

tions, and in Alberta and Prince Edward Island to farm workers employed in commercial undertakings. Minimum wage rates set by the orders apply throughout the province and are the same for both sexes. Most jurisdictions also set special minimum rates for young workers.

As of January 1, 1974, the provincial and territorial minimum hourly wage rates for experienced adult workers were as follows: Newfoundland \$1.80, Prince Edward Island and Nova Scotia \$1.65, New Brunswick \$1.75, Quebec \$1.85, Ontario \$2.00, Manitoba \$1.90, Saskatchewan \$2.00, Alberta \$1.90, British Columbia \$2.25 and Northwest Territories and Yukon Territory \$2.00. The federal rate was \$1.90 but was to rise to \$2.20 on April 1, 1974.

Regulation of wages and hours in certain industries. Apart from general hours-of-work laws, other statutes regulate working hours in some industries. Industrial standards legislation is in effect in Newfoundland, Prince Edward Island, Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta. These laws provide that a schedule of wage rates and hours of work agreed on by a representative group of employees and employers in an industry or trade may, with government approval, be given statutory effect by Order in Council. Such wage rates and hours then become the minimum terms of employment for the entire industry or trade in the area. An advisory committee, usually equally representative of employers and employees, is established to assist in enforcing a schedule. This type of legislation is used fairly extensively in the building trades, the clothing industries, barbering and a few other industries. In Newfoundland, Nova Scotia and New Brunswick schedules have been issued only for certain construction trades in some areas. In Ontario schedules for the garment trades and the fur industry apply throughout the province and a substantial number of schedules apply to various construction trades and to barbering in specified areas.

Under the Quebec Collective Agreement Decrees Act, certain terms of a collective agreement, including those dealing with hours and wages, may be made binding on all employers and employees in the industry concerned in a defined area, provided the parties to the agreement represent a sufficient proportion of the industry. The standards made binding 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, garage 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 jurisdictions 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, in Manitoba three weeks after five years of service, and in Saskatchewan three weeks after four years and four weeks after 15 years (with a gradual reduction to result in four weeks after 10 years as of July 1, 1978). Several jurisdictions, including the federal, Alberta, British Columbia, Manitoba, Nova Scotia, Ontario, Saskatchewan, the Yukon Territory and the Northwest Territories have enacted legislation of general application dealing with public holidays. The number of holidays varies from five 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, the Yukon Territory, the Northwest Territories, 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 during and after the fifth year. The federal rate is 4%.

Termination of employment. As in the federal jurisdiction, eight provinces have legislation requiring an employer to give notice to the individual worker whose employment is to be terminated. In Saskatchewan and Prince Edward Island an employer must give an individual employee one week's written notice of termination; in Manitoba and Newfoundland, one