

regular pay period. In Alberta, Nova Scotia and Ontario the length of notice varies with the period of employment. In Ontario and Nova Scotia: three months to two years, one week; two to five years, two weeks; five to 10 years, four weeks; 10 years or more, eight weeks. In Alberta: three months but less than two years, seven days; two years or more, 14 days. Quebec requires the employer of a domestic, a servant, journeyman or labourer to give one week's notice of termination if the employee is hired by the week, two weeks notice if hired by the month and a month's notice if hired by the year. Alberta, Manitoba, Newfoundland, Nova Scotia, Prince Edward Island and Quebec require an employee to give similar notice before quitting his job.

Four provinces require an employer to give advance notice of a planned termination of employment or layoff of a group of employees. The Manitoba and Ontario group notice requirements apply when an employer plans to terminate the employment of 50 or more persons within four weeks or less. The length of notice is related to the number of workers involved. In Manitoba the requirements are: 50-100 employees, 8 weeks; 101-300, 12 weeks; over 300, 16 weeks. In Ontario: 50-199, 8 weeks; 200-499, 12 weeks; 500 or more, 16 weeks. The Nova Scotia and Quebec group notice requirements apply when an employer contemplates the dismissal of 10 or more employees within a period of two months. Again, the length of notice required varies with the number of workers involved: 10-100, two months; 101-300, three months; 301 and over, four months.

Maternity protection. Several provinces have legislation to ensure the health and job security of women workers before and after childbirth. The Ontario, British Columbia and New Brunswick Acts provide for six weeks leave before childbirth and six weeks after; the Manitoba and Nova Scotia Acts allow 11 weeks before and six after. In Saskatchewan, the Act provides for 12 weeks before and six weeks after. Except in New Brunswick and British Columbia, the postnatal leave is compulsory, unless a medical doctor authorizes an earlier return to work. In all jurisdictions, the right to maternity leave is supplemented by a guarantee that an employee will not lose her employment because of absence on maternity leave.

Anti-discrimination laws. All jurisdictions have adopted fair employment practices laws forbidding discrimination in hiring and conditions of work and in trade union membership on grounds of race, colour, religion and, depending on the jurisdiction, nationality or national origin. All the Acts, except those of Prince Edward Island and the Yukon Territory forbid discrimination in these areas on the grounds of sex. In Alberta, British Columbia, Ontario, New Brunswick and Newfoundland, discrimination in employment and trade union membership on the grounds of age is also prohibited. With the exception of Quebec, each jurisdiction has provisions in separate equal pay Acts or in human rights or labour standards legislation that forbid discrimination in rates of pay solely on the basis of sex. Quebec does not have equal pay legislation but, as indicated above, forbids discrimination in employment on the basis of sex.

Apprenticeship. All provinces have apprenticeship laws providing for an organized procedure of on-the-job training and school instruction in designated skilled trades, and statutory provision is made in most provinces for issuing qualification certificates, on application, to qualified tradesmen in certain trades. In some provinces legislation is in effect making it mandatory for certain classes of tradesmen to hold a certificate of competency.

Accident prevention. In most provinces factory or industrial safety Acts and workmen's compensation boards regulate conditions of sanitation, heating, lighting and ventilation and prescribe machine-guarding practices to protect the health and safety of workers. Legal standards control the design and operation of mechanical equipment, electrical installation, the use of gas-and oil-burning machinery and radiation-producing equipment such as laser sources, and set qualifications for workers using such equipment. Construction and excavation work are also regulated by specified safety standards.

Workmen's compensation. Provincial workmen's compensation legislation was amended in several provinces in 1973. Effective January 1, 1974, the ceiling on maximum annual earnings on which compensation payments are based was increased from \$7,600 to \$10,000 in Alberta, from \$8,600 to \$9,000 in British Columbia, from \$7,000 to \$9,000 in Newfoundland raising the maximum weekly compensation rate from \$100.97 to \$129.81, from \$7,000 to \$7,500 in New Brunswick raising the weekly rate from \$100.97 to \$108.17, and from \$7,000 to \$9,000 in Nova Scotia.