

LABOUR IN CANADA

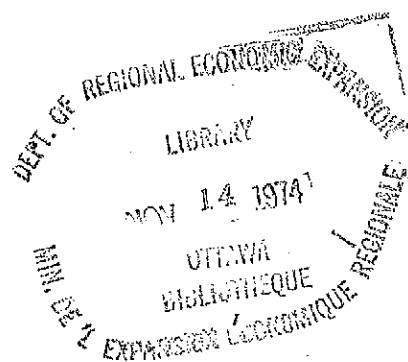
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FOREWORD

"Labour in Canada" provides a brief guide to the labour situation as it exists in Canada today. It is not intended to be a complete documentation of labour information, but a review of the legislated and negotiated circumstances that characterize the Canadian labour climate.

A large part of the report summarizes the major legislation which sets minimum standards and conditions for employment and labour relations and forms the basis for bargaining. To show the current situation, resulting from legislation and negotiation, a skeleton outline of average wages and salaries is included. There is also a description of the fringe benefits common to Canada and the results of some recent collective bargaining agreements. "Labour in Canada" is only intended as a preliminary outline for employers. For further details or specific questions contact the Department of Labour.

Industrial Development Branch
Department of Regional Economic Expansion



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INTRODUCTION

Labour legislation in Canada is primarily the responsibility of the provincial governments while the federal government has only a limited area of jurisdiction. Labour laws impose conditions on the rights of employers and employees to enter into a contract of employment and are therefore laws in relation to property and civil rights. The provinces have exclusive power to make laws regarding "property and civil rights in the provinces" and "local works and undertakings".

Federal Government

The federal jurisdiction covers industries and undertakings of a national, interprovincial or international nature, or which have been declared to be for the general advantage of Canada or more than one province. Such operations include transportation and communication systems which extend beyond the borders of a province, extra-provincial shipping and services connected with shipping (e.g. longshoring), banks, primary fishing, flour, feed and seed cleaning mills and feed warehouses, grain elevators, uranium mining and processing and most federal crown corporations.

Provincial Government

Most remaining businesses or industries including manufacturing are the responsibility of the provinces with certain possible changes arising from subsequent judicial decisions. In the case of the Yukon and Northwest Territories, the Territorial Councils have been given legislative powers over property and civil rights in the Territories by an Act of Parliament and hence have virtually the same jurisdiction in labour matters as the provincial legislatures.

LABOUR LEGISLATION

Much of the labour legislation in Canada is concerned with working conditions and minimum standards which must be met. These include regulations regarding minimum age, minimum rates of pay, maximum hours, annual vacations and holidays, fair employment practices and minimum health and safety standards. In addition there is a great deal of important legislation concerning unions. This guarantees freedom of association among the employees and requires that employers recognize and bargain with the union representing the majority of the employees.

The Canada Labour Code applies to any employee or employer connected with any federal work, undertaking or business. Similar legislation is in effect in each province and territory covering industries under the respective jurisdictions.

(a) Minimum Age For Employment

Under the Canada Labour Code which applies to employees under federal jurisdiction, no minimum age for employment is set; rather there are five conditions for employment of a person under 17 years of age:

1. he is not required to be at school;
2. the work is not likely to injure his health or endanger his safety;
3. he is not employed in work prohibited for young workers;
4. he is not required to work between the hours of 11 p.m. and 6 a.m.;
5. he is paid not less than the federal minimum wage for people under 17 years.

Each province and territory has legislation on the school-leaving age and child labour laws setting out minimum ages for all or some specific industries and occupations. For jobs where no minimum age is specified a child may be employed as long as school attendance laws and any other restrictive legislation are complied with.

MINIMUM AGE FOR EMPLOYMENT*

PROVINCE	ESTABLISHMENT			
	Mines	Factories	Shops	Hotels/Restaurants
Alberta	17	15 except with permit	15 except with permit	15 except with permit
British Columbia	18, below	15 except with permit	15 except with permit	15 except with permit
Manitoba	15, above 18, below	16	16 except with permit	16 except with permit
New Brunswick	Coal and Metal: 16, above 18, below	16 except with permit	16 except with permit	16 except with permit
Newfoundland	16, above 18, below	16	16	16
Nova Scotia	Coal: 18½, below Metal: 16, above 18, below	16	---	16
Ontario	16, above 18, below	15	14	14 (restaurants only)
Prince Edward Island	---	15	---	---
Quebec	16, above 18, below	16	16	16
Saskatchewan	16, above 18, below	16	---	16
Yukon	16, above 18, below	---	---	---
Northwest Territories	16, above 18, below	---	---	---

* Certain exceptions are provided for under each jurisdiction.

(b) Minimum Wages

All provinces, the two territories and the federal government have minimum wage laws applying to their respective jurisdictions. Some include special provisions for young people under the minimum age, on-the-job training, handicapped employees, or special minimum rates for specific industries. These rates are periodically updated by the minimum wage board or labour board in each jurisdiction.

(c) Equal Pay

All jurisdictions except Quebec and the Yukon have equal pay laws requiring that employers give equal pay for equal work done regardless of sex. In Quebec this is embodied in the Employment Discrimination Act which forbids discrimination in employment on the basis of sex. The Fair Practices Ordinance of the Northwest Territories forbids wage discrimination on grounds of sex.

(d) Weekly Rest Day

The Canada Labour Code provides for one full day of rest a week, preferably on a Sunday, unless working hours are averaged over a specific period or a permit for special working hours is obtained from the Minister of Labour. All provinces but P.E.I. allow for a weekly day of rest although the provisions and exceptions vary.

(e) General Hours of Work

Five provinces, the two territories and the federal government have laws regulating work hours. British Columbia, Alberta, Ontario, Yukon and the Northwest Territories and the federal jurisdiction set a maximum on the number of hours per day and per week that may be worked. However, there are many exceptions provided for, through orders, regulations and permits. The federal government, Alberta, Manitoba, Saskatchewan and both Territories have standard hours above which overtime must be paid. A series of statutes are in force in these and the remaining jurisdictions which regulate hours of work in certain industries or for certain groups of people and set overtime rates. In Alberta the standard hours have been raised to 9 per day and 44 per week to allow for the 4 day week with its longer working day.

