**Province of British Columbia**

# Ministry of Labour

## Annual Report

For the year ended
December 31, 1980

HON. JACK HEINRICH, Minister
JAMES G. MATKIN, Deputy Minister

Printed by Authority
of The Legislative Assembly

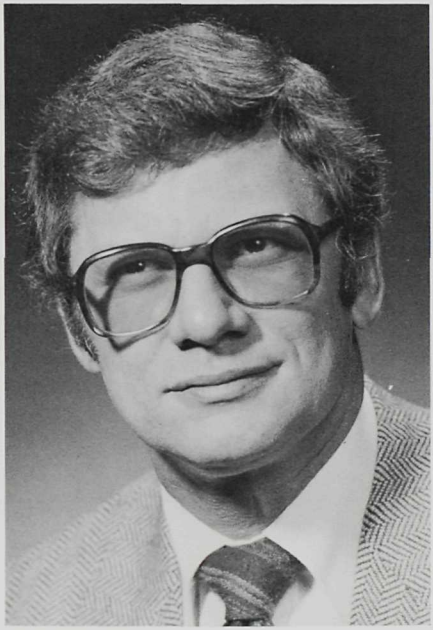
To the Honourable
Henry P. Bell-Irving, D.S.O., O.B.E., E.D.,
Lieutenant Governor of the Province of British Columbia.

May it please Your Honour:

The Annual Report of the Ministry of Labour of the Province for the year 1980 is herewith respectfully submitted.

JACK HEINRICH
Minister of Labour

Office of the Minister of Labour,
December 31, 1980



*Jack Heinrich*

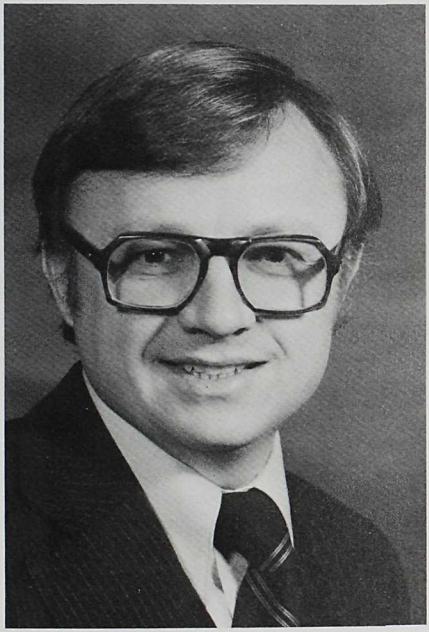
The Honourable Jack Heinrich
Minister of Labour

Sir:

I have the honour to submit herewith the 62nd Annual Report of the work of the Ministry of Labour up to December 31, 1980.

JAMES G. MATKIN
Deputy Minister of Labour

Ministry of Labour,
Victoria, B.C., December 31, 1980



*James G. Matkin*

# Directory of Services

## Ministry of Labour

### Administrative Services

Finance and Administration
Personnel Services
Information Services

### Manpower Programs

Apprenticeship Training Programs
Employment Opportunity Programs
Trade-schools Regulation
Manpower Advisory Services
Refugee Settlement & Immigration

### Labour Relations and Occupational Safety

Mediation
Labour Standards
Labour Education
Compensation Advisory Services
Occupational Environment

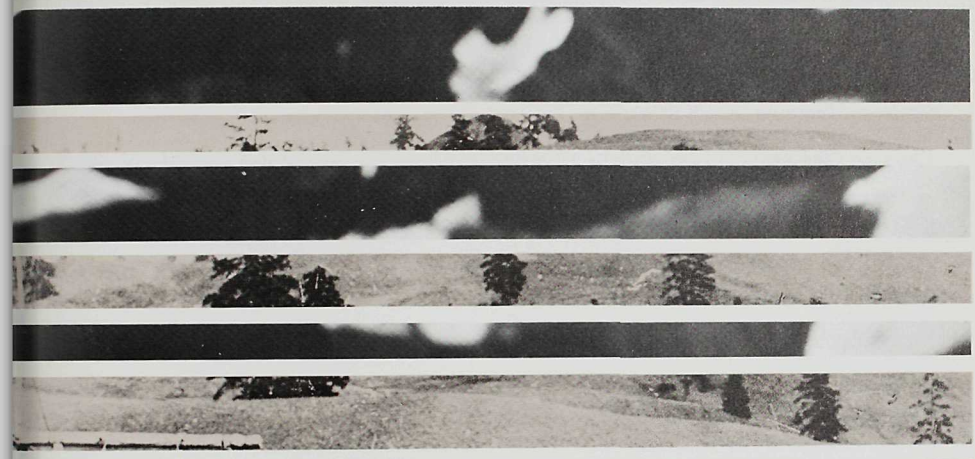
### Safety Engineering

Electrical Safety
Boiler and Pressure Vessel Safety
Gas Safety
Elevating Devices

### Special Services

Executive Advisor, Industrial Relations, Labour Standards & Arbitration
Construction Industry Coordinator
Planning & Information Systems
Research

### Human Rights



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Gas Safety
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# PERSONNEL DIRECTORY

**stry of Labour**
ament Buildings, Victoria, B.C. V8V 1X4

Jack Heinrich ..... 387-1986
ster of Labour

es Matkin ..... 387-3282
uty Minister

ery Crimp ..... 387-5753
inistrative Assistant

Bardon ..... 387-5611
stant Deputy Minister, Administration and
fety Engineering

las Cameron ..... 291-7351
stant Deputy Minister, Labour Relations and
cupational Safety
46 Canada Way, Burnaby)

rt Gray ..... 291-7351
tant Deputy Minister, Manpower Division
46 Canada Way, Burnaby)

s Edgett ..... 387-6801
utive Advisor, Industrial Relations,
bour Standards and Arbitration

Plecas ..... 387-1226
utive Director, Policy, Planning, Program
aluation, Research, Information Systems

Doney ..... 387-1226
g Director,
nning and Information Systems

en Stackhouse ..... 387-5141
Officer

le Heywood ..... 387-5141
truction Industry Coordinator

Landucci ..... 387-6861
tor, Human Rights

Schwartz ..... 387-1615
tor, Finance and Administration

ell ..... 387-1564
tor, Personnel Services

Portigal ..... 387-3445
tor, Research

Nugent ..... 387-6575
tor, Information Services

**Labour Relations and Occupational Safety**

Gus Leonidas ..... 291-0681
Director, Mediation Services
(4946 Canada Way, Burnaby)

Ralph Sollis ..... 387-3284
Director, Labour Standards

Ron Tweedie ..... 291-6126
Director, Labour Education

Maria Giardini ..... 291-0401
Compensation Advisory Services
Compensation Consultant

Ed Zurwick ..... 291-9448
Compensation Advisory Services
Employers' Adviser

Ken Martin ..... 291-9494
Director, Occupational Environment

**Manpower Division**

Blair Anderson ..... 294-3878
Director, Apprenticeship Branch

Virginia Greene ..... 387-1131
Director, Employment Opportunity
Programs

Ossie Sylvester ..... 291-7591
Director, Trade-schools Regulation

Ranjit Azad ..... 291-6116
Consultant, Manpower Advisory Services

Wayne Mullins ..... 291-8222
Acting Director, Immigration and
Refugee Settlement

**Administration and Safety Engineering**
(501 W. 12th Avenue, Vancouver, B.C., V5Z 1M6)

Wilf Lawson ..... 879-7531
Executive Director

Brian Cole ..... 879-7531
Director, Boiler and Pressure Vessel Safety

Al Luck ..... 879-7531
Director, Electrical Safety

Bill Montgomery ..... 879-7531
Director, Gas Safety

Alfred Moser ..... 291-6446
Director, Elevating Devices
(4946 Canada Way, Burnaby)

# Principal Offices

Victoria: 880 Douglas Street
Burnaby: 4946 Canada Way

# Regional Offices

Abbotsford: 116-33780 Laurel Street
Alberni: Box 1172, Court House
Campbell River: 210-437 Tenth Avenue
Chilliwack: 24 Victoria Avenue West
15-330 Yale Road West
(Safety Engineering Services Div.)
Courtenay: 479-4th Street
Cranbrook: 117 South 10th Avenue
110-12 Avenue South
(Safety Engineering Services Div.)
Dawson Creek: 1201-103rd Ave.
Duncan: 238 Government Street,
Provincial Building
Fort St. John: 10600-100th Street
Kamloops: 220-546 St. Paul Street
1168 Battle Street
(Safety Engineering Services Div.)
Kelowna: 1913 Kent Street
1921 Kent Street
(Safety Engineering Services Div.)
Ladner: P.O. Box 55, 4893 Bridge Street
Langley: Box 3092, 20423 Douglas Crescent
Mission: 32818 Seventh Avenue
Nanaimo: 238 Franklin Street
20-5th Street
(Safety Engineering Services Div.)
Nelson: 310 Ward Street

New Westminster: 360-550 Sixth Street
100 Mile House: Box 7000, 272-5th Street
Parksville: P.O. Box 759, 103-182 West Harr
Penticton: 269 Brunswick Street
Powell River: 6953 Alberni Street
Prince George: 1488-4th Avenue
190 Victoria Street
(Safety Engineering Service
Prince Rupert: Court House
Quesnel: 206-350 Barlow Avenue
Revelstoke: P.O. Box 1700, Office 'B',
518-2nd Street West
Salmon Arm: P.O. Box, 636, Court House,
125 Alexander Avenue N.E.
Smithers: Government Building, P.O. Box 9
Squamish: P.O. Box 2330,
38066 Cleveland Avenue
Surrey: 5691-177B Street
Terrance: 4548 Lakelse Avenue
4827 Keith Avenue
(Safety Engeering Services Div.)
Trail: Federal Building
Vancouver: 501 West 12th Avenue
Vanderhoof: Box 1369, Provincial Building
Vernon: Court House
Williams Lake: 307-35 South 2nd Avenue
302-35 South 2nd Avenue
(Safety Engineering Service

# Boards and Commissions

**ard of Industrial Relations**
liament Buildings, Victoria

irman .....J.R. Edgett
-Chairman .....W.J.D. Hoskyn
nbers.....C. Murdoch
E. Ostapchuk
R.K. Gervin

**vincial Apprenticeship Board**
Douglas Street, Victoria

irman .....Claude Heywood
nbers.....Alexander S. Brokenshire
Donald Fearey
Jim Gray
Virginia Greene
Robert Jennings
Betsy McDonald
Kent Neilsen
Fred Randall
Nicholas Smith
Victor Traynor
Wyman Trineer
L.T. Truesdale

**our Relations Board**
) West 8th Ave., Vancouver, 736-2421

hbers (as of February 28, 1981)
irman .....Donald R. Munroe
-Chairman
d Registrar....Ronald F. Bone
-Chairmen .....Rod Germaine
Ben van der Woerd
G. Bud Gallagher
Angus Macdonald
Gabriel M. Somjen
Roy Gautier
Stephen F.D. Kelleher
bers.....Clarence J. Alcott
Daniel Bell
John Macdonald Billings
John Brown
Brian Foley
Herbert Lowell Fritz
John Fryer
Jack Gerow
Charles C. Loyst
James McAvoy
Jack A. Moore
Nora Paton
J. Raymond Pegley
Anthony D. Saunders
Arnold J. Smith
Henry Volkmann

**Boards of Review**
**(Workers' Compensation Act)**
4946 Canada Way, Burnaby, 291-7511

Administrative
Chairman .....Paul Devine
Chairmen .....W.I. Auerbach
B. Bluman
J. Nutter
J.L.T. Jensen
R.C. Nitikman
G.D. Strongitharm
F.C.J. Neylan
Members.....W.I. Beeby W.N. Peain
J.S. Don M. Salter
D.C. Fraser L. Read
D. Haggarty L. Kingman
H. Huebner T. Hutchison
N. Mills E. Wood

**Workers' Compensation Board**
5255 Heather Street, Vancouver, 266-0211
Chairman .....Dr. A. Little
Commissioners.....J. Miyazawa/M. Parr/S. Brown
Executive Director
Legal Services .I.E. Tufts
Executive Director,
Administrator
and Finance.....J.A. Taylor
Executive Director
Medical
Services .....Dr. J. Gibbings
Executive Director
Prevention
Services .....J.D. Paton
Executive Director
Compensation
Services .....A.H. Mullan

**Human Rights Commission**
Parliament Buildings, Victoria, 387-5024

Chairman .....M.S. Strongitharm
Members.....Dr. J. Katz
H. Crosby
D. Mowat
Rev. T.N. Vant
G. George

**Essential Services Advisory Agency**
659 Leg-in-Boot Square,
False Creek, Vancouver, B.C. V5Z 1B2

Chairman .....Clive McKee, 879-6881
Members.....Ed Strang
Gordon Anderson

# Part I:

# 1980 in Review

# Major Developments in 1980

1980 was the fourth consecutive year in which British Columbia benefited from peaceful labour-management relations. In the area of collective bargaining, it was one of the most successful years in the province's recent history, with only 129 work stoppages involving 39,265 workers and 483,823 worker-days lost. Compared to 1979, there were decreases in the number of workers involved in stoppages, the number of work stoppages, and the total number of worker-days lost. The year's major negotiations were in the construction industry, and, although these were protracted, they were successfully completed without any major work stoppages.

There were 271 appointments of mediators in 1980, compared with 373 in 1979. Of 253 cases completed during 1980, mediation officers assisted in the successful settlement of 211 of them, or 84 per cent of the total.

On July 9th the Minister introduced Bill 36, *The Employment Standards Act*, to the Legislature. This Act, which is to come into effect in 1981, provides new benefits, including increased vacation entitlement, improved maternity provisions, and a requirement that notice of termination of employment be increased by from two to eight weeks, depending on the employee's length of service. Also, for the first time, B.C.'s agricultural and domestic workers will enjoy the protection of employment standards legislation.

A major Ministry initiative in 1980 was a $14.4 million critical skills wage assistance program. This program, which came into effect on September 1st, provides for wage incentives to a maximum of $2.50 an hour for 1,400 new apprentices in seven industrial trades. A survey conducted in 1979 by the Ministry had revealed serious shortages in these trades. Apprenticeships in all apprenticeable trades totalled 16,401 at the end of 1980, an increase of 2,606 over the previo year.

A second and considerably expanded Critica Skills Survey was conducted in 1980. Twelve hundred and sixty firms in the mining, forestr pulp and paper, transportation, manufacturin public administration, health and education industries were contacted. The survey covere the 32 designated trades commonly found in these eight industries.

A Women's Office was established within the Manpower Division on October 1st to provide focal point for women's employment issues through the availability of a resource file, an information and referral service, and the publication of labour force statistics and spe project data. The goal of the Women's Office improve working conditions for women and t expand women's employment opportunities.

The Employment Opportunities Branch funde over 16,000 jobs in 1980 at a total cost of aln $25 million. In accepting applications from potential employers, the Branch continued its policy of increasing the emphasis on on-the-j training as a key component of the employm created.

In 1980 the Ministry played host to the annua convention of the Association of Labour Rela Agencies. This event was attended by deleg from all parts of the U.S. and Canada.

Senior appointments in 1980 included Robert (Bob) Gray, Assistant Deputy Minister (Manpower), who took charge of the newly formed Manpower Division; Hugh Bardon, Assistant Deputy Minister (Financial Administ and Safety Engineering Services); Ms. Nola Landucci, Director of Human Rights; Blair Anderson, Director of Apprenticeship; and Ra Sollis, Director of Employment Standards.

# Labour Market Information

In 1980, British Columbia experienced rapid growth in its labour force and in total employment. Labour force growth was 4.5 per cent, or 55,000 persons, and resulted partly because of increased migration to the province, and partly because of higher rates of participation among the resident population. Employment growth was 5.4 per cent, or 62,000 persons. These figures are the result of strong performance in the domestic sector of the economy, especially in the construction and service industries.

As indicated in the accompanying table, Briti Columbia compares favourably with the rest Canada in both labour force increase and employment growth. The national labour forc increase of 2.8 per cent and employment gr of 2.7 per cent were well below the correspo figures for British Columbia.

## Annual Labour Market Growth

### 1979-1980 (per cent)

| | Labour Force Increase | Employment Growth |
|---|---|---|
| nada | 2.8 | 2.7 |
| tish Columbia | 4.5 | 5.4 |
| airies | 3.8 | 3.8 |
| tario | 1.8 | 1.5 |
| ebec | 2.8 | 2.5 |
| antic | 3.0 | 3.8 |

ce: Statistics Canada, *The Labour Force*, Ottawa Cat. 71-001 (monthly). Source for all tables unless otherwise noted.

employment declined to 87,000 persons, or 6.8 r cent of the work force, in 1980, the lowest nual rate since 1974.

ere were 129 work stoppages recorded during year, about the same total as in 1979. ppages affected 39,265 workers in the vince, resulting in a loss of 483,823 worker-ys. This was about two thirds of the 1979 total.

otal of 438 major settlements were reported ing the year, covering 163,137 employees. The erage annual wage increase reported in these jor settlements was 11.4 per cent or $1.23 an ur. This was up from last year's average of 9.2 cent, and, in fact, was the highest recorded ease since 1975.

## Population

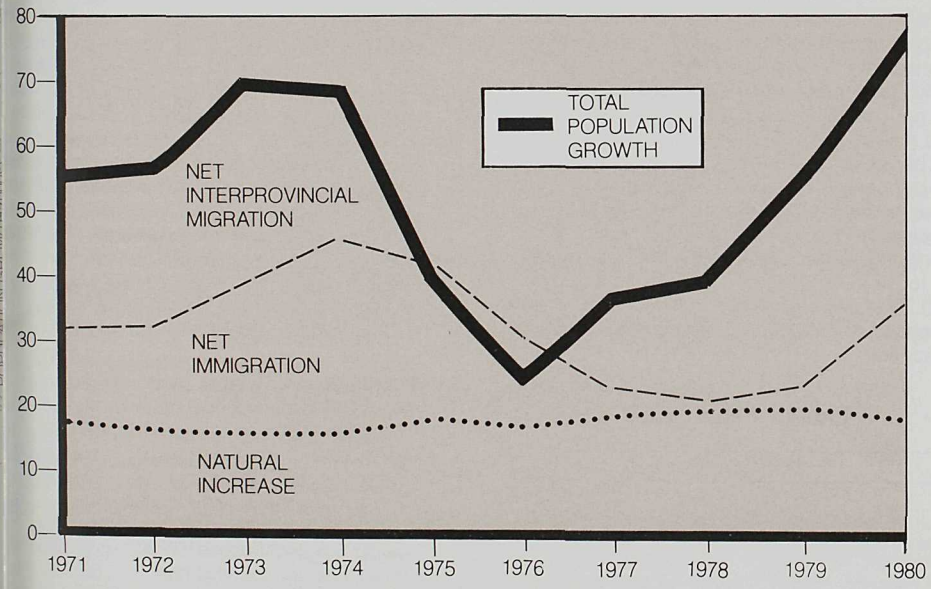
The population of British Columbia reached an estimated 2,636,500 persons on June 1, 1980, an increase of 2.6 per cent over the previous year. Although this increase is in line with the historical, *population-growth trends in the province*, averaging 2.8 per cent a year for the period 1960 through 1975, it is well above the increase of the past few years. The 1979 increase, for example, was only 1.6 per cent.

### B.C. Population, 1970-1980

| Year | Population (000s) | Increase From Previous Year (000s) | Increase (%) |
|---|---|---|---|
| 1970 | 2,128.0 | 68.0 | 3.3 |
| 1971 | 2,184.6 | 56.6 | 2.7 |
| 1972 | 2,241.4 | 56.8 | 2.6 |
| 1973 | 2,302.4 | 61.0 | 2.7 |
| 1974 | 2,375.7 | 73.3 | 3.2 |
| 1975 | 2,433.2 | 57.5 | 2.4 |
| 1976 | 2,466.6 | 33.4 | 1.4 |
| 1977 | 2,493.7 | 27.1 | 1.1 |
| 1978 | 2,530.1 | 36.4 | 1.5 |
| 1979 | 2,569.9 | 39.8 | 1.6 |
| 1980 | 2,636.5 | 66.6 | 2.6 |

The major factor influencing this significant growth in population was the sudden resurgence

### Annual Population Growth, by Component




e: Statistics Canada, *Canadian Statistical Review*, Ottawa, Catalogue 11-003.

of large-scale migration to British Columbia from other parts of the country. For the 12-month period ending in June 1980, it is estimated that the number of people who arrived from other parts of Canada outnumbered those who left the province by 40,400. This is more than twice the number of people who migrated to B.C. during the 1977-79 period, and it contrasts even more sharply with the 1975-77 period, when net migration from other provinces was negligible. The strong economic and labour market performance in the province during the past year has probably been a potent influence in rekindling this movement.

Immigration was also strong during 1980, with the net movement to B.C. from outside Canada estimated at nearly 10,000 persons. This is the highest annual total since 1976.

Net movements into the province therefore comprised 75 per cent of the 1980 total increase in population. This was significantly above the 56 per cent contribution made to total population change by this component in 1979.

## Labour Force

In British Columbia in 1980, the number of persons in the labour force totalled 1,278,000, a 4.5 per cent increase over the previous year. This 55,000-person increase is almost double the percentage rise from 1978-79 (2.6 per cent), but is close to the 4.2 per cent annual average over the 10-year period 1968-1978. The 1980 growth was due to increases in both total population and participation rates.

The total participation rate (the statistic indicating that part of the population aged 15 and over that is considered to be active in the labour force) rose one full percentage point over the past year to 63.7 per cent. Both male and female participation rates rose in 1980, the former by 0.7 per cent to 78.1 per cent, and the latter by 1.1 per cent to 49.7 per cent. A comparison of participation rates by sex and age indicates that the highest participation rate for men, 96.5 per cent, was among those aged 25-44 years, and the highest rate for women, 71.5 per cent, was among those aged 20-24 years. Overall, the labour force was comprised of 770,000 male and 507,000 female participants.

### Labour Force (000s)

| | 1980 | 1979 | 1978 | 1977 |
|---|---|---|---|---|
| Total | 1,278 | 1,223 | 1,192 | 1,144 |
| Men | 770 | 741 | 725 | 711 |
| Women | 507 | 481 | 467 | 433 |
| 15-19 years | 145 | 139 | 133 | 130 |
| 20-24 years | 186 | 179 | 172 | 168 |
| 25-44 years | 595 | 565 | 551 | 518 |
| 45-64 years | 329 | 320 | 320 | 310 |
| 65 and over | 22 | 19 | 16 | 18 |

### Participation Rates (per cent)

| | 1980 | 1979 | 1978 |
|---|---|---|---|
| Total | 63.7 | 62.7 | 62.6 |
| Men | 78.1 | 77.4 | 77.3 |
| Women | 49.7 | 48.6 | 48.3 |
| 15-19 years | 61.5 | 58.6 | 55.9 |
| 20-24 years | 79.9 | 80.1 | 79.0 |
| 25-44 years | 79.4 | 78.7 | 79.1 |
| 45-64 years | 63.7 | 62.8 | 63.6 |
| 65 and over | 8.2 | 7.4 | 6.4 |

### Educational Attainment of the Labour Force (000s)

| | 1980 | 1979 | 1978 |
|---|---|---|---|
| 0-8 years | 111 | 119 | 123 |
| High School[1] | 746 | 702 | 668 |
| Some Post-Secondary | 146 | 134 | 148 |
| Post-Seconday Diploma | 120 | 128 | 128 |
| University Degree | 154 | 141 | 124 |
| TOTAL | 1,278 | 1,223 | 1,192 |

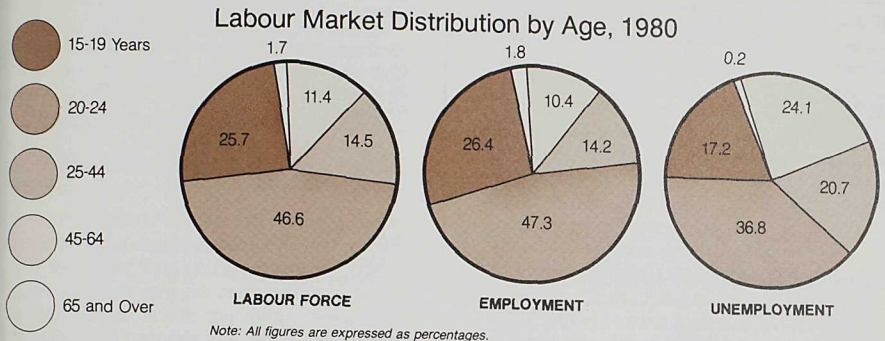
[1] Completed or at least some secondary.

Measurement of the educational attainment British Columbia labour force indicates that t average level has moved upward. The numb labour force participants with only an elemen school education decreased by 8,000 to 111, whereas the number of those in the more hi educated categories increased. High school graduates occupied the largest category— 746,000 persons, or 58 per cent of the total force. Next to them were the university grad —154,000 persons, or 12 per cent of the lab force. Participants with some post-seconday education comprised 146,000 persons, or 11 cent of the labour force, and those with a p secondary diploma, 120,000 persons, or 9 p cent. This latter group has experienced a st relative decline in numbers over the last few years.

Viewed from an occupational standpoint, th largest concentration of manpower in the B. labour force in 1980 was in the managerial a professional category, comprising 280,000 individuals. The number of men and women employed in clerical occupations totalled 21, in sales, 144,000; and in service, 198,000. Th white-collar categories together represented per cent of the total labour force. The numb men and women employed in primary occupations totalled 68,000; in processing, 169,000; in construction, 90,000; in transport 56,000; and in materials handling, 53,000. Th blue-collar categories together represented 436,000 individuals, or 34.2 per cent of the t labour force.

examination of occupational categories by sex eals that women are not highly represented in e-collar occupations. The number of male blue-lar workers in 1980 totalled 395,000, whereas number of women totalled only 38,000. These nale blue-collar workers were distributed by cupation as follows: primary occupations, 000 women, or 17.6 per cent of the total; cessing, 19,000 women, or 11.2 per cent of the al; and materials handling and other crafts, 00 women, or 13.2 per cent of the total.

e occupational survey indicated that no women rked in either construction or transportation, but it must be remembered that the techniques used to determine these statistics yield poor reliability for smaller groups. Among the white-collar occupations, the managerial and professional group included 114,000 women; clerical workers, 175,000 women; sales occupations, 60,000 women; and service occupations, 113,000 women. This data clearly reflects the under-representation of women in blue-collar occupations, especially in the construction and transportation areas, and the relatively high female participation in white-collar jobs, especially in the clerical area.




*Note: All figures are expressed as percentages.*

## nployment

total number of people employed in British umbia in 1980 increased by 62,000 or 5.5 per t. This is higher than the 3.3 per cent increase orded in 1979 and the 4.0 per cent average for period 1968-1978. Of this 1980 increase, 00 new jobs were held by men, and 28,000 by nen.

age group showing the largest percentage wth in employment was the teenage group, a 6.9 per cent increase. The 25-44 age group orded the largest numerical increase, 32,000. ployment for those 20-24 years of age eased by 8,000, or 5.0 per cent; for those 45-11,000, or 3.6 per cent; and for those 65 and r, by 3,000 or 1.6 per cent.

