

As of December 1, 1977, the minimum hourly wage rates for experienced adult workers were: Newfoundland \$2.50, Prince Edward Island \$2.70, Nova Scotia \$2.75, New Brunswick \$2.80, Quebec \$3.15, Ontario \$2.65, Manitoba \$2.95, and Saskatchewan, Alberta, British Columbia, Northwest Territories and Yukon Territory all \$3.00.

Regulation of wages and hours in certain industries. In five provinces, the general orders are supplemented by special orders, applying to a particular industry, occupation or class of workers and in some cases taking into account a special skill. British Columbia, which originally had a separate minimum wage order for each industry or occupation, has been consolidating its orders. One special order still remains and its minimum rate is the same as the rate set in the general order. Quebec has four industry orders, governing the retail food trade, public works, sawmills and forest operations. The rates set by all four are the same as the general rates.

The other three provinces set only a few special rates. Nova Scotia has established rates for employees in beauty parlours and province-wide rates for logging and forest operations and for road building and heavy construction. In New Brunswick special rates have been set for construction, mining, primary transportation and logging, forest and sawmill operations. In Alberta a weekly rate has been set for commercial agents and sales people. In Ontario special rates contained within the general regulation apply to the construction and ambulance service industries.

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 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 54 decrees applying to the garment trades, barbering and hairdressing, commercial establishments, garages and service stations and other industries and services are in effect. A number apply throughout the province. In construction, working conditions are governed by a decree under the Construction Industry Labour Relations Act.

A construction wages act in Manitoba, applying to both private and public work, sets minimum wage rates and maximum hours of work at regular rates for employees in the industry on the recommendation of a board equally representing 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 and major building projects, and in rural areas.

Annual vacations and public holidays. All jurisdictions have annual vacations legislation applicable to most industries. The general standard is two weeks. In Manitoba and the Northwest Territories workers are entitled to three weeks after five years of service, and in Saskatchewan three weeks after one year and four weeks after 11 years (with a gradual reduction to 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 general legislation dealing with public holidays. The number of holidays varies from five to nine and provisions for payment also vary.

Vacation pay equals: 4% of annual earnings in British Columbia, Newfoundland, Nova Scotia, Prince Edward Island, New Brunswick, the Yukon Territory, the Northwest Territories, Quebec and Ontario; regular pay in Manitoba and Alberta; 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 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 it is 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: