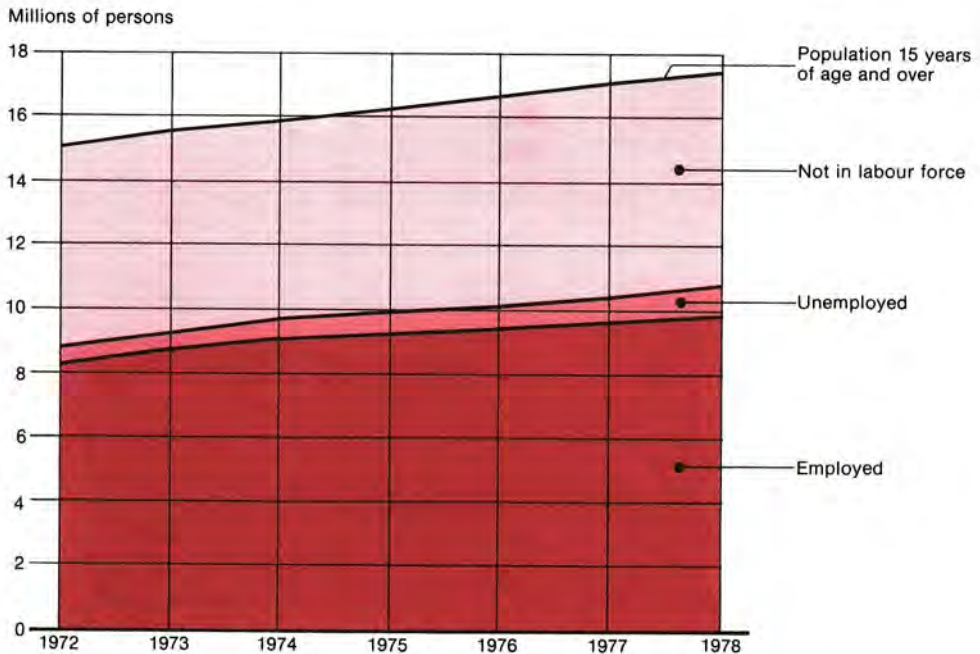


Estimates of the civilian labour force, employed and unemployed, 1972-78



The Quebec Construction Industry Labour Relations Act provides for one employer 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. Standard hours of work in Manitoba and Saskatchewan are eight a day and 40 a week with a maximum of 44 a week in Saskatchewan where payment of one and a half times the regular rate is required 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