

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 police personnel, municipal firemen, hospital workers, civil servants and employees of Crown corporations are regulated by special legislation.

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; this provision applies to shop employees in Newfoundland where the rate for other employees is effective after 44 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