

custom of the trade in the district where the work is performed, or fair and reasonable hours. The wages must be current or fair and reasonable but in no event shall they be less than those established by statute or regulation of the province in which the work is being performed. This Order in Council contains a clause prohibiting discrimination against any person in matters of employment because of that person's race, national origin, colour or religion, or because he has made a complaint or given information with respect to such alleged discrimination.

**Government Prevailing Rate Employees.\***—Many departments and agencies of government employ non-office workers in public buildings, defence establishments, parks and forests, experimental farms, canal operation, airports and government vessels, survey parties, special projects, etc. Rates of pay for such positions are fixed by the Treasury Board in consultation with the Department of Labour on the basis of prevailing private industry rates for comparable work in the appropriate area. Data used in the determination of these pay rates are secured from wage surveys made by Industrial Relations Officers of the Department of Labour, from wage research conducted by the Economics and Research Branch, and from collective agreements and wage rates established under the legislation of some provinces. The Labour Standards Branch provides wage data to assist certain Crown corporations in the preparation of their wage schedules, and gives assistance in the establishment of class titles, job descriptions and the application of job evaluation techniques.

Three sets of comprehensive Regulations have been established by the Treasury Board governing hours of work, overtime, vacations, statutory holidays, sick leave, pensions, etc., for (1) prevailing rate workers generally employed, (2) ships' officers and (3) ships' crews.

**The Industrial Relations and Disputes Investigation Act.**—This legislation came into effect by proclamation on Sept. 1, 1948, revoking the Wartime Labour Relations Regulations in effect since March 1944 and repealing the Industrial Disputes Investigation Act which had been in force from 1907 until suspended by the Wartime Regulations in 1944. The Act protects proceedings commenced and decisions, orders and certifications made under the wartime legislation in so far as these involve services authorized by the Act.

The Act applies only to industries within federal jurisdiction, viz., navigation, shipping, interprovincial railways, canals, telegraphs, steamship lines and ferries, both international and interprovincial, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or of two or more provinces. However, the Act provides that provincial authorities if they so desire may enact similar legislation for application to employees within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation by the federal authorities.

In general, the Act in its important features provides that employees and employers shall have the right to organize and bargain collectively and that trade unions may be certified as bargaining agents for employee groups. Trade unions and employers are required, upon notice, to bargain collectively in good faith. The Act provides for invoking collective bargaining negotiations and for the mediation of conciliation officers and conciliation boards in reaching collective agreements. Employees may change bargaining agents at times under conditions specified in the Act, which also prescribes conditions affecting the duration and renewal of collective agreements. Collective agreements are required to contain provision for the arbitration of disputes concerning the meaning or violation of such agreements and where such provision is lacking application may be made for its establishment. The Act prohibits unfair labour practices, i.e., the interference with or domination of trade unions by employers or interference, discrimination and coercion in trade union activity. The conditions that must be observed prior to strike and lockout action are set down

\* Statistics on numbers and earnings of prevailing rate and other groups of federal employees which were exempt from the Civil Service Act are given at pp. 156-161; this Act was replaced by the Public Service Employees Act (SC 1966-67, c. 71) passed by the House of Commons Feb. 20, 1967, the provisions of which are extended to cover prevailing rate employees and ships' officers and crews.