EMPLOYMENT LAW IN CANADA, by Innis Christie, Butterworths, Toronto, 1980, pp. lxxvii and 518, $80.00.

LABOUR LAW AND INDUSTRIAL RELATIONS IN CANADA, by H.W. Arthurs, D.D. Carter and H.J. Glasbeek, Butterworths, Toronto, 1981, pp. 291, $25.95.

The law of industrial employment and labour relations has tended to be neglected by Canadian textbook writers in recent years, perhaps because of the substantial rewards which can be earned by practising labour law rather than by teaching it. This deficiency is to some extent repaired by the two recent treatises which are the subject of this review.

Innis Christie's book begins by defining its audience as "lawyers and others professionally concerned with employment law," that is to say, "the legal structure of the individual employment relationship, the non-collective aspect of what standard English texts refer to as labour law." After a careful analysis of the terms "employee" and "employer" and the obligatory (for Canadian lawyers) discussion of constitutional jurisdiction, Christie deals in successive chapters with hiring, the rights and obligations of employee and employer, termination of employment, and legislative schemes for recovery of pay. The last chapter, written by Brent Cotter, is a useful attempt to categorize the multitude of statutes which permit employees to recover their wages by summary proceedings, and which give such claims priority over those of other creditors.

The scope of the book is Canada-wide and the writers have been careful to give approximately equal space to the legislation of each province. Unfortunately, the work was completed and published before the repeal of the Alberta Labour Act, S.A. 1973, c. 33, and its replacement by the Employment Standards Act, R.S.A. 1980, c. E-10.1 and the Labour Relations Act, R.S.A. 1980, c. L-1.1. One might hope that the first supplement to the book would repair this deficiency; in the meantime, the discussion of principle and the comparison of different provincial legislation will still prove to be enlightening to the Alberta reader.

Labour Law and Industrial Relations in Canada is an interesting attempt by three distinguished Canadian labour law scholars to write an introduction to the subject for a non-professional audience. The book has had an unusual history. Messrs. Arthurs, Carter and Glasbeek were commissioned to write a monograph on Canadian labour law for the International Encyclopedia for Labour Law and Industrial Relations, edited by Professor R. Blanpain and produced by Kluwer, the Dutch publisher. The Encyclopedia is an ambitious collection of "*national monographs*, each ideally about 200 printed pages," intended to cover both individual employment and labour relations law. Arthurs *et al.* published their summary of Canadian labour law in the Encyclopedia in 1980.

In 1981, the same treatise appeared under the title *Labour Law and Industrial Relations in Canada*, published jointly by Kluwer and Butterworths. Except for the foreword, the Canadian book appears to be identical to the treatise appearing in the Encyclopedia, even to the printing, spelling and punctuation errors, of which there are many. (The Dutch proofreader of the Arthurs text appears to have had an inordinate passion for apostrophes.)

The book begins with the observation that Canadian labour law is complex and diverse. The author's way of simplifying the picture is to concentrate on Quebec, Ontario, British Columbia and the national government, referring to the law of other jurisdictions "where unusual provisions exist." Apparently Alberta law is free of abnormalities, judging by the paucity of comment on the legislation of this province. As in Christie's book, references are to the Alberta Labour Act, 1973.

In fewer than 300 pages, Arthurs, Carter and Glasbeek summarize Canadian individual employment and collective bargaining law. A lawyer seeking assistance on what in simpler days used to be called the law of master and servant will undoubtedly look to Christie rather than Arthurs. However, the latter does make some interesting comments on the unique character of the contract of employment, especially as to the employee's promise to render services and to assume related onerous obligations in return for remuneration.

The labour relations section of the book touches on the right to organize and to bargain collectively, legal controls on industrial conflict, and the nature and enforcement of collective agreements. This discussion is necessarily superficial and parochial, at least when viewed from the prairies. Most of the decisions cited are from federal, Ontario, and, to a lesser extent, British Columbia boards and courts. Again the law student and the lawyer will be driven to more specialized treatises for detailed assistance.

Messrs. Arthurs, Carter and Glasbeek are quick to concede that their book is aimed at foreign and at non-professional Canadian readers. Yet one hopes that the writers will seize the opportunity to build on this basis a more thorough text on Canadian labour law, particularly on the collective bargaining side. Not since Carrothers' *Collective Bargaining Law in Canada*, published in 1965, has an attempt been made to write a professional legal treatise on labour relations in this country. Innis Christie has now done the job for individual employment law; Arthurs and Co. are well equipped to follow his example in the field of collective bargaining and to make a necessary contribution to Canadian legal literature.

C.R.B. Dunlop
Professor
Faculty of Law
The University of Alberta