Province of British Columbia

Ministry of Labour

Annual Report

For the year ended
December 31, 1978

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

Printed by Authority
of The Legislative Assembly

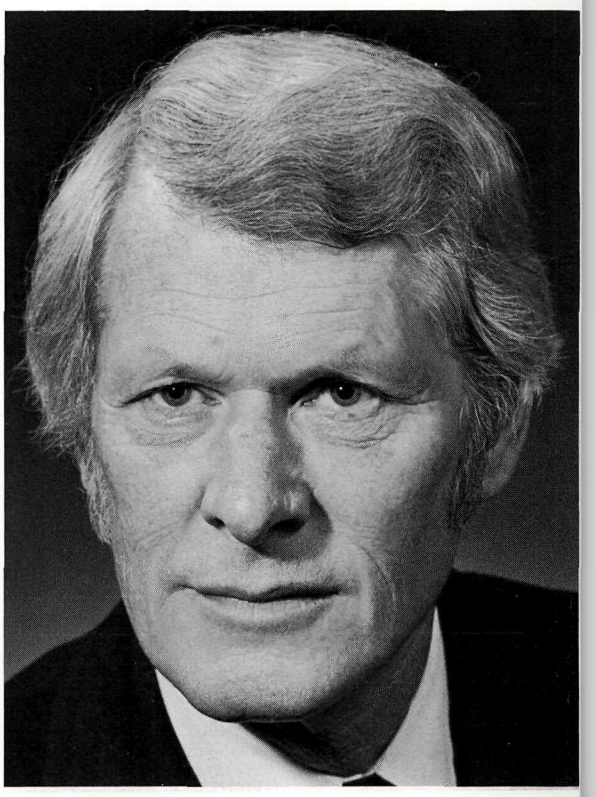
To Colonel the Honourable
Henry P. Bell-Irving, D.S.O., O.B.E., E.D.,
Lieutenant-Governor of the Province of
British Columbia.

May it please Your Honour:

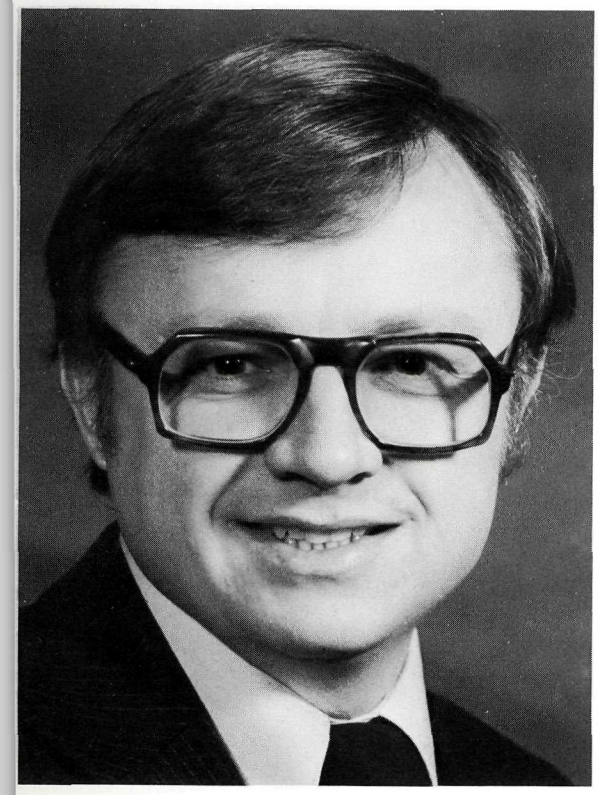
The Annual Report of the Ministry of Labour of the Province for the year 1978 is herewith respectfully submitted.

ALLAN WILLIAMS
Minister of Labour

Office of the Minister of Labour,
December 31, 1978.



Allan Williams



James G. Matkin

The Honourable Allan Williams,
Minister of Labour.

Sir:
I have the honour to submit herewith the 60th Annual Report on the work of the Ministry of Labour up to December 31, 1978.

JAMES G. MATKIN
Deputy Minister of Labour

Ministry of Labour,
Victoria, B.C., December 31, 1978.

Ministry of Labour

Directory of Services

Compensation Advisory & Safety Services

Compensation Advisory Services
- — Services to Employers
- — Services to Employees

Safety Engineering Services
- — Electrical Inspection
- — Gas Inspection
- — Boiler & Pressure Vessel Inspection

Elevating Devices Inspection

Labour Relations & Employment Standards

Employment Standards
Mediation Services
Arbitration & Special Services
Labour Education
Occupational Environment

Training & Employment Development Services

Manpower Planning & Policy Development
Employment Opportunity Programs
Apprenticeship Training Programs
Trade-schools Regulation
Immigration Policy

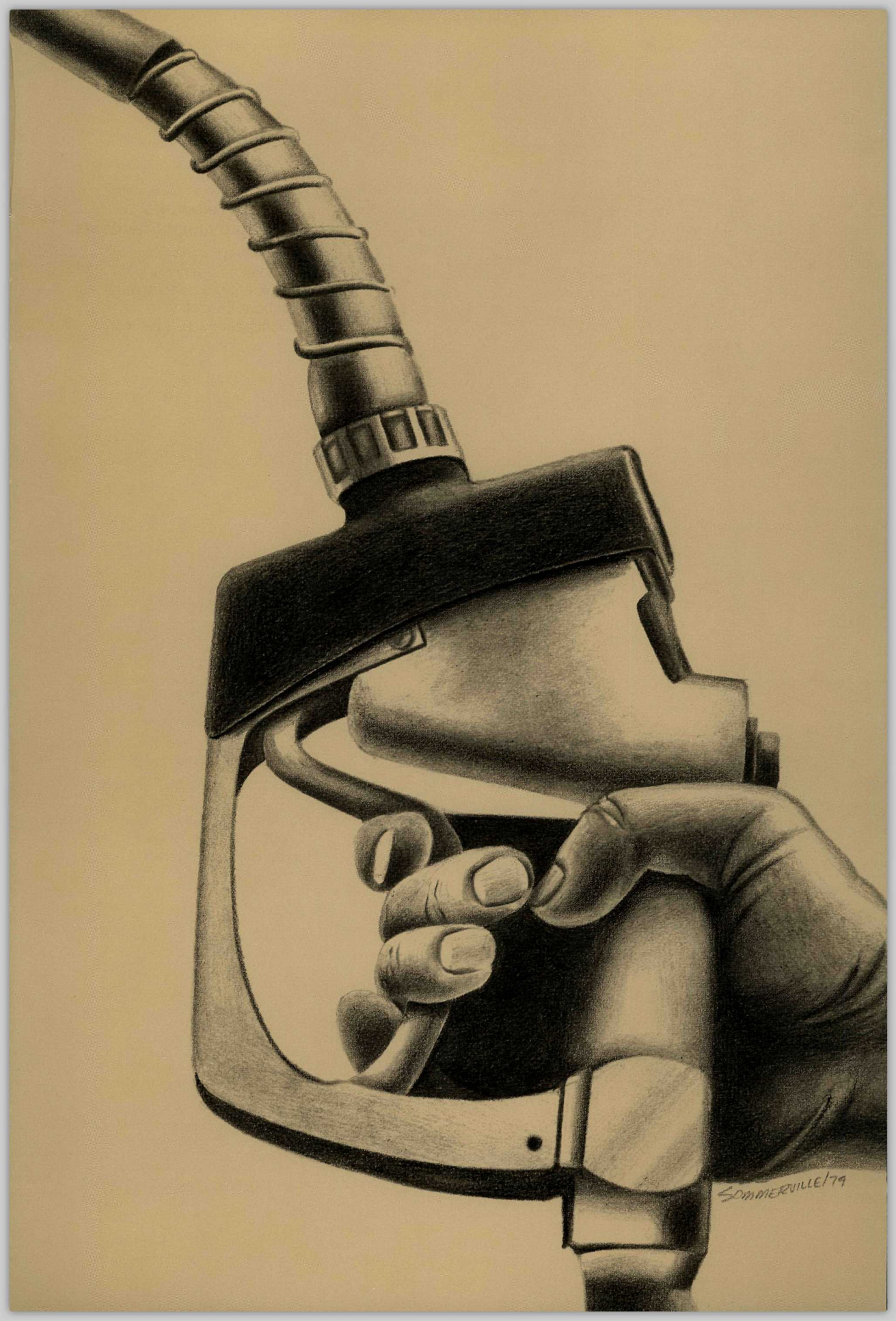
Administrative Services

Finance & Administration
Personnel Services
Research and Planning
Information Services

Special Services

Construction Industry Coordinator
- — Building Standards

Coordinator — Native Indian Programs (Office of the Minister)
Human Rights Programs
Manpower Advisory Services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Personnel Directory

MINISTRY OF LABOUR

Parliament Buildings, Victoria, B.C. V8V 1X4

Minister of Labour

HON. L. ALLAN WILLIAMS 387-6070

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DAVID McPHEE 387-3336

Deputy Minister

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ROBERT EXELL 387-6296

Construction Industry Co-ordinator

CLAUDE HEYWOOD 387-6093

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KATHLEEN RUFF 387-6861

Director, Finance and Administration

RAY J. McMANAMAN 387-1615

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WILLIAM H. BELL 387-1564

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— Employers' Advisor

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Director, Research & Planning

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Director, Information Services

JACK E. NUGENT 387-6575

Director, Building Standards and Research

JIM CURRIE 387-6871

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Executive Director

JAMES R. EDGETT 387-1226

Director, Labour Standards

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Director, Mediation Services
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and Policy Development
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Director, Manpower Training and Development and
Trades-schools Regulation

JOHN MELVILLE 291-7591

Director, Apprenticeship Training
Programs

SAMUEL W. SIMPSON 294-3878

Director, Employment Opportunity Programs
(808 Douglas St., Victoria)

VERN A. BURKHARDT 387-3408

Safety Engineering Services Division

501 West 12th Avenue, Vancouver, B.C. V5Z 1M6

Executive Director

WILF LAWSON 879-7531

Branch Manager, Boiler Safety

BRIAN COLE 879-7531

Branch Manager, Electrical Safety

AL LUCK 879-7531

Branch Manager, Gas Safety

BILL MONTGOMERY 879-7531

Boards and Commissions

Board of Industrial Relations
Parliament Buildings, Victoria

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

Provincial Apprenticeship Committee
(4946 Canada Way, Burnaby)

Chairman ..... JOHN MELVILLE
Members ..... B.H. CAMPBELL
J.A. GRAY
E.H. McCAFFERY
A.E. SMITH
C. STAIRS
S.W. SIMPSON
T.W. TRINEER

Boards of Review (Workers' Compensation Act)
4946 Canada Way, Burnaby

Administrative
Chairman ..... PAUL DEVINE
Chairmen ..... W.I. AUERBACH
F.C.J. NEYLAN
B. BLUMAN
J.L.T. JENSEN
G.D. STRONGITHARM
Members ..... W.I. BEEBY
J.S. DON
D.C. FRASER
D. HAGGARTY
H. HUEBNER
N. MILLS
S.J. SQUIRE
W.N. PEAIN
L. CAMPBELL
M. SALTER

Workers' Compensation Board

5255 Heather Street, Vancouver

Chairman ..... DR. A. LITTLE
Vice-Chairman ..... J.B. PARADIS
Commissioners ..... D. DAVIS
S. BROWN
Executive Director,
Legal Services ..... I.E. TUFTS
Executive Director,
Administration
and Finance ..... J.A. TAYLOR
Executive Director,
Medical
Services ..... J. GIBBINGS
Executive Director,
Prevention
Services ..... J.D. PATON
Executive Director,
Compensation
Services ..... A.H. MULLAN

Human Rights Commission

Chairman ..... M.S. STRONGITHARM
Members ..... J.T. SMITH
S.S. GILL
L. CHECOV
J. KATZ
H. CROSBY
M. GOTTFRIEDSON
T.G. PEARCE
D. MOWAT
T.N. VANT
R. JEFFELS
W.S. ENG

Labour Relations Board
1620 West Eighth Avenue, Vancouver

Chairman ..... D.R. MUNROE
Vice-Chairmen ..... J.A. MOORE
R.F.. BONE
J. BAIGENT
R.L. GERMAINE
B. VAN DER WOERD
Members ..... A. MACDONALD
A.J. SMITH
J.M. BILLINGS
J. BROWN
H.L. FRITZ
M.L. KRAMER
G.D.M. LESLIE
K.R. MARTIN
P. CAMERON
J. McAVOY
C.J. ALCOTT
R. GAUTHIER
A. SAUNDERS
C. LOYST

Principal Office

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Burnaby: 4946 Canada Way

Regional Office Locations

Abbotsford: 116-33780 Laurel Street
Alberni: Box 1172, Court House
Burnaby: 4946 Canada Way
Campbell River: 210-437 Tenth Avenue
Chilliwack: 24 Victoria Avenue West
15-300 Yale Road West (Safety Engineering Services Div.)
Courtenay: 479-4th Street
Cranbrook: 117 South 10th Avenue
110-12 Avenue South (Safety Engineering Services Div.)
Dawson Creek: 1201-103rd Avenue
Duncan: 238 Government Street, Provincial Building
Fort St. John: 10600-100th Street
Kamloops: 220-546 St. Paul Street
1168 Battle Street (Safety Engineering Services Div.)
Kelowna: 1913 Kent Street
1921 Kent Street (Safety Engineering Services Div.)
Ladner: P.O. Box 55, 4893 Bridge Street
Langley: Box 3092, 20423 Douglas Crescent
Mission: 32818 Seventh Avenue
Nanaimo: 238 Franklin Street
20-5th Street (Safety Engineering Services Div.)
Nelson: 310 Ward Street
New Westminster: #360-550 Sixth Street
100 Mile House: Box 7000, 272-5th Street
Parksville: P.O. Box 759, 103-182 West Harrison
Penticton: 269 Brunswick Street
Powell River: 6953 Alberni Street
Prince George: Plaza 400, 1011 4th Avenue

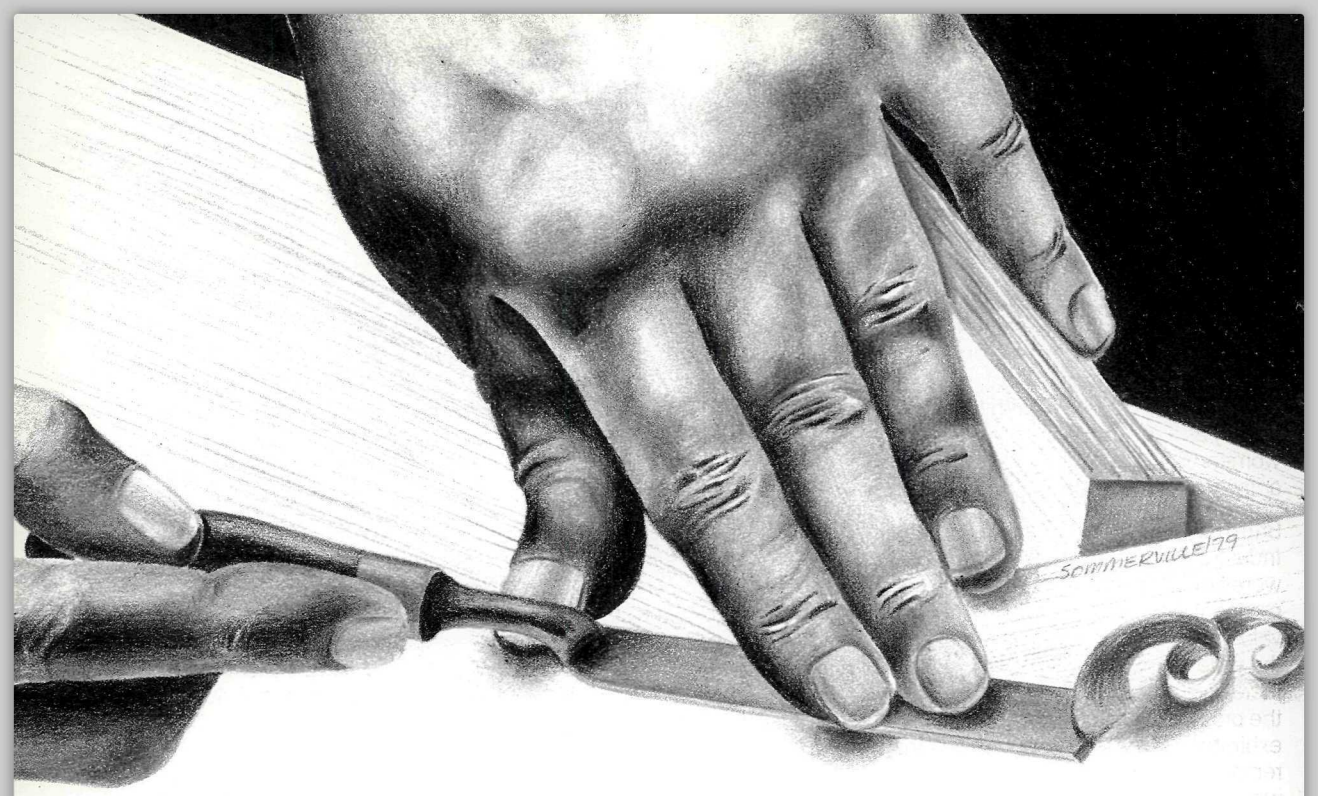
Prince Rupert: Court House
Quesnel: 206-350 Barlow Avenue
Revelstoke: P.O. Box 1700, Office 'B', 518-2nd Street West
Salmon Arm: P.O. Box 636, Court House, 125 Alexander Avenue N.E.
Smithers: Government Building, P.O. Box 998
Squamish: P.O. Box 2330, 38066 Cleveland Avenue
Surrey: 5691-177B Street
Terrace: 4548 Lakelse Avenue
4827 Keith Avenue (Safety Engineering Services Div.)
Trail: Federal Building
Vancouver: 501 West 12th Avenue
Vanderhoof: Box 1369, Provincial Building
Vernon: Court House
Williams Lake: 307-35 South 2nd Avenue

1978 in Review

Major Developments in 1978

Labour Market Information

Work Stoppage Statistics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Ministry of Labour

Review of Major Developments in 1978

1978 was a year of accelerated growth in British Columbia, both in the labour force and in employment. The unemployment rate of 8.3 per cent for the year was down slightly compared with the previous three years, largely as a result of an improved labour market for women. The year was also one of major growth and activity for the Ministry of Labour.

British Columbia's exporting industries, the forestry industry in particular, enjoyed a prosperous year as they were able to take advantage of a relatively high level of prosperity in the U.S., and the lowered foreign exchange value of the Canadian dollar. Despite the phasing out of the federal anti-inflation program in 1978, wages increased at a moderate rate. Although work stoppages in the provincial jurisdiction, at 421,363 man-days lost, exhibited higher levels of time-loss than in 1977, they remained at levels well below the 1974-1976 period, and well below work stoppages in other provinces.

A number of significant events involving the Ministry of Labour took place in 1978. In May, for example, the Minister of Labour was host to a meeting of Ministers with Manpower Responsibilities, and the Council of Ministers of Education, in Victoria. In June, the Minister led a group of management and labour representatives from the forest industry on a trip to Japan to investigate possible marketing opportunities for B. C. forest products.

At the First Ministers Conference in Ottawa in November, the Minister spoke to the agenda item on manpower, stating the B.C. position on manpower matters, and emphasizing, in particular, the provincial responsibility for employment programs. The Deputy Minister of Labour, James G. Matkin, participated in the International Labour Conference in Geneva in June as a member of the Canadian delegation.

Several major changes in the organization of the Ministry of Labour took place in 1978. In order to better implement a co-ordinated approach to the labour relations and manpower problems of the construction industry in B.C., the position of Construction Industry Co-ordinator was formed. Further to this policy, the Construction Industry Advisory Committee was re-established, after having lain dormant since mid-1975.

To facilitate the improved provision of safety services and the creation of a safer living and working environment for the residents of British Columbia, the Ministry acquired, from the Ministry of Highways and Public Works, four Safety Inspection Branches - Boiler, Electrical, Gas and Buildings. The Manpower Advisory Services Branch was enlarged to deal with matters concerning immigration, plant closures, and special requirements for manpower.

In the latter part of the year, the *West Kootenays Schools Collective Bargaining Assistance Act* was passed by a special session of the Legislative Assembly. This legislation had two objectives: first, it brought to an end a lengthy strike that had disrupted the school systems of a number of communities in the West Kootenays, and second, it also expanded the coverage of the *Essential Services Disputes Act* to include colleges, universities and municipalities.

The *Apprenticeship and Training Development Act,* was proclaimed August 31, 1978. This *Act* deals with the apprenticeship programs of the Ministry and the registration of trade-schools. It also authorizes the Minister of Labour to enter into agreements affecting training, job creation, immigration, apprenticeship, and related areas. A new three-year Training Agreement with the federal government, signed early in 1978, increased the number of institutional and industrial training opportunities in B.C.

The number of apprentices registered at the end of 1978 was 12,518, down 994 from 1977. A film, titled "The Apprentice", was produced for the purposes of encouraging more apprenticeship training. Ten regular meetings of the Provincial Apprenticeship Committee were held in 1978 to consider and approve new contracts of apprenticeship, issue apprenticeship certificates to apprentices who had successfully completed training, and to fulfil its other varied responsibilities under the *Act.*

The Youth Employment Program undertaken in the summer of 1978 provided 13,800 jobs at a total cost of $22,800,000. Increased emphasis was placed on training in the creation of employment opportunities by providing funding to employers in the private sector throughout British Columbia.

In 1978 the Human Rights Branch handled 704 formal complaints, of which 520 were new complaints and 184 were cases carried over from 1977. Boards of inquiry heard five cases, two of which established significant precedents. In addition to handling formal complaints, the Branch conducted a wide variety of education programs aimed at promoting the principles of the *Human Rights Code.*

The number of inspections and investigations conducted

by the Labour Standards Branch in 1978 was 49,855, down 18 per cent from 1977. Recoveries under the *Annual and General Holidays Act*, the *Minimum Wage Act* and the *Payment of Wages Act* stood at $2,119,628 in 1978. This total was slightly higher than in 1977.

The Occupational Environment Branch is responsible for ensuring that factories, stores, and offices provide environmental conditions that are conducive to the health, safety, and comfort of employees. During 1978, the Branch increased the number of inspections by 12 per cent over 1977 in addition to developing new educational programs for labour and management.

Labour Market Information

Increased rates of participation in the labour market resulted in a 4.2 per cent expansion in the size of the provincial labour force during 1978. In June 1978 the number of persons participating in the labour force totalled 1,192,000.

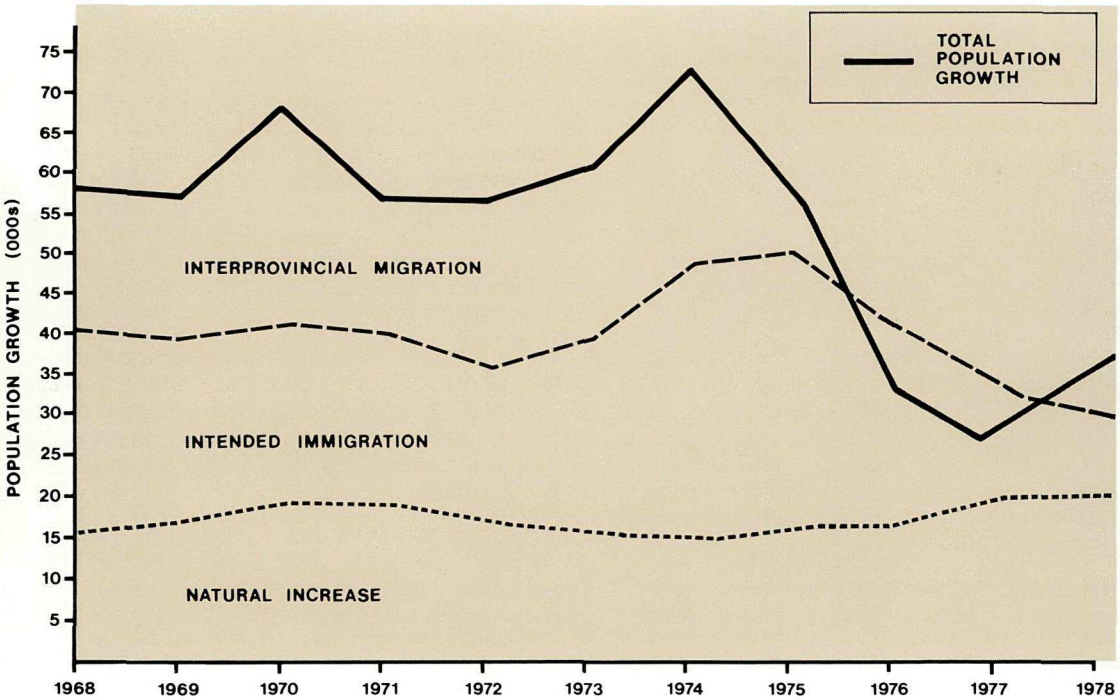
Employment growth was also significant during the past year; the 4.4 per cent expansion in jobs resulted in an average of 1,093,000 persons employed during 1978. The similarity in labour force and employment growth rates resulted in virtually no change in the level of unemployment recorded in the Province. On average, 98,000 persons, or 8.3 per cent of British Columbia's work force, were estimated to be unemployed during 1978.

There were 104 work stoppages recorded during 1978, an increase of 37 compared with the previous year. Stoppages in the Province accounted for 754,022 man-days, about two thirds more than in 1977, but half as many as in 1976.

Settlements reported during the year numbered 471 and covered 204,687 employees. The average annual wage increase reported in these major settlements was 6.2 per cent or 50 cents an hour. This annual settlement was down slightly from the previous year's average of 6.4 per cent, but was much lower than the 1975 peak of 16.3 per cent.

Population

The estimated population of British Columbia increased by 36,700 persons to a total of 2,530,200 in June. Net migration and natural increase made approximately the same contribution to this growth.



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

Note: *Interprovincial Migration negative in 1976 and 1977.*

Population 1969-1978

Year	British Columbia Population[1]	Population Growth (per cent) British Columbia	Canada
1969	2,060,000	3.2	1.5
1970	2,128,000	3.0	1.4
1971[2]	2,184,600	2.7	1.3
1972	2,241,400	2.6	1.1
1973	2,302,400	2.7	1.1
1974	2,375,700	3.2	1.5
1975	2,433,200	2.4	1.5
1976[2]	2,466,600	1.4	1.3
1977	2,493,500	1.1	1.2
1978	2,530,200	1.5	1.0

[1]As of June 1 of each year. [2]Census counts.
Source: Statistics Canada, Canadian Statistical Review, Ottawa, Cat. 11-003 (monthly).

Net interprovincial migration, which had been negative in 1976 and 1977, reversed to a positive flow of 5,000 persons in 1978. Migration from abroad was at its lowest level since the mid-fifties, and has been declining rapidly since 1975. The rate of natural increase - that is, the difference between the number of births and deaths expressed as a percentage - has been stable at 0.7 per cent of the population since 1975. The combined effect of these three forces has been a rate of population growth of 1.5 per cent in 1978, an increase above the level of 1.4 per cent and 1.1 per cent in 1976 and 1977, but much lower than the levels prevailing in the late sixties and early seventies.

Labour Force

The relationship between population and labour force can be expressed as the combined effect of two factors: the ratio between the 0-14 age group and the total population, and the labour force participation rate.

The first of these ratios, which is a fairly stable demographic variable, has been slowly declining from a peak of 35.4 per cent in 1961, and 24.1 per cent in 1976, to an estimated value of just under 24 per cent in 1978. The second ratio, the labour force participation rate, is much more critical and volatile, and deserves further attention.

Labour Force Participation Rates, 1975-78

(per cent)

	1975	1976	1977	1978
Total	61.1	61.3	61.5	62.8
Men	77.2	77.1	77.5	77.3
Women	45.2	45.8	45.9	48.3
15-24 Years	66.1	65.2	66.2	66.9
25 and over	59.4	60.0	60.0	61.3
Men	79.3	79.1	79.2	78.9
Women	40.1	41.5	41.5	44.4

The labour force participation rate is the ratio between the number of people in the labour force and that part of the non-institutional population that is 15 years and over. This rate has been increasing consistently for many years by 0.5 percentage points a year. In 1978, however, the increase was 1.1 points. A breakdown of this ratio by sex shows a rapid growth of 2.4 percentage points in the rate for women, and a decline of 0.2 percentage points in the rate for men. This difference between the labour market participation of men and women is even more pronounced in the over-25 years age group.

The reasons underlying these behaviour patterns are varied and complex but, for the sake of analytical convenience, can be divided into long-term structural factors and more specific factors. In the former category are such demographic trends as the shift from the heavily male-dominated resource and primary manufacturing industries to the often more female-oriented service industries, changes in the family and in family responsibilities, and changes in social and personal attitudes, to name but a few. In the latter category are such factors as women assuming the primary breadwinner role in periods of high unemployment among males, the need for supplementary income in periods of high inflation, and competition for jobs.

