PROVINCE OF BRITISH COLUMBIA

Department of Labour

ANNUAL REPORT

FOR THE YEAR ENDED

DECEMBER 31

1975

HON. ALLAN WILLIAMS, *Minister*
JAMES G. MATKIN, *Deputy Minister*

PRINTED BY AUTHORITY
OF THE LEGISLATIVE ASSEMBLY

International Standard Serial Number: ISSN 0381-2898

To Colonel the Honourable WALTER S. OWEN, Q.C., LL.D.,
Lieutenant-Governor of the Province of British Columbia.

MAY IT PLEASE YOUR HONOUR:

The Annual Report of the Department of Labour of the Province for the year 1975 is herewith respectfully submitted.

ALLAN WILLIAMS
Minister of Labour

Office of the Minister of Labour,
December 31, 1975.

The Honourable Allan Williams,
Minister of Labour.

SIR: I have the honour to submit herewith the Fifty-eighth Annual Report on the work of the Department of Labour up to December 31, 1975.

JAMES G. MATKIN
Deputy Minister of Labour

Department of Labour,
Victoria, B.C., December 31, 1975.

CONTENTS

PAGE

Personnel Directory 11

General Administration

Major Developments in 1975 17
Labour Market Information 19
Labour Dispute Statistics 26
Research and Planning 39
Information Services 40
Special Services 41

Manpower Division

Introduction 45
Apprenticeship and Industrial Training 46
Employment Programs 49
Women's Employment 51
Occupational Environment 52
Elevating Devices 54
Compensation Services 55
Trade-schools Regulation 56

Industrial Relations Division

Introduction 59
Labour Standards 60
Arbitration 61
Mediation Services 62
Human Rights 62

Independent Boards

Board of Industrial Relations 67
Boards of Review, *Workers' Compensation Act* 68

Statistics

Tables 1 and 2—Appenticeship and Industrial Training 73
Tables 3 to 5—Compensation Consultant 76
Tables 6 to 9—Labour Standards 78
Tables 10 and 11—Arbitration 79
Table 12—Mediation 80
Tables 13 and 14—Human Rights 80
Legislation Affecting Employees, 1975 82

PERSONNEL DIRECTORY

DEPARTMENT OF LABOUR

Minister of Labour	Hon. L. Allan Williams	387-6070
Executive Assistant	Robert E. Exell	387-3336
Deputy Minister	James G. Matkin	387-3282
Associate Deputy Minister (Industrial Relations)	Kenneth A. Smith	387-5611
Associate Deputy Minister (Manpower)	Ranjit S. Azad	434-5761

General Administration

880 Douglas Street, Victoria

Deputy Minister	James G. Matkin	387-3282
Director, Finance and Administration	Frank A. Rhodes	387-1615
Director, Personnel	William H. Bell	387-3301
Director of Legislation	James R. Edgett	387-3286
Director, Research and Planning	Alan H. Portigal	387-3445
Director of Special Services	George D. Bishop	387-5482
Director, Information Services	Jack E. Nugent	387-1616

Industrial Relations Division

880 Douglas Street, Victoria

Associate Deputy Minister	Kenneth A. Smith	387-5611
Director, Human Rights	Kathleen Ruff	387-6861
Director, Labour Standards	William J. D. Hoskyn	387-3284
General Inquiries		387-3290
Supervisor, Labour Standards (4211 Kingsway, Burnaby)	Jack A. Laffling	434-5761
Director, Labour Education	Ronald M. Tweedie	387-5496
Director of Arbitration	Gerald H. O'Neill	387-5753
Acting Director, Mediation	Gus C. Leonidas	434-5761

Manpower Division

4211 Kingsway, Burnaby

Associate Deputy Minister	Ranjit S. Azad	434-5761
Executive Director, Manpower Division (Acting)	Robert Plecas	434-5761
Director, Women's Employment	Mrs. Christine Waddell	434-5761
Director of Manpower Training and Development	John Melville	434-5761
Director, Apprenticeship and Industrial Training	Samuel W. Simpson	434-5761
Director, Occupational Environment	James D. Forrest	434-5761
Elevating Devices Inspection Bureau (4240 Manor Street, Burnaby)		434-5344
Acting Director, Employment Programs (1006 Fort Street, Victoria)	Vern A. Burkhardt	387-1631

BOARDS AND COMMISSIONS

Board of Industrial Relations

Parliament Buildings, Victoria

Chairman ..... JAMES G. MATKIN
Vice-Chairman and Secretary ..... J. R. EDGETT
Members ..... C. MURDOCH
A. MACDONALD
MRS. EMILY OSTAPCHUK
R. K. GERVIN

Boards of Review

(Workers' Compensation Act)

350, 2025 West 42nd Avenue, Vancouver

Administrative Chairman ..... [Vacant]
Chairmen ..... W. I. AUERBACH
R. W. STANDERWICK
Members ..... W. I. BEEBY
J. S. DON
D. C. FRASER
J. MACKENZIE
N. MILLS
S. J. SQUIRE
W. N. PEAIN

Human Rights Commission

Parliament Buildings, Victoria

Chairman ..... BISHOP REMI J. DE ROO
Members ..... LARRY RYAN
WILLIAM BLACK
GENE ERRINGTON
ROSE CHARLIE

Provincial Apprenticeship Committee

4211 Kingsway, Burnaby

Chairman ..... JOHN MELVILLE
Members ..... B. H. CAMPBELL
J. A. GRAY
J. O. HASTINGS
E. H. MCCAFFERY
C. STAIRS
S. W. SIMPSON
T. W. TRINEER

Workers' Compensation Board

5255 Heather Street, Vancouver

Vice-Chairman (Acting) ..... J. P. BERRY
Commissioners ..... T. R. WATT
G. KOWBEL
Executive Director ..... R. CALDECOTT
Board Counsel and Executive Officer ..... J. P. BERRY
Director, Legal Services ..... I. E. TUFTS

Labour Relations Board

1620 West Eighth Avenue, Vancouver

Chairman ..... PAUL C. WEILER
Vice-Chairman and Chief Administrative Officer ..... E. R. PECK
Vice-Chairpersons ..... J. A. MOORE
NANCY MORRISON
RONALD BONE
JOHN BAIGENT
Members ..... ANGUS MACDONALD
ARNOLD J. SMITH
JOHN M. BILLINGS
HERBERT L. FRITZ
MIKE L. KRAMER
GRAHAM D. M. LESLIE
KEN R. MARTIN
J. MCAVOY
B. VAN DER WOERD
JOHN BROWN
CLARENCE ALCOTT
PETER CAMERON

REGIONAL OFFICE LOCATIONS

Burnaby: 4211 Kingsway, Burnaby Centre.
4240 Manor Street.

Chilliwack: 24 Victoria Avenue West.

Cranbrook: Room 226, Courthouse, 102 South 11th Avenue.

Dawson Creek: 1201—103rd Avenue.

Kamloops: 220, 546 St. Paul Street.

Kelowna: 1913 Kent Road.

Nanaimo: 190 Wallace Street.

Nelson: Box 60, 310 Ward Street.

Prince George: Room 222, 1488 Fourth Avenue.

Terrace: 4926 Highway 16 West.

Williams Lake: 307—35 Second Avenue South.

GENERAL ADMINISTRATION

- Major Developments in 1975
- Labour Market Information
- Labour Dispute Statistics
- Research and Planning
- Information Services
- Special Services

GENERAL ADMINISTRATION

MAJOR DEVELOPMENTS IN 1975

The labour sector of British Columbia remained in an unsettled condition throughout 1975. Generally poor economic conditions plagued the Province throughout the year, as world markets for British Columbia products failed to recover as fully as had been expected. Unemployment levels passed the 100,000 mark early in the year, and then remained high for the balance of 1975. Labour-management disputes were also pronounced during 1975.

The services of the Minister of Labour and of the Department were required to assist in the resolution of a number of labour-management disputes during the year. A somewhat discouraging trend toward increased third-party intervention was evident.

The Minister appointed nine Industrial Inquiry Commissions, six Special Officers, one Special Mediator, and one Interest Disputes Arbitrator in 1975.

The Minister also appointed a special Industry Advisory Committee to advise the Minister, the Government, and the construction industry on matters pertaining to the supply and training of personnel for the industry.

Major legislation introduced in 1975 included Bill 84 amendments to the *Labour Code of British Columbia,* the *Collective Bargaining Continuation Act,* and the *Labour Education Centre of British Columbia Act.*

The Labour Code amendments continued the original themes of the Code by buttressing the remedial authority of the Labour Relations Board through an expanded section 28, by revision of the arbitration law so as to integrate it with the collective bargaining law by facilitating access to the basic rights of the Code, and by introducing a cooling-off provision and a power to designate life-supporting services in public interest disputes.

Labour-management disputes reached a peak of activity during August and September, when more than 400,000 man-days of work stoppage were recorded in both months. This situation culminated early in October in the *Collective Bargaining Continuation Act,* which was enacted to force a cooling-off period in several key industries.

The *Collective Bargaining Continuation Act* ordered a 90-day halt to all strikes and lockouts, and an immediate resumption of work in the forest, pulp and paper, railway, propane and butane distribution, and food-merchandising industries. The Lieutenant-Governor in Council was empowered to extend the force of the Act, if necessary, by an additional 14 days, which was done when the initial 90 days expired.

During the year as a whole, there were 173 disputes involving 67,496 workers for a work-stoppage total of 1,864,596 man-days—the second highest such figure in Provincial history.

Despite the increase in dispute activity, labour income continued to grow during 1975. Wages and salaries stood at $9,452 million for 1975, up 14.4 per cent from the 1974 level of $8,264 million. Average weekly earnings rose to just over $229 from a revised 1974 level of $200.50, and remained almost $25 a week above the Canadian average.

Wage settlement analysis conducted by the Department revealed that wage increases averaging 16.3 per cent were provided for in larger negotiated settlements. This figure remained almost identical to the previous year's level of 16.2 per cent.

Estimates of British Columbia's population for 1975 showed an increase, as of June 1, of 62,000 persons

over the corresponding June 1974 level. This represented a 2.6-per-cent growth rate, slightly less than in previous years, but still well above the Canadian average of 1.6 per cent. The effects of the depressed economic climate were revealed in reduced levels of in-migration and immigration to the Province. Immigration slowed appreciably and accounted for less than 19 per cent of the population increase.

The Province's labour force continued to grow during 1975, and at a rate that again surpassed population growth. A persistent unemployment problem developed during the year, however, as job growth failed to keep pace with the labour force growth of 4.8 per cent. Average employment of 1,009,000 persons was only 2.2 per cent above the 1974 level of 987,000. Unemployment thus grew to an average level of 94,000 persons during 1975, including a high of 102,000 recorded in both February and November.

Careers '75, the summer student employment program of Employment Programs Branch, produced jobs for approximately 11,000 students, many of whom found work in a variety of occupations related to their career plan.

Vancouver consumer price rises moderated in 1975 to an annual rate of 8.8 per cent by December. Large increases earlier in the year, however, created average price index increases of 11.1 per cent for 1975, down only slightly from the 1974 average of 11.6 per cent.

An education campaign to heighten public awareness of the services provided by the Human Rights Branch and the anti-discrimination protection afforded under the Human Rights Code resulted in a dramatic increase in the number of complaints received by the Branch—714 versus 241 in 1974, a jump of almost 300 per cent.

Human Rights Boards of Inquiry held during the year reached precedent-setting decisions with Canada-wide impact. Among them were the inclusion of homosexuals under the protection of the Code, and a ruling that pregnancy was not reasonable cause for termination of employment and was therefore discrimination based upon sex. For the first time in the Province's history, cash compensation was awarded to a Native Indian who had suffered from racial discrimination.

The Department represented British Columbia at the second Federal-Provincial conference of ministers responsible for human rights, held at Ottawa in December.

Personnel and Organization Changes

During 1975, Ronald Bone and John Baigent were appointed as vice-chairmen of the Labour Relations Board.

Kenneth A. Smith was appointed Associate Deputy Minister of the Department's Industrial Relations Division. Mr. Smith brought to the Department a wealth of background experience in the field of labour-management relations.

Robert S. Plecas, formerly Director of Employment Programs Branch, was appointed Acting Executive Director of the Manpower Division.

Alan H. Portigal, formerly in an executive research position with the Federal Department of Labour, was appointed Director of the Research and Planning Branch.

In a move to improve both the organizational and financial administration of the Department in terms of internal management and interdepartmental relationships, a Finance and Administration Branch was structured (*see* organization chart, page 10). Frank A. Rhodes, Executive Officer with the Department for the past two years, was appointed Director of the new Branch.

William H. Bell, former Departmental Personnel Officer, was appointed Director of Personnel Services.

Kenneth R. Martin was appointed Assistant Director of the newly formed Occupational Environment Branch.

LABOUR MARKET INFORMATION

A Review of the Labour Sector of the Provincial Economy

During 1975 the labour sector of the Provincial economy generally continued to expand and grow, but at slower rates than those of previous years. Although this year's rate was the lowest in the last decade, British Columbia's population still grew at a rate considerably above the national average.

Population increases were reflected in the 1975 labour forces estimates, which revealed that the labour force grew by 4.8 per cent from 1974 to total 1,102,800 workers. Similarly the total number employed also increased throughout 1975, while unemployment climbed to an average of 8.5 per cent, which was 2.3 per cent higher than the average rate in 1974.

British Columbia continued to enjoy the highest average weekly wages of all the Canadian provinces. Owing to the rapid rise in inflation during the year, however, real wage gains were limited to the national average of 2.6 per cent.

Wage settlement statistics indicated that 1975 was another active bargaining-year, with almost 300 major collective agreements reported, covering almost 120,000 employees. These settlements were reached without incurring substantial losses of working-time through labour-management dispute. The total working-time lost in 1975 because of disputes averaged just above *0.8 per cent* of the total time worked by all wage-earners and salaried employees.

Population

The Provincial population expanded at its slowest rate in 13 years during 1975, year-end estimates showing the British Columbia population to have climbed to 2,481,000 persons. This represents an increase of only 40,000 persons over the previous year, compared with increases averaging 71,000 persons over each of the past three years. Average growth rate for the year was 2.6 per cent which, despite being low in relation to past Provincial growth, was still well above the 1.6 per cent experienced for the country as a whole.

Population, 1964–75

Year	British Columbia Population[1]	Yearly Population Growth (Per Cent)	
		Canada	British Columbia
1964	1,745,000	2.7	1.9
1965	1,797,000	3.0	1.9
1966[2]	1,874,000	4.3	1.9
1967	1,945,000	3.8	1.8
1968	2,003,000	3.0	1.6
1969	2,060,000	3.2	1.5
1970	2,128,000	3.0	1.4
1971[2]	2,184,000	2.7	1.3
1972	2,247,000	2.9	1.2
1973	2,315,000	3.0	1.2
1974	2,395,000	3.5	1.6
1975	2,457,000	2.6	1.6

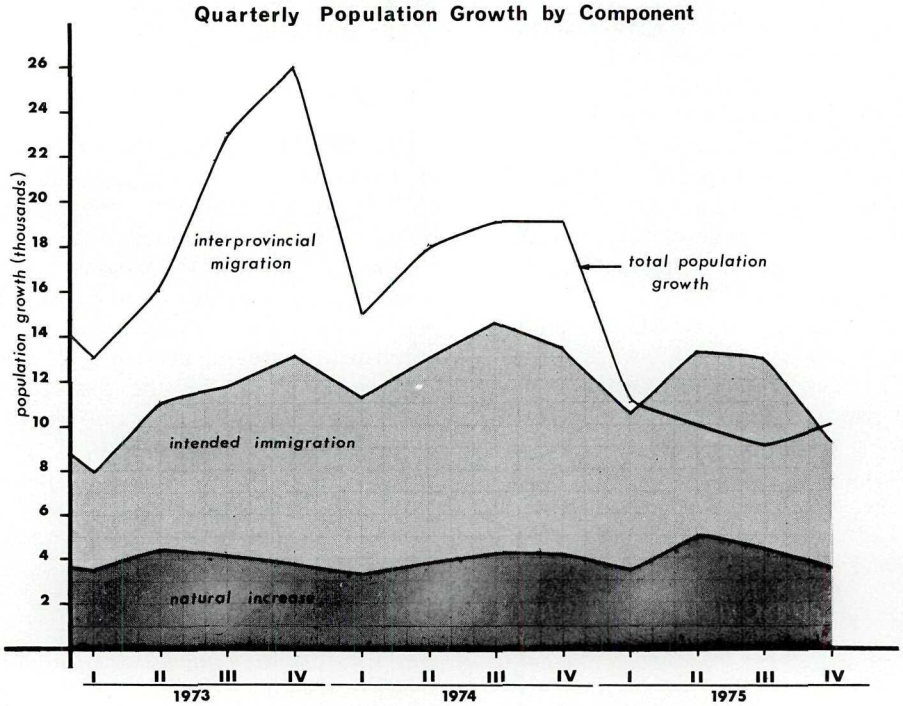
[1] As of June 1 of each year.
[2] Census counts.
Source: Statistics Canada, *Canadian Statistical Review*, Ottawa, July 1976.

An examination of the three major components of population growth—natural increase, immigration, and interprovincial migration—has traditionally shown a large segment of any increase to have come from the latter cause. This was not the case during 1975, as net migration estimates showed 6,000 people leaving the Province during the year. Slight inflows during the first and fourth quarters were more than counterbalanced by large outflows in the second and third quarters.

The level of natural increase was somewhat larger than in each of the past two years. Vital statistics show a net increase of births over deaths, amounting to 16,670 persons during 1975.

Counts of immigrants intending British Columbia as their final destination were slightly below 1974 levels, but still amounted to 29,000 persons. Thus, immigrant counts and natural increase taken together amounted to almost 46,000 persons.

Quarterly Population Growth by Component



Source: Statistics Canada, *Canadian Statistical Review,* Ottawa; Cat. 11-003.

Estimated Annual Flows of Interprovincial Migrants to British Columbia

	Average Annual Inflow	Average Annual Outflow	Average Net Change
1956–61	51,734	44,908	6,826
1961–66	64,829	43,956	20,873
1966–71	86,247	56,685	29,562
1971–75	86,247	56,685	19,500[1]

[1] Estimated.

Source: Statistics Canada, *Population Projections for Canada and the Provinces, 1972–2001,* Ottawa 1974; p. 50.

