

Regulation of wages and hours. In some provinces, the general orders are supplemented by special orders, applying to a particular industry, occupation or class of workers. Quebec has orders governing the retail food trade, public works, forestry operations and domestics.

Nova Scotia has established special rates for employees in beauty parlours, logging and forest operations, and road building and heavy construction. British Columbia has special rates for domestics, farm and horticultural workers and residential caretakers in apartment buildings. In Alberta, a weekly rate has been set for commercial agents and sales people. In Ontario, special rates apply to servers of alcoholic beverages and domestics and to the construction and ambulance service industries.

In Quebec, certain terms of a collective agreement, including those dealing with hours and wages, may be made binding on all employers and employees in an industry provided the parties to the agreement represent a sufficient proportion of the industry. Approximately 60 decrees are in effect, applying to the garment trades, barbering and hairdressing, commercial establishments, garages and service stations and other industries and services. 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 on the recommendation of a board equally representing employers and employees, with a member of the public as chairman.

Fair wages policy. Wages and hours on federal government construction contracts are regulated by the Fair Wages and Hours of Labour Act and its regulations. The rates are never less than the minimum hourly rate prescribed in the labour code. Wages and hours of work on contracts for equipment and supplies are regulated by order-in-council.

Annual vacations. In the federal jurisdiction, the labour code provides for a vacation with pay of at least two weeks for a year of employment and three weeks after six years. Vacation pay is 4% of wages for the year and 6% of annual earnings after six years of employment.

All provinces and territories have annual vacation with pay provisions. The general standard is two weeks. In British Columbia and Northwest Territories, workers are entitled to three weeks after five years of service; in Manitoba,

three weeks after four years; in Quebec, three weeks after 10 years; and in Saskatchewan, three weeks after one year and four weeks after 10 years.

General holidays. Legislation deals with paid general holidays in the federal jurisdiction, the two territories and the following provinces: Saskatchewan, Newfoundland, Quebec, Alberta, British Columbia, Manitoba, New Brunswick, Nova Scotia and Ontario. Under the federal jurisdiction there are nine paid general holidays. In the specified provinces and territories the number varies from five to nine days during the year, when workers have a general holiday with pay.

Maternity leave. Under federal jurisdiction, an employee who has completed six consecutive months with an employer is eligible to take 17 weeks of maternity leave. The period of time in which the leave may be taken begins 11 weeks before the expected date of delivery and ends 17 weeks following the actual delivery date. An additional 24 weeks of child care leave is available to either parent whether natural or adoptive.

All provinces and Yukon have legislation to ensure job security of women workers before and after childbirth. Alberta, Saskatchewan, British Columbia and Quebec provide for 18 weeks. Manitoba, New Brunswick, Newfoundland, Nova Scotia, Ontario, Prince Edward Island and Yukon provide for 17 weeks. The leave may be divided into pre- and post-natal leave generally at the discretion of the employee.

Post-natal leave is compulsory in Alberta. In British Columbia, Newfoundland, Nova Scotia and Ontario, it is compulsory, unless a medical doctor authorizes an earlier return to work. In some jurisdictions, an extension of post-natal leave is allowed where recommended in a medical certificate. In Saskatchewan, the employer must agree to a shorter period of post-natal leave. 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.

Five provinces have legislation dealing with paternity and/or adoption leave. In Nova Scotia, a female employee may be granted leave of absence up to five weeks when adopting a child five years old or younger. In Prince Edward Island, a similar provision grants up to six weeks leave of absence without pay to a female employee adopting a child six years old or younger. In Quebec, an employee may be absent from work without pay for two days at birth or adoption of a child. In Saskatchewan, an