The net effect of all these factors over the last year has been an increase in the labour force of 14,000 men and 34,000 women, resulting in an average labour force of 1,192,000 persons and an annual growth rate of 4.2 per cent. This growth rate is considerably higher than that in 1977 (2.5 per cent) or in 1976 (2.6 per cent) and is concentrated among women 25 to 44 years of age. The latter group accounted for 32,000 persons, or two thirds of the entire labour force growth.

Labour Force by Age and Sex

(thousands)

	1975	1976	1977	1978
Total	1087	1116	1144	1192
Men	680	694	711	725
Women	407	422	433	467
15-24 Years	290	291	298	305
25 and over				
Men	524	535	548	559
Women	273	290	298	328

Changes in educational attainment can be expected to take place slowly. Persistent trends over the last four years, that have been maintained into 1978, include the relative decline in the "0-8 years of school" category and in the "post-secondary diploma" category, as well as stability in the group with a university degree, and rapid growth in the group with a full or partial high school education. The growth of the group with some or complete post-secondary education appears to have stopped in 1978.

Educational Attainment of the Labour Force

(thousands)

	1975	1976	1977	1978
0-8 years of school	132	133	123	123
Some secondary school	560	602	623	668
Some post-secondary	126	133	148	148
Post-secondary diploma	158	137	130	128
University degree	111	111	120	124
Total	1,087	1,116	1,144	1,192

In addition to the average of 1,192,000 persons who participated in the provincial labour force during 1978, an additional 712,000 persons of working age (15 years and over) stayed outside the labour market. Going to school, keeping house, retirement and illness were all common reasons why an individual might not be in the labour force.

Women comprised the bulk of those outside the labour force, 499,000 persons, or 70 per cent of the total. An additional 150,000 persons not in the labour force (21 per cent of the total) were men aged 25 years and over, and a further 63,000 (9 per cent) were younger men.

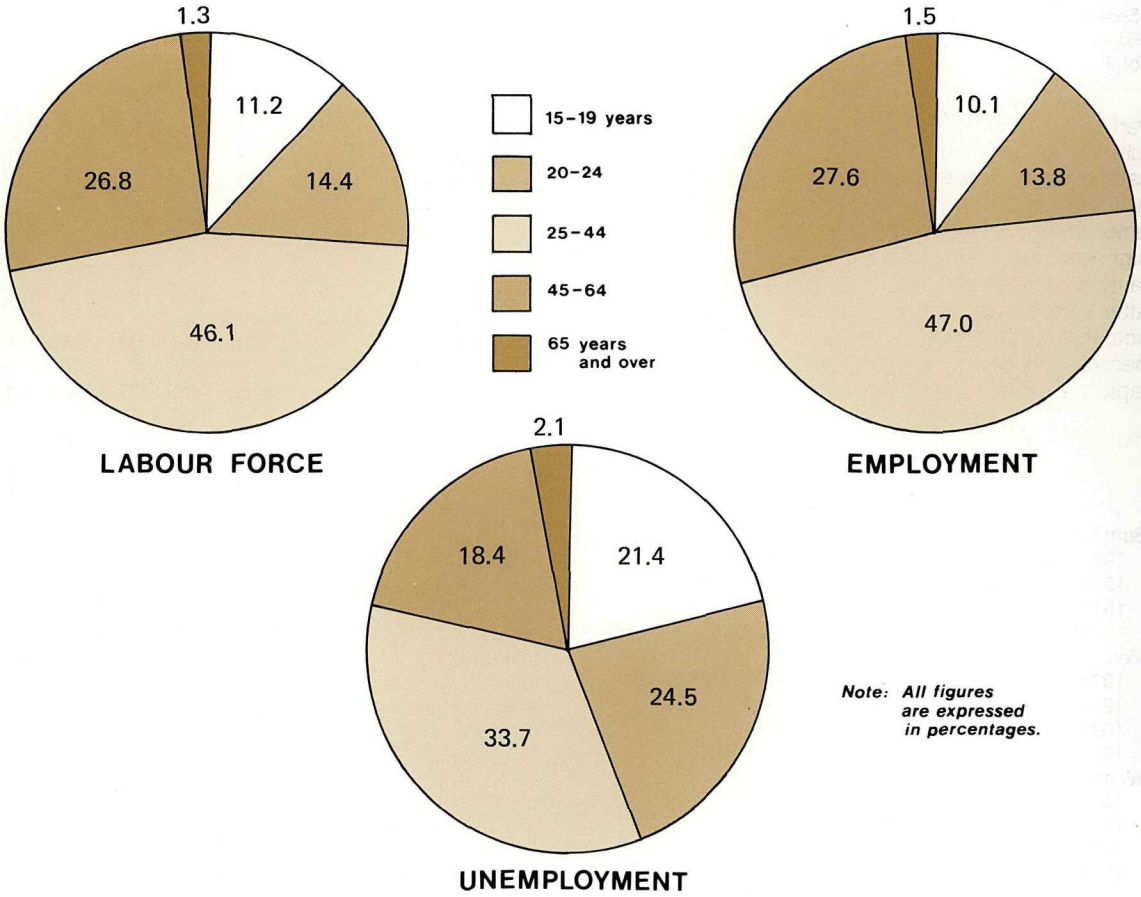
Estimates of the occupational structure of the labour force showed that 63 per cent of workers had white-collar skills. The largest single occupational group remained the managerial, administrative and professional group with 252,000 members, slightly more than one fifth of the total work force. Clerical and service groups provided 199,000 persons and 170,000 persons. Another 135,000 persons, one ninth of the work force, were sales people.

An additional 37 per cent of the labour force, or 436,000 persons, were classified as working in blue-collar occupations. The largest components of this group were the 169,000 persons in processing and the 90,000 persons in construction occupations. The number of persons engaged in primary occupations (forestry, fishing, mining and agriculture) rose by 4,000 last year to a total of 64,000 persons. A further 106,000 persons had skills related to transportation, material handling and other craft.

The largest growth in the labour force during 1978 (9.5 per cent) occurred in the managerial, professional and technical class. In the processing group the labour force increased by 7.0 per cent. The construction labour force fell for the second consecutive year by 4.2 per cent, or 4,000 persons, and a decline of 8,000 persons was recorded for the sales category.

The female labour force remained heavily concentrated in white-collar occupations. Over one third of women were employed in the clerical group, and 90 per cent were in the four white-collar categories. This degree of concentration was the same as that recorded for 1975.

Labour Market Age Distribution, 1978



Employment

Employment in British Columbia increased by 46,000 persons, or 4.4 per cent in 1978 to an average of 1,093,000. Last year's growth compared favourably with the 2.6 per cent and 2.5 per cent increases experienced over the previous two years. During 1978 almost three times as many women as men entered employment — 34,000 women versus 12,000 men. This was a reversal of the pattern during 1977 when men obtained 63 per cent of the increase in jobs.

Employment growth was most significant among the 25-44 age group, in which total employment expanded by 29,000 persons, or 5.6 per cent. During 1978, 47 per cent of all those working were in this age category. Employment growth was also significant among the 15-19 age group, 4.8 per cent, representing 5,000 additional workers.

Employment by Sex
(thousands)

	Both Sexes	Men	Women
1975	995	626	369
1976	1020	642	377
1977	1047	659	388
1978	1093	671	422

Employment by Age Group
(thousands)

Age Group	1975	1976	1977	1978
15-19 years	106	104	105	110
20-24 years	143	143	147	151
25-44 years	450	472	485	514
45-64 years	279	285	291	302
65 years	17	16	18	16
Total	995	1020	1047	1093

Part-time employment grew at a slightly faster rate than full-time employment in 1978, but in both these categories the growth was substantially higher for women. The 10.2 per cent increase in full-time employment of women stands out as particularly significant. The relative importance of part-time work was fairly stable for men, but declined for women in 1978, after a steady increase since 1975. It is interesting to note that the percentage of people who worked part time because they did not want full-time work decreased rapidly in 1978.

Full-time and Part-time Employment (thousands)

	Total	Full-time	Part-time
Both Sexes			
1975	995	867	128
1976	1019	882	137
1977	1047	902	145
1978	1033	941	152
Men			
1975	626	590	36
1976	643	602	41
1977	659	618	41
1978	671	629	42
Women			
1975	369	277	92
1976	378	281	97
1977	388	283	105
1978	421	312	109

Most major industry groups have exhibited continued growth in employment since 1975, except for construction, where employment has been stable, although down slightly since 1975. In finance, employment stabilized in 1978 after earlier growth. Over the period from 1975 to 1978 the goods-producing sector grew at a slightly higher rate (10.8 per cent) than the service-producing industries (9.8 per cent). These aggregate growth rates conceal the fact, however, that in the last two years, employment in the service-producing industries has been growing at increasing rates (2.9 per cent and 5.3 per cent). Almost four fifths of the total increase in employment in 1978 took place in the trade and service industry groups, compared with slightly more than half for the entire 1975-1978 period.

Reasons for Part-time Employment

	1977 Number	1977 Per Cent	1978 Number	1978 Per Cent
Family responsibilities	15	10	16	11
Going to school	41	28	53	35
Could only find part-time work	24	17	28	18
Did not want full-time work	61	42	49	32
Other	5	3	6	4
Total	145	100	153	100

The combined service-producing sector provides about 70 per cent of all employment, a percentage that has remained virtually constant since 1975. The comparable figure for Canada as a whole is 66.7 per cent.

Estimates of Employment by Industry, 1975-78
(thousands)

	1975	1976	1977	1978	Per Cent Change 1975-1978
Goods	288	307	313	319	10.8
Agriculture	16	18	21	25	56.3
Other primary products	41	44	43	45	9.8
Manufacturing	153	167	170	174	13.7
Construction	78	78	79	75	−3.8
Service	705	713	735	774	9.8
Trade	192	192	194	213	10.9
Transport, communication, other utilities	105	108	106	106	1.0
Finance, insurance, real estate	54	59	62	62	14.8
Community, business, personal service	287	286	299	316	10.1
Public administration	67	68	74	77	14.9
Total	995	1020	1047	1093	9.8

Unemployment

The number of unemployed men and women remained virtually the same in 1978 as in 1977; last year an average of 53,000 men and 45,000 women were without work. The unemployment rate — that is, the ratio between the number of unemployed persons and the total labour force — decreased slightly because the labour force growth rate exceeded the growth rate in the number of unemployed persons. Male unemployment rates remained unchanged compared with 1977, averaging 7.3 per cent of the labour force. The unemployment rate for women dropped to 9.7 per cent in

1978 from 10.4 per cent in 1977. The fact that female employment expansion kept pace with the rising female labour force was the major factor behind the lowered unemployment rate.

Unemployment by Sex and Age, 1975-78

(thousands)

	1975	1976	1977	1978
Total	92	96	97	98
Men	54	52	52	53
Women	37	44	45	45
Age Group				
15-19 years	22	24	24	23
20-24 years	19	20	21	21
25-44 years	33	34	33	36
45-64 years	17	18	18	18

The distribution of unemployment by age and sex has not changed substantially. Unemployed persons under 25 years of age maintain a disproportionate share — last year they comprised 45 per cent of all unemployed persons, although they accounted for only 25 per cent of the labour force. The average annual unemployment rate for this group was 14.4 per cent in 1978 (15.1 per cent in 1977), and for the younger subgroup (15-19) was 17.0 per cent in 1978 (18.7 per cent in 1977).

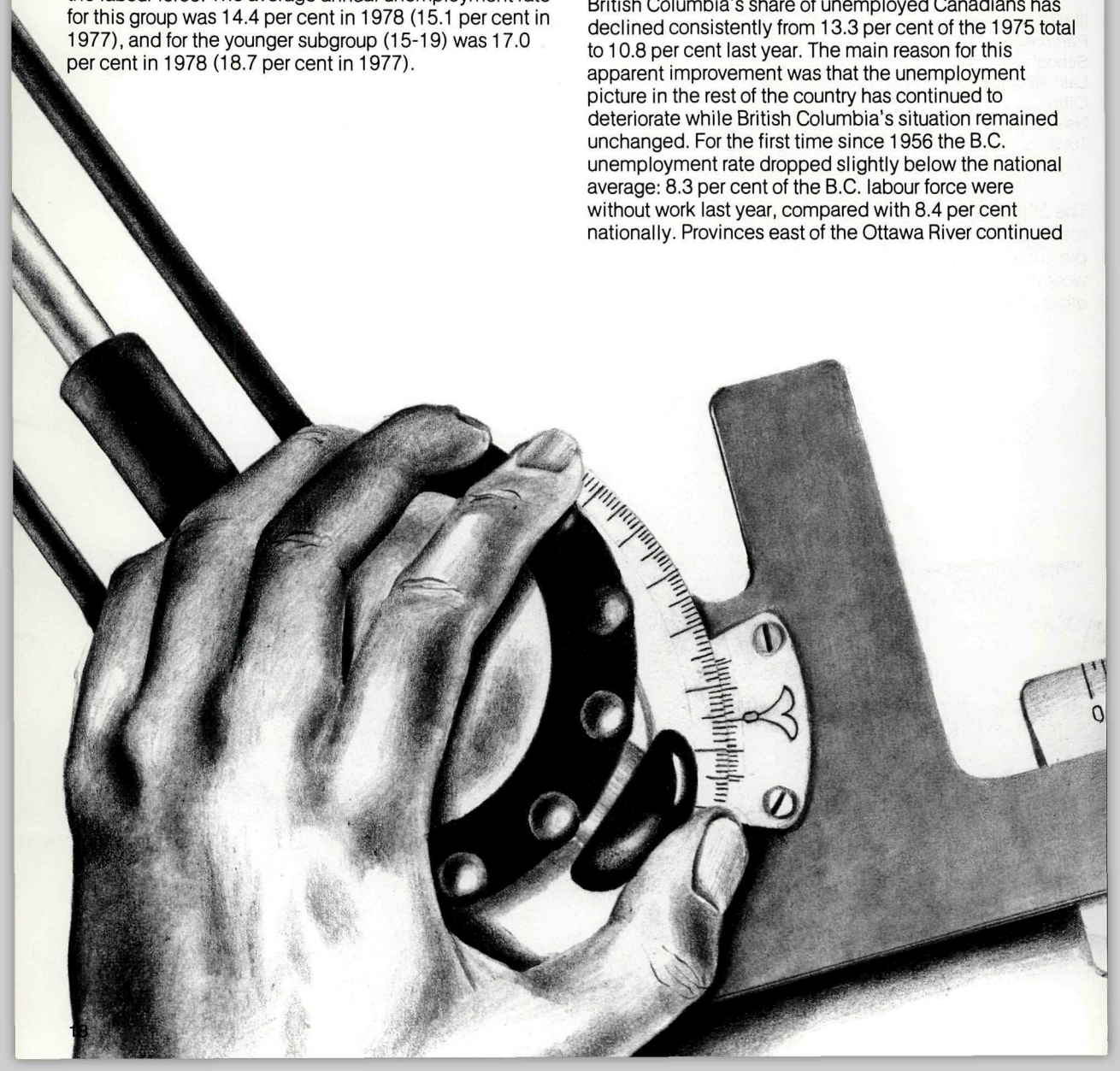
Unemployment Rates by Sex and Age, 1975-78

(per cent)

	1975	1976	1977	1978
Total	8.5	8.6	8.5	8.3
Men	8.0	7.4	7.3	7.3
Women	9.4	10.5	10.4	9.7
Age Group				
15-19 years	17.4	19.0	18.7	17.0
20-24 years	11.9	12.2	12.4	12.4
25-44 years	6.9	6.6	6.5	6.6
45-64 years	5.6	5.8	6.0	5.7

Among older workers, neither levels nor rates of unemployment showed much change in 1978 when compared with the three previous years. A total of 36,000 workers 25-44 years of age were without jobs during 1978, equivalent to a 6.6 per cent rate of unemployment, and 18,000 persons 45-64 years of age (5.7 per cent) were unemployed.

The British Columbia unemployment picture exhibited an improvement relative to the broader Canadian picture. British Columbia's share of unemployed Canadians has declined consistently from 13.3 per cent of the 1975 total to 10.8 per cent last year. The main reason for this apparent improvement was that the unemployment picture in the rest of the country has continued to deteriorate while British Columbia's situation remained unchanged. For the first time since 1956 the B.C. unemployment rate dropped slightly below the national average: 8.3 per cent of the B.C. labour force were without work last year, compared with 8.4 per cent nationally. Provinces east of the Ottawa River continued



to have the highest unemployment rates during 1978. Newfoundland and New Brunswick experienced rates of 16.4 per cent and 12.6 per cent. In the prairie provinces, rates of unemployment were up relative to 1977, but still remained the lowest in the country. In Alberta and Saskatchewan, average unemployment rates during 1978 were 4.7 per cent and 4.9 per cent. Last year a total of 911,000 persons were without work in Canada, an increase of 61,000 over 1977.

In addition to examining the levels and rates of unemployment, it is also of some interest to know the reasons why individuals were without work, how long they have been unemployed, and what types of employment were being sought. As the accompanying table shows, the major reason for unemployment affecting over one half of those without work was that they had been laid off or had lost their jobs.

Reasons for Unemployment, 1977

(thousands)

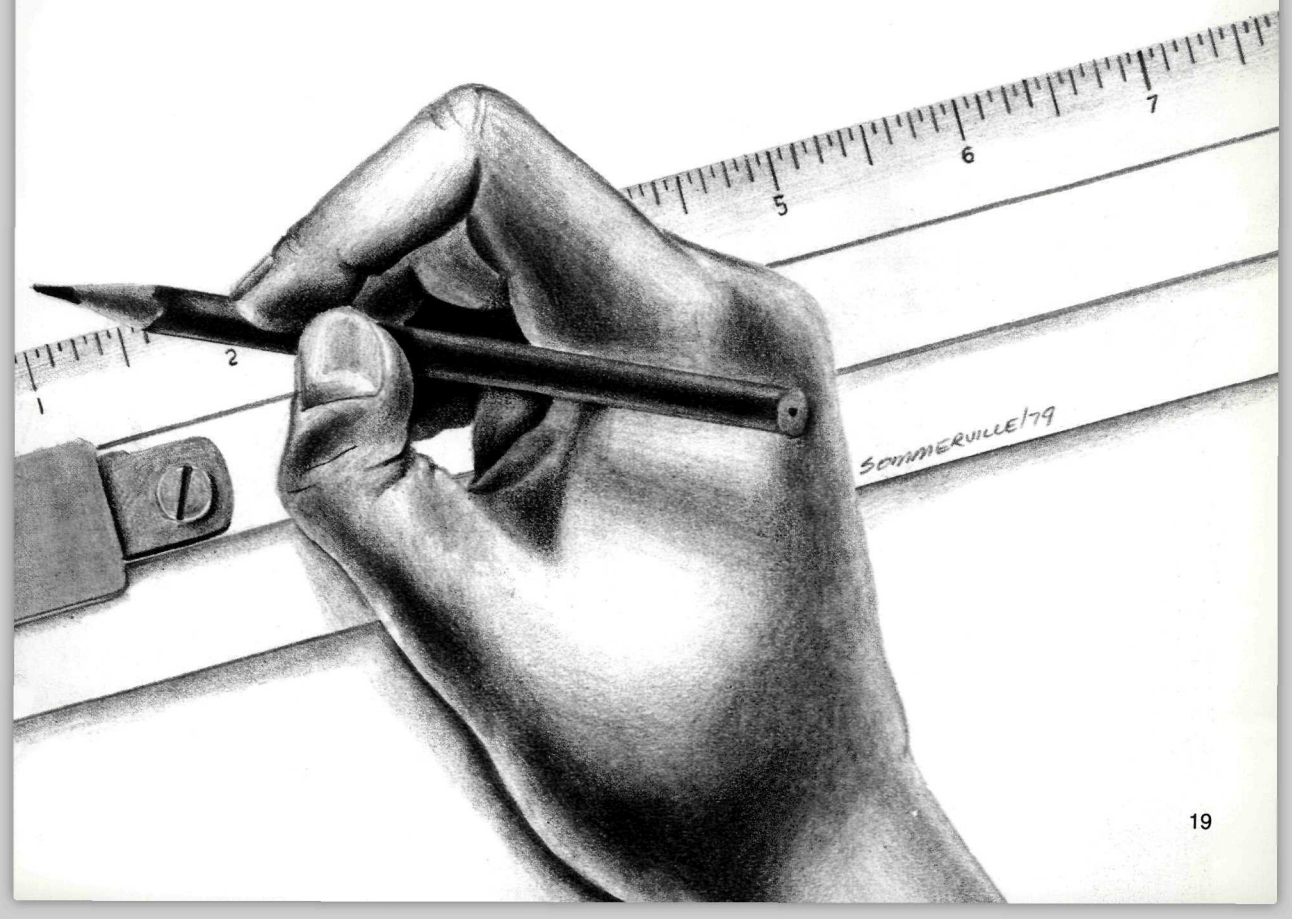
	Average Number	Per Cent of Total
Illness	5	5.1
Personal responsibilities	6	6.1
School	5	5.1
Laid off or lost job	51	52.1
Other	26	26.5
Never worked	5	5.1
Total	98	100.0

The 26,000 persons who were unemployed for "other reasons" included individuals who are new to the provincial labour force, but who may have had previous work experience namely,immigrants, in-migrants from other provinces, and recent school leavers. Factors such as illness, personal responsibilities, and school were the major initial reason why an additional 16,000 persons were out of work; a further 5,000 persons were new to the labour market and had never worked previously.

The average duration of unemployment in B.C. during 1978 was 13.9 weeks, an increase of half a week over 1977 (13.4 weeks). This increase was largely caused by longer average unemployment among men, from 13.0 weeks in 1977 to 13.8 weeks last year. Average duration among women remained higher at 14.1 weeks during 1978. The average duration of unemployment was lower in British Columbia than in Canada as a whole (15.5 weeks), and lower than in all provinces except Saskatchewan (12.0 weeks) and Alberta (9.2 weeks).

Of the 98,000 persons without work during 1978, an average of 34,000 had been unemployed for 14 weeks or longer; 18,000 men and 16,000 women were long-term unemployed.

Full-time permanent work was the type of employment sought by an average 69,000 persons during 1978, over two thirds of the unemployed. A further 6,000 individuals sought full-time work on a temporary basis, and 14,000 persons were seeking part-time employment. An additional 9,000 persons, counted as unemployed, were on layoff or had a job to start at a future date and therefore had not looked for work.



Unions With a British Columbia Membership Greater Than 5,000

Union	Relative Position 1977	Relative Position 1978	Membership January 1978
International Woodworkers of America	1	1	47,536
B.C. Government Employees' Union	2	2	38,323
B.C. Teachers' Federation	3	3	29,339
Canadian Union of Public Employees	4	4	24,950
Hospital Employees' Union	6	5	21,060
Teamsters	5	6	21,016
Carpenters	7	7	14,973
Public Service Alliance of Canada	9	8	13,788
Registered Nurses' Association of B.C.	8	9	13,516[1]
Operating Engineers	10	10	12,449
Hotel and Restaurant Employees	11	11	11,255
United Steelworkers of America	12	12	10,796
IBEW (Electrical Workers)	13	13	10,398
Telecommunications Workers Union	14	14	10,347
Laborers' International Union	15	15	9,373
Canadian Paperworkers' Union	17	16	8,899
International Association of Machinists	16	17	8,847
Office and Technical Employees' Union	18	18	8,185
Retail Clerks' International Association	19	19	8,029
Pulp Paper and Woodworkers of Canada	20	20	6,621
United Fishermen and Allied Workers	21	21	6,027

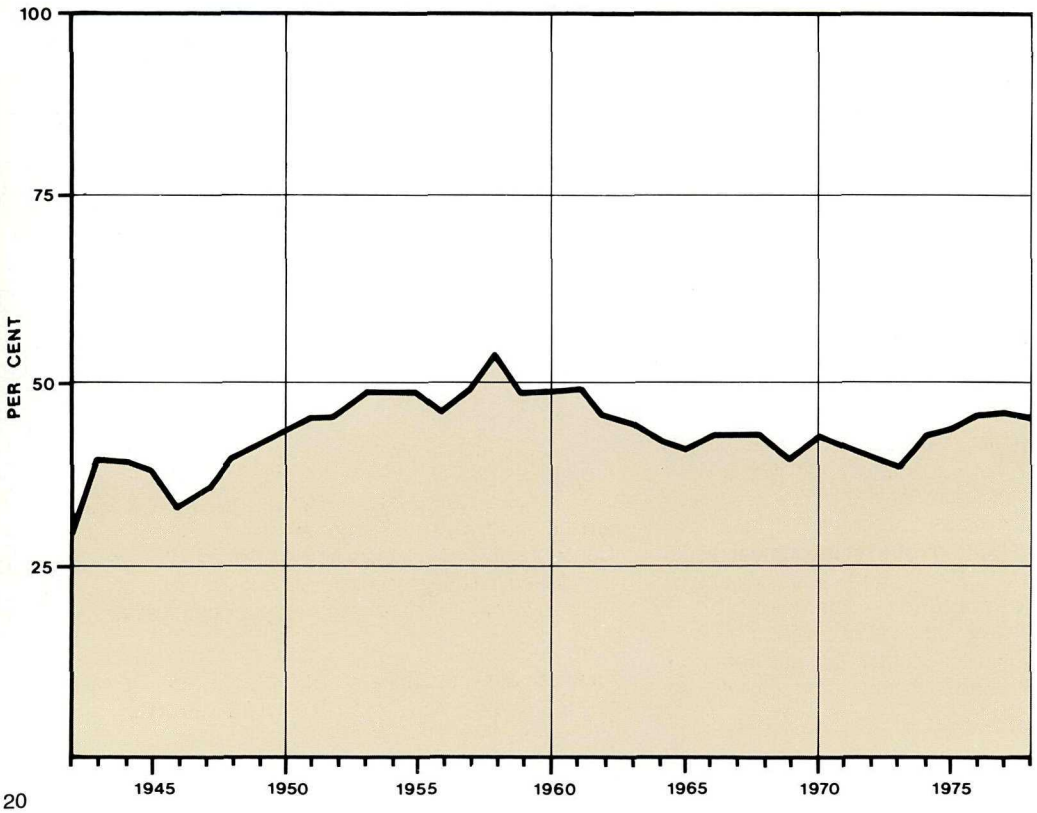
[1]Does not include 1,935 who are in the Association but are not covered by collective bargaining.

Organized Labour Force

As of January 1, 1978, a total of 450,802 workers in British Columbia were members of trade unions. This represents an increase of 11,072, or 2.5 per cent, over the previous total of 439,730 reported for the same date in 1977. These 450,802 union members in 1978 comprised 45.3 per cent of the estimated total number of paid workers in the Province.

Again in 1978 the union with the largest membership in British Columbia was the International Woodworkers of America, with 47,536 members. The other largest unions in the Province were: second, B.C. Government Employees' Union — 38,323 members; third, B.C. Teachers' Federation — 29,339; fourth, Canadian Union of Public Employees — 24,850; and fifth, the Hospital Employees' Union — 21,060. Altogether 21 unions claimed memberships in the Province exceeding 5,000, as indicated in the accompanying table.

Union Membership as a Percentage of Paid Workers



Union Membership in British Columbia, 1945-1978

Year	Total Membership	Percentage Change From Previous Year	Total Paid Workers[1]	Organized Labour as a Percentage of Total Paid Workers
1945	110,045		283,000	38.9
1950	146,259		335,000	43.6
1955	186,951		381,000	49.1
1960	215,437		430,000	50.1
1965	237,864	4.9	550,000	43.2
1966	256,241	7.7	588,000	43.6
1967	273,946	6.9	626,000	43.8
1968	287,502	5.0	654,000	44.0
1969	292,842	1.9	706,000	41.5
1970	310,222	5.9	713,000	43.5
1971	316,587	2.1	743,000	42.6
1972	332,091	4.9	784,000	42.4
1973	350,175	5.5	850,000	41.2
1974	395,846	13.0	895,000	44.2
1975	401,608	1.5	914,000	43.9
1976	426,723	6.3	934,000	45.7
1977	439,730	3.0	958,000	45.9
1978	450,802	2.5	995,000	45.3

[1]Includes Agricultural Workers in 1976, 1977 and 1978
Source: Statistics Canada, The Labour Force, catalogue 71-001 (monthly)

Female union membership grew by 5,441, or 4.3 per cent, over the previous year. Female members totalled 132,106 as of January 1st, 1978, and comprised 33.5 per cent of the estimated 372,000 female paid workers in the Province. About half of the male paid workers — 318,696, or 50.5 per cent — belonged to unions as of the first of this year. Twenty-two unions in the Province had memberships containing more than 1,000 females, led by the Hospital Employees' Union with 16,890 female members, and followed by the B.C. Government Employees' Union with 16,382, the B.C. Teachers' Federation with 14,324, and the Registered Nurses Association of British Columbia with 13,110.

On an industry basis, union membership is most heavily concentrated in the miscellaneous services category (which includes a substantial proportion of federal and provincial public administration) with 119,231 members, or 26.4 per cent of the total union membership in the Province. Second in importance was the wood and paper products group with 64,336 members, or 14.2 per cent of the total union membership.

