

British Columbia accreditation provisions are not limited to the construction industry. The Quebec Construction Industry Labour Relations Act, 1968 provides for one employers association to represent all construction employers. Under every jurisdiction 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, without stoppage of work, of disputes arising out of interpretation or application of the agreement. 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 such as 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 such recognized basic standards 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, 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 Saskatchewan act does not limit daily and weekly hours but requires 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, but for other employees it is effective after 44 hours. Manitoba does not require that an employee work overtime except in special circumstances and sets a rate of one and three-quarter times the regular rate after eight and 40 hours. One and a half times the regular rate must be paid in Nova Scotia after 48 hours a week, the Northwest Territories after eight hours a day and 44 a week, and Yukon Territory after eight a day and 40 a week. It must be one and a half times the minimum rate in Prince Edward Island after 48 hours, Quebec after 45 and New Brunswick after 44. Some exceptions occur in all acts. No general standard of hours of work is 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 board or the Lieutenant-Governor-in-Council to set wages. Minimum wage orders are reviewed frequently. In most provinces such orders cover practically all employment. Domestic service in private homes is excluded in all provinces except Prince Edward Island and in Newfoundland where an employer may not pay less than \$30 a week. Farm labour is also excluded except in Newfoundland but in several provinces people employed in farm-related occupations are covered. In Ontario and Nova Scotia this exclusion is limited to farming proper, although certain farm-related occupations are covered. Fruit, vegetable and tobacco harvesters are covered by Ontario's minimum wage. 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. The wage rates set apply throughout the province and are the same for both sexes.

In the Northwest Territories and the Yukon Territory, labour standards regulations were issued under labour standards ordinances. Both require the payment of a minimum rate of wages to employees who are 17 and over.

Where employees are paid on a basis other than time, or on a combination of time and some other basis, they are required to receive the equivalent of the minimum wage. Provision is made in the legislation of almost all jurisdictions for employment of handicapped workers at rates below the established minimum, usually under a system of individual permits. Except in New Brunswick, Newfoundland, Ontario, Saskatchewan and the Yukon Territory, the orders set special minimum rates for young workers.