Province of British Columbia

Ministry of Labour

Annual Report

For the year ended
December 31, 1981

HON. JACK HEINRICH, Minister
DOUGLAS H. CAMERON, Deputy Minister

Printed by Authority
of the Legislative Assembly

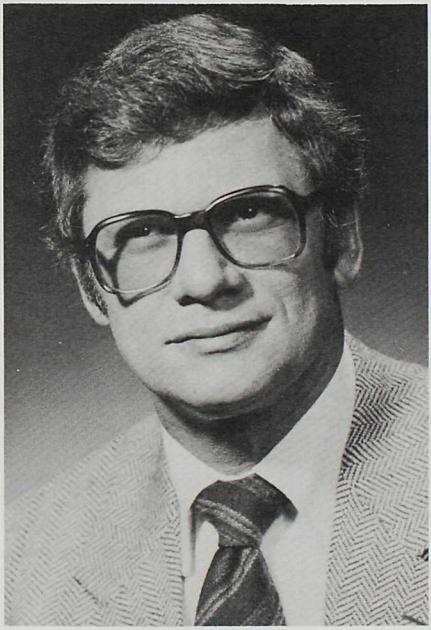
To the Honourable
Henry P. Bell-Irving, D.S.O., O.B.E., E.D.,
Lieutenant Governor of the Province of
British Columbia.

May it please Your Honour:

The Annual Report of the Ministry of Labour
of the Province for the year 1981 is herewith
respectfully submitted.

JACK HEINRICH
Minister of Labour

Office of the Minister of Labour,
December 31, 1981



Jack Heinrich

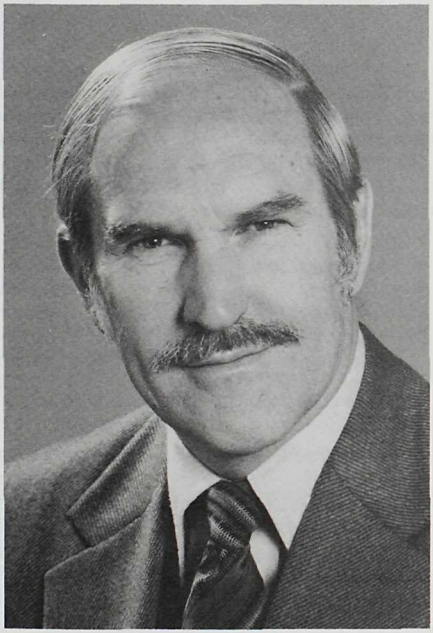
The Honourable Jack Heinrich
Minister of Labour

Sir:

I have the honour to submit herewith the 63rd Annual Report of the work of the Ministry of Labour up to December 31, 1981

DOUGLAS H. CAMERON
Deputy Minister of Labour

Ministry of Labour,
Victoria, B.C., December 31, 1981



Douglas H. Cameron

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Director, Policy, Arbitration
and Special Services Branch
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Victoria, B.C.
V8W 2B7 387-1981

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B7 387-6801

Mr. Claude Heywood
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Coordinator
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V8W 2B7 387-5141

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ny, B.C.
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Chairperson
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P.O. Box 10276, Pacific Centre
Vancouver, B.C.
V7Y 1E8 668-3057

T: Human Rights Branch issues a separate annual report encompassing the activities of the Human Rights Branch and the Human Rights Commission.

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ffice Locations

Principal Offices

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Regional Offices

sford: 116 - 33780 Laurel Street, Provincial Building, V2S 1X4 853-8167
oft: Ste. 2, 501 Railway Avenue, P.O. Box 820, V0K 1A0 453-2433
bell River: 101 - 1180 Ironwood Street, V9W 5P7 286-3265
vack: 15 - 45966 Yale Road West, V2P 2M3 792-7351
45904 Victoria Avenue, V2P 2T1 792-0634
enay: 941B England Avenue, V9N 2N7 338-8344
941E England Avenue, V9N 2N7 334-4923
rook: 101 - 117 - 10th Avenue South, V1C 2N1 489-4761
on Creek: 1201 - 103rd Avenue, V1G 4J2 782-5931
n: 238 Government Street (3rd Floor), Provincial Building, V9L 1A5 746-6183, local 270
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ops: 220 - 546 St. Paul Street, V2C 5T1 374-2838
na: 206 - 1626 Richter Street, V1Y 2M3 860-7616
1913 Kent Road, V1Y 7S6 860-6285
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20 - 5th Street, V9R 1M7 754-5611
n: 310 Ward Street, Provincial Building, V1L 5S4 352-2211
601 Front Street, V1L 4B6 352-5378
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Parksville: 103 - 182 Harrison Street West, P.O. Box 759, V0R 2S0 248-5311
Penticton: 3547 Skaha Lake Road, V2A 7K2 492-7247
Port Alberni: 4515 Elizabeth Street, Court House, V9Y 6L5 723-3501
Port Hardy: Don Chong Building, Granville Street, Box 1259, V0N 2P0 949-6115
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Prince Rupert: 100 Market Place, V8J 1B8 624-2121
Quesnel: 102 - 350 Barlow Avenue, V2J 2C1 992-5591
Revelstoke: Office B, 518 - 2nd Street West, P.O. Box 1700, V0E 2S0 837-4414
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Smithers: Bag 5000, V0J 2N0 847-4229
Squamish: 38066 Cleveland Ave., P.O. Box 2330, V0N 3G0 892-3221
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Vancouver: 501 - 12th Avenue West, V5Z 1M6 879-7531
Vanderhoof: Provincial Building, P.O. Box 1369, V0J 3A0 567-9077
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3001 - 27th Street, Court House, V1T 4W5 542-0118
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104 - 4475 Viewmont Avenue, V8Z 6L8 479-8225
Williams Lake: 307 - 35 - 2nd Avenue South, V2G 3W3 392-6261

Agencies, Boards, and Commissions

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387-6801

Chairman .....J.R. Edgett
Vice-Chairmen .....W.J.D. Hoskyn
G.D. Friesen
Members .....O.A. Austring
D.G. Evans
W. Poirier
D.M. Ritchie

Provincial Apprenticeship Board
880 Douglas Street, Victoria, V8W 2B7
387-5141

Chairman .....Claude Heywood
Members .....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

Labour Relations Board
1275 West 6th Avenue, Vancouver, V6H 1A6
736-2421

Chairman .....Stephen Kelleher
Vice-Chairman
and Registrar .....Ronald F. Bone
Vice-Chairmen .....Rod Germaine
Ben van der Woerd
Angus Macdonald
Gabriel M. Somjen
Ken Albertini
Brian Foley
Allan E. Black
Members .....Clarence J. Alcott
Daniel Bell
John Billings
John Brown
Wayne Carknerg
Herbert Fritz
John Fryer
Jack Gerow
Charles C. Loyst
James McAvoy
Jack A. Moore
Nora Paton
Douglas Quinn
Anthony D. Saunders
Henry Volkmann

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291-7511

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Chairman .....Paul Devine
Chairmen .....W.I. Auerbach
Maria Giardini
J. Nutter
R.C. Nitikman
G.D. Strongitharm
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J.S. Don M.
M. Close A.
D.C. Fraser L.
D. Haggarty T.
H. Huebner E.

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266-0211

Chairman .....A.R. Gibbons
Commissioners .....M. Parr
R.B. Bucher
G.W. Hall
H.E. Scollan
Executive Director
Legal Services .....I.E. Tufts
Executive Director
Administration
and Finance .....J.A. Taylor
Executive Director
Medical
Services .....Dr. A.D. McDoug
Executive Director
Industrial
Health and
Safety .....C.W. Calhoun
Executive Director
Compensation
Services .....A.H. Mullan

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Commissioners .....Renata Shearer
Bijou Kartha
Gloria George

Essential Services Advisory Agency
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Vancouver, V5Z 4B2, 879-6881

Chairman .....Clive McKee

rt I Industrial Relations

Mediation Services

ttlement of labour-management es within the Province is the prime ive of the Mediation Services Branch. end, the Branch provides assistance n management and trade unions during ations for an initial collective nent or for the renewal of an existing nent.

1981, officers of the Mediation Services were involved in a total of 446 disputes; curred in 1981, seven involved no official tments, and the remaining 142 were over from 1980. In addition, the officers volved on a continuing basis in 30 s, subsequent to the report of the officer. 297 cases completed during 1981, on officers assisted in the successful ent of 247, or approximately 85 per cent of l.

ndate of the Branch has been broadened de the function of preventive mediation, of which is based on the conviction that shing and maintaining a sound relationship n unions and management is of unt importance to their mutual well-being. versary system of collective bargaining t preclude the possibility of parties working together during the term of a collective agreement on the many problems of the work place that cannot be effectively dealt with in a win-lose atmosphere.

The Branch continues to retain file copies of collective agreements and certifications, and these are available for scrutiny by trade unions and employers. Throughout 1981, the Branch maintained contact with a variety of conciliation and mediation services in Canada and the United States, for the purpose of exchanging information on matters of administration, legislation, trends, and problems of mutual interest and concern. The Branch also provided speakers, panelists and moderators for educational institutions, and employer and trade union organizations. Numerous inquiries were received from many parts of the Province, and from other centres in Canada, concerning legislation affecting collective bargaining.

In 1981 the Branch's acting director headed a Canadian delegation to the Third Tripartite Technical Meeting for the Timber Industry, held at ILO headquarters in Geneva.

(Table 5 on page 32 provides a summary of Branch activities during 1981.)

Employment Standards

yment Standards Branch is sible for administration of the *ment Standards Act* **and its regulations. t sets standards in B.C. for the minimum payment of wages, maternity protection, n and general holiday entitlements, of work and overtime rates, employment ren, employment agencies, termination loyment, farm labour contractors, and ractices. The Branch is also sible for providing investigative, ive and conciliative services to the Relations Board.**

ch 14, 1981 the new *Employment rds Act* was proclaimed, and the name of nch was changed from Labour Standards oyment Standards. The Act is a consolidation of past legislation and new benefits for the labour force of British Columbia. The latter include increased vacation entitlements, improved maternity protection, and notice of termination of employment or pay in lieu of notice, unless just cause exists. Other occupations, such as domestic and farm workers, now enjoy protection and benefits not previously accorded.

