

more employees in one establishment within a four-week period. Length of notice varies with the size of group 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 Yukon: 25 to 49, four weeks; 50 to 99, eight weeks; 100 to 299, 12 weeks; 300 or more, 16 weeks. The numbers of employees terminated refer to a period of four 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.

Severance pay. Under federal jurisdiction an employer who terminates an employee with 12 months service must pay the greater of two days wages for every year of employment, or five days wages. Ontario also provides for severance payments in certain circumstances.

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 seafarers not covered by provincial acts.

Compensation is generally provided to federal government employees for personal injuries sustained during the course of their employment. 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 identical 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, receive 75% of gross average weekly earnings (90% of net earnings in Newfoundland, New Brunswick, Quebec, Ontario, Saskatchewan and Alberta) as long as the disability lasts. Partial disablement entitles a worker to proportionate compensation. Medical, hospital and rehabilitation 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 British Columbia, Alberta, Saskatchewan and Newfoundland, the boards may also provide counselling and vocational assistance to the dependent spouse of a deceased worker in order to help that person find employment or become self-sufficient.

Except in Nova Scotia, Prince Edward Island and Northwest and Yukon Territories, where monthly payments are fixed by law, benefits to dependents, in fatal cases, are calculated according to the worker's earnings.

5.4 Organized labour

5.4.1 Union membership

At the beginning of 1986, there were 3,730,000 union members in Canada, 1.7% more than in 1985 (3,666,000 members) and 2.2% more than in 1984 (3,651,000 members). Union membership as a percentage of the non-agricultural paid work force, however, fell to 37.7% in 1986 from 39.0% in 1985 and 39.6% in 1984. This decline reflects the increase in the total number of workers in the economy rather than a decrease in union membership.

The eight largest unions in Canada retained the ranking they established in 1985 and recorded a total net gain in membership. Unions recording an increase in membership include the Canadian Union of Public Employees (CUPE), the National Union of Provincial Government Employees (NUPGE), the Public Service Alliance of Canada (PSAC), the United Steelworkers of America (USA), the United Food and Commercial Workers (UFCW), and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW). The