-time employment increased at a much faster than full-time employment, 15.4 per cent us 3.8 per cent. Women have traditionally held rger proportion of part-time jobs, and this ern held throughout 1980. Of the 188,000 part- jobs in B.C., 49,000 were held by men and 000 by women.

night be expected, there were considerable erences in the reasons men and women gave aking part-time work. For women, the most alent reason was "did not want full-time work" 3 per cent of women); the second most prevalent was "going to school" (19.4 per cent); and the third was "family responsibilities" (15.8 per cent). There is an obvious male-female difference in the "family responsibilities" category, where the number of males was low.

Another method of quantifying employment is to measure the average number of hours worked in a week. The British Columbia average in 1980 was 34 hours a week. But when individuals who were counted as employed, who were not at work during the survey week are excluded from the calculation, the average rises to 36.6 hours a week. This figure includes all full-time and part-time employees. Among full-time employees, 26.3 per cent worked from 30 to 39 hours a week, and 28.0 per cent worked 40 hours a week. In 1980, this province continued to have the lowest weekly average hours worked in Canada. The average for the country as a whole was 38 hours a week.

### Employment (000s)

| | 1980 | 1979 | 1978 | 1977 |
|---|---|---|---|---|
| Total | 1,191 | 1,129 | 1,093 | 1,047 |
| Men | 727 | 692 | 671 | 659 |
| Women | 464 | 436 | 422 | 388 |
| 15-19 years | 124 | 116 | 110 | 105 |
| 20-24 years | 169 | 161 | 151 | 147 |
| 25-44 years | 563 | 531 | 514 | 485 |
| 45-64 years | 314 | 303 | 302 | 291 |
| 65 and over | 22 | 19 | 16 | 18 |

## Full-time and Part-time Employment (000s)

| | 1980 | 1979 | 1978 | 1977 |
|---|---|---|---|---|
| Full-Time | 1,003 | 966 | 941 | 902 |
| Men | 678 | 649 | 629 | 618 |
| Women | 325 | 316 | 312 | 283 |
| Part-Time | 188 | 163 | 152 | 145 |
| Men | 49 | 43 | 42 | 41 |
| Women | 139 | 120 | 109 | 105 |

## Reasons for Part-time Employment (000s)

| | 1980 | | 1979 | |
|---|---|---|---|---|
| | Men | Women | Men | Women |
| Total Part-Time | 49 | 139 | 43 | 120 |
| Family responsibilities | - | 22 | - | 17 |
| Going to school | 25 | 27 | 22 | 23 |
| Could only find part-time work | 10 | 22 | 10 | 22 |
| Did not want full-time work | 11 | 63 | 8 | 54 |
| Other | - | 5 | - | 4 |

## Employment by Industry (000s)

| | 1980 | 1979 | 1978 | 1977 | Percentage Change 1979-1980 |
|---|---|---|---|---|---|
| Goods-Producing | 333 | 328 | 319 | 313 | 1.5 |
| Agriculture | 21 | 22 | 25 | 21 | –4.5 |
| Other Primary | 58 | 55 | 45 | 43 | 5.4 |
| Manufacturing | 175 | 176 | 174 | 170 | –0.6 |
| Construction | 79 | 75 | 75 | 79 | 5.3 |
| Service-Producing | 858 | 800 | 774 | 735 | 7.3 |
| Transportation, Communication and Other Utilities | 115 | 115 | 106 | 106 | 0.0 |
| Trade | 223 | 208 | 213 | 194 | 7.2 |
| Finance, Insurance and Real Estate | 73 | 65 | 62 | 562 | 12.3 |
| Community, Business and Personal Service | 366 | 337 | 316 | 299 | 8.6 |
| Public Administration | 81 | 75 | 77 | 68 | 8.0 |
| Total | 1,191 | 1,129 | 1,093 | 1,047 | 5.5 |

Employment by industry showed a varied pattern of increases and decreases in 1980. In the goods-producing sector, employment was down in agriculture (-4.5 per cent) and manufacturing (-0.6 per cent), but up in construction (5.3 per cent) and in other primary industries (5.5 per cent). In the service-producing sector, increases were experienced in trade (7.2 per cent), finance, insurance and real estate (12.3 per cent), community business and personal service (8.6 per cent), and public administration (8.0 per cent). Transportation, communications and other utilities remained stable in numbers of employed. There were no declines recorded in the service-producing sector.

The measurement of job tenure indicates how long an individual has held his or her present job. A fairly large segment of the employed in B.C., 28.9 per cent, had been at their jobs for one or less, whereas 33.4 per cent had held them between one and five years. Just under one had worked at their present jobs for from six years, and only 6.6 per cent for over 20 years

There is a male-female difference in job tenu that fewer women held long-term jobs than c men. In the over-10-years category, for examp 24.2 per cent of men held jobs for this perioc only 11.2 per cent of women did so.

## Unemployment (000s)

| | 1980 | 1979 | 1978 |
|---|---|---|---|
| Total | 87 | 94 | 98 |
| Men | 44 | 49 | 53 |
| Women | 43 | 45 | 45 |
| 15-19 years | 21 | 24 | 23 |
| 20-24 years | 18 | 18 | 21 |
| 25-44 years | 32 | 34 | 36 |
| 45-64 years | 15 | 17 | 18 |

## Unemployment Rates (per cent)

| | 1980 | 1979 | 1978 |
|---|---|---|---|
| Total | 6.8 | 7.7 | 8.3 |
| Men | 5.7 | 6.6 | 7.3 |
| Women | 8.5 | 9.3 | 9.7 |
| 15-19 years | 14.8 | 17.1 | 17.0 |
| 20-24 years | 9.4 | 10.2 | 12.4 |
| 25-44 years | 5.4 | 6.0 | 6.6 |
| 45-64 years | 4.6 | 5.3 | 5.7 |

# Unemployment

The number of unemployed in British Columb 1980 declined, for the second year in a row, t total of 87,000 persons, or 6.8 per cent of the work force. The rate in 1979 was 7.7 per cent in 1978, 8.3 per cent. The drop in the unemployment rate was consistent for both m and women, the rate for men declining by 0.9 cent, from 6.6 per cent in 1979 to 5.7 per cer 1980, and for women, by 0.8 per cent, from 9 per cent in 1979 to 8.5 per cent in 1980. Unemployment is still a more serious problem women than for men.

Young people also suffer higher-than-average rates of unemployment. When calculated as a proportion of the labour force in each age gr the 15-19-year-olds experienced a 14.8 per ce rate of unemployment, and the 20-24 group, per cent. By comparison, the 25-years-and-ov group experienced a 5.0 per cent rate of unemployment. Despite the high unemployme the younger groups, however, a full 3,000 of t 7,000 total decline in unemployment occurred the 15-19-year age group. This should be see a reflection of the changing age structure of population in this group, rather than as an improved employment trend per se.

In a province-by-province comparison, the larg increases in unemployment occurred in Queb

d Ontario. Quebec experienced an increase of ,000 unemployed, and Ontario 20,000. A isiness downturn in the manufacturing industries the two provinces was largely responsible for e higher unemployment figures. Both Alberta d British Columbia showed slight decreases in employment. Alberta remains the province with e lowest rate of unemployment, 3.7 per cent; C. is fourth with a rate of 6.8 per cent.

e duration of unemployment averaged 13.1 eks for all workers in B.C. There is a difference ong the age groups, however. The 15-14-year e group averaged 10 weeks, the 25-44 group .4 weeks, and the 45-and-over group 18.7 eks. A cross-country comparison of employment duration is similar, showing that berta had the shortest individual periods of employment, averaging seven weeks, followed Saskatchewan, at 10.5, and Manitoba, at 11.7. itish Columbia was third in average duration. e highest provincial average duration was in wfoundland, 18.7, and the Canadian average s 14.8 weeks.

ere has been little change in the reasons why rsons become unemployed. In 1980, most had her lost their jobs through layoff or shutdown ,000), or left their jobs for some other reason ,000). New entrants into the labour force alled 4,000, and persons who were out of the our force for a period of time, and unemployed upon re-entry, totalled 28,000. Of the unemployed who had worked in the past, more than three quarters had worked in the preceeding 12 months, and just over one third had worked in the preceding three months.

The higher the educational level of the labour force, the lower the rate of unemployment. For university graduates, the rate of unemployment was 3.9 per cent. For holders of other types of post-secondary certificate or diploma, the rate was 4.2 per cent. By contrast, the rate was 9.0 per cent for those with 0-8 years of schooling, and 7.6 per cent for those with high school graduation.

One measure of the impact of unemployment is the number of families with at least one unemployed person. There were 67,000 such families in B.C. during 1980, and 73,000 family members were unemployed. Of this number, 21,000 were heads of families, 23,000 were unemployed spouses, and 25,000 were adult children living at home. The impact of this family unemployment appears slightly less when the number of children is taken into account. Of the 21,000 families in which the head of the family was unemployed, 11,000 had one or more children. Of the families with at least one member unemployed, close to one quarter (16,000 families) had no one employed at all, and 12,000 of these families had one or more children.

## Union Memberships in British Columbia, 1955-80

| Year | B.C. Union Membership | Percentage Change from Previous Year | Total Paid Workers[1] | Organized as a Percentage of Total Paid Workers |
|---|---|---|---|---|
| 1955 | 186,951 | 4.7 | 381,000 | 49.1 |
| 1956 | 191,952 | 2.7 | 414,000 | 46.4 |
| 1957 | 216,070 | 12.6 | 430,000 | 50.2 |
| 1958 | 233,972 | 8.3 | 422,000 | 55.4 |
| 1959 | 219,279 | −6.3 | 438,000 | 50.1 |
| 1960 | 215,437 | −1.8 | 430,000 | 50.1 |
| 1961 | 221,946 | 3.0 | 438,000 | 50.7 |
| 1962 | 216,685 | −2.4 | 461,000 | 47.0 |
| 1963 | 222,138 | 2.5 | 488,000 | 45.5 |
| 1964 | 226,690 | 2.1 | 519,000 | 43.7 |
| 1965 | 237,864 | 4.9 | 550,000 | 43.2 |
| 1966 | 256,241 | 7.7 | 588,000 | 43.6 |
| 1967 | 273,946 | 6.9 | 626,000 | 43.8 |
| 1968 | 287,502 | 5.0 | 654,000 | 44.0 |
| 1969 | 292,842 | 1.9 | 706,000 | 41.5 |
| 1970 | 310,222 | 5.9 | 713,000 | 43.5 |
| 1971 | 316,587 | 2.1 | 743,000 | 42.6 |
| 1972 | 332,091 | 4.9 | 784,000 | 42.4 |
| 1973 | 350,175 | 5.5 | 850,000 | 41.2 |
| 1974 | 395,846 | 13.0 | 895,000 | 44.2 |
| 1975 | 401,608 | 1.5 | 914,000 | 43.9 |
| 1976 | 426,723 | 6.3 | 934,000 | 45.7 |
| 1977 | 439,730 | 3.0 | 958,000 | 45.9 |
| 1978 | 450,802 | 2.5 | 995,000 | 45.3 |
| 1979 | 465,980 | 3.4 | 1,036,000 | 44.8 |
| 1980 | 480,680 | 3.2 | 1,100,000[2] | 43.7 |

ource: *The Labour Force*. Statistics Canada, Ottawa, catalogue 71-001 (monthly). Includes Agricultural Workers in 1976, 1977, 1978, 1979, and 1980.
stimated because the figures for July through December were not available at time of publication.

## Industrial Distribution of British Columbia Union Membership by Sex, 1980

| Industry | Total Membership | Percentage Distribution (1) | Male Membership | Fe Membe |
|---|---|---|---|---|
| All Industries | 480,680 | 100.0 | 332,725 | 147, |
| Manufacturing | 134,908 | 28.1 | 114,489 | 20, |
| Food and beverage | 30,362 | 6.3 | 17,923 | 12, |
| Wood and paper products | 68,935 | 14.3 | 65,445 | 3, |
| Metals | 10,749 | 2.2 | 10,197 | |
| Machinery, transportation equipment and electrical products | 12,171 | 2.5 | 11,568 | |
| Miscellaneous manufacturing | 12,691 | 2.6 | 9,337 | 3, |
| Trade and Service | 211,436 | 44.0 | 98,480 | 112, |
| Trade | 5,734 | 1.2 | 4,592 | 1, |
| Education | 48,792 | 10.1 | 24,287 | 24, |
| Municipal services | 22,994 | 4.8 | 15,460 | 7, |
| Miscellaneous services | 133,916 | 27.9 | 54,141 | 79, |
| Construction | 51,674 | 10.7 | 51,191 | |
| Other Industries | 82,662 | 17.2 | 68,565 | 14, |
| Mining | 9,417 | 2.0 | 8,719 | |
| Transportation | 51,993 | 10.8 | 45,961 | 6, |
| Communication and other utilities | 21,252 | 4.4 | 13,885 | 7, |

[1] May not add up to 100.0 because of rounding.

## Union Membership

As of January 1, 1980, a total of 480,680 workers in British Columbia were trade union members. This represents an increase of 14,700, or 3.2 per cent over the previous total of 465,980 reported in 1979. These 480,680 union members comprised 43.7 per cent of the estimated total number of paid workers in the province.

Again in 1980, the union with the largest membership in B.C. was the International Woodworkers of America (IWA) with 51,060 members. The second largest was the B.C. Government Employees' Union, 46,703 members; third, the B.C. Teachers' Federation, 29,065; fourth, the Canadian Union of Public Employees, 27,505; and fifth, the Teamsters, 22,150. Altogether, 22 unions claimed memberships exceeding 5,000 in the province.

Female union membership expanded by 7,982 persons in 1980, an increase of 5.7 per cent over 1979. This brought the total female membership to 147,955 as of January 1, 1980, or 35.1 per cent of the estimated 422,000 female paid workers in the province. Slightly more than half of the male paid workers belonged to unions — 332,725 members, or 50.4 per cent of the 660,000 male paid workers in B.C. There are 21 unions with 1,000 or more females on their membership rolls.

Leading was the B.C. Government Employee Union, with 23,459 female members; the Hos Employees' Union, with 17,154; the B.C. Teachers' Federation, with 15,223; the Regist Nurses' Association, with 13,850; and the Canadian Union of Public Employees, with 10,753.

On an industry basis, union membership was concentrated in trade and service. This indus category contained 44.0 per cent of the unio members in B.C., followed by manufacturing, with 28.1 per cent.

About three fourths of all union members in British Columbia belonged to unions affiliatec with a national and/or international congress confederation of unions. The majority of unio members were in unions affiliated with the Canadian Labour Congress and its provincial counterpart, the B.C. Federation of Labour. T were 345,525 members in unions affiliated wi the CLC-B.C. Fed., and this comprised 71.9 p cent of all union members in the province. O total number of workers in unions affiliated w the CLC-B.C. Fed., 205,040 were in internatio unions also affiliated with the AFL-CIO, and 140,485 were in national unions. The Confederation of Canadian Unions had affilia with 15,787 members, or 3.3 per cent of the union membership in the province.

## ions with a Membership in British Columbia Greater Than 5,000

| Relative Position 1979 | Union | Membership 1980 | Relative Position January 1980 |
|---|---|---|---|
| 1 | International Woodworkers of America | 51,060 | 1 |
| 2 | B.C. Government Employees' Union | 46,703 | 2 |
| 3 | B.C. Teachers' Federation | 29,065 | 3 |
| 4 | Canadian Union of Public Employees | 27,505 | 4 |
| 5 | Teamsters | 22,140 | 6 |
| 6 | Hospital Employees' Union | 21,444 | 5 |
| 7 | Registered Nurses' Association of B.C. | 14,500 | 8 |
| 8 | Carpenters | 14,484 | 7 |
| 9 | Food and Commercial Workers' International Union | 13,441 | —[1] |
| 10 | Public Service Alliance of Canada | 13,087 | 9 |
| 11 | Operating Engineers | 13,031 | 10 |
| 12 | United Steelworkers of America | 12,843 | 12 |
| 13 | Hotel and Restaurant Employees | 12,403 | 11 |
| 14 | Telecommunication Workers' Union | 10,618 | 13 |
| 15 | International Brotherhood of Electrical Workers | 10,427 | 14 |
| 16 | International Association of Machinists | 10,295 | 15 |
| 17 | Canadian Paperworkers' Union | 9,608 | 16 |
| 18 | Labourers' International Union | 9,441 | 17 |
| 19 | Office and Technical Employees' Union | 8,541 | 19 |
| 20 | Pulp, Paper and Woodworkers of Canada | 7,120 | 21 |
| 21 | United Fishermen and Allied Workers | 7,022 | 20 |
| 22 | Plumbers | 5,250 | 22 |

tail Clerks' International Union and Canadian Food and Allied Workers merged to form Food and Commercial Workers' International Union.

# Work Stoppage Statistics

a collected for 1980 shows that there were 129 k stoppages in British Columbia. These stopjes affected a total of 39,265 workers, and resed in 483,823 worker-days idle. The number of spages was almost the same as in 1979 (128), resulted in a significantly lower total of workers idle.

hese stoppages, 114 were within the provincial diction, down from 115 the previous year. Only 14 pages were within the federal jurisdiction, up 10 in 1979. The overall proportion of stoppages e provincial sector was 88.4 per cent, which is tly lower than that registered in 1979 (89.8 per t), and higher than 1978 (84.6 per cent).

average number of workers involved in a stope fell for the fourth year in a row. On average, 304 kers were directly involved in each stoppage in 0. By comparison, the average number of workers directly involved in 1979 was 401; in 1978, 451; and in 1977, 476. These figures are all well below the 1976 average of 872 workers.

Workers within the federal jurisdiction comprised 20 per cent of all those directly involved in stoppages in 1980. This is an increase when compared with 1979, but a sizeable decrease relative to 1978. The federal jurisdiction accounted for 13 per cent of the workers directly involved in stoppages in 1979, and 34 per cent in 1978. The average number of workers involved in stoppages within the federal jurisdiction was 553, significantly larger than the average for the provincial jurisdiction, which was 304.

In 1980, work stoppages in the province amounted to 483,823 worker-days, a drop from the 1979 total of 669,273, and the 1979 total of 754,022. During the year, 388,494 worker-days were lost in the provincial jurisdiction (80.3 per cent of the total), and 95,329 in the federal jurisdiction.

## Work Stoppages in British Columbia, 1955-1980

| Year | Number of Stoppages[1] | Workers Directly Involved | Duration in Worker-Days | Total Paid Workers[2] | Ratio of Stoppage Duration to Time Worked by Paid Workers (%) |
|---|---|---|---|---|---|
| 1955 | 24 | 3,599 | 44,116 | 381,000 | — |
| 1956 | 35 | 3,197 | 39,211 | 414,000 | — |
| 1957 | 40 | 19,452 | 330,035 | 430,000 | 0.3 |
| 1958 | 36 | 14,663 | 421,837 | 422,000 | 0.4 |
| 1959 | 34 | 33,443 | 1,423,268 | 438,000 | 1.3 |
| 1960 | 14 | 999 | 35,848 | 430,000 | — |
| 1961 | 17 | 1,638 | 34,659 | 438,000 | — |
| 1962 | 28 | 1,982 | 32,987 | 461,000 | — |
| 1963 | 23 | 9,651 | 85,372 | 488,000 | — |
| 1964 | 34 | 9,633 | 182,489 | 519,000 | 0.1 |
| 1965 | 43 | 9,197 | 121,374 | 550,000 | 0.1 |
| 1966 | 39 | 24,748 | 272,922 | 588,000 | 0.2 |
| 1967 | 54 | 11,371 | 327,167 | 626,000 | 0.2 |
| 1968 | 66 | 12,179 | 406,729 | 654,000 | 0.2 |
| 1969 | 88 | 22,329 | 519,663 | 706,000 | 0.3 |
| 1970 | 81 | 46,649 | 1,648,463 | 713,000 | 0.9 |
| 1971 | 110 | 53,368 | 275,580 | 743,000 | 0.1 |
| 1972 | 101 | 106,399 | 2,120,848 | 784,000 | 1.1 |
| 1973 | 142 | 96,078 | 705,525 | 850,000 | 0.3 |
| 1974 | 139 | 86,932 | 1,609,131 | 895,000 | 0.7 |
| 1975 | 174 | 67,502 | 1,864,596 | 914,000 | 0.8 |
| 1976 | 97 | 84,565 | 1,470,757[3] | 950,000 | 0.6 |
| 1977 | 67 | 31,865 | 448,460 | 974,000 | 0.2 |
| 1978 | 104 | 46,947 | 754,022 | 1,013,000 | 0.3 |
| 1979 | 128 | 51,335 | 669,273 | 1,036,000 | 0.3 |
| 1980 | 129 | 39,265 | 483,823 | 1,100,000[4] | 0.2 |

[1] Definitional changes made for 1976 make more current work stoppage totals non-comparable with earlier years (revisions forthcoming). See March 1976 *Labour Res* *Bulletin*, page 27, for details.
[2] Does not include persons who operated their own businesses, farms, or professions, or persons who worked without pay on a farm or in a business owned or operat a member of the household, to whom they were related. Totals include agricultural workers for the first time in 1976. Source: Statistics Canada, *The Labour Force*, Ottawa, Catalogue 71-001 (monthly).
[3] Total does not include October 14th Day of Protest (est. 139,150).
[4] Preliminary.

It was the drop in the total number of worker-days idle in the provincial jurisdiction—from 625,076 in 1979 to 388,494 in 1980—that caused the noticeably lower duration of strikes this year.

As can be seen from the adjacent table, the total *number of worker-days idle in 1980 closely resem*bled the figure for 1977, a year when the anti-inflation program was in full force. The effect of the program was to remove wages as a contentious issue at the bargaining table. Be that as it may, with the single exception of 1977, the number of worker-days idle in 1980 because of work stoppages was the lowest since 1971.

On an industry basis, the largest number of stoppages occurred in the manufacturing sector. The 47 stoppages in this sector involved the second-largest number of workers, 8,718, and the largest number of worker-days idle, 193,070. Public administration had the highest number of workers involved in stoppages, 9,648. The mining industry was second to manufacturing in terms of worker-days idle, with 95,835.

There were 12 stoppages resulting in 5,000 or more worker-days idle. The parties to these stoppages, with the worker-days idle listed in descending order, are as follows:

— Kaiser Resources, and Mine Workers, L 7292 (74,400 worker-days);
— Brewery Employers Labour Relations As ation (BELRA), and Brewery Workers, Lo 280, 300 & 308 (53,200);
— *Canadian Kenworth, and Canadian Associa* of Industrial, Mechanical and Allied Wor (CAIMAW), Local 14 (53,116);
— B.C. Telephone, and Telecommunications W ers' Union (TWU) (45,102);
— Government of Canada, and Public Service ance of Canada (PSAC), Clerical and Regula (40,000);
— B.C. Railway and Council of Trade Un (31,000);
— Nabob Foods, and Canadian Allied Manufac ers Wholesale and Retail Union (CAMW (16,576);
— Government of British Columbia, and Re tered Nurses Association of British Colun (RNABC), Psychiatric (11,100);
— Cullen Detroit Diesel Allison Ltd., and Mac ists, Lodge 692, and Teamsters, Local (8,580);
— Noranda Mines, and Steelworkers, Local (7,220);

Cominco, and Steelworkers, Local 480 (5,800); and
Construction Labour Relations Association of British Columbia (CLRA), and Painters, Local 1527 (5,140).

e 483,823 worker-days idle amounted to only 0.2 r cent of the total time worked in the province. s means that roughly two out of every 1,000 rkdays during 1980 were interrupted by strikes lockouts.

**chnical Notes:**

e "work stoppages" series contains a record of "strikes" and "lockouts" (as defined by the Brit- Columbia and Canada Labour Codes) that in- ved British Columbia employees, and which e come to the notice of the Research and Plan- g Branch of the B.C. Ministry of Labour. The thods used to secure this information are be- ed to be adequate to preclude the possibility of jor omissions. It is sometimes difficult, however, obtain precise information in detail, particularly en the parties differ in their interpretation of the ts. Consequently, despite careful processing, data on individual work stoppages may not be ct in all respects.

e major characteristics of work stoppages are lt with in the following terms:

rk Stoppages: The term "work stoppage" is ap- d to a concerted action by a group of employ- s who temporarily stop work or are locked out le expressing grievances or enforcing de- nds. Each concerted action is counted as one ppage, irrespective of the number of unions, ployers, employees, or establishments involved. (Included in this Report are all known stoppages.)

Workers Involved: This figure includes all employees directly involved in a work stoppage. If the number of workers involved in a stoppage fluctuates, the figure used is the maximum number of workers involved at any one time. If the stoppage involves more than one location, the maximum numbers of workers involved on any one day at each location are added together to obtain the total number involved. The same worker can be counted more than once if he or she is involved in more than one stoppage during the year.

Employees in establishments that are not directly involved in a stoppage, and who are unable to work because of material or service shortages, or because of other secondary effects of the stoppage, are not counted.

Duration in Worker-Days: This figure is obtained by multiplying the number of workers involved in a stoppage by the number of days or shifts they would normally work. Allowances are made for fluctuation in the number of workers involved during the period of the stoppage.

Date Commenced: The date used as the commencement date is the first day one or more workers were directly involved in the work stoppage.

Date Terminated: For statistical purposes, the principal criterion for the termination of a stoppage is the date of resumption of work. A work stoppage is considered ended when the parties have agreed upon a date to resume work, and a portion of the workers involved in the work stoppage have resumed work, or if the establishment involved goes out of business or moves out of the province.