Again, about three fourths of all union members in British Columbia belonged to unions affiliated with a national and/or international congress or confederation of unions. The majority of union members are in unions affiliated with the Canadian Labour Congress. There were 319,673 members in unions that belonged to the CLC, and this comprised 70.9 per cent of all union members in the Province. Of the total number of workers in unions affiliated with the CLC, 190,143 are in international unions also affiliated with the AFL-CIO, and 129,530 are in national unions. The Confederation of Canadian Unions (CCU) has union affiliates which have 15,131 members, or 3.4 per cent of the total union membership in the Province.

Work Stoppage Statistics

Definitions

The British Columbia Ministry 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 work stoppages. Information about possible disputes is collected from a variety of sources such as the news media, ministerial information sources, and other government and private publications. Specific details for each dispute are then verified by direct contact with the parties involved.

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 1978 are composed of strikes, lockouts and jurisdictional disputes, as well as the occasional sympathy or protest strike.

Small disputes of 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 only a few hours or less.

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. If 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.

Workers Involved

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

Work Stoppages

Preliminary statistics for 1978 show increases in the number of work stoppages, workers involved and man-days recorded when compared with 1977. Although there were more stoppages in 1978 than 1976, they involved considerably fewer workers and resulted in fewer man-days lost.

Work Stoppages in British Columbia, 1958-1978

Year	Number of Stoppages[1]	Workers Directly Involved	Duration in Man-days	Total Paid Workers[2]	Time-loss as a Percentage of Total Time Worked by Paid Workers
1958	36	14,663	421,837	422,000	0.4
1959	34	33,443	1,423,268	438,000	1.3
1960	14	999	35,848	430,000	—
1961	17	1,638	34,659	438,000	—
1962	28	1,982	32,987	461,000	—
1963	23	9,651	85,372	488,000	0.1
1964	34	9,633	182,489	519,000	0.1
1965	43	9,197	121,374	550,000	0.1
1966	39	24,748	272,922	588,000	0.2
1967	54	11,371	327,167	626,000	0.2
1968	66	12,179	406,729	654,000	0.2
1969	88	22,329	519,663	706,000	0.3
1970	81	46,649	1,684,463	713,000	0.9
1971	110	53,368	275,580	743,000	0.1
1972	101	106,399	2,120,848	784,000	1.1
1973	142	96,078	705,525	850,000	0.3
1974	139	86,932	1,609,131	895,000	0.7
1975	174	67,502	1,864,596	914,000	0.8
1976	97	84,565	1,470,757[3]	934,000	0.6
1977	67	31,865	448,460	958,000	0.2
1978	104	46,947	754,022	995,000	0.3

[1]Definitional changes made for 1976 make more current work stoppage totals non-comparable with earlier years (revisions forthcoming). See *Labour Research Bulletin*, March 1976 p.27 for details.

[2]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. Totals include agricultural workers for the first time in 1976. Source: Statistics Canada, *The Labour Force*, Ottawa, Catalogue 71-001 (monthly).

[3]Total does not include October 14th Day of Protest (est. 139,150).

Work Stoppages by Month, 1978

	Disputes	Workers	Duration in Man-days
January			
Agriculture	—	—	—
Forestry[2]	—	—	—
Fishing	—	—	—
Mines	—	—	—
Manufacturing	1	85	1,190
Construction	—	—	—
Transport	3	10,105	212,025
Trade	1	180	3,780
Finance	—	—	—
Service	1	5	50
Public Administration	1	15	8
Provincial	4	285	5,028
Federal	3	10,105	212,025
Totals	7	10,390	217,053
February			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	—	—	—
Mines	—	—	—
Manufacturing	1	120	480
Construction	—	—	—
Transport	5	12,873	83,113
Trade	1	180	3,600
Finance	—	—	—
Service	2	110	1,140
Public Administration	2	92	947
Provincial	9	3,280	9,380
Federal	2	10,095	81,900
Totals	11	13,375	91,280
March			
Agriculture	—	—	—
Forestry	3	1,570	2,770
Fishing	—	—	—
Mines	1	1,370	10,960
Manufacturing	5	867	2,576
Construction	—	—	—
Transport	4	3,452	19,160
Trade	1	180	3,960
Finance	—	—	—
Service	3	160	1,935
Public Administration	3	119	2,268
Provincial	17	7,216	39,521
Federal	3	502	4,108
Totals	20	7,718	43,629
April			
Agriculture	—	—	—
Forestry	2	1,285	2,825
Fishing	—	—	—
Mines	—	—	—
Manufacturing	5	812	3,466
Construction	1	50	250
Transport	3	755	6,070
Trade	1	180	360
Finance	—	—	—
Service	2	75	700
Public Administration	2	605	5,561
Provincial	14	3,277	13,432
Federal	2	485	5,800
Totals	16	3,762	19,232

	Disputes	Workers	Duration in Man-days
May			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	—	—	—
Mines	1	408	1,632
Manufacturing	4	583	7,756
Construction	—	—	—
Transport	4	1,324	5,078
Trade	—	—	—
Finance	—	—	—
Service	1	25	350
Public Administration	2	605	4,300
Provincial	11	2,850	19,021
Federal	1	95	95
Totals	12	2,945	19,116
June			
Agriculture	—	—	—
Forestry	3	360	530
Fishing	—	—	—
Mines	1	1,048	8,976
Manufacturing	9	408	29,794
Construction	—	—	—
Transport	4	270	3,667
Trade	—	—	—
Finance	—	—	—
Service	1	20	440
Public Administration	1	75	1,650
Provincial	18	3,337	45,048
Federal	1	100	9
Totals	19	3,437	45,057
July			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	1	600	1,200
Mines	1	408	8,160
Manufacturing	12	6,406	45,939
Construction	—	—	—
Transport	7	916	4,012
Trade	—	—	—
Finance	—	—	—
Service	3	143	1,193
Public Administration	1	75	1,350
Provincial	20	7,224	59,862
Federal	5	1,324	1,992
Totals	25	8,548	61,854
August			
Agriculture	—	—	—
Forestry	1	27	27
Fishing	—	—	—
Mines	1	408	8,976
Manufacturing	10	2,147	26,912
Construction	1	800	3,200
Transport	7	2,495	9,638
Trade	—	—	—
Finance	—	—	—
Service	7	1,526	17,735
Public Administration	2	520	263
Provincial	26	6,987	63,001
Federal	3	936	3,750
Totals	29	7,923	66,751

Work Stoppages by Month, 1978

	Disputes	Workers	Duration in Man-days
September			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	—	—	—
Mines	3	940	14,012
Manufacturing	5	825	4,432
Construction	—	—	—
Transport	5	807	5,778
Trade	—	—	—
Finance	—	—	—
Service	6	881	9,188
Public Administration	1	150	150
Provincial	17	2,955	30,880
Federal	3	648	2,680
Totals	20	3,603	33,560
October			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	—	—	—
Mines	4	1,766	21,392
Manufacturing	6	628	1,487
Construction	—	—	—
Transport	2	3,150	2,864
Trade	—	—	—
Finance	—	—	—
Service	3	668	4,629
Public Administration	1	2,900	20,300
Provincial	15	6,212	30,372
Federal	1	2.900	20,300
Totals	16	9,112	50,672

	Disputes	Workers	Duration in Man-days
November			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	—	—	—
Mines	3	940	19,740
Manufacturing	3	1,444	29,066
Construction	—	—	—
Transport	—	—	—
Trade	—	—	—
Finance	—	—	—
Service	2	318	6,678
Public Administration	1	50	100
Provincial	9	2,752	55,584
Federal	—	—	—
Totals	9	2,752	55,584
December			
Agriculture	—	—	—
Forestry	—	—	—
Fishing	—	—	—
Mines	3	940	17,860
Manufacturing	4	1,955	27,485
Construction	—	—	—
Transport	2	172	1,127
Trade	—	—	—
Finance	—	—	—
Service	3	918	3,762
Public Administration	—	—	—
Provincial	12	3,985	50,234
Federal	—	—	—
Totals	12	3,985	50,234

There were 104 work stoppages recorded during 1978, an increase of 37 over 1977. Increases occurred in industries in both federal and provincial jurisdictions. Although the number of work stoppages under provincial jurisdiction accounted for 85 per cent of the total, they contributed to only 56 per cent of total man-days lost. The overall proportion of disputes in the provincial sector is little changed from the 87 per cent and 86 per cent proportions recorded in the previous two years.

The increase in the number of workers directly involved in work stoppages grew in direct proportion to the number of disputes. In fact, the average number of workers involved in each stoppage (45) represents a 5 per cent decline from 1977 (476) and is well below the 1976 average of 872 workers per stoppage. Estimates based on 1971 Census proportions indicate that approximately 89 per cent of B.C. workers are employed in industries that come under provincial jurisdiction. Thus, while the number of stoppages are in proportion to the division of employees, the number of workers involved and man-days recorded are heavily weighted toward the federal jurisdiction.

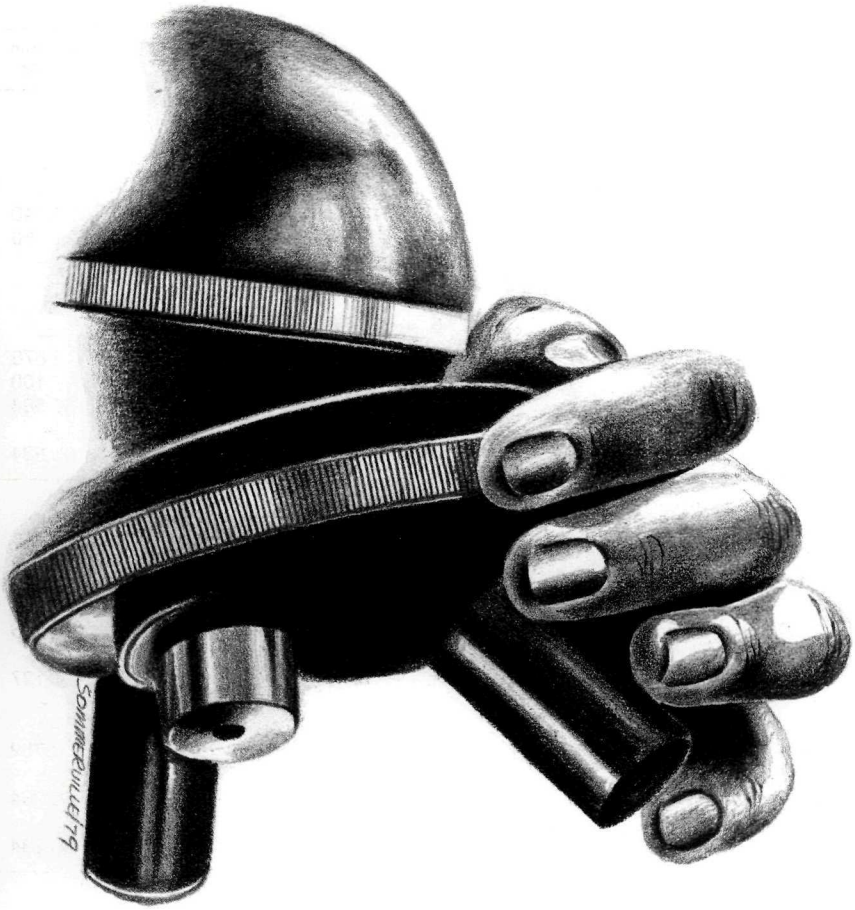
Work stoppages in the Province accounted for 754,022 man-days, about two thirds more than in 1977, but half as many as in 1976. Fifty-three stoppages in the service-producing sector of the provincial economy during 1978 accounted for 60 per cent of the total man-days recorded. This is somewhat lower than the proportion of employment in this sector, but it is also a probable indication of the lower level of unionization in the service sector.

The largest number of stoppages occurred in the manufacturing sector, in which there were 35 disputes involving 11,690 workers. The largest number of workers involved, and most man-days recorded, however, both occurred in the transportation, communication and other utilities sector. The average duration of disputes was longest in the mining industry, in which each worker involved in a stoppage was off the job for an average of almost 36 days.

By comparison, workers in the transportation sector averaged just over 16 days off the job, and workers in manufacturing averaged just over 15 days off for each stoppage. Not all work stoppages occur over bargaining issues. In fact, 46 of the 1978 disputes, or 45 per cent of the annual total, were over non-bargaining issues. The 12,377 workers involved in these disputes represented 26 per cent of the total workers involved in stoppages, but accounted for only 33,508 man-days, just 4 per cent of the overall total.

A number of the major stoppages in the Province originated as lockouts rather than strikes. The eight major lockouts during the year affected 13,084 workers for 435,684 man-days. The latter figure represents 58 per cent of the man-days total recorded.

Despite the increased number of work stoppages in the Province during 1978, the percentage of work time attributed to stoppages increased only 0.3 per cent. Thus three out of every 1,000 workdays in the Province during 1978 were affected by strikes or lockouts.



Work Stoppages by Industry, 1978[1]

	Stoppages	Workers Directly Involved		Duration in Man-days	
		Number	Percentage of Total	Number	Percentage of Total
Jurisdictional Classification					
Provincial	88	31,163	66	421,363	56
Federal	16	15,784	34	332,659	44
Industrial Classification					
Goods-producing	—	—	—	—	—
Agriculture	—	—	—	—	—
Forestry	8	2,042	4	6,152	1
Fishing	1	600	1	1,200	—
Mines	5	3,136	7	111,708	15
Manufacturing	35	11,690	25	180,583	24
Construction	2	850	2	3,450	—
Total	51	18,318	39	303,093	40
Service-producing	—	—	—	—	—
Transport	27	21,535	46	354,532	47
Trade	1	180	—	11,700	2
Finance	—	—	—	—	—
Service	16	2,657	6	47,800	6
Public Administration	9	4,257	9	36,897	5
Total	53	28,629	61	450,929	60
Totals for All Industries	104	46,947	100	754,022	100

[1]Figures subject to revision.

Wages and Salaries

Earnings in British Columbia during 1978 averaged $301.87 a week, an increase of $17.74 over the 1977 average of $284.13 a week. This increase of 6.2 per cent was down substantially from the 9.5 per cent change of the previous year, and the average 11.5 per cent earnings increase experienced during the five-year period, 1973 through 1977.

Average earnings in British Columbia continued to be the highest in Canada last year, 14 per cent above the national figure of $265.35 a week. Alberta was the only other province with weekly earnings above the national figure, as its 1978 figure of $276.47 a week was 4 per cent higher than the Canadian average. Lowest earnings in Canada were recorded in the provinces of Prince Edward Island and Nova Scotia, where 1978 averages were only 75 per cent and 84 per cent of the national average.

Average Weekly Earnings, by Province (Industrial Composite)

	1975	1976	1977	1978[1]	Province as Percentage of Canada Average
Canada	203.34	228.03	249.95	265.35	100
Newfoundland	196.44	221.63	242.43	248.49	94
Prince Edward Island	149.84	170.88	187.73	197.57	74
Nova Scotia	172.40	193.21	212.09	223.60	84
New Brunswick	182.40	202.56	223.34	232.64	88
Quebec	199.22	222.41	244.79	262.82	99
Ontario	204.85	228.78	249.46	264.01	99
Manitoba	197.25	208.55	226.29	239.49	90
Saskatchewan	186.10	214.87	235.56	250.34	94
Alberta	207.38	236.89	261.96	276.47	104
British Columbia	229.97	259.52	284.13	301.87	114

[1]Preliminary
Source: Statistics Canada, *Employment, Earnings and Hours,* Ottawa Cat. 62-002 (monthly)

Last year was one of moderate earnings increase, not only in British Columbia, but all across Canada. Canadian industrial composite earnings rose 6.2 per cent last year, identical to the rise experienced in B. C. As shown in the accompanying table, average weekly earnings changes in Canada and British Columbia have followed similar patterns in previous years. Elsewhere in the country, the 7.4 per cent rise in Quebec's average weekly earnings was the largest annual increase, whereas Newfoundland's 2.5 per cent change was the smallest.

Information concerning average weekly earnings provides a comparison of earnings in current dollar terms, and hence does not take into account the impact that inflation might have on purchasing power. The real purchasing value (or constant-dollar value) can be calculated by deflating average weekly earnings by the consumer price index (CPI) and expressing this in terms of dollars of equal purchasing power. On page 27, average weekly earnings for British Columbia and for Canada are presented for the 1972-1978 period in current-dollar terms (Column 1), and in constant-dollar terms (Column 4). This table shows that, although average weekly earnings rose 6.2 per cent during 1978 in current-dollar terms, the increase actually represented a decline in purchasing power of 2.5 per cent in British Columbia and 2.6 per cent in Canada when compared with the 1977 figures.

One reason for the decline in real earnings during 1978 was the continuation of wage and price controls. Although the federal Government's anti-inflation program was effective in moderating the rise in wages during this period, it was not nearly as effective in moderating prices. The latter were influenced by a number of items not under the controls, including a variety of imported products and many food items.

Average Earnings, Canada and British Columbia 1972-1978

Year	(1) Average Weekly Earnings	(2) Annual Change in Earnings	(3) CPI Canada (1971 = 100)	(4) Constant Dollar Earnings (Col. 1 ÷ Col. 3)	Changes in Constant Dollar Earnings
CANADA	$s	Per Cent		$s	Per Cent
1972	149.22	8.4	104.5	142.79	3.7
1973	160.46	7.5	112.7	142.38	−.3
1974	178.09	11.0	125.0	142.47	.1
1975	203.34	14.2	138.5	146.82	3.1
1976	228.03	12.1	148.9	153.14	4.3
1977	249.95	9.6	160.8	155.44	1.5
1978	265.35	6.2	175.2	151.45	−2.6
BRITISH COLUMBIA					
1972	165.08	8.2	104.5	157.97	3.6
1973	178.29	8.0	112.7	158.20	.1
1974	200.31	12.4	125.0	160.25	1.3
1975	230.01	14.8	138.5	166.07	3.6
1976	259.52	12.8	148.9	174.29	4.9
1977	284.13	9.5	160.8	176.70	1.4
1978	301.87	6.2	175.2	172.30	−2.5

In British Columbia, 1978 average weekly earnings were worth $172.30 a week in 1971 dollar terms, whereas in Canada as a whole, constant 1971 dollar earnings were $151.45 a week last year.

Industrial information for 1978 shows that workers in the construction industry enjoyed the highest level of average weekly earnings, at $477.69 a week. Workers in the mining and milling sector earned $383.85 a week, and forestry workers were paid an average of $379.52 a week. Earnings in these industries were 58 per cent, 27 per cent and 26 per cent above the industrial composite average. In the Province's manufacturing sector, earnings last year averaged $339.91 a week.

Average Weekly Earnings in Major Industries

Year	Industrial Composite	Forestry (mainly Logging)	Mining and Milling	MANUFACTURING Total	MANUFACTURING Wood Products	Construction	Transportation Communications and Utilities	Trade	Finance Insurance and Real Estate	Service
1967	114.40	138.57	142.97	119.76	114.66	165.24	123.55	88.55	97.19	78.63
1968	120.76	150.82	152.43	128.44	123.54	162.11	131.74	96.93	105.11	83.02
1969	129.20	158.07	160.23	137.78	130.76	178.65	140.15	106.15	113.89	89.99
1970	137.80	162.31	177.37	146.97	138.62	196.37	153.75	113.15	118.12	94.17
1971	152.50	178.01	191.10	162.67	156.56	224.68	169.00	123.06	127.60	102.80
1972	164.75	196.76	206.00	178.82	177.64	246.71	183.69	132.36	139.12	107.42
1973	178.22	225.05	226.67	193.28	189.73	246.43	194.24	148.04	150.95	119.26
1974	200.55	246.71	262.37	217.87	195.26	282.64	218.18	166.96	172.51	132.70
1975	229.97	278.13	297.50	252.77	249.05	344.41	251.64	190.08	198.18	149.72
1976	259.52	328.52	330.00	288.20	290.67	378.53	287.06	212.21	219.18	169.34
1977	284.13	358.92	358.69	314.81	315.98	424.47	316.38	230.90	237.50	182.9
1	275.66	350.92	349.09	307.78	311.66	393.97	301.02	224.63	229.75	176.06
2	283.24	361.96	354.63	312.45	312.20	421.42	309.71	229.81	239.41	181.35
3	288.59	358.80	360.92	314.15	309.73	452.44	323.89	235.79	238.99	186.01
4	289.02	364.01	370.12	324.85	330.31	430.05	330.88	233.38	241.87	184.95
1978[1]	301.87	379.51	382.85	339.91	343.50	477.69	343.88	237.10	253.75	189.93
1	293.07	372.04	375.61	331.16	336.68	428.46	336.50	231.34	245.58	186.12
2	299.83	392.99	376.41	333.08	336.08	476.09	342.46	235.65	251.74	186.65
3	308.15	400.16	384.41	344.38	345.16	529.04	347.06	239.23	257.18	191.57
4[1]	306.43	352.86	395.22	351.02	356.07	477.19	349.49	242.17	260.52	195.39
Estimated Per cent of Coverage[2]	42	67		76		25	85	42	62	20

[1]Preliminary
[2]Calculated using average large firm employment as a percentage of Labour Force Survey results; 1978 averages
Source: Statistics Canada, *Employment, Earnings, and Hours,* Ottawa Cat. 72-002 (monthly).

Lowest industrial earnings during 1978 continued to be recorded in the following sectors: service, $189.93 a week; trade, $237.10 a week; and finance, insurance and real estate, $253.75 a week. Average weekly earnings in the service industry were 37 per cent below the industrial composite average for last year.

In general, the largest increases in earnings, both in percentage and in dollar terms, were recorded by industries with the highest earnings averages. Average weekly earnings in construction rose 12.5 per cent last year, those in manufacturing were up 8.0 per cent, and those in mining and milling increased 6.7 per cent. In trade and service industries, average earnings rose 2.7 per cent and 4.3 per cent. In the construction industry, approximately half of the increase in 1978 resulted from an increase in the average weekly hours worked in the industry, and half resulted from higher hourly compensation. The dollar gap between the high earning construction industry and the low earning service industry increased to $287.76 a week during 1978, up from $242.38 in 1977 and $79.09 in 1968.

Average weekly earnings by major urban centres in the Province in 1978 show Prince George with the highest, at $303.36 a week, followed by Vancouver, $290.63, Kamloops, $258.19, and Victoria, $237.96. All four urban centres experienced increases in average earnings considerably below the 6.2 per cent provincial average.

It should be noted that the source of most of the information used in this section is Statistics Canada's *Employment, Earnings and Hours Survey* (cat. 72-002, monthly). This survey covers only establishments employing 20 or more persons, and this can affect the reliability of the information in industries in which a great deal of the employment is concentrated in smaller firms. Estimated percentage coverage of this survey is provided at the bottom of the accompanying table, and varies from a high of 85 per cent in the transportation, communications and utilities industry to 42 per cent in trade, and only 20 per cent in the service industry. During last year, 5,076 establishments, with an average total employment of 462,000 persons, were included in the survey. This represented more than two fifths of total provincial employment.

The following industries — agriculture, fishing and trapping, education and related services, and defence and public administration — are not covered by the survey. The earnings data cited refer to gross pay, and include straight-time wages, piece work, bonusses, overtime earnings, commissions, etc., before deductions for taxes, unemployment insurance and Canada Pension Plan contributions.

In addition to the preceding information on average weekly earnings, additional data on labour income are available from Statistics Canada's *Estimates of Labour Income* (Cat. 72-005, quarterly). Preliminary estimates for 1978 showed total wages and salaries in the Province rising to $14,416.1 million from $13,335.2 million in 1977, an increase of 8.1 per cent. Part of this increase stems from an employment base that was larger in 1978 than in 1977; average employment last year rose to 1,093,000 persons from 1,047,000 in 1977.

Dividing total wages and salaries by the average employment during the year provides an estimate of annual wages and salaries per employed person. During 1978, wages and salaries averaged $13,189 per employed person, up 3.5 per cent from the $12,737 average of 1977. The 1978 increase was substantially below the 1977 increase over 1976 of 9.3 per cent. It should be remembered that neither of these increases have been adjusted to take into consideration the impact of inflation.

Consumer Prices

Compared with the record of the past several years, there was a slight moderation in the rate of consumer price increase in 1978. The Canada all-items index rose to 181.3 (1971 100) in December for a twelve-month increase of 8.4 per cent. This compares with the 9.5 per cent advance for the period December 1976 to December 1977. The average monthly rise in consumer prices was about 0.7 per cent, but a great deal of monthly variation occurred.

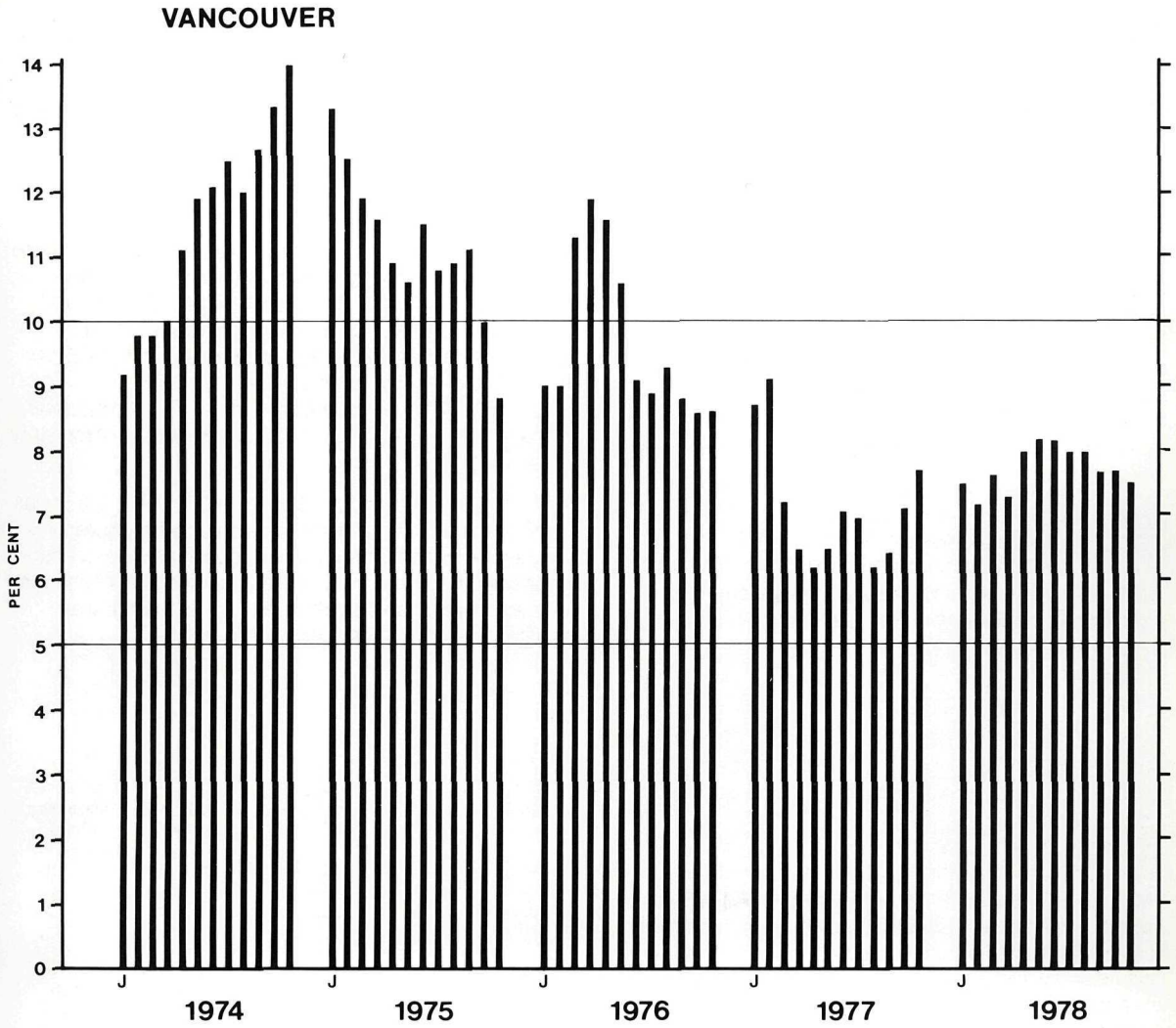
As a result of higher price levels, the Canadian dollar has continued to shrink in terms of its purchasing power. As the adjacent table shows, a 1978 dollar would purchase goods worth only 57 cents in 1971, which is a 43 per cent decline in value over seven years. A 1971 dollar was worth 80 cents in 1974 and 62 cents in 1977.

Purchasing Power of the 1971 Consumer Dollar

	Consumer Price Index (1971 =100)	Percentage Change from Last Year	Purchasing Power
1971	100.0	2.9	$1.00
1972	104.5	4.8	.95
1973	112.7	7.5	.89
1974	125.0	10.9	.80
1975	138.5	10.8	.72
1976	148.9	7.5	.67
1977	160.8	8.0	.62
1978	175.2	9.0	.57

Canada's rate of price increase can be considered to occupy the high end of the international scale. The 8.4 per cent increase in the Canadian Consumer Price Index between December 1977 and December 1978 was slightly higher than that experienced by Australia (8.0 per cent) and Sweden (7.5 per cent), but on a par with the twelve-month increase in the United Kingdom (8.5 per cent), and less than that of the United States (9.0 per cent), France (9.5 per cent) and Italy (11.5 per cent). The countries that were most successful in controlling inflation during 1978 were West Germany and Japan, where consumer prices rose only 2.5 per cent and 3.5 per cent.