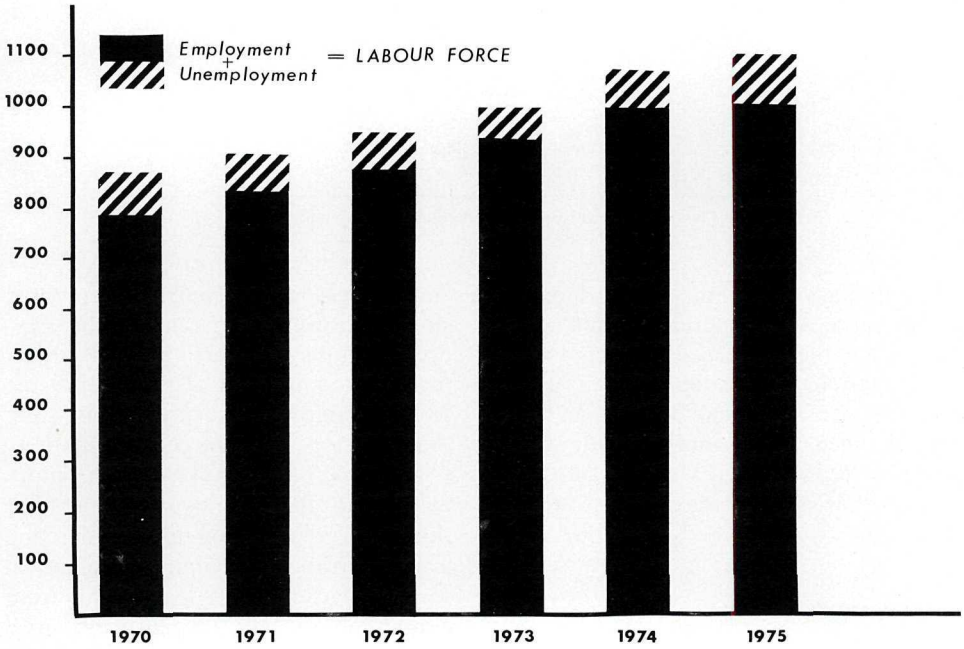
The most notable feature of the year was the reversal of migration flows. The period 1961–74 has shown annual increases attributable to net migration gains averaging well in excess of 20,000 persons per annum. It seems likely that the relatively buoyant Alberta economy has served to redirect many prospective migrants, while exerting a pull on the existing British Columbia population.

Labour Force

Aggregate labour force growth was consistently strong throughout 1975, with a yearly average of 1,102,800 participants, 4.8 per cent above 1974 figures. Labour force growth had begun to accelerate in the last two quarters of 1974, and this trend continued into 1975. The first and second quarter totals were 6.6 and 6.3 per cent above corresponding 1974 estimates. Labour force participation was particularly large in the second quarter with the labour force increasing by 3.2 per cent in May alone. Rises in the third-quarter statistics displayed the traditional increases in participation caused by the influx of students into the work force during the summer.

Seasonal fluctuations were more apparent in the male component of the labour force, which peaked at 711,000 workers in the third quarter of 1975. The female component demonstrated a much stronger and consistent growth pattern, which may have masked any inherent seasonal fluctuations. The female labour force expanded by an average of 10.2 per cent in 1975. An examination of monthly changes shows that the female component rose dramatically between April and June, levelling off throughout the remainder of the year. The number of men in the labour force increased rapidly between May and August, and then, beginning

Labour Force, Employment and Unemployment, 1970–1975



in September, gradually decreased to its year-end level.

The participation rate continued to move upward during 1975, averaging 61.3, a strong 2.0 points higher than in 1974. British Columbia's participation rate is 1.0 points higher than the national average, very close to that of the Prairies and Quebec, and just below that of Ontario.

Participation Rates by Sex

SEASONALLY ADJUSTED

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
Both sexes	61.3	61.4	61.7	61.4	62.4	61.4	60.6	61.1	61.6	61.1	61.2	61.1
Men	78.1	77.9	78.2	77.6	79.1	77.7	76.7	77.3	78.7	77.4	77.1	77.1
Women	44.7	45.1	45.5	45.4	46.1	45.3	44.7	45.1	44.7	45.2	45.6	45.4

ACTUAL

Both sexes	60.2	59.9	61.0	61.1	62.8	62.5	63.2	62.4	60.5	61.0	60.7	60.0
Men	76.1	76.2	76.8	77.0	79.6	79.3	80.8	80.0	77.2	76.8	76.2	75.5
Women	44.4	43.9	45.4	45.5	46.4	46.0	45.8	45.1	44.2	45.4	45.4	44.9

Source: Statistics Canada, *Revised Labour Force Survey*, Historical Series, Ottawa.

Labour Force by Sex (Quarterly)

	Total	Men	Women
1974—			
I	1,005	658	347
II	1,048	680	368
III	1,088	703	385
IV	1,065	677	388
1975—			
I	1,072	673	399
II	1,114	699	415
III	1,122	711	411
IV	1,104	689	415

Source: *Revised Labour Force Survey*, Historical Series, Statistics Canada.

As in past years, the upward drift in the aggregate participation rate was caused by the increased participation of women in the labour force. The rate for men in British Columbia has not changed appreciably during the past 20 years, whereas the rate for women has almost doubled in that same period.

Employment

The pattern of employment growth exhibited throughout 1975 mimicked that displayed by the labour force. The effects of the current economic slowdown were apparent in the supporting statistical data, particularly in the male component of the work force where employment decreased in spite of increasing labour force participation.

Seasonal fluctuations were more evident in the employment statistics, the male employment totals depicting a more erratic behaviour. Declines in fourth-quarter employment totals were completely at the expense of male workers, as male employment fell by 3.5 per cent while female employment rose by 0.8 per cent.

Employment by Industry (Quarterly)

	I	II	III	IV	Average Annual Increase (Per Cent)
Total	976	1,043	1,063	1,026	3.2
Goods	279	326	335	303	—4.6
Agriculture	18	27	35	24	.....
Other primary products	40	45	45	39	—10.4
Manufacturing	156	170	170	164	—8.3
Construction	65	83	86	76	—2.6
Service	697	717	728	723	7.1
Transportation	108	102	99	105	8.3
Trade	185	186	199	202	3.2
Real estate	52	56	60	60	14.0
Personal service	283	307	304	289	11.7
Public administration	69	67	64	67	3.1

Source: Statistics Canada, *Detailed Provincial Labour Force Data,* Revised Labour Force Survey, Ottawa.

An examination of the monthly figures shows that male employment increased between June and August, then declined steadily thereafter. In contrast, female employment grew consistently throughout the year, with a momentary downturn in August. A strong showing in the last three quarters accounted for a 9.1-per-cent increase in employment for women in 1975. Over the same span, male employment declined by 0.5 per cent.

Employment-by-industry estimates clearly reveal the manner in which the Provincial economy has expanded. Average employment grew substantially in the service sector but declined in the goods sector. Within the service sector, there has been a wide disparity in employment growth. Compared with last year's figures, real estate and personal service registered large employment gains of 14.0 and 11.7 per cent, while trade and public administration at 3.2 and 3.1 per cent were well below the 7.1-per-cent sector average.

The goods-producing sector seems to have borne the major burden of the downturn in the Provincial economy in 1975. In contrast to 1974, when employment growth in this sector was 4.5 per cent, well above the Canadian average, this year's employment has done a complete reversal, falling by 4.6 per cent. Manufacturing (—10.4 per cent) and other primary product (—8.3 per cent) industries recorded the largest employment decreases during the year.

On a seasonal basis, employment in the goods sector rose in the second and third quarters and declined by 9.6 per cent in the fourth quarter. This was quite evident in the other primary products industry, where employment decreased 13.3 per cent in the fourth quarter. Conversely, the service sector experienced virtually a constant growth in employment throughout 1975, with only a small downturn in the last quarter. Strong performances by trade and real estate forestalled any serious downturn in the fourth quarter.

Unemployment

The average level of unemployment in British Columbia rose sharply during 1975. Unemployment averaged 8.5 per cent over the year, an increase of 2.3 per cent above the average rate in 1974. Slight increases in employment for women and net decreases for men, combined with reasonably large increases in the labour force, caused the unemployment rate to rise. The aggregate rate of 8.5 per cent for the year is a weighted average of the 8.0

Employment

	Total	Men	Women
1974	987	641	345
I	943	620	323
II	989	648	340
III	1,023	666	357
IV	991	629	361
1975	1,009	638	372
I	973	614	359
II	1,026	650	376
III	1,029	655	374
IV	1,009	632	377

Source: Statistics Canada, *Revised Labour Force Survey*, Historical Series, Ottawa.

Unemployment Rates (Quarterly)

	15–24 Age-group	25 Years and Over	Total
1974 average	.....	.....	6.2
1975 average	14.4	6.4	8.5
I	15.2	6.1	9.4
II	14.2	6.0	7.9
III	13.3	6.0	8.3
IV	12.5	7.4	8.5

Source: Statistics Canada, *Revised Labour Force Survey*, Historical Series, Ottawa.

and 9.4-per-cent female unemployment rates.

The monthly average of 93,700 labour force participants without jobs was comprised of an average of 55,000 men and 38,700 women. Compared with 1974 statistics, these figures represent a 4.1-per-cent increase in male unemployment and a 4.4-per-cent increase in female unemployment.

Seasonal unemployment trends during 1975 were similar for both sexes. The level of women's unemployment fluctuated from a high of 44,000 in March to a low of 32,000 in December. The number of unemployed men ranged between a high of 63,000 in January and February and a low of 50,000 in December.

With an average unemployment rate of 14.4 per cent, the 15–24 age-group were the hardest hit by the downturn in economic activity. In a more optimistic vein, the unemployment rate for 15–24 decreased continually through 1975, and may foreshadow better conditions in the future. The 25-years-and-over unemployment rate remained constant for the first three quarters of the period, rising to 7.4 per cent in the fourth quarter.

Organized Labour Force

As of January 1, 1975, there were in British Columbia a total of 401,608 workers who were members of trade unions. This represented a growth of 5,762 (or 1.5 per cent) over the total of 395,846 union members in 1974.

Because the total number of paid workers grew at a somewhat faster pace than did the increase in union membership, however, a slight decline resulted in "organized labour as a percentage of total paid workers." Thus the unionized portion of the labour force dropped to 43.7 per cent in January 1975 from 44.2 per cent in January 1974.

Twenty-one of the largest unions in the Province had memberships of more

than 5,000 workers. These 21 unions comprised a total membership of 298,742 (or 74.4 per cent) of the entire union membership in the Province. The International Woodworkers of America remained British Columbia's largest union, with 37,976 members, followed by the B.C. Government Employees' Union (BCGEU), with 27,640, and the B.C. Teachers' Federation, with 27,326.

Union membership among women grew by 11,148 from 94,899 in January 1974 to 106,047 in January 1975. Over this same period, male membership declined 5,386 from 300,947 in January 1974 to 295,561 in January 1975. As a result, men comprised 73.6 per cent of the total union membership in the Province, and women 26.4 per cent.

The trade and service industry had the largest proportion of union members, followed by manufacturing. At the sub-industry level, miscellaneous services (including the organized Federal and Provincial Government employees) comprised the largest category (25.4 per cent), followed by wood products (12.2 per cent), transportation (11.2 per cent), and education (9.6 per cent).

Union Membership in British Columbia, 1940–75

Year	Total Membership	Percentage Change From Previous Year	Non-agricultural Total Paid Workers[1]	Organized Labour as a Percentage of Total Paid Workers
1940	44,867	.....	.....	.....
1941	50,360	12.24	.....	.....
1942	61,292	21.71	213,000	28.8
1943	91,618	49.47	231,000	39.7
1944	107,402	17.22	266,000	40.4
1945	110,045	2.46	283,000	38.9
1946	108,125	—1.75	322,000	33.6
1947	119,258	10.30	334,000	35.7
1948	135,326	13.47	338,000	40.0
1949	142,989	5.66	340,000	42.0
1950	146,259	2.29	335,000	43.6
1951	157,287	7.54	342,000	46.0
1952	170,036	8.10	362,000	47.0
1953	174,894	2.86	360,000	48.6
1954	178,533	2.08	363,000	49.2
1955	186,951	4.72	381,000	49.1
1956	191,952	2.68	414,000	46.4
1957	216,070	12.56	430,000	50.2
1958	233,972	8.28	422,000	55.4
1959	219,279	—6.30	435,000	50.1
1960	215,437	—1.75	430,000	50.1
1961	221,946	3.02	438,000	50.7
1962	216,685	—2.37	461,000	47.0
1963	222,138	2.52	488,000	45.5
1964	226,690	2.05	514,000	43.7
1965	237,864	4.93	550,000	43.2
1966	256,241	7.73	588,000	43.6
1967	273,946	6.91	626,000	43.5
1968	287,502	4.95	654,000	44.0
1969	292,842	1.86	706,000	41.5
1970	310,222	5.93	713,000	43.5
1971	316,587	2.05	743,000	42.6
1972	332,091	4.90	754,000	42.4
1973	350,175	5.45	850,000	41.2
1974	395,846	13.04	895,000[2]	44.2
1975	401,608	1.46	919,000[3]	43.7

[1] Source: Statistics Canada, *The Labour Force*, Information Canada, Ottawa; Cat. 71-001 (monthly); December 1975.

[2] Revised since 1974 publication of *B.C. Labour Directory*.

[3] Estimated by the Research and Planning Branch because November and December labour force figures for 1975 were not available at the time of publication.

Unions With a British Columbia Membership Greater Than 5,000, 1975[1]

	Membership January 1975	Relative Position 1975[1]	Relative Position 1974
International Woodworkers of America (AFL-CIO/CLC)	37,976	1	1
B.C. Government Employees' Union (CLC)	27,640	2	2
British Columbia Teachers' Federation (Ind.)	27,326	3	3
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	20,189	4	5
Canadian Union of Public Employees (CLC)	19,212	5	4
Registered Nurses' Association of British Columbia (Ind.)	15,145[2]	6	6
United Brotherhood of Carpenters and Joiners of America (AFL-CIO/CLC)	15,069	7	7
Hospital Employees' Union (Ind.)	14,323	8	10
Public Service Alliance of Canada (CLC)	12,645	9	9
United Steelworkers of America (AFL-CIO/CLC)	11,726	10	8
Hotel and Restaurant Employees' and Bartenders' International Union (AFL-CIO/CLC)	11,107	11	14
International Union of Operating Engineers (AFL-CIO/CLC)	10,941	12	11
Labourers' International Union of North America (AFL-CIO/CLC)	9,991	13	12
Federation of Telephone Workers of British Columbia (CLC)	9,490	14	15
International Brotherhood of Electrical Workers (AFL-CIO/CLC)	9,076	15	17
Canadian Paperworkers' Union (CLC)	8,981	16	13
International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	8,747	17	16
Retail Clerks' International Union (AFL-CIO/CLC)	7,500	18	18
United Fishermen and Allied Workers' Union (CLC)	7,009	19	19
Pulp, Paper and Woodworkers of Canada (CCU)	6,206	20	20
Office and Technical Employees' Union (AFL-CIO/CLC)	5,443	21	([3])

[1] As of January 1.
[2] Only 12,000 members are employed where working conditions are subject to collective bargaining.
[3] Newly included union.

LABOUR DISPUTE STATISTICS

In 1975 there were 173 labour disputes involving 67,502 workers for a total of 1,864,596 man-days lost. These figures indicate that improvement in total man-days lost continued through 1975, as time lost reached its highest in 1972 at 2.1 million man-days. Total working time lost in disputes averaged just *over 0.8 per cent* of total time worked by all wage-earners and salaried employees.

Examination of disputes by number of workers involved shows that there were 78 disputes involving less than 100 workers per dispute, 69 disputes involving between 100 and 500 employees, and 26 disputes involving over 500 employees. The only individual sector experiencing no known disputes in 1975 was agriculture, a sector in which employees are virtually unorganized. The manufacturing sector, however, was the most troubled industrial sector, with 1,105,197 man-days, fully 59.3 per cent of the yearly total.

A large portion of the time lost can be attributed to a three-month shutdown in the pulp industry that accounted for 761,478 man-days, or 40.8 per cent of the annual total. The *Collective Bargaining Continuation Act* legislation proclaimed in early October was a significant event in 1975 Provincial industrial relations. Under the Act, propane, food, railway, and pulp workers returned to the job.

Analysis of Time-loss by Industry, 1975[1]

	Workers Directly Involved		Percentage of Total	Estimated Duration in Man-days	
	Number of Disputes	Number		Number	Percentage of Total
Jurisdictional Classification					
Provincial	157	40,072	57.6	1,516,010	81.3
Federal	16	27,430	42.4	348,586	18.7
Industrial Classification					
Agriculture	.....	.....	.....	.....	.....
Forestry (primarily logging)	3	261	0.4	251	0.0
Fishing and trapping	3	10,094	15.0	178,442	9.6
Mines, quarries, and oil wells	6	2,315	3.4	23,135	1.2
Manufacturing	81	23,978	35.5	1,105,197	59.3
Construction	14	1,608	2.4	28,746	1.5
Transportation and communication	26	13,729	20.3	121,949	6.5
Trade	3	105	0.2	3,388	0.2
Finance, insurance, and real estate	1	1,989	3.0	143,208	7.7
Business and personal service	23	5,265	7.8	44,803	2.4
Public administration	13	8,158	12.1	215,477	11.6
Totals for all industries	173	67,502	100.0	1,864,596	100.0

[1] Figures are subject to revision.

Analysis of Labour Disputes, 1954–75

Year	Total Non-agricultural Paid Workers[1]	Number of Disputes[2]	Estimated Number of Workers Affected	Estimated Man-days Lost	Estimated Time-loss as a Percentage of Total Working-time of Wage and Salary Earners
1954	370,000	24	12,622	140,958	0.154
1955	390,000	25	3,367	27,588	0.029
1956	421,000	35	3,197	39,211	0.038
1957	439,000	35	8,914	225,869	0.208
1958	434,000	29	11,709	325,211	0.306
1959	452,000	34	33,443	1,423,268	1.304
1960	448,000	14	999	35,848	0.033
1961	455,000	17	1,638	34,659	0.035
1962	477,000	33	1,982	32,987	0.032
1963	501,000	23	824	24,056	0.022
1964	529,000	29	9,503	181,784	0.156
1965	561,000	40	6,755	104,430	0.084
1966	597,000	39	24,748	272,922	0.206
1967	636,000	54	11,371	327,272	0.232
1968	663,000	66	12,179	406,729	0.247
1969	714,000	85	17,916	406,645	0.229
1970	722,000	82	46,642	1,683,261	0.937
1971	753,000	113	52,358	276,999	0.148
1972	793,000	101	106,399	2,120,848	1.073
1973	858,000	142	96,078	705,525	0.329
1974	904,000	139	86,932	1,609,431	0.714
1975	930,000	173	67,502	1,864,596	0.805

[1] Does not include persons who operated their own business, farms, or professions, or persons who worked without pay on a farm or business owned or operated by a member of the household to whom they were related. Source: Statistics Canada, *The Labour Force*, Cat. 71-001 (monthly); December 1975.

[2] Statistics for years prior to 1970 exclude disputes not within the scope of the *Mediation Commission Act*.

