

of pregnancy. To be eligible for maternity leave, a woman must have been continuously employed by her employer for 12 months. The Code provides for voluntary prenatal leave up to 11 weeks before the anticipated date of delivery, and this period extends to the actual date of confinement.

The Code prohibits an employer from paying men and women employees at different rates if they work in the same establishment at equally demanding jobs under the same or similar conditions. It also prohibits an employer from dismissing, laying off or suspending an employee solely because of garnishment.

Fair wages policy. Wages and hours on government construction contracts are regulated by the Fair Wages and Hours of Labour Act and Regulations. The rates are never less than the minimum hourly rate prescribed by Part III (Labour Standards) of the Canada Labour Code. Wages and hours of work on contracts for equipment and supplies are regulated by Order in Council.

Safety of employees. Part IV of the Canada Labour Code (Safety of Employees) incorporates the Canada Labour (Safety) Code of 1968, which was the first general safety legislation passed by the Parliament of Canada. To ensure safe working conditions for all employees in industries and undertakings under federal jurisdiction, Part IV provides for all the elements of a complete industrial safety program; obliges employers and employees to perform their duties in a safe manner and authorizes the making of regulations for dealing with occupational safety problems; complements other federal laws and provincial legislation; authorizes advisory committees and special task forces to assist in developing the program under continuous consultation among federal and provincial government departments, industry and organized labour; and provides for research into causes and prevention of accidents and for an extended safety education program. Employees of the Public Service of Canada, although not covered by Part IV of the Canada Labour Code, are given equivalent protection under standards, issued by Treasury Board, complementary to the safety and health regulations of Part IV of the Code. Regional safety officers and federally authorized provincial inspectors enforce the safety regulations.

As of January 31, 1975, regulations were in force governing coal mine safety, elevating devices, first aid, machine-guarding, noise control, hand tools, fire safety, temporary work structures, confined spaces, lighting, boilers and pressure vessels, building safety, dangerous substances, electrical safety, materials handling, protective clothing and equipment, sanitation, hours of service in the motor transport industry, and accident investigation and reporting.

8.1.3.3 Provincial labour legislation

Industrial relations. All provinces have legislation similar in principle to Part V of the Canada Labour Code, designed to establish harmonious relations between employers and employees and to facilitate the settlement of industrial disputes. These laws guarantee freedom of association and the right to organize, establish machinery (labour relations boards or other administrative systems) for the certification of a trade union as the exclusive bargaining agent of an appropriate unit of employees, and require an employer to bargain with the certified trade union representing his employees.

Alberta, Ontario, New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland have special provisions in their general labour relations legislation dealing with accreditation of employers' organizations in the construction industry. In British Columbia accreditation provisions are not limited to the construction industry. Under every jurisdiction the legislation requires that the parties comply with conciliation or mediation procedures before a strike or lockout may legally take place. Every collective agreement must provide for the final settlement of disputes arising out of interpretation or application of the agreement without stoppage of work. Strikes and lockouts are prohibited during the term of a collective agreement. Unfair labour practices are prohibited under every legislation. In some provinces labour relations for "special groups" namely teachers, municipal and provincial policemen, municipal firemen, hospital workers, civil servants and employees of Crown corporations are regulated by special legislation.