Twelve Month Percentage Change in Consumer Price Index, 1978



Information in this chart is from Statistics Canada, Consumer Price & Price Indexes, Catalogue Number 62-010, quarterly.

Movement in All-Items Indexes (1971 = 100)

	Canada Index			Vancouver Index		
	1977	1978	Per Cent Change	1977	1978	Per Cent Change
January	154.0	167.8	9.0	159.1	171.0	7.5
February	155.4	168.9	8.7	160.2	171.7	7.2
March	157.0	170.8	8.8	161.3	173.5	7.6
April	157.9	171.2	8.4	162.4	174.3	7.3
May	159.2	173.6	9.0	163.2	176.2	8.0
June	160.3	175.1	9.2	164.2	177.7	8.2
July	161.8	177.7	9.8	165.2	178.8	8.2
August	162.5	177.8	9.4	166.0	179.2	8.0
September ..	163.4	177.5	8.6	166.8	180.2	8.0
October	165.0	179.3	8.7	168.2	181.2	7.7
November ..	166.1	180.8	8.8	169.1	182.2	7.7
December ..	167.2	181.3	8.4	170.2	183.0	7.5

Increases in domestic price levels can adversely affect trade by making domestic products relatively more expensive than products from other countries. This in turn can influence the volume of imports and exports, thereby putting pressure on employment, levels of foreign currency reserves, and exchange rates.

One result of this pressure was the 1977 devaluation of the Canadian dollar in relation to major world currencies. Although this cheapening of the dollar helped improve our trade balance in 1978, it did not improve our total balance of payments. The balance continued to

deteriorate owing to the large outflow for payments by tourists travelling abroad, and for interest payments made outside the country.

The results were a further round of currency devaluation. Between December 1977 and December 1978, the Canadian dollar fell by 8 per cent against the U.S. dollar, 17 per cent against the British pound, 26 per cent against the German mark, and 34 per cent against the Japanese yen. Although the long-term impact of devaluation should be to further stimulate Canadian manufacturing and exports, the short-term impact has been to make necessary imports more expensive, thus adding to domestic inflation.

Food price changes have continued to provide the major impetus to change in Canada's all-items index. The December 1977 to December 1978 advance in the food index was 12.8 per cent, as rising food prices contributed approximately two fifths of the total annual change. Significantly higher prices for beef led to a 26.4 per cent rise in the meat, poultry and fish index, and large jumps were also recorded for sugar (1.46 per cent), fruits and vegetables (8.2 per cent), and dairy products (7.8 per cent). During the period between December 1976 and December 1977, the food index advanced 15.4 per cent.

The housing index also continued to be a major factor in the total CPI advance, rising 7.3 per cent in the period of December 1977 to December 1978. As with the food index, however, this year's increase was below the previous 12 months advance of 8.6 per cent. In both 1977 and 1978 the housing index contributed slightly less than one third of the total all-items change. One of the significant factors affecting housing costs during 1978 was a 15.1 per cent increase in the price of fuel oils that greatly increased the cost of household heating for many home owners.

Although all other major components of the CPI experienced some rise during the twelve-month period, of significant importance was the 7.2 per cent jump in the transportation index. This resulted primarily from higher charges for new automobiles and gasoline.

For the third consecutive year, Vancouver experienced one of the lower rates of increase of the 15 regional cities. The Vancouver all-items index rose to 183.0 (1971 100) in December 1978, an increase of 7.5 per cent over December 1977. This was down slightly from the previous twelve-months rise of 7.7 per cent.

Across the country, the largest rise in prices was experienced in St. Johns' (9.0 per cent), and in Winnipeg (8.3 per cent). The lowest increases were in the Saskatchewan cities of Saskatoon and Regina, where the CPI increased by 6.4 per cent and 7.0 per cent. The adjoining table compares the annual rise in the all-items, food and housing indexes for the major regional cities. In Saskatoon the moderate increase in the all-items index appears to have resulted from a relatively small jump in housing costs, despite a large jump in food prices. In St. Johns', the city with the highest all-items rise, large increases were recorded by both housing and food components.

Percentage Change in Consumer Price Indexes for Regional Cities December 1977 - December 1978

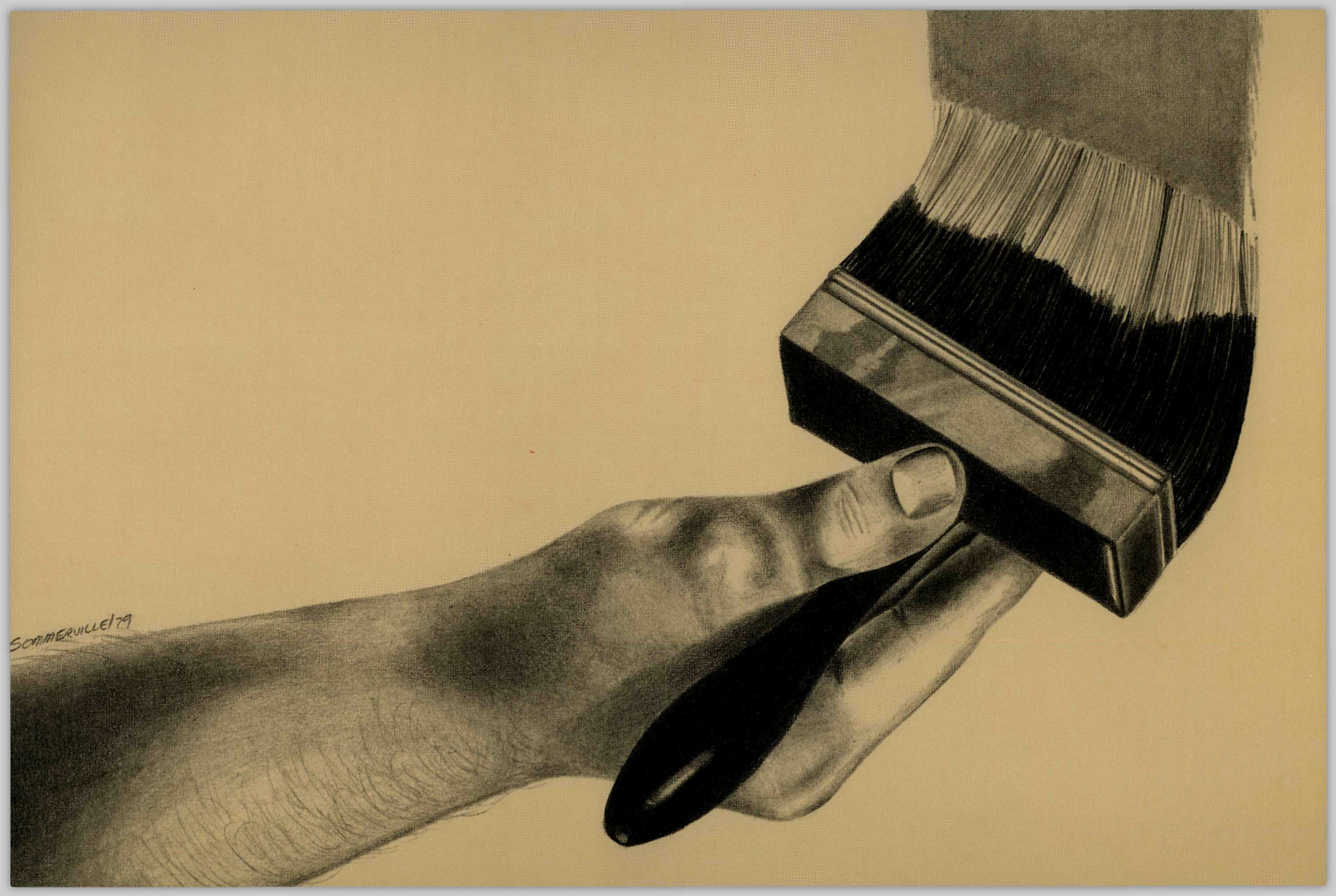
	All-Items	Food	Housing
St. John's	9.0	15.1	8.0
Halifax	7.8	12.5	6.1
Charlottetown-Summerside	8.0	12.3	7.3
Saint John	8.0	11.9	6.8
Quebec	7.9	11.4	8.6
Montreal	7.4	10.7	7.9
Ottawa	8.1	12.2	6.8
Toronto	7.8	10.5	7.1
Thunder Bay	7.2	10.4	7.0
Winnipeg	8.3	11.3	8.1
Saskatoon	6.4	11.3	4.7
Regina	7.0	12.1	4.0
Edmonton	8.1	8.1	8.7
Calgary	7.6	10.7	7.9
Vancouver	7.5	11.0	5.6

As with the national index, rising food prices played a major role in the all-items advance in Vancouver between December 1977 and December 1978. The food index advanced 11.0 per cent during this period (compared with 11.2 per cent 12 months earlier), and contributed 37 per cent of the total consumer price change. Higher prices for beef, fresh fruits, vegetables, and sugar helped push up the cost of food for home consumption by 11.2 per cent.

The advance in the Vancouver housing index during 1978 was 5.6 per cent, somewhat below that recorded by most other regional cities. Despite the large jump in fuel oil costs experienced in all areas of the country, a moderate rise in a variety of other items in the index led to the relatively small overall increase.

Major changes in other components of the Vancouver CPI occurred in the transportation and the tobacco and alcohol indexes. The former rose 7.6 per cent during the December 1977 to December 1978 period, as large increases were registered for both public transportation (up 10.2 per cent) and private transportation (up 7.5 per cent). Higher prices for wines and spirits, and increased taxes on cigarettes pushed the tobacco and alcohol index up 10.2 per cent over the previous December.

It is difficult to predict at this point what prices will do in 1979. Indications are that the forthcoming year will bring a continued rise in food prices, and that renewed pressures may be felt in the housing market. Current forecasts for the year are mainly for a 7.5 to 8.0 per cent rise in the Canada CPI, slightly below the increases experienced during 1978. Higher oil prices, however, may push the actual rate somewhat higher.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Wage Settlements

During 1978, 471 major settlements, covering 204,687 employees, were reported. During that period the average annual increase negotiated was 6.2 per cent per annum, equalling 50 cents an hour. Although the manufacturing sector had the settlements with the largest percentage increase (7.1 per cent per annum), the construction industry, at 63 cents an hour, experienced the largest increase in terms of cents per hour.

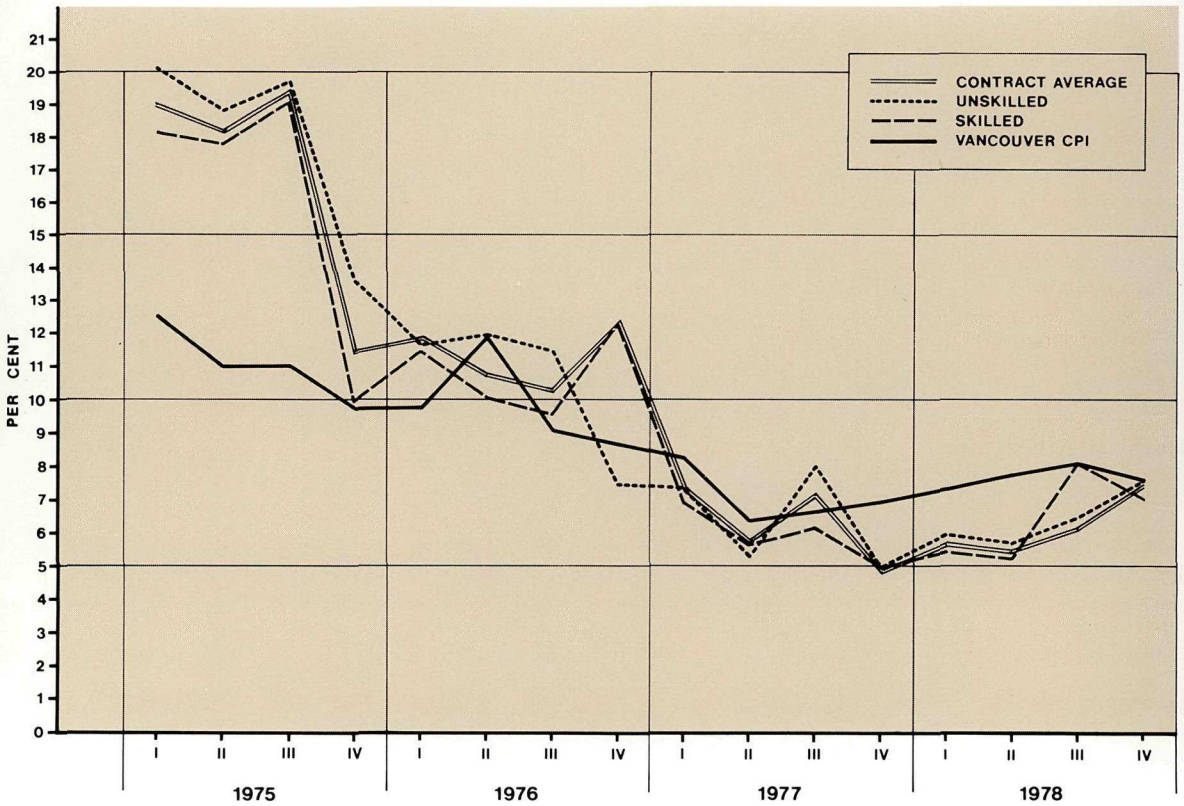
The accompanying table compares the 1978 wage settlements with those of previous years. The average increase fell slightly from the 6.4 per cent increase of 1977, and was significantly below the 12.0 per cent average of the past five years.

B.C. Wage Settlements by Quarter, 1978

	Number of Contacts	Employees Covered	Average Annual Increase Percentage	Average Annual Increase Cents Per Hour
First Quarter, 1978				
Contract average[1]	90	35,054	5.7	48
Skilled Classes			5.5	53
Unskilled classes			6.0	42
Second Quarter, 1978				
Contract average	155	34,766	5.5	44
Skilled classes			5.3	47
Unskilled classes			5.7	40
Third Quarter, 1978				
Contract average	161	107,241	6.2	53
Skilled classes			8.1	58
Unskilled classes			6.5	47
Fourth Quarter, 1978				
Contract average	65	27,626	7.5	49
Skilled classes			7.1	59
Unskilled classes			7.6	45
Average for Four Quarters				
Contract Average	471	204,687	6.2	50
Skilled classes			7.0	55
Unskilled classes			6.4	44

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

Negotiated Wage Settlements in British Columbia 1975-1978



Settlements affecting skilled workers showed a 7.0 per cent increase during 1978, up from the 6.0 per cent rate experienced the previous year. Settlements for unskilled workers were somewhat lower, and, at 6.4 per cent, were down from the 6.7 per cent increase recorded for 1977. An increase for the skilled group above that reported for unskilled workers represents a reversal of the previous three years.

Last year was the second consecutive year in which the increase in the Vancouver Consumer Price Index exceeded the average wage settlement. This suggests that, if the downward trend in settlements continues, an erosion of real incomes will occur for the unionized segment of British Columbia's work force.

Wage Settlements, 1972-1978

(per cent)

Year	Contract Average	Skilled	Unskilled	Vancouver CPI Change
1972	8.2	8.1	8.6	5.3
1973	10.3	10.2	11.3	7.2
1974	16.2	17.2	15.3	11.7
1975	16.3	15.5	17.2	11.1
1976	10.7	10.3	11.4	9.7
1977	6.4	6.0	6.7	7.2
1978	6.2	7.0	6.4	7.7

Cola Clauses in 1978

Cost-of-Living Allowance clauses (COLAs) were negotiated in only about one tenth of the settlements reported in 1978, and these COLAs extended to only about one twentieth of all the employees covered by settlements in 1978. In terms of the size of the wage settlements, those agreements with COLAs averaged somewhat higher than those without — 6.5 per cent per annum for those containing a COLA, and 6.2 per cent for those without.

During the anti-inflation program, the full, projected value of a COLA was considered by the Anti-inflation Board to be in effect from the first day the COLA was operational, even if the COLA was kicked in on a delayed basis. This made straight wage increases more attractive, and during the period the controls were in effect, the number of COLA clauses negotiated actually decreased. It might be expected that their popularity would be rejuvenated, now that controls are passing out of existence, but such a trend has not, as of this time, been discerned.

Length of Agreements Negotiated in 1978

The majority (56.6 per cent) of the collective agreements negotiated in 1978 were one year in length. Two-year agreements were negotiated in 34.7 per cent of the settlements, and three-year agreements in 5.1 per cent. When measured by the number of employees covered by these settlements, however, a slightly different picture emerges. There were 72,430 employees covered by those one-year agreements (35.4 per cent of the total), and 107,151 by the two-year agreements (10.3 per cent). So, although a majority of the settlements were for one year's duration, the larger bargaining units tended to settle more frequently for two-year agreements. Weighted in terms of the employees covered, settlements in 1978 averaged 21.0 months in length, compared with an agreement-weighted average of 17.7 months.

Wage Settlement by Industry, January 1 to December 31, 1978

Industry	Number of Contracts	Employees Covered	Contract Average Annual Increase Percentage	Contract Average Annual Increase Cents Per Hour	Skilled Average Annual Increase Percentage	Skilled Average Annual Increase Cents Per Hour	Unskilled Average Annual Increase Percentage	Unskilled Average Annual Increase Cents Per Hour
All	471	204,687	6.2	50	7.0	55	6.4	44
Manufacturing	138	28,702	7.1	57	6.4	59	7.6	55
Food and Beverage	48	10,750	8.0	62	7.0	63	8.6	61
Wood and Paper	9	6,663	6.7	57	5.9	57	7.8	57
Metals	12	2,316	6.1	51	6.0	56	6.3	48
Machinery et al[1]	19	4,324	6.6	55	6.5	58	6.7	50
Miscellaneous manufacturing	50	4,649	6.3	51	6.0	57	6.4	44
Construction	56	38,216	5.6	63	5.5	65	5.8	58
Trade and Service	217	95,882	6.2	43	8.5	50	6.1	36
Trade	31	7,825	8.6	66	9.8	77	7.8	61
Education	49	10,913	5.8	43	5.1	45	5.8	37
Municipal Service	63	14,226	6.7	46	5.2	59	4.7	31
Miscellaneous Service	74	62,918	5.8	39	5.5	47	6.2	32
Other Industries	60	41,887	6.1	51	5.7	55	6.4	46
Mining	13	2,668	5.4	42	5.1	44	5.8	41
Transportation	39	22,181	6.6	57	6.3	60	6.7	51
Communication and Utilities	8	17,038	5.6	45	4.9	49	6.1	41

[1]Machinery, transportation equipment and electrical products

Major Settlements Reported, 1978

A large number of major settlements were signed during 1978. In the first quarter of the year these included settlements between B.C. Telephone and the Telecommunications Workers (1,000 employees); Finning Tractor and the Machinists Lodge 695 (1,025 employees); Government of British Columbia and the B.C.Government Professional Employees Association (986 employees); CN Rail and the non-operating unions (1,600 employees) and UTU (450 employees); and Independent Contractors and the United Brotherhood of Carpenters and Joiners, Local 1928 (800 employees).

The major settlements reported during the second quarter of 1978 included those between Transport Labour Relations and the Teamsters, Locals 31 and 213 (5,000 employees); B.C. Hydro (urban transit) and the Amalgamated Transit Union, Local 101-134 and Local 109 (3,100 employees); the City of Vancouver and CUPE, Local 1004 (1,560 employees) and the Vancouver Municipal and Regional Employees Union (1,776 employees); UBC and CUPE, Local 116 (1,600 employees); the Council of Marine Carriers and the Canadian Merchant Service Guild (900 employees); School District 36, Surrey, and CUPE, Local 728 (700 employees); the City of Vancouver and the Fire Fighters, Local 18, (800 employees); and between Utah Mines and the Operating Engineers, Local 115 (680 employees).

The third quarter of the year continued to be the busiest in terms of settlements; 19 agreements, covering 600 or more employees, were concluded. Included were several very large settlements between CLRA and the Council of B.C. Building Trades Unions (35,000 employees); Health Labour Relations and the Hospital Employees' Union, Local 180 (17,000 employees), and the Registered Nurses' Association (13,500 employees); and the Government of Canada and PSAC (clerical and regulatory) (3,922 B.C. employees).

Other major settlements concluded were between Burrard Drydocks and Yarrows Ltd. and the Joint Shipyard Conference (1,264 employees); CP Air and Machinists, Lodge 764 (1,942 employees); CLRA and the Sheet Metal Workers, Local 280 (1,600 employees); the Fisheries Association of B.C. and the United Fishermen and Allied Workers (cannery 2,000 employees, and fresh fish and cold storage, 1,000 employees) and the Native Brotherhood (cannery, 1,000 employees); FVMPA and the Teamsters, Local 464 (1,100 employees); Master Maintenance Contractors and the Service Employees' Union, Local 244 (1,300 employees); Metal Industries Association (Mainland) and the Machinists, Local 692, International Molders & Allied Workers, Local 23, and Pattern Makers (1,000 employees in total); Carling O'Keefe, Columbia, Labatts and Molsons Breweries and the Brewery Workers, Locals 280, 300 and 308 (1,000 employees); Board of Police Commissioners, City of Vancouver and Policemen's Union, Local 1 (900 employees); the B.C. Assessment Authority and CUPE, Local 1767 (650 employees); Kelly Douglas and CAMWRU, Local 6 (700 employees); and MacDonalds Consolidated and the Retail, Wholesale & Department Store Union, Local 580 (800 employees).

The fourth quarter saw only eight large agreements concluded. These were between Health Labour Relations and the Health Science Association (3,200 employees); the Government of Canada and the Letter Carriers (2,500 B.C. employees); ICBC and OTEU, Local 378 (2,047 employees); B.C. Hotels Association, Master, and the Hotel, Restaurant and Bartenders, Local 40 (two agreements, 9,500 employees); the Government of Canada and PSAC (program administration, 2,618 B.C. employees, and engineering, scientific support, 888 B.C. employees); and B.C. Rail and CUTE, LOCAL 6 (700 employees).

Expiring Collective Agreements, 1979

Collective bargaining activity prompted by the forthcoming expiration of collective agreements in 1979 will involve fewer bargaining units but more employees compared with 1978. The prognosis for 1979 is that it will likely not be nearly as busy a bargaining year as was 1977.

Scheduled to be renegotiated in 1979 are 339 collective agreements covering 231,386 employees in the Province. This compares with the revised 1978 totals of 549 expiries covering 177,092 employees, and revised 1977 totals of 687 expiries covering 342,451. It should be kept in mind, however, that when final figures for 1979 are available next summer, the total number of expiries and covered employees is likely to be somewhat larger than those reported at this stage.

The majority of agreements due to expire in 1979 are two-year agreements, and they indicate a swing away from the one-year agreements generally negotiated during the last few years.

Collective Agreements Expiring in 1979, by Month

	Agreements	Employees Covered
January	38	6,222
February	29	9,091
March	61	21,664
April	49	15,581
May	19	1,418
June	36	57,245
July	12	37,557
August	26	12,322
September	14	4,708
October	9	1,935
November	4	389
December	42	63,254
Totals	339	231,286

The month in 1979 with the greatest number of expiries will be March, when 61 agreements are due to be negotiated. April will have the second highest number of expiries, with 49, and December the third highest, with 42. The months with the greatest number of employees covered by expiries will be December, with 63,254 employees, and June, with 57,245.

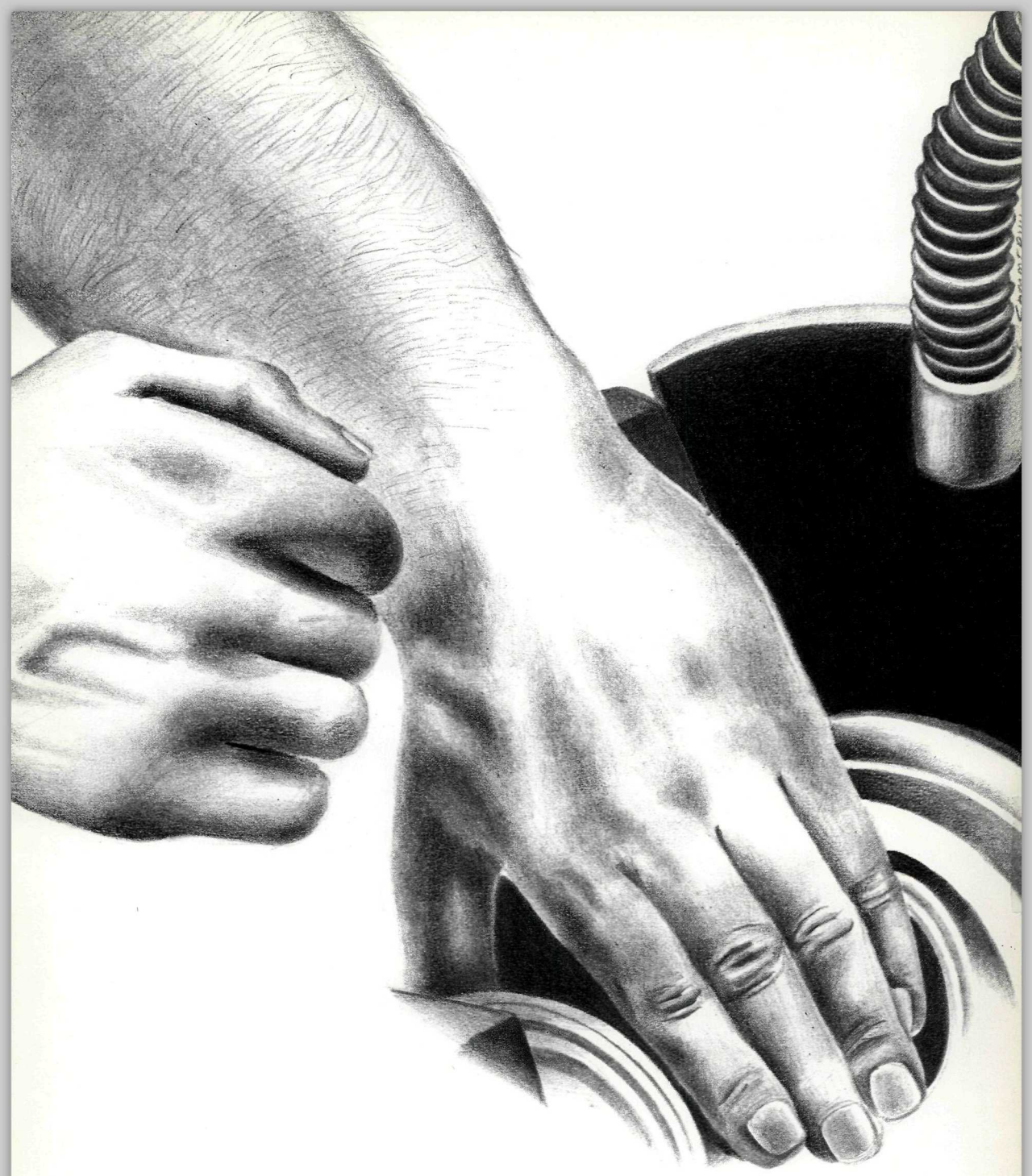
20 Largest Expiries During 1978

Employer	Union	Employees Covered	Date of Expiry
B.C. Food Industry Labour Relations Council	Retail Clerks, Local 1518	3,400	31 Mar
B.C. Government	BCGEU (master and 9 components)	34,070	31 Jul
B.C. Government	Ferry Workers	2,780	31 Jul
B.C. Hydro	IBEW, Local 258	2,500	31 Mar
B.C. Hydro	OTEU, Local 378	3,100	31 Mar
B.C. Hydro	Transit Union, Locals 101-134 and 109	2,500	31 Mar
B.C. Roadbuilders Association	Operating Engineers, Local 115	3,000	28 Feb
B.C. School Trustees Association	Teachers	29,339	31 Dec
B.C. Telephone	Telecommunications Workers	10,000	31 Dec
Cominco (Trail, Kimberley and Salmo)	Steelworkers, Locals 651, 480 and 901	3,950	30 Apr
Fisheries Association of B.C. (Cannery)	UFAWU	2,000	15 Apr
Forest Industrial Relations (Coast Master)	IWA, several locals	28,000	14 Jun
Health Labour Relations Association	Health Sciences Association	2,700	31 Dec
Health Labour Relations Association	Registered Nurses	13,000	31 Dec
Independent Forest Companies	IWA, several locals	2,500	14 Jan
Interior Forest Labour Relations	IWA, Locals 1-405, 1-417 and 1-423	7,500	30 Jun
North Cariboo Forest Labour Relations Association	IWA, Local 1-425	3,760	31 Aug
Okanagan Federated Shippers	Fruit and Vegetable Workers Local 1572	1,800	31 Aug
Pulp and Paper Industrial Relations Bureau	CPU, several locals	7,200	30 Jun
Pulp and Paper Industrial Relations Bureay	PPWC, several locals	5,500	30 Jun

Collective Agreements Expiring 1979, by Industry

	Agreements	Employees Covered
All Industries	339	231,286
Manufacturing	150	82,022
Food and Beverage	25	8,965
Wood	51	64,202
Metals	19	2,787
Machinery	18	2,909
Miscellaneous manufacturing	37	3,159
Construction	14	8,260
Trade and Service	115	103,263
Trade	18	6,008
Education	33	37,512
Municipal Services	12	1,459
Miscellaneous Services	52	58,284
Other Industries	60	37,841
Mining	22	10,309
Transportation	29	10,262
Communication	9	17,270

The industries with the greatest number of expiries during 1979 will be miscellaneous services, with 52 expiries, and wood and paper products, with 51. These two industries will also have the most employees covered by expiries — 64,202 employees in wood and paper products, and 58,284 employees in miscellaneous services.



