

The minimum wage is \$1.25 an hour for all persons 17 years of age or over and the minimum wage for persons under 17 years of age is \$1.00 an hour. Special rates may be set for persons receiving training on-the-job and for disabled or handicapped persons.

Employees are entitled to a two-week vacation with pay after one year of employment, with vacation pay calculated at 4 p.c. of wages. The general holidays are eight in number and every employee is entitled to a holiday with pay on each of them, or substitutes for them. Pursuant to an amendment to Part IV of the Code, the Multi-employer Employment (Longshoring) Regulations have been passed to provide for the granting of pay in lieu of general holidays to longshoremen in multi-employer employment who previously could not qualify for general holiday benefits because they did not have sufficient employment with one employer.

The Code has special and transitional provisions. Any person may make a submission (under Sect. 51) for deferment or suspension of Part I (Hours of Work). The Minister may grant deferment or suspension where it can be shown that the application of Part I is or would be prejudicial to the interests of the employees or detrimental to the operation of the business. The Minister's order to defer or suspend may be for a period up to but not exceeding 18 months from the date of the order, and the order may or may not contain conditions on hours. A further deferment or suspension may be made by the Governor in Council but only after there has been an inquiry, and the order of the Governor in Council must contain conditions on hours of work. Regulations have been enacted to carry out the purposes of the Code.

Canada Labour (Safety) Code.—This Code, which received Royal Assent in late 1966 and was proclaimed in effect as of Jan. 1, 1968, is the first safety legislation to be passed by the Parliament of Canada. Its primary purpose is to ensure safe working conditions for all employees in industries and undertakings under federal jurisdiction. The main features of the Code are that: (1) it provides for all the elements of a complete industrial safety program; (2) it sets out the general obligation of employers and employees to carry out their functions and duties in a safe manner and authorizes the making of regulations for dealing with the problems of occupational safety; (3) it does not override but complements other federal laws and provincial legislation, thus strengthening the safety movement; (4) it authorizes full use of advisory committees and special task forces in the drawing up and administering of regulations, to be done under continuous consultation among federal and provincial government departments, industry and organized labour; and (5) it provides for research into causes and prevention of accidents and for an extended program of safety education.

Provincial Labour Legislation

Because of the authority given by the British North America Act to the provincial legislatures to make laws in relation to local works and undertakings and in relation to property and civil rights in the province, power to enact labour legislation is largely the prerogative of the provinces. Since it imposes conditions on the rights of the employer and employee to enter into a contract of employment, labour legislation is, generally speaking, law in relation to civil rights. Under this authority, the provincial legislatures have enacted a large body of legislation affecting the employment relationship in such fields as working hours, minimum wages, the physical conditions of workplaces, apprenticeship and training, wage payment and wage collection, labour-management relations, workmen's compensation and other matters. In each province a Department of Labour is charged with the administration of labour laws. Legislation for the protection of miners is administered by departments dealing with mines. The workmen's compensation law in each province is administered by a Workmen's Compensation Board appointed by the Lieutenant-Governor in Council.

Minimum Wages.—As a means of ensuring adequate living standards for workers, all provinces have enacted minimum wage legislation. These laws vest in a minimum-