

appropriate bargaining units, the conduct of representation votes, the certification of bargaining units, and the hearing and resolution of complaints of unfair labour practices.

The Canadian Labour Congress, with approximately 2 million members in affiliated national and international trade unions, is the largest central labour organization and spokesman for approximately 57 per cent of all trade union membership in Canada. Although half of Canada's trade union membership is concentrated in 16 of its largest trade unions, the structure of trade union organizations in Canada is highly fragmented, with more than 800 trade unions representing a total trade union membership of 3.5 million workers.

Termination

Employers are required to give prior notice of termination in nine provinces and in the federal jurisdiction. The only exception is in cases of employee misconduct. Notice periods may range from one to eight weeks. Manitoba, Nova Scotia, Newfoundland, Prince Edward Island and Québec also stipulate that an employee must give notice to his employer before quitting his job.

Manitoba, Newfoundland, Ontario, Québec, Nova Scotia and the federal government require an employer to give advance notice of a projected dismissal or layoff of a group of employees in order to permit government authorities to develop and carry out programs to find alternative employment. In Québec, notice must be given where 10 or more persons are being dismissed within a two-month period; in Nova Scotia, 10 or more employees within a four-week period; and, in the federally regulated industries, Manitoba, Newfoundland and Ontario, 50 or more persons within four weeks or less. The periods of notice generally vary with the number of employees being dismissed but range from eight weeks to four months.

Workers' Compensation

In all provinces, compensation is provided for workers in most types of industrial employment. Workers who sustain personal injury by accident resulting from and in the course of employment or who suffer from an occupational disease are eligible.

In addition to monetary benefits, medical aid and allied advantages are provided for as long as needed, regardless of a waiting period. Rehabilitation programs have been implemented to aid in getting workers back to work and to lessen any handicap.

If death results from an occupational accident or disease, the dependants of the deceased worker receive compensation benefits.

Each workers' compensation act provides for an accident fund administered by a workers' compensation board to which employers are required to contribute and from which compensation and medical benefits are paid. The legislation thus provides for a system of compulsory collective liability.

Workers covered by the compensation scheme have no right of action against their employer for disablement arising out of their employment.

Unemployment Insurance

The Canada Employment and Immigration Commission (CEIC) is responsible for administering the federal government's unemployment insurance program. The program is mandatory for all salaried, hourly workers, and corporate management. Both employers and employees are required to pay premiums. Premium rates and the maximum insurable earnings level are set annually by the Commission. Only self-employed persons are not insurable.

In 1984, employers pay \$3.22 for every \$100 of an employee's insurable earnings. The maximum weekly insurable earnings in 1984 are \$425. This amount is based on an average Canadian industrial wage of \$425. In 1984, the maximum benefit payable under the program is \$255. The benefit program therefore pays a maximum of 60 per cent of the average weekly Canadian wage for a specific period of time.