(f) Annual Vacations With Pay

All federal, provincial and territorial jurisdictions provide for an annual paid vacation after a year's continuous employment. Length of vacation and the rate of vacation pay vary with each jurisdiction.

MINIMUM WAGE RATES

<u>Jurisdiction</u>		<u>Rate per hour</u>
Federal	Employees 17 and over	\$ 1.90
	Employees under 17	1.65
Alberta	Employees 18 and over	1.75
	Employees under 18	1.60
	Students under 18 employed on a part-time basis	1.25
British Columbia	Employees 18 and over	2.00
	Employees under 18	1.60
	Effective December 3, 1973 -	
	Employees 18 and over	2.25
	Employees under 18	1.85
	Effective July 3, 1974 -	
	Employees 18 and over	2.50
	Employees under 18	2.10
Manitoba	Employees 18 and over	1.75
	Employees under 18	1.50
	Inexperienced employees	1.60 first 3 months 1.70 second 3 months
	Effective October 1, 1973 -	
	Employees 18 and over	1.90
	Employees under 18	1.65
	Reduced rates for inexperienced workers abolished	
* New Brunswick	Employees 18 and over	1.50
	Employees under 18	1.35
	Effective January 1, 1974 -	
	Employees 18 and over	1.75
	Employees under 18	1.65
	Effective July 1, 1974 -	
	Employees 18 and over	1.90
	Employees under 18	1.80

* The two rates are being brought to the same level.

MINIMUM WAGE RATES (con't)

<u>Jurisdiction</u>		<u>Rate per hour</u>
New Brunswick (con't)	Effective January 1, 1975 -	
	Employees 18 and over	\$ 2.15
	Employees under 18	2.05
	Effective July 1, 1975 -	
	Employees 18 and over	2.30
	Employees under 18	2.30
Newfoundland	Employees over 18	1.40
	Employees 16-18	1.10
Nova Scotia	Employees 18 and over	1.65
	Employees 14-18	1.40
Ontario	Employees 18 and over	1.80
	Employees under 18, who are employed for 28 hours or less a week	1.45
Prince Edward Island	Male employees 18 and over	1.40
	Female employees 18 and over	1.30
	* Employees under 18	1.20
	Effective July 1, 1974 -	
	* Employees 18 and over	1.50
	* Employees under 18	1.40
Quebec	Employees 18 and over	1.70
	Employees under 18	1.60
	Effective November 1, 1973 -	
	Employees 18 and over	1.80
	Employees under 18	1.70
	Effective May 1, 1974 -	
	Employees 18 and over	1.90
Employees under 18	1.80	

* Both sexes

MINIMUM WAGE RATES (con't)

<u>Jurisdiction</u>		<u>Rate per hour</u>
Quebec (con't)	Effective November 1, 1974 -	
	Employees 18 and over	\$ 2.00
	Employees under 18	1.90
Saskatchewan	* Employees, generally	1.75
Yukon	** Employees 17 and over	2.00
Northwest Territories	Employees 17 and over	1.50
	Effective September 1, 1973 -	
	Employees 17 and over	2.00
	Employees under 17	1.75

* Saskatchewan has no special rates for young workers or students

** Federal Minimum wage plus 10 cents

GENERAL HOURS OF WORK AND OVERTIME LAWS

<u>Jurisdiction</u>	<u>Standard Set</u>	<u>Application</u>
Federal	Standard hours: 8/day, 40/week. Overtime: 1½ times the regular rate after 8/day or 40/week. Maximum hours: 48	Federal industries Exclusions: managers, super- intendents and professional employees. Exceptions:*
Alberta	Standard hours: 9/day, 44/week. Overtime: 1½ times the regular rate. Maximum hours: 8, 44	Most employment Exclusions: managerial and confidential employees, farm labour and domestic service. Exceptions:*
British Columbia	Maximum hours: 8, 44 Overtime: 1½ times regular rate in excess of 40 in a week or 8 in a day.	Most employment Exclusions: managerial and confidential employees. Exceptions:*
Manitoba	Standard hours: 8, 44 Overtime: 1½ times regular rate.	Most employment Exclusions: professional employees, farming, domestic service, fishing and con- struction.
New Brunswick	Overtime: 1½ times minimum rate after 48 hours.	
Newfoundland	Overtime: 1½ times minimum rate after 48 hours.	
Nova Scotia	Overtime: 1½ times minimum rate after 48 hours.	
Ontario	Maximum hours: 8, 48 Overtime: 1½ times regular rate after 48 hours.	Most employment. Exclusions: supervisory and managerial employees, pro- fessional employees, farm workers, domestic servants, construction, commercial fishermen, resident janitors or caretakers, and a few other classes of employees. Exceptions:*

* Different standards set by regulation for some industries.

GENERAL HOURS OF WORK AND OVERTIME LAWS (con't)

<u>Jurisdiction</u>	<u>Standard Set</u>	<u>Application</u>
Prince Edward Island	Overtime: 1½ times minimum rate after 48 hours.	
Quebec	Overtime: 1½ times minimum rate after 45 hours.	
Saskatchewan	Standard hours: 8,40 Overtime: 1½ times regular rate.	Most employment. Exclusions: northern area of province, managerial employees, farm workers, domestic servants, road construction, commercial travellers and a few other classes of employees. Exceptions:*
Yukon	Standard hours: 8,48 (Shops: 8,44). Overtime: 1½ times regular rate. Maximum hours: 10 and 60.	Most employment. Exceptions:*
Northwest Territories	Standard hours: 8,48 Maximum hours: 10,60	Most employment. Exceptions:*

* Different standards set by regulation for some industries.