Labour Disputes by Month, 1975[1]

	Number of Disputes	Number of Workers Directly Involved	Duration in Man-days
January			
Agriculture	....	.....	.....
Forestry[2]	1	45	40
Fishing	....	.....	.....
Mines[3]	....	.....	.....
Manufacturing	10	1,149	10,621
Construction	3	409	3,766
Transportation	4	2,130	11,110
Trade	1	15	330
Finance	....	.....	.....
Communication	5	378	2,046
Public Administration	2	315	1,435
Totals	26	4,441	29,348
Federal	1	300	900
Provincial	25	4,141	28,448
February			
Agriculture	....	.....	.....
Forestry[2]	1	60	55
Fishing	1	1,924	25,012
Mines[3]	2	275	1,275
Manufacturing	7	601	9,719
Construction	2	147	560
Transportation	2	54	450
Trade	1	15	300
Finance	....	.....	.....
Communication	2	298	1,790
Public Administration	7	2,800	27,352
Totals	25	6,174	66,513
Federal	4	2,833	29,784
Provincial	21	3,341	36,729
March			
Agriculture	....	.....	.....
Forestry[2]	1	156	156
Fishing	1	3,904	27,430
Mines[3]	1	250	1,250
Manufacturing	10	948	13,667
Construction	2	241	842
Transportation	5	5,099	74,150
Trade	3	105	786
Finance	....	.....	.....
Communication	5	703	9,803
Public Administration	7	2,395	41,294
Totals	35	13,801	169,378
Federal	6	8,638	104,369
Provincial	29	5,163	65,009
April			
Agriculture	....	.....	.....
Forestry[2]	....	.....	.....
Fishing	....	.....	.....
Mines[3]	....	.....	.....
Manufacturing	12	1,104	13,102
Construction	5	398	5,569
Transportation	3	31	647
Trade	3	105	1,708
Finance	....	.....	.....
Communication	6	1,403	3,241
Public Administration	7	3,759	43,922
Totals	36	6,800	68,189
Federal	2	1,837	1,926
Provincial	34	4,963	66,263
May			
Agriculture	....	.....	.....
Forestry[2]	....	.....	.....
Fishing	....	.....	.....
Mines[3]	1	500	2,500
Manufacturing	17	2,648	22,602
Construction	4	392	8,147
Transportation	4	45	556
Trade	1	22	264
Finance	1	1,989	17,901
Communication	2	520	2,920
Public Administration	7	1,954	5,611
Totals	37	8,070	60,501
Federal	2	32	150
Provincial	35	8,038	60,351
June			
Agriculture	....	.....	.....
Forestry[2]	....	.....	.....
Fishing	....	.....	.....
Mines[3]	....	.....	.....
Manufacturing	12	1,234	21,193
Construction	4	457	6,747
Transportation	3	26	546
Trade	....	.....	.....
Finance	1	1,989	41,769
Communication	3	381	1,925
Public Administration	1	18	378
Totals	24	4,105	72,558
Federal	1	200	3,574
Provincial	23	3,905	68,984
July			
Agriculture	....	.....	.....
Forestry[2]	....	.....	.....
Fishing	1	7,000	35,000
Mines[3]	....	.....	.....
Manufacturing	37	13,528	178,869
Construction	5	539	2,252
Transportation	5	5,576	8,572
Trade	....	.....	.....
Finance	1	1,989	43,758
Communication	5	160	1,519
Public Administration	2	58	184
Totals	56	28,850	270,154
Federal	4	12,735	45,727
Provincial	52	16,115	224,427
August			
Agriculture	....	.....	.....
Forestry[2]	....	.....	.....
Fishing	1	7,000	91,000
Mines[3]	....	.....	.....
Manufacturing	44	18,338	272,686
Construction	1	7	140
Transportation	10	532	5,887
Trade	....	.....	.....
Finance	1	1,989	39,780
Communication	5	1,554	12,500
Public Administration	1	40	800
Totals	63	29,460	422,793
Federal	3	7,235	92,915
Provincial	60	22,225	329,878

[1] Figures are subject to revision. [2] Primarily logging. [3] Includes quarries and oil wells.

	Number of Disputes	Number of Workers Directly Involved	Duration in Man-days
September			
Agriculture	----	----------	----------
Forestry[2]	----	----------	----------
Fishing	----	----------	----------
Mines[3]	1	890	3,560
Manufacturing	44	18,723	389,394
Construction	1	7	147
Transportation	13	633	10,373
Trade	----	----------	----------
Finance	1	1,989	----------
Communication	5	132	740
Public Administration	2	340	6,760
Totals	67	22,714	410,974
Federal	----	----------	----------
Provincial	67	22,714	410,974
October			
Agriculture	----	----------	----------
Forestry[2]	----	----------	----------
Fishing	----	----------	----------
Mines[3]	1	250	2,500
Manufacturing	42	18,872	152,016
Construction	2	57	254
Transportation	13	744	5,034
Trade	----	----------	----------
Finance	----	----------	----------
Communication	4	93	607
Public Administration	2	2,719	28,343
Totals	64	22,735	188,754
Federal	2	2,519	21,843
Provincial	62	20,216	166,911
November			
Agriculture	----	----------	----------
Forestry[2]	----	----------	----------
Fishing	----	----------	----------
Mines[3]	2	650	7,550
Manufacturing	7	809	9,433
Construction	1	7	133
Transportation	4	126	2,394
Trade	----	----------	----------
Finance	----	----------	----------
Communication	3	16	171
Public Administration	2	2,719	50,830
Totals	19	4,327	70,511
Federal	1	2,419	45,130
Provincial	18	1,908	25,381
December			
Agriculture	----	----------	----------
Forestry[2]	----	----------	----------
Fishing	----	----------	----------
Mines[3]	2	650	4,500
Manufacturing	6	795	11,895
Construction	2	9	189
Transportation	4	126	2,230
Trade	----	----------	----------
Finance	----	----------	----------
Communication	4	1,303	7,541
Public Administration	2	2,568	8,568
Totals	20	5,461	34,923
Federal	1	2,268	2,268
Provincial	19	3,193	32,655
Totals for all industries	173	67,502	1,864,596

Definitions

The British Columbia Department of Labour has been collecting and reporting labour dispute statistics since 1918. The series has been developed for the purpose of providing a quantitative measure of the extent to which disagreements between labour and management result in disputes. Information about possible disputes is collected from a variety of sources such as the news media, Departmental information sources, and other Government and (or) private publications. Specific details for each dispute are then verified by direct contact with the involved parties.

Dispute

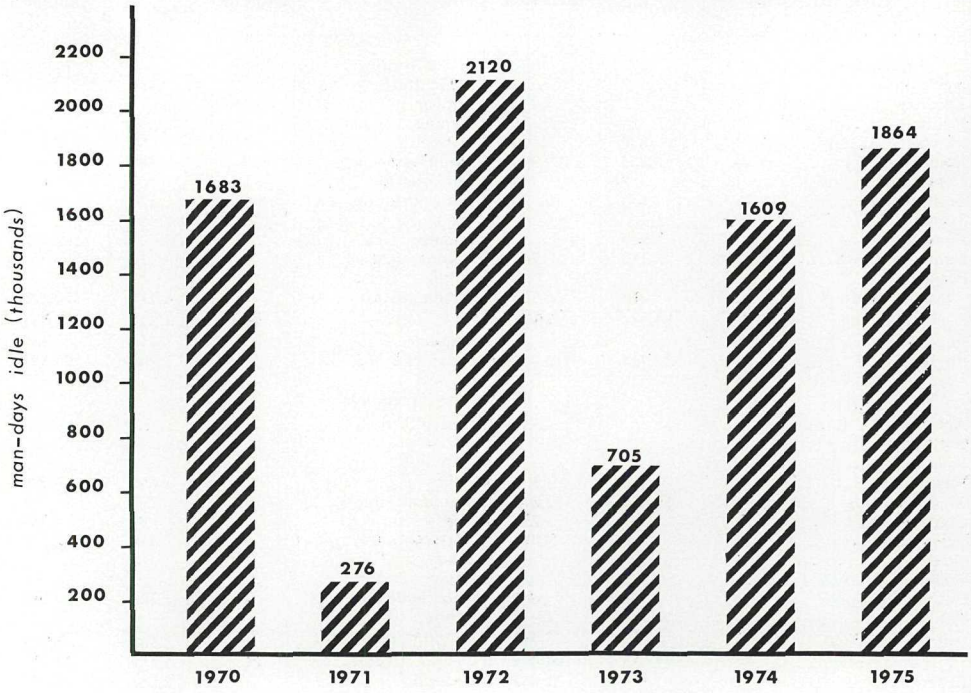
The major criterion used in the collection of dispute statistics is the concept of work stoppage. All stoppages, whether or not authorized by the union, legal or illegal, are included, with no attempt at categorization. Consequently, labour dispute statistics for 1975 are composed of strikes, lockouts, and jurisdictional disputes, as well as the occasional sympathy or protest strike.

Small disputes involving less than 10 man-days' duration, however, may occasionally be omitted. There is some reservation as to whether such disputes should be included because of the difficulties involved in defining, identifying, and securing information on disputes that last for only a few hours or less.

Workers Involved

Only those workers *directly* involved in a dispute are reported. Workers

Total Time-loss Due to Work Stoppages, 1970-1975



indirectly affected by disputes, such as those involved in layoffs resulting from lack of materials or those respecting picket lines are not included in the number of workers directly involved. If the number of workers involved varies during the course of the stoppage, the maximum number is shown.

Duration

The duration of a labour dispute is calculated in terms of working-days from the commencement date of the dispute to the termination date. The commencement date is the first day on which normal operations were affected by the work stoppage.

The termination date is the day on which work was resumed. Where normal operations could not be resumed after the settlement of a dispute, the day on which the workers were available for work is regarded as the termination date. The days counted as working are those on which the establishment involved would normally be in operation.

Duration in Man-days

Duration in man-days is calculated by multiplying the duration in working-days by the number of workers directly involved. For work stoppages involving establishments in which the number of weekly working-days exceeds the work week of individual employees, the duration in man-days is so weighted. As far as information permits, variations in the number of workers directly involved in the course of a labour dispute are also taken into account in the calculation of man-days.

Wages and Salaries

British Columbia again attained the highest average level of weekly earnings in Canada during 1975, according

to the Employment, Earnings, and Hours survey conducted by Statistics Canada. The annual average for weekly wages and salaries in British Columbia was $229.08 in 1975, up 14.4 per cent from its 1974 level of $200.30.

The comparable 1975 average for Canada was $203.14 a week, up 14.1 per cent from the 1974 figure. In fact, with the exception of Ontario, increases in all provinces exceeded the national average by more than did the increase in British Columbia. The British Columbia figure, however, maintained its relative position of the past five years at between 10 and 12 per cent above the national average.

Average Weekly Earnings by Province

(INDUSTRIAL COMPOSITE)

	1975	1974	Per Cent Change
	$	$	
Newfoundland	196.00	168.48	16.3
Prince Edward Island	149.93	126.91	18.1
Nova Scotia	172.49	149.98	15.0
New Brunswick	181.97	154.58	17.7
Quebec	198.86	172.89	15.0
Ontario	204.73	181.43	12.8
Manitoba	186.28	162.70	14.5
Saskatchewan	187.90	160.93	16.8
Alberta	207.31	178.72	16.0
British Columbia	229.08	200.31	14.4
Canada	203.14	178.09	14.1
British Columbia relative to Canada	112.8%	112.5%	

Source: Statistics Canada, *Employment, Earnings, and Hours;* Ottawa, Cat. 72-002 (monthly).

The increased purchasing power of wage and salary improvements was limited to a considerable degree by the rapid rate of inflation experienced in 1975. An estimate of real wages, i.e., purchasing power, can be derived by deflating the actual money earnings by the respective consumer price index (CPI) for each year. The national CPI has been used to deflate the national earnings data, and the Vancouver index to deflate the Provincial data.

Real Wages, Canada and British Columbia, 1971–75

CANADA

	(1) Average Weekly Earnings	(2) Annual Change in Earnings	(3) CPI (1971=100)	(4) Real Wages (1)-(3)	(5) Annual Change in Real Wages
	$	Per Cent		$	Per Cent
1971	137.64	.....	100.0	137.64	.....
1972	149.22	8.4	104.5	142.79	3.7
1973	160.46	7.5	112.7	142.38	—0.3
1974	178.09	11.0	125.0	142.47	0.1
1975	203.14	14.1	138.5	146.67	2.9

BRITISH COLUMBIA

1971	152.50	.....	100.0	152.50	.....
1972	165.08	8.2	104.0	158.73	4.1
1973	178.29	8.0	111.0	160.62	1.2
1974	200.31	12.4	123.9	161.67	0.7
1975	229.08	14.4	137.7	166.36	2.9

Source: Statistics Canada, *Employment, Earnings, and Hours;* Ottawa, Cat. 72-002 (monthly).

The resulting real wages are listed in column 4; the percentage change in these wages (or purchasing power) is contained in column 5. These data show that during 1975, real wages rose by 2.9 per cent in both British Columbia and Canada as a whole. British Columbia workers have seen their real wages rise by 9.1 per cent since 1971, while workers in the country as a whole have experienced real increases of 6.6 per cent during the same period.

Within British Columbia, average weekly earnings figures are available for four major cities — Kamloops, Prince George, Vancouver, and Victoria. Prince George retained its position of having the highest average weekly earnings among major cities in British Columbia ($233.34 a week); Vancouver again had the second highest ($223.02 a week). Following them was Kamloops ($202.40 a week); and the lowest among the four major cities was Victoria ($193.46 a week).

The industrial breakdown for the Province reveals recurring patterns of industries with relatively high and low average earnings. Construction again led all industries with average weekly earnings of $340.05. Paper and allied products followed with $306.02 a week, mining and milling, $297.25, forestry, $278.89, and primary metals, $273.52 a week. The largest gain in average weekly earnings between 1974 and 1975 was a 20.5-per-cent increase in construction earnings amounting to $58.03 a week.

The industries recording the lowest average weekly earnings in the Province during 1975 were service at $149.58 a week, trade at $189.12, and finance, insurance, and real estate at $197.58 a week. The latter industries, especially service, include a larger proportion of small firms that are omitted from the survey, thereby reducing the reliability of their figures. A group of selected industries are plotted in Chart 1, which shows that there has been little noticeable change in the relative position of industry average earnings in the Province over the last decade.

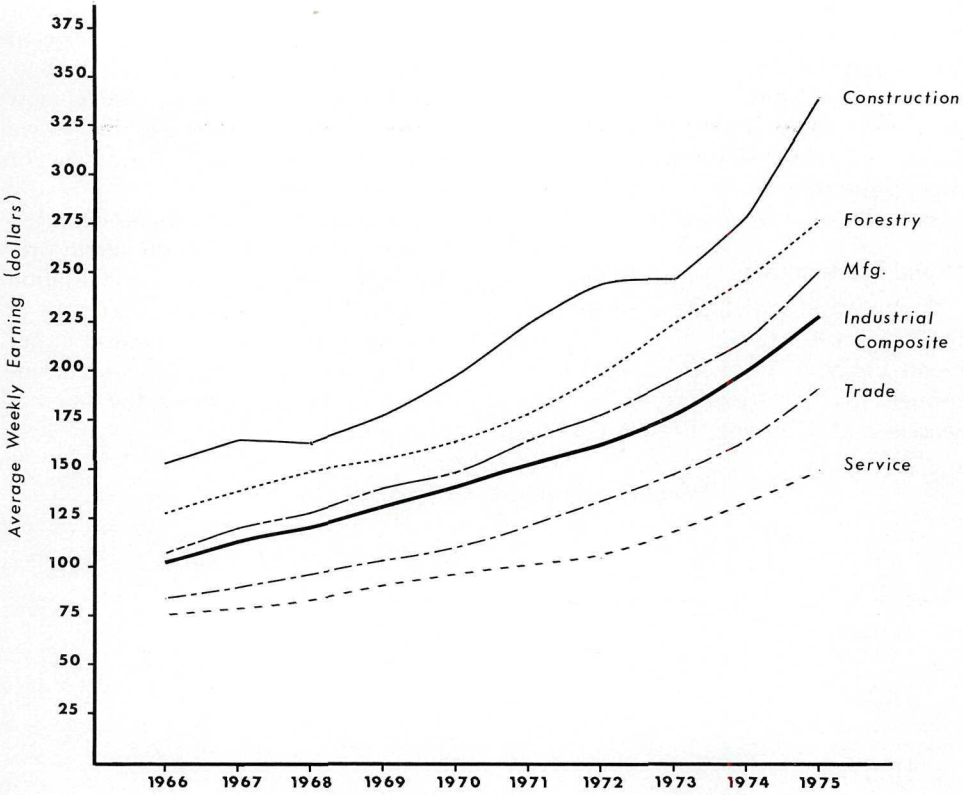
Average Weekly Earnings for Major Cities, 1971–75

	1971	1972	1973	1974	1975
	$	$	$	$	$
Kamloops	133.38	154.40	162.11	180.52	202.40
Prince George	153.93	170.73	181.82	203.35	233.34
Vancouver	148.46	161.10	171.47	194.35	223.02
Victoria	128.39	136.84	148.75	167.46	193.46

The earnings data cited throughout refer to gross pay before deductions for such items as taxes and unemployment insurance contributions. These data are based on a monthly survey of employers with 20 or more employees. The most recent year in which the size of the sample surveyed was compared to the estimate of total employed in the Province was 1972. When annual averages of both the size of the sample and the total employed were used, it was found that the survey covered 69.6 per cent of the employed in British Columbia. In other words, 30.4 per cent of workers in the Province were employed in establishments too small for inclusion in the survey. The extent of representation thus varies from industry to industry.

The 1972 percentage figures by industry indicate that the total number of workers covered by the survey was

Chart 1 Average Weekly Wages and Salaries in British Columbia Selected Industries, 1966-1975



Average Weekly Wages and Salaries,[1] British Columbia

(BY INDUSTRY)

Industry	1975	1974	Per Cent Change
	$	$	
All industries (Provincial average)	229.08	200.31	14.4
Forestry (mainly logging)	278.89	246.71	13.0
Mining and milling	297.25	262.37	13.3
Manufacturing	252.59	217.87	15.9
Food and beverages	222.80	191.96	16.1
Wood products	249.43	212.05	17.6
Paper and allied products	306.02	266.06	15.0
Printing and publishing	236.10	206.52	14.3
Primary metals	273.52	234.28	16.7
Metal fabricating	259.71	220.96	17.5
Transportation equipment	260.89	219.47	18.9
Chemicals	243.05	208.25	16.7
Construction	340.67	282.64	20.5
Transportation, communication, and other utilities	249.88	218.18	14.5
Trade	189.12	166.96	13.3
Finance, insurance, and real estate	197.58	172.51	14.5
Service	149.41	132.70	12.6

[1] In industrial establishments employing 20 persons or more.

Source: Statistics Canada, *Employment, Earnings, and Hours,* Ottawa; Cat. 72-002 (monthly).

as follows: Mining and milling, 81.1 per cent; manufacturing, 89.8; transportation, communication, and other utilities, 89.9; trade, 60; finance, insurance, and real estate, 70.7; and service, 22.5 per cent. In addition, the following industries are omitted from the survey: Agriculture, fishing and trapping, education and related services, health and welfare services, religious organizations, private households, and public administration and defence.

