

terminated: 50 to 100 require eight weeks notice; 101 to 300, 12 weeks notice; and 301 or more, 16 weeks notice.

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

5.3.3 Worker compensation

Federal involvement in worker compensation is limited to areas of direct federal interest which cannot be covered by provincial legislation. The Government Employees Compensation Act covers employees of the public service of Canada and several Crown corporations. The federal penitentiary inmates compensation scheme covers inmates injured during work-related activities. The Merchant Seamen Compensation Act covers seamen not covered by provincial acts.

Compensation is generally provided for personal injuries sustained at work if the worker is disabled for more than a set number of days, unless injury is due to the worker's serious and wilful misconduct. Compensation is also payable for industrial diseases arising from work.

Claims are largely administered on behalf of the federal government by the provincial worker compensation boards. Benefits are linked to rates set by individual provinces.

Various types of benefits are provided for a worker protected by compensation legislation. Benefits for disability are based on a percentage of average weekly earnings. Persons with a permanent or temporary total disability, presumed not to be able to work at all, get 75% of gross average weekly earnings (90% of net earnings in Quebec, New Brunswick and Alberta) as long as the disability lasts. Partial disablement entitles a worker to proportionate compensation. Medical and hospital benefits are also provided.

A primary objective of compensation is rehabilitation of the injured worker. Boards may adopt any means considered expedient to help get workers back to work and to lessen any handicap. In Alberta and Saskatchewan the rehabilitation services of the

boards are utilized to train dependent spouses and to help them obtain suitable employment.

When a worker dies from an industrial accident or disease, dependents are entitled to a monthly payment fixed by legislation. These pensions are paid as long as there are dependent children. Otherwise pensions are usually granted for a limited term. Where necessary, occupational training is financed for the dependent spouse. A monthly allowance is also payable for each dependent child to an age limit fixed by law or, in some jurisdictions, for the duration of a child's education. If a child's remaining parent dies, he becomes eligible for the usually higher monthly payment provided for an orphan.

5.4 Organized labour

5.4.1 Union membership

At January 1, 1983, labour unions reported a total of 3.6 million members in Canada: 40.0% of non-agricultural paid workers and 30.6% of the total civilian labour force. Canadian Labour Congress (CLC) affiliates, with 2.0 million members, accounted for 56.5% of total union membership. In CLC affiliates about 850,000 members belonged to unions that were also affiliated with the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO) in the United States; 1.2 million were members of unions affiliated with the CLC but not holding affiliation with the AFL-CIO. Federations affiliated with the Quebec-based Confederation of National Trade Unions (CNTU) had 213,370 members or 6% of total union membership (Table 5.12).

International unions with headquarters in the United States accounted for 41.3% of the 1983 membership, down from 44.2% in 1982. In 1983, 16 unions reported 50,000 or more members, accounting for 50.5% of the total membership.

5.4.2 Collective agreements

Labour Canada publishes quarterly base rate settlement data for collective agreements. The agreements covered are limited to negotiating units of 500 or more employees in all industries except construction. The base rate for a negotiating unit is defined as the lowest rate of pay, expressed in hourly terms, for the lowest-paid classification used for qualified workers in the bargaining unit. The wage data are not necessarily representative of the average increases received by the workers in the whole negotiating unit. Nevertheless, the data are aggregated using the total number of employees in the negotiating unit.

Through 1982 a total of 497 wage settlements were reached covering more than 1.1 million employees; 386 settlements covering 804,100 employees were without a cost-of-living adjustment (COLA) clause and provided for average annual increases of 10.0%, down from 13.3% in 1981. The remaining 111 agreements for 337,300 employees had a COLA clause and made provision for increases