ANNUAL VACATIONS

<u>Jurisdiction</u>	<u>Length of Annual Vacation</u>	<u>Vacation Pay</u>
Federal	2 weeks	4% of annual earnings
Alberta	2 weeks	Regular pay
British Columbia	2 weeks	4% of annual earnings
Manitoba	2 weeks; 3 weeks after 5 years service	Regular pay
New Brunswick	2 weeks	4% of annual earnings
Newfoundland	2 weeks	4% of annual earnings
Nova Scotia	2 weeks	4% of annual earnings
Ontario	1 week; 2 weeks after 2 years service	2% of annual earnings in first year; 4% of annual earnings after second year
Prince Edward Island	2 weeks	4% of annual earnings
Quebec	2 weeks	4% of annual earnings
Saskatchewan	2 weeks; 3 weeks after 5 years service	1/26 of annual earnings in first four years; 3/52 of annual earnings after fifth year
Yukon	2 weeks	4% of annual earnings
Northwest Territories	2 weeks	4% of annual earnings

(g) Statutory Holidays

Under all jurisdictions except Quebec, New Brunswick, Newfoundland and Prince Edward Island, certain statutory holidays are set out for which most employees are entitled to a day off, usually with pay. Where it is not possible for an employee to take the holiday off, there are rules regarding payment for the time worked. There are additional paid holidays that are commonly observed, although they are not general to all industries. These are often set out in provincial regulations or union contracts. This is the case with all paid holidays in Quebec, New Brunswick, Newfoundland and Prince Edward Island where there is no general legislation.

<u>Jurisdiction</u>	<u>No. of Holidays</u>	<u>Pay for Holiday Work</u>
Federal	8	Regular wages plus 1½ regular rate for hours worked
Alberta	8	Regular wages plus 1½ regular rate for hours worked
British Columbia	8	1½ regular rate for hours worked and an alternate day off with pay
Manitoba	8	Regular wages plus 1½ regular rate for hours worked
Nova Scotia	5	1½ regular rate for hours worked
Ontario	7	1½ regular rate for hours worked
Saskatchewan	8	Regular wages plus 1½ regular rate for hours worked
Yukon	8	Regular wages plus 1½ regular rate for hours worked
Northwest Territories	8	Regular wages and regular rate for hours worked or an alternate day off with pay

(h) Maternity Protection

British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario and the federal government have legislation protecting women during pregnancy. It is forbidden to dismiss an employee because of pregnancy or absence on maternity leave. Under the federal and Ontario laws a woman must be permitted to resume work with no loss of position, seniority, wages or benefits. The length of absence permitted is 17 weeks under federal, Nova Scotia and Manitoba jurisdictions and 12 weeks under British Columbia, Ontario and New Brunswick jurisdictions. Provisions are made for extending the leave if necessary.

(i) Workman's Compensation

A Workmen's Compensation Act in each province provides compensation to an employee or his dependents in case of accident or disease caused by employment. Liability is collective and compensation, medical expenses and other benefits are paid from a provincial fund which is built up by annual assessments on employers. Employees do not contribute. Industries are classified by hazard, and a percentage of the payroll of each employer in a class is levied in order to cover the cost of accidents in that class. The federal government has arranged with the provincial Workmen's Compensation Boards that its employees are covered by the province in which they are employed. Benefits in all provinces include:

1. 75% of average earnings in periodic payments for temporary disablement;
2. 75% of average earnings in lump sum or monthly payments for life for permanent disablement;
3. all necessary medical aid and hospitalization;
4. rehabilitation;
5. monthly pension, lump sum payment and funeral expenses to dependents in the case of death.

In the Yukon and Northwest Territories benefits are the same as in the provinces but the liability is borne by the individual employer, who must carry accident insurance. Similarly under the Merchant Seaman Compensation Act the employer is individually liable.

(j) Termination of Employment

The federal government and seven provinces - Manitoba, Newfoundland, Nova Scotia, Ontario, Prince Edward Island, Quebec and Saskatchewan - have legislation requiring an employer to give notice of termination to an employee. The length of notice and alternative provisions vary with each jurisdiction. The federal, Manitoba, Nova Scotia, Ontario and Quebec codes also cover group terminations and Manitoba, Nova Scotia, Newfoundland and Quebec require an employee to give notice of termination as well.

NOTICE OF GROUP TERMINATION

<u>Jurisdiction</u>	<u>No. of Employees</u>	<u>Notice Required</u>
Federal	50 - 100	8 weeks
	101 - 300	12 weeks
	Over 300	16 weeks
Manitoba	50 - 100	8 weeks
	101 - 300	12 weeks
	Over 300	16 weeks
Nova Scotia	10 - 99	8 weeks
	100 - 299	12 weeks
	300 or more	16 weeks
Ontario	50 - 199	8 weeks
	200 - 499	12 weeks
	500 or more	16 weeks
Quebec	10 - 99	2 months
	100 - 299	3 months
	300 or more	4 months

Other Jurisdictions: No legislation

NOTICE OF INDIVIDUAL TERMINATION

<u>Jurisdiction</u>	<u>Notice Required</u>	<u>Application</u>
Federal	2 weeks	Employers in federal industries. Exclusion: employed less than 3 months, superintendents, managers, members of professions.
Manitoba	Pay period	Employers and employees. Exclusion: employed less than 2 weeks, farm workers.
Newfoundland	Pay period	Employers and employees. Exclusion: employed less than 1 month.
Nova Scotia	Employed less than 2 years: 1 week 2 to 5 years: 2 weeks 5 to 10 years: 4 weeks Over 10 years: 8 weeks	Employers (employees different). Exclusion: employed less than 3 months, construction industry.

NOTICE OF INDIVIDUAL TERMINATION (con't)

<u>Jurisdiction</u>	<u>Notice Required</u>	<u>Application</u>
Ontario	Employed less than 2 years: 1 weeks 2 - 5 years: 2 weeks 5 - 10 years: 4 weeks Over 10 years: 8 weeks	Employers (special provisions for employees under notice of mass layoff). Exclusion: employed less than 3 months, construction.
Prince Edward Island	1 week	Employers and employees. Exclusion: employed less than 3 months, farm workers, construction.
Quebec	Hired by week: 1 week Hired by month: 2 weeks Hired by year: 1 month	Listed employers and their employees. Exclusion: domestic servants, journeymen, labourers.
Saskatchewan	1 week	Employers. Exclusion: employed less than 3 months, farming, ranching, market gardening.

Other Jurisdictions: No legislation

(k) Unemployment Insurance

All employers in Canada with insurable employees (all employees other than self-employed) must register with the Unemployment Insurance Commission. A fund from which unemployment benefits are paid is created with equal contributions by employer and employee on a scale varying with earnings. In addition, the federal government contributes one-fifth of the combined employer-employee contribution and assumes the administration costs.