Wage Settlements

Final wage settlement analysis statistics for 1975 reveal that 296 agreements covering 118,126 workers were brought to the attention of the Research and Planning Branch. These negotiated settlements provided for an average wage-rate increase of 16.3 per cent, or 97 cents an hour, as measured by the Branch's method. Those agreements affecting skilled employees provided for an average 15.5-per-cent increase that also realized, on average, $1.06 in monetary terms. Agreements affecting unskilled workers had wage provisions averaging 17.2 per cent, or 87 cents an hour.

The number of agreements reported to the Branch was undoubtedly reduced by the anti-inflation legislation enacted by the Federal Government in October. Returns were down 4 per cent during the year, despite an increase of 10 per cent in the number of expiries.

Wage Settlements, by Quarter, 1975

	Number of Contracts	Employees Covered	Percentage	Cents per Hour
First Quarter—				
Contract average[1]	67	19,618	19.0	110
Skilled classes	.....	.....	18.2	117
Unskilled classes	.....	.....	20.1	97
Second Quarter—				
Contract average	97	36,317	18.2	103
Skilled classes	.....	.....	17.8	119
Unskilled classes	.....	.....	18.8	89
Third Quarter—				
Contract average[1]	80	20,644	19.2	113
Skilled classes	.....	.....	18.8	121
Unskilled classes	.....	.....	19.5	100
Fourth Quarter—				
Contract average[1]	52	41,547	11.9	78
Skilled classes	.....	.....	10.4	81
Unskilled classes	.....	.....	13.8	77
Average Four Quarters—				
Contract average	296	118,126	16.3	97
Skilled classes	.....	.....	15.5	106
Unskilled classes	.....	.....	17.2	87

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

The contract average increase of 16.3 per cent was only marginally above the 16.2 per cent recorded as a final figure for 1974, but still well above the 10.6-per-cent mark of 1973. Settlements affecting skilled workers actually provided smaller increases (15.5 per cent versus 17.2 per cent) than the year previously, but were counterbalanced by larger increases (17.2 per cent versus 15.3 per cent) for the unskilled category. In monetary terms the average 1975 contract settlement was worth 97 cents an hour, whereas in 1974 that same settlement had been worth 86 cents.

The level of negotiated settlements fell dramatically during the fourth quarter of 1975 after hovering at the 18 to 19-per-cent mark for the first nine months of the year. It should be noted that this figure reflected the

negotiated settlements, rather than the final agreement reviewed by the Anti-Inflation Board. The settlements affecting skilled workers suffered a greater decline—falling from 18.8 per cent in the third quarter to 10.4 per cent in the fourth—than did the unskilled, which fell from 19.5 per cent in the third quarter to 13.8 per cent in the fourth.

The small difference between the level of contract settlements in 1974 and 1975 probably reflects a correspondingly small change in the rate of price increases between the two years. The rate of inflation in the Vancouver Consumer Price Index fell to 11.1 per cent in 1975, down a mere five points from the 1974 figure of 11.6 per cent. Wage settlements reflected both a continued high rate of inflation and an element of "catch-up" over previous settlements.

The industrial breakdown of the settlement analysis revealed divergent trends in various sectors. The educational services sector, for example, led all others with an average contract settlement of 22.2 per cent, worth an average of $1.21 an hour to those affected. Close behind was the food and beverage manufacturing sector with an average settlement of 20.7 per cent, worth $1.14 an hour. The average money increase in the construction industry, at $1.33 an hour, was the highest. The woods product manufacturing sector had the lowest average settlement, at 11.5 per cent, but this was still worth 79 cents an hour on average. In monetary terms, the miscellaneous manufacturing average of 13.8 per cent was worth an average increase of only 67 cents an hour.

The major sectors of the Provincial economy in 1975 showed settlement patterns that differed from those in 1974. As a group, manufacturing settlements at 13.4 per cent were the lowest in 1975, whereas in 1974 they had been the highest, averaging 18.1 per cent. Construction settlements were second highest during both years, albeit rising from 15.8 per cent in 1974 to 18.3 per cent in 1975. The trade and service sector rose from third highest, 15.7 per cent, in 1974 to highest, 19.6 per cent, in 1975.

Major Settlements Reported, 1975

Key collective agreement settlements in the first quarter of 1975 were Government of British Columbia and the BCGEU (several components), Registered Psychiatric Nurses, and the Registered Nurses Association, several agreements (10,350 workers); and Hotel Vancouver and CBRT, Local 275 (500 employees).

Large collective agreements settled in the second quarter of the year were Fraser Valley Milk Producers and Teamsters Local 464 (1,100 employees); metal industries and Iron Workers Local 712 and Patternmakers (1,200 employees); Hudson's Bay (Victoria) and Retail Clerks Local 1518 (500 employees); Vancouver car dealers and Machinists Lodge 1857 (650 employees); Simon Fraser University and AUCE Local 2 (650 employees); University of British Columbia and CUPE Local 116 (1,500 employees); Municipality of Surrey and CUPE Local 402 (750 employees); City of Vancouver and CUPE Local 1004 and Municipal and Regulatory Employees Local 15 (3,300 employees); Government of British Columbia and B.C. Government Employees' Union (three components) (4,820 employees); and Canadian Security Services and Labour Local 105 (600 employees). Major collective agreements settled in the third quarter of the year were Fisheries Association of B.C. and United Fishermen (UFAWU) (3,575 employees); Canadian Forest Products with Weldwood of Canada and IWA Local 1-424 (1,070 employees); Health Labour Relations Association and Health

Sciences Association (2,300 employees); White Spot and Food Workers (1,450 employees); B.C. Hydro and Amalgamated Transit Union, Locals 101-134 and 109 (2,500 employees); and B.C. Rail and Shopcraft Unions (536 employees). Key collective agreements settled in the fourth quarter of 1975 were Forest Industrial Relations (Coast Master) and International Woodworkers of America (28,000 workers); North Cariboo Forest Labour Relations and International Woodworkers of America (2,210 workers); Finning Tractor and Machinists Lodge 692 (900 employees); University of British Columbia and AUCE Local 1 (1,300 workers); and B.C. Hydro (Gas) and International Brotherhood of Electrical Workers Local 312 (611 workers).

Expiring Collective Agreements in 1976

Scheduled to be renegotiated during 1976 are at least 424 collective agreements (each affecting 25 or more employees) covering a total of 147,783 employees. This number of employees, which is 86,137 fewer than the 233,920 employees covered by agreements expiring in 1975, represents just over one third of the total unionized work force in British Columbia.

The months of 1976 with the greatest number of expiries are April with 96 (covering 53,883 employees) and December with 74 (covering 51,798). The fewest expiries will occur in November (five contracts covering 1,057 employees), October (11 covering 1,340), and July (14 covering 1,151).

The industrial breakdown of expiries indicates that the trade and service sector, as measured both by the number of expiries (170) and number of employees involved (62,258), contains the most expiries. Manufacturing also has a substantial number of expiries (166), but the number of employees covered (27,578) is considerably less than in trade and service. While construction has the fewest expiries with 39, the 34,442 employees in this industry are affected by important agreements between the building trade unions and the Construction Labour Relations Association (CLRA), the employer bargaining association. The highlights of specific expiries, generally involving 500 or more employees, are listed below by industry:

Manufacturing—In the food and beverage industry, four large agreements in fishing are due to expire in 1976. In three—involving (1) Canadian Fishing Co. *et al.*, (2) Fisheries Association of B.C. (cannery), and (3) Fisheries Association of B.C. (tendermen)—the employees are represented by the United Fishermen and Allied Workers' Union. The fourth is the Prince Rupert Fishermen's Co-op, and the Shoreworkers' and Clerks' Union. Other notable expiries in the food and beverage industry are the Fraser Valley Milk Producers' Association Agreement with the Teamsters, Local 464, and the Okanagan Federated Shippers' Agreement with the Fruit and Vegetable Workers, Local 1572.

In other manufacturing subcategories the Metal Industrial Association (Belting Co's.) agreement with the Machinists, Lodge 692 (metals), and the Burrard and Yarrows agreements each with 12 unions (transportation equipment) are due to expire in 1976. In the miscellaneous manufacturing category, the Lafarge Cement *et al.* and the Teamsters, Local 213, agreement is of significant size.

Construction—Expiries during the year in construction include most of the major agreements between the employer bargaining association, Construction Labour Relations Association, and the major building trades, among them being the Boilermakers, Bricklayers, Carpenters, Electrical

Workers, Ironworkers, Labourers, Operating Engineers, Painters, Plasterers, Plumbers, Sheet Metal Workers, and Teamsters.

Trade and service—In the trade sector, the Kelly, Douglas Co. and Kelly, Douglas Employees' Association agreement is the largest expiry. In education there are three main agreements expiring—(1) UBC and CUPE, Local 116; (2) B.C. School Trustees and the B.C. Teachers' Federation; and (3) School District 39 (Vancouver) and the Vancouver Municipal and Regional Employees.

In the miscellaneous service category, 16 agreements of the B.C. Hotels' Association are scheduled to expire, among the larger being Hotel Employees, Local 835 (Lower Mainland); Hotel Employees, Local 16 (Vancouver and Lower Mainland); Service Employees, Local 244 (Vancouver); and Service Employees, Local 244 (Vancouver, licensed premises). Other significant expiries include the Maintenance Contractors' Association (Master) agreement with the Service Employees, Local 244; ICBC with the Office and Technical Employees, Local 378; and the B.C. Assessment Authority with CUPE, Local 1767.

Other industries—There are six notable expiries in mining—(1) Cominco (Fording operations) with the Steelworkers, Local 7884; (2) Gibraltar Mines with CAIMAW; (3) Utah Mines with the Operating Engineers, Local 115; (4) Granduc Operating and five unions; (5) Lornex Mining and the Steelworkers, Local 7619; and (6) Canex Placer (Endako Mines) and CAIMAW, Local 1.

In the communications and other utilities category, the B.C. Hydro Agreement with OTEU, Local 378, expires in 1976 as does the B.C. Telephone agreement with the Federation of Telephone Workers.

Some of the larger expiries affecting British Columbia employees in the Federal jurisdiction involve the B.C. Maritime Employers' agreement with the Longshoremen and three Government of Canada contracts—(1) PSAC (Secretarial, Steno, and Typing); (2) PSAC (Engineering and Scientific Support); and (3) Dock Yard Trades.

Collective Agreements Expiring in 1976, by Month

	Agreements	Employees Covered
January	23	3,140
February	25	3,013
March	49	9,789
April	96	53,883
May	30	3,889
June	49	8,542
July	14	1,151
August	31	6,374
September	17	3,807
October	11	1,340
November	5	1,057
December	74	51,798
Totals	424	147,783

Collective Agreements Expiring in 1976, by Industry

	Agreements	Employees Covered
All industries	424	147,783
Manufacturing	166	27,578
Food and beverage	46	13,813
Wood products	13	874
Metals	17	3,055
Machinery, transportation equipment, and electrical products	38	4,905
Miscellaneous manufacturing	52	4,931
Construction	39	34,442
Trade and service	170	62,258
Trade	25	2,525
Education	42	31,424
Municipal services	41	8,806
Miscellaneous services	62	19,503
Other industries	49	23,505
Mining	20	5,517
Transportation	24	5,583
Communication and other utilities	5	12,405

20 Largest Expiries During 1976

Employer	Union	Expiry Date	Employees Covered
Construction Labour Relations Association	Various building trades	Apr. 30	32,860[1]
B.C. School Trustees	B.C. Teachers' Federation	Dec. 31	23,500
B.C. Telephone	Telephone Workers	Dec. 31	8,715
B.C. Hydro	Office and Technical, Local 378	Mar. 31	3,100
B.C. Maritime Employers' Association	Longshoremen	Dec. 31	3,000
Fisheries' Association (cannery)	United Fishermen	Apr. 15	3,000
B.C. Hotels' Association (Lower Mainland)	Hotel Employees, Local 835	Apr. 30	2,000
B.C. Hotels' Association (Vancouver and Lower Mainland)	Hotel Employees, Local 16	Apr. 30	2,000
ICBC	Office and Technical, Local 378	Sept. 30	1,989
City of Vancouver (inside workers)	*Municipal and Regional Employees*	Dec. 31	1,800
Okanagan Federated Shippers	Fruit and Vegetable Workers, Local 1572	Aug. 31	1,800
Canadian Fishing Co. *et al.*	United Fishermen	Apr. 15	1,500
City of Vancouver	CUPE, Local 1004	Dec. 31	1,500
University of British Columbia	CUPE, Local 116	Mar. 31	1,500
Metal Industries Association (Belting Co.)	Machinists, Lodge 692	Apr. 30	1,459
LaFarge Cement *et al.*	Teamsters, Local 213	Dec. 31	1,300
Maintenance Contractors Association (Master)	Service Employees, Local 244	June 30	1,200
Fraser Valley Milk Producers	Teamsters, Local 464	Mar. 31	1,100
B.C. Hotels (Vancouver)	Service Employees, Local 244	Apr. 30	1,000
Government of Canada	PSAC (Secretarial, Steno, and Typing)	Jan. 11	981[2]

[1] The various building trades are lumped as one expiry because of a common expiry date and past bargaining practice.

[2] Includes only employees in British Columbia.

RESEARCH AND PLANNING

The Research and Planning Branch is responsible for providing a research backup for the Minister, Deputy Ministers, and line branches of the Department in the areas of labour relations, labour standards, human rights, and manpower.

The Branch regularly collects and compiles statistics concerning the labour sector of the economy, and disseminates this data to labour, management, and the general public via the monthly *Labour Research Bulletin* and three annual publications—*Negotiated Working Conditions,* the *B.C. Labour Directory,* and the *Calendar of Expiring Collective Agreements.*

The *Labour Research Bulletin* continued in 1975, but in an improved format. A new section, "Human Rights Boards of Inquiry," was added, and special articles appeared dealing with arbitration of rights and interests disputes, price indices, dental plans, minimum wages, women in the British Columbia labour force, cost-of-living allowance clauses, and the compressed work week. In addition to serving as a vehicle for the Branch's research output, the Bulletin provides current data on wage settlements, labour-management disputes, new contract provisions, consumer price movements, and Provincial labour force activity.

The publication *Negotiated Working Conditions* analyses the non-wage conditions and benefits in major Provincial collective agreements on an annual basis, and examines the frequency of various types of clauses in major contract areas. The *B.C. Labour Directory* surveys union membership and provides information concerning the size, structure, and officers of collective bargaining organizations in the Province. The last of these annual publications, the *Calendar of Expiring Collective Agreements,* compiles and categorizes those major agreements due to expire during the forthcoming year.

The Branch regularly compiles its own data on wage settlement trends, labour dispute activity, and other trends in collective bargaining settlements. Manpower researchers also document markets for specific occupational groups on a regular basis, collecting data on wages, salaries, employment prospects, and training requirements. Statistics Canada information concerning Provincial labour market activity is regularly analysed and co-ordinated with other data sources.

Other responsibilities of the Branch include preparation of reports concerning minimum wages and other labour standards in the Province, and research and evaluation of programs both within the Department and in other jurisdictions. Various special studies of certain industries, particularly construction, have been compiled to aid in the projection of future manpower requirements for the Province.

Following on the expansion that took place in 1974, 1975 was a year of consolidation for the Branch. A new Director was hired, and considerable effort was expended in providing research support for the expanding manpower activities of the Department. Staff resources were deployed on a number of special projects, two of which were a field study to determine the feasibility of establishing a large, integrated steel mill in northern British Columbia, and an inquiry into labour relations in the construction industry.

New Activities

As mentioned earlier, the Branch participated in a steel mill feasibility study with outside consultants, officials of the Department of Economic Development, and officials of the Japanese firm of Nippon Kokan Kaishu (NKK). Branch members were required to spend substantial periods of time in Prince George and Kitimat

studying the manpower problems and planning needs attendant upon introduction of an integrated steel mill into these centres. In addition, staff personnel devoted considerable time to liaison with the members of the NKK team who were conducting economic and engineering studies.

Early last summer, James Kinnaird, a former Associate Deputy Minister with the Department, was appointed a Commission of Inquiry into the state of labour-management relations in the Province's construction industry. Lorne Collingwood, Assistant Director of the Branch, was seconded to provide research support for Mr. Kinnaird. Other members of the Branch assisted the inquiry at various times by means of specific research projects and the preparation of reports.

In the fall of 1975 a survey of low-income earners in British Columbia was undertaken, using data from the files of nine Canada Manpower Centres across the Province. Another member of the Branch, acting on behalf of the Canadian Association of Administrators of Labour Legislation, accepted the responsibility of editing a report on minimum wage research. Also, a review of the minimum wage level in British Columbia was prepared for the Board of Industrial Relations.

During the year the Branch provided major research on the Province's projected training requirements in support of the 1976/77 budget submission of the Manpower Needs Committee. Further work in the manpower area included reports forecasting supply and demand for plumbers, pipefitters, and carpenters.

The advent of the Federal Government's anti-inflation program in October created the requirement for study and analysis of that program by a number of Branch personnel.

Conferences

The Branch continued its co-operative program in labour research with other labour jurisdictions in Canada. Staff members attended the Federal-Provincial Conference on Labour Statistics. They also contributed to the Statistics and Research Committee of the Canadian Association of Administrators of Labour Legislation, presenting research papers on cost-of-living clauses and the minimum wage.

Throughout the year, representatives attended the Research Subcommittee meetings of the Federal-Provincial Manpower Needs Committee. Branch members also attended the meeting of western Departments of Labour in Winnipeg.

INFORMATION SERVICES

The Information Services Branch is primarily concerned with communicating the activities and services of the Department to the general public and to the various labour, management, and academic communities throughout the Province.

Toward this end, the Branch, in its first year of operation, mounted a number of public education projects for various areas of the Department. Chief of these was an anti-discrimination campaign for the Human Rights Branch, intended to acquaint the British Columbia public with the Human Rights Code and the guarantees it affords the individual in the areas of employment, tenancy, property ownership, public services, and membership in unions and employers' associations.

Augmenting the Human Rights campaign was the preparation and distribution of brochures, in 13 languages, to acquaint foreign-born residents of the Province with their on-the-job rights under protective legislation administered by the Department's Labour

Standards and Occupational Environment Branches.

The Branch also assisted in the preparation of 63 press releases for the Minister's office; a variety of addresses, articles, and reports for presentation by senior officials of the Department; a proposed white paper on manpower policy for the Province; and a scroll of merit for presentation by the Minister to individuals with a distinguished record of service in industrial relations.

Among other projects completed by the Branch were a round-up of the questions most frequently directed to the Department by the public, the Department's section of the manual of organization published by the Public Service Commission, an information kit for presentation at conferences sponsored by the Department, and the Department's annual report for 1974.