Administrative Services, Compensation and Construction Industry Programs

Finance and Administration

Personnel Services

Information Services

Research and Planning

Compensation Advisory Services

Construction Industry Co-ordinator

Finance and Administration

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

Throughout 1978 the Branch undertook to improve the financial management and management accounting of various Ministry programs and activities. This process involved a continuing review and evaluation of procedures and reporting systems designed to facilitate effective decision making.

Two major activities of the Branch include the co-ordination of estimate and budget administration. The following table summarizes the financial resources allotted to the Ministry for the fiscal year ended March 31, 1978.

Estimates of Expenditure
Ministry of Labour — Fiscal Year Ended March 31, 1978

Vote	Purpose	Estimates
		$
203	Minister's Office	131,284
204	Ministerial Administrative and Support Services	1,632,508
205	Job Training and Employment Opportunity Programs	35,536,112
206	Occupational Environment and Compensation Advisory Services	1,179,094
207	Collective Bargaining and Employment Standards Programs	2,583,042
208	Human Rights Programs	402,488
209	Labour Relations Board	1,147,204
210	Building Occupancy Charges	905,205
211	Computer and Consulting Charges	181,000
		43,697,937
	Manpower Subcommittee on Northeast Coal Development	250,000
	Total	43,947,937

During 1978, the Branch continued to restructure Ministry estimates in order to broaden the definition of activities and to improve financial administration and reporting for management of the Ministry.

The general administrative responsibilities of the Branch include the co-ordination of office accommodation and facilities, furniture and equipment, data systems and computer services, telecommunications equipment, vehicle fleet management, stock control, and mail and courier services. These services are provided for the Ministry and several related boards and commissions. Throughout 1978, the Branch continued to upgrade accommodation and to encourage more effective use of the facilities, equipment, and data processing.

Personnel Services

In 1978, the Personnel Services Branch continued to provide a complete range of personnel services for the Ministry, including recruitment, classification analysis, consultation on organizational matters, and union-management relations.

Late in 1978, the Safety Engineering Services Division, formerly with the Ministry of Highways and Public Works, was incorporated into the Ministry. As a result, the Ministry's approved establishment increased to 595 positions. The Ministry also employed an additional 120 auxiliary employees for terms of up to eight months to assist with the Youth Employment Programs administered by the Employment Opportunity Programs Branch. The Work-in-Government program created summer employment in the Ministry for 33 students.

Recruitment activity involved not only staffing the auxiliary positions described above, but also the appointment of 60 permanent employees. A total of 68 competitions were held during the year, 41 were posted, and 22 were made by direct competition. The turnover rate within the Ministry was 10.8 per cent, which compares favourably with the 14.8 per cent rate recorded for the Public Service as a whole.

Classification analysis was undertaken through executive position evaluation committees that focused on management or other positions excluded from the bargaining units. Branch staff prepared job descriptions for 120 positions. In addition, the Director participated for several months as a member of a committee reviewing and evaluating management positions throughout the Public Service. Organizational work was conducted on both the Employment Opportunities and the Research and Planning branches.

The Branch successfully handled a number of labour relations issues during the year, and developed personnel manuals for use by senior Ministry executives. A joint committee, comprised of union and management members, dealt with issues related to hours of work and the definition of seniority units.

In the area of training, the Branch undertook a training needs survey of managers and supervisors in the Ministry. The results of this survey permit a cost-effectiveness approach to designing and tailoring training packages.

Many employees received financial training assistance during the year to take such diverse courses related to their work as: time management; clerical and secretarial development workshops; accounting for managers; developing industrial modules; principles of supervision and advanced supervision; management psychology; audio-visual production techniques; energy management for industrial plants; test and measurement; and business law.

Staff in the Personnel Services Branch attended courses on short-term illness and long-term disability plans, seminars on management by objectives and performance appraisal systems for executives, and a workshop on designing management training programs. The Director, with other senior Ministry staff, was host to a one-day seminar for the local chapter of the Pacific Northwest Personnel Management Association on the programs and services of the Ministry. Ken Hughes, Daniel O'Neill and Herbert Cumming were accepted on the Executive Development Training Course, and Stanley Killeen and Joe Small enrolled in the correspondence course in Public Administration.

The following employees received Long-Service Awards in 1978: Mona Morgan, Industrial Training Branch, 35 years; Annie Berton, Labour Standards Branch, 25 years; and Ralph Sollis, Assistant Director, Labour Standards, 25 years.

Information Services

Information Services Branch is responsible for communicating the activities and services of the Ministry to labour and management representatives and organizations, academic institutions, and the general public. The Branch provides public information programs to explain the functions of the various branches of the Ministry, and to show ways in which their services are made available to residents of British Columbia.

During 1978, the Branch collaborated with six branches of the Ministry on a variety of projects intended to broaden public awareness of the services they provide.

In co-operation with Apprenticeship Training personnel, the Branch produced 15-week television and 3-week newspaper ad campaigns urging employers' in business and industry to hire apprentices in greater numbers throughout the Province. The TV segment of the campaign employed clips from the Branch's new film, "The Apprentice," which was produced earlier in the year to encourage school-age young people to consider careers in the skilled trades.

A second recruiting device, in the form of a booklet titled *Apprenticeship — Doorway to Opportunity,* also made its appearance early in 1978, followed later in the year by training pamphlets on refrigeration and inboard-outboard motor repair, a brochure dealing with tradesman's qualification certification, and a curriculum chart outlining the new Women's Exploratory Apprenticeship Training.

Under Information Services direction, a new format was designed for newspaper advertisements describing apprenticeship training courses offered by the Ministry.

By the close of the year, Information and Apprenticeship Branches had jointly set in motion a series of projects aimed at the complete redesign and rewriting of all apprenticeship literature published by the Ministry, ranging from brochures describing the approximately 150 pre-apprenticeship and apprenticeship trades available, to training manuals detailing the practical and classroom procedures for those trades.

The Human Rights Branch co-operated with Information Services on a variety of projects including production of a pamphlet, *Human Rights — Working for You,* which was translated into Cantonese, French and Punjabi.

Toward the end of 1978 the two branches were jointly engaged in planning for a comprehensive public information kit, and the writing of a script for a projected film on human rights in British Columbia.

Two pamphlets created for Elevating Devices Branch on the subject of elevator and escalator safety were released during the year. A conference portfolio was produced for the Occupational Environment Branch, and the groundwork was laid for a training booklet on lighting maintenance that is scheduled to appear early in 1979.

Information Services assisted the Research and Planning Branch with the design of a new format for the monthly Labour Research Bulletin, and with production of three annual publications: the *B.C. Labour Directory, 1978, Negotiated Working Conditions, 1977* and the *Calendar of Expiring Agreements.*

Also with Research and Planning's co-operation, the Branch set in motion a project to produce a guide to the *Labour Code of British Columbia.* It has been scheduled for introduction early in the new year. In 1978 the Branch was responsible for introducing the Government's Visual Identity Program to the Ministry, and for distribution of VIP-related material to all branches and field offices. The Branch also co-ordinated production of the Ministry's 1977 Annual report; prepared press releases; contributed information and articles for publications including *B.C. Government News,* the PSC's *Contact, Corpus Almanac, Canadian Alamanac, The Columbian* and the *B.C. Gazette;* assisted in production of the Ministry's program directory; provided background information for seminars; prepared outlines of the duties and responsibilities of the various branches for the Ministry's procedures manual; and supplied evaluations of several films on industrial relations.

Research and Planning

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

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

During 1978, the Branch completed a variety of projects, including assistance to a number of task forces and interministerial committees.

The Branch's regular publications included 1978 editions of the *Labour Directory,* the *Calendar of Expiring Collective Agreements,* and *Negotiated Working Conditions.* Further improvements were made to the format and processing of the monthly *Labour Research Bulletin.* The Bulletin featured special issues on occupational health and safety, and on the occupational health problems of women. Feature articles published during the year included "The Development of Labour Market Policy in Canada," "Provincial Earnings During the Anti-Inflation Program," and "The Revised Consumer Price Index." Branch support was provided for a number of committees and task forces, including the Alcan pipeline task force, the Northeast Coal Committee, the Task Force on National Economic Programs, the Interdepartmental Committee on Equal Opportunities for Women, and the CAALL Research and Statistics Committee.

Trade studies were completed on refrigeration mechanics, automotive mechanics, linemen and cablemen, and the mechanical contracting trades consisting of plumbers, pipefitters, and sprinkler-fitters.

Work continued on a layman's guide to the B.C. Labour Code, which is scheduled for publication in 1979. Papers were prepared on occupational forecasting, the Skeena Manpower Development Committee, and changes in the *Unemployment Insurance Act,* and an article and bibliography on "Employment and Industrial Structure" was produced.

During 1978 a major effort was undertaken to secure properly executed collective agreements (as required by law), and to bring the Branch's collective agreement files up to date.

Compensation Advisory Services

Under the provisions of Section 77 of the *Workers' Compensation Act,* a Compensation Consultant and Employers' Adviser are appointed by the Province of British Columbia to provide independent advice to both workers and employers concerning problems arising out of the *Act.*

The Compensation Consultant and a staff of two compensation advisory officers give assistance, advice and information to workers and dependents or their representatives, with respect to claims under the *Act.* A similar service is provided for employers by the Employers' Adviser and a compensation advisory officer.

The Compensation Consultant, Employers' Adviser and compensation advisory officers have access to Workers' Compensation Board claim files, and are therefore able to advise both employers and employees as to the nature and status of a claim.

Branch officers may communicate with and appear before the boards of review and the commissioners of the Workers' Compensation Board on behalf of a person seeking assistance. Personal representation, however, is generally limited to claims that are of such complexity or importance that, in the opinion of the Branch, assistance is required.

Advice is also given with regard to the administration and interpretation of the *Workers' Compensation Act,* its regulations, and policy decisions made under the *Act.*

The officers of the Compensation Advisory Services Branch are independent from the Workers' Compensation Board and do not make decisions or policy with respect to matters under the *Act.* Their function is an advisory and educational one involving various programs to supply information to workers, worker representatives and employers representatives.

During 1978, the Branch dealt with 1,023 claims for workers and 514 claims for employers.

Construction Industry Co-ordinator

In recognition of the contribution made by the construction industry and its impact on the provincial economy, the Government of British Columbia opened an office for a Construction Industry Co-ordinator on July 1. The position was created to encourage greater stability within the construction industry.

The Co-ordinator is charged with government-industry liaison, policy development, assessment of manpower requirements, project forecasting, and the development of industrial relations procedures appropriate to this sector of the economy.

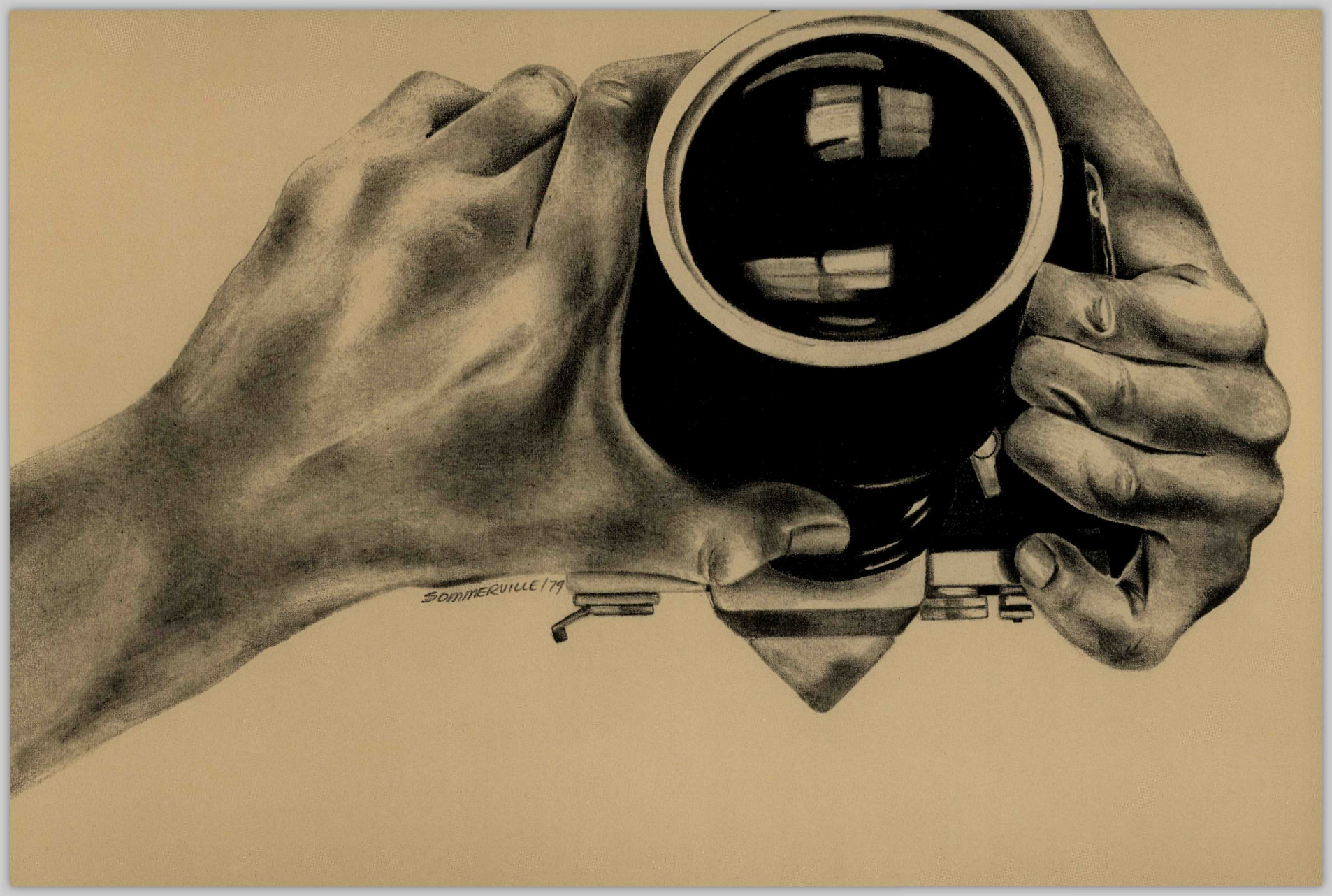
Working in co-operation with the Ministry of Economic Development, the Co-ordinator has prepared a demand forecast of the construction services required by provincial Ministries and Crown Corporations over the next three years.

Other major areas of activity have included:

— preliminary work on the restructuring of the joint labour-management Construction Industry Advisory Council;

— participation on the Alaska Highway Pipeline Manpower Assessment and Supply Committee; and

— liaison with both the Construction Industry Advisory Council Manpower Committee and the Joint Technical Planning Committee.


SOMMERVILLE 79

Job Training, Employment Opportunity Programs and Technical Services

Introduction

Apprenticeship Training Programs

Employment Opportunity Programs

Manpower Training and Development, and Trade-schools Regulation

Manpower Advisory Services

Occupational Environment

Elevating Devices

Introduction

Throughout 1978 the Job Training and Employment Opportunities Division continued to develop effective employment and training-related policies for British Columbia.

Various sections of the *Apprenticeship and Training Development Act* were proclaimed, enabling the Minister to enter into a training agreement with the Government of Canada covering vocational, institutional and industrial training. The new three-year Training Agreement was signed in early 1978, thereby increasing the level of institutional as well as industrial training opportunities for British Columbians. Under the Agreement, the federal government agreed to spend $40 million on the purchase of training in this Province. The *Act* also enables the Minister of Labour to enter into agreements with employers concerning youth employment.

In February 1978 the Ministry of Labour, in conjunction with the Ministry of Education, appointed the nine-member board of the Occupational Training Council. The primary function of the OTC is to resolve interinstitutional conflict in apprenticeship and vocational training, and to allocate training funds to provincial institutions in line with the requirements of industry for skilled employees over the next decade.

British Columbia was host to the first joint meeting of provincial ministries with manpower responsibilities, the Council of Education Ministers, and the federal Employment and Immigration Commission in January 1978. For the first time in Canadian history, the provincial and federal Ministers with education, training and employment responsibilities in Canada were brought together.

A further federal-provincial Manpower Ministers Meeting was held in October in Ottawa to discuss changes proposed by the federal government for the Unemployment Insurance Program.

The important topic of labour market policy was an agenda item at the First Ministers Conference on the Economy held in November. The Minister of Labour, speaking on behalf of the Province of British Columbia, called for closer consultation and agreement between the federal and provincial governments in the area of manpower. Discussions are continuing between officials on the development of umbrella agreements in this important area. The Policy and Planning Development Department continues to develop the policy options on these important issues.

Apprenticeship Training Programs

The Apprenticeship Training Programs Branch works with industry, trade unions, and other government agencies to promote and manage apprenticeship training programs throughout the Province. The Branch is also responsible for the issuance of tradesmen's qualification certificates.

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. The Branch works closely with vocational schools, colleges, school boards, the Ministry of Education, and the Canada Employment and Immigration Commission in the development of these programs.

During 1978 the number of apprentices registered remained relatively high. As of December 31, the Branch listed 12,518 apprentices on its records, down 994 from the same date last year.

The responsibilities associated with conducting pre-apprenticeship, apprenticeship and journeymen certification programs include supervision of on-the-job work experience, assignment of technical training, preparation and supervision of examinations, development of class schedules, course outline development, and enrollment of classes. In addition to these duties, apprenticeship training counsellors must investigate requests for training under the Canada Manpower Industrial Training Program.

The administrative duties connected with a program dealing with 12,518 apprentices, 1,808 pre-apprentices, and the certification of tradesmen are many and varied. The decentralization of operations and the computerization and processing of all apprenticeship records is now fully operational.

Apprenticeship Training

The Branch is responsible for the scheduling of apprenticeship technical training classes for the designated trades and apprenticeable trades, and for the assignment of indentured apprentices to these classes.

The technical training classes are day-school programs that vary from two weeks to eight weeks duration, depending on the trade. Apprentices attend one term of training for each year of their apprenticeship.

Technical training is conducted at a number of institutions in the Province: Pacific Vocational Institute, Burnaby Campus and Haney Campus; Camosun College, Victoria; Malaspina College, Nanaimo; Cariboo College, Kamloops; Okanagan College, Kelowna; College for New Caledonia, Prince George; Selkirk College, Nelson; Northern Lights Community College, Dawson Creek; Northwest Community College, Terrace; East Kootenay Community College, Cranbrook; and Vancouver Vocational Institute, Vancouver. The Branch also arranges for evening classes in trades for which there are insufficient numbers of apprentices to operate a viable day-school program. Extra training for interested apprentices is also provided through the upgrading courses offered at various centres.

During the year, 10,093 apprentices were assigned to day-school classes, 740 classes were scheduled in the day program, 183 apprentices were assigned to scheduled evening classes, and 654 attended upgrading classes. Technical training for apprentices was scheduled in 48 trades.

Pre-apprenticeship Training

Pre-apprenticeship training is designed to prepare persons for entry into the skilled labour force by providing basic skills and technical knowledge in a particular trade. The courses are from four to six months duration, depending on the trade, and are offered at various times during the year. Students enrolled in pre-apprenticeship classes have all their tuition costs paid by the Branch, and also receive subsistence and travel allowances.

Under the pre-apprenticeship program, training was offered in 24 trades for 1,808 students in 110 classes. Graduates of this program are employed as apprentices in industry, and in a variety of craft areas. Two pre-apprenticeship programs, cooking and electronics, were discontinued during the year. A new floorcovering pre-apprenticeship program was begun in 1978. The pre-apprentice program, which has been instituted in secondary schools, continues to expand. Several of the secondary schools graduated their first pre-apprenticeship classes during 1978. These programs are the outcome of pilot programs that were started in 1975 in the Langley School District, and are being monitored in co-operation with the Ministry of Education.

Advisory Committee

Ten regular meetings of the Provincial Apprenticeship Committee were held in 1978 to consider and approve new contracts of apprenticeship, cancel apprenticeship contracts, transfer apprentices between employers, extend apprenticeship contracts, and issue apprenticeship certificates to apprentices who had successfully completed training.

Provincial Trade Advisory Committees are established to ensure that manpower training programs are being conducted in accordance with existing trade requirements, and to plan for the appearance of new technology within the various trades. These committees represent 57 different occupations. During the year, 99 committee meetings were held, six of them in locations other than Branch headquarters.

During 1978, discussions were held with representatives of the marine engineer trade concerning the possibility of establishing an apprenticeship training program.

Federal-Provincial Co-operation

British Columbia, with the participation of Manitoba, Saskatchewan, the Yukon, the Northwest Territories, and the Canada Employment and Immigration Commission, continued to enroll out-of-province apprentices in B.C. apprenticeship technical training programs. Some B.C. partsman apprentices were trained in the Province of Alberta. This opportunity for special training was made possible by financing from the Canada Employment and Immigration Commission, which provides for maximum use of training facilities.

Under the terms of the *Adult Occupational Training Act,* the Interprovincial Standards Co-ordinating Committee, directors of apprenticeship, and examination co-ordinators from the various provinces and territories met with representatives of the Canada Employment and Immigration Commission to discuss inter-provincial examinations, course outlines, new testing procedures, trade analysis, and other topics related to apprenticeship training, tradesmen's upgrading, and the certification of apprentices and tradesmen on a national basis.

Industrial Training

British Columbia and the Canada Employment and Immigration Commission jointly administer the Canada Manpower Industrial Training Program. Staff of the Apprenticeship Training Programs investigate, report on, and recommend or reject industrial training contracts that are directly related to skill training and apprenticeship. During 1978 the Branch collaborated with Canada Employment and Immigration Commission officials to process 4,619 contracts for training in industry. In all, 1,161 contracts were written in apprenticeable areas, resulting in the placement of 1,335 trainees in apprenticeship programs. The program has been instrumental in providing job opportunities for many persons who might not otherwise have obtained employment, and it has aided employers during the low-productivity period experienced by new trainees.

Program Development Section

The Program Development Section of the Branch continued development and revision of training and testing materials for provincial purposes. The Section co-operated with officials of the governments of other provinces and Canada in the preparation of material for interprovincial use and national standards.

On a national basis, B.C. developed examinations for the trades of bricklayer and boilermaker; these were adopted for use as Canadian Interprovincial Standards Examinations. An examination developed for the sprinkler fitting trade is expected to be adopted for interprovincial purposes in 1979.

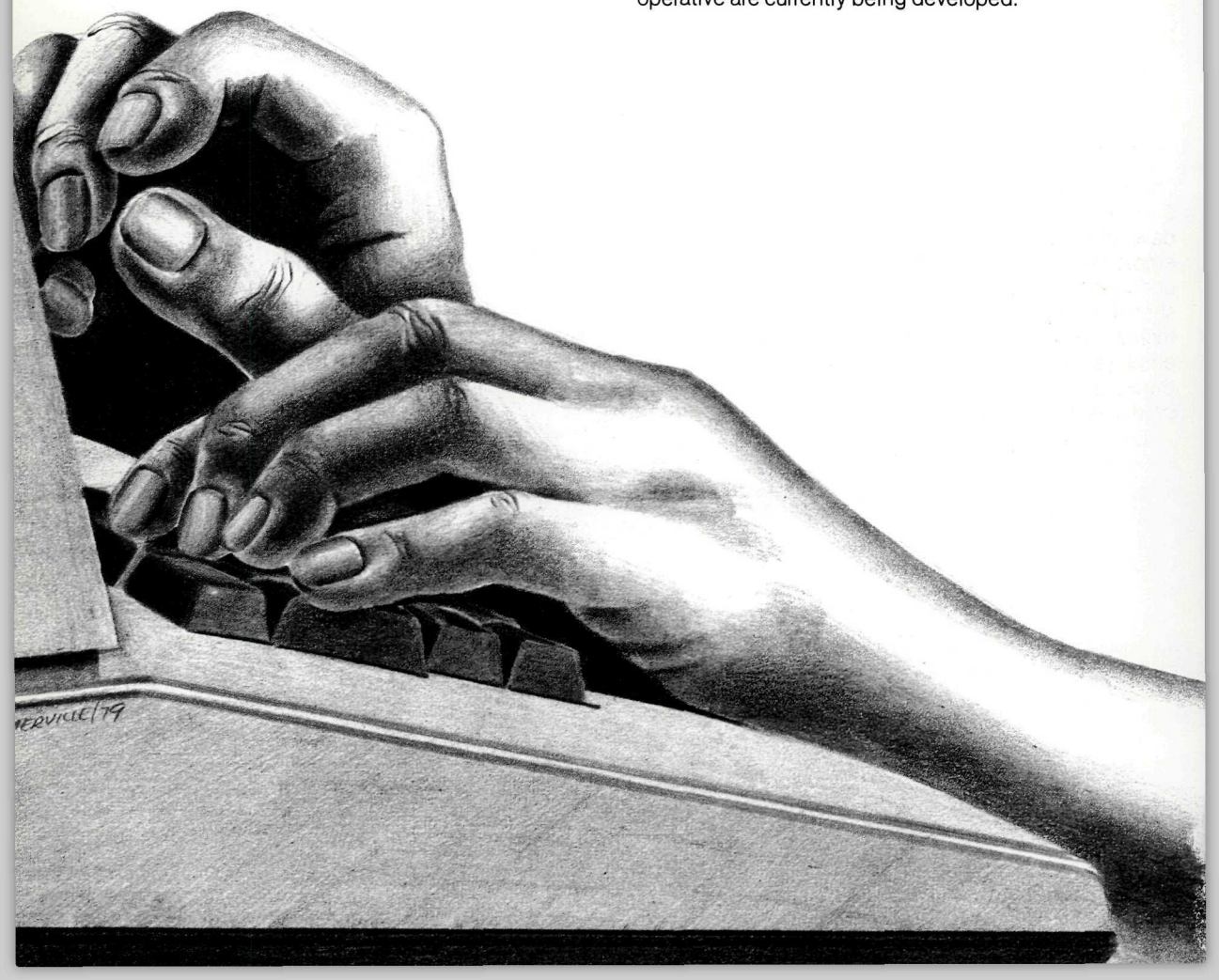
The Section played host for an Examination Development Techniques Workshop at which representatives from the Territories and Western Provinces joined with Branch program development officers in sessions conducted by federal government experts. Special projects were undertaken with funding from the federal Training Improvement Project for curricula in the trades of carpentry, drywall finishing and heavy-duty mechanics. A program development officer visited training officials and establishments in Ontario and Nova Scotia for the purpose of examining other curriculum material that had been developed under the same funding.

Within the Province, program development officers met with officials of other Ministries, federal agencies and the Canadian Armed Forces to discuss matters related to training and certification. Program development work was undertaken in co-operation with industry resource people, advisory committee members, examining board members, Branch counselling staff, Ministry of Education personnel, and instructional staff of the colleges and provincial institutes.

Attention was directed toward developing and revising course outlines, student study guides and manuals, training charts, examinations, and trade analysis and descriptive brochures for use by students in pre-apprenticeship classes, indentured apprentices, journeymen tradesmen, vocational instructors, employers and the general public. At year-end, there were 49 such projects awaiting printing.

Legislation

The *Apprenticeship and Training Development Act* was formulated to complement legislation being developed for the control of colleges and institutes, and to provide a formalization of apprenticeship training, tradesmen's certification, trades-school administration, and job creation programs. The *Act* received final reading in the Legislature and was officially proclaimed by Order-in-Council Number 2301 on August 31, 1978. The regulations and directives that will make the new *Act* operative are currently being developed.



Employment Opportunity Programs

The Employment Opportunity Programs Branch is responsible for the adminstration of provincial job creation programs under the authority of the *Apprenticeship Training and Development Act* (1977).

The Provincial Youth Employment Program, administered by this Branch, is designed to provide employment opportunities to youth throughout the Province. The objectives of the program are to promote the development of skills that will enable young people to enter the labour force, and to promote employment that will contribute to the social and economic development of the Province. In 1978, the program provided 13,800 jobs for youth at a total cost of $22,800,000.

This year an increased emphasis was placed on the provision of funding to private sector employers throughout British Columbia so that job opportunities for youth could be expanded. Jobs totalling 4,561 in number were created with businesses at a cost of $4,800,000. Farms accounted for 1,936 jobs, at a cost of $2,000,000. Non-profit organizations received a total of $1,600,000 to create 778 jobs for youth.