Following proclamation of the Act, the Branch initiated an intensive public awareness campaign, which included direct mailing of literature to 73,000 employers in British Columbia, television promotion, and mailing, by request, to interested members of the general public. Additional literature included with B.C. Hydro bills went out to 960,000 households throughout the Province. Similarly,

advertisements in 19 daily newspapers and 100 weekly publications reached 1,171,000 readers for each insertion. Concurrently, audio-visual presentations were screened for the general public, students, trade unions and employers, and a series of educational brochures in five languages was produced to help ease the linguistic barriers encountered by newcomers from other countries.

Public interest in the *Employment Standards Act* was directed primarily toward three areas: Part 5, Termination of Employment; Part 7, Maternity Leave; and Part 9, Farm Labour Contractors.

The interest in Part 7 of the Act was demonstrated primarily by the organized sector, and stemmed from the special provisions concerning continuation of pension, medical or other plans beneficial to the employee, the recall rights of employees, and leave entitlements. Part 9 of the Act was of interest mainly to those employees who were thereby provided statutory protection for the first time.

The Branch issued Farm Labour Contractor Licenses to 26 applicants during the year. Wage security instruments ranging from $5,000 to $50,000 were posted in all but two instances. Bonds were posted in the appropriate amounts in these cases.

In view of the special circumstances pertaining to the farming industry, a blanket child-employment permit was issued for children aged 12 - 14 who were employed in hand harvesting of fruit and berry crops during a prescribed period, subject to specified safeguards. For example, employers were required to ensure that parental or guardian consent had been obtained; that adequate adult supervision was provided; that the child would be employed only under safe conditions; that no child would be employed later than 6:30 p.m.; that the child would be paid the minimum wage; and that the employer would comply with t *School Act* whenever employment was sc during the school term.

During 1981 Branch officers made a total c 47,627 calls in connection with the enforce of Employment Standards legislation. Consequently, salary adjustments were m behalf of 2,958 employees by 2,295 emplo totalling $2,446,787. The majority of wage arrears came about as a result of the finan instability of the employers.

During 1981, certificates were issued in 77 cases in which voluntary compliance with legislation was not forthcoming. In additior demand notices were issued pursuant to t certificates. Other action stemming from th issuance of certificates was the issuance c of seizure and sale, and certificates of judg

There was an increase in certificate and he activity during the year, resulting from implementation of the new legislation. In th period March 14 to December 31, 627 cert were issued, an increase of eight per cent same period in 1980; and the number of he requested during the period rose to 95, an increase of 100 per cent.

Subsequent to investigations made by Bra industrial relations officers, 142 registratio were granted to employment agencies throughout the Province, and 509 employr permits were issued under the Child Empl provisions of the Act.

Assignments completed for the Labour Re Board dealt with such issues as represent votes, and applications for certification an decertification — Section 96(1) applicatior Section (34) applications, wildcat strikes a lockouts.

(Tables 6, 7, and 8 on page 32 provide furt statistical information on activities during 1

Apprenticeship Training Programs

pprenticeship Training Programs h cooperates with employers, trade s and government agencies to promote anage apprenticeship training ams throughout the Province. The h is also responsible for the issuance of men's qualification certificates and the istration of interprovincial standards nations.

onse to an unremitting demand for sed numbers of skilled tradesmen in many reas, the Apprenticeship Training ms Branch continues to encourage, te and promote substantial growth in the of indentured apprentices registered with yers in British Columbia.

anch is involved in the administration, nement and promotion of apprenticeship ated trades-oriented industrial training. nsibilities include: counselling and ation of apprentices and employers; ision of practical, on-the-job training; counselling; scheduling of institutional al training and assignment of apprentices; pment of course curricula and related g materials; operation of a prenticeship program; funding of courses ed to upgrade journeymen qualifications; ministration of a system of practical and tical examinations to test the competence ficiency of tradesmen in the work force.

anch works closely with vocational cs, colleges, school boards, the Ministry of tion, apprenticeship and certification res throughout Canada, and the Canada yment and Immigration Commission, in the pment of these programs. In addition, nticeship counsellors are involved in the sing of requests for training under the a Manpower Industrial Training Program e federal Critical Trade Skills Training m.

the year, the Branch opened two new in Campbell River and Williams Lake to improved service to participating and ctive apprentices and employers, and the l public. Counsellors logged more than visits to employers, secondary schools, g institutions, and agencies connected with trades training programs.

As of December 31, 1981 the Branch listed 18,852 apprentices on its records, an increase of 2,451 over the same date last year. During the year, 3,412 apprentices graduated and were issued certificates attesting to their attainment of journeyman status.

Apprenticeship Technical Training

Responsibility for training is shared between the Branch and industry. The Branch provides the requisite number of technical training classes while industry absorbs the cost of practical, on-the-job training.

The Branch schedules technical training classes in the designated and apprenticeable trades for the various regional colleges throughout the Province; and each apprentice is then assigned to the training class appropriate for his or her technical capabilities.

Technical training for apprentices is conducted at the following institutions; Pacific Vocational Institute, Burnaby Campus and Maple Ridge Campus; Camosun College, Victoria; Malaspina College, Nanaimo; Northwest Community College, Terrace; Northern Lights Community College, Dawson Creek; College of New Caledonia, Prince George; Cariboo College, Kamloops; Okanagan College, Kelowna; Selkirk College, Nelson; East Kootenay College, Cranbrook; and Vancouver Vocational Institute, Vancouver. Training is also conducted at three private trade schools: B.C. Hydro and Power Authority Training Centre, Burnaby, for linemen; Finning Tractor and Equipment Co. Ltd. Training Centre, Vancouver, for partsmen and heavy duty mechanics; and the Piping Industry Joint Board Training School, for plumbers.

During 1981, the Branch provided day-school technical training at the foregoing institutions for 13,221 apprentices in 915 classes encompassing 48 trades. The Branch also scheduled evening classes whenever there was an insufficient number of trainees to justify day-school classes. A total of 50 of these classes were scheduled for 223 apprentices.

Evening courses are also offered by regional colleges for apprentices interested in upgrading their skills. The Branch pays for the training costs

of those who qualify for these courses. During 1981 the Branch facilitated the attendance of 478 apprentices at 84 upgrading courses related to their particular trades.

Pre-apprenticeship Training

Pre-apprenticeship training classes in 23 trades were offered by the Branch during 1981. These basic training courses are designed to provide an opportunity for selected individuals to determine their suitability for, and enhance their employability in a particular trade, and to prepare them for eventual entry into the skilled labour force as apprentices.

The Branch provided training for 1,533 of these pre-apprentices in 97 classes conducted in 12 regional colleges throughout the Province.

The Branch continued to provide 12-week courses for the Women's Exploratory Apprenticeship Training program, which equips women with a basic knowledge of non-traditional trade areas, thereby assisting them to choose a career from 12 occupational alternatives: automotive body repair; automotive mechanical repair; benchwork and joinery; carpentry; diesel engine fundamentals; drafting electrician; machinist; millwright; painting and decorating; plumbing; sheet metal; and welding. Trainees were also acquainted with the possibilities of employment in non-traditional trade areas. During 1981, 48 women were enrolled in the WEAT program.

The Branch sponsored a carpentry pre-apprenticeship course for members of the Mount Currie Indian Band. All of the 16 students who wrote the final examination were successful, and 13 of the graduates are now fully employed in the provincial work force.

Pre-apprenticeship trades training was also continued in several secondary schools. These programs are monitored jointly by the Ministries of Labour and Education. Successful graduates are provided with a pre-apprenticeship certificate and a secondary school graduation certificate.

Trade Advisory Committees

The members of the Trade Advisory Committees represent the interests of a variety of trades, and were established by the Provincial Apprenticeship Board to offer advice and r recommendations to the Board on such m as the need for occupational and manpow forecasting and research, training methodologies, the development of curric other training materials for the instruction c apprentices and journeymen, and the adop appropriate standards of examination and qualification for certification.

A total of 114 meetings were convened by established Trade Advisory Committees d the year, and many useful recommendatio affecting Branch policies, procedures and general operation were put forward.

Program Development

The Program Development Section of the again worked closely with representatives industry in the review, development and re of training program curricula, instruction materials, and literature promoting career possibilities in the skilled trades. The mate produced included skill-analysis profiles, c outlines, study guides, work-record books, charts, slotting examinations, tradesmen's qualification examinations, interprovincial standards examinations, trade manuals, a brochures delineating all of the areas and programs in which the Branch is involved.

The new Millwright Manual of Instruction introduced during 1981 was in such demar a second printing was required to fill orders arriving from all over Canada and the Unite States. The new Boilermaking Manual, developed by the Branch, and published b Ministry of Education, became available in September. Once again, the demand necessitated a second printing.

For the Province's skilled trades programs Branch revised and produced 27 course o and 13 tradesmen's qualification examinat Study guides and wall charts were develop conjunction with the course outlines to aler trainees and employers to forthcoming tec training.

Self-evaluation and assessment examinati were produced for the mechanical and ele trades. Other projects included: creation of in-service, heavy duty mechanic training m introduction of a new welding certification program; initiation of training specifically

ned for underground coal electricians; and mentation of new policies and procedures ning tradesmen's qualification inations.

istrial Training

Ministry of Labour and the Canada oyment and Immigration Commission jointly nister the Canada Manpower and Industrial ng Program. Counselling staff of the enticeship Training Programs Branch igate, report on, and recommend or reject, rial training contracts directly related to l trades training and apprenticeship. During the Branch collaborated with Commission ls to process approximately 2,500 such acts.

neyman Upgrading

lition to participating in and promoting the da Manpower Industrial Training Program, anch cooperates with employers, unions int training committees to arrange and e upgrading courses for journeymen. g 1981 the Branch sponsored more than uch courses in a wide variety of related subjects, thereby enabling more ,400 journeymen to upgrade their skill and edge.

cal Skills Trade Shortages stance Program

ghout the year, the Branch again operated itical Skills Trade Shortages Assistance am, which is designed to increase the er of indentured apprentices in the Province viding wage assistance to employers.

the provisions of this program, employers id a wage incentive of up to $2.50 an hour w apprentices hired in the seven industrial most seriously affected by shortages of manpower: millwright, machinist, onics, industrial instrumentation, industrial cian, heavy duty mechanic and diesel e repair.

1981, 946 additional apprentices were ured or committed to indenture on this basis, bringing to approximately 1,900 the number registered under the program.

