

Hon. Mr. Hayden: You have not taken off two weeks holidays and the eight days statutory holidays.

Hon. Mr. Smith (Queens-Shelburne): That is right. In employment such as stevedoring, there is also the protection given by clause 9. Under this clause, special permits may be given permitting the additional hours during the period of exceptional circumstances with respect to the relatively short work seasons, which confronts stevedores in the ports of Halifax and Saint John. I think it is particularly significant to stevedoring in those ports.

Clause 10 provides that the maximum hours in a week may be exceeded in cases of unforeseen circumstances, accidents or urgent repairs to plant and equipment. Such work, if undertaken, must be reported. I think it would be of special interest to fishermen—and those of us from the Atlantic provinces realize how many fishermen we have—to note that although the fishing industry itself is within the scope of the bill, the bill will have very little application to it. The main reason for this is that the great majority of fishermen, as we all know, are either self-employed or are engaged in fishing on a share basis. Only those engaged in fishing who are paid a salary or wages would come under the proposed legislation. Of course, the employment of even this relatively small number would find adequate relief under the provisions of averaging and the other provisions I have mentioned. I am thinking now in terms of provision for relief for someone who may be on salary, in a large dragger which goes to sea for seven days.

Hon. Mr. Roebuck: What about fish packers?

Hon. Mr. Smith (Queens-Shelburne): We have nothing to do with fish packers. My understanding is that that is purely a provincial responsibility. I know that the Province of Nova Scotia has made regulations regarding the fish packing industry.

Honourable senators, I turn now to Part II of the bill, which concerns minimum wages. As I stated earlier, the bill establishes a minimum rate of wages of \$1.25 an hour. This rate applies to both men and women. The standard rate does not apply, however, to persons under 17 years of age, or to those who are engaged in bona fide training programs in industry.

For any hours worked in excess of eight in a day or 40 in a week, an employee is entitled to one and a half times his regular rate of pay. If he or she is employed at the

minimum rate, the overtime pay would, therefore, be \$1.87½ an hour.

I think it can be considered, taking all the circumstances into consideration, that the proposed rate of \$1.25 is a reasonable minimum standard for federal industries. The public service of Canada should set an example in the conditions under which those who work for the Government or in industries associated with federal operations are concerned.

It was of interest to me to note, several months ago, the submission of a special committee set up by the Mayor of Halifax to the Minimum Wage Board of Nova Scotia. The opinion of this committee was that the expenditure for the basic needs of a Halifax family of two adults and two children, as determined by consultation with the city nutritionist, was \$222 a month. A wage rate for a 40-hour week to meet this expenditure would have to be \$1.43 an hour. The proposal in this bill of \$1.25 does not reach that, but it is a progressive step in that direction. As I have already mentioned, the Government of Nova Scotia has recently made significant progress in establishing what they regard as a satisfactory minimum wage.

I might make the comparison, for the record, that an experienced male over 17 years of age, under the new minimum wage order, effective February 20 of this year, must be paid \$1.05 an hour. They are getting pretty close to the federal rate, when they have raised the payment up from a rate which, as I mentioned a while ago, was expressed as a weekly wage of \$21.60 for females; and there was no minimum wage rate for males, until this time. I think that is good progress.

There is an important provision in the bill which gives the minister power to defer the application of the \$1.25 minimum rate, in the case of a local undertaking in which the interests of the employees or the operation of the undertaking would otherwise be adversely affected.

Honourable senators, may I turn to Part III of the bill, which deals with annual vacations. This part, in the first place, repeals the Annual Vacations Act of 1958 and, while incorporating most of the provisions of that act, makes certain improvements.

Under Part III, every employee is entitled to a two-week vacation with pay after a continuous employment period of one year. Employees who do not complete a year's employment will be entitled to four per cent of their wages in lieu of vacation pay, provided they have had continuous employment for at least 30 days. This is similar to provincial legislation, including that of the Province of Nova Scotia.