Local and regional governments in the Province received a total of $3,600,000 to provide 2,670 jobs for youth. Colleges and institutes created 386 jobs for students at a cost of $800,000, and universities provided 977 jobs for students from a funding level of $2,300,000 for the Provincial Youth Employment Program. Ministries in the provincial government provided 2,319 jobs for youth at a cost of $6,300,000.

In order to increase the effectiveness of Branch programs and improve the level of service offered to the public, the Branch established permanent regional offices in Kelowna, Prince George, Burnaby and Victoria.

In 1978 the operation of the computerized Youth Referral Service was extended to assist participating private sector employers in recruiting youth for summer jobs. For the first time, a joint federal-provincial Youth Employment Centre was established in Victoria to assist the private sector, federal government departments, and provincial government ministries in hiring youth.

Manpower Training and Development, and Trade-schools Regulation

The efforts of the Manpower Training and Development Branch are directed toward supporting industrial development throughout the Province, expanding employment opportunities for unemployed and underemployed workers, alleviating persistent skill shortages, preventing the layoff of workers through technological or economic change, and encouraging employers to establish training programs and to improve the quality of training within industry in order to increase productivity and economic growth.

Pipeline Manpower Assessment and Supply Group

This working group, of which a member of the Branch is chairman, is regarded as a desirable alternative to the multitude of often conflicting agencies with which industry has had to deal.

Initially, strong emphasis was placed on identifying the nature and magnitude of the labour market impact of the pipeline in B.C., especially with regard to training and local participation. Toward this end, two specific projects were under study. The first project, now completed, dealt with the development of a pipeline occupational brochure needed to provide counselling to the large numbers of interested job seekers.

The second project is a pipeline industry manpower study focussing on the development of past and anticipated patterns in the industry. The objective is to determine specific occupational shortages and training needs. Special attention has been given to local and preferential hiring. The group tackled this project to the fullest extent consistent with data availability. The focus of the group's activities is now on information-exchange and liaison.

Welding Code Committee

The Branch continued its participation as a member of this Committee. During the year, members received an interim report from the task force assigned to prepare a plan for new welding training and qualification levels. The study recognized the need for (a) a well-delineated course content and recognizable performance standards; (b) the provision of some documentation to bear witness to satisfactory performance by graduates; and (c) definable steps to provide for progressive qualification with increased training and work experience.

Trade-schools Regulation

The Branch also supervises the operation and certification of private trade schools. Supervision of these schools includes approval of: premises and equipment; health, sanitary, and safety conditions; hours of operation; courses offered; fees charged; form of contract; teacher qualifications; performance bond; cancellation provisions; advertising copy; and any other procedures that serve to protect the public and exclude unscrupulous practitioners. The issuing of a Certificate of Registration authorizes an institution to operate a trade-school, and provides the public with the assurance that Ministry standards have been met.

During 1978, administrative officers of the Trade-schools Regulation Branch held 12 meetings, out of which came recommendations to the Minister of Labour concerning 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 *Trade-schools Regulation Act.* As in previous years, a Branch representative attended school graduation ceremonies.

As of December 31 1978, 120 schools offering correspondence and practical courses, or combined correspondence and practical training, were registered under the *Act.* One hundred and two schools were re-registrations from the year 1977, and 27 new schools were considered and recommended to the Minister and approved for Certificate of Registration during the year. Nine schools discontinued operation. These figures represent a net growth rate in the number of trade-schools of 17.6 per cent. Based on year-end statistics provided by the schools, the student population of private trade-schools exceeded 19,000 in 1978.

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

The new *Apprenticeship and Training Development Act,* proclaimed in full on August 31 1978, now enables a newly registered school to enjoy a full year of registration from one anniversary date to the next. Prior to the *Act,* all licences expired on December 31.

During 1976 the Private Career Educational Council, incorporating trade-schools representatives from many parts of Canada, held a successful meeting and seminar in Vancouver, at which a Branch representative delivered a well-received address that focused on the new legislation.

Manpower Advisory Services

Manpower Advisory Services was established in 1978 to administer the Province's delivery of immigration services, and to assist the federal government in employment services for major industrial dislocations. It maintains liaison with construction, mining and smelting industries, and consults on manpower issues.

Manpower Advisory Services also co-ordinates those provincial services that may be required to resolve problems arising from industrial expansion, contraction and technological change. In this endeavour, the unit works closely with its federal counterpart, the Manpower Consultative Service.

The primary objective of the combined federal and provincial effort is to mitigate the adverse effects of industrial adjustment on workers. The two governments also promote manpower planning within industry as a means of ensuring that both long- and short-term needs are met. The co-operative endeavours of Manpower Advisory Services and Manpower Consultative Services have successfully resolved such major industrial problems as a railroad closure, the reduction of the workforce at a plywood plant, and the temporary shutdown of a sawmill when a fire interrupted operations. A number of other cases of a similar nature were also effectively dealt with.

Although the provincial jurisdiction in immigration matters is provided for by the *British North America Act,* it is only recently that the provinces have become actively involved in this field.

During 1978, a number of discussions were held to clarify the roles and responsibilities of the two governments in the immigration area. Even in the absence of a formal agreement, the two levels of government have maintained close liaison and have exchanged views on a large number of immigration issues, such as the granting of temporary employment authorizations, the settlement of refugees, and the admission of foreign students.

During the year, the Manpower Committee of the Construction Industry Advisory Council met four times to review and discuss manpower problems within the construction industry. The Committee's views on training, employment and unemployment have been regularly presented to the Ministry. The Committee prepared and presented a plan to reduce unemployment in the construction industry. Under the Committee's direction, a number of trade studies were also completed during 1978, and the Mechanical Industry Study was reviewed and updated.

The Mining and Smelting Committee met once and completed a comprehensive study that analyzed the government services available to the industry in the event of a reduction in work force or a closure.

Occupational Environment

The primary responsibility of the Occupational Environment Branch is to ensure that factories, stores and offices provide environmental conditions that are conducive to the health, safety and comfort of employees. This objective is accomplished through the application and enforcement of the *Factories Act, 1966* and of the Occupational Environment Regulations, which establish various standards and requirements designed to maintain at least a minimum acceptable physical working environment.

Of first priority is the program of field inspections, which ensures that acceptable working conditions are being maintained in existing industrial establishments. Advice is provided on the technical means required to achieve at least minimum standards, and the employer is allowed adequate time to complete corrective measures. The number of individual visits to work places throughout the Province totalled 11,551 during the year, and 5,246 separate items were brought to the attention of employers for improvement. This represents a 15 per cent increase in inspection activities over the previous year, with no increase in staff.

Branch inspectors examine, test, and assess the adequacy of lighting systems, heating systems, exhaust and make-up air systems, and air-contaminant controls to ensure that acceptable minimum environmental standards are being maintained. Building maintenance related to sanitation, interior finishes, and housekeeping are priority items, together with employee amenities that determine comfort and personal hygiene, such as washrooms, lunchrooms, shower facilities, clothing lockers and seating provisions.

Wherever possible, employees are encouraged to make suggestions that will assist in the maintenance of acceptable working conditions, and to participate in discussions that will promote development of a co-operative solution to problems in the working environment. The policy of the Branch is to obtain compliance by persuasion and education.

Prosecution was necessary in one case in which compliance could not be obtained by normal methods. In that case, it was also necessary to obtain a court order to improve both the working conditions and the manufacturing process that involved the production and packaging of asbestos-bearing material.

The Branch continues to enjoy the co-operation of the major mining-and forest-related industries of the Province in its long-term program of upgrading and improving environmental conditions in the work place. Although a large part of this program has now been completed, the Branch continues to monitor the occupational environment.

One arbitration decision resulted in the formation of an overview committee to assist labour and management in finding solutions to health and safety issues. The Branch is represented on the committee and considerable progress has been made toward improving working conditions. In the case of new factory construction, or additions and alterations to existing buildings, the *Act* requires that architectural and engineering plans and specifications be submitted to an inspector for examination and approval prior to the start of construction. The objective is to ensure that all requirements of the *Act* and regulations are met, and to avoid costly changes after completion. Plans and specifications for 852 proposed projects were approved by the Branch during 1978. The 2 per cent reduction in plan approvals since 1977 reflects a slowdown in the construction of commercial and industrial projects in British Columbia.

Throughout the year, the Branch continued to provide consultative services to employers, architects, consulting engineers and construction companies concerning design and performance standards for building systems and services. The purpose of this program is to assist employers in providing working environments suited to the number of employees, and to the industrial process and the materials being used.

The Branch, in co-operation with the other provinces, is working to determine the need for a uniform labelling system for hazardous industrial materials. Adequate labelling would inform employers and employees of the exact chemicals contained in the material, and the precautions to be taken. The objective is to reduce industrial exposure to toxic chemicals, and to reduce the need for subsequent inspection and control at the user or plant level. The Branch developed several educational programs aimed at providing basic instruction and guidance in designing and maintaining environmental systems. A program titled "Light, an Aid to Sight" uses visual aids to show the relationship of good illumination to visual comfort, safety and productivity. Participants are instructed in the use of basic calculations required to design and evaluate lighting systems.

Maintenance procedures and energy conservation methods are also demonstrated. A 17-page booklet containing this information is available for distribution.

The Branch has continued to provide its services throughout British Columbia from its main office in Burnaby and seven regional offices located in Victoria, Nanaimo, Chilliwack, Kamloops, Kelowna, Nelson and Prince George. During 1978 the service provided in the more heavily industrialized regions of Nanaimo and Prince George was improved by relocating a second inspector to each office.

As part of its summer student employment program for 1978, the Branch employed a second-year student from UBC to research and develop an inventory of work places in the Province. This information will be used to identify and locate industrial establishments, program inspection cycles, and manpower requirements, and to establish priorities. The information obtained will enable B.C. Systems Corporation to program a suitable inventory and internal control system during 1979. Expectations for 1979 are that Branch programs will provide labour, management, and persons involved in building-systems design with improved service in the areas of energy conservation and consultation.

Elevating Devices

The safety of freight and passenger elevators, escalators, moving walkways, hoists, specialized lifts for the handicapped, lift platforms and midway amusement rides is the responsibility of the Elevating Devices Branch.

Each device undergoes an acceptance inspection prior to being licensed and registered for public or commercial use. Subsequent to acceptance, periodic inspections ensure that all installations are maintained in a safe condition, and in accordance with applicable regulations. Any accident, equipment failure or other event that results in personal injury or damage to a device is investigated by the Branch. The Branch responds promptly to complaints from the public regarding the operation or condition of elevating devices by making special inspections or undertaking other appropriate action.

The competence of the industry that installs and maintains these devices is monitored regularly by a system of contractor registration, thus ensuring that those working on these devices are qualified.

The Branch provides a consultation service to the general public, owners or management groups, industry, and other government agencies. The legislation covering the safety of elevating devices and amusement rides is under constant review, and recommendations for policy or legislative changes based on safety experience, technological advance and the public need are submitted to the Minister.

During 1978 the Branch conducted a total of 8,028 inspections throughout the Province. These inspections resulted in the issuance of 9,765 directives requiring repairs or alterations to ensure that equipment was in safe operating condition. In addition, 372 engineering plans and specifications were registered for new installations and major modernization of existing equipment. This represents a 7.4 per cent increase in workload that has been absorbed by the Branch with no expansion of staff. Such improvements in productivity have been achieved through the implementation of new systems and more effective use of resources.

The Branch was represented at eight meetings of the Canadian Standards Associate Code Committee and participated prominently in the formulation of better safety standards for amusement devices, handicapped lifts, firefighters elevators, and conventional elevating devices.

During 1978 the Branch's arrangements with the federal government were continued. All elevating devices in buildings under federal jurisdiction throughout the Province were inspected. The elevating devices in British Columbia ferries were also inspected, and improved service was achieved.

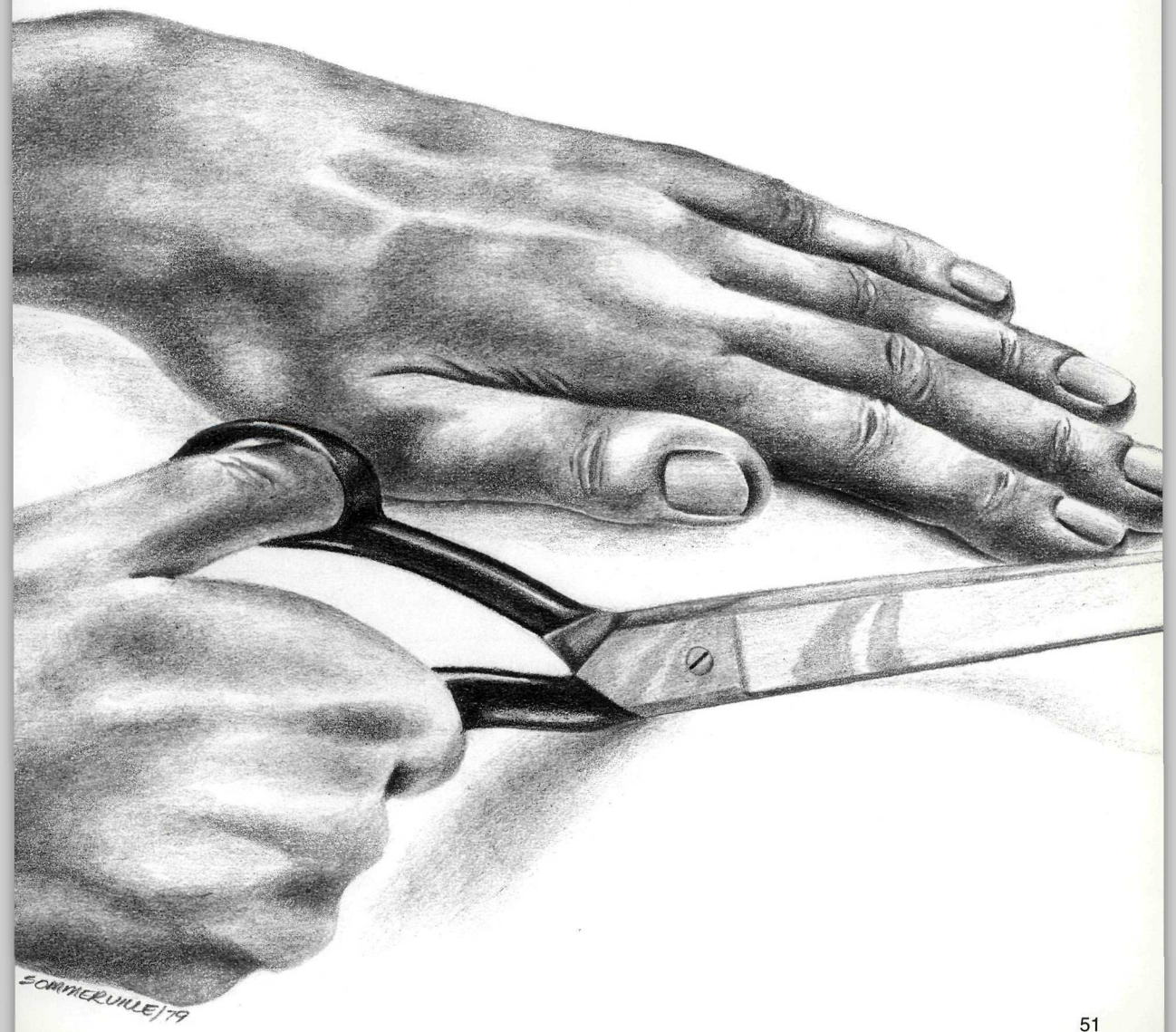
The most notable accomplishment of the Branch during the year was the assistance extended to handicapped persons in British Columbia. Expanded services included the introduction of realistic minimum safety standards for handicapped lifts, registration of all manufacturers and installers of wheelchair lifts, inspection and licensing of all such devices in public buildings, free consultation, and inspection of handicapped elevators in private residences at the request of owners. Arrangements have been made to ensure safe and convenient transportation and greater mobility for handicapped persons at the Vancouver International Airport, several major department stores, Simon Fraser University, and other public places.

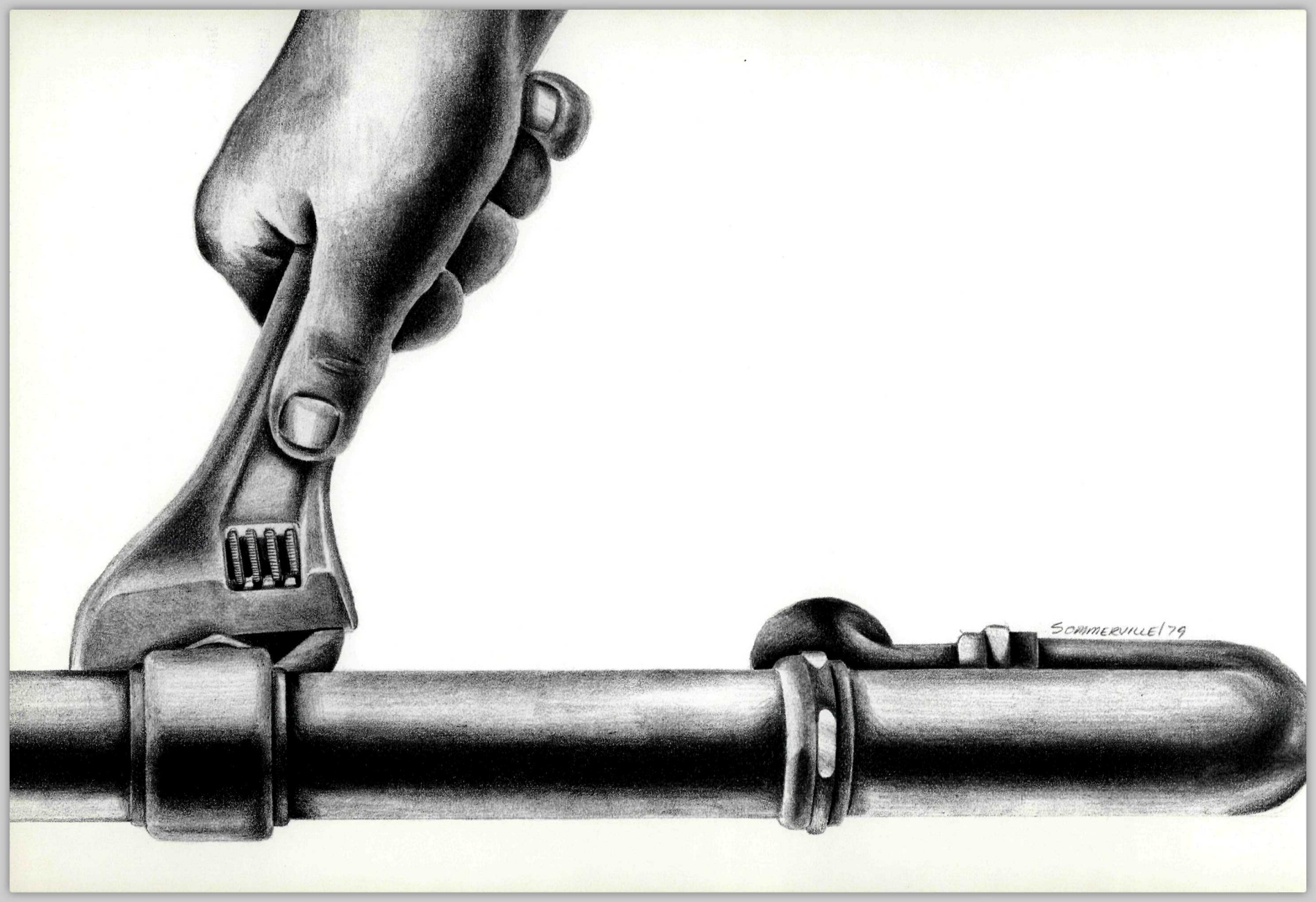
During 1978 the pulp and paper industry of British Columbia was invited to participate in a comprehensive elevator safety program. All companies responded favourably. By mid-year, after individual review of facilities and resources, 21 mills were extended Class B registration and permitted to carry out routine maintenance and emergency repair work previously restricted to a limited number of registered elevator contractors.

Staff education was again a major concern in 1978; and in addition to frequent training sessions, a three-day technical seminar was held in Parksville. Several staff members attended an industry-sponsored educational conference in Toronto, also with excellent results.

In 1978 all Branch records and operations were included in a computerized program, in order to provide a higher level of efficiency and public service. This program will enable the Branch to provide improved services in a constantly growing industry at a time when increases in personnel are unlikely to be forthcoming until some time in the future. The system will be in operation by mid-1979.

Requests for British Columbia elevator and escalator safety brochures came from as far as Alabama and Prince Edward Island.




SOMMERVILLE/79

Industrial Relations and Human Rights Programs

Introduction

Labour Standards

Mediation Services

Arbitration and Special Services

Human Rights

Introduction

1978 proved to be a significant year for industrial relations with the decision of the federal government to phase out its wage and prices anti-inflation program. The phaseout period began on April 14th, 1978 and terminated December 31st, 1978. Despite predictions that work stoppages would substantially increase once labour and management assumed full responsibility for collective bargaining decision making, the transition in British Columbia, at least, took place with much less difficulty than many had anticipated.

Although man-days lost through labour disputes in both federal and provincial jurisdictions increased in 1978 over 1977, the estimated total of 753,000 lost man-days was approximately half the level recorded during the years 1974-76. Of the 1978 total, 421,363 man-days, or 66 per cent, were lost in industries under provincial jurisdiction. One of the federal disputes, occurring in the telecommunications industry in early 1978, was the largest single dispute of the year, accounting for 290,000 lost man-days.

On the positive side, collective agreements covering thousands of employees were negotiated and completed without work stoppages. In this connection, the 1978 settlement in the B.C. construction industry is of special interest. On February 15th, 1978, in a landmark decision, the Labour Relations Board issued a judgment to the effect that "the unit appropriate for collective bargaining in building construction in this Province must be multi-trade in scope." Subsequently, under the auspices of the B.C. and Yukon Building Trades Council, a voluntary bargaining council was established. For the first time in B.C. history, all of the trades representing up to 40,000 workers settled with representatives of the construction industry in one round of bargaining. It is significant to note that there were no work stoppages, nor was there a need for third-party assistance. Some of the other larger agreements successfully concluded during 1978 involved 300 employees in the transportation industry, 4,100 in the food industry, and 4,000 in the fishing industry.

On February 2nd, 1978, the Lieutenant-Governor in Council passed strike and lockout vote regulations, which became effective March 1st, 1978, to govern votes as prescribed in Sections 81 and 82 of the *Labour Code*. In addition, on December 8th, 1978 the Legislature, in special session passed Bill 46, the *West Kootenay Schools Collective Bargaining Assistance Act*. This step brought to an end a protracted strike-lockout affecting several units of British Columbia's educational system.

The Minister subsequently appointed Dr. Noel Hall of the University of British Columbia as special mediator in an effort to assist the parties in concluding terms of settlement for revised collective agreements. The Bill also provided for binding arbitration for disputes in which mediated settlements were not achieved.

Section 11 of Bill 46 also provided, upon proclamation, for the inclusion within the *Essential Services Disputes Act* of colleges and boards of school trustees, universities, institutions as defined in the *Colleges and Provincial Institutes Act*, municipalities, regional districts, and improvement district corporations under the *Water Act*. Earlier, on August 15th, 1978, the Minister of Labour had appointed three distinguished industrial relations practitioners to membership in the Essential Services Advisory Agency: Clive McKee, a well-known mediator and arbitrator, as chairman; Gordon Anderson, a former international vice-president of the International Association of Fire Fighters; and Edward Strang, a labour relations consultant and former president of the B.C. Maritime Employers Association.

The Mediation Services Branch of the Ministry was involved in a record 434 disputes in 1978, and the 337 applications received during the year were also the highest recorded. Of the 279 cases completed in the calendar year, the Ministry's mediators reported 232 settlements, which represents a success ratio of 83 per cent.

Throughout the year, the Ministry provided speakers and panelists for trade union and employer organizations and educational establishments. Officers of the Ministry also met for formal and informal exchanges with labour ministry officials from other jurisdictions. Ministry representatives attended the annual conference of the Canadian Association of Administrators of Labour Legislation at St. Andrews, New Brunswick, the annual conference of the Association of Labour Relations Agencies in Boston, Massachusetts, the International Labour Organization in Geneva, and the National Association of Government Labour Officials in Jackson, Wyoming.

Labour Standards

The Labour Standards Program Branch administers a large number of statutes, orders, and regulations affecting the quality of the work place and the conditions of employment of most employees. The diversity of its programs is reflected in the variety of statutes affecting labour in British Columbia. These include the *Payment of Wages Act, Minimum Wage Act, Control of Employment of Children Act,* and *Annual and General Holidays Act.*

Inspections and investigations are conducted by Branch industrial relations officers who also pursue educational duties and help to administer compliance with the *Labour Code* and the *Human Rights Code.*

During 1978, Branch industrial relations officers made a total of 61,116 calls and investigations in connection with the enforcement of labour standards legislation. Adjustments totalling $2,119,128.43 were made on behalf of 12,130 employees by 4,368 employers. The majority of payments were the direct result of the inability of employers to meet payroll commitments owing to financial instability.

The Branch continues to represent employees who are denied payment as a result of a business failure. Such representation involves the auditing of employers records and the documenting of the employee's claim with the receiver or trustee responsible for the liquidation.

The primary intent of the Branch is to obtain voluntary compliance with these statutes through education and persuasion. Only in extreme cases does the Branch resort to litigation to obtain compliance. Under the *Payment of Wages Act,* which is the main vehicle for wage recovery, the Board of Industrial Relations issued 738 certificates. In addition, 561 demand notices were issued to persons and institutions owing money to employers who, in turn, owed unpaid wages to employees. Acting as representatives of the Board, officials of the Labour Standards Branch are responsible for the enforcement of these certificates. Such action involves the use of demands, writs of seizure and sale, and certificates of judgment.

The Branch is also responsible for registering employment agencies in the Province. After a thorough investigation to determine the extent of compliance with the provisions of the *Employment Agencies Act,* registrations of $50 were issued to 104 employment agencies.

In addition, 323 permits were issued under the *Employment of Children Act,* authorizing the employment of children under the terms and conditions of the permit. In every case, applications were thoroughly investigated to ensure that the proposed employment would not be injurious to the employees, or adversely affect their scholastic and educational standards.

Statistical data on a number of the Branch's activities during 1977 appear in Tables 1 to 3 on page 70.

Officers of the Branch are located in Victoria, Vancouver/Burnaby, Chilliwack, Williams Lake, Prince George, Terrace, Dawson Creek, Kamloops, Nelson, and Cranbrook.

Mediation Services

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

During 1978, offices of the Branch were involved in a total of 434 disputes: 337 occurred in 1978, 8 involved no official appointments, and the remaining 89 were carried over from 1977. In addition, the officers were involved on a continuing basis in 22 disputes, subsequent to the report of the officer. Of the 279 cases completed during 1978, mediation officers assisted in the successful settlement of 232 of them, or 83 per cent of the total.

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

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

The Branch maintains files of copies of collective agreements and certifications that are available for scrutiny by trade unions and employers on request. Throughout the year, the Branch also maintained contact with a variety of conciliation and mediation services in Canada and the United States for the purpose of exchanging information on matters of administration, legislation, trends, and problems of mutual interest and concern.

Arbitration and Special Services

Arbitration and Special Services Branch advises the Minister of Labour on the appointment of arbitration chairmen in grievance and interest disputes. The Branch prepares and publishes arbitration award summaries, keeps a close watch on the international labour scene, stays abreast of developments in the field of labour legislation, and represents the Ministry at national and international conferences.

The Branch maintains an inventory and statistical profile of arbitration awards in the Province, and provides information about these awards to interested parties. Copies of awards may be viewed at the office of the Director of Arbitration and Special Services, 880 Douglas Street, Victoria, B.C., or may be obtained at a charge of 25 cents a page (to a maximum of $2.50). Cheques or money orders should be made payable to the Minister of Finance.

Award summaries are published monthly in the Ministry's *Labour Research Bulletin,* and copies are forwarded for publication in *Labour Arbitration Cases* and *Western Labour Arbitration Cases.*

The Branch deals with submissions to the Minister regarding arbitration boards. In addition, it responds to matters coming from the International Labour Organization, and determines the extent of compliance with ILO Conventions and Recommendations.

Arbitration Awards

Although there may have been a very slight decline in the use of private arbitration to resolve those disputes arising during the term of collective agreements, there was an increase in the use of the Labour Relations Board, under Section 96 of the *Labour Code,* for the purpose of resolving rights disputes. In all, 340 arbitration awards were filed with the Minister, two per cent less than the 351 filed in 1977. Of these awards, 149 were the decisions of arbitration boards, and 191 were the decisions of single arbitrators.

Most arbitration boards are selected by the parties to a collective agreement. The *Code,* however, states that if there is a failure to appoint or constitute an arbitration board under a collective agreement, the Minister, at the request of either party, shall make such appointments as are necessary to constitute a board. In 1978, the Minister made 41 such appointments, 26 of which were for chairmen of arbitration boards, and 15 for single arbitrators.