## Work Stoppages, by Industry, 1980

| | Stoppages | B.C. Workers Directly Involved | Duration (in Worker-Days) |
|---|---|---|---|
| *isdictional Classification* | | | |
| vincial | 114 | 31,525 | 388,494 |
| deral | 14 | 7,740 | 95,329 |
| *ustrial Classification* | | | |
| ods-Producing | 66 | 20,525 | 302,334 |
| griculture | 1 | 30 | 870 |
| orestry[1] | 1 | 300 | 300 |
| ishing | — | — | — |
| Mines[2] | 9 | 7,913 | 95,835 |
| nufacturing | 47 | 8,718 | 193,070 |
| Construction | 8 | 3,564 | 12,259 |
| vice-Producing | 63 | 18,740 | 181,489 |
| ransport[3] | 18 | 5,808 | 87,187 |
| rade | 12 | 598 | 14,979 |
| inance | 3 | 99 | 5,422 |
| ervice[4] | 19 | 2,587 | 18,762 |
| ublic Administration | 11 | 9,648 | 55,139 |
| als for All Industries | 129 | 39,265 | 483,823 |

arily logging
des quarries and oil wells
sportation, communication and other utilities
munity, business and personal service

## Work Stoppages, by Month, 1980

| JANUARY | A* | B* | C* |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 1 | 1,500 | 34,800 |
| Manufacturing | 7 | 1,147 | 9,754 |
| Construction | 1 | 92 | 552 |
| Transport[4] | 4 | 2,190 | 31,914 |
| Trade | 1 | 1 | 22 |
| Finance | — | — | — |
| Service[5] | 6 | 450 | 6,094 |
| Public Administration | — | — | — |
| TOTAL | 20 | 5,380 | 83,136 |
| Provincial | 18 | 5,290 | 82,322 |
| Federal | 2 | 90 | 814 |

| FEBRUARY | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 1 | 1,500 | 34,800 |
| Manufacturing | 7 | 1,049 | 13,003 |
| Construction | 1 | 350 | 700 |
| Transport[4] | 5 | 1,784 | 2,664 |
| Trade | 1 | 1 | 1 |
| Finance | — | — | — |
| Service[5] | 6 | 436 | 3,426 |
| Public Administration | — | — | — |
| TOTAL | 21 | 5,120 | 54,594 |
| Provincial | 18 | 3,636 | 52,430 |
| Federal | 3 | 1,484 | 2,164 |

| MARCH | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 4 | 2,608 | 6,608 |
| Manufacturing | 11 | 1,829 | 4,598 |
| Construction | — | — | — |
| Transport[4] | 3 | 240 | 950 |
| Trade | — | — | — |
| Finance | — | — | — |
| Service[5] | 3 | 61 | 1,242 |
| Public Administration | — | — | — |
| TOTAL | 21 | 4,738 | 13,398 |
| Provincial | 19 | 4,698 | 12,648 |
| Federal | 2 | 40 | 750 |

| APRIL | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | 1 | 300 | 300 |
| Fishing | — | — | — |
| Mines[3] | 3 | 3,863 | 8,335 |
| Manufacturing | 10 | 681 | 3,512 |
| Construction | 1 | 100 | 227 |
| Transport[4] | 2 | 40 | 680 |
| Trade | 2 | 17 | 75 |
| Finance | 1 | 8 | 16 |
| Service[5] | 3 | 72 | 453 |
| Public Administration | 2 | 770 | 948 |
| TOTAL | 25 | 5,851 | 14,546 |
| Provincial | 23 | 5,811 | 13,866 |
| Federal | 2 | 40 | 680 |

| MAY | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 1 | 38 | 152 |
| Manufacturing | 10 | 618 | 5,223 |
| Construction | — | — | — |
| Transport[4] | 3 | 319 | 919 |
| Trade | 4 | 58 | 936 |
| Finance | — | — | — |
| Service[5] | 3 | 1,222 | 3,842 |
| Public Administration | 4 | 4,238 | 12,738 |
| TOTAL | 25 | 6,493 | 23,810 |
| Provincial | 23 | 6,297 | 23,014 |
| Federal | 2 | 196 | 796 |

| JUNE | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | — | — | — |
| Manufacturing | 10 | 1,151 | 11,171 |
| Construction | 1 | 1,917 | 1,940 |
| Transport[4] | 2 | 541 | 541 |
| Trade | 4 | 211 | 4,271 |
| Finance | — | — | — |
| Service[5] | 4 | 1,245 | 385 |
| Public Administration | 1 | 40 | 3 |
| TOTAL | 22 | 5,105 | 18,311 |
| Provincial | 20 | 4,564 | 17,770 |
| Federal | 2 | 541 | 541 |

| JULY | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | — | — | — |
| Manufacturing | 12 | 2,831 | 22,654 |
| Construction | — | — | — |
| Transport[4] | 1 | 188 | 564 |
| Trade | 6 | 138 | 1,261 |
| Finance | 1 | 58 | 986 |
| Service[5] | 4 | 41 | 314 |
| Public Administration | — | — | — |
| TOTAL | 24 | 3,256 | 25,779 |
| Provincial | 23 | 3,068 | 25,215 |
| Federal | 1 | 188 | 564 |

| AUGUST | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | — | — | — |
| Manufacturing | 12 | 2,843 | 39,655 |
| Construction | — | — | — |
| Transport[4] | 2 | 243 | 2,499 |
| Trade | 4 | 251 | 3,020 |
| Finance | 1 | 58 | 1,160 |
| Service[5] | 5 | 583 | 957 |
| Public Administration | 1 | 500 | 1,000 |
| TOTAL | 25 | 4,478 | 48,291 |
| Provincial | 23 | 3,790 | 44,847 |
| Federal | 2 | 688 | 3,444 |

| SEPTEMBER | A | B | C |
|---|---|---|---|
| Agriculture | 1 | 30 | 180 |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 1 | 550 | 1,070 |
| Manufacturing | 13 | 2,591 | 33,565 |
| Construction | 2 | 400 | 2,200 |
| Transport[4] | 3 | 592 | 3,794 |
| Trade | 5 | 263 | 2,991 |
| Finance | 1 | 58 | 1,218 |
| Service[5] | 3 | 120 | 594 |
| Public Administration | 3 | 4,100 | 8,400 |
| TOTAL | 32 | 8,704 | 54,012 |
| Provincial | 28 | 4,102 | 41,908 |
| Federal | 4 | 4,602 | 12,104 |

| OCTOBER | A | B | C |
|---|---|---|---|
| Agriculture | 1 | 30 | 660 |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 2 | 1,330 | 6,930 |
| Manufacturing | 10 | 739 | 14,737 |
| Construction | — | — | — |
| Transport[4] | 3 | 702 | 13,369 |
| Trade | 4 | 63 | 1,386 |
| Finance | 1 | 58 | 986 |
| Service[5] | 3 | 33 | 473 |
| Public Administration | 2 | 4,050 | 32,050 |
| TOTAL | 26 | 7,005 | 70,591 |
| Provincial | 22 | 2,293 | 26,052 |
| Federal | 4 | 4,712 | 44,539 |

| NOVEMBER | A | B | C |
|---|---|---|---|
| Agriculture | 1 | 30 | 30 |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | 2 | 930 | 3,140 |
| Manufacturing | 13 | 1,009 | 16,756 |
| Construction | 2 | 705 | 2,335 |
| Transport[4] | 2 | 683 | 12,577 |
| Trade | 4 | 63 | 541 |
| Finance | 1 | 33 | 363 |
| Service[5] | 2 | 22 | 418 |
| Public Administration | — | — | — |
| TOTAL | 27 | 3,475 | 36,160 |
| Provincial | 26 | 2,832 | 23,943 |
| Federal | 1 | 643 | 12,217 |

| DECEMBER | A | B | C |
|---|---|---|---|
| Agriculture | — | — | — |
| Forestry[2] | — | — | — |
| Fishing | — | — | — |
| Mines[3] | — | — | — |
| Manufacturing | 12 | 1,542 | 18,442 |
| Construction | 1 | 205 | 4,305 |
| Transport[4] | 1 | 643 | 16,716 |
| Trade | 3 | 95 | 475 |
| Finance | 1 | 33 | 693 |
| Service[5] | 3 | 28 | 564 |
| Public Administration | — | — | — |
| TOTAL | 21 | 2,546 | 41,195 |
| Provincial | 20 | 1,903 | 24,479 |
| Federal | 1 | 643 | 16,716 |

Footnotes
[1] Figures subject to revision
[2] Primarily logging
[3] Includes quarries and oil wells
[4] Includes communication and other utilities
[5] Includes community, business and personal

*A — Number of Work Stoppages
B — Number of Workers Directly Involved
C — Duration in Worker-Days

# ages, Prices, Settlements d Agreement Expiries

## rage Weekly Earnings

age earnings in British Columbia during 1980 hed a level of $363.30 a week, an increase of 14 or 11.1 per cent over the 1979 average of .14. This increase was up considerably over ather moderate rises that occurred during the two years (8.6 per cent and 6.0 per cent), did not quite match the 13.3 per cent average of earnings increase experienced during the -1976 period.

onally, earnings rose at a slightly slower pace they did in B.C. Industrial composite earnings anada as a whole averaged $316.70 for , an increase of 9.9 per cent over 1979. ever, as can readily be seen from the accompanying table, even though the increase for Canada was slightly below that of B.C., the two jurisdictions have experienced roughly similar percentage changes.

Elsewhere across the country, average earnings ranged from a high of $341.94 a week in Alberta (second highest nationally behind B.C.'s $363.30 level) to a low of $238.05 a week in Prince Edward Island. Only two provinces had earnings levels higher than the national average—B.C. (exceeding it by 15 per cent) and Alberta (8 per cent).

During the year, the highest percentage increases in weekly earnings levels were those experienced in Prince Edward Island (13.5 per cent) and in Alberta (11.5 per cent). The B.C. rise was third highest among the ten provinces. The lowest rise in average earnings during 1980 was the 6.2 per cent increase in Newfoundland followed by the 8.4 per cent improvement in Nova Scotia.

## Average Weekly Earnings, Canada and British Columbia 1974-1980

### CANADA

| Year | Annual Average Weekly Earnings | Per cent Change Over Year | CPI (1971 =100) [1] | Deflated Earnings | Per cent Change Over Year |
|---|---|---|---|---|---|
| 1974 | 178.08 | 11.0 | 125.0 | 142.46 | 0.2 |
| 1975 | 203.34 | 14.2 | 138.5 | 146.82 | 3.1 |
| 1976 | 228.03 | 12.1 | 148.9 | 153.14 | 4.3 |
| 1977 | 249.95 | 9.6 | 160.8 | 155.44 | 1.5 |
| 1978 | 265.37 | 6.2 | 175.2 | 151.47 | -2.6 |
| 1979 | 288.25 | 8.6 | 191.2 | 150.76 | -0.5 |
| 1980 | 316.70 | 9.9 | 210.6 | 150.38 | -0.3 |

### BRITISH COLUMBIA

| Year | Annual Average Weekly Earnings | Per cent Change Over Year | CPI (1971 =100)[2] | Deflated Earnings | Per cent Change Over Year |
|---|---|---|---|---|---|
| 1974 | 200.55 | 12.5 | 126.1 | 159.04 | 0.7 |
| 1975 | 229.97 | 14.7 | 140.1 | 164.15 | 3.2 |
| 1976 | 259.52 | 12.8 | 153.7 | 168.85 | 2.9 |
| 1977 | 248.13 | 9.5 | 164.7 | 172.51 | 2.2 |
| 1978 | 301.26 | 6.0 | 177.4 | 169.82 | -1.6 |
| 1979 | 327.14 | 8.6 | 191.1 | 171.19 | 0.8 |
| 1980 | 363.30 | 11.1 | 209.0 | 173.83 | 1.5 |

[1]Canada averages
[2]Vancouver CPI
Source: Statistics Canada, Employment, Earnings and Hours, Ottawa, Cat. 62-002

## Annual Average Weekly Earnings, by Province (Industrial Composite)

| | 1977 $ | 1978 $ | 1979 $ | 1980[1] $ | Province as Percentage of Canada Average |
|---|---|---|---|---|---|
| CANADA | 249.95 | 265.37 | 288.25 | 316.70 | 100 |
| Newfoundland | 242.44 | 248.36 | 271.64 | 288.37 | 91 |
| Prince Edward Island | 172.13 | 196.72 | 209.77 | 238.05 | 75 |
| Nova Scotia | 212.10 | 223.72 | 245.23 | 265.78 | 84 |
| New Brunswick | 223.35 | 232.90 | 256.49 | 284.09 | 90 |
| Quebec | 244.79 | 262.83 | 284.35 | 315.16 | 100 |
| Ontario | 249.46 | 264.04 | 285.57 | 311.35 | 98 |
| Manitoba | 226.30 | 239.71 | 259.00 | 282.71 | 89 |
| Saskatchewan | 235.64 | 250.44 | 275.79 | 303.57 | 96 |
| Alberta | 261.97 | 276.33 | 306.79 | 341.94 | 108 |
| British Columbia | 284.13 | 301.26 | 327.14 | 363.30 | 115 |

[1] Preliminary Source: Statistics Canada, Employment Earnings and Hours, Ottawa, cat. 72-002 (monthly).

Information concerning average weekly earnings provides only a comparison in current dollar terms, and does not take into account the impact that rising price levels may be having on purchasing power. An estimate of the real purchasing power (or constant dollar value) can be calculated by deflating average weekly earnings by the Consumer Price Index (CPI), and expressing this in terms of dollars of equal purchasing power. The accompanying table provides an example of this calculation.

The column "Deflated Earnings" shows average earnings for Canada and for British Columbia in constant (1971) dollars. This indicates that, although average weekly earnings in British Columbia rose 11.1 per cent in current dollar terms during 1980, the actual increase was only 1.5 per cent in real purchasing power, because of the climb in the inflation rate. Nationally, constant dollar earnings actually showed a decline of 0.3 per cent during 1980, the third consecutive yea that this has occurred.

In British Columbia, 1980 average weekly earnin were worth $173.83 a week in 1971 dollar terms Canada as a whole, constant 1971 dollar earnin were $150.38 a week.

Statistics for the year showed a great deal of variation in the levels of weekly earnings in the province.

The construction industry continued to enjoy th highest earnings, at $547.19 a week, 51 per cer above the provincial industrial composite level. The forestry sector, at $492.24 a week, was the second highest, and the mining and milling sec at $484.31 a week, was third. The last two figur

ere 35 per cent and 33 per cent above the 1980 rovincial average.

t the opposite end of the scale, workers in the ervice, trade and finance, insurance and real state industries drew the lowest levels of arnings in the province. Average earnings in the ervice industry were $225.20 a week last year, 38 er cent below the provincial average, and nearly ) per cent below the earnings experienced in onstruction. Average earnings in trade rose to 285.58 a week, and in finance averaged $327.01 week.

/hen compared with the data for 1979, the rgest increase in earnings in 1980 on both a per-entage and dollar basis was that recorded in the restry industry. Average weekly earnings there ere up by $75.54 a week, or 18 per cent. The ack markets experienced during the latter part the year may have been a factor affecting rnings, causing the layoff of some less skilled rkers and thus a shift in the composition of the rk force toward a higher classification (and her paid) mix. Earnings also rose by a higher-n-average rate in woods manufacturing, 13 per nt, finance, 14.9 per cent, and mining and ling, 13.5 per cent. The percentage rise in ekly earnings was well below the average in construction industry, where earnings went up $31.25 a week, or 6.1 per cent.

hould be noted that the source of most of the ormation used in this section is Statistics nada's Employment, Earnings and Hours (Cat. 7002). This survey covers only establishments ploying 20 or more persons, and this fact can ect the reliability of the information in industries in which a great deal of employment is concentrated in smaller firms. Estimated percentage coverage of this survey is provided at the bottom of the industry table, and varies from a high of 93 per cent coverage in mining and milling, to lows of only 36 per cent in construction and 23 per cent in the service industry. During 1980 the survey included 5,223 establishments in the province employing an average of 501,509 persons — roughly one half of the total paid work force in British Columbia.

Four B.C. industries — agriculture, fishing and trapping, education and related services, and defence and public administration — are not covered by the survey. The earnings data cited refer to such items as gross pay, including straight-time wages, piecework, bonuses, overtime earnings, and commissions, before deductions are made for taxes, unemployment insurance and Canada Pension Plan contributions.

At the present time, Statistics Canada is in the process of revising its employer-based earnings survey. The main purpose of this revision, which should be completed by early 1982, is to correct the two major biases of the survey with respect to coverage. The revised survey will sample firms employing fewer than 20 workers, and will also be expanded to cover those industries currently not surveyed.

Besides the average weekly earnings information that has been the basis for most of the foregoing analyses, additional data on total labour income in the province is available through Statistics Canada's Estimates of Labour Income (Cat. 72-

## Average Weekly Earnings in Major B.C. Industries

| /ear | Industrial Composite | Forestry | Mining and Milling | Total Manufac-turing | Wood Products | Construction | Transpor-tation, Communi—cation and Other Utilities | Trade | Finance Insurance and Real Estate | Service |
|---|---|---|---|---|---|---|---|---|---|---|
| 1967 | 114.40 | 138.57 | 142.97 | 119.76 | 114.66 | 165.24 | 123.55 | 88.55 | 97.19 | 78.63 |
| 1968 | 120.76 | 150.82 | 152.43 | 128.44 | 123.54 | 162.11 | 131.74 | 96.63 | 105.11 | 83.02 |
| 1969 | 129.20 | 158.07 | 160.23 | 137.78 | 130.76 | 178.65 | 140.15 | 106.15 | 113.89 | 89.99 |
| 1970 | 137.80 | 162.31 | 177.37 | 146.97 | 138.62 | 196.37 | 153.75 | 113.15 | 118.12 | 94.17 |
| 1971 | 152.50 | 178.01 | 191.10 | 162.67 | 156.56 | 224.68 | 169.00 | 123.06 | 127.60 | 102.80 |
| 1972 | 164.75 | 196.76 | 206.00 | 178.82 | 177.64 | 246.71 | 183.69 | 132.36 | 139.12 | 107.42 |
| 1973 | 178.22 | 225.05 | 226.67 | 193.28 | 189.73 | 246.43 | 194.24 | 148.04 | 150.95 | 119.26 |
| 1974 | 200.55 | 246.71 | 262.37 | 217.87 | 195.26 | 282.64 | 218.18 | 166.96 | 172.51 | 132.70 |
| 1975 | 229.97 | 278.13 | 297.50 | 252.77 | 249.05 | 344.41 | 251.64 | 190.08 | 198.18 | 149.72 |
| 1976 | 259.52 | 327.38 | 330.66 | 288.34 | 290.65 | 378.23 | 268.95 | 212.20 | 219.16 | 169.32 |
| 1977 | 284.13 | 350.11 | 359.60 | 314.65 | 315.89 | 424.69 | 320.98 | 231.00 | 237.21 | 182.09 |
| 1978 | 301.26 | 382.21 | 383.41 | 339.66 | 343.75 | 476.66 | 344.68 | 236.08 | 253.85 | 189.21 |
| 1979 | 327.14 | 416.70 | 426.60 | 369.52 | 367.69 | 515.94 | 372.77 | 256.46 | 284.64 | 202.50 |
| 1980[1] | 363.30 | 492.24 | 484.31 | 412.19 | 415.48 | 547.19 | 410.97 | 285.58 | 327.01 | 225.20 |
| 1st Qrtr. | 384.30 | 467.24 | 467.24 | 397.35 | 399.28 | 520.89 | 396.73 | 270.14 | 317.57 | 213.39 |
| 2nd Qrtr. | 358.25 | 490.88 | 467.90 | 402.51 | 400.09 | 531.13 | 407.05 | 284.67 | 314.52 | 220.78 |
| 3rd Qrtr. | 370.46 | 507.61 | 484.40 | 417.29 | 425.38 | 566.34 | 414.30 | 291.78 | 324.45 | 231.45 |
| 4th Qrtr.[1] | 382.57 | 503.23 | 517.70 | 431.61 | 437.17 | 570.38 | 425.80 | 295.75 | 351.49 | 235.16 |
| Estimated % of Coverage[2] | 65 | 71 | 93 | 84 | — | 36 | 86 | 55 | 72 | 23 |

eliminary or first estimate.
lculated using large-firm employment as a percentage of total employment, as in *Estimates of Employees by Province and Industry*, published by Statistics Canada, tawa. Cat. 72-008; 1979 results.

005, quarterly). Preliminary estimates from this source show total wages and salaries in the province reaching $18,425 millions in 1980, up from $16,137 millions in 1979, a rise of 14.2 per cent. A significant part of this increase in total wages and salaries can be accounted for by the fact that average provincial employment was 1,191,000 persons, which was 63,000 higher than in 1979.

Dividing total wages and salaries by the average employment levels yields an estimate of the annual average wage or salary paid an employed person in the province. For 1980 this figure was calculated at $15,470, an increase of 8.2 per cent over the average $14,293 earned by B.C. workers during 1979.

## Consumer Prices

The rate of increase in the Consumer Price Index (CPI) accelerated drastically during 1980. The Vancouver All-Items Index was experiencing an annual rate of change of only 7.6 per cent as recently as the first quarter of 1980, but this rose to an average of 11.5 per cent by the fourth quarter. As a result, the Vancouver All-Items Index reached a level of 220.5 (1971=100) by the end of December. The Canada All-Items CPI followed a similar pattern, although the acceleration in prices was not as marked during the year. In the first quarter of the year, there was a 9.4 per cent annual increase, which rose to 11.1 per cent by the fourth quarter.

Expectations for 1981 are for prices to rise to somewhere in the range of 11.5 to 13.5 per cent. Results for the first few months of 1981 suggest the latter to be the more realistic figure. This would move the rate of inflation back to the historically high levels experienced during the 1974-1976 period.

As a result of higher price levels, the Canadian dollar has continued to shrink in terms of its purchasing power. As the accompanying table shows, a 1980 dollar would purchase goods worth only 48 cents in 1971. The 1971 dollar was worth 79 cents in 1974 and 56 cents in 1978.

**Purchasing Power of the Consumer Dollar**

| | Vancouver CPI (1971=100) | Percentage Change Over Year | Purchasing Power |
|---|---|---|---|
| 1971 | 100 | 3.2 | 1.00 |
| 1972 | 105.3 | 5.3 | 0.95 |
| 1973 | 112.9 | 7.2 | 0.89 |
| 1974 | 126.1 | 11.7 | 0.79 |
| 1975 | 140.1 | 11.1 | 0.71 |
| 1976 | 153.7 | 9.7 | 0.65 |
| 1977 | 164.7 | 7.2 | 0.61 |
| 1978 | 177.4 | 7.7 | 0.56 |
| 1979 | 191.1 | 7.7 | 0.52 |
| 1980 | 209.0 | 9.4 | 0.48 |

Canada's rate of price increase occupies the middle range of the international scale. The 11 per cent rise in the Canada All-Items Index (ar the 11.9 per cent rise in the Vancouver Index) the period December 1979 to December 1980 was just slightly better than the 12.4 per cent increase experienced in the price index of our most important trading partner, the United Sta during the same period. The Canada inflation however, was considerably higher than that experienced in Austria (6.3 per cent), West Germany (5.3 per cent), Japan (8.4 per cent) The Netherlands (6.7 per cent). It was lower th the rates experienced in France (13.5 per cent Sweden (14.6 per cent), Great Britain (15.3 pe cent) and Italy (22.0 per cent). Switzerland remains the international leader among the industrial countries, its rate of inflation holding 4.4 per cent during this 12-month period.

The food and housing components of the All-Items Index continued to provide the main impetus behind rising prices. These two components provided roughly 60 per cent of t total change experienced by both the Canada and Vancouver indices during the December 1 to December 1980 period. In Vancouver the fo index rose by 12.4 per cent during this period, the prices of a large variety of food items experienced sharp increases.

Most significant, on a percentage basis, was t doubling of the price of sugar, which had ramifications on a wide variety of processed foods. In terms of real impact, however, the 9. per cent rise in the price of meat, poultry and exerted greater influence, because of its significant weight in the total index. Other foo items showing large 12-month increases were eggs, up 18.0 per cent, and cereal products, 16.8 per cent.

The Vancouver housing index rose by 11.4 per cent over the December 1979 to December 19 period. This is not too surprising a result, considering the high increases in mortgage ra and the price of housing in the Vancouver are The shelter component of the housing index r 12.4 per cent over this period. Within shelter, t cost of owned accommodation went up 15.5 p cent, whereas the cost of rented accommoda rose only 6.4 per cent. A 25.8 per cent rise in price of fuel oils helped push the costs of operating a household up by 11.4 per cent, a further large contributing factor in the rise of t Vancouver housing index.

Significant advances were registered also in m of the other components of the Vancouver All-Items Index during the December 1979 to December 1980 period. The transportation ind rose by 13.4 per cent, tobacco and alcohol 13 per cent, clothing 10.4 per cent, health and personal care 12.4 per cent, and recreation, reading and education by 9.0 per cent.

## lovements in All-Items Indexes (1971=100)

| | Vancouver Index 1979 | 1980 | Percentage Change | | Canada Index 1979 | 1980 | Percentage Change |
|---|---|---|---|---|---|---|---|
| January | 184.1 | 198.0 | 7.6 | January | 182.7 | 200.1 | 9.5 |
| February | 185.6 | 199.7 | 7.6 | February | 184.4 | 201.8 | 9.4 |
| March | 187.5 | 201.6 | 7.5 | March | 186.6 | 204.0 | 9.3 |
| April | 188.0 | 203.5 | 8.2 | April | 187.9 | 205.2 | 9.2 |
| May | 189.9 | 205.7 | 8.3 | May | 189.7 | 207.6 | 9.4 |
| June | 191.2 | 208.5 | 9.0 | June | 190.6 | 209.9 | 10.1 |
| July | 192.3 | 210.3 | 9.4 | July | 192.1 | 211.5 | 10.1 |
| August | 192.8 | 212.0 | 10.0 | August | 192.8 | 213.5 | 10.7 |
| September | 194.5 | 213.6 | 9.8 | September | 194.5 | 215.4 | 10.7 |
| October | 194.7 | 215.7 | 10.8 | October | 195.9 | 217.3 | 10.9 |
| November | 195.8 | 218.9 | 11.8 | November | 197.8 | 220.0 | 11.2 |
| December | 197.0 | 220.5 | 11.9 | December | 199.0 | 221.3 | 11.2 |

rce: Statistics Canada, Consumer Prices and Price Indexes
62-010 (quarterly), Ottawa.

## ercentage Change in CPI for Regional Cities ecember 1979 - December 1980 nnual Averages (1971=100)

| | 1979 | 1980 | Percentage Change |
|---|---|---|---|
| NADA | 191.2 | 221.3 | 11.2 |
| John's | 200.8 | 238.1 | 13.3 |
| arlottetown/ Summerside[1] | 152.1 | 176.9 | 12.0 |
| lifax | 187.4 | 218.4 | 12.3 |
| int John | 191.7 | 222.2 | 11.5 |
| ebec City | 188.0 | 218.7 | 11.4 |
| ntreal | 188.9 | 219.0 | 11.1 |
| tawa | 188.7 | 216.6 | 10.7 |
| onto | 189.8 | 219.3 | 10.9 |
| under Bay | 190.7 | 219.5 | 10.6 |
| nnipeg | 192.7 | 222.2 | 10.5 |
| gina | 190.5 | 221.1 | 11.4 |
| skatoon | 186.8 | 217.2 | 11.4 |
| monton | 192.5 | 224.3 | 12.5 |
| lgary | 188.9 | 220.8 | 12.4 |
| ncouver | 191.1 | 220.5 | 11.9 |

4=100

n compared with the other 14 regional cities which consumer price indexes are published, ouver had the sixth highest 12-month ase by the end of 1980. Its annual rate of ase at the beginning of the year had been owest of any regional city for which mation is published. As indicated in the wing table, St. John's, Newfoundland, rienced the most rapid December-to- ember advance of its All-Items Index, a 13.3 cent rate of increase. The lowest rate of ase was the 10.5 per cent advance in the ipeg All-Items Index. The fairly rapid leration in price levels mentioned earlier in section occurred consistently across the try.