Special Projects

During 1981 the Welding Task Force established to make recommendations for the training and certification of welders in the Province submitted its final report. The Branch subsequently assumed responsibility for implementing these recommendations, which provide for a system of registration at three levels of experience, together with a provincial training program.

In cooperation with the Occupational Training Council and representatives of industry, a pilot project was initiated to increase the awareness of secondary school counsellors concerning the working environment and job opportunities in the forestry and metal fabricating industries.

In addition, the Branch assisted employers in developing manpower plans for proposed industrial projects. Advice was provided respecting training programs, selection criteria and recruiting policy.

A program on entrance standards initiated by the Interior Forestry Labour Relations Bureau and the International Woodworkers of America has now been accepted throughout the organized segment of the Province's forest industry. The mining industry is currently availing itself of the expertise developed by the Branch to implement a similar program.

Discussions were held throughout 1981 with appropriate industry representatives concerning requests and recommendations that the trades of elevator mechanic, commercial transport mechanic, marine engineer and ships fitter be designated apprenticeable trades and added to Schedule A of the regulations.

(Tables 9 and 10 on page 33 provide a summary of Branch activities during 1981.)

Employment Opportunity Programs

The Employment Opportunity Programs Branch cooperates with employers, employer associations, and members of the labour force to develop and provide programs and activities that will respond to the shifting demands of the labour market and the provincial economy. To achieve these objectives, the Branch provides consultative services to employers, and administers job creation and training programs under the authority of the *Apprenticeship Act* **(RSBC 1979). It also performs a public education role by providing information on training to employers, members of the labour force, and the public. In addition, the Branch operates the Women's Office, which deals with the specific employment requirements of women.**

Over the past few years, in response to the changing needs of the labour market, the work of the Employment Opportunity Programs Branch has emphasized offering financial incentives for employer-based training that promises to lead to permanent employment. The objectives of the Branch have altered accordingly:

- to explore and resolve the problems of groups whose members experience difficulty in securing employment;
- to assist in supplying the manpower needs of the Province; and
- to encourage employers to upgrade their training capabilities.

A variety of activities have been undertaken to attain these objectives through public education, consultative services, the Women's Office, and training subsidies.

Public Education

Throughout the year, training consultants and Branch management have provided employers and the public with information on a wide range of employment-related subjects. The consultants have developed and presented seminars for employers on training techniques, and have participated in forums on employment concerns. The Branch has also provided advice to local, regional and provincial councils, advisory boards and conferences concerned with manpower issues.

Branch staff have presented information t public on training and employment throug newspaper, and television appearances, a have made presentations to a variety of employer associations, educational instit and societies representing specific group the labour force. The Branch has also con advertising campaigns drawing attention t importance of training.

Consultative Services

Training consultants located in 16 centres throughout the Province provide employe advice on such topics as the design and *operation of training programs, the benefit* on-the-job training, the development of supervisory techniques, the role of wome labour force, and the employment potenti disabled persons. The 28 consultants emp by the Branch made 8,034 visits to emplo during the year in their efforts to increase t quality of training in the Province.

Training Subsidies

Training subsidies are provided by the Bra industrial training, rehabilitative employme job creation. In 1981, 9,095 training and employment positions were funded by the subsidies.

Industrial training subsidies were made av to assist private-sector employers to offse initial high costs of training. Under the Indu Training Program, 346 training positions w created. In addition, employers agreed to sufficient training for 330 positions initially under short-term job creation to warrant a extension of Branch funding beyond the in four months, for periods of up to one year. also made a commitment to offer perman employment to 325 employees after Minis funding expired.

Under its Critical Skills Shortage Program Branch administers wage subsidies offere Apprenticeship Training to industrial empl to assist in the apprenticeship training of machinists, millwrights, heavy duty mecha diesel mechanics, industrial electricians,

onics technicians, and instrumentation
cnics. During 1981, 946 apprenticeship
sins were subsidized under this program.

nen's Non-Traditional
loyment

lvent of microelectronics technology,
d with a shortage of skilled manpower, has
iced the need to encourage more women to
on-traditional jobs.

of this, the Branch established, during
a Women's Non-traditional Employment
m, offering wage subsidies to businesses
to train women in non-traditional
ations. The Women's Office of the Branch
dinating the program, which led to the
n of 73 employment positions for women
1981.

perative Education

anch's Cooperative Education
yment Program continued to make funds
ble for the employment of students involved
program at the university level.

1981, this bridge between academic
itions and employers was expanded to
training by governments.

a sult, 150 students were given the
cunity to develop their skills in the provincial
al governments, at a cost of $483,600.

bilitative Employment

programs operated by the Branch in 1981
rehabilitative employment opportunities
disabled.

onse to the United Nation's declaration on
ternational Year of Disabled Persons, the
developed and administered a provincial
m for the disabled. Working in conjunction
ajor agencies involved in rehabilitation, the
the Branch placed 200 disabled persons
ng positions with non-profit organizations.
ogram, operated at a cost of $500,000,
vid disabled persons with opportunities to
eo skills that would assist them in obtaining
nent employment.

The Personal Placement Program of the Branch funds the employment of disabled and disadvantaged persons in training positions within provincial government ministries. The program affords disabled persons the opportunity to gain the additional job skills and work experience needed to assist them in becoming more competitive in the work force. During 1981, $533,297 was allocated so that 150 persons could take this training. Many of the clients employed under this program subsequently become successful candidates in regular Public Service competitions.

The Branch continued to cooperate with the Ministry of Human Resources to direct funding to private-sector employers for the training of persons receiving income assistance. Last year 1,090 clients received this training, at a cost of $1,509,141. The program concentrates on the teaching of skills that lead to permanent employment. Similarly, the Branch's Job Action Program offers training and counselling of income assistance clients to prepare them for employment interviews and subsequent employment.

Job Creation

During the year, the Branch also provided $3,609,882 for the creation of 1,510 jobs in the tourism and museum industries, and with universities, colleges and provincial institutes, and provincial ministries.

In response to the growth experienced in the tourism industry, funding was offered to train young people in public information, travel counselling and museum work. In 1981, 390 persons were thus employed, at a cost of $758,050. The travel counselling and museum courses were funded by the Branch, in consultation with the Ministry of Tourism and the Ministry of the Provincial Secretary and Government Services.

The Branch continued to make career-oriented jobs available to full-time students at colleges, universities and provincial institutes throughout the Province. They included positions in hotel management, forestry research, child care, computer technology, recreation, medicine, legal aid, and other community service occupations. In 1981, 1,090 such positions were funded at a cost of $2,727,925.

The student exchange employment program, operated by the Branch since 1979, with the cooperation of the Province of Quebec, enabled 30 students from Quebec to work in the British Columbia Public Service during the summer months, while 30 students from British Columbia worked in the Quebec Public Service. The program introduces students to the langu culture of the host province, thereby impr communication skills while offering challe career-related jobs. The program was op at a cost of $123,957 in 1981.

Trade-schools Regulation

The 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 offered; fees charged; 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 1981, following appropriate evaluations, recommendations were made to the Minister 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, 1982, 192 schools offering correspondence and practical courses, or combined correspondence and practical training, were registered under the *Apprenticeship Act.* One hundred and sixty-five were re-registered from the year 1980, and 44 new schools were evaluated and recommended to the Minis approved for Certificates of Registration d the year. Seventeen schools discontinue operation. These figures represent a net rate in the number of trade-schools of 16 cent. Based on year-end statistics provide the schools, the student population of priv trade-schools exceeded 25,000 in 1981.

In September, the Director met in Halifax, Scotia, with Directors of Trade-schools Br from all the provinces, and discussed a nu of concerns, including the possibility of standardized legislation, greater liaison be regulators, portability of school credential acquired by graduates of private trade-sc and innovative measures to enhance the r the private vocational system as a viable complement to the public vocational syste

During the year, the Branch embarked on much-needed program of financial assista students. The program features the awar non-repayable grants of up to $500 to eac student, on the basis of demonstrated fina need. In all, 327 students received grants totalling $100,000 to attend various trade-schools, and indications are that th have completed their studies are now gai employed.

Manpower Advisory Services

The Manpower Advisory Services Branch of the Ministry was established in 1977 and is composed of two units of responsibility, Manpower Adjustment Services, and Immigration Services. The former deals with labour market and economic problems arising out of expansions or contractions of the work force of a firm, an industry or a geographic area of the Province. The latter is responsible for all matters related to immigration and refugee settlement.

Manpower Adjustment Servic

The main activities of Manpower Adjustm Services during 1981 were focussed on t resolution of specific manpower problems Generally speaking, these problems are c by cyclical or structural factors, technolog change, industrial expansion or contractic permanent closures, and short-term layof

During 1981, specific measures were initi stabilize the labour force and reduce turn

oyers were assisted in advance planning for ower expansion and contraction. Studies undertaken to explore the economic and yment potentials of various regions. A few tially endangered industries were provided n analyzing their strengths and esses, with a view to improve their viability. s were shown how to improve their etitive position.

g the year, the Ministry, in cooperation with anpower Consultative Services of yment and Immigration Canada, was ory to 34 new Manpower Incentive ments. The manpower adjustment ms dealt with under these agreements can egorized under the following major gs:

lant closures - temporary and permanent;
echnological change;
lant expansion and contraction;
mployee turnover and attrition;
nobility;
work-sharing agreements;
Native Indian programs;
nalysis of the economic and employment otential of a region or community;
nanpower planning; and
raining and upgrading.

mber of Manpower Incentive Agreements ed during 1981 totalled 133. Of these, 69 ompleted, and final reports received.

inuing objective of the adjustment program abilize or reduce unemployment through sign and implementation of programs that te the occupational, inter-industry and phic mobility of labour. Consequently, er emphasis was placed on training and ing workers in the forestry and acturing industries to improve their skills nployability. In addition, the program ts to promote the principle of maintenance loyment as an objective, not only of ment, but also of employers and rees. As a result, the incidence of wer planning agreements increased ntially during 1981, as employers ted to mitigate the adverse effects of logical change, layoffs and dismissals on ms and the economy of the Province.

Immigration Services

In 1981, the provincial government continued to cooperate with the federal government on the permanent resettlement of persons seeking refuge from various troubled lands throughout the world. Several hundred East Europeans, and over 1,000 Indochinese were among the refugees who took up residence in British Columbia during the year.