(1) Labour Relations

Each province and the federal government have labour relations legislation to protect the employer and employee in negotiations with each other. The Yukon and Northwest Territories are covered by the Canadian legislation in most cases. Each statute guarantees the freedom of association for employees (and employers in some provinces) in order to bargain collectively and places limits on interference by the other party. If the majority of employees in an appropriate unit decide to become members of a union, that union - once certified - becomes the bargaining agent for the employees in the unit. Certification ensures compulsory recognition by the employer and guarantees the exclusive bargaining rights of the union. It also binds the unit to any agreements signed by its representatives.

The Canada or appropriate provincial Labour Relations Board is responsible for certification and must determine whether the organization is an acceptable union, what is the appropriate unit for bargaining, which

employees are members, and whether the bargaining requirements are met. The legislation also defines unfair labour practices for employees, employers and unions and forbids such acts as interference with the formation or activities of an association or union, intimidation or undue influence of an employee, employer or union, and discrimination against employees in employment or union membership. Guidelines are set out concerning union security within the company and the collection and disposal of union dues. Provision for the redress of unfair labour practices and the settlement of industrial disputes are included in the legislation of each jurisdiction.

(m) Fair Employment Practices

The Canada Labour Code, Part I, forbids discrimination in hiring, in trade union membership and in conditions of employment on grounds of race, colour, religion or national origin for all employment within the federal jurisdiction. Similar laws are in effect in all provinces and both territories. In addition, all jurisdictions except federal, Yukon, Northwest Territories and Prince Edward Island forbid discrimination on the grounds of sex. Alberta and Ontario also include marital status and in Alberta, British Columbia, Newfoundland and Ontario age is included. In Newfoundland political opinion is forbidden as grounds of discrimination. Under each act there are exceptions and provisions for complaints.

FRINGE BENEFITS

The fringe benefits paid by the employer that are common to Canadian industries fall into several categories. The first includes those payments required by law:

1. workmen's compensation
2. unemployment insurance
3. Canada/Quebec pension plan

These three are paid to funds for the employee's future benefit rather than directly to the employee.

The second group includes:

1. paid statutory holidays
2. paid annual vacations

Certain minimums are specified by law in most provinces for these benefits although the actual structure of holidays and vacations is usually further determined by company policy or union negotiation.

Finally there are several items which are wholly determined by policy or bargaining with the employees or their representing unions:

1. paid sick leave
2. paid personal leave
3. provincial medicare payments
4. bonuses
5. termination pay
6. private pension plans
7. private life and health insurance plans.

Some provision is usually made for sick or personal leave and many companies are sharing the cost of provincial medicare plans with their employees. The remaining items occur less frequently.

Attached are schedules of labour costs from 1968 for manufacturing industries.

Considering average dollars per employee for all employees in all manufacturing industries, the following figures apply:

<u>Item</u>	<u>\$/Employee</u>	<u>% of Total Cost*</u>
Straight time pay for regular hours	5,251	78.0
Overtime and premium pay	384	5.7
TOTAL PAY FOR WORK DONE	5,635	83.7
Pay for time not worked	501	7.4
Miscellaneous direct payments	83	1.2
DIRECT PAYMENTS (GROSS PAYROLL)	6,219	92.4
Payments required by law	179	2.7
Payments to benefit plans	332	4.9
TOTAL COST	6,730	100.0

* Figures rounded to one decimal place.

Preliminary test figures from the 1971 survey, to be released later this year, indicate a slight decrease in overtime and premium payments and an increase in pay for time not worked, specifically paid sick and personal leave. Straight time pay for regular hours has increased by 20% on the average for all employees. However, both 1968 and 1971 figures are in current dollars and a substantial portion of this is due to inflation.

