

Present policy provides various linguistic entitlements and privileges to certain groups of employees, particularly those with 'long service', those close to retirement and those who are occupying a position when its language requirements are identified or modified. These basic entitlements to remain unilingual in a bilingual position will remain essentially unchanged. Indeed, even though the Parliamentary Resolution envisaged a termination of the special entitlements for 'long-service' employees at the end of 1978, these rights will be extended in many situations and the definition of 'long service' is expanded to include time served in Crown corporations, commissions or agencies. Any employee with a 'long service' entitlement, and any employee who is 55 years of age or over as of October 31, 1977, can be considered for appointment to any bilingual position, except those staffed on an imperative basis, while remaining unilingual.

6. Increasing Flexibility in Official Languages Program Application

From the point of view of managers, individual employees, and bargaining agents, an increase in the flexibility of some aspects of the official languages program application would help to integrate official languages policies into the ongoing administration of departments and agencies. Within this perspective, a number of revised policies will provide for increased flexibility for individual managers and employees.