One hundred of the awards handed down in 1978 dealt with the discharge of employees. In discharge 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 213.8 days. The shortest length of time required by an arbitration board to deal with a discharge case was 28 days; the longest was 1,319 days. The shortest length of time required by a single arbitrator to deal with a discharge case was 31 days; the longest was 643 days. 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 1978 is outlined in Table 5 on page 71. Table 6 on page 71 indicates the average number of days required to complete arbitration cases in 1978.

The Branch regularly prepares material that enables the Ministry to respond to industrial relations issues of concern to the Province that are raised by other national and international bodies such as the Canadian Association of Administrators of Labour Legislation (CAALL), the Organization of Economic Co-operation and Development (OECD), and the International Association of Governmental Labour Officials (IAGLO).

In 1978, the Branch was involved with issues related to Canada's endorsement of the two United Nations Covenants: one respecting Civil and Political Rights, the other respecting Economic, Social and Cultural Rights. The Branch prepared and co-ordinated provincial reports dealing with current law and practice in these areas, and submitted these reports to the Continuing Federal-Provincial Committee of Officials Responsible for Human Rights. George Bishop, Director of Arbitration and Special Services, was one of the Ministry representatives who attended meetings and conferences held to consider these new initiatives.

In order to help prepare the Canadian position on ILO questions, the Branch provides the International and Provincial Affairs Branch of Labour Canada with information about British Columbia's response to such issues. As a result of these efforts, the Branch is often able to initiate action directed toward the improvement of provincial legislation. James G. Matkin, Deputy Minister of Labour, was a member of the Canadian delegation attending the 64th Session of the International Labour Organization Conference held in Geneva, Switzerland in June 1978.

The Branch also 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. Tenure generally ranges between six months and two years. Further details may be obtained from the Branch. (See Tables 5 and 6 on page 71).

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Human Rights

The *Human Rights Code* is based on the principle that all persons are free and equal in dignity and rights. Under the legislation, every person has the right to equal opportunity, and equal access to employment, tenancy and public services, regardless of race, colour, ancestry, place of origin, religion, sex, marital status or other characteristics. It is the role of the Human Rights Branch to administer the *Code.*

The Human Rights Branch is responsible for investigating complaints of discrimination, and endeavouring to conciliate settlements acceptable to all sides. In 1978, 704 formal complaints were handled by the Branch, of which 520 were new complaints and 184 were cases carried over from 1977.

During the year, 379 cases were closed. Of these, 62 per cent resulted in the disclosure of evidence of discrimination, and settlement of these complaints was achieved. In 15 per cent of the cases, investigation failed to reveal evidence of discrimination. Another 9 per cent of the complaints filed were withdrawn and 10 per cent were not pursued, owing to a lack of interest by the complainant. One per cent of the complaints did not come within the jurisdiction of the *Code.*

When the Branch is unable to bring about a settlement of a complaint, the case is submitted to the Minister of Labour, who may call for a Board of Inquiry. The Board hears the evidence, interprets the statute, either dismisses or upholds the complaint, and orders such compensation and restitution as it deems fit. Three per cent of the total number of cases handled by theBranch were referred by the Minister to a Board of Inquiry.

During 1978, the Branch received over 4,100 calls and inquiries. A significant number of these were from employers seeking information and advice about the provisions and application of the *Code.* Often, policies and practices that might have led to a complaint under the *Code* were rectified through consultation of this kind.

The Branch also received calls and inquiries from persons who had encountered problems outside the jurisdiction of the *Code.* The problems were varied, and covered such areas as unjust dismissal; legal problems related to marriage breakdown; problems with government departments, housing and welfare; mental and emotional problems; and conflict with neighbours or co-workers. These were referred to appropriate agencies. Some 73 per cent of complaints investigated under the *Human Rights Code* dealt with job discrimination. The next largest category, 20 per cent, was related to public services; and 6 per cent fell in the area of tenancy.

Settlements

The following are examples of settlements worked out by the Human Rights Branch in 1977:

A woman was denied employment as a sheet metal worker because of her sex. The settlement included one month's salary and a promise to hire the woman for the next vacant position.

A restaurant owner, who fired a pregnant employee, resolved the woman's complaint by paying her compensatory damages amounting to one month's salary.

A plant manager requested two workers from a union hiring hall but specified that no Indo-Canadians were to be sent. The settlement included removal of the discriminatory hiring practice, an agreement to hire the Indo-Canadian complainant with full seniority rights, and compensation for the workdays he missed.

Three female insurance underwriters alleged that they were paid less than a male counterpart doing similar work. The settlement awarded them a pay difference totalling $2,500.

A landscaper refused to hire a female grass cutter. Settlement included compensatory damages amounting to the difference in a week's wages between what the complainant was making at the time of her application and the wages paid a grass cutter.

A construction superintendent laid off a 57-year-old carpenter because he wanted a younger man. Settlement included the carpenter's reinstatement in his former position, and payment of $900 for lost wages.

Twenty-two female janitors who had been paid less than males performing similar work, received a settlement of $50,000 in back wages and a guarantee of equal pay in the future.

An Indo-Canadian was denied employment because his religion required him to wear a turban and a beard. The settlement included $500 damages, a position with the company, and a change in the company's policy so as to accommodate religious belief.

A small business, which refused to hire a male secretary because of his sex, settled the complaint by offering him the next opening.

A heavy-duty machinery company refused to pay sick leave and long-term disability benefits to a female employee unable to work because of a pregnancy-related illness. Settlement included over $2,000 in disability benefits, and a guarantee to make a position available should the woman decide to return to work within six months of her delivery.

Settlements Prior to Board of Inquiry

A female employee of a regional district made a human rights complaint alleging discrimination when the district refused to hire her for a position as a waste-water monitoring technician. Prior to a hearing of the Board of Inquiry, the case was settled with payment of $2,000 to the claimant, an offer of employment in the next vacancy, and an agreement to abide by the provisions of the *Human Rights Code.*

A Sikh was suspended from his position as a security guard after he refused to shave his beard and wear a company cap in place of his turban. The Human Rights Branch took the position that an employer has the responsibility to try to accommodate the religious beliefs of an employee. The case was referred to a Board of Inquiry but was settled prior to the hearing with payment of $3,000 for lost wages, and an agreement to allow the Sikh to keep his beard and wear a turban in the company colours.

A female employee of a janitorial firm made a complaint alleging that the company had refused to hire her as a spray buffer (heavy-duty janitor) because of her sex. In a settlement agreement reached prior to the hearing, the janitorial company paid $800 damages to the claimant and $200 to the Human Rights Branch for expenses incurred in setting up a Board of Inquiry. The company also apologized to the employee in question and agreed that all applicants for heavy-duty janitorial work will be evaluated on individual merit without reference to the applicant's sex.

Boards of Inquiry

Of the 10 cases scheduled for a Board of Inquiry in 1978, four were settled prior to a hearing, and one was withdrawn by the complainant. Boards of Inquiry heard five cases, of which four were upheld and one dismissed on grounds of jurisdiction. Two of the cases that were upheld established significant legal precedents.

(1) Place of Origin.

A Board of Inquiry ruled that a private security firm had contravened Section 7 of the *Human Rights Code* by using application forms that inquired into the place of origin of the applicant and the applicant's spouse. The Board ordered the firm to cease contravening the *Code,* and to supply the Director of the Human Rights Branch with a copy of a revised application form.

(2) Pregnancy-Related Illnesses

A Board of Inquiry ruled that a school district policy of denying women the right to draw on accumulated sick leave benefits, when absence is caused or aggravated by pregnancy, discriminates without reasonable cause and must be removed. The Board ordered the school district to refrain from committing the same or similar contraventions of the *Code,* and a woman who had been denied benefits was paid $3,609 by the school board.

Educational and Community Activities

In addition to handling formal complaints, the Human Rights Branch is involved in information programs aimed at explaining the law and encouraging compliance with its principles. The Branch conducts workshops for schools, employers, unions and community groups, and provides resource persons to speak at seminars and conferences. A representative sample would include the Simon Fraser University International Students Club, the University of British Columbia School of Social Work, the Arbutus Rotary Club, Immigrant Services Centre, S.P.A.R.C. of B.C., Y.W.C.A., Y.M.C.A., Canada Manpower, B'Hai Faith, Kamloops Justice Council, B.C.I.T. Business Management, Abbotsford Diabetic Association, and Champlain Heights Community School.

Between May 9 and 12, 1978, the Branch and the federal department of the Secretary of State sponsored a Human Rights Conference for 300 high school students from around the Province. Students had the opportunity to discuss human rights on the local, national and international level, with speakers from various ethnic groups, women's groups, and organizations working for the handicapped. A post-conference evaluation showed that the conference was a great success and that students had gained an increased awareness of the many complex human rights issues in our society.

Occasionally, an educational program results from a formal complaint made to the Branch. Following a complaint from two Bangladesh students who were harassed on a city bus, the Branch embarked on an effort to alert bus drivers to the potential hazards of racial incidents, and produced a video tape for use in driver training. Currently, the Branch is exploring other methods of preventing racial harassment on buses. The possibilities include the installation of emergency siren systems and two-way radios on buses, human rights posters promoting pride in Canada's ethnic diversity, and a public education campaign. The Branch's Human Rights brochure has been translated into Punjabi, French and Cantonese and is now ready for distribution. The Branch is also about to make available a comprehensive public information kit containing the *Human Rights Code,* a number of special interest brochures, case summaries, and a human rights bibliography. For further statistical information refer to Tables 7 to 9 on pages 72 and 73.

SOMMERVILLE/79

Safety Engineering Programs

Introduction

Boiler Safety Inspection

Electrical Safety Inspection

Gas Safety Inspection

Building Standards and Research

Introduction

The Safety Engineering Services Division has been most successful in meeting its objective of providing a safe living and working environment for the people of British Columbia, as evidenced by the comparative statistical data on deaths, injuries to persons, and property loss presented in the reports of the Boiler Safety, Electrical Safety, and Gas Safety Inspection Branches in this Division.

The Division's mode of operations placed increased emphasis on the benefits to be acquired from providing safety services in co-operation with municipalities and industry. Both standards development and educational and inspectional programming continued to reflect the advantages of using a facilitative approach as opposed to a prohibitive one.

In order to encourage the best use of Division resources, the safety education content was increased through the option of improved information on safety for industry and the general public. For example, innovations were introduced in seminars and technical releases to assist the industry in becoming better informed and more knowledgeable about the latest standards and safety procedures. Appeals procedures were both adopted and further refined to ensure that persons subject to the rulings of enforcing authorities would be able to obtain an impartial hearing of any of their concerns.

Various Branch programs have continued to contribute to the National Standards Systems and, through representation on national code-making bodies, have ensured that such standards are appropriate for adoption in British Columbia. In addition, emphasis has been placed on participation by industry and society in the various systems for developing and interpreting regulations, and for reviewing procedures, in order to ensure that unnecessary complications and forms are eliminated.

Specific activities undertaken by the Division include: surveying plans and designs to ensure conformity with adopted safety standards; examining and certifying persons and equipment; investigating accidents and fires; inspecting installations; undertaking such educational functions as the organization of standards development meetings and code seminars; and disseminating information on new and amended requirements.

As part of the reorganization of Government in December 1978, the Division was transferred from the Ministry of Highways and Public Works to the Ministry of Labour. (See also Table 13 on page 77).

Boiler Safety Inspection

The purposes of the Boiler Safety Inspection Branch are the development and provision of a safe environment for the people of the Province in the area of pressure containment components. These objectives are reached through the development of standards and education, and the design of systems to prevent defects.

Numerous provincial committees meet regularly to discuss and develop safety codes and standards. These efforts are co-ordinated with and related to national and international technical and administrative committees. Educational activities are undertaken on a regular basis through consultations, meetings and seminars of both a technical and informative nature.

Greater emphasis and work has been directed toward preventing defects by placing greater responsibilities for quality control on the owner-user, installer and fabricator. As part of this process, design inspection and plant survey monitoring and auditing functions are being developed.

During the year the Branch was reorganized, and it now consists of a management team whose members have province-wide responsibilities for clearly delineated functions.

An expanding workload and changing activities continue to put tremendous strains on Branch personnel who, nevertheless, can feel justly proud of the level of service they provide. In addition to inspecting 13,300 installations, writing 1,750 reports on defects and hazards, and certifying 10,000 pieces of boiler equipment, staff members have actively promoted the concept of self-regulation to industry, contractors and tradesmen.

Over the year many potential hazards were corrected, low water conditions, safety valve faults, cracking of tubes and tube sheets, weld failures and corrosion being the more predominant. There were no fatalities attributable to pressure containment equipment failures for the year, and only minor injuries to persons. Table 14 on page 77 provides a more detailed summary of the activities undertaken by the Branch.

Electrical Safety Inspection

The Electrical Safety Inspection Branch is primarily responsible for ensuring a safe electrical environment for the citizens of the Province at home, at work and at leisure. Many aspects of electrical safety involve personal commitment and, for this reason, the Branch fulfils its role best through education, safety standards development, and an inspection service.

The Branch, whose head office is located in Vancouver at 501 West 12th Avenue, has divided the Province into nine geographic areas or regions. Regional offices are located in Saanich (Victoria), Parksville, New Westminster, Abbotsford, Kamloops, Kelowna, Prince George, Terrace and Cranbrook. Local or district offices are also located in Duncan, Nanaimo, Port Alberni, Courtenay, Campbell River, Powell River, Mission, Langley, Chilliwack, 100-Mile House, Williams Lake, Salmon Arm, Vernon, Penticton, Quesnel, Dawson Creek, Fort St. John, Prince Rupert, Smithers, Vanderhoof, Trail, Nelson and Revelstoke. The feasibility of opening two additional district offices to provide improved service to industry and the public is being investigated at present.

By Ministerial Order the Branch has established two advisory committees. The first of these, the Electrical Safety Review Committee, is composed of representatives of a broad cross section of the electrical trade and industry, and concerns itself with broad safety and procedural issues. This Committee has worked with the Branch to develop an appeals procedure that will be employed pending legislative changes necessary for adoption of a formal appeals process. The second Committee, the Electrical Wiring and Equipment Standards Committee, is a subcommittee of the ESCR, and concerns itself with technical matters and standards. Various ad hoc committees and task forces are formed from time to time to study and prepare recommendations regarding specific items of interest or concern.

In addition to standards work at the provincial level, the Branch actively participates in standards work at the national level as a member of the Canadian Standards Association Advisory Council on Electrical Safety, and the Committee on the Canadian Electrical Code, Part I. Furthermore, at the request of the Canadian Standards Association for increased regulatory agency participation in the formulation and review of standards for the manufacture of electrical equipment, the Branch participates in subcommittee activities related to 28 separate CSA electrical equipment standards. The Branch has also been asked to participate in the development and review of a number of international electrical standards under the auspices of the International Electro-technical Commission.

The Branch's responsibilities also include the examination and certification of persons aspiring to become electrical contractors. During 1978 a total of 631 such examinations were written, and the success rate was 63.5 per cent. In addition, eight examinations were held for electrical inspectors, and assistance was provided to the Fire Marshal's office during the examination of 25 candidates for the position of motion picture projectionist. The Branch gathers, analyses and summarizes information concerning electrical fires, accidents and injuries caused by electrical equipment.

The purpose of this activity is to determine the cause of each such incident so that proper evaluation and assessment can be made of the adequacy, interpretation, and application of rules and regulations related to electrical safety. It should be noted that a difference between the number of electrical incidents investigated by the Branch and those reported by the Fire Marshal exists because the Fire Marshal's reports include electrical fires in automobiles, boats, aircraft, and other similar sources that do not fall within the Branch's jurisdiction.

Even though safety activities are given high priority, accidents and fires continue to occur because of the ease with which electrical equipment can be abused, improperly used and misapplied. Perhaps the clearest example of the latter classification during 1978 has been the number of fires that occurred as a result of blanketing recessed lighting fixtures in thermal insulation.

This problem, first detected as a side effect of the federal government's Energy Conservation Program, also arises in new homes in which insulation has been permitted to blanket recessed lighting fixtures. Working in conjunction with the provincial Fire Marshal, joint news releases related to the problem were carried in the press; in addition, public service television coverage was arranged, and this was considered sufficiently newsworthy to be given national coverage over the CBC network. As indicated by Table 15 presented on page 78, and verified by other published indicators, the construction industry has experienced a slowdown over the past few years. The year 1978 appeared to be following this trend, but increased activity occurred during the fourth quarter. At that time, the value of building permit statistics began to show a slight but apparently significant increase over 1977 figures. Branch statistics related to the number of electrical permits issued displayed a corresponding increase. The Branch keeps these statistics under constant review, with the goal in mind of optimum use of the Branch's resources of manpower and facilities.

The Branch also provides an inspection and approval service for specialty electrical equipment that does not bear evidence of certification by a recognized testing agency. Activity in this field varied from that of the previous year; a decrease in the number of applications received was being offset by an increase in the number of pieces of equipment for which Branch examination and approval were sought.

The Branch examines plans for large electrical installations and approves them if they are found to comply with regulations. Early in 1978 the Branch introduced a procedure that produced a significant decrease in the number of sets of plans required to be

submitted. The procedure now requires a judgment decision on the part of the submittor; the submittor need submit only one set of plans for the installation, but if he or she requires an approved set of plans for records, extra sets must now be submitted. Approval or modifications required are now indicated by means of an approval notice. This procedure introduces a saving of the inspector's time and a reduction in the cost to industry.

Gas Safety Inspection

The Gas Safety Inspection Branch is reponsible for ensuring that the distribution of natural gas and gas-air mixtures, and their use in gas appliances, whether in industry or in the home, are installed in a safe manner.

Some of the functions of the Branch include: on-site inspections; field testing and certification of gas equipment; examining and licensing of gas fitters; certification of contractors and municipal inspectors; designing of surveys; investigation of all gas incidents; and processing of appeals.

The Branch has undergone a further reorganization and a reassignment of geographical areas to improve the provision of services to the trade and the general public. Some of the activities of head office staff have now been transferred to the regional offices, a move that has speeded up the issuing of permits.

During the year, several meetings were held with representatives of the electrical trade, construction industry, and other ministries and municipalities, to deal with common concerns and areas of conflict and overlap. Although such conflict sometimes occurs when two or more authorities have been involved, their incidence has been greatly reduced.

The Gas Safety Review Committee has been established by a Ministerial Order. The function of the Committee is to consider and advise the Ministry on acts, rules, regulations, equipment standards, appeals processes, and any other matters pertinent to the gas inspection service. The Committee is already reviewing drafts of two sets of regulations, and it is hoped that these will be ready for adoption this spring.

The work load of the Branch was reduced slightly during 1978, with a decrease of about 20 per cent in appliance certifications and a similar decrease in the number of new designs checked. This is somewhat offset by an increase of 13 per cent in the issuance of gas permits. The number of gas contractor and gas fitter licenses issued in 1978 remained fairly constant.

There were 30 special investigations during the year, including 12 fires, 4 explosions, and 14 other incidents that caused one fatality — an alleged suicide — 5 injuries, and 32 near asphyxiations. Table 16 on page 78 presents more statistical information on the activities of this Branch.

Building Standards and Research

Building Standards and Research Branch provides a complete technical advisory service on the use and applications of the *B.C. Building Code,* together with all related regulations and standards. This service includes an evaluation of any changes proposed to the *Code,* and an assessment of new building materials to be adopted by the Province. In order to supply such a service effectively, the Branch maintains close contact with the federal government and with standards branches in other provinces. The technical advisory service is supplied to other ministries in the provincial government, and to those members of the public connected with building construction.

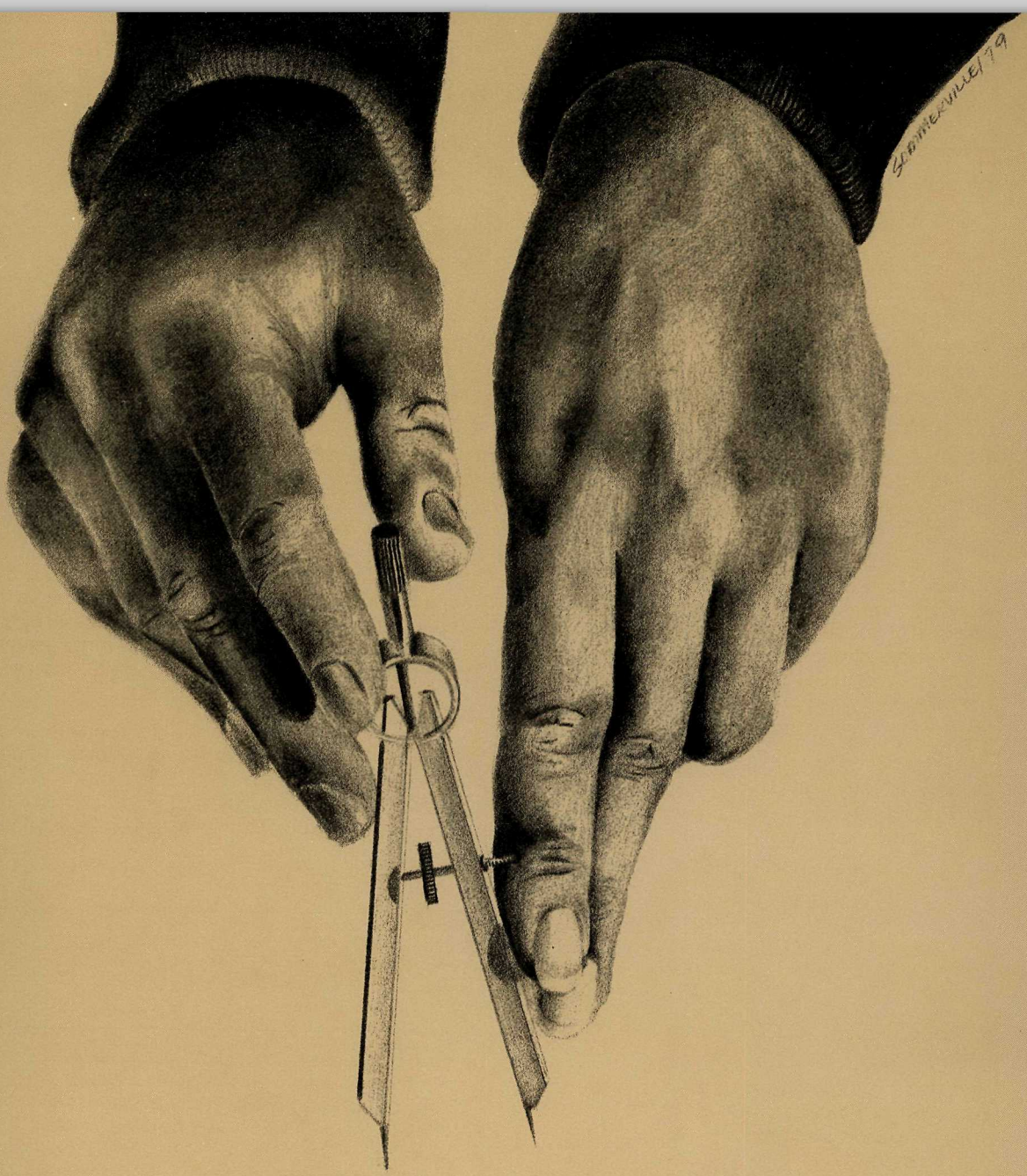
During the year, the Branch completed the drafting of a proposed new section of the *B.C. Building Code,* which dealt with accessibility for the handicapped in new buildings. A series of seminars to be conducted throughout the provinces are currently being prepared. Audiovisual and documentary aids will be used in these seminars to familiarize designers, owners and inspection authorities with the requirements of the new section.

A member of the Branch acts as chairman of the Building Code Appeal Board, which dealt with over 100 appeals in 1978. The Branch also undertakes the research necessary to determine appeals and, by providing opinions acceptable to both parties, can assist in disagreements and eliminate the need for formal appeals. Staff members represented the Province at meetings and seminars across Canada that dealt with a variety of subjects, including log housing and energy conservation. In addition, the Branch provided guest speakers and workshop leaders for specific groups.

Work continued on the preparation of a new education program designed to certify building inspectors. The first course dealt with housing. In order to be up to date on the many types and problems associated with such a program, staff members completed similar courses offered by codewriting organizations in the United States.

The Branch has carried out extensive investigations into overlapping legislation and regulations that affect building standards. Each specific item of duplication has been identified, and the manner in which it should be amended has been proposed to other concerned ministries.

In December 1978, the Building Standards Branch was transferred from the Ministry of Public Works to the Ministry of Labour without any disruption to its activities.


SOMMERVILLE/79

Boards and Commissions

Board of Industrial Relations

Boards of Review, Workers' Compensation Act

* The annual reports of the Labour Relations Board, the Workers' Compensation Board, and the Human Rights Commission are submitted separately to the Legislature through the Minister of Labour.

Board of Industrial Relations

The Board of Industrial Relations is a quasi-judicial body appointed under the *Minimum Wage Act.* It performs various functions under the *Annual and General Holidays Act, Hours of Work Act, Minimum Wage Act, Payment of Wages Act,* and *Truck Act.* Its responsibilities include making regulations and orders to establish conditions of labour and employment; reviewing and recommending changes to minimum wages; establishing hours-of-work regulations; issuing overtime permits and variance in hours of work; establishing orders regulating the observance of, and pay for, general holidays; and the issuing and enforcing of certificates for the recovery of unpaid wages.

Pursuant to the *Minimum Wage Act,* the Board of Industrial Relations established four regulations during 1978 exempting certain employees from the Act.

The Board considered numerous applications for overtime permits, and when 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 acommodate short-week, flextime, and other working arrangements.

The Board confirmed many certificates for wages owing under the *Payment of Wages Act.* (For details, reference should be made to the Labour Standards Table 1 on page 70). Several requests for exemption from section 15A of the Act were also dealt with. During the year, the Board held 47 regular meetings and 52 hearings throughout the Province.

Boards of Review

The boards of review obtain their jurisdiction under Part I of the *Workers' Compensation Act.* Section 76A of that *Act* provides that the Lieutenant-Governor-In-Council shall establish boards of review, each one of which is comprised of a chairman and two members. One member of each board is recommended for appointment by an organized group of employers, and the other is recommended by an organized group of workers.

The boards of review provide an independent forum in which appeals related to decisions of the Workers' Compensation Board can be considered. The boards of review may consider the decision of an officer of any department of the WCB, provided that the decision concerns a worker. In practice, the bulk of appeals are from decisions made at the claims adjudication level, with infrequent appeals filed regarding original decisions made by other departments of the Board. A decision of a board of review may subsequently be appealed to the Commissioners of the WCB. An appeal to a medical review panel on a medical issue only is also available to a worker or employer at any level of appeal.

The worker or employer filing an appeal may request a meeting with a board of review, but if no such request is received, an appeal is determined in their absence. The structure of a meeting, if requested, is intended to be informal, and is generally conducted on an inquiry rather than on an adversary basis. The boards of review are given power, by regulation, to conduct such inquiries as they feel are necessary to determine an appeal. Their decision is to be based on the results of those inquiries, together with other information and submissions provided by the interested parties to the appeal. The regulations made under section 76A direct that the practice of courts of common law is not to be initiated, and they further empower the boards of review to determine their own procedures.

The boards of review are required to render their decisions in writing. The decision must contain the findings of the panel considering the appeal, together with their reasons in support of that decision.

In 1978 four separate panels performed the work of the boards of review until a fifth was appointed and commenced sittings in November of 1978. Each of the panels serve on hearings both at the main office in Burnaby and at various locations throughout the Province.

Early in 1978 the boards of review were concerned about the excessive time necessary to convene a meeting following filing of an appeal for hearing at the main office or in cities outside the Lower Mainland. Efforts have been directed toward reducing the waiting time; currently meetings are set, on the average, between six weeks and two months after receipt of the Notice of Appeal.