ESTIMATED LABOUR COSTS FOR SALARIED EMPLOYEES IN MANUFACTURING INDUSTRIES, 1968

* Dollars per Employee

	Total Paid Absence	Holiday Pay	Vacation Pay	Sick Leave Pay	Personal Leave	Total Premium Pay	Overtime and Holiday Work Premium Pay	Shift Work Premium Pay	Other Premium Pay	Total Miscellaneous Direct Payments	Separation pay	Bonuses	Other including Taxable Benefits	Payments Required by Law	Workmen's Compensation	Unemployment Insurance	Canada/Quebec Pension Plan	Benefit Plan Total	Pension Plans	Total Life & Health Insurance Plans	Other Plans
1. Manufacturing	* 673	250	327	42	5	57	49	7	2	32	25	109	8	167	55	33	80	444	263	167	14
2. Durable goods	712	263	395	48	7	97	81	13	3	12	34	88	4	182	69	31	83	549	328	198	22
3. Non-durable goods	658	243	374	38	3	28	25	2	1	49	17	126	11	153	42	33	78	389	231	149	9
4. Food and beverages	630	249	353	25	3	27	23	2	2	108	18	148	30	169	58	35	76	348	201	142	6
5. Tobacco processing and products	653	282	366	5	-	2	-	2	-	42	-	127	-	141	27	34	81	510	333	177	-
6. Rubber Products	645	258	361	24	2	96	92	1	3	9	31	68	12	180	62	36	82	632	366	265	-
7. Leather Products	509	189	287	32	2	2	2	-	-	7	9	421	-	149	48	39	62	207	80	127	-
8. Textile products	602	239	353	9	1	38	33	4	1	46	31	91	6	151	35	33	84	347	203	136	9
9. Knitting mills	405	162	232	11	9	13	11	2	-	-	8	88	-	145	30	47	68	143	68	75	-
10. Clothing	415	175	232	7	2	5	5	-	-	4	18	161	-	138	17	39	82	122	59	62	-
11. Wood products	685	265	390	28	2	8	8	-	-	14	24	146	5	216	9	29	78	405	240	165	-
12. Furniture and fixtures	514	214	284	15	2	7	7	-	-	7	16	250	-	138	17	39	82	183	72	92	19
13. Paper and allied industries	760	267	449	37	6	9	8	1	-	21	26	62	11	164	55	26	82	455	263	186	6
14. Printing, publishing and allied industries	583	208	330	42	2	27	19	5	3	34	13	141	2	123	14	35	74	280	156	122	2
15. Primary metal industries	904	279	570	49	6	102	84	16	2	18	39	100	6	196	89	24	83	901	644	234	23
16. Metal fabricating industries	595	240	338	19	3	33	22	9	2	13	21	153	2	204	91	35	79	419	220	194	4
17. Machinery (except electrical)	660	245	348	59	13	47	31	2	14	9	32	84	3	194	77	35	82	387	188	192	7
18. Transportation equipment	790	296	408	79	7	236	194	38	4	11	64	43	5	159	52	25	83	813	466	273	74
19. Electrical products	658	244	352	50	12	79	76	3	-	10	26	34	4	162	37	36	88	356	211	145	-
20. Non-metallic mineral products	662	267	378	19	2	16	14	2	-	13	15	84	5	198	89	31	78	367	204	160	3
21. Petroleum and coal products	916	262	524	128	2	37	36	1	-	3	-	8	8	136	32	21	82	709	493	160	56
22. Chemicals and chemical products	775	279	437	53	6	20	18	2	-	35	15	73	1	151	41	29	81	511	337	173	1
23. Miscellaneous manufacturing industries	612	229	330	50	2	45	43	2	-	42	9	199	1	154	35	46	73	324	172	118	34
24. Atlantic region	523	184	312	24	2	30	28	-	2	19	2	57	1	173	63	36	74	303	180	121	1
25. Newfoundland	570	158	404	8	-	5	5	-	-	52	3	58	3	150	46	32	72	444	286	158	-
26. Nova Scotia	549	199	315	34	2	13	8	-	5	11	1	54	-	157	50	33	74	319	186	131	3
27. New Brunswick	467	182	260	21	4	69	69	-	-	11	2	62	-	204	86	41	77	206	116	90	-
28. Quebec	669	245	386	35	3	56	51	5	-	26	8	75	14	164	51	33	80	370	237	123	10
29. Montreal area	677	256	386	32	3	66	60	6	-	32	11	73	19	160	46	33	81	390	257	119	13
30. Residue	647	215	387	42	3	33	29	3	1	10	1	79	-	175	63	34	77	316	184	131	1
31. Ontario	702	259	388	49	6	71	58	10	3	36	37	122	4	165	53	31	81	552	322	209	20
32. Toronto area	684	254	369	56	5	47	40	5	2	29	32	158	4	161	45	35	81	454	269	177	7
33. Residue	716	262	403	44	7	88	71	13	4	42	41	94	5	168	59	29	80	626	362	234	30
34. Prairie region	603	234	340	27	2	21	20	1	-	9	14	101	3	170	57	37	76	256	140	106	10
35. Manitoba	664	258	378	25	3	19	16	2	1	18	17	108	3	172	58	37	78	289	160	119	10
36. Saskatchewan	592	221	340	31	1	24	23	1	-	6	19	56	5	156	51	31	74	231	145	55	30
37. Alberta	569	224	316	26	2	23	22	1	-	4	11	112	3	173	58	39	76	244	127	114	3
38. British Columbia	732	277	410	41	3	22	16	4	2	19	17	109	20	196	81	28	87	336	196	134	7

ESTIMATED LABOUR COSTS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES, 1968

