

**Employment standards.** Most provincial and territorial jurisdictions have legislated some or all of the recognized basic standards, such as: annual vacations with pay, statutory holidays, hours of work and overtime rates, maternity protection, minimum wage rates and termination of employment.

**Hours of work.** In Alberta and British Columbia hours are limited to eight a day and 44 a week, and in Ontario to eight a day and 48 a week. One and a half times the regular rate is to be paid after eight and 44 hours in Alberta and after eight and 40 in British Columbia. The Ontario Act requires, with some exceptions, that one and a half times the regular rate be paid for work done, beyond 44 hours. The Manitoba and Saskatchewan Acts do not limit daily and weekly hours but require the payment of one and a half times the regular rate if work is continued after eight and 40 hours. In Nova Scotia, Newfoundland and Prince Edward Island one and a half times the regular rate must be paid after 48 hours in a week, in Quebec after 45 hours and in New Brunswick after 44 hours. One and a half times the regular rate is to be paid after standard hours of eight a day and 44 a week in the Northwest Territories and eight a day and 48 a week in the Yukon Territory. Some exceptions are provided for in all Acts. No general standard of hours of work are in effect in New Brunswick or Newfoundland.

**Minimum wages.** All jurisdictions have enacted minimum wage legislation to ensure adequate living standards for workers. These laws vest authority in a minimum-wage-fixing board or the Lieutenant Governor in Council to establish minimum wages for employees. In most provinces minimum wage orders now cover practically all employment. Domestic service in private homes is excluded in all provinces except Newfoundland and Prince Edward Island. Farm labour is also excluded except in Newfoundland, but in several provinces people employed in farm-related occupations are covered. Minimum wage rates apply in Manitoba to those employed in selling horticultural or market garden products grown by another person, in Saskatchewan to those in egg hatcheries, greenhouses, nurseries and brush-clearing operations, 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. Many jurisdictions also set special minimum rates for young workers.

As of August 1, 1975, the minimum hourly wage rates for experienced adult workers were as follows: Newfoundland \$2.20, Prince Edward Island \$2.05, Nova Scotia \$2.25, New Brunswick \$2.30, Quebec \$2.60, Ontario \$2.40, Manitoba \$2.30, Saskatchewan \$2.50, Alberta \$2.50, British Columbia \$2.50, Northwest Territories \$2.50 and Yukon Territory \$2.70.

**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.

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.