The Branch also made a public information contribution to the B.C./NKK steel mill study, and to press packages prepared for Careers '75 and the committee on the Japanese market for British Columbia wood products.

The Branch was represented on the Department's delegation to the first meeting of Federal, Provincial, and Territorial Ministers for manpower policies and development, convened at Montreal in May and at the labour seminar held at Trail, B.C., in September, and the regular weekly meetings of the Committee of Ministers' Information Officers. In addition, the Branch represented the Department regularly at meetings of the Interdepartmental Committee of Access to the Arts.

Projects initiated by the Branch in 1975, and not yet complete, include rewriting of the Apprenticeship and Industrial Training Branch's 46 pre-apprenticeship and apprenticeship training brochures, preparation of a detailed booklet dealing with apprenticeship training, and a new pamphlet outlining the services provided to the public by all branches of the Department.

SPECIAL SERVICES

The Special Services Branch is charged with the responsibility of preparing material that will enable the Department to respond to issues of concern to the Province that are raised by national and international bodies working in the area of labour. These include OECD, CAALL, IAGLO, and the ILO.

In particular the Branch maintains a constant surveillance of ILO activities, determining the extent of compliance with ILO conventions and recommendations, and weighing the implications of such instruments for the British Columbia labour force. Special Services provides the International and Provincial Affairs Branch of Labour Canada with British Columbia's response in the preparation of the Canadian position on ILO questions.

As an outgrowth of these efforts, the Branch is often able to initiate action directed toward the improvement of Provincial legislation. In 1975, for example, in response to ILO Convention 139, the Branch co-ordinated efforts to review regulations concerning occupational cancer. Convention 139 was the Occupational Cancer Convention adopted at the 1974 ILO conference. Special Services consulted the relevant Provincial authorities and formed a committee — comprised of members from the Department of Labour's Occupational Environment Branch, the Workers' Compensation Board, the Department of Health, and the Department of Mines—to investigate existing legislation and to make recommendations for new and improved regulations

and further compliance with ILO standards.

The Branch also provides the Associate Deputy Minister (Industrial Relations) with a research capability in the labour relations area, and is in a position to investigate a variety of problems of concern to both labour and management and to promote early consultation between the parties on contentious issues in order to relieve the pressures preceding negotiations.

Generally, the role of the Branch is to assist union and management when specific problems arise during the life of an agreement, and when the parties propose that a Government adviser might be of assistance. Expectations are that such aid will frequently take the form of objective research or statistical data that are largely informational in nature. Problems of potential concern to both labour and management would include technological change, intercraft and interindustry wage differentials, job evaluations, and scheduling of hours.

Special Studies

The Branch is further required to undertake special studies for the Deputy Minister, Associate Deputy Ministers, and the Board of Industrial Relations with a view to identifying new directions and initiatives for industrial relations policies. In this connection, Branch study of overtime in the pulp and paper industry of British Columbia was presented to the Board of Industrial Relations in 1975.

The Branch was involved during the year in a study of the future directions and concerns of labour standards legislation for the CAALL's western subcommittee on labour standards. Currently it is preparing further information concerning the protection of wages for the 1976 conference of this subcommittee. It has also started a project to examine the broad subject of hours of work and the impact of legislation in this area.

The Branch continues to circulate ILO descriptions of job vacancies in foreign countries. These positions call for expert help in vocational training, manpower and employment planning, and related labour fields. The tenure of these positions ranges generally between six months and two years. Further details are available from the Branch.

In the area of research, the Branch is responsible for the co-ordination of work, including policy research, performed for the Department by consultants. It is responsible also for liaison with university personnel in the Province who are engaged in research or other assignments for the Department.

MANPOWER DIVISION

- Introduction
- Apprenticeship and Industrial Training
- Employment Programs
- Women's Employment
- Occupational Environment
- Elevating Devices
- Compensation Services
- Trade-schools Regulation

MANPOWER DIVISION

INTRODUCTION

RANJIT S. AZAD
Associate Deputy Minister

The restructuring of the Manpower Division entered its second phase in fiscal year 1975/76. Initiated in 1973, the first complete fiscal year, 1974/75, was used to acquire and train new staff to meet the increased responsibilities of the various branches. The Employment Programs Section of the Division was given a broader mandate to deal with special-needs clients and was elevated to branch status. The manpower research component based in Vancouver was also enlarged through staff additions.

Recognition of the importance that apprenticeship training plays in the growth of British Columbia's economy led to the strengthening of the Provincial Apprenticeship Committee. Senior representatives of union, management, and various training institutions were asked to review the apprenticeship area with a view to recommending policy changes to the Minister. Representatives include J. Melville, Director of Manpower Training and Development; B. H. Campbell, Director, Western Joint Electrical Training Society; J. A. Gray, Director, Personnel Administrative Services, Cominco; E. H. McCaffery, Vice-President of the Mechanical Contractors Association; S. W. Simpson, Director, Apprenticeship and Industrial Training; Cy Stairs, President of the B.C. and Yukon Building Trades Council; T. W. Trineer, Secretary-Treasurer, Western Canadian Regional Council 1, I.W.A.; and Dr. Jane O. Hastings, Consulting Psychologist.

Broadening industry representation in the area of Provincial training programs remains a primary goal of the Manpower Division. In addition to those specific Trade Advisory Committees that began the process of reviewing and recommending new terms of reference, a new Electrical Manpower Committee was established to represent all branches of the industry. First phase in the implementation of industrial sector advisory committees on training was achieved with the establishment of the Construction Industry Advisory Council Manpower Committee.

New management, administrative, and planning practices were introduced into the Division this year. The Apprenticeship and Industrial Training Branch began the process of changing over its manual record-keeping system to an automated, computerized system that will provide more effective service.

New administrative procedures adopted by the Occupational Environment Branch and the Elevating Devices Inspection Bureau have made it possible to extend the services of these branches throughout almost the entire Province. The Elevating Devices Inspection Bureau played host for the annual Canadian Codes Standards meetings in Vancouver this year, and these profitable meetings led to important changes in the codes governing the safety of elevating devices.

The Manpower Division is charged with the responsibility of co-ordinating Provincial Manpower policy, and this entails solving problems connected

with immigration, training, and employment. To this end, discussions with the Federal Government, particularly the Department of Manpower and Immigration, took place regularly during the year.

Division staff members served as the co-ordinating agency for the Inter-Provincial Task Force on Manpower Issues. This national committee was chaired by the Province of British Columbia, which prepared materials for meetings of Provincial Ministers of Manpower, and for Federal-Provincial conferences of Ministers responsible for manpower. The Division continues to have excellent working relations with all of the provinces, but particularly with the four western provinces.

Although still far from its objective of providing high-quality services to all areas of the Province, the Division in 1975 extended assistance to regions hitherto neglected, and this endeavour will be expanded during the coming year.

APPRENTICESHIP AND INDUSTRIAL TRAINING

The Apprenticeship and Industrial Training Branch is responsible for the promotion and operation of apprenticeship and industrial training throughout the Province, and for the certification of tradesmen.

The Branch supervises the on-the-job work experience of apprentices, assigns their in-school technical training, and prepares and conducts examinations to certify the competence of apprentices and tradesmen. It is responsible also for operating an extensive, pre-apprentice, trades training program for young men and women seeking employment as apprentices.

The Branch works closely with vocational schools, colleges, school boards, the Department of Education, and Canada Manpower in the development of all training programs. Secondary schools are also visited periodically for the purpose of disseminating information about pre-apprenticeship and apprenticeship programs.

A down-turn in the economy of the Province during 1975 was not reflected in the number of apprentices registered, which remained relatively high. As of December 31, the Apprenticeship and Industrial Training Branch listed 13,139 apprentices on its records, up 174 from the same date last year. The need for highly skilled, trained tradesmen is obviously as great as ever, and, to meet this need, the Branch continues to work with industry, trade unions, and government agencies to fulfil its responsibilities for the promotion and operation of apprenticeship training throughout the Province, and for the certification of tradesmen.

The responsibilities associated with conducting pre-apprenticeship, apprenticeship, and journeymen certification programs are many—supervision of on-the-job work experience, assignment of technical training, preparation and conducting of examinations, development of class schedules, course outline development, and enrolment of classes. In addition to performing these duties, the Apprenticeship and Industrial Training Counsellors spent many hours investigating requests for training under the Canada Manpower Industrial Training Program.

The administrative duties connected with a program dealing with 13,139 apprentices, 2,207 pre-apprentices, and the certification of tradesmen are many and varied. To cope more effectively and efficiently with its attendant work load, and provide better service, the Branch's operation has been divided into an administrative section and an operations section. Decentralization of operations has also been initiated, and preliminary planning was instituted for computerization and data processing of all records.

Apprenticeship Training

The Branch is responsible for providing technical training for indentured apprentices in apprenticeable trades. A program of day-school training classes, of from four to eight weeks duration for each year of apprenticeship, provides for technical training.

These technical training classes are conducted at B.C. Vocational School, Burnaby; Malaspina College, Nanaimo; Camosun College, Victoria; Okanagan College, Kelowna; Cariboo College, Kamloops; College of New Caledonia, Prince George; and Selkirk College, Nelson. Apprenticeship training has also been arranged for Northwest Community College, Terrace, to provide a facility for apprentices who are employed in the northern area of the Province.

For those situations in which there are insufficient numbers of apprentices in a trade to economically operate day-school training, the Branch continues to offer evening classes. Also, apprentices requesting extra training are assigned to evening classes if the Branch considers that additional upgrading training will be beneficial.

During the year, 10,858 apprentices were assigned to day-school classes, and 681 to evening classes. Technical training for indentured apprentices was conducted in 47 trades. (For a breakdown of the number of apprentices in each trade or occupation, *see* Table 1 on pages 73 and 74.)

Pre-apprenticeship Training

Pre-apprenticeship trade training courses are designed to prepare individuals for entry into the skilled labour force by providing students with basic trade skills and technical knowledge. The courses are from four to six months duration, depending on the trade. Tuition costs are paid by the Branch, and the students also receive a subsistence and travel allowance.

Under this program, training was provided in 24 trades for 2,207 students in 147 classes during 1975. In all, 4,927 applications for training were processed during the year. Graduates of the program are employed as apprentices in industry and in a variety of craft areas.

In conjunction with other educational organizations, the Branch inaugurated a variety of new courses during 1975. The Piping Industry Joint Apprenticeship Committee requested three special courses for their industry, and these were approved by the Branch in 1975. Graduates of the courses were subsequently placed in employment within the piping industry.

By special arrangement with the Langley School District, a pilot course in pre-apprenticeship training for the trades of carpentry and automotive mechanics was established at the Langley Senior Secondary School. This new venture is being monitored jointly by the Branch and the Department of Education, and it is expected to be the forerunner of other similar programs.

A pre-apprenticeship technical training program was also established for the tilesetting trade. This 10-week course, which was requested by the employers and the union, was offered at the B.C. Vocational School in Burnaby.

Another, a special pre-apprenticeship heavy-duty mechanics course, was instituted at Northwest Community College at Terrace to assist residents of the Burns Lake area to obtain training that would prepare them for employment with Babine Forest Products.

The basic training course for setting chokers, operated at Malaspina College in Nanaimo, was reorganized from a six-week to a two-week course. This was done in co-operation with the logging industry, and appears to be meeting the requirements of the trade.

Finally, in co-operation with the Federal Department of Manpower and Immigration, a special pre-apprenticeship carpentry course was made avail-

able, so that the Musqueam Indians could be taught the skills they needed to construct their own housing.

Advisory Committees

The Provincial Apprenticeship Committee was reorganized during 1975, and several new members were appointed.

A public hearing was held in Vancouver by the committee for the purpose of considering submissions concerning compulsory tradesmen's qualification certification throughout the Province for the trade of roofing, damp and waterproofing.

Provincial Trade Advisory Committees are established to ensure that manpower training programs are conducted to meet the existing trade requirements and to plan for new technologies within the respective trades. During the year, 97 Trade Advisory Committee meetings were held, 26 of which were conducted away from the main office of the Apprenticeship and Industrial Training Branch.

The number of Trade Advisory Committees was increased to 58 in 1975, with the introduction of four new committees—electrical work, shop section (motor winding); oil and chemical industries; oil-burner mechanics; and the inboard-outboard marine industry. Discussions were held with representatives of the mining, aircraft, and optical industries concerning the possibility of apprenticeship training in those industries.

In keeping with the provisions of the *Apprenticeship and Tradesmen's Qualification Act,* the committees' terms of reference were completely redrafted to incorporate specific guidelines concerning the duties of each committee.

Designation of Trades

Recommendations made by the Provincial Apprenticeship Committee to the Minister resulted in the passing of Order in Council 3603, which decreed that, except for those excluded by regulation, all persons in the Province engaged in the trade of roofing, damp and waterproofing must hold a certificate of proficiency on and after July 2, 1976.

Other regulations amended the length of apprenticeship and the number of years of experience required to qualify for tradesmen's qualification examination from 6,000 to 3,300 hours.

Federal-Provincial Co-operation

British Columbia, with the participation of Manitoba, Saskatchewan, the Yukon, the Northwest Territories, and Canada Manpower, arranged for the enrolling of out-of-province apprentices in B.C. Apprentice Technical Training Programs. This opportunity for special training was made possible through financing from Canada Manpower, and it provides for the maximum use of training facilities.

Under the terms of the *Adult Occupational Training Act* (Canada), procedures have been established whereby, under the ægis of the Interprovincial Standards Co-ordinating Committee, directors of apprenticeship and examination co-ordinators from the various provinces and territories meet with representatives of the Department of Manpower and Immigration to discuss interprovincial examinations, course outlines, new testing procedures, trade analyses, and other topics related to apprenticeship training, tradesmen's upgrading, and the certification of apprentices and tradesmen.

Industrial Training

British Columbia and the Department of Manpower and Immigration jointly administer the Canada Manpower Industrial Training Program. Staff of the Apprenticeship and In-

dustrial Training Branch investigate, report on, and recommend or reject industrial training contracts that are directly related to skill training and apprenticeship.

During 1975 the Branch collaborated with Manpower officials to process 8,608 applications for training in industry. In all, 9,469 trainees were placed, 1,202 of them in apprenticeable areas. The program has been instrumental in providing job opportunities for many persons who might not otherwise have obtained employment, and it has also aided employers during the low-productivity period of new trainees. As Federal funding of the program has been increased, greater activity and more job opportunities are expected.

Examination Development

The Branch's Program Development Section participated during the year with other provincial and territorial jurisdictions and the Government of Canada in the revision of six of the 16 Canadian Interprovincial Standards Examinations.

These examinations are used by all government apprenticeship programs in Canada to achieve reasonably uniform minimum standards of achievement, and to facilitate the mobility of Canadian workers in the skilled trades. They are used in British Columbia as completion examinations for the apprenticeship program, and are administered to all graduating apprentices. Thus, every apprentice who is certificated in these trades has an interprovincial status that is recognized throughout Canada.

Provincial tradesmen's qualification certification is also available in 26 trades, through examination, to persons who have experience that was not necessarily achieved through apprenticeship training (*see* Table 2, page 75). Ten of the 26 examinations were revised this year by representatives from industry, in collaboration with the Branch's program development officers. These examinations are distinct from the interprovincial examinations and are produced to suit British Columbia's requirements, as recommended by advisory committees from industry.

During the year, two program development officers were added to the section to increase its capability. In a move to add curriculum development to the section's responsibilities, two apprenticeship course outline projects were undertaken, and three trade training manual development projects were started.

EMPLOYMENT PROGRAMS

The Employment Programs Branch is responsible for the administration of employment programs as an instrument of Provincial manpower policy. One of the primary objectives of the Branch is to provide maximum opportunity for British Columbians to acquire skills and related work experience, and thereby facilitate their participation in the labour force to their fullest work potential.

A second objective is to reduce the disproportionately high rates of unemployment experienced by some segments of the work force. A third objective is to reduce the barriers to employment faced by individuals who are experiencing difficulty in entering, remaining, or progressing to their full potential within the labour force.

To attain these objectives, the Branch establishes and promotes employment programs aimed at assisting specific groups, such as the physically disabled, the mentally handicapped, the socially disadvantaged, Native Indians, and students, to find gainful employment.

Funds for the administration of Provincial employment programs are provided, under the authority of the *Special Provincial Employment Programmes Act* (1974), to Government departments, regional districts, municipalities, improvement districts, universities, corporations, societies, and other employers for the employment of students and disadvantaged persons.

In 1975 the Branch operated, with Federal Government cost-sharing assistance, a pilot work activity project in the forest industry in the Lake Cowichan area. This project provided 62 youths, who were receiving welfare assistance, with the social and work skills required to enter and successfully participate in the labour force. A follow-up survey has indicated that the program was instrumental in moving 74 per cent of the participants into permanent employment.

During 1975 the Branch also funded nine pilot projects for the employment of the physically and mentally disadvantaged. These projects included the design and testing of special gardening equipment for use by persons confined to a wheel-chair; a press clipping service; studies of accessibility to public buildings in Victoria, Kimberley, and Cranbrook; compilation of a directory of societies in British Columbia that provides services to the handicapped; a survey of recreational facilities available to the handicapped across the Province; an innovative approach to developing co-ordinated body movement among the blind; an examination of the problems faced by physically handicapped persons in finding suitable housing in rural and urban British Columbia; and the monitoring of television, radio, and newspaper advertisements to check their conformity with the Human Rights Code.

Since 1974 the Branch has funded more than 25,000 summer jobs for students and disadvantaged youth in the Province under the Careers '74 and Careers '75 student summer employment programs. These programs had two major objectives—to employ as many students as possible for an equitable salary within a realistic budgetary framework, and to provide students with work experience, employer contacts, and references to better equip them for their eventual full-time participation in the labour force.

In an independent evaluation of the Careers '74 program, these objectives were found to have been met. In addition, 95 per cent of participating employers considered the students to be good workers who knew how to use their skills and abilities. Approximately two thirds of the students stated that they had been able to save a substantial amount of money to further their education. Both the Careers '74 and Careers '75 programs substantially reduced the student unemployment rate in the Province.

With operating budgets of $30 million for Careers '74 and $25 million for Careers '75, the programs employed a total of 14,594 students in Provincial Government departments, 2,515 in regional districts, and 3,123 in municipalities. Small businesses and farms employed 3,575 students, universities employed 934, and Native Indian bands provided employment for 501 Native Indian students through funds provided by the Branch.

In addition to providing the students with vocational experience and the funds to continue their education, the summer employment programs yielded productive work for employers and communities throughout the Province.

WOMEN'S EMPLOYMENT

The prime objective of the Women's Employment Bureau is to increase equal employment opportunities for women by promoting their integration into industry, and by encouraging the establishment of training and upgrading programs to further their fuller participation in the economy. To facilitate these endeavours, newsletters were mailed to employers, unions, information centres, resource boards, and women's organizations to make them aware of the services offered by the Bureau. The newsletters also emphasized the opportunities available to women through apprenticeship training.

