment other than a private home or a farm.

The New Brunswick Vacation Pay Act was extended to cover virtually all employees in the province except domestic servants and farm workers. An amendment to the Alberta Labour Act gave the Board of Industrial Relations authority to provide for paid public holidays.

In Ontario, the Industrial Standards Act was extensively revised, putting into effect many of the recommendations of a Committee of Inquiry which had studied the scope and operation of the Act. Manitoba replaced its Fair Wage Act by the Construction Industry Wages Act. Provision was made, as before, for the setting of minimum rates of wages and maximum hours of work at regular rates for employees in the construction industry, based on the recommendations of a board equally representative of employers and employees in the industry, with a public member as chairman. Separate boards for different sectors of the industry are now provided for.

The Saskatchewan Legislature raised the school-leaving age from 15 to 16 years.

In Quebec, an Act was passed forbidding discrimination in employment and in trade union membership on grounds of race, colour, sex, religion, national extraction or social