To facilitate their resettlement, the Ministry provides grants Province-wide, under the *Refugee Settlement Act,* 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 1981 were as follows:

- Immigrant and Multicultural Services Society of Prince George;
- Immigrant Services Society of B.C.
  — Immigrant Services Centre Branch (Vancouver)
  — Seymour Street Branch (Vancouver);
- Inter-Cultural Association of Greater Victoria;
- Kamloops Chinese Cultural Association;
- Knox Presbyterian Church Refugee Committee (Cranbrook);
- Langley Family Services Association;
- Matsqui-Abbotsford Community Services;
- M.O.S.A.I.C. (Vancouver);
- Multicultural Society of Kelowna;
- Nanaimo Refugee Coordination Society;
- People's Law School (Vancouver);
- Revelstoke Immigrant Settlement Committee;
- Salmon Arm Refugee and Immigrant Settlement Assistance Committee;
- South Okanagan-Similkameen Refugee Relief Society (Penticton);
- S.U.C.C.E.S.S. (Vancouver);
- Surrey-Delta Immigrant Services Society; and
- Vernon Social Planning Council.

Part III Safety Services

Safety Engineering Programs

The legislative mandate for the branches within the Safety Engineering Division of the Ministry is to provide a safe living and working environment for the people of British Columbia wherever boilers, pressure vessels, elevators, amusement rides, electricity and gas are manufactured, installed, operated and maintained. This objective is achieved through standards development, education and inspection.

The various Branch safety programs within the Safety Engineering Division were greatly enhanced by legislation passed in June 1981. The new Act, titled the *Power Engineers and Boiler and Pressure Vessels Act,* and the amended *Gas Safety Act* and *Electrical Safety Act* are designed to achieve three main objectives — namely:

(1) To streamline and fully coordinate the appeals process with all related acts;

(2) to expand provision for participation by industry, labour organizations and the public in the development of regulations and their application; and

(3) to provide the means for coping with the growing number of technical systems and equipment, without sacrificing safety or burdening the public with additional government services.

One of the major changes under the new legislation was the establishment of advisory committees composed of representatives of industry, labour organizations and the public. Their role is to substantially expand communication on all matters pertaining to electrical, gas, and boiler and pressure vessel safety. The changes also provide for an open, streamlined, impartial appeals process through which individuals may obtain prompt resolution of both technical and administrative problems.

During the year, the Division initiated a study by B.C. Research of Branch operations, including exploration of the options available for defining an ideal operating model that would help to guide future development of the branches within the Division. Although the findings to date indicate that the steps already taken to upgrade Branch services have been successful, a conceptual framework to further improve the present safety assurance system was set out for consideration.

During 1982, the branches will function wit framework, wherever practicable.

Once again, the rapidity of change and the of technological advance has altered the s needs and expectations of B.C. citizens. A result, the Division is finding it necessary t continually modify its services. Consequer increased emphasis is being placed on the benefits to be derived from providing safet services, developing and interpreting regul and reviewing procedures in concert with industry, labour and the municipalities, in o prevent overlap and duplication of effort. Ir program areas as standards development, education and inspection, this practice rea advantages of a facilitative rather than a prohibitive approach.

Through their representation on national code-making bodies, the branches continu ensure that the standards adopted are appropriate for British Columbia.

To achieve the best possible use of its res during 1981, the Division extended the infl of its safety education program by increasi number of information news releases, sem and special presentations on safety directe toward industry and the general public. Th effectiveness of this accelerated activity is reflected in the number of projects that are to comply with current safety standards on inspection.

Additional undertakings by the Division du past year included the survey of plans and designs to ensure their conformity with ad safety standards; examination and certifica persons and equipment; investigation of accidents and fires; inspection of sites and equipment; organization of standards development seminars; and dissemination information on new and amended safety requirements.

Gas Safety

To eliminate duplications in administration permits, licensing and inspections, a gove decision was made to consolidate the natu and propane gas services under a single authority — namely, the Gas Safety Branc Ministry. The responsibility for enforcing regulations concerning the installation and

ation of propane gas facilities was initially d within the jurisdiction of the Fire Marshal's e, before natural gas was being used in n Columbia. Now, however, with natural gas ctors operating throughout the Province, the : can best be served by consolidating gas ces within the Ministry. Consequently, the er of responsibility for propane gas safety he Ministry of the Attorney General to the try of Labour will be phased in during 1982.

dated edition of the national code for the lation of natural gas-burning appliances and ment was published by the Canadian Gas ciation in 1981. The revised code reflects eness of the latest technological advances gas industry, and has been adopted by the h for use throughout B.C.

trical Safety

e interpretive technical bulletins were d by Electrical Safety Branch to ximately 11,000 individuals, firms and izations during 1981. The bulletins dealt uch information as: services to buildings, ding requirements, wiring in air-handling m chambers and saunas, transfer switches, dous locations, recessed lighting, gency systems, data processing systems ictory-built structures. The Branch also red and distributed an information brochure me-owners on the subject of aluminum .

rt of its continuing efforts to ensure that ctors stay abreast of technological opments, the Branch sponsored a technical ar on electric power systems.

Boiler and Pressure Vessel Safety

Although the Boiler and Pressure Vessel Safety Branch did not succeed in completely phasing itself out of the Province's general welding certification program, the scene has been set for the introduction, in 1982, of an independent welder registration program that will enforce adoption of current safety standards in the welding of pressure containment equipment.

The Branch emphasizes the prevention of defects and elimination of hazards. Responsibility for quality and assurance rests primarily with operators, manufacturers, installers and contractors.

Elevating Devices

The new Elevating Devices Safety Standards Regulations were passed in 1981, with the objective of improving the safety requirements for elevating devices installed before 1974. National safety codes cover elevating devices installed after 1974.

After three years of intensive research, committee work and development, the Provinces of British Columbia, Ontario and Quebec jointly formulated a national standard for lifts for the handicapped. The new national safety code, the CSA B355 Safety Code for Elevating Devices for the Handicapped, was published and adopted in 1981.

(Table 15 on page 38 provides a summary of Division activities, by Branch, during 1981.)

Occupational Environment

le of the Occupational Environment h is to ensure that employees in B.C. ies, stores and offices enjoy the ts of acceptable working conditions, assist employers in determining the suitable method of providing a healthy ng environment.

fill this role, the Branch is given nsibility for the application and cement 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 the program is the promotion of improved labour-management relations in the Province.

The number of visits made by Occupational Environment Branch inspectors to work places

during 1981 totalled 12,283. Although this represents a 2.6 per cent decrease from last year's total, initial inspection visits have increased by 1.1 per cent. The number of re-inspections ordered was reduced because of more efficient follow-up procedures and an eight per cent reduction in directives issued for 4,686 separate inspection items. The decline in compliance orders is attributed to increased employer awareness of, and voluntary compliance with the legislation, coupled with the greater effectiveness of the Branch's plan approval program.

During the year, there was an increase of 30 per cent in the number of employee complaints investigated, a factor that reflects growing employee awareness of what constitutes acceptable working conditions. The increase in the number of complaints from office workers was unusually high — 47 per cent over the comparable figure for 1980. This increase is due to the growing concern of office workers about the adequacy of office heating, ventilation and lighting systems, and the impact on the work environment of such technological innovations as word processing.

Whenever possible, Branch personnel invite employee representatives to participate with management in plant inspections, in order 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 1981 were satisfactory, and no legal action was required.

Plan Approvals

A review by Branch inspectors of architectural and engineering plans and specifications for new factories, or for additions and alterations to existing industrial buildings, ensures that all requirements of the Act and Regulations are met prior to the start of construction. This service helps business and industry to avoid the costly plant changes that would otherwise have to be made after construction is completed.

A total of 701 such projects were reviewed and approved during 1981, a six per cent increase over the total for 1980. The increase was attributed to improvements in Branch methods of obtaining information about new building plans, and to allocation of increased Branch resources to expand this service.

Educational Services

In addition to inspection and plan approval, e Branch continued to provide educational se intended to increase awareness of the requirements of the Act and Regulations, promote voluntary compliance, and provide instruction in the design and maintenance c building environmental systems.

Throughout the year, the Branch continued present lighting workshops based on its "Li Aid to Sight" program, and to provide speak for a variety of seminars and conferences, including those sponsored by the C.L.C. Wi School, the B.C.B.C. Energy Conservation Group, and B.C.B.C.'s building managers.

Similar presentations were made to electric apprentices at the Pacific Vocational Institu B.C.I.T. Environmental Health Services, stu enrolled in engineering at U.B.C., various le of government, and lighting designers.

Consultation

Throughout the year, the Branch continued provide consultative services to employers, architects, consulting engineers and contra concerning design and performance standa for the construction of acceptable environm systems and employee amenities.

The following table provides a statistical summary of Branch activities for 1981.

Work Site	Inspections	Plans	Directives	Co
Factories	6,616	531	3,274	
Offices	5,100	111	1,295	
Shops	567	59	117	
Totals	12,283	701	4,686	
Per cent change from 1980	−2.6	7.5	−8.2	

Special Projects

In response to concerns expressed by the r and organized labour over the hazards and stress introduced into the work place by the extensive use of video display terminals, th Branch produced a booklet titled: "Working it Video Display Terminals — Information for Employers and Employees."

booklet is intended as a guide to the safe and ient operation of VDTs, and deals with such as as proper lighting, furniture and machine cifications. Approximately 4,000 copies of the klet have been distributed; and since its earance, Branch representatives have been ed to address numerous interested groups, have also been called upon to provide field sultations on many new and existing allations.Response to the Branch's initiative e VDT area has been positive, and it is ected that the demand for this service will inue to grow.

k on the development of a model standard for lling hazardous chemicals, a project initiated ugh the Canadian Association of inistrators of Labour Legislation, continued ughout 1981.

Administration

The 20 inspectors employed by the Branch continue to provide service throughout British Columbia from its main office in Burnaby, and from seven regional offices located in Victoria, Nanaimo, Chilliwack, Kamloops, Kelowna, Nelson and Prince George. New inspectors were recruited to serve Prince George and Terrace, and the new regional office opened in Terrace in 1981 will provide improved service to this rapidly developing area of the Province.

Establishment and staffing of a Codes Engineer position have enabled the Branch to become actively involved in the formulation and review of standards for the working environment, and to provide improved technical support for inspection staff.

