

require that an employee work overtime except in special circumstances and sets a rate of one and a half 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, in Northwest Territories after eight hours a day and 44 a week, and in Yukon 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 Northwest Territories and Yukon, 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, Saskatchewan and Yukon, the orders set special minimum rates for young workers.

As of January 1, 1979, the minimum hourly wage rates for experienced adult workers were: Newfoundland \$2.50, Prince Edward Island \$2.75, Nova Scotia \$2.75, New Brunswick \$2.80, Quebec \$3.37, Manitoba \$2.95, Saskatchewan \$3.25, and Alberta, British Columbia, Ontario, Northwest Territories and Yukon 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. Two special orders still remain and their 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 in 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 are in effect, applying to the garment trades, barbering and