## Wage Settlements

During 1980, 438 major settlements affecting 163,137 employees were reported in British Columbia. The average annual wage increase negotiated during this period was 11.4 per cent, or $1.23 an hour. By contrast, the average wage settlement increase in 1979 was 9.1 per cent, or 84 cents an hour. A breakdown by industry shows

### Negotiated Wage Settlements in B.C.

| Settlement | Average | Unskilled | Skilled | Vancouver CPI |
|---|---|---|---|---|
| 1977 | | | | |
| 1st Quarter | 7.4 | 7.4 | 7.0 | 8.3 |
| 2nd Quarter | 5.8 | 5.4 | 5.7 | 6.4 |
| 3rd Quarter | 7.1 | 8.0 | 6.2 | 6.7 |
| 4th Quarter | 5.3 | 5.5 | 5.3 | 7.1 |
| 1978 | | | | |
| 1st Quarter | 5.7 | 6.0 | 5.5 | 7.4 |
| 2nd Quarter | 5.5 | 5.7 | 5.3 | 7.8 |
| 3rd Quarter | 6.0 | 6.5 | 5.6 | 8.1 |
| 4th Quarter | 7.4 | 7.7 | 7.1 | 7.6 |
| 1979 | | | | |
| 1st Quarter | 7.7 | 7.8 | 7.5 | 7.9 |
| 2nd Quarter | 9.0 | 9.3 | 8.6 | 7.7 |
| 3rd Quarter | 9.2 | 9.2 | 9.1 | 7.7 |
| 4th Quarter | 9.8 | 9.7 | 9.7 | 7.5 |
| 1980 | | | | |
| 1st Quarter | 11.3 | 11.2 | 10.3 | 7.6 |
| 2nd Quarter | 12.2 | 10.4 | 12.8 | 8.5 |
| 3rd Quarter | 10.9 | 11.8 | 10.5 | 9.7 |
| 4th Quarter | 12.0 | 12.2 | 11.7 | 11.5 |

that mining obtained settlements with the largest percentage increase, 13.8 per cent per annum, while construction realized settlements with the largest cents-an-hour increase, $1.66.

The percentage changes in wage settlements for skilled and unskilled workers were almost exactly the same during 1980. The former received 11.3 per cent, or $1.45 an hour; the latter 11.4 per cent,

or $1.02 an hour.

Roughly one fifth of settlements reported during 1980 contained a cost of living allowance (COLA) clause. These 103 agreements representd 29,952 employees, or 18.4 per cent of all employees covered by settlements reported during the y Agreements containing a COLA clause had a average annual increase of 10.2 per cent, slig below the 11.7 per cent rate negotiated in agreements without such a clause.

**B.C. Wage Settlements, by Quarter First Quarter 1980 to Fourth Quarter 1980**

| | Number of Settlements | Employees Covered | Average Annual Increase Percentage | Cents/Hou |
|---|---|---|---|---|
| 1st Quarter 1980 | | | | |
| Settlement average[1] | 84 | 38,613 | 11.3 | 92 |
| Skilled classes | | | 10.3 | 111 |
| Unskilled classes | | | 11.2 | 86 |
| 2nd Quarter 1980 | | | | |
| Settlement average[1] | 120 | 40,270 | 12.2 | 122 |
| Skilled classes | | | 12.8 | 137 |
| Unskilled classes | | | 10.4 | 88 |
| 3rd Quarter 1980 | | | | |
| Settlement average[1] | 146 | 61,236 | 10.9 | 144 |
| Skilled classes | | | 10.5 | 152 |
| Unskilled classes | | | 11.8 | 128 |
| 4th Quarter 1980 | | | | |
| Settlement average[1] | 88 | 23,018 | 12.0 | 121 |
| Skilled classes | | | 11.7 | 138 |
| Unskilled classes | | | 12.2 | 109 |
| Average Last Four Quarters | | | | |
| Settlement average[1] | 438 | 163,137 | 11.4 | 123 |
| Skilled classes | | | 11.3 | 145 |
| Unskilled classes | | | 11.4 | 102 |

[1] As represented by the arithmetic average of the modal skilled and modal unskilled pay rates.

Information for last year shows that slightly larger percentage increases were negotiated in the larger bargaining units. An 11.4 per cent annual rate of increase occurred in both the 70 settlements with 500 or more employees, and the 157 agreements representing 100 to 499 work The average annual wage settlement reported bargaining units of less than 100 employees w 11.1 per cent last year.

| | Number of Contracts | Employees Covered | Average Annual Increase Percentage | Cents/Ho |
|---|---|---|---|---|
| Fewer than 100 employees | 210 | 10,055 | 11.1 | 106 |
| 100-499 employees | 157 | 33,227 | 11.4 | 121 |
| More than 500 employees | 70 | 120,830 | 11.4 | 125 |

## egotiated Wage Settlements in British Columbia

### B.C. Wage Settlements by Industry, First Quarter 1980 to Fourth Quarter 1980

| | Number of Contracts | Employees Covered | Average Annual Increase | | Skilled Average Annual Increase | | Unskilled Average Annual Increase | |
|---|---|---|---|---|---|---|---|---|
| | | | Percentage | Cents/Hour | Percentage | Cents/Hour | Percentage | Cents/Hour |
| RIVATE SECTOR TOTAL | 313 | 93,434 | 11.1 | 135 | 10.8 | 151 | 11.4 | 117 |
| Manufacturing Total | 145 | 31,195 | 11.0 | 115 | 11.0 | 126 | 11.0 | 106 |
| Food and beverage | 44 | 10,666 | 10.3 | 101 | 10.4 | 112 | 10.3 | 95 |
| Wood products | 18 | 2,192 | 9.6 | 100 | 9.4 | 109 | 9.8 | 91 |
| Metals | 26 | 7,841 | 12.2 | 137 | 12.0 | 146 | 12.3 | 128 |
| Machinery, et. al.[1] | 31 | 8,064 | 11.1 | 118 | 11.1 | 127 | 11.2 | 110 |
| Miscellaneous manufacturing | 26 | 2,432 | 10.7 | 108 | 10.5 | 124 | 11.0 | 93 |
| onstruction | 46 | 37,758 | 10.8 | 166 | 10.5 | 166 | 11.9 | 165 |
| rade | 36 | 3,637 | 11.2 | 105 | 10.4 | 111 | 11.7 | 101 |
| liscellaneous Services | 32 | 3,775 | 10.5 | 74 | 12.2 | 124 | 10.0 | 66 |
| lining | 16 | 6,071 | 13.8 | 143 | 13.9 | 152 | 13.8 | 134 |
| ansportation | 32 | 7,288 | 11.9 | 122 | 12.6 | 143 | 11.5 | 113 |
| ommunication and Other | 6 | 2,735 | 8.4 | 74 | 8.5 | 107 | 8.4 | 68 |
| ublic Sector Total | 125 | 70,678 | 11.9 | 108 | 12.3 | 135 | 11.5 | 85 |
| lunicipal Government | 23 | 3,220 | 11.2 | 113 | 11.2 | 122 | 11.2 | 88 |
| ederal & Provincial Governments | 26 | 18,003 | 10.4 | 94 | 10.7 | 118 | 10.0 | 71 |
| ealth | 17 | 29,086 | 15.2 | 131 | 17.0 | 175 | 13.9 | 104 |
| ducation | 55 | 12,713 | 10.1 | 96 | 10.1 | 117 | 10.1 | 76 |
| rovincial Crown Corporations | 4 | 7,656 | 7.7 | 70 | 8.5 | 97 | 6.7 | 51 |
| dustrial Composite | 438 | 163,137 | 11.4 | 123 | 11.3 | 145 | 11.4 | 102 |

lachinery, transportation equipment and electrical products

## Major Settlements Reported, 1980

fty-four major settlements, covering 500 or more mployees, were signed during 1980. In the first uarter, eight major settlements were concluded. he second quarter was one of the busiest of the ear, with 20 major agreements settled. During the third quarter, 14 large settlements were concluded. In the fourth quarter, an additional eight major settlements were concluded. The accompanying table lists the largest settlements in 1980.

### lajor Settlements Reported in 1980

| Employer | Union | Number of Employees | Month |
|---|---|---|---|
| lealth Labour Relations | Hospital Employees' Local 180 | 17,000 | February |
| iovernment of Canada | Letter Carriers | 2,478 | February |
| .C. Rail | Council of Trade Unions | 2,048 | February |
| .C. Hydro | Office and Technical Employees', Local 378 | 3,708 | February |
| aiser Resources | United Millworkers, Local 7292 | 1,550 | February |
| /orkers' Compensation Board | WCB Employees' | 1,200 | February |
| nning Tractor | Machinists, Lodge 692 | 1,300 | February |
| .C. Assessment Authority | CUPE, Local 1767 | 650 | February |
| ealth Labour Relations Assoc. | Registered Nurses | 10,000 | April |
| sheries Assoc. of B.C. | Various Unions | 3,880 | April |
| iovernment of Canada | Postal Workers | 2,148 | April |
| .C. Government | Registered Psychiatric Nurses | 2,776 | April |
| .B.C. | AUCE, Local 1 | 1,400 | April |
| | CUPE | 1,700 | June |
| 'aser Valley Milk Producers' Assoc. | Teamsters, Local 464 | 1,050 | April |
| letal Industries Assoc. | Machinists, Lodge 692 | | |
| | Molders, Local 281 | | |
| | Pattern Makers, Local 1260 | 1,000 | April |
| tah Mines | Operating Engineers, Local 115 | 720 | April |
| lacdonalds Consolidated | Retail, Wholesale Union, Local 580 | 825 | April |
| ancouver Police Board | B.C. Federation of Police Officers, Local 1 | 800 | April |

| | | | |
|---|---|---|---|
| Lower Mainland Steel Fabricators | Iron Workers, Local 712 | 700 | April |
| B.C. Printing Firms | Graphic Arts Union, Local 210 | 650 | April |
| School District No. 39 (Vancouver) | Vancouver Municipal & Regional Employees' | 550 | April |
| Air Canada | Machinists | 660 | April |
| Noranda Mines | Steelworkers, Local 898 | 525 | April |
| CLRA | Joint Council of Trade Unions | 32,000 | July |
| Government of Canada | Public Service Alliance of Canada | | |
| | • Administration | 2,615 | July |
| | • Secretarial | 803 | July |
| CP Air | Machinists, Lodge 764 | 1,764 | July |
| | Airline Flight Attendants' Assoc. | 833 | July |
| Brewery Employers' Labour Relations Assoc. | Brewery Workers, Locals 280, 300 and 308 | 950 | July |
| Maintenance Contractors | Service Employees', Local 244 | 1,400 | July |
| FIR | IWA, Local 1-217 | 800 | July |
| Prince Rupert Fishermens Co-op | Shoreworkers, Local 1674 | 750 | July |
| Lornex Mines | Steelworkers, Local 7619 | 800 | July |
| SFU | AUCE, Locals 2 and 6 | 1,012 | July |
| Fletchers Foods | United Food & Commercial Workers', Local 283 | 500 | July |
| Government of Canada | Public Service Alliance | | |
| | • Clerical and Regulatory | 4,156 | September |
| Alcan | CASAW, Local 1 | 1,850 | September |
| Burrard and Yarrows Corporation | 12 unions | 1,577 | September |
| Independent Boatbuilders | 6 unions | 1,200 | September |
| Government of Canada | Federal Government Dockyards Trades and Labour Council | 979 | September |
| Metal Industries Association | Steelworkers | 1,500 | September |
| 21 School Districts | CUPE | 2,382 | September |
| Pacific Western Airlines | Machinists | 500 | September |
| Kelly-Douglas | Wholesale, Retail Union, 6 locals | 600 | September |
| Boiler and Vessel Contractors' Association | Boilermakers, Local 359 | 700 | September |

## Major Collective Agreement Expiries in 1981

Expiring in 1981 are 456 major collective agreements, covering 214,502 employees in the province. By comparison, the 1980 Calendar of Expiring Collective Agreements reported a greater number of expiries (536), but fewer employees covered (162,861). Thus, although there are not as many agreements expiring in the coming year, the number of employees covered by each expiry is, on average, somewhat higher.

The expiry in 1981 covering the largest number of employees is the coast master agreement between Forest Industrial Relations and the IWA. This expiry, dated June 14, covers 28,000 employees, but the total number of employees throughout the province, for whom the IWA will be negotiating during the summer, is in excess of 47,000. In addition, the two master agreements in the pulp and paper industry, which cover a total of 12,744 employees, expire at the end of June. In the health-care industry, the collective agreeme between Health Labour Relations Association a the Hospital Employees' Union, covering some 17,000 workers, expires December 31.

The overwhelming number of expiries in 1981 w be two-year agreements that have been in effe since 1979. There are 296 such expiries, coverir 139,840 employees.

The largest number of expiries, 86, will occur in March, followed closely by April, with 75, and June, with 70. However, in terms of number of employees, June has the largest number, follow by December.

During 1981, the industrial category with the largest number of expiries will be manufacturin with 191 covering 83,914 employees. The trade and service sector will be second largest, with expiries covering 84,202 employees.

## umber of Agreements Expiring in 1981, y Month

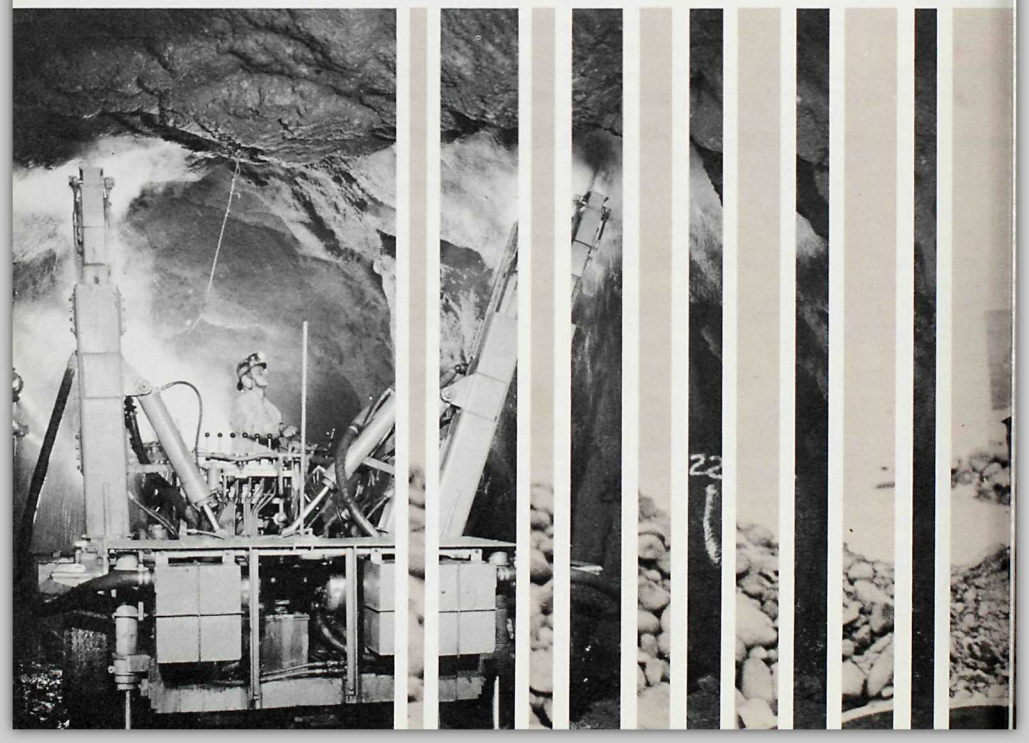
| nth | Agreements | Employees Covered |
|---|---|---|
| nuary | 38 | 5,707 |
| ebruary | 33 | 10,857 |
| arch | 86 | 27,401 |
| pril | 75 | 25,902 |
| ay | 22 | 1,536 |
| ne | 70 | 66,904 |
| ly | | 3,742 |
| gust | 15 | 3,850 |
| eptember | 21 | 2,472 |
| ctober | 21 | 2,917 |
| ovember | 10 | 1,120 |
| ecember | 54 | 62,094 |
| OTALS: | 456 | 214,502 |

## Number of Agreements Expiring in 1981, by Industry

| Industry | Agreements | Employees Covered |
|---|---|---|
| All Industries | 456 | 214,502 |
| Manufacturing | 191 | 83,914 |
| Food and beverage | 38 | 9,519 |
| Wood and paper | 55 | 63,149 |
| Metals | 27 | 2,998 |
| Machinery | 29 | 3,964 |
| Miscellaneous manufacturing | 42 | 4,284 |
| Construction | 18 | 9,466 |
| Trade and Service | 179 | 84,202 |
| Trade | 28 | 7,119 |
| Education | 42 | 36,873 |
| Municipal services | 33 | 2,178 |
| Miscellaneous services | 86 | 38,032 |
| Other Industries | 68 | 36,920 |
| Mining | 22 | 10,381 |
| Transportation | 35 | 18,333 |
| Communication | 11 | 8,206 |

## 31 LARGEST EXPIRIES IN 1981 COVERING 1,000 OR MORE EMPLOYEES

| Employer | Union | Employees Covered | Date of Expiry |
|---|---|---|---|
| C. Ferry Corporation | Ferry Workers | 2,610 | 31 July |
| C. Food Industry | Retail Clerks, Local 1518 | 4,500 | 31 Mar |
| C. Hotels (Lower Mainland) | Hotel and Restaurant, Local 40 | 2,000 | 30 Apr |
| C. Hotels (Vancouver) | Hotel and Restaurant, Local 40 | 3,000 | 30 Apr |
| C. Hydro | IBEW, Local 258 | 3,243 | 31 Mar |
| C. Hydro | OTEU, Local 378 | 3,571 | 31 Mar |
| C. Maritime Employers (federal) | Longshoremen, several locals | 4,000 | 31 Dec |
| C. Road Builders Association | Labourers, Locals 168, 602, 1070 and 1093 | 2,000 | 28 Feb |
| C. Road Builders Association | Operating Engineers, Local 115 | 4,000 | 28 Feb |
| C. Road Builders Association | Teamsters, Local 213 | 2,000 | 28 Feb |
| C. School Trustees (74 Districts) | B.C. Teachers' Federation | 29,000 | 31 Dec |
| anadian National Railway (federal) | Non-Operating Unions | 1,600 | 31 Dec |
| ominco (Trail, Kimberley, Salmo) | Steelworkers, Locals 480, 651 and 901 | 4,800 | 30 Apr |
| overnment of Canada (federal) | PSAC (General Labour and Trades) | 1,930 | 4 Jan |
| nning Tractor and Equipment | Machinists, Lodge 692 | 1,300 | 14 Oct |
| sheries Association of B.C. | Native Brotherhood | 1,250 | 15 Apr |
| sheries Association of B.C. (Cannery) | UFAW | 2,000 | 15 Apr |
| sheries Association of B.C. (Fresh Fish and Cold Storage) | UFAW | 1,000 | 15 Apr |
| rest Industrial Relations (Coast Master) | IWA | 28,000 | 14 June |
| ealth Labour Relations Association | Hospital Employees, Local 180 | 17,000 | 31 Dec |
| dependent Forest Companies | IWA | 2,500 | 14 June |
| erior Forest Labour Relations | IWA, Locals 1-405, 1-417 and 1-423 | 7,200 | 30 June |
| aiser Resources (Sparwood Mines) | Mine Workers, Local 7292 | 1,550 | 31 Dec |
| etro Transit Operating Company | Transit Union, Locals 101-134 and 109 | 3,084 | 31 Mar |
| orth Cariboo Forest Labour Relations | IWA, Local 1-424 and 1-425 | 3,600 | 30 June |
| anagan Federated Shippers | Fruit and Vegetable Workers | 1,324 | 31 Aug |
| ilp and Paper Industrial Relations Bureau | CPU, Several Locals | 7,300 | 30 June |
| ilp and Paper Industrial Relations Bureau | PPWC | 5,444 | 30 June |
| ailway Association of Canada | Shopcraft Unions | 1,207 | 31 Dec |
| iversity of British Columbia | CUPE, Local 116 | 1,700 | 31 Mar |
| hite Spot (retail) | Food and Associated Services | 1,800 | 6 June |



# Part II:

# Administration and Safety Engineering Programs

# Finance and Administration

The responsibilities of the Finance and Administration Branch include general financial management of the Ministry, and related administrative services.

Throughout 1980 the Branch continued to review and evaluate the procedures and reporting systems of various Ministry programs to help facilitate effective decision making.

Two major activities of the Branch include the coordinating of estimate and budget preparation, and the monitoring and processing of subsequent expenditures. The following table summarizes the financial resources allotted to the Ministry for the fiscal year ended March 31, 1980.

The general administrative responsibilities of t Branch include:

- the coordination of office accommodation a facilities, furniture and equipment
- data systems and computer services;
- telecommunications equipment;
- vehicle fleet management;
- stock control; and
- courier services.

These services are provided for the Ministry a several related boards and commissions. Throughout 1980, the Branch continued to upgrade accommodation and to encourage m effective use of facilities, equipment, telecommunications, data processing and wo processing.

## Statement of Expenditure
## Ministry of Labour — Fiscal Year Ended March 31, 1980

| Vote | Purpose | Estimates and Other Authorizations | Actua Expenditure |
|---|---|---|---|
| 150 | Ministers' Office | $ 141,341 | $ 139,57 |
| 151 | Ministerial Administration and Support Services | 2,680,120 | 2,793,83 |
| 152 | Job Training and Employment Opportunity Programs | 36,253,809 | 33,275,13 |
| 153 | Occupational Environment and Compensation Advisory Services | 1,566,415 | 1,575,73 |
| 154 | Safety Engineering Division | 5,812,929 | 5,739,73 |
| 155 | Collective Bargaining and Labour Standards Program | 2,772,487 | 2,701,07 |
| 156 | Human Rights Program | 711,952 | 656,94 |
| 157 | Labour Relations Board | 1,430,101 | 1,566,44 |
| 158 | Essential Services Advisory Agency | 297,000 | 117,66 |
| 159 | Boards of Review (Workers' Compensation Board) | 14,698 | 14,69 |
| 160 | Building Occupancy Charges | 1,123,000 | 1,419,39 |
| 161 | Computer and Consulting Charges | 1,040,100 | 745,03 |
| | Total | 53,843,952 | 50,745,27 |
| | Less Recruitment Savings | (1,235,278) | |
| | Total | 52,608,674 | 50,745,27 |
| | Revenue Surplus of 1977/78 Appropriation Act, 1979 - For Accelerated Job Experience (Bill 7) See 1 (F) | 5,000,000 | 5,000,00 |
| | Refugee Settlement Program of British Columbia Act (Chap. 27 Sec. 5) | 240,116 | 240,11 |
| | West Kootenay Schools Collective Bargaining Assistance Act (1978) Chap. 42 Sec. 8 (2) Special Mediators Expenses | 33,459 | 33,45 |
| | Total | $57,882,249 | $56,018,84 |

# Personnel Services

ersonnel Services provides a complete range of ersonnel activities for the Ministry, including cruitment, staff training and development, assification analysis, union-management lations, and consultation on organizational esign.

ie Ministry entered 1980 with 593 positions, ansferred three positions in Native Indian ograms to the Attorney-General's Ministry, and ven positions in Building Standards to Municipal fairs. However, there were five new positions lded to the Apprenticeship Programs Branch. At e close of the year the total was 591. The nistry employed an additional 120 auxiliaries for e Employment Opportunity Programs Branch, d 118 auxiliaries to fill the pressing staffing eds of other branches.

ajor recruitment was undertaken for certain key sitions during the year as well, including: the sistant Deputy Minister of Manpower; the sistant Deputy Minister of Finance and Safety gineering; the Director of Human Rights; the ector of Apprenticeship Training Programs; and e Director of Employment Standards. cruitment to fill vacancies at all levels continued oughout the year.

number of important organizational changes curred in 1980. Of particular note was an justment of programs in conjunction with the creation of a Manpower Division reporting to an A.D.M. The Safety Engineering Services Division was bolstered through the appending of the Elevating Devices Branch, and a new staff division, with a systems and planning mandate, was created to enhance the overall operations of the Ministry.

Along with this organizational activity, several classification reviews were undertaken in almost every Branch of the Ministry. A large number of excluded positions were evaluated, and a new classification plan for licensed professionals was implemented. In addition, the Ministry participated in an across-government review of the Inspector series.

As human resource development and training became a more frequently expressed need in the Ministry, a development program was approved by management for implementation in the new year. As well, a variety of programs related to staff development were implemented. Senior management was actively involved in several management workshops during the year.

The Ministry also developed a Performance Appraisal Training Program that is currently being delivered at quarterly workshops. A system of course evaluation was introduced and an information system on training activities was developed for implementation in 1981.

# Information Services

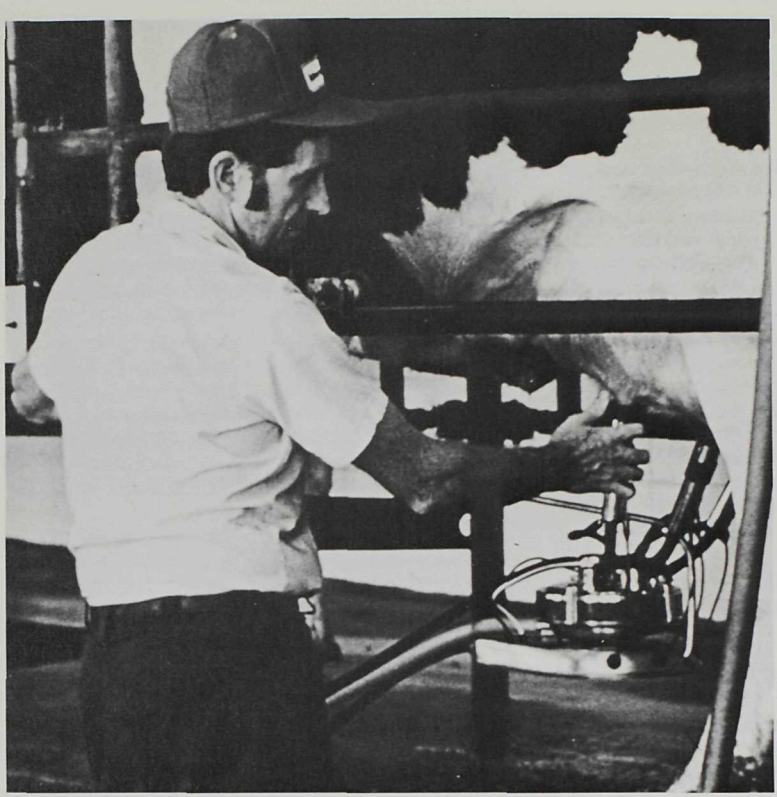
rmation Services Branch is responsible for nmunicating the activities and services of the iistry to labour and management organizations t representatives, academic institutions and the neral public. Using the resources of advertising encies and graphics production companies, rmation Services cooperates with the line nches of the Ministry in devising public ication programs that explain their functions t describe how their services are delivered to people of British Columbia.

ing 1980 the Branch continued to collaborate n Apprenticeship Training Programs Branch on long-range project initiated in 1979 to dernize, standardize and expand the Ministry's ning literature. By year's end, another 13 rse outlines, five study guides, seven exams, e wall charts, three manuals and three trade brochures had been added to the list.

