



## CHAPTER 48

### An Act to amend the Women's Minimum Wage Act

[Assented to, the 19th of February, 1932]

**HIS MAJESTY**, with the advice and consent of the Legislative Council and of the Legislative Assembly of Quebec, enacts as follows:

**1.** Section 2 of the Women's Minimum Wage Act (Revised Statutes, 1925, chapter 100), as amended by the act 16 George V, chapter 33, section 1, and replaced by the act 20 George V, chapter 46, section 1, and amended by the act 21 George V, chapter 19, section 16, is again replaced by the following:

**"2.** The Lieutenant-Governor in Council may appoint, under the direction of the Minister of Labour, a commission consisting of four members. They, including one designated as president, shall be appointed by the Lieutenant-Governor in Council during good pleasure. Two of such members shall represent the employers and two the female employees. Three members of the commission shall form a quorum."

**2.** Section 4 of the said act, as amended by the act 20 George V, chapter 46, section 2, is replaced by the following:

**"4.** The jurisdiction of the commission shall extend to all the industrial establishments of the Province, as defined by sections 2 and 3 of the Industrial Establishments Act (Chap. 182), as well as to commercial establishments."

The commission is empowered, either by itself, by one of its members or by any person authorized by it for the purpose, to investigate the conditions and hours of work of girls and women employed in such establishments and of the wages paid to them.

Information, etc.

It may also examine the employers' books and pay-lists and exact from them all information it may judge necessary in connection with the work done by the girls and women employed by them."

R. S., c. 100, s. 6, replaced.

**3.** Section 6 of the said act, as amended by the act 20 George V, chapter 46, section 3, is replaced by the following:

Convening of conference.

"**6.** If the commission be of opinion that the wages or salaries paid in an industrial or commercial establishment, or industry or branch of any industry or in a trade, coming within the purview of this act, are insufficient, it may convene in a conference such number of persons as it may determine to decide upon the minimum wage or salary and the number of hours of work per week to which such minimum wage or salary shall apply.

Composition thereof.

The conference shall consist of one member of the commission chosen by the latter, who shall be president *ex-officio*, of an additional number of persons, as far as possible without interest in the dispute, also designated by it, and of representatives indicated to the commission, one-half by the employers and one-half by the female employees. If the employers or the female employees refuse or neglect to name their representatives, the commission shall itself name them.

Determining of minimum wage, etc.

After hearing the employers and the female employees, such conference shall, by the vote of the majority of the members constituting it, determine the minimum wage or salary to be paid to the class of female employees whose case has been referred to it, and the number of working hours per week to which such minimum wage shall apply. It may also establish the rate of wages or salary for any additional number of working hours in excess of the number of working hours per week determined by it.

Rules, etc.

The commission may enact such rules as it may deem necessary regarding the number and the selection of the members of the conference, and may determine the procedure to be followed thereat."

R. S., c. 100, s. 7, am.

**4.** Section 7 of the said act is amended:

*a.* By adding thereto, after the word: "wage", in the first line of the second paragraph thereof, the words: "the maximum number of working hours to which such minimum wage shall apply as well as the minimum rate for any overtime";

*b.* By replacing the word: "women", in the third line of the third paragraph thereof, by the words: "female employees".

**5.** Section 8 of the said act is replaced by the following: R. S., c. 100,

**"8.** The commission may, on the application of the em-<sup>s. 8, re-</sup>ployers or of the female employees, or of its own accord, <sup>placed.</sup> revise its decision at any time, by observing the same form-<sup>Revision of</sup>alities."<sup>decision.</sup>

**6.** Section 9 of the said act is replaced by the following: R. S., c. 100,

**"9.** The commission may issue special permits in favour<sup>s. 9, re-</sup> of girls or of women whose physical condition does not <sup>placed.</sup> allow of their doing the work of an ordinary female em-<sup>Special per-</sup>ployee, and allow them to work at lower wages than those <sup>mits in</sup> fixed in an order."<sup>certain case.</sup>

**7.** Section 10 of the said act is amended by adding R. S., c. 100, thereto, after the word: "age", in the second line thereof, <sup>s. 10, am.</sup> the words: "and for persons engaged in seasonal occupations".

**8.** This act shall come into force on the day of its <sup>Coming into</sup> sanction.<sup>force.</sup>

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