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 in the Act. Industrial inquiry commissions may be appointed to investigate industrial matters or disputes. The Minister of Labour is charged with the administration of the Act and is directly responsible for the provisions affecting the appointment of conciliation officers, conciliation boards, industrial inquiry commissions, consent to prosecute, and complaints that the Act has been violated or that a party has failed to bargain in good faith. The Canada Labour Relations Board administers provisions concerning the certification of bargaining agents, the writing of a procedure into a collective agreement for the final settlement of disputes concerning the meaning or violation of such agreement, and the investigation of complaints made to the Minister.

Detailed statistics concerning activities under the Act may be found in the Annual Report of the Canada Department of Labour.

Canada Fair Employment Practices Act.—This Act, which came into effect on July 1, 1953, prohibits discrimination in employment based on race, colour, religion or national origin. It applies only to industries within federal jurisdiction—those covered by the Industrial Relations and Disputes Investigation Act (see above). This law prohibits acts of discrimination by employers; discrimination by trade unions in regard to membership or employment; the use by employers of employment agencies that practise discrimination; and the use of advertisements or inquiries in connection with employment that express, directly or indirectly, any limitation, specification or preference as to race, colour, religion or national origin.

Female Employees Equal Pay Act.—This Act came into effect on Oct. 1, 1956 and applies to employers and employees engaged in works, undertakings or businesses coming within federal jurisdiction. The Act, in its principal provision, prohibits an employer from employing a female for any work at a rate of pay that is less than the rate at which a male is employed by that employer for identical or substantially identical work.

Canada Labour (Standards) Code.—This Act received Royal Assent on Mar. 18, 1965 when the administration and general provisions of Part V came into effect. The Act provides, in Parts I to IV which came into force on July 1, 1965, minimum standards with respect to hours of work, minimum wages, annual vacations and general holidays in industries under federal jurisdiction; the Annual Vacations Act 1958 was repealed.

The standard hours of work are eight a day and 40 a week, with maximum hours of 48 a week. Overtime pay at not less than time-and-one-half is required for all hours worked in excess of the standard hours. Permits are required in order to work more than 48 hours a week. Where the nature of the work necessitates irregular distribution of hours of work, the hours may be averaged over a period of two weeks or more.