* Cents per paid hour

	Total Paid Absence	Holiday Pay	Vacation Pay	Sick Leave Pay	Personal Leave	Total Premium Pay	Overtime and Holiday Work Premium Pay	Shift Work Premium Pay	Other Premium Pay	Total Miscellaneous Direct Payments	Separation Pay	Bonuses	Other Including Taxable Benefits	Payments Required by Law	Workmen's Compensation Insurance	Canada/Quebec Pension Plan	Benefit Plan Total	Pension Plans	Total Life & Health Insurance Plans	Other Plans
1. Manufacturing	20.6	7.7	12.1	0.6	0.1	9.0	6.6	2.0	0.4	2.3	0.2	0.7	0.3	8.6	2.5	3.4	13.7	6.4	7.0	0.3
2. Durable goods	22.4	8.4	13.3	0.6	0.1	10.1	7.3	2.5	0.3	2.9	0.2	0.6	0.5	9.8	3.6	3.6	17.8	8.5	8.7	0.6
3. Non-durable goods	18.9	6.9	11.0	0.9	0.1	7.8	5.9	1.5	0.4	1.8	0.2	0.8	0.1	7.5	2.0	3.1	9.7	4.3	5.3	0.1
4. Food and beverages	18.3	6.8	10.5	0.9	0.1	6.7	5.4	1.1	0.3	1.9	0.2	0.7	0.1	8.5	2.9	3.2	8.3	3.2	5.0	0.1
5. Tobacco processing and products	32.9	14.3	16.0	2.3	0.3	9.2	7.0	2.2	-	0.5	0.2	0.1	-	7.9	1.0	3.9	20.0	11.7	8.2	-
6. Rubber products	23.5	8.5	14.8	0.1	0.1	11.6	8.1	3.2	0.3	2.7	0.2	0.5	0.1	9.1	2.9	3.6	28.4	14.9	13.1	0.4
7. Leather products	11.0	4.3	6.6	-	-	3.3	3.1	0.2	-	1.0	0.1	0.6	-	5.8	1.2	2.6	3.7	0.5	3.2	-
8. Textile products	14.8	5.8	8.5	0.4	0.1	7.4	5.1	2.2	0.2	1.3	0.2	0.4	0.1	6.8	1.7	2.9	7.3	3.0	4.3	-
9. Knitting mills	8.2	2.6	4.5	0.1	-	1.4	1.3	0.1	-	1.0	-	0.8	-	4.4	0.7	2.0	1.7	0.3	1.4	-
10. Clothing	10.8	4.8	6.0	-	-	1.5	1.4	-	0.1	0.9	0.3	0.3	-	4.8	0.5	2.3	2.9	0.8	2.1	-
11. Wood products	16.3	6.4	9.8	0.1	-	4.9	3.2	1.4	0.3	1.3	0.3	0.4	-	10.5	5.1	3.1	4.4	0.8	3.5	-
12. Furniture and fixtures	12.1	5.2	6.8	0.1	-	3.4	3.2	0.2	-	1.4	0.1	1.1	-	8.0	3.1	2.8	4.5	0.8	3.5	0.1
13. Paper and allied industries	26.2	8.3	16.4	1.1	0.4	14.8	10.7	2.7	1.4	1.8	0.2	0.3	0.3	9.3	2.9	3.7	14.5	6.1	8.3	-
14. Printing, publishing and allied industries	26.7	9.7	15.6	1.4	-	13.1	10.1	2.8	0.1	3.2	0.9	1.6	-	7.6	1.2	3.8	9.6	4.8	4.8	0.1
15. Primary metal industries	28.7	8.7	19.0	0.9	0.1	13.1	8.5	3.8	1.0	3.5	0.2	1.2	0.5	11.4	4.7	3.9	24.3	13.9	10.1	0.1
16. Metal Fabricating Industries	18.9	7.6	11.0	0.2	-	6.7	5.1	1.4	0.1	2.3	0.4	0.8	0.3	10.0	3.8	3.6	11.2	4.5	6.3	0.4
17. Machinery (except electrical)	23.8	9.1	14.4	0.2	0.1	8.5	6.7	1.8	-	2.9	-	0.8	0.1	10.8	4.2	3.8	20.5	9.9	10.0	0.6
18. Transportation Equipment	26.8	10.7	15.2	0.7	0.2	17.3	12.8	4.5	0.1	5.3	0.1	0.2	1.3	9.3	2.8	3.9	33.1	16.0	15.4	1.8
19. Electrical Products	22.4	8.5	12.0	1.8	0.1	6.6	4.8	1.4	0.3	1.5	0.2	0.4	0.1	7.6	1.7	3.6	12.8	6.7	6.1	-
20. Non-metallic mineral products	20.7	8.1	12.4	0.1	0.1	11.7	8.5	2.2	1.1	1.4	0.1	0.4	0.1	11.1	4.6	3.7	12.9	4.5	7.7	0.6
21. Petroleum and coal products	43.9	10.5	21.8	10.3	1.2	19.7	13.0	5.6	1.0	2.2	0.1	0.4	0.1	8.5	1.9	3.9	28.8	19.3	7.6	1.9
22. Chemicals & chemical products	26.1	8.8	14.6	2.6	0.3	11.1	8.1	2.4	0.6	2.5	0.2	1.0	0.4	8.0	1.9	3.5	16.7	9.8	6.9	-
23. Miscellaneous manufacturing industries	16.3	7.0	8.6	0.6	0.1	5.0	4.1	0.9	-	3.2	0.1	2.5	-	7.0	1.9	2.9	9.2	4.1	5.1	-
24. Atlantic Region	14.3	4.9	8.7	0.7	-	5.0	3.6	0.8	0.6	0.4	0.1	0.2	-	7.3	2.4	2.7	7.0	3.5	3.5	-
25. Newfoundland	14.1	3.8	9.0	1.3	0.1	6.1	2.3	1.1	2.7	0.5	0.2	0.1	0.1	6.3	1.7	2.4	7.4	3.1	4.3	-
26. Nova Scotia	15.1	5.2	9.2	0.6	-	5.8	4.5	1.1	0.3	0.4	0.1	0.3	-	7.1	2.2	2.8	8.3	5.0	3.2	-
27. New Brunswick	13.7	5.1	8.1	0.5	-	3.7	3.3	0.4	0.1	0.3	0.1	0.2	-	7.9	2.9	2.7	5.7	2.2	3.5	-
28. Quebec	18.0	6.5	10.3	1.1	0.1	6.9	5.5	1.3	0.2	1.0	0.3	0.5	0.2	7.8	2.4	3.1	8.0	3.9	4.0	0.1
29. Montreal area	18.8	7.2	10.1	1.4	0.1	7.3	6.0	1.2	0.2	1.0	0.2	0.7	0.1	7.7	2.2	3.2	8.1	4.2	3.9	-
30. Residue	17.2	5.7	10.5	0.8	0.2	6.6	5.1	1.4	0.1	0.9	0.3	0.4	0.1	7.9	1.7	2.9	7.9	3.6	4.2	0.1
31. Ontario	22.0	8.3	13.0	0.6	0.1	10.7	7.7	2.6	0.4	3.6	0.2	0.9	2.5	8.9	2.8	3.5	19.6	9.1	9.9	0.6
32. Toronto area	20.2	8.2	11.4	0.6	0.1	9.7	7.3	2.2	0.2	3.4	0.3	1.3	1.8	8.6	2.6	3.4	16.1	7.8	7.7	0.6
33. Residue	23.0	8.4	13.9	0.6	0.1	11.2	7.9	2.9	0.5	3.7	0.2	0.8	2.8	9.0	2.9	3.5	21.4	9.8	11.0	0.6
34. Prairie Region	20.3	7.9	11.4	0.4	0.1	6.8	5.1	1.5	0.2	1.5	0.2	0.4	0.1	9.2	3.2	3.4	7.1	2.8	4.1	0.2
35. Manitoba	18.5	7.4	10.7	0.4	-	5.1	3.6	1.4	0.1	1.5	0.3	0.4	0.8	7.9	2.3	3.2	7.0	2.5	4.2	0.3
36. Saskatchewan	22.5	8.4	13.0	0.9	0.2	10.3	8.0	2.1	0.2	1.6	0.3	0.6	0.6	9.7	2.3	3.7	5.6	2.6	2.5	0.5
37. Alberta	21.4	8.3	11.5	1.5	0.1	7.3	5.7	1.4	0.2	1.3	0.2	0.4	0.7	10.3	4.1	3.6	7.8	3.1	4.5	0.1
38. British Columbia	27.8	10.2	16.9	0.5	0.1	10.8	7.3	2.4	1.1	2.1	0.3	0.3	1.5	11.6	4.7	4.1	9.0	3.7	5.1	0.2

LABOUR FORCE AND UNEMPLOYMENT

The Labour Force in Canada was estimated at 8,891,000 in 1972 and the unemployment rate at 6.3%. Due to regional differences in size, geographic nature and industrial development, the labour supply is spread unevenly throughout the country. Labour force is concentrated in central Canada, with 40% in Ontario and 25% in Quebec. However, unemployment rates vary between provinces and the generally high rate in the Atlantic region ensures a good supply of immediately available labour there also.

AVERAGE WAGES AND SALARIES

Since 1961, average weekly wages and salaries in manufacturing have increased from \$81.55 to \$156.12 in 1972, a change of 91.4%. During the same time period the consumer price index rose by 39.8% leaving a real increase in wages of 51.6% over 11 years or 4.7% per year.

