

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, in rural building construction and on major building projects.

Annual vacations and public holidays. All jurisdictions have annual vacations legislation applicable to most industries. The general standard is two weeks. In Manitoba workers are entitled to three weeks after five years of service, and in Saskatchewan three weeks after one year and four weeks after 13 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, New Brunswick, 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 six 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 3/52nds of annual earnings. 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 regular pay period. In Alberta, Nova Scotia and Ontario the length of notice varies with the period of employment. In Ontario and Nova Scotia: three months to two years, one week; two to five years, two weeks; five to 10 years, four weeks; 10 years or more, eight weeks. Nova Scotia is similar to Ontario except that an employee with at least 10 years' service may not be discharged without just cause. In Alberta: three months but less than two years, seven days; two years or more, 14 days. 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. Alberta, Manitoba, Newfoundland, Nova Scotia, Prince Edward Island and Quebec require an employee to give similar notice before quitting his job.

Four provinces require an employer to give advance notice of a planned termination of employment or lay-off of a group of employees. The Manitoba and Ontario group notice requirements apply 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. In Manitoba the requirements are: 50-100 employees, 8 weeks; 101-300, 12 weeks; over 300, 16 weeks. In Ontario: 50-199, 8 weeks; 200-499, 12 weeks; 500 or more, 16 weeks. The Nova Scotia and Quebec group notice requirements apply when an employer contemplates the dismissal of 10 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. Several provinces have legislation to ensure the health and job security of women workers before and after childbirth. The British Columbia and New Brunswick Acts provide for six weeks leave before childbirth and six weeks after; the Manitoba and Nova Scotia Acts allow 11 weeks before and six after. Ontario provides for a minimum of 17 weeks' leave. In Saskatchewan, the Act provides for 12 weeks before and six weeks after. The postnatal leave is compulsory, unless a medical doctor authorizes an earlier return to work. In all jurisdictions, 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. Laws to ensure fair employment practices have been enacted throughout Canada. These include employment and employment-related subjects such as membership in trade unions. All provinces have augmented this legislation to form a human