Assistance was also provided the Women's Exploratory Apprenticeship Training program in the production of an audio-visual presentation titled "Two Hits to a Nail", and a brochure detailing what the program provides for women who aspire to work in the skilled trades.

In conjunction with Safety Engineering Services, four public information brochures were produced on the subject of electrical, gas, and boiler and pressure vessel safety. Also, work was begun on the first of a projected series of A-V presentations planned for introduction in 1981.

Information Services again cooperated with Employment Opportunity Programs Branch to produce media advertisements, brochures and news releases in support of its three annual youth



employment campaigns, and the B.C.-Quebec Student Exchange Program.

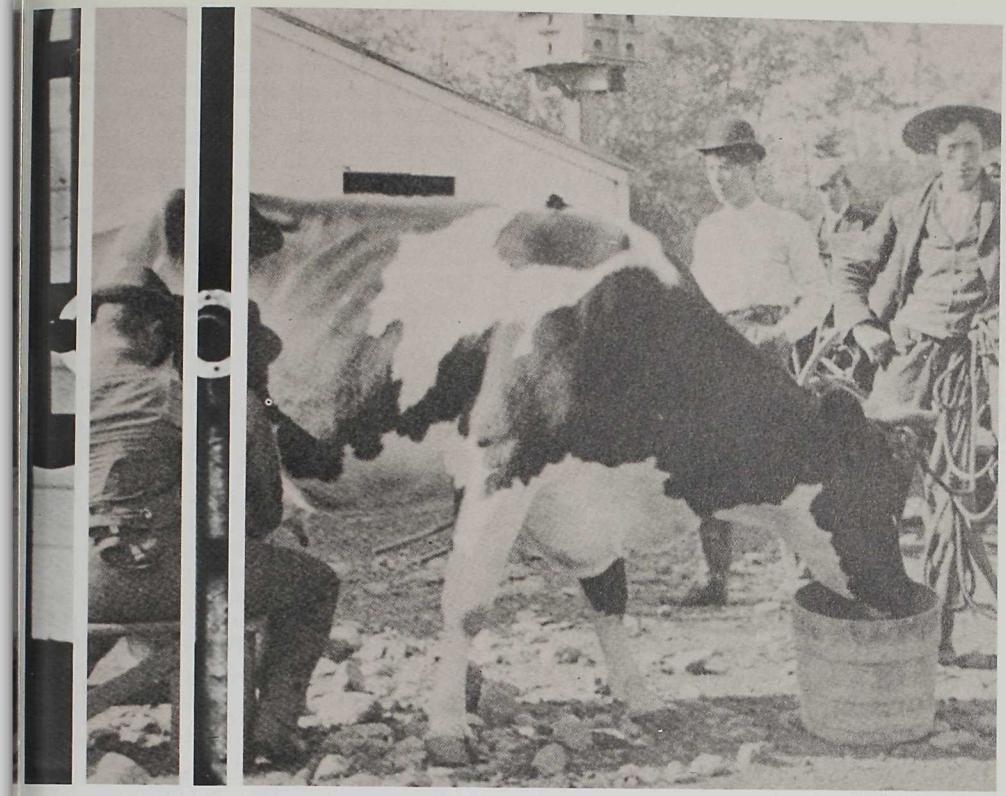
The multi-purpose human rights kit produced on behalf of both the Human Rights Branch and the Human Rights Commission was readied for distribution early in the year.

Throughout 1980, the Branch worked closely with Research and Planning Branch on production of the monthly *Labour Research Bulletin*, and the three annual publications, *B.C. Labour Directory, 1980, Negotiated Working Conditions, 1980,* and the *Calendar of Expiring Collective Agreements.*

The Ministry's *Guide to the B.C. Labour Code* proved so popular that a second printing was budgeted for 1981.

Other assignments included processing of the Ministry's 1979 *Annual Report;* preparing news releases and advertisements; producing a styl guide for the *Labour Research Bulletin;* prepar submissions and articles for a variety of publications, including *B.C. Government News* the Public Service Commission's *Contact* and *the Service of the People, Corpus Almanac, B List*, and *Canadian Almanac*; and processing t Ministry's segment of the Commission's manu *Organization of the B.C. Public Service, 1979-1980.*

In addition, the Branch acted as the Ministry's liaison link with its two agencies-of-record, the Queen's Printer, graphics production firms, an the members of the general public who use Information Services as their initial point of con with the Ministry of Labour and the services it provides.



# Safety Engineering Programs

ain during 1980 the number and complexity of w systems and equipment, as well as existing tallations coming within the scope of the safety grams of Safety Engineering Services, ntinued to increase. However, the Division was ccessful in meeting its objectives of ensuring a e living and working environment for the ple of British Columbia without increasing npower resources. This is evidenced by the mparative statistical data on deaths, injuries to sons, and property loss as presented in the orts of the Division and Branch directors.

further the Government's effort to ensure that vices are delivered in a cohesive and ordinated manner, the Elevating Devices Safety Branch became an integral part of the Division during the early part of the year. This has proved beneficial as far as the utilization of engineering and technical staff across branch lines is concerned and in the prevention of overlapping and conflicting activities.

Several key appointments and changes were made to senior positions in the branches as part of the reorganization process undertaken to improve administrative capability. These changes have permitted the Division to place increased emphasis on the benefits to be realized from the provision of safety services in cooperation with municipalities, industry, and trade associations. This mode of operation has also permitted the

Division to meet the challenge of constantly modifying its services to deal with rapid change and technological advances that have altered the safety needs and expectations of B.C. citizens. In the standards of developmental, educational, and inspectional program areas, the policies followed continue to reflect the advantages of using a facilitative rather than a prohibitive approach.

During the year the stage was set for the implementation of new defect-prevention systems as a means of ensuring safety— a distinct improvement over exclusive reliance on after-the-fact inspections. In order to increase the effective delivery of services, decentralization to local areas was continued to enhance both the decision-making process and the performance of activities. Through the Branch's educational and monitoring programs the level of safety was increased, while at the same time the demands for government services were reduced.

The various programs of the branches have continued to contribute to the national standards system and, through representation on national code-making bodies, have ensured that such standards are appropriate for adoption in British Columbia. In addition, there has been excellent participation by industry and the general public in the various systems used for developing and interpreting regulations. The preliminary committee work on the preparation of recommendations to the Government for upgrading legislation in the electrical, gas, and boiler and pressure vessel safety areas has been completed.

In order to encourage the best use of Division resources, the safety education content was again increased through the provision of improved information on safety for industry and the general public. The demand for information through seminars and releases of technical information has increased, but concerned persons have expressed the need to become even better informed about the latest standards and procedures.

The appeals procedure implemented during the year proved most effective in dealing with conflicts in the application of safety legislation. A limited number of problems were placed before the gas, boiler and pressure vessel, and electrical advisory committees or the appeals tribunals for impartial hearings. The fact that appeals reached the formal stage in isolated cases only confirms the fact that the overall system is working effectively in providing information on the proper application of standards, and ensuring that these standards are being uniformly interpreted.

(Table 1 on page 68 provides a summary of Division activities during 1980.)

# Electrical Safety

Electrical Safety Branch is primarily responsible for ensuring a safe electrical environment for the citizens of British Columbia, at home, at work and at leisure.

During 1980, electrical construction activity, as evidenced by the number of electrical permits issued, showed an increase of 16 per cent over 1979. Similarly, the number of annual permits issued to industrial establishments to facilitate repair and replacement of electrical equipment on short notice increased by 72 per cent. Inspections conducted increased by 30 per cent.

In examining the statistics, it is evident from the number of fires and accidents that occur that continued emphasis must be placed on the educational aspects of safety programming. Electrical safety cannot be achieved by inspection alone; there must be a parallel effort to foster and encourage public awareness of the need for personal commitment to safety.

During the year a number of inspectors attended training programs designed to assist them in presenting seminars to the public and industry on the subject of regulations and related matters affecting electrical safety.

The Branch's Electrical Safety Review Committee met on four occasions to consider and advise upon proposals for changes to legislation. The Branch's Technical Advisory Committee and the Electrical Wiring and Equipment Standards Committee met on six occasions to consider recommendations for revisions to technical standards.

The Branch sponsored a number of technical meetings that were attended by both municipal chief electrical inspectors and provincial supervising electrical inspectors. In addition, meetings were held and seminars presented in many centres throughout the province to dispense information related to requirements contained in the 13th edition of the Canadian Electrical Code, which was adopted for use in the province.

Increased activity in the North Okanagan-Shuswap area made it necessary to subdivide the former Okanagan Region, in order to create a new region whose centre is Salmon Arm. Included in this new region are areas previously served from the

nch's Vernon, Salmon Arm and Revelstoke ces.

ring the year, Parks Canada announced that eral legislation related to electrical installations ederal parks had been rescinded, and that ponsibility for electrical safety in such areas s restored to provincial authorities. The areas ected include five national parks: Kootenay, unt Revelstoke, Glacier, Pacific Rim, and Yoho.

owing an accident in which a child suffered the loss of an eye when a specialty lamp exploded, the Branch arranged for an investigation to determine whether the failure was typical or unusual. The investigation included testing of lamps obtained from various centres in British Columbia and elsewhere in Canada. Although all of the lamps were tested to end-of-life, it was not possible to duplicate the explosion.

(Tables 2 and 3 on page 68 provide a summary of Branch activities during 1980.)

# Boiler and Pressure Vessel Safety

objective of the Boiler and Pressure Vessel ety Branch is to develop and provide a safe ironment for the people of British Columbia erever boilers, pressure vessels, pressure ng systems and refrigeration plants are nufactured, installed, operated and maintained. se objectives are attained through the elopment of standards and education, ection and investigation, and design of quality urance systems.

re were no fatalities or serious injuries to sons during 1980. Property damage that did ur was caused largely by human error, and firms the need for continuing industrial training revent personnel from becoming complacent, to keep them abreast of technological ances. It is also evident that educational grams designed to encourage thorough testing perating controls and safety devices must be sued in conjunction with the development of quate maintenance procedures on all types of ipment. Avenues for improving safety asures are continually being reviewed with the ple concerned.

ng the year, Branch personnel conducted cational seminars, particularly in welding and ication, and also on the numerous struction standards adopted under B.C. utes. Many consultations on repair, ntenance and operation took place around the vince, reflecting concerns examined at national international standards committee meetings.

mphasize the importance of prevention, greater responsibility for quality control is being placed on the owner-user, installer and fabricator. As well, revised frequencies for the inspection interval of various types of equipment was initiated during 1980.

Concern over the need to improve quality control in the nuclear field continues to make demands on Branch resources. The time allocated to this area continues to increase, and technological advance makes it mandatory that Branch inspectors avail themselves of periodic technical refresher courses.

Once again, the most important potential and actual hazards uncovered in the operation of boiler and pressure vessel equipment were related to problems with low-water controls, safety valves, cracking of tubes and tube sheets, welding failures and human error. There were nine accidents to boilers caused by low-water conditions. Two were of a very serious nature, having considerable potential for a violent explosion. The boilers burned themselves out, but did not explode. A total of six boilers were damaged beyond repair as a result of accidents caused primarily by failure of automatic controls.

Black liquor recovery boiler operations suffered one serious explosion when a plugged tube failed. Extensive damage resulted to another recovery boiler when caustic entered the feed water system after a conductivity meter probe failed in service. In both cases, measures were taken to ensure that similar failures do not recur.

(Table 4 on page 69 provides a summary of Branch activities during 1980.)

# Gas Safety

A safe living and working environment for the citizens of the province in matters concerning the distribution and utilization of natural gas and gas-air mixtures is the primary responsibility and objective of the Gas Safety Branch.

This is achieved by:

- development and interpretation of codes and standards
- examination and licensing of gas fitters
- licensing of gas contractors
- examination and certification of inspectors and local inspectors
- on-site inspections of installations;
- field testing and certification of appliances;
- incident investigation; and
- processing of appeals.

The proposed *Gas Safety Act* has been reviewed with Legislative Counsel and is nearing its final form. It is hoped that it will be adopted in the spring of 1981, to be followed by revised and updated regulations under the Act. An updated schedule of fees for services performed under the authority of the *Gas Safety Act* became effective on January 1, 1981. It is projected that Branch revenue will increase by 100 per cent when this schedule is implemented.

The Gas Safety Review Committee has met regularly during the year to consider proposed revisions to the *Gas Safety Act*, as well as Regulations Governing Gas Permits, Certification of Appliances, General Installation Procedures, Inspections and Fees, and the Regulations Governing the Installation, Protection and Maintenance of Gas Mains, Services and Meters. Regular meetings of supervising inspectors and head office staff have been continued, as well as meetings with municipal inspectors, at which mutual problems and concerns have been discussed. These meetings have been beneficial to all participants and have resulted in more uniform interpretation of regulations, and improved service to the gas trade and the gene public.

The Branch is organized into 15 district offices, and grouped into six regions, each directed by regional supervising inspector. During the year, some regional boundaries were altered resulting an improvement in service in all affected areas.

The decentralization of procedures formerly carried out in Vancouver head office— e.g., issuance of permits, processing of applications certification of appliances, and the survey of ne designs— is now complete, and service to industry and the public is much faster and more efficient as a result. The workload of the Branch has increased in all areas of the province, but especially in the Fraser Valley and Peace River areas. In the latter area, the Branch established new district office in Fort St. John to provide service to that rapidly expanding centre.

The number of gas permits issued during 1980 increased by 40 per cent, and applications for certification of equipment increased by 20 per cent over the previous year. The number of candidates for gas fitters examinations increase dramatically during the year, with a 65 per cent increase in the number of examinations written. The number of successful candidates increased by 15 per cent during the same period.

The number of licensed gas contractors increas at the same rate as in 1979, whereas the numb of home-owners licenses issued increased considerably. The number of special investigatic conducted during the year decreased slightly.

(Table 5 on page 69 provides a summary of Branch activities during 1980.)

# Elevating Devices

ne safe operation of passenger and freight evators, escalators, moving walkways, hoists, pecialized lifts for the handicapped, lift platforms nd midway amusement rides is the responsibility the Elevating Devices Branch.

further consolidate safety services within the inistry, the Branch was moved to Safety ngineering Services Division in 1980.

evating devices for the disabled received more tention in 1980 because of increased interest in nproving access to more buildings. The addition these special devices has increased the umber of opportunities for the disabled to gain seful employment and to participate in functions at were inaccessible before. The Branch not nly provided inspection and consultative ervices, but also served on the Canadian andards Association Committee, where it sisted in the preparation of a revised safety ode for Elevating Devices for the Disabled.

portion of Branch resources were allocated for e inspection of amusement rides in travelling rnivals across the province, as well as for the ermanent rides in parks such as the Pacific ational Exhibition in Vancouver. Throughout the mmer and early fall, B.C. residents logged more an 30 million rides on amusement devices, yet e number of accidents was the lowest ever ported— a record for Canada. Since 1978, ere has been a steady decline in the number of ch accidents in the province. The cooperation of the ride operators helped to ensure safe operation.

During 1980, greater control and accuracy of Branch operations was achieved through improvements in standards development, training of staff, fine-tuning of computerized systems, increased monitoring of registered contractors, and participation in safety committee activities, including, for the first time, international participation through membership on the Technical Committee of the International Organization for Standardization.

In addition to the number of regular inspections listed in Part VI, the Branch made 2,011 special calls in response to inquiries from the general public.

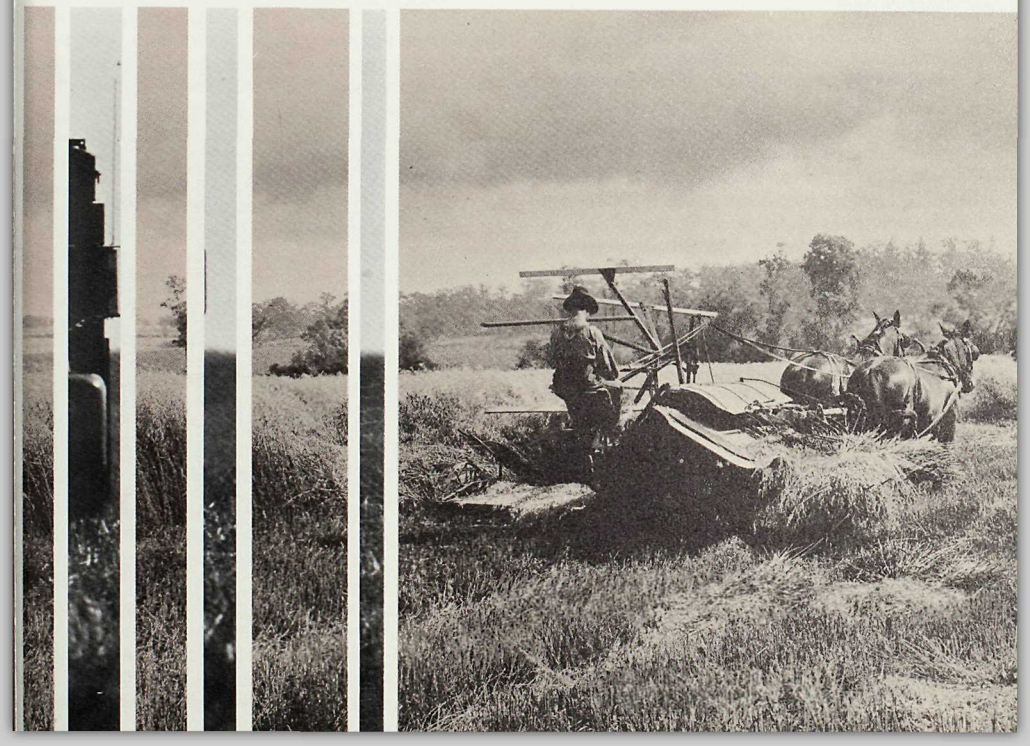
The growth in building construction in the province was reflected in the scope and growth of Branch activities in 1980, as the number of elevating devices, and their complexity, increased accordingly.

The effectiveness of the Branch program to ensure the safety of all users in the province of British Columbia of the various elevating devices within its jurisdiction, is measured not only by statistics but also by the improvement in cooperation with the various parties interested in the safe use of elevating devices.

(Table 6 on page 69 provides a summary of Branch activities during 1980.)

# Part III:

# Manpower Programs



# Introduction

During 1980, Manpower Division, in keeping with changing labour force and economic needs and conditions, undertook several major program initiatives to define and alleviate skill shortages.

Based on advice from the Provincial Apprenticeship Board (P.A.B.), a 13-member group representing employers and trade unions, the Minister of Labour introduced a $14.4 million wage assistance program on September 1, 1980.

This program, administered by both the Apprenticeship and Employment Opportunities Branches of the Manpower Division, provides employers with a maximum wage subsidy of $2.50 an hour for new apprentices in seven industrial trade skill areas. The intent of the program is to increase the number of indentured apprentices in the province and address a fundamental problem of apprenticeship training — that is, the unwillingness of many employers to undertake the expense of training apprentices who are subsequently hired away by other employers who do not train their own employees. The development of recommendations for long-term policies for apprenticeship and training is now underway and will be assisted by the dialogue generated at a conference on apprentice training organized for early 1981.

During 1980 the Employment Opportunity Programs Branch continued to place an increasing emphasis on assisting private sector employers in providing on-the-job training for young people. In support of this emphasis, the Ministry increased the level of funding to private sector employers to $10.5 million in 1980, creating over 10,000 training positions for young people. In addition, private sector employers are eligible for up to 12 months of funding if the jobs they offer lead to permanent employment.

In recognition of the need to provide a special service to women, a Women's Office was established within the Manpower Division as of October 1, 1980. This office provides a focal point for women's employment issues through the availability of a comprehensive resource file, information and referral services, and publication of labour force statistics and special project data. The mandate of the Women's Office is to improve working conditions for women and to expand women's employment opportunities by broadening their participation across a wider range of occupations.

The Manpower Division, through the Employment Opportunity Programs Branch, also administers a joint program with the Ministry of Human Resources to provide on-the-job training and wor experience for persons receiving income assistance.

1980 also witnessed the development of a more rigorous pre-registration and monitoring system o private trade-schools by the Trade-schools Branch. The Branch now provides a complete curriculum evaluation by Ministry officials or independent authorities. Teacher qualifications ar examined and physical plant and course delivery ability determined. Following such evaluations, recommendations are made to the Minister of Labour concerning registration, re-registration, requests for changes in tuition fees, and request for approval of new courses.

The Ministry views private trade-schools as an important adjunct to both the formal institutional training system and to the Ministry's training and subsidization initiatives.

The immigration and adjustment functions of the Manpower Division continue to play an important role in the policy and program area. 1980 saw a continuation of the settlement of Vietnamese refugees by Ministry and private settlement agencies. Discussions with the federal government regarding immediate and future immigration levels and policies are ongoing. The Manpower Adjustment Services functions continued to assist employers to find ways to adjust to changing technologies and market conditions. A primary objective of the Branch is t stabilize and reduce unemployment through the design and implementation of programs that promote occupational, industrial and geographic mobility.

In summary, 1980 was a year in which the Manpower Division of the Ministry initiated the development of programs and planning to assure that all industries in British Columbia share in the responsibility for training the skilled work force required.

# Apprenticeship Training Programs

he Apprenticeship Training Programs Branch orks with employers, trade unions and overnment agencies to promote and manage pprenticeship training programs throughout the rovince. The Branch is also responsible for the suance of tradesmen's qualification certificates nd the administration of interprovincial standards xaminations.

he Branch supervises the on-the-job work xperience of apprentices, assigns their in-school chnical training, and prepares and conducts xaminations to certify the competence of pprentices and tradesmen. It is also responsible r operating extensive pre-apprentice trades aining for young men and women seeking dmission to apprenticeship programs. The ranch works closely with vocational schools, lleges, school boards, the Ministry of Education, nd the Canada Employment and Immigration ommission in the development of these ograms. In addition, apprenticeship training ounsellors investigate requests for training under e Canada Manpower Industrial Training Program nd the federal Critical Trade Skills Training ogram.

s of December 31, the Branch listed 16,401 pprentices on its records, an increase of 2,606 er the same date last year.

## pprenticeship Training

e Branch is responsible for the scheduling of pprenticeship technical training classes in the signated trades and the apprenticeable trades. ese classes are scheduled into the various gional colleges throughout the province; each pprentice is assigned by the Branch to the propriate technical training class.

e apprentice technical training classes are marily day-school programs varying from three eight weeks in duration, depending upon the de. Apprentices normally attend one term of ining in each year of their apprenticeship.

chnical training for apprentices is conducted at e following institutions in the province: Pacific cational Institute, Burnaby Campus and Maple dge Campus; Camosun College, Victoria; laspina College, Nanaimo; Northwest mmunity College, Terrace; Northern Lights llege, Dawson Creek; College of New ledonia, Prince George; Cariboo College, mloops; Okanagan College, Kelowna; Selkirk llege, Nelson; East Kootenay College, anbrook; Vancouver Vocational Institute, ncouver. Training is also conducted in two private trade schools: B.C. Hydro Training Centre, Burnaby, for Lineman Training; and Finning Tractor Training Centre, Vancouver, for Partsman and Heavy-Duty Mechanic Training.

During 1980 the Branch provided day-school training for 11,578 apprentices in 843 classes for 48 different trades.

The Branch also arranged evening classes for trades in which there are insufficient numbers to support day-school classes. A total of 49 classes were arranged with 333 apprentices assigned. Additional training is available to interested apprentices through upgrading courses offered as evening programs by various regional colleges. If a particular upgrading program is determined to be of value for an apprentice, the Branch assigns the apprentice and pays for this training. In 1980 the Branch reimbursed 668 apprentices who attended 176 different upgrading courses.

## Pre-apprenticeship Training

Pre-apprenticeship training is offered by the Apprenticeship Training Programs Branch in 25 different trades. This training is designed to provide the opportunity for selected individuals to determine their suitability and enhance their employability for a particular trade. Basic training in the trade is presented to prepare the individual for entry into the skilled labour force as an apprentice.

The courses offered vary in duration from four to six months, and are made available at various times during the year. The Branch pays all tuition costs for the students selected for enrolment in pre-apprentice classes, and provides training and travel allowances. The Canada Employment and Immigration Commission also participates in the funding and assigning of students to the pre-apprenticeship courses.

In 1980 the Branch provided training for 1,980 pre-apprentices in 125 classes. These classes were conducted in 11 regional colleges in the province. Several extra classes were presented to accommodate an anticipated need for additional graduates.

Pre-apprenticeship trades training continued in several secondary schools during the year. These programs are monitored jointly by the Ministry of Labour and the Ministry of Education. Successful graduates of these programs are provided with a Pre-Apprenticeship Certificate, together with their Secondary School Graduation Certificate.

## Trade Advisory Committee

Trade Advisory Committees representing the respective trades are established by the Provincial Apprenticeship Board to provide advice and recommendations, through the Director of the Apprenticeship Training Programs Branch, to the Board on such matters as:

- the need for occupational and manpower research;
- development of curricula for the training of apprentices and journeymen; and
- qualification and examination for certification.

A total of 94 meetings involving the 58 established Trade Advisory Committees were held in 1980. Of those meetings, four were held at locations outside the lower mainland.

An item of significance in 1980 was the holding of Provincial Apprenticeship Board public hearings to receive submissions concerning the Electrical Trades Advisory Committee's request that the two major electrical trades be combined into one category of "Electrician", the requirement for which would be compulsory tradesmen's qualification certification. Another item of importance involved the approval of a new technical training program for the Heavy-Duty Mechanic Repair Trade developed by the Trade Advisory Committee and due to commence in January, 1981.

## Program Development Section

The Program Development Section of the Branch again worked closely with industry through the Trade Advisory Committees in the review, development and revision of program curricula and information material pertaining to skilled trades. The material produced included skill analysis profiles, course outlines, study guides, work record books, wall charts, slotting examinations, tradesmen's qualification examinations, interprovincial standards examinations, trade manuals and information brochures dealing with all areas for which the Branch is responsible.

National occupational analyses are prepared and published by the federal government with the cooperation of the provinces and territories. These documents provide a "road map" for developing national standards in key trade areas to permit mobility and acceptability of workers throughout Canada. In 1980, the Branch was involved in the validation of three national analyses, and in the development of six interprovincial standards examinations.

For provincial programs, work was completed or continued on 23 course outlines, eight tradesmen's qualification examinations and three manuals. Study guides and wall charts were developed in conjunction with the course outline to provide trainees and employers with informati on forthcoming technical training.

A new Millwright Manual was printed and scheduled for sale in 1981. Advance orders for this publication were in excess of 2,000 copies. is anticipated that sales of the Manual will exce 4,000 copies during 1981. In cooperation with th Ministry of Education and the federal governme a manual of instruction for the first year of the heavy-duty mechanic program was prepared. Th manual, in conjunction with on-the-job training, v provide an alternative to the first period of institutional technical training. Apprentices and employers can negotiate with the Branch to conduct in-service technical training, upon completion of which the apprentices may try the first-year examination, and, if successful, progre to the second year.