Requests for information and services provided by the Bureau rose substantially during the year, owing to the publicity accruing from its participation in special programs arranged for International Women's Year by women's centres, community colleges, and universities. The Director accepted invitations to contribute to these events as speaker and panelist. Several of the lectures, dealing with the theme of "non-sexist careers for women," were taped for later presentation and broadcast.

The Aluminum Company of Canada Ltd. invited the Director to study the integration of women into non-traditional jobs at its Kitimat plant. The study included conversations with women who were taking an experimental two-week orientation course, and others who had been working in the plant for several months. The experiment had proved successful, the women indicating satisfaction, and management agreeing that it was good for the company to hire women.

The production rate had increased, general morale was up, and there was less absenteeism and staff turnover. Quite a number of the women were related to men already working in the plant, so the need to locate additional housing was reduced. The women's ages, ethnic background, education, and work experience were varied. With the exception of the introductory course, the women were entitled to the same benefits and opportunities as the men. Other employers who have hired individual women in the non-traditional occupations, but have not provided them with an orientation program, have expressed themselves as pleased with the results.

Under the sponsorship of the British Columbia Department of Labour and the Employers' Council of B.C., the Western Conference Committee—Opportunities for Women held a consultation with executive officers of various large companies in Vancouver on October 9.

The volume of inquiries directed to the Bureau by both mail and telephone point up the continuing keen interest in all matters related to women, not just training and employment opportunities. In addition to researching source material in order to answer these inquiries, the Director continues to serve on the Tourist Service Training Advisory Committee, the Advisory Council for Educational Programs in Aging, and as a Trade School administrative officer.

More and more women are applying for pre-apprenticeship training, but it is difficult for them to compete on an equal basis with men for selection for such training because of the fact that men traditionally enjoy greater access to the industrial arts programs that logically lead to selection for apprenticeship training and ultimate employment in a skilled trade.

This inequity may soon be resolved, however. In the latter part of 1975, the Women's Employment Bureau embarked on a plan to offer a special pilot program that will give women the opportunity to learn the advantages of

apprenticeship, together with the basic skills employers expect from apprentices.

This program will get under way early in 1976, and the Bureau believes that catch-up training of this nature will continue to be necessary until an equitable male-female percentage ratio is established in all segments of the work force.

OCCUPATIONAL ENVIRONMENT

The primary responsibility of the inspectorate of the Occupational Environment Branch, under the *Factories Act, 1966* and regulations, is to ensure that workers employed in factories, stores, and offices have been provided a working environment conducive to their health, comfort, and well-being.

The Branch administers the Act and the regulations pursuant to the Act. The legislation sets out the various standards and requirements, thereby having the effect of maintaining at least a minimum acceptable occupational environment. The legislation applies to work places designated as "factories, stores, and offices."

To ensure that acceptable minimum standards are being observed in such industries, the Branch's inspectors must assess the adequacy of illumination systems, heating, make-up air and exhaust systems, air-contamination controls, sanitation, and interior painting. Employee amenities related to comfort and personal hygiene, such as lunchrooms, washrooms, shower rooms, locker rooms, and seating provision, also receive priority.

In the case of new factory construction, or additions and alterations to existing buildings, the Act and regulations require that engineering plans and specifications be submitted to an inspector, who determines to what extent they conform to established standards.

Another key function of the Occupational Environment Branch is a continuing program of reinspection. Long-term maintenance of acceptable standards within the occupational environment makes periodic reinspection a mandatory requirement. Indeed, after an initial inspection has been conducted, and directives issued to an employer, reinspection automatically follows, in order for the Branch to confirm that the directives have been carried out according to the standards specified. Of the 9,626 inspections conducted during the past year, 6,047 were initial inspections, and 3,579 were reinspections.

After occupying offices at 411 Dunsmuir Street in downtown Vancouver for 23 years, the Branch moved to new offices in the Burnaby Centre at Burnaby. The only new regional office to be opened during the year is the one located at Chilliwack, which services the upper Fraser Valley area.

Decentralization

The decentralization program established by the Department several years ago has now progressed to the point where more effective services are being offered through regional inspectors based at Nelson, Kelowna, Kamloops, Prince George, Chilliwack, and Victoria. The sizable increase in the number of inspections conducted in 1975 resulted partly because of this program, and partly because new staff became fully operational. A second inspector was assigned to the Victoria regional office in 1975.

Establishment of regional offices at Nanaimo, Terrace, and Cranbrook is yet to be undertaken. Indications are that the next stage of the decentralization program will be the acquisition of additional inspectors for most regional offices in order to cope with projected work loads. If uniformity in the application of the legislation throughout the Province is to be attained, however, the

immediate priority is establishment of the three regional offices.

Ultimate objective of the program is the setting-up of an inspectional cycle covering approximately 50,000 factories and an equal number of offices and stores.

Inspection

Despite the demands of priorities established the previous year, 1975 was a time of improved performance for the Branch. Inspection of all pulp and paper plants in the Province was completed, and the majority of plants had made substantial progress toward meeting the requirement of directives issued last year and this year. If the excellent co-operation being offered by most plants in the industry continues, this major undertaking should be completed in 1976.

Another significant achievement was the extensive modernization of the smelting industry at Trail, in conformity with Branch requirements. This industry has already completed many of the modifications and alterations requested, but completion of the task will take considerable time.

Inspection of factories in the garment industry was another assigned priority of the Department, and the Branch responded by completing the inspection of all work places, and issuing the necessary directives. As many of the employees in this industry are immigrants, with incomplete knowledge of their responsibilities and rights, the Branch's inspection program was paralleled by publication of pamphlets on these subjects in 13 languages.

Co-operation

Wherever possible, Branch inspectors sought the involvement of both management and union personnel in meaningful discussions during and subsequent to plant inspections. Efforts were made to fully inform everyone concerned with the purposes of the inspection of areas of mutual concern, and the methods used in determining proper conformity with the required occupational environment standards. This procedure eliminates misconception, allays suspicion, and creates mutual confidence and understanding, particularly at the time of initial inspections.

Throughout the year the Branch adopted a more co-operative approach with management and organized labour by meeting with various associations, and attending conferences and seminars at various locations in the Province. It is anticipated that these contacts will increase as the decentralization program expands to all parts of the Province.

Federal Employees

Under an agreement between the Provincial and Federal Departments of Labour, the Occupational Environment Branch continued to conduct health and safety inspections for the protection of Federal employees occupying various offices, and industrial employees of firms under the jurisdiction of the Federal Government. The enterprises include pipeline pumping-stations, docks, railroad terminals and round houses, and airport terminals, including hangars and various airline service buildings.

In the course of the year, 1,061 inspections were conducted for the Federal Department of Labour, compared with 746 in 1974. Because of the similarity between Federal and Provincial legislation, thousands of British Columbia citizens are assured protection equivalent to that provided under the *Factories Act,* and regulations pursuant to the Act. This is the sixth year the Branch has acted in the

enforcing of Federal legislation for the Canada Department of Labour.

Inspections and Approvals

The Branch performed 9,626 inspections of factories, stores, and offices in 1975; and 7,669 directives, requiring conformity with the legislation, were issued to owners and employers. In addition, 934 plans and specifications for construction were approved.

The work of the Branch was furthered by the co-operation and assistance of management, unions, employees in industry and commerce, architects, engineers, construction firms, building inspectors, other departments of the Government, and the municipalities of the Province.

ELEVATING DEVICES

The Elevating Devices Inspection Bureau is responsible for the inspection of all forms of vertical transportation—passenger and freight elevators, escalators, dumbwaiters, moving walks, and workers' construction hoists—to ensure safe operating conditions. These responsibilities are met through licensing and periodic safety inspections designed to ensure that both legislation and implementing regulations are complied with.

Before any such vertical transportation devices are put into service, inspectors of the Bureau must conduct full-scale acceptance tests. Subsequent to acceptance, all installations are inspected periodically to ensure that the initial safety standards are maintained.

The Bureau also provides a consultative engineering service to unions, management, building owners, and the general public, as well as to Government departments. Safety legislation itself is constantly under review as technology advances, and recommendations for change are made periodically to the Minister.

Organizational Changes

The Bureau moved its headquarters from 411 Dunsmuir Street to 4240 Manor Street, Burnaby, in February 1975. The new premises provide better office accommodation and administrative facilities.

Three inspectors were posted to Prince George, Kelowna, and Victoria, and this move has provided improved services in these areas. Staff levels were maintained, but some internal reorganization and reallocation of responsibilities took place.

Liaison and Teamwork

During 1975 the Bureau's commitments to the Federal Government were fulfilled, in that all elevating devices in buildings under Federal jurisdiction throughout the Province were inspected.

The elevating devices on British Columbia ferries were also inspected, and foreign ocean-going vessels continued to avail themselves of the Bureau's services.

Other departments of Government sought advice through the Bureau's consultative services during 1975. Consequently, Bureau personnel were involved with the engineering sections of the Department of Public Works, the B.C. Hospital Insurance Services, and the B.C. Hydro and Power Authority in both the planning and progress stages of a variety of projects.

The Code Committee of the Canadian Standards Association held its annual convention in Vancouver, September 22–26. The purposes of the convention were facilitated by the B.C. Government's co-operation via planning provided by the Bureau. It is the Committee's responsibility to ensure that the safety standards of all elevating devices are thoroughly examined

and updated across Canada. Included among the delegates were representatives from inspection services in all of the provinces, and from elevator and hoist companies in Canada, the United States, Britain, and Sweden.

Inspections and Approvals

During the year the Bureau conducted a total of 7,107 inspections throughout the Province. These inspections resulted in the issuing of 8,002 directives requiring repairs to ensure that elevating devices were in safe operating condition. This figure represents an increase of more than 20 per cent over the number of inspections made in 1974.

In addition, 432 engineering plans and specifications were approved for new installations and extensive modernization of existing equipment.

COMPENSATION SERVICES

The Compensation Services Branch of the Department provides both workers and employers with independent advice concerning problems that come under the *Workers' Compensation Act.* Advice for workers with claims problems is available from both the Compensation Consultant and his assistant, the Compensation Counsellor. Advice for employers with claim problems is provided by an Employers' Adviser.

The need for the Compensation Services Branch arises largely from a provision in the Act that prohibits the Workers' Compensation Board staff from divulging any information obtained by them in the course of administering compensation claims. Because the Board's claims files are not open to either a worker or an employer or their agents for review, it is essential that an independent body be given access to those files to ensure that the Board is complying with the law, and with its own policies governing claims administration.

This watchdog function is performed by the Branch, its freedom of access to files of the Board having been ensured by provisions in the Act. Officers of the Branch also represent both workers and employers in appeals under the Act when circumstances justify such representation.

Compensation Consultant

The year 1975 was heavy for appeals made under the *Workers' Compensation Act,* and this led to delays in the rendering of decisions, and a consequent backlog of cases to be dealt with by the independent boards of review appointed under the Act (*see* Tables 3 and 3a on page 76).

During the year the Hearing Branch of the Workers' Compensation Board was opened, and new legislation under section 7A of the Act established a schedule of pensions for noise-induced hearing loss. The legislation became effective on December 1, 1975.

The Act and its regulations were also amended to provide protective coverage for fishermen. The new amendments will not become totally effective until January 1, 1976, but commercial fishermen working the coastal waters of British Columbia, pursuant to the amendments, were to be afforded coverage for the 1976 fishing season.

Compensation Counsellor

Much of the Branch's time is taken up reading board of review cases and studying the files of injured workers at the offices of the Workers' Compensation Board. Personal interviews with claimants are usually arranged to suit their convenience, and workers are also given help in preparing their cases for presentation before boards of review. This service requires travelling to board offices, and to outside points within the Province when out-of-town hearings are scheduled.

Employers' Adviser

In addition to acting on the employer's behalf with respect to specific claims, the Employers' Adviser also addresses interested employer groups on matters related to WCB practices and administrative procedures, the appeal process, and the means by which an employer can assist in preventing payment of improper claims (*see* Tables 4, 4a, and 5 on page 77).

TRADE-SCHOOLS REGULATION

The Trade-schools Regulation Administration Office is responsible for the registration and supervision of private trade schools, both practical and correspondence.

A "trade school" is any school or place wherein a trade is taught, and "trade" means the skill and knowledge requisite for, or intended for use in, any business, trade, occupation, calling, or vocation designated as a trade by the regulations.

Administrative officers appointed by the Lieutenant-Governor in Council are responsible for implementing the provisions of the *Trade-schools Regulation Act*. Under this legislation, trade schools are required to register annually, and pay the required registration fee.

Supervision of the operation of registered trade schools includes the approval of premises and equipment, health, sanitary and safety conditions, hours of operation, courses to be offered, form of contract, fees to be charged, teacher qualification, performance bond, cancellation provisions, and advertising copy.

During 1975 the Trade-schools Administrative Officers held 12 meetings, and made recommendations to the Minister of Labour regarding registration, re-registration, requests for changes in tuition fees, requests for approval of new courses, the general conduct of private trade schools, and other matters related to administration of the Act.

As of the end of December, 94 schools offering correspondence and practical courses, or combined correspondence and practical training, were registered in accordance with the Act.

Eighty-one schools were re-registrations from 1974, and 13 new schools were considered and recommended to the Minister and approved for Certificate of Registration during the year. Nine schools discontinued operations in British Columbia in 1975.

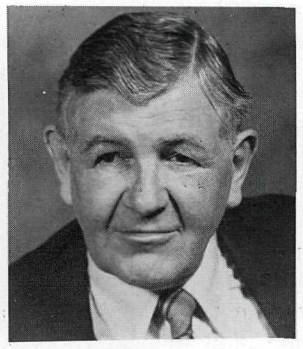
In addition to the inspections conducted by Administrative Officers in each school at least twice a year, special visits are made to resolve specific problems and complaints. Students wishing to discontinue training, and who have moneys owing to them by way of prepaid tuition fees, are granted refunds in accordance with the regulations.

INDUSTRIAL RELATIONS DIVISION

- Introduction
- Labour Standards
- Arbitration
- Mediation Services
- Human Rights

INDUSTRIAL RELATIONS DIVISION

INTRODUCTION



KENNETH A. SMITH
Associate Deputy Minister

In labour relations, 1975 would appear to have been a year of turmoil, but no records were set in man-days lost due to strikes. What is interesting about the year is that the machinery for settling disputes was in place well before the strikes began—ready and available for use by the parties in dispute.

In the case of the forest industry, the majority of strikes were settled on the basis of the report of Mr. Justice Hutcheon. The food industry strike-lockout was settled on the basis of the recommendations of an Industrial Inquiry Commission.

Regrettably, a number of strikes took place before the parties had even gone through the process of mediation; yet they were settled with the assistance of a Mediation Officer. The Mediation Services Branch itself set what must be considered an excellent track record. It handled disputes involving 123,115 workers, and was successful in bringing about settlements in the majority of them. Close to 1,000 companies and bargaining units were involved in these disputes. The efforts of the Labour Standards Branch and its 54 Industrial Relations Officers were equally rewarding.

The experience of the Department has been that, when an application for the appointment of an Industrial Inquiry Commission has been received or offered, one side is prepared to accept, the other to reject. No doubt the advocates of compulsion would suggest that, under these circumstances, the parties should be compelled to use the machinery available to them under the Labour Code. This device, however, would provoke a negative response. One or other of the parties would simply go through the procedural motions in order to get to the ultimate stage of bargaining—lockout or strike. Freedom of choice is a hallmark of democracy, and the parties in any dispute must be free to choose whether or not they wish to use the facilities of the Department of Labour, and free to decide at what point in the dispute they may elect to use them.

Complicating the bargaining process in the latter part of 1975 was the introduction by the Federal Government of wage and price controls. The machinery for implementing these controls was not in place by year-end, but the Department had begun to experience their effects on normal collective bargaining.

The legislation also made the task of the Mediation Services Branch more difficult, for although its officers were at no time considered to be enforcing agents of the legislation, the freedom of activity they require to effect settlements was substantially curtailed.

A marked increase was seen in 1975 in the use of arbitration procedures to settle disputes that arise during the life of an agreement. This is illustrated by the fact that 231 arbitration awards were filed with the Minister. Most arbitration boards are selected by the parties, but the Minister was called upon to make 30 appointments during the year. Copies of the awards are

available to any person from the Director of Arbitration.

Special Services Branch continued to operate in the four areas for which it was originally designed—national and international labour affairs, union-management consultation, special studies, and co-ordination of research.

At year-end the Department had moved closer to implementing the services of the Labour Education Branch. The intention is to provide better training for those concerned with labour-management negotiation, arbitration, and other industrial relations functions.

One innovation embarked on during the year was the convening of a labour relations seminar in Trail, at which all of the Department's functions for which the Minister is responsible were explained and discussed with the public.

Attendance by union and management spokesmen in the area was most encouraging, and the general reaction indicated that going out to the public in this manner was an ideal method of improving communications and encouraging understanding of the Department's functions and services. The seminar afforded the Minister and staff an excellent opportunity to correct misunderstandings concerning labour legislation, and to hear proposals for improving that legislation. The response would appear to justify the holding of additional seminars of a similar type in other areas of the Province.

LABOUR STANDARDS

The Labour Standards Branch administers a large number of statutes and regulations affecting the welfare of employees. These encompass such areas as hours of work, overtime payments, minimum wages, payment of wages, maternity protection, employment agencies, employment of children, and annual and general holidays.

In addition to the responsibility of enforcing labour standards legislation, Industrial Relations Officers employed by the Branch perform services related to requirements of the Province's Labour Code and Human Rights Code. Officers of the Branch are stationed in Victoria, Vancouver, Burnaby, Nanaimo, Chilliwack, Kamloops, Prince George, Williams Lake, Terrace, Kelowna, Cranbrook, and Dawson Creek.

During the year the Branch emphasized the importance of educating employers and employees in the requirements of the legislation. To this end, Branch officers addressed a variety of organizations, seminars, and schools. Their efforts were assisted by a public education campaign intended to advise ethnic groups of the services provided by the Department. Supported by advertising on radio and in ethnic newspapers throughout the Province, the program featured the distribution of pamphlets in 13 languages.

Industrial Relations Officers made a total of 60,560 calls and investigations during the year in the enforcement of labour standards legislation. Adjustments totalling $1,638,340.67 were made to 13,131 employees by 4,565 employers. These adjustments were primarily collections made on behalf of employees who were unable to obtain payment of wages because of the financial difficulties of employers. Adjustments were down slightly from the 1974 figure, but continue to represent a significant amount of money.

The Branch required the assistance of the Board of Industrial Relations to collect the sums owing employees. This assistance required the issuing of 668 certificates under the authority of the *Payment of Wages Act*. In addition, 488 demand notices and related documents were issued to persons indebted to the employers.

Registrations were issued to 144 employment agencies on receipt of a fee of $50 and a report by a Branch

officer confirming that the agency was operating as required by the *Employment Agencies Act*.