Part IV Workers' Compensation Advisory Services

Compensation Advisory Services

The Compensation Advisory Services Branch of the Ministry consists of two entities — a Workers Advisor and an Employers Advisor — both established under Section 94 of the Workers' Compensation Act. The former provides workers and their dependents with information, advice and assistance with respect to claims made under the Act, and the latter provides a similar service to employers.

Workers Advisors

The Workers Advisor and four additional advisors on the staff of Compensation Advisory Services Branch provide advice and assistance to people making claims under the Act. This advice and assistance is usually related to an appeal from a Workers' Compensation Board decision. The advisors provide information and guidance with respect to the procedure and merits of a proposed appeal. The advice given deals with such matters as the interpretation and administration of the Act, Workers' Compensation Board policy, identification of issues on appeal, and suggestions concerning any additional evidence that may be required to advance a claim. The Workers Advisors have access to the Board's claim files, which assist them in their advisory function.

In 1981, the Workers Advisor sponsored 14 seminars for various labour unions, and legal and para-legal organizations. Some form of assistance was provided in 1,068 Workers' Compensation claims, and more than 18,90 telephone inquiries were received.

Employers Advisors

The two Employers Advisors on the staff of Compensation Advisory Services Branch prepare written submissions on appeals to tl boards of review, and to the commissioners the Workers' Compensation Board. Persona representation before appeal tribunals is provided to employers who seek assistance claims of such complexity or significance tha additional help is required.

Employers are encouraged to appeal improp claims, and discouraged from appealing clai that have merit and are being properly mana During 1981, Employers Advisors pursued 6 such cases.

By way of providing an educational service, members participate in seminars at which employers are shown how to handle claims t believe to be improper, and deserving of pro or appeal. A recent change in the Workers' Compensation Board policy permits access claim files by workers and employers if a clai under appeal. The Branch has developed ar educational presentation for employers on h interpret this information and prepare appea presentations.

rt V Support Services

Finance and Administration

inance and Administration Branch des financial and administrative es for the Ministry and its boards, ies and commissions. These services le processing of purchase requests, nts payable, and travel expense ursements; processing of payrolls, and ution of pay cheques; coordination of nual estimates and budget preparation; ion of monthly financial reports to am managers; and coordination of accommodation, facilities, furniture quipment, telecommunications ment and vehicle fleet management.

In recognition of increasing emphasis on proper financial accountability, control and planning, the Branch undertook a reorganization during 1981 in order to more effectively serve the Ministry. Accordingly, the Branch's responsibilities have been grouped into three functional areas: financial planning and analysis; financial operations; and facilities and services.

During the year, the Branch provided recommendations to the Ministry of Finance on development of the new government-wide financial administration policies. The Branch also developed similar financial administration

Statement of Expenditure
Ministry of Labour — Fiscal Year Ended March 31, 1981

No	Total Appropriations			
	Main Estimates Voted $	Other Authorizations $	Total $	Actual Expenditures $
5 Minister's Office	155,758		155,758	143,877
7 Ministerial Administration and Support Services	2,396,320			
Supplement - Special Warrant No. 15		150,000	2,546,320	2,544,174
8 Apprenticeship Training and Employment Opportunity Programs	37,087,884		37,087,884	35,959,825
9 Occupational Environment, Safety Engineering, and Compensation Advisory Services	8,204,840		8,204,840	7,887,699
0 Labour Relations, Collective Bargaining, and Labour Standards	4,969,409			
Supplement - Special Warrant No. 15		90,000	5,059,409	4,903,901
1 Human Rights Programs	913,023		913,023	913,083
2 Boards of Review (Workers' Compensation Act)	10		10	(2,296)
3 Building Occupancy Charges	2,143,000		2,143,000	2,097,473
4 Computer and Consulting Charges	993,800		993,800	921,475
Statutory - Employment Standards Act (1980, chap. 10 sec. 106) - Promotion of New Statute		29,425	29,425	29,425
	56,864,044	269,425	57,133,469	55,398,636
ec Purpose Appropriation Act, 1980				
- S tion 1 (p) - Youth Employment and Training			4,500,000(*)	4,095,429
- S tion 1 (1) - Refugee Settlement			138,000	120,000
			61,771,469	59,614,065

No: Authority to expend covered fiscal years 1980/81 and 1981/82

policies specifically for the Ministry, and presided over their implementation.

The Branch assisted the British Columbia Buildings Corporation, the Purchasing Commission, and the Ministry of the Provincial Secretary and Government Services in various studies and long-term planning projects, which, when completed, will improve the Ministry's delivery of services to the public.

The new Treasury Board computerized estimates system was successfully implemented during 1981, and was used for the development c budget plan for the 1982/83 fiscal year.

Throughout the fiscal year ended March 3 1981, the Ministry reviewed all of its progra an effort to improve operating efficiencies stay within budget. The success of these e is reflected in the fact that the Ministry's tot expenditures were $1,465,408 (or 2.8 per less than the total voted estimates. The fol table summarizes the Ministry's expenditu the fiscal year ended March 31, 1981.

Program Services

The primary function of the Program Services Branch is to provide advice and information to Ministry officials, and backup support for the various program areas within the Ministry.

The Branch provides similar assistance to the various agencies, boards and commissions associated with the Ministry. It is also involved with a number of interministerial committees, and provides labour market and industrial relations information to the public.

The Program Services Branch was established in 1981 by an amalgamation of the former Research and Planning Branch and the Information and Systems Branch.

Regular publications of the Branch include three *annuals - the B.C. Labour Directory, the Calendar* of Expiring Collective Agreements, and Negotiated Working Conditions - and the monthly Labour Research Bulletin. During 1981 the Bulletin published a number of feature articles, including: "Employment of the Handicapped", "Reasonable Cause in Human Rights Legislation", "Working with Video Display Units", "Recent Migration to B.C.", "Critical Trades Study", and "An Outline of Ergonomic Research as Applied to the Design of Supermarket Cashier Work Stations". The Bulletin also carried its regular features on the labour market, consumer prices, work stoppages, contract settlements, summaries of arbitration awards, and the activities of the Mediation Services Branch.

The Branch initiated or participated in a variety of research projects during 1981. These included completion of the Critical Trades Skills Phase II survey for the Occupational Training Council. A parallel activity was the development of a system for forecasting occupational demand and supply for the construction industry, and collectior data for the first-round forecasts. This proj conducted under the direction of the Manp Committee of the Construction Industry Ac Council.

Other projects included an assessment of impact of technological change in the woo products industry; an examination of the coverage of agricultural workers under mir wage and other Employment Standards legislation; reports on labour market trends the monitoring of developments in occupat safety and health. The Branch also establi an inventory of major projects in the Provin together with an estimate of their manpow requirements.

Staff members also provided research assistance to a number of groups includin Construction Industry Safety Inquiry conve the Minister; the Manpower Needs Commi and its Training Subcommittee; the Provin Apprenticeship Board; the Provincial Pens Task Force; and the inter-ministerial revie major projects in the Province.

In other areas, the Branch prepared and administered the Ministry's data-processir budget, which, in 1981, was approximatel million. Work has begun on a number of p that will form the basis of a Ministry-wide information system. The major project undertaken in this direction during the yea the Apprenticeship Information Managem System, which, when completed, will yield up-to-date information on all aspects of th training programs provided by the Ministry

(Tables 1, 2, 3, and 4 on pages 30 and 31 statistics collected by the Branch during 1

Personnel Services

nnel Services Branch provides a lete range of support services in nnel administration throughout the try, including recruitment and selection, fication and organizational analysis, r relations, employee counselling, and raining and development.

stablishment of the Ministry increased from 618 positions in 1981. The staff resources ble to provide personnel administration es were increased by one officer, through nsfer of an existing position from another n of the Ministry.

incipal objectives of the Branch during the ere:

e enhancement of general efficiency ough counselling and advice concerning aff management; and
e organization and general direction of the nistry's work force.

During the year, the Branch filled 242 positions, both regular and auxiliary.

To improve the efficiency of program delivery, there were a number of Branch realignments within the general structure of the Ministry. 1981 was also a year of significant increase in the number of positions subject to classification review.

The number of grievances remained about the same (nine), and all but two were resolved by the end of the calendar year.

In the area of training and development, greater emphasis was placed on the need to improve the skill levels of all employees. During the year, a Core Management Training Program was established, and a large number of Ministry personnel participated.

Communication Services

unication Services Branch is nsible for planning and implementing mmunications activities of the Ministry. include public information in the form lia advertising and other promotional y, and communications within the y.

1981, Communication Services assisted roduction and publication of information gns on behalf of a number of branches he Ministry. Proclamation of the new *ment Standards Act* in March 1981 was asion for a public information campaign, g media advertising, brochures printed in languages, and transit advertising to oth employers and employees of the new ised provisions of the Act.

tion brochures were produced and lted to provide general information about apprenticeship, youth employment, human rights, employment opportunities for women, safety engineering, and the occupational environment. The Occupational Environment Branch produced an article on video display terminals that appeared in the September issue of the Labour Research Bulletin. In response to many requests for this article, a reprint in booklet form was prepared. It is available from the Occupational Environment Branch.

The Ministry's *Guide to the B.C. Labour Code,* first published in 1980, was revised during 1981 for publication of a second edition in 1982.

Throughout 1981, the Branch worked closely with Program Services Branch on production of the monthly Labour Research Bulletin, and the Branch's three annual publications, B.C. Labour Directory, Negotiated Working Conditions, and Calendar of Expiring Collective Agreements.

Policy, Arbitration and Special Services

The Policy, Arbitration and Special Services Branch coordinates the strategic planning process within the Ministry; provides policy advice, briefings, position papers, and speech materials; advises the Minister on the appointment of arbitrators, as well as chairpersons of human rights boards of inquiry; maintains a library of arbitration awards; and handles correspondence and advice regarding international labour matters.

Arbitration Awards

During 1981, 450 arbitration awards were filed with Policy, Arbitration and Special Services Branch. This represents an increase of 33 per cent over the 338 awards received in 1980, and two per cent over the 442 received in 1979. Three-party arbitration boards decreed 156 of the total awards, and single arbitrators decreed 294.

The Minister appointed 26 arbitrators under the *Labour Code* and the *Essential Service Disputes Act* in 1981, of which 11 were for chairmen of arbitration boards, and 15 were for single arbitrators. There were 34 such mir appointments in 1980, and 36 in 1979.