## Federal-Provincial Cooperation

Under the *Adult Occupational Training Act*, the federal government provides funding for designated training programs.

Procedures have also been developed whereby, under the aegis of the Interprovincial Standards Coordinating Committee, directors of apprenticeship and coordinators of examinations from the provinces and territories meet with the Canada Employment and Immigration Commissi to discuss interprovincial examinations, analyses course outlines, evaluation methods, and other topics related to apprenticeship training and journeymen upgrading programs.

With the participation of the Commission, British Columbia continued to enroll apprentices from th Yukon and Northwest Territories in its technical training programs. Funding for the programs wa provided by the Commission.

## Industrial Training

The Ministry of Labour and the Canada Employment and Immigration Commission jointly administer the Canada Manpower and Industrial Training Program. Staff of the Branch investigate report upon, and recommend or reject industrial training contracts directly related to skill training and apprenticeship.

During 1980 the Branch collaborated with Commission officials to process approximately 7,916 contracts, 2,317 of which were in apprenticeable areas.

This program has been instrumental in providing job opportunities for many individuals who might not otherwise have obtained employment. It also contributes financial assistance to employers during the period of initial instruction, when the productivity of new trainees is characteristically low.

## pecial Projects

n June 1, 1980, the Minister announced a $14.4 llion Critical Skills Trade Shortages Program signed to increase the enrollment of prentices by providing wage assistance to nployers. The program was initiated on ptember 1, 1980.

ider its provisions, employers are paid a wage entive of up to a maximum of $2.50 an hour for 00 new apprentices in the seven industrial des most seriously affected by shortages of lled manpower— namely, millwright, machinist, lustrial instrumentation, industrial electrician, avy-duty mechanic, diesel engine repair and ctronics.

e wage incentive program was intended to ercome the reluctance of some employers to e and train apprentices because of the initial pense of training and the possibility of losing m to other employers at the end of the prenticeship period. Between September 1 and cember 31, more than 900 additional prentices had been indentured or committed to enture under the program.

other reason for the reluctance of employers to e apprentices— the lack of an equitable ection procedure—was determined in a joint dy by the Interior Forest Labour Relations sociation and the International Woodworkers of erica. Adoption of such a procedure would e management reasonable assurance that a spective apprentice possessed academic skills adequate to cope with the tecnnical training requirements of apprenticeship, and, upon completion of training, to become a proficient tradesman, while at the same time fulfilling the union's seniority requirement.

The Branch was invited to participate with the Association and the I.W.A. in devising a solution. Their combined efforts resulted in the development of a series of self-evaluation examinations and formal entrance-standard evaluations for use by the interior forest industry. These materials were designed to identify a candidate's potential for handling the required technical training. Being acceptable to both labour and management, they have since become part of the industry's regular selection process for apprentices. This agreement led to an increase in the number of apprenticeship positions. Between June 1 and the end of December, 44 new apprentices were hired under the revised procedure.

## Journeyman Upgrading

In addition to participating in and promoting the Canada Manpower Industrial Training Program, the Branch worked in conjunction with employers, unions, and joint training committees to arrange and finance upgrading courses for journeymen. During 1980 the Branch sponsored more than 100 courses in a wide variety of trade-related subjects.

(Tables 7 and 8 on page 70 provide a summary of Branch activities during 1980.)

# Employment Opportunity Programs

Employment Opportunity Programs Branch is sponsible for the administration of provincial job ation and on-the-job training programs under authority of the *Apprenticeship Act* (RSBC 9). In addition, the Branch is responsible for Women's Office. In 1980, the Branch funded r 16,000 jobs across British Columbia at a total t of almost $25 million.

Provincial Youth Employment Program inistered by this Branch provides employment training opportunities to youth throughout the vince. The objectives of the program are to mote the development of job-related skills that st young people in entering the labour force, promote employment that contributes to the al and economic development of British umbia.

e 1976, the Program has placed increasing phasis on assisting private-sector employers in viding on-the-job training for young people. In port of this emphasis, the Program increased the level of funding to private sector employers to $10.5 million in 1980, creating over 10,000 training positions for young people. In addition, following an initiative first introduced in 1979, private sector employers have become eligible for up to 12 months of funding if the jobs they offer lead to permanent employment. In 1980, approximately 500 employers participated in this aspect of the Program. A follow-up study of youth employed under this initiative in 1979 revealed that over 40 per cent were still with their employer approximately nine months after funding was terminated. An additional 40 per cent had obtained other employment or returned to school.

In September 1980, the Branch, in cooperation with the Apprenticeship Training Programs Branch, implemented the Critical Skills Shortage Program. This major initiative resulted from the Critical Skills Survey conducted by the Planning and Policy Development Branch of the Ministry, which identified a critical shortage of over 1,400

apprentices in seven trade areas. The Program has committed $14.4 million over a two-year period, and offers employers a wage subsidy of up to $2.50 an hour during the first two years of the apprenticeship period. By December 1980, nearly 500 new apprentices had been processed under this initiative.

In October 1980 the Women's Office was established to serve the needs of women in the B.C. labour force. The Office provides a wide range of data, information and referral services. The role of the Women's Office is to improve working conditions for women and to expand their employment opportunities across a wider range of occupations.

The Branch also administers a joint program with the Ministry of Human Resources for the creation of on-the-job training and work experience opportunities for persons receiving income assistance. Through this endeavour, 955 income assistance recipients were provided with training in the private sector at a cost of $1.2 million. The primary objective of this activity is to provide these persons with skills, self-confidence and work habits that will assist them in gaining permanent independent employment.

In 1980, non-profit organizations created 895 summer job opportunities for young people under the Provincial Youth Employment Program at a cost of $1.8 million. Local government provided 1,770 jobs under the Program, at a cost of $2.4 million. Universities, colleges and institutes created 1,250 jobs at a cost of $3.1 million.

In recognition of the key importance of tourism to the economy of British Columbia, over $500,000 was used in 1980 to fund 162 positions at 81 tourist information centres, and 84 positions at 56 museums throughout the province.

Through the Work-In-Government component of the Provincial Youth Employment Program, the Branch provided $5,041,000 to provincial ministries to assist in the hiring and training of 1,515 students and young persons. These positions enhanced the services of the ministries and provided the students and youth with valuable work experience and job skills.

Another program offered under the Provincial Youth Employment Program in 1980 provided $185,000 to provincial ministries to offer four-months work experience to 41 graduate students enrolled in the University of Victoria Cooperative Education Programs. These work experiences were directly related to the students' courses of study, and were designed to enhance their prospects of obtaining permanent employment after graduation.

In conjunction with the Public Service Commission, the Branch provided funding through the Personal Placement Program in the amount of $283,000 to assist provincial ministries in hiring and training handicapped and disadvantaged persons. As a result of this assistance, 70 individuals were placed in employment opportunities.

In cooperation with the Province of Quebec, the Branch operated a student exchange employme program. Twenty-eight university students from British Columbia worked in the Quebec Public Service during the summer months, and 25 Quebec university students were employed in th British Columbia Public Service during the same period. At a cost of $92,800, the program was successful in introducing these students to the culture and language of the host provinces, as well as providing them with valuable training anc work experience.

The Branch operates 16 offices throughout the Province to provide year-round assistance to employers. Field staff receive specialized trainin to enable them to provide a consultative service to employers in the development of on-the-job training programs.

# Manpower Advisory Services

'he Manpower Advisory Services Branch of the 'linistry was established in 1977 and is composed f two units of responsibility, Manpower .djustment Services, and Immigration Services. he former deals with labour market and conomic problems arising out of expansions or ontractions of the work force of a firm, an ıdustry or a geographic area of the province. The tter is responsible for all matters related to nmigration and refugee settlement.

## 'lanpower Adjustment Services

he main activities of Manpower Adjustment ervices during 1980 were focussed on the solution of specific manpower problems sulting from:

) technological change
) market contractions caused by seasonal, cyclical or structural factors
) permanent closures
) partial layoffs, and
) industrial expansion.

ıe services of Manpower Adjustment are ailable to workers, employers, industries, and ecific regions of the province, to assist in:

) stabilizing the labour force
) planning for manpower expansions and contractions
) contributing to economic development and employment in the various regions of the province
) increasing productivity levels
) maintaining or increasing personal income
analyzing the strengths and weakness of potentially endangered industries, and
developing appropriate adjustment programs, and
) minimizing potential structural problems of marginal firms to improve their competitiveness.

ıring 1980, the Ministry of Labour was a ınatory to 103 Manpower Incentive Agreements. ese agreements are intended to treat a variety adjustment problems associated with:

plant closures—temporary and permanent
technological change
plant expansion and contraction
employee turnover and attrition
mobility programs
work-sharing agreements
Native Indian programs
community-related services
manpower planning
nvestment and job-creation incentives
(k) training and upgrading
(l) income maintenance, and
(m) research and analysis.

A primary objective of the adjustment process is to stabilize or reduce unemployment through the design and implementation of programs that promote occupational, inter-industry and geographic mobility of labour. In view of this, a stronger emphasis was placed on training and retraining workers in the forestry and manufacturing industries to improve their ability and employability.

Additionally, the program is attempting to promote the principle of maintenance of employment as an objective, not only of government, but also of employers and employees. The *Employment Standards Act*, introduced by the Minister in 1980, requires employers to provide employees with advance notice of layoffs. This requirement should ensure that provincial and federal training, mobility and placement programs are fully applied, thereby mitigating the adverse effects of layoffs and dismissals on the economy of British Columbia.

## Immigration Services

The Branch's Immigration Services is the point of contact with Canada Employment and Immigration Commission officials in routine immigration matters requiring consultation with the provincial government. These include the admissibility of persons requiring medical treatment, the transfer of foreign students from one British Columbia institution to another, and the impact of immigration on job opportunities for residents of the province.

Immigration Services also provides information and advice to the Minister, who is responsible for immigration matters in the province, and to other provincial ministries and Crown Corporations on immigration matters that affect them.

The late 1970s saw the exodus of hundreds of thousands of Vietnamese, Laotians and Kampucheans from their homelands. Subsequently, British Columbia and other provinces responded to the emergency by cooperating with the federal government to resettle in Canada, during 1979 and 1980, a total of 60,000 Indochinese refugees, some 7,000 of whom took up residence in British Columbia. To facilitate their resettlement, the Legislature unanimously passed the *Refugee Settlement Act* in July of 1979. Under this Act, the Ministry of Labour provides grants province-wide to non-profit settlement agencies that offer such services

as orientation programs, interpretation and escort, counselling, translation of documents, and help in finding employment and accommodation. Agencies that received grants for all or part of 1980 were as follows:

- B.C. Association of Social Workers
- City of Vancouver
- Immigrant Services Society of B.C.
  - Immigrant Services Centre Branch (Vancouver)
  - Prince George Branch
  - Seymour Street Branch (Vancouver)
- Inter-Cultural Association of Greater Victoria
- Jewish Family Service Agency (Vancouver)
- Kamloops Chinese Cultural Association
- Knox Presbyterian Church Refugee Committee (Cranbrook)
- Matsqui Abbotsford Community Services
- M.O.S.A.I.C. (Vancouver)
- Multicultural Society of Kelowna
- Nanaimo Refugee Coordination Society
- S.U.C.C.E.S.S. (Vancouver)
- Surrey Delta Immigrant Services Society
- Vernon Social Planning Council.

Immigration Services has also worked closely with other ministries in establishing a health care package for refugees during their first year in the province and a program for the settlement of a number of unaccompanied refugee children. Immigration Services continues to provide information and advice to private sponsors of refugees.

# Trade-schools Regulation

Trade-schools Regulation Branch is responsible for the supervision of private trade-schools. Such supervision includes approval of: premises and equipment; health, sanitary and safety conditions; hours of operation; course content; fees; form of contract; teacher qualifications; performance bond; cancellation provisions; advertising copy; and any other procedures that serve to protect the public and prevent unscrupulous practices. The issuing of a Certificate of Registration authorizes an institution to operate a trade-school, and provides the public with the assurance that Ministry standards have been met.

During 1980, the pre-registration process for private trade-schools has become rigorous and exacting, with the complete curriculum being evaluated by the Ministry of Labour and independent authorities. Teacher qualifications have been defined and physical plant and course delivery ability have been determined. Following such evaluations, recommendations were made to the Minister of Labour concerning registration, re-registration, requests for changes in tuition fees, and requests for approval of new courses. As in previous years, a Branch representative attended school graduation ceremonies.

As of December 31, 1980, 165 schools offering correspondence and practical courses, or combined correspondence and practical training, were registered under the *Apprenticeship Act*. One hundred and thirty-seven schools were re-registered from 1979, and the 34 new schools evaluated were recommended to the Minister, and approved for Certificates of Registration during the year. Six schools discontinued operation. These figures represent a net growth rate in the number of trade-schools of 20.43 per cent. Based on year end statistics provided by the schools, the student population exceeded 24,000.

In addition to the inspections conducted in each school at least twice a year, special visits were made to resolve specific problems and complaints. Students who had prepaid tuition fees and subsequently decided to discontinue training were granted refunds.

The Third Interprovincial Conference of Private and Vocational and Trade Schools Act Administrators was held in Vancouver on September 18 and 19, 1980. The first such meeting was held in Toronto in 1975, the second in Banff in 1977. The purpose of these meetings is to develop comprehensive legislation that will be applicable in all provincial jurisdictions. Such legislation would be of considerable benefit to the trade-schools administration in each province, and a boon to residential and correspondence schools planning to offer their courses in more than one province.

During the year, the Branch published a Private Trade-Schools Directory. It provides ready reference to all of the private trade-schools registered in the province, and to particular courses of instruction, and includes the regulations governing these schools. The director has been widely circulated and has drawn favourable comments from many users.

# Provincial Apprenticeship Board

'he Provincial Apprenticeship Board, established ınder the *Apprenticeship Act*, came into being on anuary 1, 1980. Its 13 members were appointed ıy the Minister. The Board held its inaugural ıeeting on January 21, 1980 and embarked on a ourse of action that produced significant dvances in a number of areas during the year.

arly in 1980 the Board initiated discussions etween the Ministries of Labour and Education, imed at resolving jurisdictional difficulties arising ut of the fact that the Ministry of Labour is esponsible for administration of the pprenticeship program and on-the-job training, nd the Ministry of Education is responsible for ıe institutional segment of the training.

he outcome of these discussions was the joint ndorsement, by the Ministers of Labour and ducation, of a document that clearly establishes ıe functional relationships between the two ıinistries. Expectations are that this clarification ill stimulate closer cooperation and greater fficiency in the promotion of apprenticeship aining.

ıe Board also took steps to improve liaison with ıe Education Ministry's Occupational Training ouncil, in order to prevent duplication of effort ıd activities. Consequently, the PAB chairman ɔw attends OTC meetings, and the OTC ıairman attends PAB meetings. One of the first eations of the two bodies was a joint committee study pre-employment and pre-apprenticeship aining.

## Vage Assistance Program

ıe Critical Skills Survey conducted in 1980 by the inistry of Labour for the Occupational Training ɔuncil revealed a shortage of at least 1,400 ersons in the seven skilled trade areas surveyed. cting on the Board's recommendations for aling with this situation, the Minister introduced short-term wage assistance program providing 4.4 million to assist employers by paying a rtion of the wages of apprentices during their st two years of indentureship. The program ent into effect in September 1980; by the end of e year, more than 500 additional apprentices d been indentured or committed to indenture.

other project undertaken by the Board was the nvassing of a wide cross section of British lumbia's employers, representatives of ganized labour, educators and government icials for ideas, suggestions and support for g-term government policies that would be signed to promote and expand apprenticeship training in B.C. Among the questions the Board will examine, prior to drafting policy recommendations, are the following:

—What must be done to ensure that apprenticeship training can produce the number of journeymen required by industry during the '80s?

—Can a plan be developed that will be self-financing?

—How can the participation of women in the apprenticeship program be expanded?

—How can programs for the upgrading of journeymen be enriched?

—What must be done to provide greater access to apprenticeship for Native Indians, the handicapped and the socially disadvantaged?

Plans for a Board-sponsored apprenticeship forum were put in place late in the year, and the event was scheduled for early 1981.

## Trade Advisory Committees

The Trade Advisory Committees are joint employer-union committees, established to identify problems associated with apprenticeship training for the various trades, and to propose solutions and improvements.

Under a new procedure established by the Board, requests and proposals put forward by the Trade Advisory Committees are now dealt with promptly. The process is normally time-consuming, because the Board must assess the impact that one trade's recommendations may have on the overall apprenticeship system before action can be taken. To assist matters, the Apprenticeship Training Programs Branch now reports monthly to the Board on the activities of the various committees.

## Pre-Entry Training

The question of where pre-employment and pre-apprenticeship training fit into the skills training system has been a matter of concern for some time. The problem was examined at length by the Melville-Kirchner Task Force, appointed in 1979 by the Ministries of Labour and Education, but it remains unresolved. PAB has initiated a joint review by the two ministries, and expects that a report will be issued sometime in 1981.

Other activities of the Board during 1980 included a meeting with the chairman of the federal Parliamentary Task Force on "Employment Opportunities in the '80s", and another with a visiting delegation from Australia.

# Part IV:

# Industrial Relations and Occupational Safety Programs

# Introduction

The Industrial Relations and Occupational Safety Division of the Ministry provides the services required to promote harmonious and productive labour-management relations throughout the province.

With respect to industrial relations generally, and collective bargaining specifically, 1980 proved to be one of the most successful in the Ministry's history. Preliminary statistics show that there were 127 work stoppages involving 39,223 workers with 482,055 worker-days lost. Compared to 1979, there were decreases in the number of workers involved, the number of work stoppages, and the total number of days lost. The average number of workers involved in disputes fell for the fourth consecutive year— an average of 309 workers directly involved, compared with 872 in 1976. In part, this reflects the excellent record of the Mediation Services Branch which, in 1980, was involved in 403 disputes, and which resolved 84 per cent of the cases that came before it.

1980 was also an eventful year for the Labour Standards Branch. On July 9, 1980 the Minister introduced to the Legislature the *Employment Standards Act* (Bill 36), which is to come into effect early in 1981. The Act introduced new benefits, such as increased vacation entitlement, improved maternity provisions, and a requirement for notice of termination of employment ranging from two to eight weeks, depending on length of service with an employer.

The workers and employers Compensation Advisory Services were required to contend with heavy work schedules in connection with their function of giving assistance, advice and information with respect to claims and appeals under the *Workers' Compensation Act*. Increasing emphasis was put on holding educational seminars for employer and trade-union groups ar associations, to assist them in discharging their respective obligations in the claims process.

The Occupational Environment Branch, which is responsible for the application and enforcement of the *Factory Act* and the Occupational Environment Regulations, was successful in increasing the range of its activities in 1980. An per cent increase was recorded in the number o inspections of factories, offices and shops, and educational activities were highlighted by its "Light an Aid to Sight" workshops.

Officials of the Ministry continued to monitor developments in the labour relations infrastructure, and to make recommendations foı improvements in the services provided by the Ministry.

During 1980, the Ministry provided speakers and panelists for trade unions, employers organizations and educational establishments. Officers of the Ministry met for formal and inform exchanges with labour officials from other jurisdictions. Representatives of the Ministry attended the International Labour Organization Conference, the Annual Meeting of the Canadiar Association of Administrators of Labour Legislation, and the Annual Conference of the Association of Labour Relations Agencies. In connection with the last-named organization, which is comprised of ministries, labour relations boards, state agencies and mediation services throughout Canada and the United States, the Ministry played host to its 1980 Convention in Vancouver, which was attended by delegates from all over North America.

# Labour Standards

abour Standards Branch is responsible for dministration of a multiplicity of labour-related tatutes, orders and regulations, including the *'ayment of Wages Act, Minimum Wage Act, 'mployment Agencies Act, Control of 'mployment of Children Act,* and *Annual and ieneral Holidays Act.*

)n July 9, 1980, the *Employment Standards Act* Bill 36), was introduced to the Legislature by the linister. Second reading took place on August 19, nd third reading, followed by Royal Assent, ccurred on August 22.

/hen proclaimed, this legislation will consolidate ertain aspects of existing legislation, and provide ew and important benefits to the labour force of ritish Columbia. These benefits will increase acation entitlements, improve maternity benefits, nd require an increase in notice of termination of mployment ranging from two weeks after six onths of employment, to eight weeks after eight ears of employment. In addition, other ccupations not previously covered, such as omestic and farm workers, will enjoy the same enefits and protection.

gether with these improvements, former wage ders were repealed and replaced by regulations ising the minimum rate of pay from $2.60 to $3 hour for persons 17 years of age and under, nd from $3 to $3.65 an hour for persons 18 years age and over.

uring 1980, Branch officers made a total of ,210 calls in connection with the enforcement of ibour Standards legislation. Adjustments talling $1,837,683.03 were made on behalf of 901 employees by 2,936 employers. The majority wage arrears came about as a result of the nployers financial instability.

further erosion of the rights of wage earners curred when the Supreme Court of Canada ed that claims of the Crown take priority in ders of distribution under the federal *ankruptcy Act.* It is anticipated, however, that the w Employment Standards legislation to be oclaimed in 1981 will restore the situation for ige earners.

meet the challenge of the expanded mandate posed by the new legislation, the Branch tituted an intensive public awareness and staff ucation program. One half of the program nsisted of seminars aimed at informing nployer and employee groups and other erested parties about the new Act. The other lf featured in-house staff training seminars signed to equip Labour Standards personnel h the background necessary to cope with the upsurge of public inquiries expected after proclamation of the new *Employment Standards Act.*

In addition to staff training seminars, the Branch has undertaken studies to determine the impact of its expanded legislative mandate. In conjunction with these studies, the Branch is drawing on the experience of other provinces with similar legislation— specifically Ontario and Alberta. Attempts have also been made to ensure that the distribution of industrial relations officers assists the Branch in meeting the growing needs of the public. Of significance in this regard is the opening of a new office at Courtenay, and the stationing of additional industrial relations officers at Dawson Creek and Terrace.

The Branch continued to obtain voluntary compliance with the legislation during 1980. This compliance is obtained primarily through education and moral suasion. Only after these approaches have failed does the Branch resort to litigation. During the year the Board of Industrial Relations issued 764 certificates, an action followed by issuance of 442 demand notices that were served on various institutions and third parties indebted to the employers named on the certificates. Other action that followed from the issuance of certificates was the issuance of writs of seizure and sale, and certificates of judgment.

Although the Branch was primarily occupied with wage recovery, which represents approximately 70 per cent of its functions, it continued to discharge its other responsibilities. For example, the Branch is required to register employment agencies throughout the province. This procedure necessitates having an officer of the Branch meet with and counsel the applicant agency to ensure compliance with the provisions of the Act. Following investigation, 126 registrations were issued to agencies throughout British Columbia.

Another area of activity is the issuing of permits under the *Control of Employment of Children Act.* Following investigation to ensure that the health and welfare of the children concerned would not be adversely affected by employment, 241 permits were issued.

The Branch is also deeply involved in assignments on behalf of the Labour Relations Board of British Columbia. These assignments dealt with such issues as applications for certification, unfair labour practices, Section 96 (1) applications, Section 34 applications, wildcat strikes and lockouts.

(Statistical information providing details on Branch activities is contained in Tables 9, 10, and 11 on pages 73 and 75.)

# Mediation Services

Settling labour-management disputes within the province is the prime objective of the Mediation Services Branch. To this end, the Branch provides assistance to both management and trade unions during negotiations for an initial collective agreement or for the renewal of an existing agreement.

During 1980, officers of the Branch were involved in a total of 403 disputes: 271 occurred in 1980, eight involved no official appointments, and the remaining 124 were carried over from 1979. In addition, the officers were involved on a continuing basis in 18 disputes, subsequent to the report of the officer. Of the 253 cases completed during 1980, mediation officers assisted in the successful settlement of 211 of them, or approximately 84 per cent of the total.

The assistance of a mediator is available, on an unofficial or informal basis, if a labour-management dispute has resulted in a strike or lockout. Mediation assistance is also provided to government employees in labour disputes coming under the *Public Service Labour Relations Act*, and to teachers under the *Public Schools Act*. Trade unions and employers, either separately or jointly, may apply to the Branch for the assistance of a mediator by making application, under the *Labour Code* of British Columbia, to the Director, Mediation Services Branch, Deer Lake Centre, Suite 320, 4946 Canada Way, Burnaby, B.C. V5G 4J6.

When the parties fail to reach agreement, the mediation officer prepares a report on the dispute for the Minister. Upon receipt of copies of that report from the Minister, the parties to the dispute are free to initiate strike or lockout action, but the mediation officer remains available to assist the parties in concluding a collective agreement. His report to the Minister simply indicates the status of negotiations between the parties at that time; does not relieve him from further participation.

The function of the Branch has been broadened to include the role of "preventive mediation". Th is based on the conviction that establishing and maintaining a sound relationship between union and management is of paramount importance t their mutual well-being. The adversary system o collective bargaining does not preclude the parties working together during the term of a collective agreement on the many problems of ti workplace that cannot be effectively dealt with i a win-lose atmosphere.

The Branch retains copies of collective agreements and certifications, and these are available for scrutiny by trade unions and employers, on request. Throughout 1980, the Branch maintained contact with a variety of conciliation and mediation services in Canada a the United States for the purpose of exchanging information on matters of administration, legislation, trends, and problems of mutual interest and concern. Upon request the Branch provides speakers, panelists and moderators fo educational institutions and employer-trade unio organizations. Numerous inquiries were received from many parts of the province and from other centres in Canada concerning legislation affecti collective bargaining.

In 1980 the Ministry played host to the annual convention of the Association of Labour Relatio Agencies. The Branch was responsible for all arrangements, and the convention attracted delegates from many parts of the United States and Canada.

(Table 12 on page 75 provides a summary of Branch activities during 1980.)

# Compensation Advisory Services

ıe Compensation Advisory Services Branch of ;e Ministry consists of two entities — a Workers dvisor and an Employers Advisor — both ;tablished under provisions of Section 93 of the *orkers' Compensation Act.* One provides orkers and their dependents with advice, ;sistance and information concerning claims ade under the Act, the other provides a similar ;rvice to employers.

## /orkers Advisors

ıe Workers Advisor and a staff of four additional dvisors communicate with or appear before ›ards of review and commissioners of the orkers' Compensation Board on behalf of ;rsons who have entered compensation claims ıder the terms of the Act. Generally, however, ;rsonal representation by an advisor is limited to aims that are of such complexity or significance at assistance is required.

ıe advisors also provide counsel concerning lministration and interpretation of the Act as it fects regulations and policy.

though they are independent of the Workers' ›mpensation Board, the advisors do not make ;cisions or policy with respect to matters under e Act. Their function is primarily an advisory and lucational one, limited to providing useful 'ormation to workers and worker representatives.

ıring 1980, the Branch participated in or onsored 38 seminars for various labour union, gal and para-legal organizations. The Branch ;o dealt with 1,274 claims for workers and ceived over 20,500 telephone inquiries.