Two hundred and seventy-eight permits were issued under the provisions of the *Control of Employment of Children Act*. In every case the application was investigated to ensure that employment would not adversely affect the child's health or schooling.

Statistical data on a number of the Branch's activities during 1975 appear in Tables 6, 7, 8, and 9 on pages 78 and 79.

ARBITRATION

The principal function and responsibility of the Arbitration Branch, which came into being early in 1974, is to maintain a register of arbitrators, correlate arbitration awards, and make these awards available to persons interested in decisions concerning grievances that arise out of collective agreements.

The Branch also assists the Minister in selecting persons to act as chairmen of arbitration boards.

The year under review was characterized by a marked increase in the use of arbitration proceedings to settle disputes arising between parties to collective agreements. In all, 231 arbitration awards were filed with the Minister of Labour during 1975, in accordance with the requirement of section 105 of the Labour Code. By contrast, 141 awards were filed with the Minister in 1974, in compliance with this statutory requirement.

Copies of all arbitration awards are available for perusal in the Office of the Director of Arbitration, and persons who are interested in obtaining a copy of a specific award may request it from the Director. A summary of each award appears in the Department's monthly *Labour Research Bulletin*. Copies of the awards are forwarded for publication in *Labour Arbitration Cases* and *Western Labour Arbitration Cases,* together with arbitration decisions received from other jurisdictions.

Most arbitration boards are selected by the parties that have entered into a collective agreement. The Labour Code, however, states that where there is failure to appoint or constitute an arbitration board under a collective agreement, the Minister of Labour may, at the request of either party, make such appointments as are necessary to constitute a board. In 1975 the Minister made 30 such appointments; 11 of them were for chairmen of arbitration boards, and 19 were for the appointment of single arbitrators.

Sixty-nine of the awards handed down in 1975 dealt with the discharge of employees from their employment. In cases covered by the Labour Code, the average elapsed time between the date of the alleged violation of the collective agreement and the date of the award was 147.49 days. The shortest length of time required by an arbitration board to deal with a discharge case was 27 days; the longest was 580 days. In the latter case, considerable time had elapsed between the discharge and the establishment of a board. The decision was actually handed down within 19 days of the first hearing held by the arbitration board.

Arbitration awards deal with a variety of matters as extensive as those covered by collective agreements. The frequency of occurrence of issues in cases reported in 1975 is set out in Table 10, page 79. Of the awards received, 94 were decisions of arbitration boards, and 137 were awards of single arbitrators.

Table 11 on page 80 shows the average number of days necessary to complete arbitration cases during 1975. It will be noted that the time required by single arbitrators to render a decision is considerably less than that re-

quired by arbitration boards. This fact tends to confirm the opinion of many persons involved in matters related to arbitration proceedings that the appointment of a single arbitrator is to be preferred when the parties are anxious to obtain an early settlement of their dispute.

MEDIATION SERVICES

The Mediation Services Branch provides the assistance of Mediation Officers to employers and trade unions in labour-management disputes arising out of negotiations for the renewal of collective agreements or for initial collective agreements.

Under the *Labour Code of British Columbia,* trade unions and employers, individually or jointly, may apply for such assistance by writing to the Director, Mediation Services Branch, 4211 Kingsway, Burnaby, B.C. The application forms used to request the appointment of a Mediation Officer may be obtained from the Branch's offices or any office of the Department of Labour throughout the Province. The Branch may also voluntarily provide mediation services in labour-management disputes that have resulted in strikes or lockouts.

The mediator's function is to advance the principles of free, responsible collective bargaining. He is there to make both procedural and substantive suggestions, and to propose whatever alternatives are likely to assist the contending parties in reaching a collective agreement. The success of mediation in British Columbia has been affirmed by the large majority of collective agreements that are negotiated without resort to strikes or lockouts.

At its Burnaby offices, the Branch maintains an up-to-date file of collective agreements for use by trade unions and employers.

Mediation Officers were involved in 431 disputes during the year; 342 of them were completed at year's end, and 81 were carried forward into 1976. The comparable figures for 1974 were 356, 265, and 80. Although the number of employers and bargaining units involved in disputes during the year dropped, the number of employees involved increased approximately 16 per cent over last year. Of the 342 settlements completed by the end of the year, 239 were resolved with the assistance of Mediation Officers (*see* Table 12, page 80).

The Branch continued to provide guest speakers for meetings and seminars, when requested to do so by trade union and employer organizations and educational institutions. It also processed a great number of inquiries from all parts of the Province concerning collective bargaining legislation and procedures.

HUMAN RIGHTS

The role of the Human Rights Branch is to promote equal opportunity for every person in the Province, without regard to race, religion, colour, sex, marital status, ancestry, or place of origin. The Branch also administers the Human Rights Code, which prohibits discrimination in the areas of employment, tenancy, and public services.

The year 1975 marked the first full year of operation for British Columbia's new Human Rights Code. The Code now offers coverage in areas that have never been included before in Human Rights legislation across Canada.

A new section of the Code, which states that employment and services customarily available to the public cannot be denied without reasonable cause, has been used to protect the rights of the handicapped, welfare recipients, homosexuals, persons fol-

lowing different life-styles, and persons suffering from specified health problems. This section of the Code has also served to extend broader protection for the more traditional complaints of race, religion, sex, ancestry, marital status, place of origin, and discrimination in employment and tenancy.

Over 700 complaints of discrimination were investigated in 1975, compared with 241 the previous year (*see* Tables 13 and 14 on pages 80 and 81, which indicate the number and nature of complaints filed with the Human Rights Branch in 1975). This dramatic increase in cases can be attributed to a number of factors, not the least of which was an active Human Rights public education campaign to inform people of their rights and responsibilities under the Code.

Before the campaign ended, almost 250,000 pamphlets were distributed through community, health, doctors, and Government agent offices in every community in the Province. Their availability was thoroughly advertised in daily, weekly, and ethnic newspapers, on radio, and on public buses. For the ethnic papers, advertisements were translated into the appropriate languages.

The second important development was the opening of regional offices in Terrace, Kamloops, Prince George, and Nelson. These regional offices are able to respond to local issues at the community level, and to defuse prejudice before it develops. Their presence is effective, because they come to know the unique social composition of their respective regions. Complaints may be investigated quickly by a Human Rights Officer in or near the community. As well as investigating complaints, the regional Human Rights Officers play an important educational role by encouraging public interest in, and support for, human rights.

Investigations of contraventions of the Code are designed to bring about, without litigation, amicable settlements of cases, the majority of which are resolved successfully. There have been instances, however, in which a Board of Inquiry has been convened by the Minister of Labour in order that a hearing may take place. For the first time in British Columbia's history, these Boards are comprised of laypersons from every walk of life.

Another important innovation under the new legislation is that the decisions of Boards of Inquiry are now presented in writing, and are available to the public.

Some of the decisions rendered in 1975 have dealt with the refusal by a beer parlour to serve members of the counter culture, the refusal by a hotel to provide a Native Indian woman with a room, the refusal by a newspaper to provide advertising space to a homosexual group, and discrimination against a woman in a mining camp over adequate accommodation. These decisions and others are available on request through the Victoria office of the Human Rights Branch.

Conferences, workshops, and public meetings, in which representatives of the Branch participated, helped the Department to promote widespread understanding and acceptance of Human Rights legislation. In addition, the Director and staff members spoke at meetings around the Province and elsewhere in Canada.

The Branch also had the services of a full-time consultant on the rights of the handicapped. Among achievements in this area were the opening of personal files by the Canadian National Institute of the Blind to the individuals concerned, and the establishment of improved voting conditions for the handicapped.

The arrival of a full-time Information and Education Officer has resulted in more public access to the Branch. In response to this stimulus, audio-visual education kits were developed for schools and community groups,

and distributed throughout the Province. Recent negotiations with senior members of the Department of Education have resulted in the first steps toward production of a Human Rights curriculum for classroom situations.

A resource library was added to the Branch in 1975, and books, documents, and other informative materials dealing with ethnic groups, court cases, and women's issues were acquired.

In all, the year was one of growth. Now possessed of a staff of 17, the Branch is able to provide expanded services to the entire Province, thereby ensuring that one of the strongest Human Rights codes in Canada will be properly enforced. Although not perfect, the British Columbia Human Rights Code is regularly opening doors for persons previously disadvantaged by prejudice and discrimination.

INDEPENDENT BOARDS

- Board of Industrial Relations
- Boards of Review

INDEPENDENT BOARDS

BOARD OF INDUSTRIAL RELATIONS

The Board of Industrial Relations is a quasi-judicial body, appointed under the *Minimum Wage Act*. Its responsibilities include establishment of minimum wage orders and regulations; establishment of hours-of-work regulations; issuing of overtime permits and variance in hours of work; establishment of orders regulating the observance, and pay, for general holidays; and the issuing and enforcing of certificates for the recovery of unpaid wages.

Two orders were made pursuant to the *Minimum Wage Act* in 1975. General Minimum Wage Order 1 (1975), which became effective on December 1, 1975, established a minimum wage of $2.75 an hour for employees 18 years of age and over, and $2.35 an hour for employees 17 years of age and under, effective December 1, 1975, rising to $3.00 and $2.60 an hour respectively, effective June 1, 1976.

The order provides for overtime at time and a half after eight hours a day and 40 hours a week, and double time after 11 hours a day and 48 hours a week, excluding overtime on a daily basis. A half-hour eating period is also provided.

The order supersedes and incorporates the following 15 orders: 1 (1972), General Minimum Wage Order; 3 (1969), Cost and Upkeep of Uniforms; 4 (1972), Occupations of Ambulance Driver and Attendant; 5 (1972), Occupation of Bus Operator; 6 (1972), Cook and Bunkhouse Occupation (in unorganized territory); 7 (1972), Occupation of First Aid Attendant; 9 (1972), Funeral Service Business; 10 (1972), Geophysical Exploration and Oil Well Drilling and Service Industries; 11 (1949) and 11A (1950), Rest Periods; 12 (1972), Mining Industry; 13 (1955), Employees in More Than One Occupation; 15 (1972), Occupation of Taxicab Driver; 16 (1972), Occupations of Truck Driver and Motor-cycle Operator and Their Swampers and Helpers and Certain Warehousemen; and 17 (1972), Overtime Variance.

Minimum Wage Order 2 (1975), Occupation of Resident Caretaker, supersedes Order 14 (1974) and establishes a minimum wage scale for resident caretakers in apartment buildings of $165 a month, plus $6.60 a month for each residential suite in apartment buildings containing more than four and less than 61 residential suites, and $561 a month in apartment buildings containing more than four and less than 61 residential suites. These minimums increase to $180 a month, $7.20 a month, and $612 a month respectively on June 1, 1976.

As a result of the foregoing revisions, only two minimum wage orders are now in effect.

Pursuant to the *Minimum Wage Act,* six regulations exempted certain employees from the Act. They were:

Regulation 45 (1975) for mentally handicapped persons employed by the rehabilitation program of the Artaban Training Centre of the Powell River Association for the Mentally Handicapped;

Regulation 46 (1975) for Resident Managers employed by the Concord Homes Society;

Regulation 47 (1975) for trainees in the occupational program of the Bevan Lodge Association who are registered with the Department of Human Resources as handicapped persons and receive a monthly allowance;

Regulation 48 (1975) for Counsellors/Instructors employed by the Salvation Army Miracle Valley Ranch Youth Centre;

Regulation 49 (1975) for Counsellors and cooking staff employed by the Dunbar Evangelical Lutheran Church at Camp Luther; and

Regulation 50 (1975) for unemployed persons enrolled in the Salesmanship Upgrading Course of Cariboo College from September 20 to October 10, 1975.

Pursuant to the *Hours of Work Act,* Regulations 13A, 17, 23A, and 23B were rescinded, and replaced by a new Regulation 23, which allows truck drivers and motor-cycle operators and their swampers and helpers to work such hours in addition to the working-hours limited by section 3 of the Act as shall be necessary for the transportation of materials, goods, and services.

The Board considered numerous applications for overtime permits and, where the requirements of the legislation were satisfied, permits were issued. The Board also considered and granted many requests for scheduling and varying hours and overtime rates to accommodate short week, flextime, and other working arrangements.

The Board confirmed many certificates for wages owing under the *Payment of Wages Act.* (For details, *see* the report of the Labour Standards Branch on p. 60.) Several requests for exemption from section 15A of the Act were also dealt with.

BOARDS OF REVIEW

Boards of review were established under section 76A of the *Workers' Compensation Act* in 1974. During 1975 there were three fully functioning boards of review, each comprised of a chairman and two other persons. All chairmen are lawyers and members of the Law Society of British Columbia

Membership of each board consists of one person selected for service by the Lieutenant-Governor in Council after consultation with one or more organized groups of employers, and one person selected after consultation with one or more organized groups of workers in the Province.

One of the chairmen is designated as administrative chairman. Under the regulations dealing with boards of review, the administrative chairman is responsible for the day-to-day operations and administration of all boards of review.

Boards of review are appellate bodies, set up independent of the Workers' Compensation Board, whose purpose is to handle appeals by workers, dependants of deceased workers, and employers against decisions of the Board concerning workers.

The function of boards of review in adjudicating appeals is not necessarily to establish new policy directions for the Workers' Compensation Board, but to determine whether or not decisions made by the Board are in accordance with the facts of the case and the terms of the legislation. Decisions of a board of review are not binding on the Board, but if a board of review makes a decision that does not confirm the original decision of the Board, that decision, under the legislation, will be reconsidered by the Board. Every decision made by a board of review, together with the reasons therefore, is sent to both the employer and claimant involved in each case, to the Workers' Compensation Board, and to any representatives of the parties.

The boards of review have a central office in Vancouver, separate and apart from the offices of the Workers' Compensation Board. Files are obtained, as required, from the Workers' Compensation Board, so that when an appeal is being adjudicated, the relevant documentation is before the board dealing with the appeal.

The boards are empowered by the legislation and regulations to travel throughout the Province of British Columbia, and they do so on a frequent basis. The purpose of the travel-

ling is to meet with employers and claimants on specific appeals in the home location of such persons. This eliminates the need for people to travel to Vancouver to have an appeal heard. The boards of review have meeting facilities in Vancouver, so all appeals from the Lower Mainland are conducted there.

The regulations provide that a claimant, dependant, or employer is entitled to meet with a board of review, as long as the board has determined that there is an appealable issue. If no meeting is required by the parties involved, the board of review is then empowered to make a decision on the appeal, on the basis of information contained on the Workers' Compensation Board file, and on the basis of any further information that the board may require in order to render a fair decision.

As is inherent in any appellate system, the basic problem facing boards of review is delay in dealing with appeals. One of the objectives of any appellate system should be to deal with cases before it as soon as is practicably possible, and in a manner that is just and equitable, having due regard for all factors and circumstances.

The volume of appeals makes it impossible to meet quickly with every appellant requesting a meeting. Until a few months ago, the delay in setting meetings was almost 12 weeks, but this has been reduced to approximately seven weeks by increasing the number of meetings conducted daily. This is seen as at least a short-term, partial solution.

On either medical or non-medical issues, an appellant who is unsatisfied with the decision of a board of review has a further right to appeal to the Commissioners of the Workers' Compensation Board. If the decision of the board has been a unanimous one, the appellant, depending upon whether he or she is an employer or a worker, must have an organized group of employers or an organized group of workers launch the further appeal on his or her behalf. If the decision of the board was not unanimous, the appellant has a right of appeal to the Commissioners, subject to the time limits prescribed by the *Workers' Compensation Act*. On a strictly medical issue, one has the right, under section 55 of the *Workers' Compensation Act,* to appeal further to a medical review panel.

During 1975 the boards of review were compelled to operate at less than 100 per cent capacity, owing to the prolonged illness of one member, and the absence of one chairman for two and a half months.

Of the many issues considered by the boards, the most common, 294, involved the decision by the Workers' Compensation Board not to reopen an existing claim. Other issues frequently raised concerned whether or not (1) a disallowed claim occurred within the scope of employment, (2) there was in fact any injury, (3) a claim was ended prematurely, and (4) a permanent partial disability award granted was sufficient.

The majority of employers' appeals dealt with whether or not an injury had occurred within the course or scope of employment. A second issue that often arose concerned whether or not there had been a compensable injury. The great majority of appeals, 488, involved injuries to the back. Next in frequency were 102 appeals dealing with injuries to the knees.

On December 31, 1974, there was a balance of 220 appeals that had been received during that calendar year, but had not yet been adjudicated. During the 1975 calendar year, 1,583 new appeals were received, and 1,229 of these were adjudicated. Of those adjudicated, 1,114 were submitted by claimants or dependants, 115 by employers. An additional 121 appeals

were suspended, that is, returned to the Workers' Compensation Board without a decision.

Appeals are suspended if a claimant, an employer, a physician, or any other person from whom information has been requested, neglects or refuses to provide that information. On occasion, an appeal can be adjudicated without it; but if a board of review believes that the information is necessary for a fair adjudication of an appeal, the appeal is suspended and the file returned to the Workers' Compensation Board. Should the requested information ultimately be received, the file is returned to the board of review and the adjudication is completed.

During the 1975 calendar year, 71 claims were returned to the Workers' Compensation Board when it was decided that there was no appealable issue, or that there was no appeal to consider. On December 31, there were 382 appeals pending.

The increase in the number of appeals received during the year was in excess of 50 per cent more than the comparable figure for 1974. The increase in the number of appeals adjudicated was also in excess of 50 per cent. Nevertheless, the number of appeals pending on December 31, 1975, was up from 220 in 1974 to 382.

Boards of review conducted 487 meetings in Vancouver during the year, and 346 elsewhere in the Province, an increase of approximately 50 per cent and 25 per cent respectively over 1974. The number of days on which meetings were conducted outside Vancouver totalled 113.

Of the appeals adjudicated, 515 claimants' appeals were allowed, 599 disallowed; 26 employers' appeals were allowed, 89 disallowed. The corresponding figures for 1974 were 356 claimants' appeals allowed, 306 disallowed, 15 employers' appeals allowed, 119 disallowed.

Over 50 per cent of the cases before the boards of review were decided within two and a half months of the date the files reached the boards. Approximately 30 per cent were decided within a further month and a half, and the balance (up to 98 per cent of the total) were decided within eight months. Approximately 17 per cent of the decisions took longer than four and a half months from the date the files reached the boards of review.

Of the claims processed during the year, 50 occasioned requests from boards of review for examination by a Workers' Compensation Board doctor. The boards of review requested 35 examinations by outside specialists, and 94 opinions or additional information from a Workers' Compensation Board doctor. On 19 occasions, the boards sought opinions or further information from an outside doctor through a Board doctor.

The meetings outside Vancouver were held in Victoria (54), Kelowna (42), Castlegar (39), Kamloops (33), and Nanaimo (32). Although there was an average delay of approximately three months before a claimant obtained a meeting in Vancouver during the summer and early fall of 1975, this delay has now been reduced to from six to eight weeks, owing to the doubling of the number of meetings held in Vancouver.

