



NORVAL HEIGHTS

NORVAL NEWS

Norval Brownies report a busy couple of months. A special enrollment evening was held early in November when eleven little girls joined Brownies. They were Susan Neuman, Dawn Steed, Lynn Terashita, Karen Cunningham, Linda Holmes, Jennifer Hildebrand, Yvonne Haan, Barbara Gage, twins Carolyn and Debrah McConnell and Christine Keess. Unfortunately Christine missed the ceremony due to mumps that developed that morning but she joined a couple of weeks later. During November and December they worked at Christmas crafts at their meetings.

On December 17 they held their Christmas party with a pot luck supper in the Presbyterian Church basement after which each group of sixers presented a skit. The enjoyable evening ended with the arrival of Santa Claus and gifts were distributed.

On December 28 the Brownies enjoyed a trip to Toronto where they saw the movie Robin Hood at the Westwood Theatre.

Plans for the future include a winter week-end camp during February.

The Brownies hope that you are saving your empty bottles for their next bottle drive planned for the spring.

SILVERWOOD

Mr. and Mrs. Ian Carmichael and family visited with Mr. and Mrs. J. Stull, Listowel on New Year's day.

Mr. and Mrs. Bill Campbell and family were with Mrs. Campbell for dinner on the holiday.

Mr. and Mrs. Clare Wilson invited all their family home for their New Year's dinner.

Mr. and Mrs. Fred Duffield of Stroud paid a short visit to Silverwood on the holiday.

Mr. and Mrs. Ironside held open house New Year's eve to all their neighbors.

Mr. and Mrs. Fred Bolton and family, Fort Erie were holiday guests with the Ironsides.

Mr. and Mrs. J. H. Duerkop of Tokyo, Japan were holiday guests with Mr. and Mrs. Harry Scott.

—Alicia F. Scott

'Hornby Loft' among pigeon breeders.

—Mrs. Dorothy McLean

Mr. John Gleeson and son Edward of Hornby started the New Year off with an excellent showing of their Show Roller pigeons at the Otter Valley Pigeon Show held in Woodstock recently. They entered eight birds in the old class and won six firsts, two seconds and reserve champion. They had four birds in the young class and won two firsts and two seconds and best young bird in the show.

Mr. Gleeson's grandson, 15 year old Martin, entered five birds in the Juvenile class and won five firsts and best of opposite sex.

The Gleesons have named their pigeon loft the 'Hornby Loft' and are now well on their way to making a name for the

ONTARIO OUTDOORS

by BOB OLLIVIER

Chimo (the greeting of the far north) I have been hunting, fishing and camping in Ontario long enough to know that there is no one way for all areas.

Each district has its own special method, and thereby its own special appeal. The topography creates its own climate and distinctive such as water quality, depth of water, trees and grasses, soil and rock formation. These all join forces and work either in favor or against the sportsman (or woman).

The winter months should not bring on dormancy for the fisherman. Ice fishing has already started and according to the Ministry of Natural Resources, fishing should be good. Whitefish spawned in great numbers this past fall in Lake Simcoe, and the Ministry staff tagged some 1,500 of the estimated 100,000 that moved into the shallow areas to spawn. If you catch a tagged whitefish, please report it to the Ministry of Natural Resources at their nearest office.

This will make for better sport for all of us. Lake trout are heavier than ever due to the tremendous increase in smelt, their prime food. This brings us to another aspect of ice fishing. If all else fails, there is always the smelt and perch. Some people fish for these pan fish in the spring time when the spawning run is on. Why not accept them in the winter?

GROUSE HUNT

Grouse are available to the hunter till January 15 and if you are fast on the gun you should do alright. Hunting pressure has little to do with grouse numbers. Whether hunted or not, 60-70 percent of all grouse die off before the next mating season.

Of course, the rabbit season is still open and will be till February 28 in our district (zone 4) and there is a good supply in some areas. However, in my last three times out, I have failed to get a single one. I have talked to other hunters and they have done quite well.

That, I guess, calls for a change of hunting areas for me. Let me know how you make out, whether hunting or fishing, and I will try to keep you informed of things concerning ONTARIO OUTDOORS.

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New Employment Standards

Read about these important changes...they affect most workers and employers in Ontario.

The New Minimum Wage

General, hourly	\$ 2.00
Learner Rate, hourly	1.90
Student Rate, hourly	1.65
Construction Rate, hourly	2.25
Ambulance Drivers and Helpers, Weekly Rate	96.00
Hourly Rate	2.00

New Rates for Room and Board

Room, weekly	\$ 8.00
Meals	85¢ each
Room and meals	17.00 weekly

Increased Vacation Pay

All employees are entitled to vacation pay accruing at the rate of 4 per cent of all monies earned on or after January 1st, 1974. No minimum period of employment is required to entitle an employee to vacation pay. After one year of service, employees are entitled to two weeks vacation with pay if service is for less than one year employees must receive vacation pay on termination of employment.

Overtime Pay

Beginning January 1st 1975, overtime pay of 1 1/2 times the regular rate will apply after 44 hours of work weekly. This premium rate now applies after 48 hours weekly.

Paid Statutory Holidays

This Year, qualified employees will be entitled to four statutory holidays with pay: Good Friday, Labour Day, Dominion Day, and Christmas Day.

Next Year, three additional paid statutory holidays will be added to the list: New Year's Day, Thanksgiving Day, and Victoria Day.

Qualifications

To qualify for a paid statutory holiday a worker must be employed for the three months immediately prior to the holiday, work on 12 of the 30 days preceding the holiday and work on his or her regular day of employment preceding and following the holiday.

If an employee agrees, an employer may, within 30 days, substitute another working day for the holiday. If a qualified employee, who does not have a substitute arrangement, works on a statutory holiday, payment must be at the regular rate, plus time and a half. An employee who does not qualify for a paid holiday, must be paid time and a half for each hour worked on a statutory holiday.

Exemptions

There are some exemptions to The Employment Standards Act. For example, with certain exceptions, the Act does not apply to an employee on a farm engaged in the primary production of food, seeds, grain and tobacco.

This advertisement is published as a convenient summary of the new legislation. For more information or a copy of the Employment Standards Act and its Regulations, contact the Employment Standards Branch, Ontario Ministry of Labour, at the following addresses:



Hon. Fern Gindon, Minister

HAMILTON 1 West Avenue South Postal Zone L8N 2Z9 Telephone 527-4501	KINGSTON 305 Princess Street Postal Zone K7L 1K3 Telephone 542-2853	LONDON 462 Dundas Street Postal Zone N6B 1W8 Telephone 438-7291	SAULT STE MARIE 125 Brock Street Postal Zone P6A 3B6 Telephone 849-3331
KENORA 608 Robertson Street Postal Zone P9T 1A9 Telephone 468-3128	KITCHENER 824 King Street West Postal Zone N2G 1E3 Telephone 744-5211	OTTAWA 797 Riverside Drive Postal Zone K1H 7K3 Telephone 731-7300	SUCBURY 1538 LaSalle Boulevard Postal Zone P3A 1Z7 Telephone 565-3071
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