ıring the year, the Branch published a brochure orming workers and worker representatives out the services available. In the near future, it l also be producing a comprehensive reference and training manual dealing with matters related to legislation, policy, procedures, and the appeal system within Workers' Compensation. The contents of the manual will include information brochures on specific aspects of Workers' Compensation, a series of case studies, and a bibliography of compensation literature.

## Employers Advisors

The two Employers Advisors on the staff of Compensation Advisory Services prepare written submissions on appeals to the boards of review, commissioners of the Workers' Compensation Board, and independent medical review panels. Personal representation before appeal tribunals is provided to employers seeking assistance on claims of such complexity or significance that assistance is required.

Branch advisors are independent of the Workers' Compensation Board, and, as in the case of employees advisors, do not make decisions or policy concerning matters under the Act. They do, however, have access to the Workers' Compensation Board claims files. At the request of employers, these files are reviewed in depth and evaluated with respect to adjudication and claims management. Employers are advised and directed accordingly. They are encouraged to appeal improper claims, and discouraged from appealing claims that have merit and are properly managed.

By way of providing an educational service, staff members participate in seminars at which employee and employer organizations are shown how to handle claims they believe to be improper and deserving of protest or appeal. During 1980 Employers Advisors pursued and processed 626 such cases.

# Occupational Environment

The role of the Occupational Environment Branch is to ensure that employees in factories, stores and offices in British Columbia enjoy the benefits of acceptable working conditions, and to assist employers in determining the most suitable method of providing a good working environment. To fulfill this role, the Branch is given responsibility for the application and enforcement of the *Factory Act* and of the Occupational Environment Regulations that establish minimum standards and requirements for a healthy, safe and comfortable working environment. The primary objective of this program is the promotion of improved labour-management relations in the province.

## Field Inspections

Physical inspections of existing workplaces conducted by Branch inspectors ensure that acceptable working conditions are being maintained in existing industrial establishments. Inspectors examine, test, and assess the adequacy of lighting, heating, ventilation and make-up air systems to ensure compliance with the legislation. Building maintenance related to sanitation, interior finishes, and housekeeping, together with employee amenities for personal hygiene and comfort, such as washrooms, lunchrooms, shower facilities, clothing lockers and seating provisions, are priority items. The number of individual visits to work places totalled 12,614 during the year, and 5,102 separate items were brought to the attention of employers for improvement. This represents an 11 per cent increase in inspections, and an 8 per cent reduction in directives issued, due in part to a greater awareness and voluntary compliance with the legislation by employers. Contributing to the increased inspection activities is a 33 per cent growth in the number of employee complaints investigated, which reflects growing employee awareness of working conditions.

Whenever possible, employee representatives participate in the inspections in an effort to develop cooperative solutions to problems in the working environment, and to enhance labour-management relations. Efforts to achieve voluntary compliance with directives issued as a result of inspections conducted during 1980 were satisfactory, and no legal action was required.

During 1980 considerable emphasis was placed on inspections of the forest products industry. In spite of a significant staff turnover in the Branch, inspections of virtually all the sawmill and plywood plants were conducted. The majority of these plants have subsequently made substantial progress toward meeting the requirements detailed in the directives issued. Consequently, there was a significant improvement in the working environment of employees in this indus

## Plan Approvals

A review by Branch inspectors of architectural and engineering plans and specifications for ne factories, or for additions and alterations to existing industrial buildings, ensures that all requirements of the Act and Regulations will be met prior to the start of construction. This is a fr service offered by the Branch in order to avoid costly changes following construction. A total o 653 separate projects were reviewed and approved during 1980. This is a 15 per cent reduction from the previous year, the result of a slowdown in construction of commercial and industrial projects in the province over the last few years.

## Education

In addition to inspection and plan approval activities, the Branch continued to provide educational services aimed at explaining the requirements of the Act and Regulations will be promote voluntary compliance, and at providing basic instruction in designing and maintaining building environmental systems.

Throughout the year, the Branch presented its *lighting workshop, "Light an Aid to Sight," and* provided representatives to speak at various seminars and conferences, such as the B.C. Safety Council, the I.W.A. Safety Seminar, and t Provincial Safety Officers Conference.

The "Light an Aid to Sight" workshops continue to be a success. Presentations were made to electrical apprentices at the Pacific Vocational Institute, and to representatives of the forest products industry, government, and lighting designers. The Department of Continuing Education at B.C.I.T. has requested a series of presentations for inclusion in the program of the new Downtown Education Center in Vancouver.

## Consultation

Throughout the year, the Branch continued to provide consultative services to employers, architects, consulting engineers and contractor concerning the design and performance standards for building environmental systems a employee amenities. The purpose of this servic to assist employers and building owners in providing acceptable working conditions.

ssistance provided by the Branch in the evelopment of mercury-handling procedures at e Vancouver General Hospital, and in the stablishment of design standards for the nergency Health Services Commission's nbulance attendants stations are significant xamples.

ne following table provides a statistical summary the Occupational Environment Branch's tivities for 1980:

| k Site | Inspections | Plans | Directives | Consultations |
|---|---|---|---|---|
| ctories | 7,001 | 550 | 3,668 | 854 |
| ices | 5,080 | 69 | 1,813 | 201 |
| ops | 533 | 34 | 86 | 8 |
| als | 12,614 | 653 | 5,102 | 1,063 |
| cent ange m 1979 | 11.0 | –15.0 | –8.0 | –5.5 |

## ojects

part of its summer employment program, the nch employed a graduate student from Simon ser University to undertake a study on the onomic factors affecting cashiers in ermarkets. The purpose of the study was to estigate the effect of work station design on safety, health, efficiency and comfort of these oloyees. A report on the study was completed l is currently under review by the Ministry.

esponse to inquiries from employees regarding problems encountered when working with ctronic data processing equipment, the Branch be developing an information pamphlet on the ject for distribution early in 1981.

Branch is also planning to hold a series of lic seminars on a wide spectrum of working concerns. The aim will be to provide first-hand wledge of innovative improvements in the king environment, job design and productivity.

Work on the labelling project, initiated through the Canadian Association of Administrators of Labour Legislation in an effort to develop a model standard for labelling hazardous industrial chemicals, continued during the year. Methods of implementing a national standard are currently being considered. The objective of this program is to reduce employee exposure to toxic chemicals by ensuring that manufacturers provide product labels that contain the necessary information, and to reduce the need for enforcements of labelling by inspectors at the plant level.

The computerized inventory and reporting system implemented in 1979 entered the production stage in 1980. Although a considerable number of improvements were made in the quality of the reports provided by the system, delays in obtaining monthly reports were encountered. Some minor enhancements to the system are planned for the coming year in an attempt to improve turnaround time and reduce operating costs.

## Administration

The Branch's 20 inspectors continue to provide service throughout British Columbia from its main office in Burnaby and seven regional offices located in Victoria, Nanaimo, Chilliwack, Kamloops, Kelowna, Nelson and Prince George. New inspectors were recruited for Prince George, Kamloops and Nelson. The opening of a new regional office in Terrace will provide improved service to this rapidly developing area of the province.

The establishment and staffing of a codes engineer's position will enable the Branch to become actively involved in the formulation and review of standards for the working environment and to provide improved technical support to the inspection staff.

# Part V:

# Special Services

# Arbitration

Arbitration Branch maintains a library of arbitration awards that are provided to the Branch by arbitrators in accordance with requirements of the *Labour Code*. Information about these awards is provided to interested parties. Copies of awards may be viewed at the Arbitration Branch, 880 Douglas Street, Victoria, B.C. (387-1981), or may be obtained at a charge of 25 cents a page. Cheques or money orders should be made payable to the Minister of Finance.

Summaries of all arbitration awards received are prepared and published monthly in the Ministry's Labour Research Bulletin. A topical index classifying awards by subject is prepared each year and is available upon request. Copies of all arbitration awards received are forwarded for publication in Labour Arbitration Cases, and Western Labour Arbitration Cases.

Most arbitration boards are selected by the parties to a collective agreement. The *Labour Code*, however, states that if there is a failure to appoint or constitute an arbitration board under a collective agreement, the Minister, at the request of either party, shall make the appointments necessary to constitute a board. The Arbitration Branch advises the Minister on such appointments in grievance and interest disputes. In addition, the Branch deals with submissions to the Minister regarding arbitration proceedings.

In order to assist in the preparation of the Canadian position on I.L.O. questions, the Branch provides the International Relations Branch of Labour Canada with information concerning British Columbia's response to proposed conventions and recommendations, compliance with ratified instruments, and practices and conditions within the province on subjects chosen for technical co-operation.

The Branch also continues to circulate descriptions of I.L.O. Technical Co-operation Program job vacancies in foreign countries. These positions call for expert help in vocational training, manpower and employment planning, and related labour fields for fixed-term contracts. Further details may be obtained from the Branch.

## Arbitration Awards

During 1980, 388 arbitration awards were filed with the Ministry of Labour. This represents a decrease of 12 per cent from the 442 awards received in 1979, and an increase of 14 per cen over the 340 received in 1978. Awards by three-party arbitration boards constituted 161 of the total for 1980, and 227 were awards of single arbitrators. This distribution is consistent with the pattern established over the last few years wher approximately 60 per cent of arbitrations were heard by single arbitrators and 40 per cent by three-person boards.

Ministerial appointments of arbitrators under the *Labour Code* and *Essential Services Disputes A* accounted for 34 of the awards received in 198 Thirteen of the awards were for chairmen of arbitration boards, and 21 for single arbitrators. The number of ministerial appointments in 1980 represents a slight decline over the 36 of 1979 and the 41 of 1978.

Eighty-six of the awards submitted during 1980 dealt with the discharge of employees. The average length of time between the date of discharge and date of award for these cases wa 187 days, an improvement over the 1979 averag of 212 days. This improvement is further reflecte by the fact that awards were issued within 200 days in 67 per cent of the cases in 1980, wherea only 52 per cent of the discharge cases fell with this limit in 1979.

With respect to the length of time between hearing dates and dates of awards in all categories however, the figures for 1980 indicate a continuation of the trend toward greater delay The average number of days between the hearin date and the date of award for single arbitrators was 45 days in 1980, up 26 per cent over 1979 and 50 per cent over 1978. For three-person boards the average in 1980 was 66 days, an increase of 11 per cent from 1979 and 37 per ce from 1978. Table 14 on page 77 indicates the average number of days required to complete arbitration cases in 1980.

(The frequency of occurrence of various issues i arbitration awards submitted during 1980 is outlined in Table 13 on page 76 . A complete topical index is available upon request from the Arbitration Branch.)

# Board of Industrial Relations

ıring 1980, the Board considered numerous quests for permission to vary hours of work and ertime rates to accommodate short-week, xtime, and other working arrangements. Where e requirements of the legislation were satisfied, rmission was granted. The Board considered d granted several applications for overtime rmits. It also granted permits to mentally ndicapped persons to allow them to be ployed at less than the minimum wage in work a therapeutic nature.

The Board confirmed many certificates for wages owing under the *Payment of Wages Act.* (For details, reference should be made to the Labour Standards Table 10 on page 75.) Requests for exemption from Section 15A of the Act were also dealt with.

During the year, the Board held 62 regular meetings and 55 hearings throughout British Columbia.

# Construction Industry Coordinator

e Construction Industry Coordinator is ponsible for government-industry liaison, policy velopment, assessment of manpower uirements, project forecasting, and the velopment of industrial relations procedures opropriate to this sector of the economy.

e office serves as a focal point for labour and nagement in the construction industry. Its cess is dependent upon daily contact with ustry and union leaders.

e Construction Industry Coordinator acts as airman of the Construction Industry Advisory uncil. The members of the Council during 1980 re Lloyd Blain, Executive Vice-President of the istruction firm of Dawson and Hall, Vancouver; r Gautier, President, B.C. & Yukon Territory ding and Construction Trades Council, couver; James McAvoy, Business Manager, al 230, International Brotherhood of Electrical rkers, Victoria; Charles McVeigh, President, istruction Labour Relations Association of sh Columbia, Vancouver; Michael Parr, adian Conference President and Business nager, Local 115, International Union of erating Engineers, Burnaby; and Robert nders, President and General Manager, Smith thers and Wilson Limited, Vancouver. Mr. Parr gned on being appointed as a Commissioner he W.C.B. and was replaced by Gary Short, iness Agent, Local 97, International ociation of Ironworkers, Vancouver. Mr. nders resigned when his role as an officer of Construction Labour Relations Association ended. He was replaced by Ken Sewell, General Manager, Ricketts-Sewell Electric Limited, Vancouver.

The Council acts in an advisory capacity to the Minister of Labour in all matters affecting labour-management relations in the construction industry. More specifically, the Council deals with matters related to legislation affecting the construction industry, industrial relations questions referred to it by the Minister, construction demand forecasts, manpower availability, training requirements, and other matters deemed appropriate by the Council or referred to it by the Minister.

Activities of the Council during 1980 were overshadowed by the protracted negotiations for a new collective agreement. However, good progress was made by both the manpower and the safety committees. The former has now launched a comprehensive manpower supply and demand survey, and the latter has appointed a task force to produce recommendations for an on-going safety awareness program for the industry.

The Coordinator acted as Chairman of the Consultative Committee on Building Safety Standards legislation. The Committee consists of some 30 representatives of all types and facets of construction. It presented a unanimous report to government on legislative measures to alleviate the present overlaps and conflicts in the legislation and regulations that have an impact on the design, construction and occupancy of buildings.

# Boards of Review

The boards of review are established under Section 89 of the *Workers' Compensation Act* to provide for an appeal agency independent of the Workers' Compensation Board. The members and chairmen are appointed to serve on the boards of review by the Lieutenant Governor in Council, and are not employed by the Workers' Compensation Board.

Under the *Workers' Compensation Act*, appeals to the boards of review may be made by a worker, employer or dependent after any decision made by an officer of the Board with respect to a worker. Therefore, appeals from those decisions of officers of the Board that relate strictly to matters concerning employers under the *Workers' Compensation Act* are not dealt with by the boards of review.

An appeal must be filed within 90 days of the disputed decision, although the boards of review have the discretionary power to extend time beyond that deadline in meritorious cases.

Appeals are conducted either by reviewing the claim file without a meeting, or by holding a meeting prior to the decision at the request of one of the interested parties.

Meetings are conducted at the office of the boards of review in Burnaby or at major population centres throughout the province. Whether or not a meeting is held, the boards of review will consider the evidence on the Workers' Compensation Board claim file, and undertake additional investigations they deem appropriate.

The procedure at meetings is informal and is intended to be adversarial in nature. A worker dependent, or employer need not appear at a meeting with a representative, although representation is often provided by union offi company officers, lawyers, the office of the Compensation Consultant, or the office of the Employers Advisor.

Late in 1979 and early 1980, the boards of re began to experience a sharp increase in app over those received in previous years. This ha resulted in a delay in processing these appea proved difficult for the boards of review to respond to all requests for meetings in both t lower mainland and communities outside the lower mainland. To remedy this situation, the Minister of Labour appointed a sixth panel to serve on the boards of review. The panel will become functional on January 1st, 1981 and permits an increase in the number of hearings the boards of review are capable of dealing v throughout the Province.

During 1980, 2,775 new appeals were receive and 2,372 were resolved. To deal with these appeals, the boards held 892 meetings at the Burnaby Office and 639 in 14 locations throug the province. At the end of 1980, the boards review had 1,402 outstanding appeals, and 16 requests for appeals that had not by then be checked in to their office.

(Tables 14, 15, and 16 on page 77 provide a summary of boards of review activities during 1980.)

# Research

The function of the Research Branch is to apply the techniques and methodologies of social science to problems in the field of labour relations, employment standards, human rights, safety and manpower. The Branch is primarily a service unit, providing advice and information to Ministry officials, as well as support for the various program areas within the Ministry.

The Branch also engages in joint activities with other ministries, assists various boards and commissions, distributes labour force statistics and related information to the public through a variety of publications, and provides answers to inquiries on labour and manpower matters.

The Branch has a well-established library of o 3,000 titles, maintained by a full-time paraprofessional librarian. The library collectio and services are directed primarily to Ministry staff, but other individuals and organizations a encouraged to make use of these facilities.

The Branch's regular publications include 198 editions of the B.C. Labour Directory, the Cale of Expiring Collective Agreements, and Negotiated Working Conditions. Twelve issues the Labour Research Bulletin were published, featuring a number of articles, including "Occupational Health and Safety Update", "C Symposium for Labour Educators on Occupational Safety and Health", "A Historica

ew of Immigration to British Columbia", bour Market Information 1979", "Issues in the datory Retirement Debate", "Industrial ing in Canada", "The Cost of Employer-Based ing", "Picketing of Allies Under the B.C. our Code", "Interest Arbitration in British mbia", "An Analysis of Sick Leave Protection s", and "Maternity Leave and Job Protection".

Branch participated in, or assisted with, the of a number of committees and task forces. se included the Accreditation Task Force, the o-economic Coordinating Committee, the mittee on Asbestos Hazards, and the struction Industry Advisory Committee.

r research projects undertaken in 1980 ded a survey of piece rates for agricultural ers, a study of technological change in the milling and plywood milling industries (incomplete as of the end of 1980), and a study of future manpower requirements for the construction trades, the results of which are expected in 1981.

A major reprogramming of the computer systems used to compile settlement statistics was completed in 1980. A large number of brief research projects and analyses was undertaken, including background notes on pension issues for speeches and cabinet committees, reports on minimum wages, an analysis of the WCB accident prevention program, analyses of the impact of the breweries dispute on the hospitality industry, notes for speeches on labour relations, and analyses of a number of reports, briefs, and committee recommendations. A fact sheet on labour relations and the economy was instituted in 1980 for the use of senior management.

# Planning and Information Systems

Critical Trade Skills Phase II report has me the largest project undertaken by the ning and Information Systems Branch. Both and small employers in eight categories contacted, including: mining, forestry, pulp paper, transportation, manufacturing, public inistration, health and education. This involved eying approximately 1,260 firms, of which 707 onded. The survey covered the 32 gnated trades commonly found in those eight stries. The construction trades are to be eyed and analyzed separately by the earch Branch.

dition, the Acting Director of the Branch is onsible for the operation of the Word essing Management Steering Committee. group has been delegated the task of eloping the implementation plan for word essing in the Ministry. The project is currently erway.

. processing is a closely allied field in which the Branch is also involved. The Acting Director serves as Chairman of the Ministry's Systems Working Committee. In addition, the Branch prepares the Ministry's data processing budget, currently at $9.8 million, and assists other branches with their particular problems and needs. At present, planning is underway to develop a Ministry-wide information system.

The Branch has also continued its research and coordinating role in the area of federal-provincial relations. The Manpower Needs Committee and Training Subcommittee have continued to meet approximately every quarter. The Branch serves a coordinating function for the provincial ministries involved, and shares the co-secretariatship with the C.E.I.C. The Branch also continues to provide the Provincial Apprenticeship Board with both secretarial and research facilities.

Program evaluation is a newly assigned function. The Branch is slowly building a capability in this area, and has undertaken an evaluation project for Employment Opportunity Programs Branch.

# Part VI:

# Statistical Appendix

## Safety Engineering Services Division
## Table 1 — Summary of Activities, 1980

| | |
|---|---|
| Inspections conducted | 166,505 |
| Work permits issued | 99,367 |
| Home-owner permits | 12,684 |
| Equipment certified | 23,410 |
| Examinations given | 8,339 |
| Individuals or contractors certified or licensed | 15,902 |
| Investigations conducted | 2,001 |
| Plans examined or designs surveyed | 5,976 |
| Meetings or seminars conducted | 745 |
| Written recommendations and reports on defects and hazards (estimated) | 15,979 |
| Fatal and non-fatal injury incidents investigated | 531 |
| Accidents investigated | 293 |
| License suspensions and prosecutions | 22 |
| Property loss, approx. | $5,000,000 |

## Electrical Safety Branch
## Table 2 — Summary of Activities, 1980

| | |
|---|---|
| Inspections conducted | 85,180 |
| Work permits— Contractor | 58,007 |
| — Annual | 460 |
| — Home-owner | 12,061 |
| Total permits issued | 70,528 |
| Pieces of equipment certified | 9,240 |
| Examinations given | 579 |
| Individuals or contractors licensed | 3,338 |
| Investigations conducted— fire/accident | 191 |
| — hazard elimination | 1,770 |
| Plans examined | 760 |
| Meetings or seminars conducted | 250 |
| Certificate suspensions and prosecutions | 2 |

## Table 3 — Fire Accident Investigations

| | Electrical Safety Branch | Municipal Authorities[1] |
|---|---|---|
| Incidents involving human fatalities (11 fatalities) | 7 | — |
| Incidents involving animal fatalities (465 fatalities) | 2 | — |
| Electrical burns | 9 | 2 |
| Electrical shock & misc. injury | 4 | 1 |
| Failure of equipment (no fire) | 6 | 1 |
| Overhead line contact without injury | — | — |
| Fires | | |
| Attributed to human failing | 13 | 1 |
| Attributed to damaged or substandard wiring | 35 | 1 |
| Undetermined origin | 39 | 1 |
| Equipment failure | 51 | 1 |
| Non-electrical causes | 21 | — |
| Miscellaneous incidents | 4 | — |
| Total | 191 | 8 |

[1] Not all municipal incidents are included. Procedures are being introduced to ensure a more representative indication of total incidents reported to fire officials.

## Boiler Safety Branch
## Table 4 — Summary of Activities, 1980

| | |
|---|---|
| Inspections concluded | 19,000 |
| Work permits issued | 1,200 |
| Equipment certified | 12,000 |
| Examinations given | 7,000 |
| Individuals or contractors certified | 8,000 |
| Investigations conducted | 300 |
| Plans examined, designs surveyed | 1,600 |
| Meetings and seminars conducted | 400 |
| Written recommendations and reports on defects and hazards | 2,500 |

## Gas Safety Branch
## Table 5 — Summary of Activities, 1980

| | |
|---|---|
| New designs checked | 3,125 |
| Appliance certifications | 2,170 |
| Gas permits issued | 27,539 |
| Inspections conducted | 55,000 |
| Gasfitter examinations - Grade I | 715 |
| - Grade II | 45 |
| Gasfitter licenses issued (new) - Grade I | 291 |
| - Grade II | 19 |
| Gasfitter licenses renewed - Grade I | 2,974 |
| - Grade II | 214 |
| Gas contractors licenses issued (new) | 115 |
| Gas contractors licenses renewed | 951 |
| Home owners' licenses issued | 623 |
| Prosecutions | 10 |
| License suspensions | 5 |
| Gas bonds called | 2 |
| Meetings conducted | 95 |
| Special investigations— | |
| Explosions | 5 |
| Fires | 17 |
| Other incidents | 7 |
| Fatalities | 3 |
| Injuries | 3 |
| Near asphyxiations | 8 |
| Written recommendations on defects and hazards (estimated) | 3,195 |

## Elevating Devices Branch
## Table 6 — Summary of Activities, 1980

| | |
|---|---|
| Regular inspections | 6,913 |
| Inspections of new installations | 412 |
| Engineering drawings registered | 491 |
| Directions issued | 8,514 |
| Complaints investigated | 56 |
| Accidents investigated | 62 |

# Apprenticeship Training Programs Branch

## Table 7 — Tradesmen's Qualification Certificates and Exemptions Issued in 1980

| Trade | Certificates Issued | Exemptions Issued |
|---|---|---|
| Automotive body repair | 50 | — |
| Automotive mechanical repair | 363 | — |
| Boilermaker (erection) | 23 | — |
| Bricklaying | 32 | — |
| Carpentry | 434 | — |
| Cooking | 66 | — |
| Heavy-duty mechanic | 425 | — |
| Industrial electrical | 201 | — |
| Industrial instrumentation | 34 | — |
| Ironwork | 58 | — |
| Joinery (benchwork) | 34 | — |
| Lumber Manufacturing Industry— | | |
| Benchman | 27 | — |
| Circular-saw filer | 51 | — |
| Saw fitter | 70 | — |
| Machinist | 93 | — |
| Millwright | 422 | — |
| Oil-burner mechanic | 6 | — |
| Painting and decorating | 91 | — |
| Plumbing | 165 | 12 |
| Radio and TV, domestic | 9 | — |
| Refrigeration | 55 | 2 |
| Roofing, damp- and waterproofing | 28 | — |
| Sheet-metal work | 90 | 4 |
| Sprinkler fitting | 38 | 1 |
| Steamfitting and pipefitting | 87 | 8 |
| Totals | 2952 | 27 |

