

C H A P. 11

An Act to provide for fixing a minimum wage for women

[Assented to, 17th of March, 1919]

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

1. This act shall be known as "The Women's Minimum Wage Act." Short title.

2. The Lieutenant-Governor in Council may appoint, under the direction of the Minister of Public Works and Labour, a commission consisting of three members, one of whom shall be the Deputy Minister of Labour or any other person designated by the Minister and who shall be the chairman thereof, and the two others shall be appointed by the Lieutenant-Governor in Council during good pleasure. One of such members may be a woman. Commission may be appointed.
Two members of the commission shall be a quorum. Quorum.

3. No member of the commission shall receive any remuneration for his services; but the commission may, with the Minister's approval, employ a secretary and incur such other expenses as may be necessary, the amount whereof shall be paid out of the consolidated revenue fund of the Province. Services to be gratuitous. Secretary, etc.

4. The jurisdiction of the commission shall extend to all the industrial establishments of the Province as defined in articles 3829 and 3830 of the Revised Statutes, 1909. Jurisdiction of commission.
The commission is empowered, either itself through one of its members or by any person authorized by it, to investigate the conditions of the work done by women in industrial establishments and of the wages paid them. Powers.

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 women employed by them.

5. The commission may hold its sittings at such places and times as it may fix, and summon to appear before it such persons as it deems to be in a position to give information either verbally or by producing books or documents. Sittings.

The summons shall be given in writing, signed by the commissioners or one of them, or by the secretary if the commission so order, summoning the person whose presence Power to summon.

is required to appear before the commission at the place and time specified, and, if need be, to produce before it all books, documents, papers and writings it deems of a nature to give it information. Such summons shall be served in the usual manner either upon the witness personally or by leaving a copy at his usual residence.

Penalty for failure to appear, etc.

Every person who has been duly summoned and who refuses to appear, to reply to any question, or to produce any document asked for, shall be liable to the penalties enacted by section 12 of this act.

Conference that may be convened.

6. If the commission is of opinion that the wages or salaries paid in an industrial establishment coming within the purview of this act, are insufficient, it may convene in a conference a number of persons who shall be selected one-half by the employers, and one-half by the employees, and add a number of disinterested persons to it. One of the members of the commission shall form part of such conference and preside at the same.

Wage to be determined.

After hearing the employers and employees, such conference shall, by the vote of the majority of the members constituting it, determine the minimum wage to be paid to the women employed in the special industry in question.

Rules, etc.

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

Decision to be submitted.

7. The decision of the conference shall be submitted to the commission, which may approve, reject or amend the same. It may order the holding of a new conference.

To be binding.

The decision of the commission fixing a minimum wage shall be binding upon employers and employees. It shall come into force sixty days after its publication in the *Quebec Official Gazette*, but the commission may extend such delay if circumstances so require.

To be sent to employer.

The decision shall be sent by registered letter to the employer, who shall post up a copy of it in a place in his establishment where the women affected thereby are working.

Revision of decision.

8. The commission may, on the application of the employer or employees, revise its decision at any time by observing the same formalities.

Special permits in certain cases.

9. The commission may issue special permits in favour of apprentices or of women whose physical condition does not allow of their doing the work of an ordinary work-

woman, in order that they may be employed at lower wages than those fixed by any order.

10. The commission may fix a special scale of wages for girls under eighteen years of age. Special scale of wages.

11. When an employer pays an employee wages lower than those fixed by the commission, such employee may recover the difference by a suit before any court of competent jurisdiction, either during the course of her engagement or after the same has ended. Employees may recover difference.

12. Every employer who employs a woman at wages lower than those fixed under the provisions of this act, after the decision of the commission has come into force, shall incur a penalty of not more than fifty dollars, recoverable on summary conviction before any court of competent jurisdiction. Penalty for employer.

13. This act shall come into force on the day of its sanction. Coming into force.

CHAP. 12

An Act to change the name of the county of "Ottawa" to "Hull" and to amend accordingly the Revised Statutes, 1909, the Code of Civil Procedure, and certain acts relating thereto

[Assented to, 17th of March, 1919]

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

1. The name of the district of "Ottawa" and of the county of "Ottawa" shall, for all purposes, be changed to "Hull". Change of name.

2. Paragraph 49 of article 67 of the Revised Statutes, R. S. art. 67 1909, as replaced by the act 2 George V, chapter 9, section 13, is amended: par. 49, amended.

a. By replacing the word: "Ottawa," in the column containing the names of the electoral districts, by the word: "Hull"; Change of name.

b. By replacing the word: "Ottawa", in the first line of the description of the said county, by the word: "Hull". Id.