The education attainment of the labour force has also risen since 1960. This is due to two factors - a higher level of education reached by the young members of the population and a higher participation rate on the part of well educated women. As these people join the labour force and the older and generally less educated people retire, the level for the labour force as a whole increases. In 1960, 55% of the labour force had some secondary schooling, 25% had completed secondary or more and 4.5% had a university degree. By 1970 these percentages had increased to 70%, 40% and 8% respectively. Although average wages are generally lower in the Maritimes, Quebec and the Prairies than in Ontario and British Columbia, there are large variations between communities. This is due in part to the type and degree of industrialization as well as to other factors. As a result the average wage for a province cannot be directly applied to a community within that province.

LABOUR TRAINING

The Department of Manpower and Immigration provides assistance to employers through the services of Canada Manpower Centres (CMC), which are located in most Canadian communities. These programs include:

1. Manpower planning
2. Job placement
3. Worker re-training
4. Manpower adjustment.

LABOUR FORCE AND UNEMPLOYMENT *

	1969		1970		1971		1972	
	Labour Force (000)	Unemployment Rate	Labour Force (000)	Unemployment Rate	Labour Force (000)	Unemployment Rate	Labour Force (000)	Unemployment Rate
Canada	8,162	4.7	8,374	5.9	8,631	6.4	8,891	6.3
Alberta	628	2.7	650	4.3	664	4.7	688	4.4
British Columbia	836	5.0	878	7.6	911	7.0	950	7.6
Manitoba	373	2.7	380	4.5	390	4.9	396	4.5
New Brunswick	212	8.5	213	8.0	215	7.4	226	8.4
Newfoundland	146	10.3	148	10.8	158	11.4	165	12.1
Nova Scotia	258	5.4	261	5.7	264	7.6	267	7.5
Ontario	3,032	3.1	3,130	4.3	3,249	5.2	3,381	4.8
Prince Edward Island	38	--	37	--	39	--	40	--
Quebec	2,290	6.9	2,328	7.9	2,394	8.2	2,426	8.3
Saskatchewan	350	3.1	350	4.3	348	3.7	352	4.3

* Actual Annual Average

AVERAGE WAGE RATES IN MANUFACTURING IN CANADA, 1972

(Rates in Dollars per hour)

	Carpenter	Electrician	Machinist	Mechanic	Millwright	Pipe fitter	Tool & Die Maker	Welder	General Labourer
<u>Average for all Canada, by Industry</u>									
Slaughtering and Meat Processing	4.39	4.60		4.30	4.61	4.51		4.48	3.50
Rubber Industries	3.74	4.43	4.28	4.30	3.62	4.44	4.05	4.10	3.30
Leather Tanneries	3.27			3.29					2.99
Sythetic Textiles				3.75					2.46
Childrens' Clothing				3.41					1.97
Veneer and Plywood Mills	4.68	4.98		3.78	4.96				3.31
Furniture		3.50		3.16					2.46
Pulp and Paper	5.09	5.09	5.03	4.65	5.06	5.11		5.18	3.65
Iron and Steel Mills	4.53	5.09	5.17	4.79	4.95	4.85	4.88	4.93	3.77
Metal Stamping Pressing & Coating	3.64	4.63	4.39	4.51	4.49		4.42	3.72	2.83
Agricultural Implements	4.08	4.86	4.29	4.59	4.51		4.86	3.59	3.22
Motor Vehicle Parts		5.36	5.06	5.10	5.36	5.51	5.11	5.25	3.48
Major Appliances		3.99	3.49	3.60	4.25	3.64	4.13	3.46	2.87
Clay Products		3.83	3.73	3.45	4.06		4.00	3.71	3.01
Petroleum Refining and Products	5.01	5.11	5.17			5.08		5.11	3.64
Pharmaceuticals, Medicines and Toilet Preparations	4.12	4.57		3.87					2.90
<u>Average for all Industries, by City</u>									
Vancouver, British Columbia	4.94	5.35	5.16	4.85	5.28	5.40	5.12	5.15	3.99
Calgary, Alberta	4.61	4.72	4.76	4.22	4.58	4.93	4.29	4.27	3.49
Regina, Saskatchewan	4.33	4.76	4.87	4.14	4.58			4.47	3.07
Winnipeg, Manitoba	3.94	4.72	4.14	3.84	4.29	5.19	4.11	3.92	2.98
Toronto, Ontario	4.26	4.74	4.51	4.30	4.58	4.72	4.61	3.91	3.09
Montreal, Quebec	3.79	4.32	4.20	4.14	3.91	4.66	4.13	3.71	2.95
Saint John, New Brunswick	4.33	4.63	3.69	4.23	4.35	4.64			2.94
Halifax, Nova Scotia	4.09	3.94				4.56		4.47	3.15
Charlottetown, P.E.I.	3.41	4.00		3.16				3.27	
St. John's, Newfoundland		4.15	4.04					3.60	2.73

Source: Wage Rates, Salaries
and Hours of Labour - 1972

To assist the manpower planning, CMC can provide such information as the supply and demand for certain skills, industrial and occupational trends, regional and national economic reports and advice from industrial manpower consultants. As a placement service, CMC can be very effective because it can draw on the labour forces of Canada, the United States and overseas countries through the Immigration Program in order to find the right person for a job. For certain types of training programs, the CMC will provide financial incentives including the direct expenses of the program and up to 50% of the workers wages. The Canada Manpower Consultative Service will assist in developing manpower adjustment programs in order to cope with technological and industrial changes.

LABOUR ORGANIZATIONS

In 1972, 27.6% of the total labour force in Canada was organized in labour unions. This represents 34.4% of the non-agricultural paid workers. Union membership stood at 2,371,000 - an increase of 7.2% over 1971.

There are four labour congresses in Canada - the Canadian Labour Congress (CLC), the Confederation of National Trade Unions (CNTU), the Council of Canadian Unions (CCU), and the Centrale des syndicats démocratiques (CSD). Canadian Labour Congress affiliates accounted for 72.8% of total union membership. About 70% of the CLC membership belonged to unions that were affiliated also to the American Federation of Labour and Congress of Industrial Organizations in the United States. About 17% of the CLC membership was distributed among various unaffiliated international and national unions and independent local organizations.

