

Consistent Attendance, Night School Popular

School's out for the holidays, this week for many adult schoolers attending Georgetown night classes. Those who don't break off for the Christmas recess this week, will conclude this half of the term next week.

Night school principal A. M. Baxter told The Herald that a feature of night classes this year has been the excellent class-

and consistent attendance by the students—a sure sign that they are enjoying the sessions as well as gaining from them.

Finished this week are the classes in advanced typing, conversational French, beginners' sewing and welding. Next week will see the Christmas recess start for ladies' keep fit,

upholstering, beginners' typing, advanced sewing and hostesses. Two hairdressing classes—Monday and Tuesday nights, conclude this week and next respectively.

All, with the exception of sewing course, resume in January.

Air Canada Pilot is Speaker at Fair Dinner

Air Canada pilot Charles Fogal was guest speaker when members of Georgetown Agricultural Society held their annual dinner Saturday in Knox Church Hall.

Mr. Fogal, a director and active worker for the society which operates the annual fall fair, took his audience on a plane trip from Vancouver to London, England, by way of Toronto. The trip, a matter of ten hours or so, is one which would have taken our grandparents up to six months to cover the same territory.

He likened air travel to the fall fair—"a simple operation made up of co-operation of a great number of people each doing their specific job to the best of their ability."

The first plane flight by the Wright Brothers lasted 12 seconds he said and could have been made inside the area of today's huge jet liners.

He detailed some of the important things which go into preparation for a flight—weather reports, plane maintenance scheduling, ticket procedure, baggage. The complication of routing as many as 14 planes at the same time, and these must stay at a minimum of 120 miles apart. And others are making the crossing in reverse at the same time period.

Fair board president Keith Webb was chairman at the dinner and among those who spoke were Cr. Wheldon Emmerson representing the town, Delmar French the township and representatives of Acton and Milton fair boards. Fred Wrigglesworth, a long time worker for the fair, was introduced.

Robert McMaster introduced head table guests: Harding Price thanked the church ladies who catered for the roast beef dinner and Mr. Fogal was introduced by Ken Ella and thanked by Stuart Hall.

Earl Burt was featured in musical selections with his own guitar accompaniment. A singing was in charge of Mrs. Delmar French and Mrs. Donald Lindsay. Mrs. Graydon Chester expressed thanks to those taking part in the program. Don Wingo said Grace.

Revolving Sign would Advertise County on Highway 401

If the price is right and Halton County council agrees motorists and sightseers in the area may soon spy a huge identifying sign slowly revolving on the top of the county administration offices.

Council has authorized staff to look into the feasibility of erecting the sign for advertising the county.

"I think there is a lot of merit to the idea" Acton deputy reeve Herb Hinton told council. "There are many different types of signs that could be investigated and brought back to council."

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He noted that a large illuminated sign on the top of the three storey building could be seen by motorists on Highway 401.

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THURSDAY, DEC. 5th, 1968

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L. M. BROWN, O.D.

OPTOMETRIST
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Notice to Employers & Employees

At 12.01 a.m. on January 1st, 1969, the new Ontario Employment Standards Act becomes law

The New Employment Standards Act provides minimum standards for overtime pay, holiday pay and vacation pay; protects against long hours; ensures equal pay for equal work for women workers; sets higher rates of minimum wages.

Ontario's employment standards program is concerned with the economic well-being of the Province's manpower resources. The new Act up-dates and broadens the minimum standards for wages and working conditions to safeguard workers against exploitation and to protect employers against unfair competition based on lower standards.

overtime pay
The Act provides that an employee will receive a minimum of one and one-half times his regular wage-rate for any work in excess of the maximum 48 hours per week. In addition to providing premium pay, this requirement is designed to curb the use of excessive overtime.

