

vacation is granted after 10 years. Saskatchewan provides for a three-week vacation after one year of employment and four weeks after 10 years. For employees who are covered by the Canada Labour Code, entitlement to three weeks of annual paid vacation arises after six years.

In general practice, Canadian professionals are provided with three weeks of vacation after one year service and non-office workers after five years. Most employees receive between five and nine paid public holidays in addition to their annual vacation.

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### Human Rights, Fair Employment Practices and Equal Pay

Legislation which prohibits various forms of discrimination in employment is in force throughout Canada. Discrimination on the basis of race, religion or creed, sex, marital status, and origin or ancestry, are prohibited in all jurisdictions.

The federal jurisdiction and all provinces, except New Brunswick, have legislation specifically concerning equal pay. In most jurisdictions, pay discrimination between men and women is banned when employees are performing the same, substantially the same, similar, or substantially similar work. The federal law uses a standard of "work of equal value". Although New Brunswick does not specifically require equal pay for equal work, the concept is considered to be dealt with by the general provisions which prohibit discrimination in the conditions of employment on the basis of sex.

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### Maternity Leave

All provinces and the federal jurisdiction have regulations requiring employers to grant unpaid maternity leave and prohibiting dismissal because of pregnancy. The length of maternity leave granted can vary, but it is, usually, 17 weeks. Special provisions of the Unemployment Insurance Act permit mothers on leave to claim unemployment insurance for up to 15 weeks.

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### Occupational Safety and Health

Federal and provincial legislatures have the power to enact laws and regulations concerning the protection of workers against industrial accidents or diseases. However, the provinces have major jurisdiction in this field, with the federal authority limited to certain industries coming under the jurisdiction of the federal government.

Legal standards designed to ensure the safety, health and welfare of persons employed in industrial and com-

mercial establishments, in mines and quarries and other work places, exist in all jurisdictions. The authorities responsible for the administration of such standards are, in the main, the departments of labour, health, mines, the workers' compensation boards and in certain instances, special government bodies.

General safety laws and regulations cover most aspects of occupational safety and health in the working environment. Such matters as fire safety, sanitation, heating, noise, lighting, ventilation, protective equipment, materials handling, safety of tools, electrical safety, dangerous substances, elevating devices and the guarding of dangerous machinery are covered by the safety laws and regulations.

Other safety laws and regulations are concerned with specifically hazardous industries or equipment.

Canada's safety legislation is frequently updated to suit changing industrial conditions.

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### Industrial Relations

The federal and provincial legislatures have enacted labour relations legislation which establishes the freedom of association and the right of employees to be represented by a trade union of their choice as fundamental features of the Canadian collective bargaining system. Procedures have also been established whereby a trade union, which enjoys the support of the majority of employees in the bargaining unit, may be certified as the exclusive bargaining agent for all employees in that bargaining unit.

Either party to a collective bargaining relationship has the right to serve a "notice to bargain" on the other. It is this notice which signals the commencement of direct negotiations. The refusal or failure of either party to bargain in good faith constitutes an unfair labour practice.

Under Canadian law, government conciliation services are available to assist the parties in resolving collective bargaining differences they are unable to settle in direct negotiations. In most jurisdictions, recourse to conciliation services is a necessary pre-condition to the acquisition of the right to strike by trade unions or the right to lockout by employers. All jurisdictions require that collective agreements be at least one year in duration.

While a collective agreement is in force, differences between the parties as to the interpretation, application or alleged violation of the collective agreement must be settled without a work stoppage. This is normally accomplished through the grievance procedures set out in the collective agreement and, where necessary, by binding arbitration.

Each jurisdiction in Canada has a labour relations board which has responsibility for the determination of