

under this procedure are contained in a decree, which has the force of law. Approximately 85 decrees applying to the garment trades, barbering and hairdressing, commercial establishments, garages and service stations, and other industries and services are in effect; a number of them apply throughout the province. Working conditions in the construction industry are governed by decrees under a separate Act – the Construction Industry Labour Relations Act, 1968.

The Construction Industry Wages Act in Manitoba, which applies to both private and public construction work, provides for setting minimum wage rates and maximum hours of work at regular rates for employees in the construction industry, on the recommendation of a board equally representative of employers and employees, with a member of the public as chairman. Under this Act, annual schedules set the regular work week and hourly wage rates for various classifications of workers in the heavy construction industry, in the Greater Winnipeg building construction industry, and in rural building construction.

Annual vacations and public holidays. All provinces have annual vacations legislation applicable to most industries. The general standard is two weeks. In Ontario workers are entitled to a one-week vacation after the first year of employment, and two weeks after the second and each subsequent year and, in Manitoba and Saskatchewan, three weeks after five years of service. Alberta, British Columbia, Manitoba, Nova Scotia, Ontario and Saskatchewan have enacted legislation of general application dealing with public holidays. The number of holidays varies from seven to nine and the provisions for payment also vary.

Vacation pay equals 4% of annual earnings in Newfoundland, Nova Scotia, Prince Edward Island, New Brunswick, Quebec and Ontario (2% in the first year); in Manitoba and Alberta, regular pay; and in Saskatchewan 1/26th of annual earnings in the first four years and 3/52nds of annual earnings after the fifth year. The federal rate is 4%.

Termination of employment. In Nova Scotia, Saskatchewan and Prince Edward Island an employer must give an individual employee one week's written notice of termination; in Manitoba and Newfoundland, one regular pay period. In Ontario, the length of notice varies with the period of employment: three months to two years, one week; two to five years, two weeks; five to ten years, four weeks; ten years or more, eight weeks. Quebec requires the employer of a domestic, a servant, journeyman or labourer to give one week's notice of termination if the employee is hired by the week, two weeks' notice if hired by the month, and a month's notice if hired by the year. Newfoundland, Nova Scotia, Prince Edward Island, Quebec and Manitoba require an employee to give similar notice on quitting his job.

In addition, Ontario and Quebec require an employer to give advance notice of a projected termination of employment or lay-off of a group of employees. The Ontario group notice requirement applies when an employer plans to terminate the employment of 50 or more persons within four weeks or less. The length of notice is related to the number of workers involved: 50-200, eight weeks; 201-500, 12 weeks; 501 or more, 16 weeks. The Quebec group notice requirement applies when an employer contemplates the dismissal of ten or more employees within a period of two months. Again, the length of notice required varies with the number of workers involved: 10-100, two months; 101-300, three months; 301 and over, four months.

Maternity protection. Five provinces have legislation to ensure the health and job security of women workers before and after childbirth. The Ontario, British Columbia and New Brunswick Acts provide for six weeks leave before childbirth and six after; the Manitoba and Nova Scotia Acts allow 11 weeks before and six after. Except in New Brunswick the postnatal leave is compulsory, unless a medical doctor authorizes an earlier return to work. In all five provinces, the right to maternity leave is supplemented by a guarantee that an employee will not lose her employment because of absence on maternity leave.

Anti-discrimination laws. All provinces have adopted fair employment practices laws forbidding discrimination in hiring, in conditions of employment and in trade union membership on grounds of race, colour, religion and, except Prince Edward Island, sex.

In British Columbia, Alberta, Ontario and Newfoundland, discrimination in employment and trade union membership on grounds of age is prohibited. All provinces but Prince Edward Island have provisions in separate equal pay Acts or in human rights or labour standards legislation that forbid discrimination in rates of pay solely on the basis of sex.