ment of the people I know best down in the Atlantic provinces. I am thinking of junior bank clerks, those working on breakwaters and those working for a little broadcasting station somewhere, who are not now receiving the benefits of union negotiation. I can think of many people who will benefit from this legislation.

As an enlargement of what I was about to say when I was asked a question by Senator McCutcheon, I will mention another effect of this legislation, which is that although it fills a gap and sets a standard which is below that at which most people in this country work—those who are in organized labour, and so on—it will put pressure on those in some provinces who have for many years been resisting progress in this very field. Whether the discussions of this particular legislation in the Province of Nova Scotia were responsible or not, the truth of the matter is that when the Minister of Labour of Nova Scotia and his officials went back home, within six months they came up with a revised minimum wage law for the Province of Nova Scotia, which for the first time covered male employees in the province and raised the women's minimum wage from something like $21 a week to a rate of, I think, 75 or 80 cents an hour. When the federal Government points out these gaps in discussions and says to the provinces, "We are going to do away with them—you people do what you like; it is your jurisdiction," I think only good flows from it. Good flows from good, just as evil flows from evil. I think this is good legislation.

I am not arguing for this legislation. My duty tonight is to present it in the best way I can, so that its terms are understood by all honourable senators. I know that there will be some who will have criticisms to make of it, and very valuable criticisms, and I think that criticism may result in our recommending some changes.

When I have finished these remarks I intend to say that if the bill receives second reading I shall move that it be sent to the Standing Committee on Banking and Commerce where its terms can be fully explored by honourable senators, and where a complete opportunity will be offered to people to appear before the committee to make any representations they wish.

I was about to say that there are a number of industries under federal jurisdiction which will require various periods of time in order to make the adjustments to the hours of work standards. Indeed, there may be some employment which, from the standpoint of both employees and employers, will require a rather lengthy deferment period. There will likely be a few cases in which it will be necessary to set standards of hours of work, which differ to the extent necessary to remove any undue hardships to labour and management. Under clause 51 of the bill it is therefore provided that the application of Part I may be delayed for a period of 18 months by order of the Minister of Labour, if it is shown that the immediate application of the hours of work provisions would be detrimental to a particular kind of employment.

In a situation where there is reason to believe that a period of longer than 18 months would be required by a particular industry for adjustment, it is also provided that an inquiry under the Inquiries Act may be held in order to investigate the facts fully. At this inquiry an opportunity would be given for both employees and employer to be heard. The commissioner, after full consideration of the facts, would make his recommendation to the minister as to whether the deferment period should be extended. An order in council could then follow, to fix the length of the deferment period.

An order for deferment issued by the minister or an order by the Governor in Council may also prescribe the hours of work standards which are suitable to the particular operation of the industry. These provisions are based on the need for consideration for the interests of employees whose earnings might otherwise be substantially lessened, as well as for employers who would otherwise be confronted with serious problems in the operation of their business.

These provisions are expected to take care of the problems which might face some of those industries who have been good enough to send copies of their briefs to us and with whom the minister and his officials have had long drawn-out discussions. The group would include such industries as trucking, some railway operations, shipping, stevedoring, grain elevator operation, and so on.

In addition to what I have mentioned already, there is the relief from the application of hours of work standards which is given to those industries through the application of clause 5. This is perhaps the most important provision.

Under this clause, necessarily irregular distribution of an employee's hours of work, such as in stevedoring, may be averaged for a period of from two weeks to 52 weeks, in order to calculate his average daily and weekly hours of work.

As an example of this, under the averaging provision, an employee could work 52 weeks times 40 hours, which is 2,080 hours. He could also work 52 weeks times eight hours of overtime, an additional 416 hours, making a total of about 2,500 hours in a year, before the maximum hours limitation would apply.