There is a long tradition in Canada of labour legislation and policy designed for the promotion of the common well-being through the encouragement of free collective bargaining and the constructive settlement of disputes. Workers are free, nevertheless, to organize into unions or not to do so. A large proportion of the non-organized workers are found in trade, personal service and finance.

The basic function of trade unions consists in assisting their members in the determination of wages, salaries and working conditions through the process of collective bargaining. Collective bargaining is conducted mainly at the establishment level between individual employers and unions. Joint bargaining, involving more than one employer or more than one union, is the exception and takes place only in a few industries or sectors.

Once a union has been recognized as the bargaining agent for a group of employees, a system of union security, whether it be the closed shop, the union shop or a modified union shop is normally determined through collective bargaining. The two latter arrangements are the most common. In both cases employees may be hired from outside the union; in a union shop such employees must join the union within a specified period;

under the modified union shop employees are not required to actually join the union but must, nevertheless, pay union dues.

In the past few years, there have been a number of mergers among unions operating in Canada. This is to some extent the result of the CLC and CNTU policy of encouraging larger and fewer unions in order to save on organization and service costs for small locals. In 1972, six international and four national unions had over 50,000 members each for a total of 926,300 members while 46 international unions and 33 national had fewer than 5,000 members each for a total of 128,000 members. Independent local organizations and local unions directly chartered by the congresses reported 65,000 members or just under three per cent of the national total.

INTERNATIONAL AND NATIONAL UNIONS BY SIZE, 1971

Membership Range	International Unions		National Unions		Total	
	No. of Unions	Membership	No. of Unions	Membership	No. of Unions	Membership
Under 100	9	321	2	161	11	482
100 - 199	2	268	1	126	3	394
200 - 499	5	1,524	4	1,453	9	2,977
500 - 999	6	4,181	1	713	7	4,894
1,000 - 2,499	14	25,084	15	25,239	29	50,323
2,500 - 4,999	11	38,793	11	36,949	22	75,742
5,000 - 9,999	11	76,967	14	104,672	25	181,639
10,000 - 14,999	13	159,300	4	50,396	17	209,696
15,000 - 19,999	8	132,344	5	87,226	13	219,570
20,000 - 29,999	7	158,305	1	28,149	8	186,454
30,000 - 39,999	4	136,395	4	124,127	8	260,522
40,000 - 49,999	3	130,709	--	--	3	130,709
50,000 - 99,999	4	239,699	1	52,307	5	292,006
100,000 and over	2	267,219	2	259,659	4	526,878
TOTAL	99	1,371,109	65	771,177	164	2,142,286

UNION MEMBERSHIP BY TYPE OF UNION AND AFFILIATION, 1971

Type of Affiliation	Unions	Locals	Membership	
			Number	Per Cent
International Unions	99	4,891	1,371,109	62.0
AFL-CIO/CLC	85	4,441	1,147,441	51.9
CLC only	4	141	122,533	5.5
AFL-CIO only	4	8	531	*
Unaffiliated Unions	6	301	100,604	4.6
National Unions	65	4,899	771,177	34.9
CLC	19	2,804	372,090	16.8
CNTU	12	1,106	211,143	9.6
Unaffiliated Unions	34	989	187,944	8.5
Directly Chartered Local Unions	137	137	13,005	0.6
CLC	134	134	12,083	0.6
CNTU	3	3	922	*
Independent Local Organizations	129	129	55,263	2.5
TOTAL	430	10,056	2,210,554	100.0

* Less than 0.1 per cent

AVERAGE PERCENTAGE INCREASES IN BASE RATES FOR ALL COLLECTIVE AGREEMENTS
COVERING NEGOTIATING UNITS OF 500 OR MORE EMPLOYEES IN ALL INDUSTRIES

Excluding Construction - Annual Compound Rates by Quarter and Year¹
1967-1972

Year	1967				1968				1969				1970				1971 ²				1972 ²			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Manufacturing Industries																								
Quarterly	6.8	8.2	7.5	8.0	7.4	7.0	7.2	6.7	6.6	8.2	8.8	9.1	8.5	8.1	8.7	8.1	7.2	7.8	8.6	6.9	8.5	7.8	9.1	8.8
Annual	7.7				7.2				8.3				8.4				7.6				9.8			
Non-Manufacturing Industries																								
Quarterly	8.7	9.2	7.8	8.0	7.3	8.1	8.2	7.4	7.2	7.2	7.6	8.0	9.1	8.2	8.9	7.9	8.0	7.8	8.2	7.5	9.8	7.2	8.4	6.4
Annual	8.4				7.8				7.5				8.4				7.8				7.3			
All Industries																								
Quarterly	8.4	8.8	7.7	8.0	7.4	7.4	7.9	7.3	7.0	7.4	7.8	8.2	9.0	8.2	8.8	8.0	7.7	7.8	8.3	7.4	9.3	7.3	8.3	6.0
Annual	8.2				7.6				7.6				8.4				7.8				7.6			

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¹ Quarterly (or annual) figures were obtained by taking all negotiations of 500 or more employees settled in any given quarter (or calendar year) and calculating the average annual compound percentage increase over the life of the agreement. These figures were then weighted by the number of employees covered by the agreements, summed, and a weighted mean for the quarter (or calendar year) was obtained.

² Figures are preliminary, and subject to minor adjustments.

Collective Bargaining Division
Economic and Research Branch
Department of Labour

COLLECTIVE BARGAINING SETTLEMENTS

Collective bargaining is the method used in Canada to reach agreements between the union and company concerning wage rates, hours and conditions of work and the various fringe benefits. In the process of negotiating there is usually some trade-off between increases in wages and increases in non-wage benefits. In the past few years there has been a slight emphasis on non-wage items particularly related to job and health security. However, this appears to be changing with recent settlements and the emphasis is once again on wage increases. Considering all collective agreements in manufacturing covering 500 or more employees, the base rate rose 8.8% as a result of settlements in 1972, a higher annual increase than any in the previous 5 years.

Based on the first 5 months of 1973, the contract changes other than wages that occur most frequently concern premium pay, annual vacations, statutory holidays and life insurance plans. Again this is determined from settlements involving 500 or more employees. Other items occur in contracts including hours of work, cost of living allowances, sick leave, accidental death and dismemberment compensation, drug and dental plans, etc., but with less frequency. Some companies are experimenting with the 4-day week but this is not yet widespread.

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