Special overtime provisions have been established for the following industries and may be obtained by writing the Employment Standards Branch of the Department: Sewer and Watermain Construction; Interurban and Municipal Transport; Local Cartage; Tourist Resort; Restaurant and Tavern; Fruit and Vegetable Processing; Taxi; Ambulance Service; Highway Transport and Road Building.

statutory holidays
A regular, full-time employee and certain categories of part-time employees who work on a statutory holiday must receive a minimum of one and one-half times their regular wage rate. The holidays are Christmas Day, New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day and Thanksgiving Day. Substitute holidays may be arranged with the approval of the Director.

hours of work
The working hours of an employee shall not exceed eight in the day and 48 in the week. However, under certain conditions a permit to work overtime may be obtained from the department. Employees whose only work is supervisory or managerial are exempted from the hours provisions of the Act. A girl under 18 years shall not be required to work more than six hours overtime each week.

Present Rate	New Effective	
	Jan. 1, 1969	Oct. 1, 1969
General Minimum \$ 1.00/hr	\$ 1.30/hr	\$ 1.30/hr
General Lower Rates (4 months max.) .50/hr	1.20/hr	1.20/hr
Construction Rate 1.25/hr	1.55/hr	1.55/hr
Student Rate, General .80/hr	1.00/hr	1.00/hr
First Month Summer .70/hr	.90/hr	.90/hr
Hotel, Tourist Resorts, etc. 1.00/hr	1.30/hr	1.30/hr
Hotel, Tourist Resorts, etc. (Seasonal) .50/hr	.70/hr	.70/hr
(Deductible allowance for room and board) 15.00/wk	17.00/wk	17.00/wk
Taxis—25% of proceeds, or Delivery & Shoe Shine Boys .75/hr	1.15/hr	1.30/hr
Ambulance Driver & Helper .60/hr	.90/hr	1.30/hr
	\$2.40/wk	\$2.40/wk

48 week is less than 48 hours per week. *Stat holidays, 1/2 hr, rounded 48 hr records kept.

equal pay for equal work



In order to protect the growing segment of women in the labour force the existing legislation covering equal pay for equal work under the Human Rights Code has been strengthened and transferred to the Employment Standards Act. This provision ensures that a woman who does the same job as a man in the same establishment is entitled to the same pay. The question of what is equal work will be determined on the basis of skill, effort, responsibility and working conditions.

THIRD SHIFT.
No girl under 18 years shall work in an establishment between midnight and 6 a.m. If a woman works on a shift that begins or ends between 12:00 midnight and 6 a.m. her employer must provide transportation from her residence to the job or from the job to her home.

vacations with pay
The Act provides that every employee shall be given an annual paid vacation of at least one week after one year of employment. The vacation pay must not be less than 2% of the total pay received in the year in which the vacation is given. When an employee works for a period less than one year he is entitled to 2% vacation pay for the period worked. After three years of employment the vacation pay must not be less than 4% of the annual earnings. The Vacation with Pay stamp book system for construction workers will be phased out between January 1, 1970 and June 30, 1970.

protection for homeworkers

Any person doing homework as defined in the new Act is now considered to be an employee and is protected by the legislation. Employers are required to provide a statement of wages and deductions to each employee at the time wages are paid. It must show: pay period, rate of wages, amount of wages, all deductions and the purpose of each, allowances and the net amount being paid the employee. Deductions include those authorized by the employee and such usual deductions as Unemployment Insurance, Income Tax, Canada Pension, Company Pension Plan and Hospitalization.

collection of unpaid wages



The department may now collect unpaid wages for an employee including the amount of wages due, overtime pay and vacation pay up to a maximum of \$1,000. Formerly collection could be made for wages only up to the level of the minimum wage.

NOTE
There are some industries in the province under the jurisdiction of the Federal Government such as banks, airlines, railways etc. These industries are covered by the Canada Labour Standards Code and are not under the jurisdiction of this Act. If you are in doubt which legislation applies to you, call the Employment Standards Branch (Telephone: 365-5251), for information.

The above is only a general summary of the Act. For more specific information regarding the Act and its regulations contact:

Employment Standards Branch
74 Victoria Street
Toronto 1A, Ontario



Interest is keen in Georgetown Night Classes welding course.



Yvonne Muir and Jyette Kirstensen in Beginners' Sewing.



Seasonal shopping? See HFC

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Hon. Dalton Bales, Q.C., Minister