One hundred and seven of the awards sul during 1981 dealt with the discharge of employees. The average length of time be date of discharge and date of award for th cases was 222 days, an increase over the average of 187 days.

With respect to the length of time between hearing dates and dates of awards for all categories of awards, however, the figure 1981 indicate a continuation of the trend t increasing delay. The average number of between the hearing date and the date of for single arbitrators was 49 days in 1981, eight per cent over 1980 and 44 per cent c 1979. For three-person boards, the avera 1981 was 78 days, an increase of 18 per c over 1980, and 32 per cent over 1979.

A complete topical index of arbitration awa available upon request from the Branch.

(Tables 16, 17, and 18 on page 39 provid summary of Branch activities during 1981

rt VI Agencies, Boards, and Commissions

Essential Services Advisory Agency

ssential Services Advisory Agency was ished under Section 3 of the *Essential es Disputes Act.*

ition to its statutory responsibilities, sential Services Advisory Agency is ible to provide assistance for the ntion of crises and the resolution of r-management disputes, without doing ge to the public interest or causing interference in the collective ning process.

1981 the Agency held meetings with entatives of the following organizations: ederation of Peace Officers, Health es Association of British Columbia, Hospital Employees' Union, B.C. Nurses' Union, Health Labour Relations Association, and Public Employers of B.C.

At its regular meetings, the Agency monitored the negotiations and/or strike situations in such cases as, for example: Greater Vancouver Regional District and Vancouver Policemens' Union; GVRD and Vancouver Firefighters' Union; GVRD and Canadian Union of Public Employees; GVRD and Vancouver Municipal and Regional Employees' Union; Insurance Corporation of British Columbia and Office and Technical Employees' International Union; GVRD and lower mainland Fire Fighters and British Columbia Ferry Corporation and B.C. Ferry and Marine Workers' Union.

Provincial Apprenticeship Board

ovincial Apprenticeship Board ited by the Minister under the *nticeship and Training Development Act,* **posed of representatives of employers, inions, government and the general . The Board's prime objective is to that the Province's apprenticeship ms meet the skilled manpower ements of industry, and provide British ubians with access to the training ary for quality employment.**

ovincial Apprenticeship Board solicited ist and public involvement in discussions renticeship training during 1981, and d an encouraging response. From the nticeship British Columbia Forum red by the Board in January, through to renticeship Awareness Day program in r, employers, organized labour, educators mbers of the general public became involved in the pursuit of new training he main contributors of advice and nce were the Province's Trade Advisory ttees. One innovation arising out of this d concern was the establishment of a 's Trade Advisory Committee.

renticeship forum attracted 240 ants, many of whom were senior ement and labour officials, including the nts of the B.C. Federation of Labour and ployers' Council of B.C. Industry representatives were agreed that apprenticeship training is industry's responsibility, and that government's role should be ancillary and supportive. One of the principal speakers addressing the forum, the Minister of Labour, challenged industry to demonstrate that it could and would live up to its commitment. The subsequent growth in the number of persons enrolled for apprenticeship training during the year was evidence that industry had accepted the challenge.

Industry indicated clearly during 1981 the scope of future skilled manpower requirements, and its estimates were supported by a joint study by the Occupational Training Council of B.C. and the Ministry of Labour, which showed that employers in eight industries, not including construction, expected to require 5,000 additional trades people by 1984. Projections have been modified somewhat since the study was completed, but the potential demand remains significantly high.

Members of the Provincial Apprenticeship Board engaged in discussions with specific employer groups, seeking their support in a campaign to increase the number of apprentices in the employ of their members. Among these employer groups were the Union of B.C. Municipalities, the B.C. Health Association, Forest Industrial Relations, the Pulp and Paper Industrial Relations Bureau, the B.C. Mining Association, and the B.C. section of the Canadian Manufacturers Association.

The Apprenticeship Awareness Day program was presented at Malaspina College in Nanaimo, and was attended by representatives of employers, unions and education, and of government and other organizations. This experiment in awareness, and the public participation it generated, convinced the members of the Board that steps must be taken to increase public understanding of the apprenticeship system, particularly among candidates for training, parents, and school counsellors who are attempting to guide young people in choosing a career.

The event led directly to renewed cooperation by local industry, unions and educators to meet training needs in the Nanaimo area. It was the basis of recommendations calling for improved communications between the M Apprenticeship Branch and the various audiences it serves.

The PAB will be conducting similar awarer programs in other communities during 198 first is scheduled to take place in April at N Caledonia College in Prince George. The emphasis of the programs will be on the importance of maintaining the momentum apprenticeship training.

Employment Standards Board

The Employment Standards Board is a quasi-judicial body, appointed under the *Employment Standards Act.* **Its function is to adjudicate and make rulings and orders on disputes between employers and employees concerning the application of the provisions of the act, and to hear appeals from decisions made by the Director of Employment Standards.**

The main matters with which the Employment Standards Board deals are: non-payment of wages (including overtime, annual vacation and general holiday pay, minimum wages, daily pay guarantees, and illegal deductions from wages); violation of maternity protection, and maternity leave provisions; failure to give notice of termination, or pay in lieu of notice; and vio of an employee's right to protection from fa representations regarding employment.

The Board is so structured that it can oper panels, and deal with several matters at th time. It travels extensively throughout the Province in order to deal with disputes in tl areas in which they occur.

The Board came into existence upon the proclamation of the Employment Standarc on March 14, 1981.

(Table 22 on page 40 provides a summary Board activities during 1981.)

Construction Industry Coordinator

The Construction Industry Coordinator is responsible for government-industry liaison, policy development, assessment of manpower requirements, project forecasting, and the establishment of procedures appropriate for the industrial relations sector of the economy. The Coordinator's office serves as a focal point for labour and management in the construction industry, and its success is dependent upon regular contact with industry and union leaders.

The Construction Industry Coordinator continued to act as Chairman of the Construction Industry Advisory Council during 1981. The members of the Council serving with him were Lloyd Blain, former Executive Vice-President of the construction firm of Dawson and Hall, Var Roy Gautier, Vice-Chairman, Labour Rela Board, Vancouver; James McAvoy, Busir Manager, Local 230, International Brother Electrical Workers, Victoria; Charles McV President, Construction Labour Relations Association of British Columbia, Vancouv Sewell, General Manager, Ricketts-Sewe Electric Limited, Vancouver; and Gary Sh Business Agent, Local 97, International Association of Ironworkers, Vancouver. T Council acts in an advisory capacity to the Minister in all matters affecting labour-management relations in the cons industry.

uary 1981, four carpenters lost their lives in ident at the Bentall Tower IV construction Vancouver. Subsequently, the Minister ted a Construction Safety Inquiry ittee under the auspices of the uction Industry Advisory Council. Those ted were: Lloyd Blain, Malcolm Watson vid Weller, representing the British bia Construction Association; Ray Callard, oan and Colin Snell, representing the Columbia and Yukon Territories Building nstruction Trades Council; and Peter representing the Association of sional Engineers of British Columbia. The uction Industry Coordinator was appointed irman. The terms of reference for the were:

ollow up on all the recommendations de by the jury serving on the inquest into deaths that occurred at the Bentall Tower construction site, at Melville and Dunsmuir Seets, Vancouver, B.C. on January 7, 1981; ring forward such other ommendations pertaining to construction sety as they may deem to be relevant;

(3) to investigate a proposal to establish a joint labour-management construction safety council, and, if seen fit, to bring forward an implementation plan; and
(4) to report to the Construction Industry Advisory Council and the Minister concerning all the foregoing items.

During the spring and summer, meetings were held with many organizations active in the construction industry. In October and November, public meetings were held in several centres. The report of the Committee is expected early in 1982.

The Manpower Committee concentrated on the collection of information for its comprehensive manpower supply and demand survey. Preliminary results should be available in February 1982.

The work of the Consultative Committee on Building Safety Standards culminated with the passage of the *Building Safety Standards Act* by the Legislature in June 1981.

Boards of Review

ards of review were established under n 89 of the *Workers' Compensation Act* to e for an appeal agency independent of rkers' Compensation Board. The ers and chairmen of the boards are oted by the Lieutenant Governor in il, and are not employed by the rs' Compensation Board.

the *Workers' Compensation Act*, appeals oards of review may be made by a k, employer or dependent concerning cision rendered by an officer of r with respect to a worker. An appeal must l within 90 days of the disputed n, although the boards of review have cretion to extend that deadline.

n 1981, there was a sharp increase in the b of appeal notices received by the boards w — more than 25 per cent over the total 9). Moreover, despite the addition of a sixth which was appointed to the boards of n 1981, the retirement of one full-time and t-time chairman mid-way through the year t in an increase in the backlog of appeals.

During the year, the landmark decision of *Napoli vs. Workers' Compensation Board* led to the opening of Workers' Compensation Board claim files to appellants before the boards of review. Initially, the decision led to a delay in the processing of appeals, owing to the many adjournments that occurred while the case was litigated. However, the procedure for obtaining disclosure has now been established, and has resulted in a much faster delivery of claim information. The boards have encountered few problems resulting from the opening of claim files to appellants.

During 1981, 3,170 appeals were received and 2,602 were processed to completion. In all, 911 meetings were held at head office in Burnaby, and 867 at other locations throughout the Province. At the end of the year, the boards had 1,970 outstanding appeals and 551 appeal notices that had not been processed into the appeal system.

(Tables 19, 20, and 21 on pages 39 and 40 provide a summary of activities during 1981.)

