

origin. The British Columbia Fair Employment Practices Act was amended to prohibit discrimination in employment or in trade union membership against persons between the ages of 45 and 65 solely on grounds of their age.

Two provinces enacted new legislation designed to promote the training of more skilled workers. The Ontario Apprenticeship and Tradesmen's Qualification Act is a major revision of earlier legislation, along the lines suggested by a Select Committee on Man-power Training, providing the legislative authority for an expanded and modernized system of apprenticeship training and an extension of both compulsory and voluntary certification of tradesmen. The New Brunswick Tradesmen's Qualifications Act made provision for compulsory certification of tradesmen in designated trades.

Quebec adopted a new Labour Code and changes were made in the labour relations laws of several other provinces. The new Labour Code of Quebec puts into force new principles for the regulation of employer-employee relations in the province. It broadens the right of association, bringing virtually all workers in the province within its scope. Public service employees, who were formerly forbidden to strike and were compelled to submit all disputes to arbitration, have been granted the right to strike, subject to restrictions similar to those laid down in the United States Taft-Hartley Act. Compulsory arbitration no longer exists, except with respect to policemen and firemen. Amendments to the Nova Scotia Trade Union Act made the Labour Relations Board responsible for handling unfair labour practice charges.

Ontario passed the Industry Safety Act, a thorough revision and up-dating of its factory legislation, and issued comprehensive new regulations, strengthening and extending safeguards for employee safety. New Brunswick revised and replaced its Industrial Safety Act, which now applies to all workplaces except private homes and mining operations. This Act is also to be supplemented by extensive regulations.

Workmen's compensation laws were amended in six provinces. In Newfoundland, the maximum yearly earnings on which compensation may be paid were increased from \$4,000 to \$5,000. Manitoba and Ontario set higher minimum payments for total disability. Of special importance were the provisions in Manitoba and Quebec increasing payments to disability pensioners in respect to past accidents. In Ontario, the age limit for the payment of children's allowances was removed, permitting payments to be made, at the discretion of the Workmen's Compensation Board, as long as a child is continuing his studies. Increased expenditures for rehabilitation services were authorized in Manitoba and Ontario.

Further information about legislative changes in 1964 may be found in the *Labour Gazette*, October to December 1964 issues.

Regulation of Hours and Annual Vacations.—Ontario, Manitoba, Saskatchewan, Alberta and British Columbia have statutes of general application limiting working hours. The Acts are of two types. Those of Ontario, Alberta and British Columbia set actual limits on daily and weekly hours, and provide that work may not be carried on beyond those limits except with the permission of the administrative authority. The Manitoba and Saskatchewan Acts regulate hours through the requirement that one and one half times the regular rate must be paid if work is continued after specified limits. The Nova Scotia Minimum Wage Act passed in 1964 permits the Minimum Wage Board to limit hours of work but so far no limitations have been imposed. Hours are also regulated under the Industrial Standards Acts, the Manitoba Construction Industry Wages Act and the Quebec Collective Agreement Act (see p. 726) and there is, in addition, some regulation of hours under other legislation, such as factories Acts, mines Acts and, in Newfoundland, legislation governing shops.

In Ontario, working hours are limited to eight in a day and 48 in a week. In Alberta, the maximum daily and weekly hours permitted to be worked in all centres with a population of over 5,000 are eight and 44, and in the remainder of the province they are eight and 48. In British Columbia, hours are limited to eight in a day and 44 in a week. Under the Saskatchewan law, one and one half times the regular rate must be paid for work done