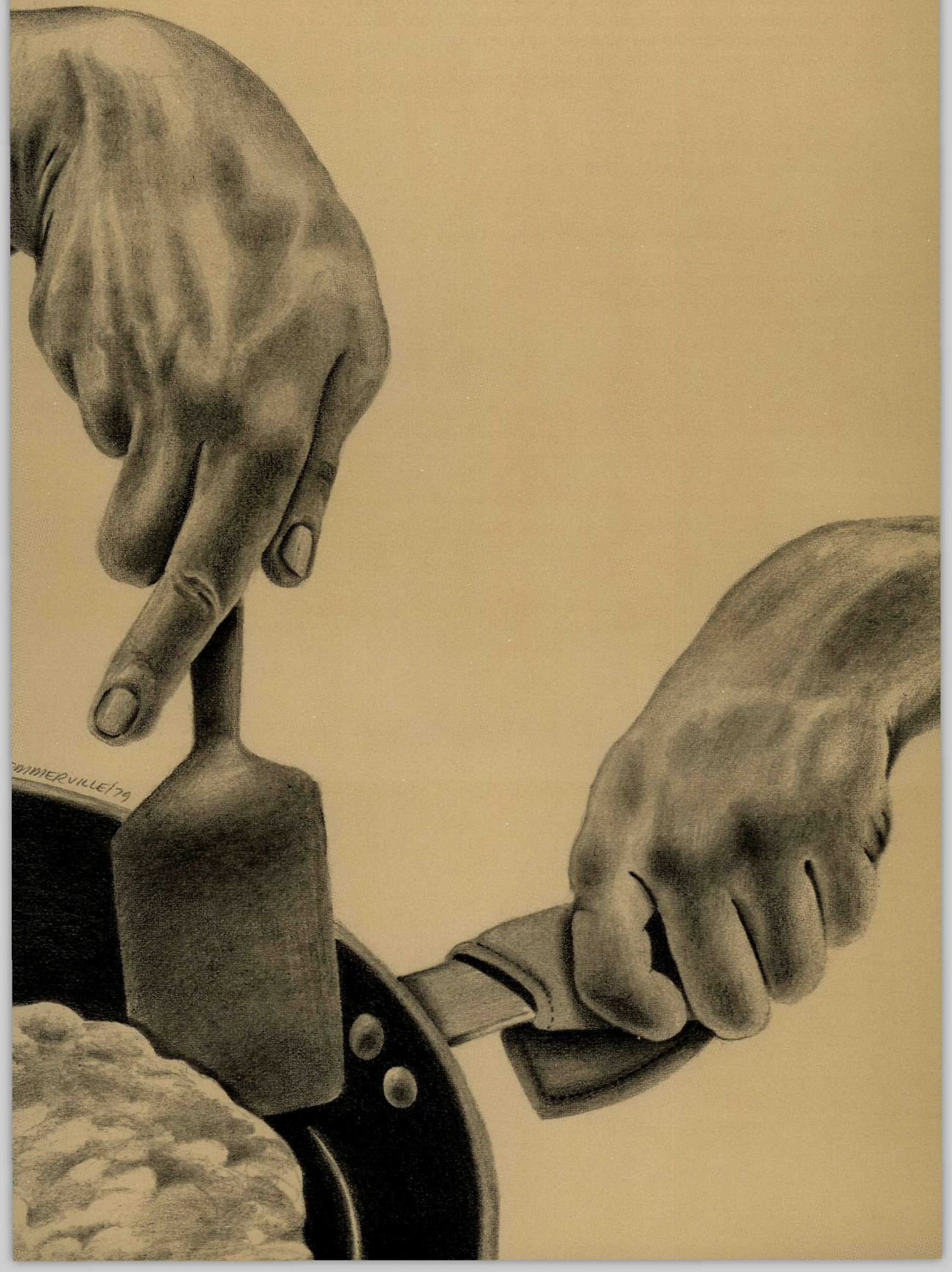
Between 1974 and 1977, there was a steady increase in appeals not completed by the boards of review by year-end. Despite a rise in the number of appeals from 1,864 to 2,155 in 1978, the number of incompleted appeals has since decreased. As of December 31st, 1977, there were 1,494 cases before the boards of review, compared with 1,238 cases by December 31st, 1978. This represents a current backlog of approximately 450 cases, the balance being made up of appeals that are either waiting to be checked in, or are set for hearing, or are likely to be disposed of within the current month. It is expected that the fifth board of review will help clear up a significant part of the current backlog during 1979, notwithstanding the current increased level of appeals being received.

Of the appeals adjudicated in 1978, 97 were made by employers, of which 77 were subsequently disallowed by the boards of review. Workers' appeals totalled 2,041 during the same period, and 1,148 were disallowed.

More than 1,050 of the appeals received in 1978 were directed against decisions in which the applications of workers had been disallowed in the first instance. Over 800 appeals involved the refusal to reopen claims; and another 537 were initiated by workers who believed either that their claim had been closed permanently, or that timeloss benefits had been terminated prematurely. (See Tables 17 to 21 on pages 78 and 79).

Back injuries — 1,085 in 1978 — continued to account for the majority of claims. The relative importance of other types of injury are presented in Table 21, on page 79.

Statistics



Labour Standards

Table 1 — Payment of Wages Act

	1977	1978
Certificates made under Section 5(1) (c)	905	738
Certificates confirmed under Section 5(2) (a)	727	611
Certificates cancelled under Section 5(2) (b) (ii)	34	28
Certificates cancelled and remade under Section 5(2) (b) (i)	45	25
Certificates paid before confirmation	77	67
Certificates paid before filed in Court	55	28
Certificates confirmed under section 5(2) (b) (i) filed with Registrar of:		
County Court	711	569
Supreme Court	13	11
Appeals under Section (5)4	2	3
Demands made under Section 6(1)	620	561

Table 2 — Comparison of Investigations and Wage Adjustments, 1977 and 1978

	1977	1978
Inspections and Investigations	61,116	49,855
Annual and General Holidays Act		
Firms involved	1,004	1,078
Employees affected	1,340	1,359
Arrears Paid	$135,859.65	$169,113.91
Minimum Wage Act		
Firms involved	234	224
Employees affected	378	374
Arrears Paid	$59,479.96	$49,746.04
Payment of Wages Act		
Firms involved	3,150	3,319
Employees affected	9,922	10,397
Arrears paid	$1,901,197.01	$1,900,768.48
Total Adjustments	$2,096,536.62	$2,119,628.43

Table 3 — Summary of Permits Issued, 1978 Under Control of Employment of Children Act

	Burnaby	Cranbrook	Chilliwack	Dawson Creek	Kamloops	Kelowna	Nanaimo	Nelson	Prince George	Terrace	Victoria	Williams Lake
Amusement	9						2			4	1	2
Automobile	2	5	2		3	1	5		2	1		
Catering	26	20	7	6	16	8	5	5	2	8	6	5
Construction	2							2		3	5	
Laundry, cleaning & dyeing industry	2							1		2		
Manufacturing	9						2			4	1	2
Mercantile	7	4	4			1	1			1	2	
Miscellaneous	2			1		1						
Shipbuilding												
Transportation				1						1		
Totals	65	32	13	8	21	13	14	9	5	20	15	8

Mediation Services

Table 4 — Analysis of Mediation Services for 1978

	1978	1977
Appointments continued from previous year	89	76
Appointments made	337	227
No official appointment	8	12
Total	434	315
Appointments rescinded	37	12
Appointments continuing	118	89
Total appointments completed	279	214
Settlements —		
During term of officer's appointment	202	165
Following officer's report	22	11
No official appointment	8	12
Total settlements	232	188
Employers involved	826	866
Bargaining units involved	855	881
Employees involved	64,644	79,758

Arbitration and Special Services

Table 5 — Frequency of Occurrence of Issues Reported in 1978

Issue	Frequency of Occurrence	Issue	Frequency of Occurrence
Allowances	2	Policy grievance	1
Annual vacation	1	Probationary employee	8
Annual vacation pay	1	Promotion	7
Arbitrability	12	Recall	2
Benefits	2	Reinstatement after injury	1
Call-time	2	Retirement	1
Contracting out	6	Retroactivity	1
Damages	5	Reclassification & re-evaluation	6
Demotion	5	Scheduling hours	6
Discharge	100	Seniority	31
Disciplinary action	15	Severance pay	3
Dismissal	1	Sick leave	2
Estoppel	1	Statutory holiday pay	2
Hiring policy	1	Substitution pay	1
Hours of work	8	Suspension	34
Illegal strike	1	Technological change	2
Interpretation	54	Termination	2
Job classification	18	Terms of agreement	18
Job posting	13	Timeliness	2
Jurisdictional dispute	1	Transfer	1
Layoff	15	Union representation policy	1
Leave of absence	8	Union security	2
Management rights	3	Wages	20
Mandatory retirement	1	Work assignment	3
Overtime	10	Work stoppage	2
Past practice	1		

Table 6 — Average Number of Days to Complete Arbitration Cases in 1978*

	Single Arbitrators	Arbitration Boards
Date of discharge to date of award	197.1	257.1
Date of appointment by Minister to date of award	97.1	94.4
Date of hearing to award date	27.9	47.8

*Not all awards contained the data necessary to prepare the above statistics.

Human Rights

Table 7 — Number of Complaints Investigated, by Section of the Human Rights Code

Section	Total Complaints	Settled by Officer	Unsubstantiated	Referred to Board of Inquiry	Held Over to 1979	Withdrawn	No Jurisdiction	Not Pursued	Total Handled 1978
Discriminatory publication	1-4	0-1	0-1	0-0	0-2	0-0	0-0	1-0	5
Discriminatory public facility	38-102	21-26	6-7	0-1	6-64	3-1	0-0	2-3	140
Discriminatory property purchase	0-0	0-0	0-0	0-0	0-0	0-0	0-0	0-0	0
Discriminatory tenancy	12-27	9-14	0-1	0-0	2-9	0-2	0-0	1-1	39
Discriminatory wages	7-18	3-4	2-1	0-0	2-10	0-1	0-1	0-1	25
Discrimination in employment advertising	20-74	5-36	1-1	1-0	4-36	0-1	0-0	9-0	94
Discrimination by trade unions and occupational associations	4-11	0-3	0-0	0-0	3-8	0-0	0-0	1-0	15
Retaliation	2-5	0-1	0-0	0-0	1-3	0-1	0-0	1-0	7
Totals	184-520	75-161	26-27	3-10	41-284	12-23	2-3	25-12	704

Note: Figures in left-hand column indicate 1977 complaints handled during 1978.
Figures in right-hand column indicate complaints opened in 1978.

Table 8 — Number of Complaints Investigated Under the Human Rights Code, by Nature of Complaint

Nature of Complaint	Total Complaints	Settled by Officer	Unsubstantiated	Referred to Board of Inquiry	Held Over to 1979	Withdrawn	No Jurisdiction	Not Pursued	Total Handled 1978
Race and color	33-118	16-31	4-10	1-0	5-72	2-3	0-0	5-2	151
Sex	92-200	38-65	8-6	1-4	26-107	5-12	0-1	14-5	292
Sex and marital status	8-12	5-7	1-0	0-0	1-3	0-1	0-1	1-1	20
Marital status	6-34	6-11	0-1	0-2	0-14	0-3	0-0	0-3	40
Religion	5-13	2-5	2-0	0-1	1-7	0	0	0-0	18
Place of origin	3-17	0-10	1-1	1-0	0-5	1-1	0-0	0-0	20
Ancestry	1-6	0-2	1-0	0-0	0-4	0-0	0-0	0-0	7
Age	5-41	1-10	2-5	0-1	0-24	1-1	0-0	1-0	46
Political belief	2-2	1-0	0-0	0-0	0-2	1-0	0-0	0-0	4
Criminal conviction	4-8	1-1	0-1	0-0	1-5	0-0	1-1	1-0	12
Without reasonable cause	23-64	5-18	7-3	0-2	6-38	2-1	1-1	2-1	87
Retaliation	2-5	0-1	0-0	0-0	1-3	0-1	0-0	1-0	7
Totals	184-520	75-161	26-27	3-10	41-284	12-23	2-3	25-12	704

Note: Figures in left-hand column indicate 1977 complaints handled during 1978.
Figures in right-hand column indicate complaints opened in 1978.

Table 9 — Nature of Complaints Investigated Under the Human Rights Code, by Section

Section	Race and colour	Sex	Sex and marital status	Marital status	Religion	Place of origin	Ancestry	Age	Political belief	Criminal conviction	Without reasonable cause	Retaliation	Total handled in 1978	Per cent of complaint
Discriminatory publication	1	2	1								1		5	½
Discriminatory public facility	66	27	5	11	1	3	2				25		140	20
Discriminatory property purchase	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Discriminatory tenancy	18		6	15									39	5½
Discriminatory wages		25											25	3½
Discrimination in employment advertising	3	59	2	3	2	5	1	18	1				94	13
Discrimination in employment	61	167	6	11	15	12	4	28	3	12	60		379	54½
Discrimination by trade unions and occupational associations	2	12									1		15	2
Retaliation												7	7	1
Total handled in 1978	151	292	20	40	18	20	7	46	4	12	87	7	704	
Per cent of complaints	22%	40%	3%	6%	2½%	3%	1%	7%	½%	2%	12%	1%		

Board of Inquiry

Table 10 — Activities of the Boards of Inquiry

	1975	1976	1977	1978	TOTAL
Number of cases referred to Board of Inquiry by Minister of Labour	23	11	8	10	52
Number of hearings scheduled	16	11	11	10	49
Number of cases settled prior to hearing	5	4	4	4	17
Number of cases withdrawn	—	—	—	1	1
Number of hearings held	11	7	7	5	30
Number of cases upheld	9	5	5	4	23
Number of cases dismissed	2	2	2	1[1]	7

[1]The Board ruled that complaint fell under federal jurisdiction.

Apprenticeship and Industrial Training

Table 11 — Summary of Apprentices in Trades

Trade or Occupation	Terms in Years	Year of Apprenticeship Being Served: First	Second	Third	Fourth	Fifth	Total Number of Apprentices in Training	Completed in 1978
Air compressor and pneumatic tool mechanic	4	1	1		1		3	
Aircraft —								
Maintenance mechanic	3	7	2				9	
Painter	2		1				1	
Anvilman	3			1			1	
Armature winder	4		1	3	2		6	3
Autoglass installation	3	1					1	
Automatic Transmission Repair	4	10	9	7	3		29	6
Automotive —								
Body repair	4	112	92	54	78		336	76
Electrical and tune-up	3	10	11	7			28	3
Electrical	3		2	1			3	
Machinist	4	6	11	7	7		31	12
Mechanical repair	4	329	315	251	234		1,129	265
Painting and refinishing	2	22	24				46	23
Parts, warehousing and merchandising	3	33	27	41			101	26
Radiator manufacturing and repair	3	8	13	14			35	3

Apprenticeship and Industrial Training
Table 11 — Summary of Apprentices in Trades

Trade or Occupation	Terms in Years	Year of Apprenticeship Being Served: First	Second	Third	Fourth	Fifth	Total Number of Apprentices in Training	Completed in 1978
Trimming	4	5	4		2		11	4
Baking	3	32	32	20			84	11
Bandsaw benchman	3							
Barbering	2	29	67				96	50
Benchman — Lumber manuf. industry	1	14					14	21
Blacksmith	4	2	1	1			4	3
Boatbuilding	4	16	10	5	10		41	6
Boilermaking	4	5	3	1	6		15	3
Boilermaking (erection)	3	24	29	25			78	19
Bookbinding[1]	4	5	4	5	2		16	10
Bookbinding[2]	2	3	5				8	9
Bricklaying	4	25	41	46	65		177	36
Cableman	3	3	3				6	
Carman	4	8	9	12	4		2,309	589
Carpentry	4	313	387	396	460		1,556	495
Cement mason	3	9	5	3			17	6
Circular saw filer — Lumber manuf. industry	1	34					34	30
Cladding	2	2	10				12	6
Collator	4			1			1	
Compositor	5	6	2	3	2		13	3
Construction millwright — lumber manuf. industry	4	2	2	5	4		13	4
Cooking	3	37	37	20			94	15
Cutting machine operator	5							
Dental —								
Mechanic	4	8	4	8	7		27	1
Technician	4	12	13	25	16		66	20
Diesel								
Engine machinist	4				1		1	
Engine repair	4	11	21	17	16		65	10
Fuel injection	4			1			1	1
Domestic radio and TV servicing	4	11	10	3	7		31	10
Draftsman —								
Construction	5							
Hull	5			1			1	
Mechanical	5							
Drapery making	2							
Dressmaking and dress designing	2		1				1	
Drywall								
Finisher	3	13	17	29			59	10
Installer	3	23	51	19			93	12
Electric Metering	3		7	4			11	
Electrical								
Construction section	4	165	264	279	329		1,037	265
Marine section	4			1	2		3	
Neon section	4	2	2	3			7	
Electrical								
Shop section	5	1	8	7	15	5	5,485	1,487
Appliance repair	3	4	7	7			18	
Motoring	3		1				1	
Operator	3.5		9	3			12	5
Electro plating	4	1		1	2		4	1
Electronics	4	1	1	2	1		5	
Audio and radio servicing	4	1					1	
Commercial antenna TV	4	3	1	3	15		22	17
Industrial	5	1	1	1		1	4	
Instrument repair and calibration	5	1					1	
Marine	4		1	1			2	1

Apprenticeship and Industrial Training
Table 11 — Summary of Apprentices in Trades

Trade or Occupation	Terms in Years	Year of Apprenticeship Being Served: First	Second	Third	Fourth	Fifth	Total Number of Apprentices in Training	Completed in 1978
Panels and controls	4							
Radio communications	4	2	2	2	1		7	
Sound communication	4		3	1	5		9	
Telecommunications	4				4		4	4
Technician	4	7	3	3	5		18	5
Elevator mechanic	4							
Embalming and funeral directing	2	6	5				11	7
Farm machinery mechanic	4	2	4		1		7	1
Floor covering	3	28	33	28			89	30
Floor laying (hardwood)	3		1				1	
Florist	2	3					3	
Folding machine operator	5							
Forklift mechanic	4				1		1	1
Front end aligning and brake service	2	18	10				28	15
Front end aligning and frame straightening	4	6	3	3	2		14	1
Fur finisher	2							
Gas fitting	4	2	5	1	1		9	
Glassblowing (scientific)	4							
Glazier	4	48	51	57	40			196
Graphic Arts	5							
Hairdressing	2	159	525				684	486
Heat and frost insulation	4	10	29	36	24		99	15
Heavy-duty mechanic	4	271	324	319	182		1,096	280
Hydraulic servicing	5			1			1	2
Inboard/outboard mechanical repair	4	11	15	7	6		39	2
Industrial —								
Electrical	4	95	109	135	149		488	144
Instrumentation	5	16	20	17	17	20	90	20
Mechanic	4							
Warehousing	3	10	9	8			27	
Ironwork	3	48	81	42			171	77
Ironwork	4							
Jewellery —								
Engraver (machine)	2		2				2	2
Manuf. and repair	4	12	9	6	4		31	7
Joinery (benchwork)	4	31	37	51	36		155	42
Lathing	4							
Leadburning	4		3				3	2
Letterpressman	4	1	2	1	1		5	1
Lineman	3	34	50	50			134	41
Lithography —								
(5-6 years)	6		2				2	
Artist	5		1	1	1		3	
Camera	5	4	1	4	3	3	15	2
Platemaking	5			2	1		3	
Preparation	5	7	6	3	1	1	18	1
Press feeder	2		1				1	3
Pressman	4	16	13	18	13		60	10
Stripping & assembly	5	1	1	1		3	6	2
Loftsman	5							
Machinist	4	95	78	47	66		286	89
Machinist fitter	4	4	2	1	4		11	2
Maintenance mechanic	4							1
Maintenance mechanic (pipeline)	4				2		2	5
Marine engine repair	4	7	5	9	4		25	4
Marking & stamping device technician	5		1	1	1		3	
Meat cutting	3	32	26	10			68	4
union indentured	2.5	3	21				24	12
Millwright	4	149	163	171	159		642	180

Apprenticeship and Industrial Training
Table 11 — Summary of Apprentices in Trades

Trade or Occupation	Terms in Years	Year of Apprenticeship Being Served: First	Second	Third	Fourth	Fifth	Total Number of Apprentices in Training	Completed in 1978
Motorcycle repair	4	2		2			4	
Moulding	4	1	2	1	8		12	5
Moulding & coremaking	4		1		1		2	
Multilith operator	4							
Office-machine mechanic	4	13	13	3	3		32	3
Oil-burner mechanic	4	7	4	4	1		16	1
Optical technician	4							
Ornamental ironwork	4							
Orthodontics	4							
Painting & decorating	3	59	67	72			198	38
Partsman	3	46	55	31			132	27
Patternmaking	5	1	1			3	5	
Piledriving & bridgeman	3		3	10			13	10
Plastering	4	5	2	1	4		12	2
Plastic & rubber fabrication	4	4			6		10	
Plastic fabrication	3							
Plastic sign making	4		1				1	
Plumbing	4	84	118	147	184		533	141
Power saw repair	2		1				1	1
Practical horticulture	4	14	13	9	6		42	18
Practical nursing	1							
Precast concrete moulder	1							
Printer (5 to 6 years)	6	9	15	17	18	12	71	14
Printing (flexographic)	2	1					1	1
Refrigeration	4	28	27	20	53		128	38
Rigger sailmaker	4	2			1		3	
Roofing — damp & waterproofing	3	28	23	33			84	31
Sailmaking	4			1			1	1
Saw fitter — lumber manuf. industry	2	42	49				91	63
Saw making & filing	4			2	1		3	
Sewing machine mechanic	3							
Sheet-metal work	4	98	85	100	90		373	112
Ship & boatbuilding ind.	4							
Ship plater	4	1	3	1	1		6	1
Shipbuilding	4							
Shipwright	4	9	4	6	11		30	8
Sign painting	4	6	3	6	4		19	8
Silversmithing & plating	5	1					1	1
Small engine repair	4	9	6	5	5		25	4
Springmaking	4	2					2	
Sprinklerfitting	4	1	18	9	29		57	27
Standard transmission repair	3			1			1	
Steam engineer	4							
Steamfitting & pipefitting	4	48	59	52	100		259	59
Lumber manuf. industry	4	4	1	1			6	3
Steel fabrication	4	53	54	24	45		176	56
Tailor	2							
Telecontrol technician	5	5	1	9		1	16	6
Tile setting	3	7	6	17			30	3
Tire repair	2	5	4				9	4
Tool & die maker	5	1	4	2	3	2	12	2
Truck body building	4	2	1				3	
Truck mechanic	4							
Upholstery	4	8	9	4	5		26	1
Watch repairing	5		2	1	1		4	
Welding	3	14	17	18			49	
Winder electrician	4	17	12	2	2		33	
TOTALS		3,146	3,919	2,990	2,608	51	12,518	3,909

Table 12 — Tradesmen's Qualification Certificates and Exemptions Issued in 1978

Trade	Certificates Issued	Exemptions Issued
Automotive body repair	81	
Automotive mechanical repair	381	
Boilermaker (erection)	16	
Bricklaying	40	
Carpentry	603	
Cook	39	
Heavy-duty mechanic	344	
Industrial electrical	209	
Industrial instrumentation	42	
Ironwork	93	
Joinery (benchwork)	44	
Lumber manufacturing industry —		
Benchman	18	
Circular saw filer	30	
Saw fitter	41	
Machinist	111	
Millwright	401	
Oil-burner mechanic	19	
Painting and decorating	107	
Plumbing	163	13
Radio and TV, domestic	20	
Refrigeration	66	2
Roofing, damp and waterproofing	51	3
Sheet metal	108	2
Sprinkler fitting	54	2
Steamfitting and pipefitting	102	8
Totals	3183	30

Safety Engineering Programs

Table 13 — Activities, Safety Engineering Division

Inspections conducted	161,086
Work permits issued	76,602
Home-owner permits	10,300
Equipment certified	22,431
Examinations given	7,425
Individuals or contractors certified or licensed	15,737
Investigations conducted	400
Plans examined or designs surveyed	4,786
Meetings or seminars conducted	614
Written recommendations and reports on defects and hazards (estimate)	16,350
Fatal accidents	6
Injuries (serious)	49
Property loss	$8,500,000
Licence suspensions and prosecutions	16

Table 14 — Activities, Boiler Safety Inspection

Inspections concluded	13,300
Work permits issued	760
Equipment certified	1
Examinations given	6,400
Individuals or contractors certified	7,700
Investigations conducted	205
Plans examined or design survey	1,430
Meetings or seminars conducted	350
Written recommendations and reports on defects and hazards	1,750

Table 15 — Investigations, Electrical Safety Inspection and Municipal Authorities

	Electrical Safety Inspection	Municipal Authorities
Fatalities (human)	5	—
Fatalities (animals)	1	—
Electrical burns[1]	8	4
Electrical shock	3	1
Broken limb from fall	—	1
Failure of equipment (no fire)	17	4
Overhead line contact without injury	2	1
Fires —		
Attributed to human failing	11	4
Attributed to damage or substandard wiring	28	—
Undetermined origin	35	—
Equipment failure	28	—
Non-electrical causes	11	—
Miscellaneous	1	—
Total	150	15

[1]More than one person was injured in some incidents; therefore the total number of persons suffering burns was 13.

Table 16 — Activities, Gas Safety Inspection

New designs checked	2,700
Appliance certifications	1,600
Gas permits	16,919
Gas fitter examinations	361
Gas fitter licences issued (new)	200
Gas fitter licences renewed	2,801
Gas contractor licences issued or renewed	958
Prosecutions	1
Licence suspensions	5
Special investigations —	
Explosions	4
Fires	12
Other incidents[1]	14

[1]1 fatality, 5 injuries, 32 near asphyxiations

Boards of Review

Table 17 — Appeals Considered

	1976	1977	1978
Appeals received	1905	1884	2155
Appeals adjudicated	1196	1513	2411
Appeals pending at year-end	1125	1494	1238

Table 18 — Results of Appeals

	1977	1978
Workers appeals allowed	689	893
Workers appeals disallowed	880	1148
Employers appeals allowed	8	20
Employers appeals disallowed	62	77
Miscellaneous dispositions (appeal suspended, no appealable issue, no extension of appeal period, etc.)	174	273
Totals	1513	2411

Table 19 — Meetings Held

Month	Vancouver	Out of Town	Cancellations
January	85	38	6
February	102	42	4
March	100	41	7
April	100	42	6
May	72	86	6
June	75	73	7
July	46	60	3
August	35	40	7
September	60	40	3
October	69	95	7
November	74	91	9
December	63	21	8
Totals	881	69	73

Table 20 — Issues Dealt With on Appeal

Claimants Appeal:	
Disallow	1055
Refusal to reopen	811
Finalled prematurely	428
Time-loss benefits refused	109
P.P.D. award refused	107
P.P.D. insufficient	271
Medical aid refused	33
Surgery refused	35
Repairs or replacements refused	55
Rate of compensation	29
Commutation	15
Other	93
Widow/Widower/Dependents:	
Death in the course of employment	3
Death from industrial accident or complications thereof	0
Discontinued benefits	0
Other	2
Employers Protest:	
Not within scope of employment	87
No injury	40
Not in industry under Part I	1
Cost allocation (affecting claimant)	2
Other	18

(Some appeals involve more than one issue; therefore the above totals exceed the total number of appeals.)

Table 21 — Classification of Injuries

Abdomen	20	Fatal	8
Allergies	8	Feet	68
Ankles	64	Fingers	54
Arms	94	Glasses	55
Asthma	8	Groin	42
Back	1085	Hands	85
Burns	5	Head	69
Buttocks	4	Hearing loss	0
Chest	39	Hemorrhoids	0
Dermatitis	9	Heart	3
Ears	6	Hepatitis	2
Elbows	72	Hernia	80
Eyes	35	Hips	71
Face	17	Inhalation	18

Table 21 — Classification of Injuries

Knees	292	Silicosis	5
Legs	145	Sinus	2
Mental stress	5	Staph infection	0
Mononucleosis	0	Stomach	6
Multiple	175	Tailbone	2
Neck	109	Teeth	7
Paraplegic	0	Throat	2
Pelvis	7	Thumb	21
Poisoning	3	Toes	4
Respiratory problems	7	T.B.	0
Ribs	17	Undetermined	9
Shoulders	188	Whiplash	2
Sides	13	Wrists	87

Acts Administered by the Ministry of Labour

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* Annual and General Holidays Act (R.S. 1960)	.25
Apprenticeship and Training Development Act (1977)	.25
Boiler and Pressure Vessels Act (R.S. 1960)	.30
* Control of Employment of Children Act (R.S. 1960)	.25
Electrical Energy Inspection Act (R.S. 1960)	.25
Elevator Construction Industry Labour Disputes Act (1974)	.25
* Employment Agencies Act (R.S. 1960)	.25
Essential Services Continuation Act (1974)	.25
Essential Services Disputes Act (1977)	.25
Factories Act (1966)	.30
Gas Act (R.S. 1960)	.25
* Hours of Work Act (R.S. 1960)	.25
Human Rights Code of British Columbia (1973)	.25
Labour Code of British Columbia (1973)	.50
* Maternity Protection Act (1966)	.25
* Minimum Wage Act (R.S. 1960)	.25
Ministry of Labour Act (R.S. 1960)	.25
* Payment of Wages Act (1962)	.25
Public Construction Fair Wages Act (1976)	.25
Railway and Ferries Bargaining Assistance Act (1976)	.25
* Truck Act (R.S. 1960)	.25
West Kootenay Schools Bargaining Assistance Act (1978)	.25
Workers' Compensation Act (1968)	.80

Other Statutes Affecting Employees

Barbers Act (R.S. 1960)	.25
Coal Mines Regulation Act (1969)	1.20
* Deceived Workmen Act (R.S. 1960)	.25
Fire Departments Hours of Labour Act (1960)	.25
Fire Departments Two-platoon Act (R.S. 1960)	.25
Hairdressers Act (R.S. 1960)	.25
Hospital Services Collective Agreement Act (1976)	.25
Labour Regulation Act (R.S. 1960)	.25
* Master and Servant Act (R.S. 1960)	.25
Mechanics' Lien Act (R.S. 1960)	.30
Mines Regulation Act (1967)	.75
Woodmen's Lien for Wages Act (R.S. 1960)	.25

Copies of the foregoing Acts and Statutes are available, at the prices indicated, from: Queen's Printer, Legislative Buildings, Victoria, B.C. V8V 1X4. Please make your cheque payable to the Minister of Finance.

* Plans are underway to consolidate these Acts in a single Labour Standards statute.