

after eight hours in a day and 44 hours in a week, except in workplaces (other than factories) in the smaller centres, where the overtime rate must be paid after a 48-hour week. In addition to the above, the Lieutenant-Governor in Council has authority to limit daily hours in any class of employment in order to prevent the working of excessive hours; this authority has been used to limit daily hours to 12 in highway construction and maintenance. The Manitoba Act, which applies to the chief industrial areas of the province, requires one and one half times the regular rate to be paid after eight hours in a day and after 48 hours in a week for men and 44 hours for women. The Manitoba and British Columbia Acts cover specified industries but the other three Acts apply to most industries in the province concerned.

All provinces except Newfoundland and Prince Edward Island have annual vacations legislation applicable to most industries. 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 Metropolitan 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, New Brunswick exempts certain part-time workers; 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 New Brunswick, five new industry orders issued in 1964 and in force on Jan. 1, 1965, together cover most employees in the province. In the other provinces general orders are issued setting rates which apply to most industries and occupations. Except in two provinces, the general orders apply to both sexes. In Nova Scotia, minimum rates have been set for women only but a new Minimum Wage Act passed in 1964 gives authority to set rates for both sexes.* 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, 1965, for several classes of establishment in the principal cities.

* A new general order in Nova Scotia in force on Feb. 20, 1965, sets rates for both men and women.