STATISTICS

APPRENTICESHIP AND INDUSTRIAL TRAINING

Table 1—Summary of Apprentices in Trades

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training	Completed in 1975
		First	Second	Third	Fourth	Fifth		
Automotive—								
Transmission repair	4	5	2	4	4	...	15	3
Body repair	4	134	129	108	90	...	461	47
Electrical	3	2	...	4	1	...	7	3
Electrical and tune-up	3	4	4	3	...	...	11	3
Glass installation	3	3	1	2	...	...	6	...
Machinist	4	7	15	7	11	...	40	3
Mechanical repair	4	326	297	387	352	...	1,362	201
Painting and refinishing	2	42	39	...	...	...	81	21
Radiator manufacture and repair	3	2	5	6	...	...	13	2
Trimming	4	...	1	1	1	...	3	2
Diesel engine repair	4	12	9	13	14	...	48	13
Diesel fuel injection	4	2	...	2	2	...	6	4
Farm machinery mechanic	4	7	1	2	...	...	10	1
Front-end alignment and frame straightening	4	7	3	5	3	...	18	...
Front-end alignment and brake service	2	11	14	...	...	...	25	6
Marine-engine mechanic	4	6	6	7	...	...	19	5
Small-engine mechanic	4	23	7	2	4	...	36	4
Partsman	3	14	24	20	...	...	58	31
Auto parts, warehousing, and merchandising	3	48	65	12	...	...	125	4
Tire repair	2	5	5	...	...	...	10	...
Truck-body building	4	...	1	...	...	...	1	...
Baking	3	10	8	3	...	...	21	6
Barbering	2	...	94	...	...	...	94	18
Boatbuilding	4	11	8	19	6	...	44	3
Blacksmith	4	...	3	...	...	...	3	...
Boilermaking	3, 4	17	33	24	...	...	74	31
Bricklaying	4	68	62	57	24	...	211	18
Carman	4	8	11	6	1	...	26	7
Carpentry	4	537	616	424	349	...	1,926	208
Cement mason	3	5	9	7	...	...	21	3
Cladding	3	...	19	...	...	...	19	...
Cook	3	20	15	5	...	...	40	12
Dental technician	4	31	34	22	28	...	115	18
Draughtsman	5	1	...	...	...	...	1	1
Drywall finisher	3	32	30	24	...	...	86	17
Drywall installer	2	51	91	...	...	...	142	43
Electroplating	4	6	...	...	4	...	10	...
Electrical work—								
Appliance repair	3	7	5	3	...	...	15	...
Domestic radio and TV service	4	5	9	10	16	...	40	4
Industrial	4	72	133	133	105	...	443	94
Lineman	3	47	67	48	...	...	162	20
Meterman	3	...	4	2	...	...	6	2
Operator	3½	5	7	...	...	...	12	...
Construction section	4	114	254	269	276	...	913	182
Neon section	4	3	2	2	3	...	10	1
Shop section	4, 5	7	12	13	19	...	51	13
Winder	4	8	4	2	1	...	15	...
Electronics	4	13	7	3	4	...	27	1
Community antenna TV	4	22	11	21	10	...	64	14
Industrial	5	...	...	...	...	1	1	1
Instrument repair	5	2	...	...	...	...	2	...
Marine	4	2	4	4	7	...	17	2
Panels and controls	4	...	2	...	1	...	3	1
Radio communications	4	...	...	1	1	...	2	1
Sound communications	4	6	2	1	8	...	17	2
Telecommunications	4	5	...	18	6	...	29	5
Telecontrol technician	4	3	4	3	...	...	10	...
Floorcovering	3	64	41	74	...	...	179	57
Florist	2	4	3	...	...	...	7	...
Funeral directing and embalming	2	12	6	...	...	...	18	14
Gas fitter	4	2	1	1	1	...	5	...
Glazier	4	51	34	34	32	...	151	10

Table 1—Summary of Apprentices in Trades—Continued

Trade or Occupation	Term in Years	Year of Apprenticeship Being Served					Total Number of Apprentices in Training	Completed in 1975
		First	Second	Third	Fourth	Fifth		
Graphic arts	2–5	105	36	48	42	7	238	41
Hairdressing	2	155	283	.....	.....	....	438	94
Heat and frost insulation	4	14	20	6	19	....	59	10
Heavy-duty mechanic	4	207	269	362	286	....	1,124	194
Hydraulics	4	3	.....	3	.....	....	6	.....
Industrial instrumentation	5	8	22	23	11	31	95	21
Ironwork	3	37	26	63	.....	....	126	57
Jewellery manufacture and repair	4	5	9	5	7	....	26	4
Joinery	4	38	35	43	24	....	140	18
Lathing	4	3	2	4	3	....	12	4
Leadburner	4	3	.....	.....	.....	....	3	.....
Lumber manufacturing industry—								
Construction millwright	4	8	6	.....	.....	....	14	1
Benchman	1	13	.....	.....	.....	....	13	8
Saw fitter	2	15	42	.....	.....	....	57	65
Saw filer	1	29	.....	.....	.....	....	29	15
Machinist	4	121	103	64	43	....	331	50
Maintenance mechanic, pipeline	4	11	7	12	15	....	45	6
Meatcutting	3	24	12	3	.....	....	39	8
Millwright	4	76	194	228	202	....	700	64
Moulding	4	3	6	7	5	....	21	4
Office-machine mechanic	4	11	7	7	2	....	27	5
Oil-burner mechanic	4	4	6	2	5	....	17	1
Painting and decorating	3	44	40	45	.....	....	129	33
Patternmaking	5	5	.....	.....	.....	....	5	.....
Piledriver and bridgeman	3	23	.....	.....	.....	....	23	.....
Plastering	4	9	6	2	.....	....	17	.....
Plastic and rubber fabrication	4	7	3	1	.....	....	11	.....
Plumbing	4	166	181	138	94	28	607	112
Practical horticulture	4	29	17	6	3	....	55	10
Refrigeration	5	56	33	26	20	11	146	18
Roofing	3	31	19	15	.....	....	65	12
Sailmaking	4	1	1	.....	2	....	4	.....
Sheet-metal work	4	81	131	138	74	....	424	71
Ships plater	4	.....	5	5	1	....	11	.....
Shipwright	4	6	9	5	7	....	27	1
Sign painting	4	4	4	5	6	....	19	6
Sprinklerfitting	4	37	17	8	17	....	79	40
Steamfitting and pipefitting	4	70	111	58	19	14	272	96
Steel fabrication	4	48	59	82	25	....	214	16
Tool and die maker	5	4	.....	1	.....	1	6	.....
Upholstery	4	14	5	.....	3	....	22	2
Watch repairs	5	2	.....	.....	.....	2	4	.....
Welding	4	31	19	1	1	....	52	14
Totals	....	3,472	4,018	3,234	2,320	95	13,139	2,263

Table 2—Certificates and Exemptions Issued in 1975

Trade	Certificates	Exemptions
Automotive body repair	60	------
Automotive mechanical repair	423	------
Boilermaker (erection)	191	------
Bricklaying	37	------
Carpentry	334	------
Cook	48	------
Heavy-duty mechanic	283	------
Industrial, electrical	167	------
Industrial, instrumentation	44	------
Ironwork	62	------
Joinery (benchwork)	21	------
Lumber manufacturing industry—		
Benchman	23	------
Circular-saw filer	29	------
Saw fitter	78	------
Construction millwright	2	------
Machinist	70	------
Millwright	343	------
Oil-burner mechanic	19	------
Painting and decorating	72	------
Plumbing	221	118
Radio and TV, domestic	10	------
Refrigeration	88	9
Roofing, damp and waterproofing	116	------
Sheet-metal work	126	1
Sprinklerfitting	61	13
Steamfitting and pipefitting	194	185
Totals	3,122	326

COMPENSATION CONSULTANT

Table 3—Compensation Claim Referrals to Consultant and Counsellor

Origin	Number
Referrals—	
Criminal injuries	7
Hearing loss	6
WCB Commissioners	39
Medical review panel	35
Boards of review	367
Union representatives	71
Legal Aid	19
Pensions	113
Industrial diseases	18
Rehabilitation consultants	49
Counselling—widows and children	24
Out-of-Province claims	9
Canada Manpower	8
St. John Ambulance	7
Disability Rights Association of B.C.	5
Third-party cases	9
Miscellaneous	24
Inquiries—	
Lawyers	31
CBC program "Ombudsman"	4
Total	845

New claimants assisted in 1975: 756.

New claims reviewed in 1975: 833.

Table 3a—Date of Origination of Claims

Date of Origination	Number of Claims	Date of Origination	Number of Claims
1920–29	*nil*	1971	36
1930–39	5	1972	52
1940–49	19	1973	133
1950–59	38	1974	255
1960–69	98	1975	178
1970	19		

Table 4—Compensation Claim Referrals to Employers' Adviser

Origin	Number
Referrals—	
Hearing loss	2
WCB Commissioners	16
Medical review panel	8
Boards of review	55
Industrial diseases	1
Inquiry—	
Lawyers	1
Total	83

New claimants assisted in 1975: 368.
New claims reviewed in 1975: 398.

Table 4a—Date of Origination of Claims

Date of Origination	Number of Claims	Date of Origination	Number of Claims
1920–29	*nil*	1971	14
1930–39	1	1972	14
1940–49	*nil*	1973	40
1950–59	5	1974	90
1960–69	18	1975	211
1970	5		

Table 5—Basic Employers Represented

Name	Number
B.C. Forest Products	37
B.C. Hydro	9
B.C. and Yukon Post Office	5
Canadian Forest Products	15
Canadian Pacific (all branches)	16
Crown Zellerbach	9
MacMillan Bloedel Ltd.	35
Rayonier Mills	12
Schlage Lock Co. of Canada	5
Weldwood of Canada Limited	14
Crestbrook Forest Products	8

Those with less than five inquiries account for 198.

LABOUR STANDARDS

Table 6—Payment of Wages Act

	1974	1975
Certificates made under section 5 (1) (*c*)	667	668
Certificates confirmed under section 5 (2) (*a*)	552	537
Certificates cancelled under section 5 (2) (*b*) (ii)	14	22
Certificates cancelled and remade under section 5 (2) (*b*) (i)	23	20
Certificates paid before confirmation	45	71
Certificates paid before being filed in court	16	24
Certificates confirmed under section 5 (2) (*b*) (i) filed with Registrar of		
County Court	435	436
Supreme Court	43	32
Appeals under section 5 (4)	------	------
Demands made under section 6 (1)	491	488

Table 7—Comparison of Investigations and Wage Adjustments, 1974 and 1975

	1974	1975
Inspections and investigations	52,298	60,560
Annual and General Holidays Act—		
Firms involved	1,227	1,012
Employees affected	2,053	1,414
Arrears paid	$145,831.40	$122,705.35
Minimum Wage Act—		
Firms involved	405	349
Employees affected	909	763
Arrears paid	$60,257.72	$99,477.25
Payment of Wages Act—		
Firms involved	3,385	3,204
Employees affected	9,950	10,954
Arrears paid	$1,450,950.84	$1,416,157.77
Total adjustments	$1,657,039.96	$1,638,340.37

Table 8—Court Cases, 1975

Name of Act	Number of Employers	Charges	Convictions	Dismissals
Payment of Wages Act	5	5	5	----
Minimum Wage Act	----	----	----	----
Hours of Work Act	----	----	----	----

Table 9—Summary of Permits Issued, 1975, Under Control of Employment of Children Act

	District												
	Burnaby	Chilliwack	Cranbrook	Dawson Creek	Kamloops	Kelowna	Nanaimo	Nelson	Prince George	Terrace	Victoria	Williams Lake	Total
Amusement	5	----	2	3	4	1	2	----	1	----	1	----	19
Automobile	4	----	4	----	8	2	4	1	----	----	----	1	24
Catering	60	3	4	3	13	12	4	1	3	4	19	6	132
Construction	2	----	----	1	2	3	----	----	----	----	----	----	8
Electricity	----	----	----	----	----	----	----	----	----	----	----	----	----
Laundry, cleaning, dyeing	3	----	----	----	----	----	----	----	----	3	1	----	7
Logging	----	----	----	----	----	----	----	----	----	----	----	----	----
Manufacturing	8	1	----	----	5	3	1	----	1	3	2	1	25
Mercantile	25	----	3	2	7	3	5	2	2	2	9	3	63
Shoeshine stands	----	----	----	----	----	----	----	----	----	----	----	----	----
Shipbuilding	----	----	----	----	----	----	----	----	----	----	----	----	----
Transportation	----	----	----	----	----	----	----	----	----	----	----	----	----
Totals	107	4	13	9	39	24	16	4	7	12	32	11	278

ARBITRATION

Table 10—Frequency of Occurrence of Issues in Cases Reported in 1975

Issue	Frequency of Occurrence[1]	Issue	Frequency of Occurrence[1]
Allowances	4	Layoff	10
Annual holidays	2	Leave of absence	1
Annual vacation pay	1	Management rights	4
Arbitrability	4	Overtime	7
Benefits	6	Promotion	3
Call-in	1	Scheduling hours	6
Call-time pay	1	Seniority	30
Damages	1	Severance pay	2
Demotion	4	Statutory holiday	3
Discharge	69	Statutory holiday pay	6
Disciplinary action	7	Supervision	1
Hours of work	1	Suspension	14
Interpretation	7	Technological change	1
Job classification	20	Temporary employee	1
Job content	1	Termination	3
Job evaluation	12	Terms of agreement	13
Job posting	7	Transfer	1
Job vacancy	1	Wages	35
Laches	1	Work assignment	6

[1] These figures do not correspond to number of awards received, as some awards deal with more than one issue.

Table 11—Average Number of Days to Complete Arbitration Cases in 1975

Events in the Span	Single Arbitrators	Arbitration Boards
Date of discharge to date of award	141.20	182.08
Date of appointment by Minister to date of award	52.80	63.60
Date of hearing to date of award	24.33	30.17

MEDIATION

Table 12—Analysis of Mediation Services

	1975	1974
Appointments continued from previous year	80	58
Appointments made, January 1 to December 31	337	292
No official appointment	14	6
Totals	431	356
Appointments rescinded	8	11
Appointments continuing	81	80
Total appointments completed, January 1 to December 31	342	265
Settlements—		
During term of officer's appointment	201	160
Following officer's report	24	18
No official appointment	14	6
Total settlements	239	184
Number of employers involved	967	1,048
Number of bargaining units involved	992	1,110
Number of employees involved	123,115	106,179

HUMAN RIGHTS

Table 13—Number of Complaints Investigated, by Section of the Human Rights Code (Jan. 1 to Dec. 31, 1975)

Section	Total Complaints	Settled by Officers	Without Merit	Referred to Board of Inquiry	Held Over to 1976	Withdrawn
2. Discriminatory publication	3	.....	.....	.....	3	.....
3. Discrimination in public facilities	106	27	14	4	54	7
4. Discrimination in purchase of property	.....	.....	.....	.....	.....	.....
5. Discrimination in tenancy premises	114	39	19	2	42	12
6. Discrimination in wages	28	4	3	1	18	2
7. Discrimination in employment advertising	8	7	.....	.....	1	.....
8. Discrimination in respect of employment	442	114	73	7	220	28
9. Discrimination by trade unions	12	4	1	2	5	.....
10. Protection of complainant	1	.....	.....	.....	1	.....
Totals	714	195	110	25[1]	344	49

[1] Nine of the 25 complaints referred to Boards of Inquiry originated in 1974.

Table 14—Number of Complaints Investigated Under Human Rights Code by Nature of Complaint (Jan. 1 to Dec. 31, 1975)

Nature of Complaint	Total Complaints	Settled by Officers	Without Merit	Referred to Board of Inquiry	Held Over to 1976	Withdrawn
Race	135	28	33	3	66	8
Sex	244	81	20	6	123	14
Sex and age	12	7	1	1	2	1
Marital status	61	27	7	.....	19	8
Religion	3	1	.....	.....	2	.....
Place of origin	28	6	7	3	11	1
Ancestry	1	.....	.....	.....	1	.....
Age	54	12	13	.....	25	7
Political belief	10	2	1	.....	7	.....
Criminal conviction	23	4	3	1	14	1
Without reasonable cause	136	26	23	2	73	9
Colour	7	1	2	.....	4	.....
Totals	714	195	110	25[1]	351	49

[1] Nine of the 25 complaints referred to Boards of Inquiry originated in 1974.

LEGISLATION AFFECTING EMPLOYEES, 1975

Annual and General Holidays Act (R.S. 1960, chap. 11, consolidated)	$0.25
Apprenticeship and Tradesmen's Qualification Act (R.S. 1960, chap. 13, consolidated)	.25
Barbers Act (R.S. 1960, chap. 24)	.25
Coal Mines Regulation Act (1969, chap. 3)	1.20
Control of Employment of Children Act (R.S. 1960, chap. 75)	.25
Deceived Workmen Act (R.S. 1960, chap. 96)	.25
Department of Labour Act (R.S. 1960, chap. 105)	.25
Elevator Construction Industry Labour Disputes Act (1974, chap. 107)	.25
Employment Agencies Act (R.S. 1960, chap. 127)	.25
Essential Services Continuation Act (1974, chap. 108)	.25
Factories Act, 1966 (1966, chap. 14)	.30
Fire Departments Hours of Labour Act (R.S. 1960, chap. 146)	.25
Fire Departments Two-platoon Act (R.S. 1960, chap. 147)	.25
Hairdressers Act (R.S. 1960, chap. 169, consolidated)	.25
Hours of Work Act (R.S. 1960, chap. 182, consolidated)	.25
Human Rights Code of British Columbia	.25
Labour Code of British Columbia	.50
Labour Regulation Act (R.S. 1960, chap. 204)	.25
Master and Servant Act (R.S. 1960, chap. 234)	.25
Maternity Protection Act, 1966 (1966, chap. 25)	.25
Mechanics' Lien Act (R.S. 1960, chap. 238, consolidated)	.30
Mines Regulation Act (1967, chap. 25, consolidated)	.75
Minimum Wage Act (R.S. 1960, chap. 230)	.25
Payment of Wages Act (1962, chap. 45, consolidated)	.25
Public Works Fair Employment Act (R.S. 1973, chap. 75)	.25
Special Provincial Employment Programmes Act	.25
Trade-schools Regulation Act (R.S. 1960, chap. 383, consolidated)	.25
Truck Act (R.S. 1960, chap. 388)	.25
Woodmen's Lien for Wages Act (R.S. 1960, chap. 411, consolidated)	.25
Workers' Compensation Act, 1968 (1968, chap. 59, and amendments)	.80

(Copies are obtainable from the Queen's Printer, Parliament Buildings, Victoria, B.C. V8V 4R6, at the prices quoted.)

Printed by K. M. MacDonald, Printer to the Queen's Most Excellent Majesty
in right of the Province of British Columbia.
1976