Part VII Statistical Appendix

Statistics Collected by Program Services Branch

Table 1 — Work Stoppages in B.C., 1981

	Work Stoppages	B.C. Workers Directly Involved	(in W
Totals for All Industries *(a)*	160	120,817	3
Jurisdictional Classification			
Provincial	150	105,612	6
Federal	10	15,205	6
Industrial Classification			
Goods-Producing	68	77,141	8
Agriculture	2	43	
Forestry *(b)*	1	200	
Fishing	—	—	
Mines *(c)*	12	5,715	3
Manufacturing	44	69,548	6
Construction	9	1,635	
Service-Producing	92	43,676	1
Transport *(d)*	20	19,052	2
Trade	6	136	
Finance	2	2,270	1
Service *(e)*	29	7,128	1
Public Administration	35	15,090	1

(a) Preliminary
(b) Primarily logging
(c) Includes quarries and oil wells
(d) Transportation, communication and other utilities
(e) Community, business and personal services

Table 2 — Wage Settlements in B.C., by Quarter, 1981

	Number of Settlements	Employees Covered	Average Annual Increase (%)	($/hr
1st Quarter 1981				
Settlement Average *(a)*	106	30,285	12.4	1.3
Skilled Classes			12.5	1.5
Un/Semiskilled Classes			12.3	1.1
2nd Quarter 1981 *(b)*				
Settlement Average *(a)*	176	72,947	14.3	1.6
Skilled Classes			14.3	1.8
Un/Semiskilled Classes			14.4	1.4
3rd Quarter 1981 *(b)*				
Settlement Average *(a)*	140	100,522	14.5	1.7
Skilled Classes			15.1	2.1
Un/Semiskilled Classes			13.9	1.4
4th Quarter 1981 *(c)*				
Settlement Average *(a)*	50	28,675	14.6	1.4
Skilled Classes			14.8	1.6
Un/Semiskilled Classes			14.4	1.2
Average Last Four Quarters				
Settlement Average *(a)*	472	232,429	14.2	1.6
Skilled Classes			14.5	1.9
Un/Semiskilled Classes			13.8	1.3

(a) As represented by the arithmetic average of the modal skilled and modal unskilled or semiskilled pay rates
(b) Revised
(c) Preliminary

Table 3 — Unions with a Membership in B.C. Greater Than 5,000

Union	Membership 1981	Relative Position 1980
International Woodworkers of America	50,682	1
B.C. Government Employees' Union	50,086	2
B.C. Teachers' Federation	29,913	3
Canadian Union of Public Employees	27,836	4
Teamsters	23,594	5
Hospital Employees' Union	23,238	6
B.C. Nurses' Union	16,250	7
Food and Commercial Workers' International Union	15,756	9
Carpenters	15,260	8
United Steelworkers of America	14,149	12
Operating Engineers	13,676	11
Hotel and Restaurant Employees	13,655	13
Public Service Alliance of Canada	13,000	10
Telecommunications Workers' Union	11,286	14
International Association of Machinists	11,054	16
International Brotherhood of Electrical Workers	10,883	15
Labourers' International Union	10,653	18
Canadian Paperworkers' Union	9,359	17
Office and Technical Employees' Union	8,902	19
Pulp, Paper and Woodworkers of Canada	7,268	20
United Fishermen and Allied Workers	6,062	21
Plumbers	5,488	22
Canadian Association of Industrial, Mechanical and Allied Workers	5,226	*

ave over 5,000 members in 1980.

Table 4 — Collective Agreement Expiries in B.C. in 1982 Covering 1000 or More Employees

	Union	Employees Covered	Expiry Date
ing Corporation	BCGEU	1,095	31 July
rnment	BCGEU (Master and 9 Components)	35,416	31 July
rnment	Professional Employees	1,100	31 Dec.
rnment	B.C. Nurses and Registered Psychiatric Nurses	2,776	31 Dec.
er Freight and Cartage	Teamsters, Locals 31 and 213	1,200	31 Dec.
ay	Council of Trade Unions	2,048	31 Jan.
ol Trustees	Teachers	29,913	31 Dec.
hone (federal)	Telecommunications Workers	11,000	31 Dec.
ent of Canada (federal)	Postal Workers	2,503	31 Dec.
ent of Canada (federal)	PSAC Program Administration	2,690	20 June
es (federal)	Machinists, Lodge 764	1,764	2 June
ion Labour Relations Association	Building Trades	35,000	30 April
Association of B.C. (salmon price)	Native Brotherhood	1,250	15 April
Association of B.C. (cannery)	UFAWU	2,000	15 April
Association of B.C.	UFAWU	1,000	15 April
h & cold storage)			
bour Relations Association	B.C. Nurses	11,779	31 March
bour Relations Association	Health Sciences Association	3,638	31 March
nce Contractors	Service Employees, Local 244	1,000	30 June
ustries Association	Machinists, Lodge 692	1,000	31 March
	Moulders, Local 281		
	Patternmakers, Local 1260		
Labour Relations Association	Teamsters, Locals 31 & 213	3,500	31 Dec.
freight & cartage)			
of British Columbia	AUCE, Local 1	1,400	31 March
ncouver (outside workers)	CUPE, Local 1004	1,514	31 Dec.
er Dairy Industry Agreement	Teamsters, Local 464	1,050	31 March
r Parks	VMREU, Local 1	1,514	31 Dec.
Compensation Board	WCB Employees' Association	1,200	31 March

Mediation Services

Table 5 — Analysis of Mediation Services, 1981

	1981
Appointments continued from previous year	142
Appointments made (January to December 31)	297
No official appointment	7
Total	446
Appointments rescinded	19
Appointments continuing	130
Total Appointments Completed	297
Settlements:	
During term of officer's appointment	210
Following officer's report	30
No official appointment	7
Total Settlements	247
Employers involved	385
Bargaining units involved	393
Employees involved	80,619

Employment Standards

Table 6 — Certificates Processed, 1981, Under the Employment Standards A

Certificates issued	7
Confirmed certificates before March 14	1
Confirmed certificates after March 14	4
Certificates cancelled	
Certificates cancelled and reissued	
Certificates paid before confirmation	
Certificates paid before filing	
Certificates confirmed and filed with	
Registrar, County Court	5
Registrar, Supreme Court	
Demands made	3

Table 7 — Summary of Licenses Issued in 1981 To Farm Labour Contractors

Category	Licenses Issued	Cost of Bond
1 - 25 employees	12	$ 5,000
26 - 50 employees	10	10,000
51 - 75 employees	0	15,000
76 - 100 employees	1	20,000
101 - 150 employees	1	30,000
151 - 200 employees	0	40,000
over 200 employees	2	50,000

Table 8 — Summary of Permits Issued in 1981 For Child Employment

	Burnaby	Courtenay	Cranbrook	Chilliwack	Dawson Creek	Kamloops	Kelowna	Nanaimo	Nelson	Prince George	Terrace	Victoria	Williams Lake	Total
ement	32	–	2	–	3	–	–	–	–	–	–	–	–	38
otive	8	–	2	1	–	4	3	–	1	1	1	–	–	21
ng	55	6	22	7	48	34	16	2	6	5	5	14	4	224
ruction	1	–	–	1	–	–	–	–	–	–	–	–	–	2
ry	–	–	–	–	–	–	–	–	–	–	–	–	–	–
acturing	3	–	1	–	–	–	1	–	–	–	2	1	–	8
ntile	25	1	2	1	3	56	8	5	1	2	6	2	1	113
llaneous	34	–	5	–	15	14	11	3	–	2	15	1	5	105
	158	7	34	10	69	108	40	10	8	10	29	18	10	511

Apprenticeship Training Programs

Table 9 — Tradesmen's Qualification Certificates and Exemptions Issued in 1981

Trade	Certificates Issued	Exemptions Issued
tive body repair	71	—
tive mechanical repair	312	—
aker (erection)	28	—
ing	60	—
try	447	—
g	92	—
duty mechanic	420	—
al electrical	150	—
al instrumentation	36	—
k	56	—
(benchwork)	35	—
Manufacturing Industry —		
hman	21	—
lar saw filer	65	—
fitter	65	—
ist	50	—
ht	370	—
ier mechanic	5	—
g and decorating	49	—
ng	199	14
nd TV, domestic	12	0
ration	49	1
g, damp- and waterproofing	25	4
etal work	87	—
er fitting	25	2
itting and pipefitting	62	8
Totals	3,286	29

Table 10 — Summary of Apprentices in Trades

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training
		First	Second	Third	Fourth	Fifth	
Air compressor and pneumatic tool maker	4	2	1	1	1		5
Aircraft —							
Maintenance mechanic	3	2	11	8			21
Painter	2						
Antique furniture restorer and reproducer	4		1		1		2
Anvilman	3						
Armature winder	4	1	1				2
Autoglass installation	3	2		2			4
Automatic transmission repair	3	10	22	17			49
Automotive —							
Body repair	4	140	131	121	97		489
Electric and tune-up	3	12	9	14			35
Electrical	3	3	2	6			11
Machinist	4	15	16	19	7		57
Mechanical repair	4	406	432	394	306		1,538
Painting and refinishing	2	52	58				110
Parts, warehousing and merchandising	3	38	35	39			112
Radiator manufacturing and repair	3	21	12	28			61
Trimming	4	4	5	6	7		22
Baking	3	43	52	49			144
Bandsaw benchman	3						
Barbering	2	34	77				111
Benchman-lumber manufacturing industry	1	40					40
Blacksmith	4			2	2		4
Boatbuilding	4	12	12	10	11		45
Boilermaking	4	3	5	2	5		15
Boilermaking (erection)	3	31	23	53			107
Bookbinding I	4	10	4	14	8		36
Bookbinding II	2	12	9				21
Bricklaying	4	84	59	41	39		223
Cableman	3	3	3				6
Carman	4	1	3	3	2		9
Carpentry	4	917	695	479	399		2,490
Cement Mason	3	4	11	5			20
Circular saw filer — Lumber manufacturing industry	1	40					40
Cladding	2	31	31				62
Collator	4	1		1	1		3
Commercial transport mechanic	4	3	3				6
Composition	5	6	3	11	12	6	38
Construction millwright — Lumber manufacturing industry	4			1	1		2
Cooking	3	68	63	43			174
Cutting machine operator	5						
Dental mechanic	4	14	10	6	12		42
Dental technician	4	17	14	14	16		61
Diesel —							
Engine machinist	4			1			1
Engine repair	4	10	15	16	25		66
Fuel injection	4	2	2	3	2		9
Domestic radio and TV servicing	4	11	5	4	4		24
Draftsman —							
Construction	4		1	1			2
Hull	4			1			1
Mechanical	4		1				1
Drapery making	2						
Dressmaking and dress designing	2	1					1
Drywall finisher	3	42	27	20			89
Electric metering	3	4	2	2			8

