



7. Labour Legislation

Labour legislation in Canada is generally the responsibility of the provincial and territorial governments. However, the Canada Labour Code establishes federal regulations for most Crown Corporations and for specific industries including transportation, communications, broadcasting, banking, grain and seed handling, and uranium mining and processing. The regulations set by each jurisdiction, federal, provincial, and territorial, are basically similar in scope although individual variations may be important to prospective employers. The following points may be of specific interest to potential investors and prospective employers.

Manpower Planning and Employment Services

The Canada Employment and Immigration Commission (CEIC) operates a network of close to 500 Canada Employment Centres across the country. The CEIC provides a free public job placement service and assists employers in recruiting skilled workers, provides comprehensive labour market information, assists in training workers where occupational shortages exist, and directs the federal government job creation programs.

Foreign Worker Recruitment

The CEIC is also responsible for selecting immigrants whose skills are required by the Canadian economy. Foreign workers require authorization to take temporary work. Prospective employers are required to show that they have looked for suitable Canadian employees before authorization is granted. This requirement is generally waived for inter-company transfers and for those managerial positions requiring a unique combination of skills and experience. Companies can bring executives in on a temporary basis. Workers granted landed immigrant status may qualify for Canadian citizenship after a three-year period of residency.

Hours of Work

Federal, provincial, and territorial jurisdictions have all established standards for the number of hours worked in a day and in a week after which overtime rates apply. The minimum overtime rate is one and one-half times the basic wage.

Non-office workers work an eight-hour day while office workers and professionals usually work between seven and seven and one-half hours a day. Although an

eight-hour day is the norm throughout Canada there are some provincial and territorial differences which govern when overtime is applicable.

Minimum Wage

All jurisdictions in Canada have enacted laws which empower a person or board to establish rates of minimum wage. Usually, there exists a general rate applicable to experienced adult workers in most industries, and in addition, special rates for certain industries and occupations, such as construction, logging, agriculture or working in premises licensed to serve liquor, and for students, young workers and caretakers in residential buildings.

Five provinces have set specific minimums for one or more industries and seven provinces have set a lower rate for young workers. In 1983 the minimum wage for experienced adults ranged from \$3.50 to \$4.25 across Canada.

Minimum Working Age

The Canada Labour Code and Regulations describe conditions under which persons under 17 years of age may be employed in federally regulated industries.

In the provinces, legislation stipulates a minimum age for employment in factories, hotels and restaurants, construction, mines, and retail stores. Often the age varies among these industries, and numerous exceptions and special rules exist.

In all provinces and territories, compulsory school attendance laws forbid the employment of school-age children during school hours.

Apprenticeship and Tradesmen's Qualifications

All provinces and the territories have apprenticeship laws providing for an organized program of on-the-job training and school instruction in designated skilled trades. In some provinces, certain tradesmen must hold certificates of competency in order to work in their field.

Annual Vacations and Public Holidays

Most employees throughout Canada are legally entitled to a paid annual vacation, as well as a number of paid public holidays during the year. The general standard for annual vacations is two weeks upon completion of a year of employment. In Manitoba, employees are entitled to a three-week vacation after four years of employment and after five years in the Northwest Territories and British Columbia, while in Québec, a third week of