

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. 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 a job.

As in the federal jurisdiction, five provinces require an employer to give advance notice of a planned termination of employment or layoff of a group of employees. Manitoba and Ontario notice requirements apply when an employer plans to terminate the employment of 50 or more persons within four weeks or less. Length of notice is related to the number of workers involved. Manitoba requirements are: 50-100 employees, eight weeks; 101-300, 12 weeks; over 300, 16 weeks. In Ontario and Newfoundland: 50-199, eight weeks; 200-499, 12 weeks; 500 or more, 16 weeks. Nova Scotia and Quebec group notice requirements apply when an employer contemplates dismissal of 10 or more employees within a period of two months. Again, length of notice required varies with the number of workers involved: 10-99, two months; 100-299, three months; 300 and over, four months.

Maternity protection. Several provinces have legislation to ensure job security of women workers before and after childbirth. Alberta and Saskatchewan provide for 12 weeks leave before childbirth and six weeks after. British Columbia and New Brunswick acts provide for six weeks leave before childbirth and six weeks after; in New Brunswick the leave may extend to 17 weeks; Manitoba allows 11 weeks before and six after. Ontario and Nova Scotia provide for a minimum of 17 weeks leave. 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 a job because of absence on maternity leave.

Human rights. 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 and the federal jurisdiction have augmented this legislation to form a human rights code. The Northwest Territories and Yukon Territory have enacted fair practices ordinances. Most of these codes cover general matters, employment and employment-related subjects, and occupancy and property matters.

Most jurisdictions prohibit discrimination on grounds of race, religion, national origin, colour, sex, age and marital status. In selected cases the prohibited grounds include political beliefs, ethnic origin, physical handicap, creed, source of income, ancestry, social condition, attachment or assignment of pay, and a conviction for which a pardon has been granted.

Equal pay provisions are in force across Canada. Criteria for determining the meaning of equal work vary from one act to another. Methods of enforcement also vary.

Apprenticeship. All provinces have apprenticeship laws providing for an organized procedure of on-the-job training and school instruction in designated skilled trades. Statutory provision exists in most for issuing qualification certificates, on application, to tradesmen in certain trades. In some provinces legislation is in effect making it mandatory for certain classes of tradesmen to hold a certificate of competency.

Accident prevention. In Canada both federal and provincial legislatures have the power to enact laws and regulations concerning the protection of workers against industrial accidents or diseases. However, the provinces have major jurisdiction in this field, with the federal authority limited to certain industries considered to be under federal regulation. Legal standards designed to ensure the safety, health and welfare of persons employed in resource, industrial and commercial establishments exist in all jurisdictions. Authorities responsible for administration of such standards are, in the main, the departments of labour, health, mines and worker compensation boards.