·upation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training	Completed in 1981
		First	Second	Third	Fourth	Fifth		
ce-								
tr on section	4	419	434	316	335		1,504	245
e ction	4	1	2		1		4	
s ion	4	2	5		2		9	
s ion	4	1	1	1			3	
ce pliance repair	3	12	8	6			26	7
ing	4	2	1	1	4		8	1
n —	4		2		1		3	
radio servicing	4	7	2		1		10	1
al antenna TV	4	7	6	8	4		25	3
tr	5	2	3		2		7	
t repair and calibration	4		1		1		2	
e	4		1	1			2	1
s d controls	4		1				1	
mmunication	4	2	3	2			7	1
d mmunication	4				1		1	4
unications	4	1	2		1		4	
n	4	9	8	6	8		31	3
echanic	4							
	2	11	7				18	4
inery mechanic	4				1		1	
ing	3	52	39	35			126	8
y (hardwood)	3							
	2	10	14				24	3
chine operator	5							
r hanic	4	3	3	4			10	
n –								
and brake service	2	24	29				53	16
and frame straightening	4	6	6	1	3		16	1
	4	9	8	4	1		22	1
ng (scientific)	4							
	4	56	57	54	51		218	43
cs	5	2					2	
ig	2	167	754				921	503
ost insulation	4	19	17	26	25		87	22
mechanic	4	285	519	400	328		1,532	316
ervicing	5	3	2	1		1	7	1
tboard mechanical repair	4	13	16	17	8		54	4
z-								
	4	152	184	192	153		681	120
ntation	5	35	47	35	14	16	147	20
	4	6	2				8	
sing	3	14	20	21			55	13
nion)	3	67	56	31			154	47
Cominco)	4	5	11	13	14		43	7
y								
(machine)	2		1				1	
uring and repair	4	17	15	6	9		47	3
nchwork)	4	79	78	52	38		247	19
ng	4		3	2			5	3
sman	4	2	1				3	
	3	29	47	42			118	47
ay —								
rs	6		2		2	1	5	
	5	2	1	2			5	
	5	3	3	3	2	1	12	5
ing	5	1			1		2	2
on	5	13	14	15	9	5	56	1
der	2	6	8				14	9
n	4	19	27	24	8		78	14
and assembly	5	3	2	2	1	1	9	1
	5							
—	4	99	152	151	102		504	72
	4	7	3	4	5		19	
op	3	1					1	1
ce mechanic —	4							
	4							
gine repair	4	6	13	8	7		34	8
gineering	4	1					1	

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training
		First	Second	Third	Fourth	Fifth	
Marking and stamping device technician	5		1				1
Meat cutting	3	33	43	47			123
Union indentured	2.5	7	7	8			22
Millwright	4	243	339	297	196		1,075
Motorcycle repair	4	7	3	6	4		20
Moulding	4		3	11	2		16
Moulding and coremaking	4	1	2	2			5
Multilith operator	4		1				1
Office machine mechanic	4	5	5	10	9		29
Oil burner mechanic	4	5	1	4	4		14
Operator area dispatcher	3.5	2	7				9
Optical technician	4						
Ornamental ironwork	4	2					2
Painting and decorating	3	91	70	73			234
Partsman	3	38	76	87			201
Patternmaking	5	3	2	4	3	2	14
Piledriver and bridgeman	3	2	18	4			24
Plastering	4	3	5		9		17
Plastic and rubber fabrication	4	10	4	3	4		21
Plastic—							
Fabrication	3						
Sign making	4	3	3		2		8
Plumbing	4	259	246	174	126		805
Power saw repair	2		2				2
Practical horticulture	4	11	24	19	18		72
Precast concrete moulder and fitter	1						
Printer (5 - 6 years)	6	5	6	6	3	8	28
Printing (flexographic)	2	2	1				3
Refrigeration	4	32	31	48	51		162
Rigger - sailmaker	4	3	4	1	2		10
Roofing damp- and waterproofing	3	109	82	46			237
Sailmaking	4		2				2
Sawfitter (lumber manufacturing industry)	2	41	74				115
Saw-making and filing	4	1		3			4
Sheet metal work	4	153	194	116	138		601
Sheet metal manufacturing	2	1	1				2
Ship and boatbuilding industry	4						
Ship plater	4	1	2	2	4		9
Shipbuilding	4			2			2
Shipwright	4	16	8	10	11		45
Sign painting	4	6	9	11	3		29
Silversmithing and plating	5		1		1		2
Small engine repair	4	6	6	3	8		23
Springmaking	4			1			1
Sprinkler fitting	4	32	26	28	12		98
Standard transmission repair	3						
Steamfitting and pipefitting	4	80	135	74	88		337
Steamfitting and pipefitting— Lumber manufacturing industry	4	7	1	1			9
Steel fabrication	4	105	127	100	73		405
Tailor	2						
Telecontrol technician	5	3		4	2	4	13
Tile setting	3	22	13	5			40
Tire repair	2	10	10				20
Tool and die maker	5	4	5	2	1	2	14
Truck body building	4			1	1		2
Upholstery	4	18	18	12	3		51
Wall and ceiling installation	3	117	88	35			240
Watch repairing	5		2			3	5
Welding	3	35	43	28			106
Winder electrician	4	14	25	19	18		76
TOTALS:		5,392	6,283	4,230	2,897	50	18,852

Safety Engineering

Gas Safety

Table 11 — Summary of Activities, 1981

signs checked	3,210
ce certifications	2,300
mits issued	28,430
ons conducted	51,000
er examinations	625
er licenses issued (new)	354
er licenses renewed	3,096
ntractor licenses issued (new)	120
ntractor licenses renewed	923
wner licenses issued	334
tions	4
suspensions	5
nds called	2
ns conducted	115
investigations —	
sions	2
	14
ncidents	7
ies	1
sphyxiations	5
recommendations on defects	
zards (estimated)	3,590

Electrical Safety

Table 12 — Summary of Activities, 1981

ions conducted	91,681
rmits — contractor	59,164
— annual	453
— home-owner	14,249
rmits issued	73,866
of equipment certified	17,979
ations conducted	613
uals or contractors licensed	3,002
ations conducted — fire/accident	184
— hazard elimination	2,091
xamined	1,205
gs or seminars conducted	235
iate suspensions and prosecutions	29

Table 13 — Accident and Fire Investigations, 1981

Incidents involving human fatalities .....
Incidents involving animal fatalities .....
Electrical burns .....
Electric shock and miscellaneous injury .....
Failure of equipment (no fire) .....
Overhead line contact without injury .....

Fires

Attributed to human failing .....
Attributed to damaged or substandard wiring .....
Equipment failure .....
Undetermined origin .....
Non-electrical causes .....
Miscellaneous incidents .....

Total .....

Boiler Safety
Table 14 — Summary of Activities, 1981

Inspections concluded .....
Work permits issued .....
Equipment certified .....
Examinations given .....
Individuals and contractors certified .....
Investigations conducted .....
Plans examined, designs surveyed .....
Meetings and seminars conducted .....
Written recommendations and reports
on defects and hazards .....

Elevating Devices
Table 15 — Summary of Activities, 1981

Regular inspections .....
Acceptances .....
Directions issued .....
Drawings registered .....
Complaints investigated .....
Accidents investigated .....
Licenses issued .....
Contractors registered .....

Policy, Arbitration and Special Services

Table 16 — Summary of Activities, 1981

nt of awards	450
nt of arbitration boards	156
nt of single arbitrators	294
nt of single appointments	26
nt of ministerial boards	11
nt of ministerial single arbitrators	15

Table 17 — Discharge arbitration awards in 1981

		Elapsed Time (Days)
ntr of discharges	107	
rae time elapsed between violation d ate of award		222
rtit time discharge (boards)		57
gt time discharge (boards)		1,475
rtit time discharge (single arbitrators)		35
gt time discharge (single arbitrators)		571

Table 18 — Average Number of Days to Complete Arbitration Cases in 1981

	Single Arbitrators	Arbitration Boards
e discharge to date of award	163	293
e appointment by Minister to date of award	101	81
e hearing to date of award	49	78

Boards of Review

Table 19 — Appeals Considered

	1978	1979	1980	1981
pes received	2,155	2,477	2,775	3,170
pes adjudicated	2,411	2,633	2,372	2,602

Table 20 — Closing Inventory

ceiber 31, 1980	1,402
peis checked in 1981	3,170
peis adjudicated in 1981	2,602
ceiber 31, 1981	1,970
ppals received but not checked in 1981)	551

Table 21 — Results of Appeals

	1978	1979	1980
Worker appeals allowed	893	1,004	867
Worker appeals disallowed	1,148	1,293	1,093
Employer appeals allowed	20	20	18
Employer appeals disallowed	77	84	84
Miscellaneous dispositions (appeal suspended, no appealable issue, no extension of appeal period, etc.)	273	232	310
Totals	2,411	2,633	2,372

Employment Standards Board

Table 22 — Summary of Activities, 1981

Number of Decisions by Board	1
Without hearing	
— non-payment of wages (including overtime, annual vacation and general holiday pay, minimum wages, daily pay guarantees, and illegal deductions from wages)	
— notice of termination or failure to pay severance pay	
With hearing	
— non-payment of wages	
— notice of termination or failure to pay severance pay	
— declaratory opinion	
Number of significant decisions published by Board	

Acts Administered by the Ministry of Labour

- nticeship Act
- cal Safety Act
- yment Standards Act
- tial Services Disputes Act
- y Act
- safety Act
- n Rights Code
- Labour Code
- Ministry of Labour Act
- Power Engineers and Boiler and Pressure Vessels Act
- Refugee Settlement Act
- Wage (Public Construction) Act
- Workers' Compensation Act

atutes Affecting Ministry of Labour

- rs' Act
- rs' Lien Act
- ng Safety Standards Act
- Mine Regulation Act
- epartment Act
- essers Act
- Labour Regulation Act
- Mining Regulation Act
- Public Service Labour Relations Act
- Repairers Lien Act
- Woodworkers' Lien Act

Ministry Memberships and Affiliations

ish Columbia Ministry of Labour is an ember of, or variously affiliated with, the g organizations:

- y Council on Electrical Safety
- in Society of Heating, Refrigerating and onditioning Engineers
- in Society of Mechanical Engineers
- ction of Chief Inspectors of Canada
- ction of Labor Relations Agencies
- ction of Professional Engineers
- iEnergy Control Board
- rnd Pressure Vessel Advisory and Review d
- Columbia Research
- Columbia Safety Council
- an Association of Administrators of ur Legislation
- an Association of Statutory Human Rights icies
- an Gas Association
- an Government Standards Bureau
- an Standards Association
- an Vocational Association
- tee on the Canadian Electrical Code, Part I
- tee on the Canadian Electrical Code, Part II
- tal Inspectors Association of British mbia
- tal Safety Review Committee of British mbia
- 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