

and undertakings under federal jurisdiction, Part IV provides for all the elements of a complete industrial safety program; obliges employers and employees to perform their duties in a safe manner and authorizes the making of regulations for dealing with occupational safety problems; complements other federal laws and provincial legislation; authorizes advisory committees and special task forces to assist in developing the program under continuous consultation among federal and provincial government departments, industry and organized labour; and provides for research into causes and prevention of accidents and for an extended safety education program. Employees of the Public Service of Canada, although not covered by Part IV of the Canada Labour Code, are given equivalent protection under standards, issued by Treasury Board, complementary to the safety and health regulations of Part IV of the Code. Regional safety officers and federally authorized provincial inspectors enforce the safety regulations.

As of January 31, 1974, regulations were in force governing coal mine safety, elevating devices, first aid, machine-guarding, noise control, hand tools, fire safety, temporary work structures, confined spaces, lighting, boilers and pressure vessels, building safety, dangerous substances, electrical safety, materials handling, protective clothing and equipment, sanitation, hours of service in the motor transport industry, and accident investigation and reporting.

8.1.3.3 Provincial labour legislation

Industrial relations. All provinces have legislation similar in principle to Part V of the Canada Labour Code, designed to establish harmonious relations between employers and employees and to facilitate the settlement of industrial disputes. These laws guarantee freedom of association and the right to organize, establish machinery (labour relations boards or other administrative systems) for the certification of a trade union as the exclusive bargaining agent of an appropriate unit of employees, and require an employer to bargain with the certified trade union representing his employees.

Alberta, Ontario, New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland have special provisions for accrediting employer organizations in the construction industry; in British Columbia accreditation provisions are not limited to the construction industry. Most laws require the parties to comply with the conciliation or mediation procedures laid down before a strike or lockout may legally take place. Every collective agreement must provide machinery for settling disputes arising out of the agreement and prohibit strikes and lockouts while an agreement is in effect. All of them prohibit defined unfair labour practices and prescribe penalties. In some provinces, certain groups such as public servants, policemen, firemen, teachers and hospital workers are governed by special legislation.

Hours of work. In Alberta and British Columbia hours are limited to eight a day and 44 a week, and 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, under permit, beyond the 48-hour limit. The Manitoba and Saskatchewan Acts do not limit daily and weekly hours but require the payment of one and a half times the regular rate if work is continued after eight and 44 hours in Manitoba and eight and 40 in Saskatchewan. In Nova Scotia and Prince Edward Island one and a half times the regular rate must be paid after 48 hours in a week, and in Quebec after 45 hours. One and a half times the regular rate is to be paid after standard hours of eight a day and 44 a week in the Northwest Territories and eight a day and 48 a week in the Yukon Territory. Some exceptions are provided for in all Acts. No general standard of hours of work are 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-fixing board or the Lieutenant Governor in Council to establish minimum wages for employees. In most provinces minimum wage orders now cover practically all employment. Domestic service in private homes is excluded in all provinces except Newfoundland and Prince Edward Island. Farm labour is also excluded except in Newfoundland, but in several provinces people employed in farm-related occupations are covered. 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 opera-