## Table 8 — Summary of Apprentices in Trades

| Trade or Occupation | Terms in Years | Year of Apprenticeship Being Served | | | | | Total Number of Apprentices in Training | Completed in 1980 |
|---|---|---|---|---|---|---|---|---|
| | | First | Second | Third | Fourth | Fifth | | |
| Air compressor and pneumatic tool mechanic | 4 | 1 | 1 | | | 2 | | |
| Aircraft- | | | | | | | | |
| Maintenance mechanic | 3 | 6 | 3 | 7 | | | 16 | [illegible] |
| Painter | 2 | | | | | | | |
| Antique furniture restorer and reproduction | 4 | 1 | | 1 | | | 2 | [illegible] |
| Anvilman | 3 | | | | | | | |
| Armature winder | 4 | 1 | 1 | | | | 2 | [illegible] |
| Autoglass installation | 3 | | 3 | | | | 3 | [illegible] |
| Automatic transmission repair | 3 | 18 | 18 | 9 | | | 45 | [illegible] |
| Automotive— | | | | | | | | |
| Body repair | 4 | 155 | 152 | 103 | 74 | | 484 | 3[illegible] |
| Electric and tune-up | 3 | 9 | 21 | 16 | | | 46 | [illegible] |
| Electrical | 3 | 4 | 1 | 5 | | | 10 | |
| Machinist | 4 | 14 | 22 | 6 | 15 | 574 | | |
| Mechanical repair | 4 | 428 | 434 | 278 | 292 | 1,432 | 209 | |
| Painting and refinishing | 2 | 38 | 56 | | | | 94 | 2[illegible] |
| Parts, warehousing and merchandising | 3 | 36 | 32 | 39 | | | 107 | 1[illegible] |
| Radiator manufacturing and repair | 3 | 12 | 22 | 19 | | | 53 | 1[illegible] |
| Trimming | 4 | 6 | 6 | 6 | 5 | | 23 | [illegible] |
| Baking | 3 | 52 | 31 | 45 | | | 128 | 1[illegible] |
| Bandsaw benchman | 3 | | | | | | | |
| Barbering | 2 | 38 | 77 | | | | 115 | 5[illegible] |
| Benchman-lumber manufacturing industry | 1 | 24 | | | | | 24 | 2[illegible] |

| Trade or Occupation | Terms in Years | Year of Apprenticeship Being Served | | | | | Total Number of Apprentices in Training | Completed in 1980 |
|---|---|---|---|---|---|---|---|---|
| | | First | Second | Third | Fourth | Fifth | | |
| Blacksmith | 4 | | 2 | 2 | 2 | | 6 | |
| Boatbuilding | 4 | 13 | 15 | 12 | 11 | | 51 | 6 |
| Boilermaking | 4 | 5 | 2 | 5 | 3 | | 15 | |
| Boilermaking (erection) | 3 | 24 | 30 | 46 | | | 100 | 15 |
| Bookbinding (1) | 4 | 8 | 11 | 6 | 6 | | 31 | 4 |
| Bookbinding (2) | 2 | 2 | 7 | | | | 9 | 3 |
| Bricklaying | 4 | 51 | 44 | 27 | 51 | | 173 | 29 |
| Cableman | 3 | 3 | | 3 | | | 6 | |
| Carman | 4 | 10 | 3 | 2 | 6 | | 21 | 1 |
| Carpentry | 4 | 530 | 475 | 326 | 452 | | 1,783 | 232 |
| Cement mason | 3 | 13 | 5 | 9 | | | 27 | 5 |
| Circular-saw filer— | | | | | | | | |
| Lumber manufacturing industry | 1 | 57 | | | | | 57 | 29 |
| Cladding | 2 | 11 | 30 | | | | 41 | 2 |
| Collator | 4 | | 1 | 2 | | | 3 | |
| Compositor | 5 | 4 | 10 | 10 | 4 | 2 | 30 | |
| Construction millwright— | | | | | | | | |
| Lumber manuf. industry | 4 | | 1 | 1 | 5 | | 7 | 2 |
| Cooking | 3 | 64 | 50 | 33 | | | 147 | 14 |
| Cutting machine operator | 5 | | | | | | | |
| Dental mechanic | 4 | 10 | 6 | 6 | 15 | | 37 | 3 |
| Dental technician | 4 | 14 | 13 | 13 | 17 | | 57 | 11 |
| Diesel— | | | | | | | | |
| Engine machinist | 4 | | 1 | | | | 1 | |
| Engine repair | 4 | 12 | 15 | 22 | 22 | | 71 | 13 |
| Fuel injection | 4 | | 1 | | 1 | | 2 | 1 |
| Domestic radio and TV servicing | 4 | 5 | 5 | 5 | 7 | | 22 | 4 |
| Draftsman— | | | | | | | | |
| Construction | 4 | 1 | 1 | | | | 2 | |
| Hull | 4 | | 1 | | | | 1 | |
| Mechanical | 4 | 1 | | | | | 1 | |
| Drapery making | 2 | 1 | | | | | 1 | |
| Dressmaking & dress designing | 2 | 1 | | | | | 1 | |
| Drywall finisher | 3 | 25 | 21 | 19 | | | 65 | 12 |
| Electric metering | 3 | 2 | 2 | | | | 4 | 7 |
| Electrical— | | | | | | | | |
| Construction section | 4 | 346 | 295 | 215 | 380 | | 1,236 | 174 |
| Marine section | 4 | 3 | 1 | 1 | | | 5 | |
| Neon section | 4 | 4 | | 2 | | | 6 | 3 |
| Shop section | 4 | 2 | 3 | 1 | 2 | | 8 | 8 |
| Electrical— | | | | | | | | |
| Appliance repair | 3 | 11 | 9 | 7 | | | 27 | 9 |
| Storing | 3 | | | | | | | |
| Operator | 3.5 | 7 | | | 3 | | 10 | 7 |
| Electro plating | 4 | 4 | 1 | 5 | | | 10 | 2 |
| Electronics | 4 | 2 | 1 | 1 | | | 4 | |
| Audio and radio servicing | 4 | 1 | | 1 | 1 | | 3 | 2 |
| Commercial antenna TV | 4 | 2 | 7 | 4 | 3 | | 16 | 1 |
| Electronics— | | | | | | | | |
| Industrial | 5 | 4 | | 2 | | 6 | | |
| Instrument repair and calibration | 4 | 1 | | 1 | | | 2 | |
| Marine | 4 | 1 | 1 | | 1 | | 3 | 1 |
| Panels and controls | 4 | 1 | | | | | 1 | |
| Radio communication | 4 | 2 | 1 | | 3 | | 6 | 1 |
| Sound communication | 4 | | | 1 | 4 | | 5 | 1 |
| Telecommunications | 4 | | | | | | | 1 |
| Technician | 4 | 8 | 6 | 7 | 3 | | 24 | 3 |
| Elevator mechanic | 4 | | | | | | | |
| Embalming | 2 | 6 | 8 | | | | 14 | 3 |
| Farm machinery mechanic | 4 | 1 | 3 | 1 | 2 | | 7 | 1 |
| Floor covering | 3 | 36 | 28 | 22 | | | 86 | 16 |
| Floorlaying (hardwood) | 3 | | | | | | | |
| Florist | 2 | 12 | 7 | | | | 19 | 2 |
| Folding machine operator | 5 | | | | | | | |
| Forklift mechanic | 4 | 3 | 2 | | | | 5 | 2 |
| Front end— | | | | | | | | |
| Alignment and brake service | 2 | 23 | 26 | | | | 49 | 20 |
| Alignment and frame straightening | 4 | 8 | 1 | 2 | 3 | | 14 | 1 |

| Trade or Occupation | Terms in Years | Year of Apprenticeship Being Served | | | | | Total Number of Apprentices in Training | Completed in 1980 |
|---|---|---|---|---|---|---|---|---|
| | | First | Second | Third | Fourth | Fifth | | |
| Gas fitting | 4 | 5 | 5 | 1 | 1 | | 12 | |
| Glassblowing (scientific) | 4 | | 1 | | | 1 | 1 | |
| Glazier | 4 | 60 | 54 | 40 | 72 | | 226 | 31 |
| Graphic arts | 5 | | | | 1 | 1 | | |
| Hairdressing | 2 | 165 | 703 | | | | 868 | 412 |
| Heat and frost insulation | 4 | 6 | 28 | 22 | 27 | | 83 | 32 |
| Heavy-duty mechanic | 4 | 439 | 402 | 342 | 325 | | 1,508 | 238 |
| Hydraulic servicing | 5 | 4 | | | 1 | | 5 | |
| Inboard/outboard mechanical repair | 4 | 15 | 16 | 10 | 5 | | 46 | 7 |
| Industrial— | | | | | | | | |
| Electrical | 4 | 139 | 172 | 117 | 160 | | 588 | 114 |
| Instrumentation | 5 | 38 | 36 | 15 | 17 | 20 | 126 | 13 |
| Mechanic | 4 | 2 | | | | | 2 | |
| Warehousing | 3 | 12 | 13 | 20 | | | 45 | 8 |
| Ironwork (union) | 3 | 59 | 55 | 30 | | | 144 | 43 |
| Ironwork (Cominco) | 4 | 12 | 13 | 16 | 5 | | 46 | 1 |
| Jewelry— | | | | | | | | |
| Engraver (machine) | 2 | | 1 | | | 1 | | |
| Manuf. and repair | 4 | 20 | 6 | 10 | 8 | | 44 | 5 |
| Joinery (benchwork) | 4 | 85 | 61 | 27 | 39 | | 212 | 23 |
| Leadburning | 4 | 5 | 2 | | 3 | | 10 | |
| Letterpressman | 4 | 1 | | | 1 | | 2 | |
| Lineman | 3 | 40 | 36 | 57 | | | 133 | 30 |
| Lithography— | | | | | | | | |
| 5 to 6 years | 6 | 3 | 1 | 2 | 1 | | 7 | |
| Artist | 5 | | 1 | | | | 1 | 1 |
| Camera | 5 | 5 | 2 | 3 | 2 | 4 | 16 | 1 |
| Platemaking | 5 | | | | | 2 | 2 | |
| Preparation | 5 | 10 | 19 | 13 | 4 | 4 | 50 | 3 |
| Press feeder | 2 | 5 | 13 | | | | 18 | 1 |
| Pressman | 4 | 21 | 22 | 11 | 16 | | 70 | 10 |
| Stripping and assembly | 5 | 2 | 1 | 1 | 1 | 1 | 6 | 1 |
| Loftsman | 5 | | | | | | | |
| Machinist | 4 | 133 | 159 | 105 | 75 | | 472 | 49 |
| Fitter | 4 | 3 | 5 | 4 | 2 | | 14 | |
| Mold shop | 3 | | | 1 | | | 1 | |
| Maintenance mechanic | 4 | | | | | | | |
| Maintenance mechanic (pipeline) | 4 | | | | | | | |
| Marine engine repair | 4 | 9 | 10 | 6 | 9 | | 34 | 9 |
| Marking & stamping device technician | 5 | 1 | | | | | 1 | 1 |
| Meat cutting— | 3 | 48 | 43 | 31 | | | 122 | 11 |
| Union Indentured | 2.5 | 7 | 13 | | | | 20 | 2 |
| Millwright | 4 | 267 | 312 | 180 | 179 | | 938 | 151 |
| Motorcycle repair | 4 | 3 | 7 | 3 | | | 13 | 2 |
| Moulding | 4 | 2 | 11 | 2 | 3 | | 18 | |
| Moulding and coremaking | 4 | 2 | 2 | | 2 | | 6 | |
| Multilith operator | 4 | | | | | | | |
| Office machine mechanic | 4 | 4 | 11 | 11 | 6 | | 32 | 6 |
| Oil-burner mechanic | 4 | 2 | 5 | 5 | 2 | | 14 | 1 |
| Optical technician | 4 | | | | | | | |
| Ornamental ironwork | 4 | | | | | | | |
| Painting and decorating | 3 | 71 | 41 | 89 | | | 201 | 42 |
| Partsman | 3 | 62 | 81 | 44 | | | 187 | 23 |
| Patternmaking | 5 | 1 | 4 | 3 | 2 | | 10 | |
| Piledriver and bridgeman | 3 | | 1 | 1 | | | 2 | 1 |
| Plastering | 4 | 7 | | 6 | 1 | | 14 | |
| Plastic and rubber fabrication | 4 | 5 | 3 | 4 | | | 12 | |
| Plastic— | | | | | | | | |
| Fabrication | 3 | | | | | | | |
| Sign making | 4 | 2 | | 2 | 1 | | 5 | |
| Plumbing | 4 | 219 | 178 | 84 | 150 | | 631 | 99 |
| Power-saw repair | 2 | | 1 | | | | 1 | |
| Practical horticulture | 4 | 19 | 21 | 18 | 14 | | 72 | 5 |
| Practical nursing | 1 | | | | | | | |
| Precast concrete moulder & fitter | 1 | 2 | | | | | 2 | |
| Printer (5 to 6 years) | 6 | 11 | 5 | 4 | 12 | 11 | 43 | 7 |

| Trade or Occupation | Terms in Years | Year of Apprenticeship Being Served | | | | | Total Number of Apprentices in Training | Completed in 1980 |
|---|---|---|---|---|---|---|---|---|
| | | First | Second | Third | Fourth | Fifth | | |
| Printing (flexographic) | 2 | 1 | 2 | | | | 3 | 1 |
| Refrigeration | 4 | 32 | 43 | 40 | 42 | | 157 | 22 |
| Rigger sailmaker | 4 | 4 | 1 | 2 | | | 7 | 1 |
| Roofing, damp- & waterproofing | 3 | 58 | 55 | 19 | | | 132 | 15 |
| Sailmaking | 4 | 1 | 1 | | | | 2 | |
| Sawfitter (lumber manufacturing industry) | 2 | 46 | 97 | | | | 143 | 31 |
| Saw-making and filing | 4 | | 5 | | | | 5 | 1 |
| Sheet-metal work | 4 | 147 | 115 | 110 | 105 | | 477 | 62 |
| Sheet-metal manufacturing | 2 | | | | | | | |
| Ship & boatbuilding ind. | 4 | | | 1 | | | 1 | |
| Ship plater | 4 | 3 | 1 | 2 | 4 | | 10 | 1 |
| Shipbuilding | 4 | | 2 | | | | 2 | |
| Shipwright | 4 | 6 | 14 | 11 | 7 | | 38 | 3 |
| Sign painting | 4 | 6 | 11 | 3 | 5 | | 25 | 3 |
| Silversmithing & plating | 5 | 1 | | 1 | | | 2 | |
| Small-engine repair | 4 | 13 | 8 | 7 | 4 | | 32 | 2 |
| Springmaking | 4 | | 1 | | | | 1 | |
| Sprinkler fitting | 4 | 27 | 24 | 5 | 23 | | 79 | 5 |
| Standard transmission repair | 3 | | | 1 | | | 1 | 2 |
| Steam engineer | 4 | | | | | | | |
| Steamfitting & pipefitting | 4 | 113 | 76 | 70 | 73 | | 332 | 54 |
| Steamfitting & pipefitting—lumber manuf. industry | 4 | 1 | 1 | | | | 2 | 1 |
| Steel fabrication | 4 | 99 | 109 | 72 | 58 | | 338 | 24 |
| Tailor | 2 | 1 | | | | | 1 | |
| Telecontrol technician | 5 | 5 | | 1 | 3 | 6 | 15 | 3 |
| Tile setting | 3 | 5 | 3 | 9 | | | 17 | 4 |
| Tire repair | 2 | 3 | 20 | | | | 23 | 5 |
| Tool & die maker | 5 | 3 | 2 | 1 | 2 | 3 | 11 | 2 |
| Truck-body building | 4 | | 1 | 1 | | | 2 | |
| Truck mechanic | 4 | 1 | | 1 | | | 2 | |
| Upholstery | 4 | 17 | 15 | 4 | 6 | | 42 | 3 |
| Wall and ceiling installation | 3 | 113 | 45 | 30 | | | 188 | 28 |
| Watch repairing | 5 | 2 | 1 | | 3 | 6 | 1 | |
| Welding | 3 | 44 | 27 | 44 | | | 115 | 13 |
| Winder electrician | 4 | 18 | 21 | 13 | 19 | | 71 | 2 |
| TOTALS | | 5,000 | 5,309 | 3,145 | 2,894 | 53 | 16,401 | 2,728 |

# Labour Standards Branch
# Table 9 — Comparison of Investigations and Wage Adjustments, 1980 and 1979

| | 1980 | 1979 |
|---|---|---|
| Inspections and Investigations | 48,210 | 49,958 |
| *Annual & General Holidays Act* | | |
| Firms involved | 701 | 1,019 |
| Employees affected | 960 | 1,269 |
| Arrears paid | $ 128,119.92 | $ 143,629.74 |
| *Minimum Wage Act* | | |
| Firms involved | 220 | 280 |
| Employees affected | 367 | 599 |
| Arrears paid | $ 82,877.91 | $ 90,039.14 |
| *Payment of Wages Act* | | |
| Firms involved | 2,015 | 3,176 |
| Employees affected | 4,574 | 8,124 |
| Arrears paid | $1,626,685.20 | $1,719,843.19 |
| Total adjustments | $1,837,683.03 | $1,953,512.07 |

## Table 10 — Payment of Wages Act

| | 1980 | 1979 |
|---|---|---|
| Certificates made under Section 5 (1) (c) | 764 | 745 |
| Certificates confirmed under Section 5 (2) (a) | 549 | 546 |
| Certificates cancelled under Section 5 (2) (b) (ii) | 37 | 32 |
| Certificates cancelled and remade under Section 5 (2) (b) (i) | 35 | 27 |
| Certificates paid before confirmation | 82 | 46 |
| Certificates paid before filed in Court | 38 | 16 |
| Certificates confirmed under Section 5 (2) (b) (i) filed with Registrar of: | | |
| County Court | 541 | 510 |
| Supreme Court | 8 | 8 |
| Demands made under Section 6 (1) | 442 | 459 |

## Table 11 — Summary of Permits Issued, 1980 Under Control of Employment of Children Act

| | Burnaby | Courtenay | Cranbrook | Chilliwack | Dawson Creek | Kamloops | Kelowna | Nanaimo | Nelson | Prince George | Terrace | Victoria | Williams Lake |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Amusement | 26 | | | 1 | 2 | | | | | | | | |
| Automobile | 3 | | | | 4 | | | | 1 | 1 | 1 | | |
| Catering | 27 | | | 6 | 11 | 3 | 1 | 1 | 9 | 6 | 8 | 2 | |
| Construction | 2 | | | | | | | | | | | | |
| Laundry, etc. | 1 | | 1 | | | | | | | | 1 | 1 | |
| Manufacturing | 9 | | | 1 | 1 | | 1 | | 1 | 3 | 2 | | 2 |
| Mercantile | 17 | 1 | | | 19 | 2 | 1 | | | 3 | 4 | 8 | |
| Miscellaneous | 13 | | 2 | 4 | 4 | 2 | 5 | 3 | 1 | 8 | 1 | 2 | 2 |
| Totals | 98 | 1 | 3 | 12 | 24 | 21 | 10 | 4 | 3 | 23 | 15 | 20 | 7 |

## Mediation Services Branch

## Table 12 — Analysis of Mediation Services, 1980

| | 1980 | 1979 |
|---|---|---|
| Appointments continued from previous year | 124 | 118 |
| Appointments made | 271 | 373 |
| No official appointment | 8 | 14 |
| TOTAL | 403 | 505 |
| Appointments rescinded | 8 | 73 |
| Appointments continuing | 142 | 124 |
| TOTAL appointments completed | 253 | 308 |
| Settlements— | | |
| During term of officer's appointment | 185 | 232 |
| Following officer's report | 18 | 25 |
| No official appointment | 8 | 14 |
| TOTAL SETTLEMENTS | 211 | 271 |
| Employers involved | 449 | 667 |
| Bargaining units involved | 479 | 669 |
| Employees involved | 107,866 | 68,815 |

Construction industry dispute listed as 1 Employer – 1 Unit
Transport Labour Relations listed as 1 Employer – 1 Unit

# Arbitration Branch
## Table 13—Frequency of Occurrence of Issues Reported, 198(

| Issues | Frequency of Occurrence |
|---|---|
| Abandonment of grievance | 3 |
| Absence without leave | 4 |
| Absenteeism | 6 |
| Appeal | 1 |
| Apprenticeship | 1 |
| Arbitrability | 2 |
| Assault | 2 |
| Auxiliary employee | 1 |
| Bargaining-unit work | 5 |
| Benefits | 2 |
| Bereavement leave | 1 |
| Bumping | 7 |
| Call-out pay | 2 |
| Child care expenses | 1 |
| C.O.L.A. | 1 |
| Collateral agreement | 1 |
| Collective agreement | 3 |
| Company rules | 1 |
| Compensation | 3 |
| Consent award | 4 |
| Contracting out | 8 |
| Damages | 1 |
| Deductions | 2 |
| Demotion | 7 |
| Discharge | 88 |
| Discipline | 18 |
| Elimination of job | 1 |
| Essential Services Disputes Act | 3 |
| Estoppel | 4 |
| Evidence of current negotiations | 1 |
| Expiration of collective agreement | 1 |
| Flexible work week | 1 |
| Foreman requirement | 1 |
| Functus officio | 3 |
| Grievance procedure | 1 |
| Hiring procedures | 1 |
| Hours of work | 5 |
| Insubordination | 3 |
| Insurance carrier | 1 |
| Interest arbitration | 14 |
| Interpretation | 23 |
| Job classification | 6 |
| Job content | 1 |
| Job evaluation | 2 |
| Job posting | 11 |
| Job functions | 1 |
| Jurisdiction | 4 |
| Layoff | 17 |
| Leave of absence | 2 |
| Living-out allowance | 1 |
| Management rights | 3 |
| Manning requirements | 1 |
| Maternity leave | 2 |
| New classification | 1 |
| On-call employee | 2 |
| Onus of proof | 1 |

| Issues | Frequen of Occurrer |
|---|---|
| Overtime | 1( |
| Pay-rate adjustment | 3 |
| Pay rate | 3 |
| Part-time employees | 1 |
| Pay structure | 1 |
| Payments | 1 |
| Pension plan | 1 |
| Personal appearance | 1 |
| Premium pay | 2 |
| Probation | 8 |
| Production bonuses | 1 |
| Promotion | 1( |
| Qualifications | 1 |
| Quitting | 2 |
| Rate of pay | 1 |
| Recall | 4 |
| Reclassification | 29 |
| Rectification | 2 |
| Rehiring | 1 |
| Reinstatement | 3 |
| Res judicata | 1 |
| Replacement employee | 1 |
| Resignation | 2 |
| Rest periods | 1 |
| Retirement | 4 |
| Retroactive pay | 1 |
| Safety | 1 |
| Scheduling | 4 |
| Seniority | 21 |
| Settlement | 2 |
| Severance pay | 3 |
| Sick leave | 2 |
| Sick pay | 1 |
| Special work projects | 1 |
| Statutory holiday pay | 4 |
| Substitution pay | 1 |
| Suspension | 22 |
| Technological change | 2 |
| Terms of settlement | 1 |
| Termination | 1 |
| Theft of employee property | 1 |
| Timeliness | 4 |
| Time limits | 6 |
| Transportation | 2 |
| Transfer | 5 |
| Travel allowance | 3 |
| Union activity | 1 |
| Union dues | 1 |
| Union-preference clause | 1 |
| Union rules | 1 |
| Vacation pay | 6 |
| Wages | 7 |
| Work at higher classification | 1 |
| Work classification | 1 |
| Work now, grieve later | 3 |
| Work stoppage | 5 |

## able 14 — Average Number of Days to Complete rbitration Cases in 1980

| | Single Arbitrators | Arbitration Boards |
|---|---|---|
| ate of Discharge to Date of Award | 178 | 203 |
| ate of Appointment by Minister to Date of Award | 84 | 147 |
| ate of Hearing to Date of Award | 45 | 66 |

## oards of Review

## able 15 — Meetings Held, 1980

| onth | Vancouver | Out of Town | Cancellations |
|---|---|---|---|
| anuary | 77 | 62 | 3 |
| ebruary | 74 | 59 | 1 |
| larch | 54 | 40 | 17 |
| pril | 94 | 65 | 9 |
| lay | 71 | 46 | 7 |
| une | 63 | 80 | 12 |
| uly/August | 164 | 96 | 27 |
| eptember | 70 | 52 | 13 |
| ctober | 79 | 32 | 2 |
| lovember | 81 | 72 | 15 |
| ecember | 65 | 35 | 7 |
| otals | 892 | 639 | 113 |

## able 16 — Appeals Considered

| | 1977 | 1978 | 1979 | 1980 |
|---|---|---|---|---|
| ppeals received | 1,884 | 2,155 | 2,477 | 2,775 |
| ppeals adjudicated | 1,513 | 2,411 | 2,633 | 2,372 |

## able 17 — Results of Appeals

| | 1977 | 1978 | 1979 | 1980 |
|---|---|---|---|---|
| orkers appeals allowed | 689 | 893 | 1,004 | 867 |
| orkers appeals disallowed | 880 | 1,148 | 1,293 | 1,093 |
| mployers appeals allowed | 8 | 20 | 20 | 18 |
| mployers appeals disallowed | 62 | 77 | 84 | 84 |
| iscellaneous dispositions | | | | |
| ppeal suspended, no appealable issue, o extension of appeal period etc.) | 174 | 273 | 232 | 310 |
| otals | 1,513 | 2,411 | 2,633 | 2,372 |

**s of December 31, 1980**

| | |
|---|---|
| ppeals pending | 1,402 |
| ppeals received (holding for W.C.B. files) | 162 |

## cts Administered by the Ministry of Labour

- Apprenticeship Act
- Boiler and Pressure Vessel Act
- Electrical Energy Inspection Act
- Employment Standards Act
- Essential Services Disputes Act
- Factory Act
- Gas Act
- Human Rights Code
- Labour Code
- Ministry of Labour Act
- Wage (Public Construction) Act
- Refugee Settlement Act
- Workers' Compensation Act

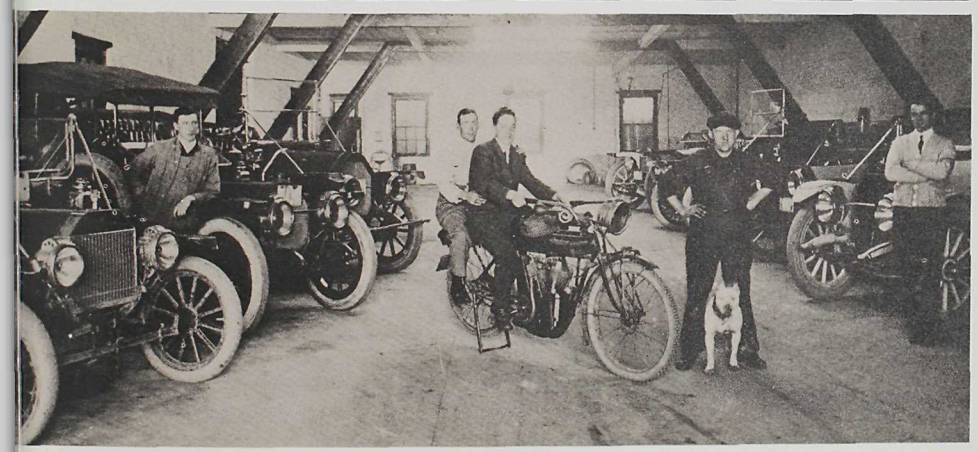
## Other Statutes Affecting Ministry of Labour

- Barbers' Act
- Builders' Lien Act
- Coal Mine Regulation Act
- Fire Department Act
- Hairdressers Act
- Labour Regulation Act
- Mining Regulation Act
- Public Service Labour Relations Act
- Repairers Lien Act
- Woodworkers' Lien Act

## Ministry Memberships and Affiliations

The British Columbia Ministry of Labour is an active member of, or variously affiliated with, the following organizations:

Advisory Council on Electrical Safety
American Society of Heating, Refrigerating and Air Conditioning Engineers
American Society of Mechanical Engineers
Association of Chief Inspectors of Canada
Association of Labor Relations Agencies
Association of Professional Engineers
Atomic Energy Control Board
Boiler and Pressure Vessel Advisory and Review Board
British Columbia Research
British Columbia Safety Council
Canadian Association of Administrators of Labour Legislation
Canadian Association of Statutory Human Rights Agencies
Canadian Gas Association
Canadian Government Standards Bureau
Canadian Standards Association
Canadian Vocational Association
Committee on the Canadian Electrical Code, Part I
Committee on the Canadian Electrical Code, Part II
Electrical Inspectors Association of British Columbia
Electrical Safety Review Committee of British Columbia
Electrical Wiring and Equipment Standards Committee
Gas Safety Review Committee
Illuminating Engineers Society
International Association of Electrical Inspectors
International Association of Government Labour Organizations
International Labour Organization
Interprovincial Labour Organization
Interprovincial Gas Advisory Council
Interprovincial Standards Co-ordinating Committee
Interprovincial Standards Examination Committee
Manpower Training Needs Committee
National Board of Boiler and Pressure Vessel Inspectors
National Energy Board
Occupational Safety and Health Committee
Pacific Association for Continuing Education
Power Engineers Review Board
Professional Engineers Association of B.C.
Refrigeration Committee
Social Planning and Review Council
Swimming Pool Association
Underwriters Laboratories, Canada
Vocational Counselling Services of B.C.
Welding Review Committee



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