

GOVERNMENT ORDERS

[English]

EMPLOYMENT EQUITY ACT

MEASURE TO ENACT

The House resumed from Monday, April 14, consideration of Bill C-62, an Act respecting Employment Equity as reported (with amendments) from a Legislative Committee; and Motion No. 11A (Mr. Allmand) (p. 12204).

Mr. Speaker: Is the House ready for the question?

Some Hon. Members: Question.

Mr. Speaker: The question is on Motion No. 11A. Mr. Allmand, seconded by Mr. Gauthier, moved:

That Bill C-62 be amended in Clause 3 by adding immediately after line 24 at page 2 the following:

""reasonable accommodation" includes, without restriction, the reasonable adaptation of the workplace, hiring practices or the job description to accommodate the needs of designated groups, including the special needs of a qualified disabled person, through provision for physical accessibility, assistive devices, flexible job design and modification, and human support services.".

Is it the pleasure of the House to adopt the motion?

Some Hon. Members: Agreed.

Some Hon. Members: No.

Mr. Speaker: All those in favour please say yea.

Some Hon. Members: Yea.

Mr. Speaker: All those opposed please say nay.

Some Hon. Members: Nay.

Mr. Speaker: In my opinion the nays have it.

And more than five Members having risen:

Mr. Speaker: Pursuant to Standing Order 114(11), the recorded division on the proposed motion stands deferred.

• (1110)

Hon. Warren Allmand (Notre-Dame-de-Grâce—Lachine East) moved:

Motion No. 12A

That Bill C-62, be amended in Clause 4 by striking out line 30 at page 2 and substituting the following therefor:

"ing agent, or with such persons as have been designated by the designated groups to act as their representatives, implement employment equity by".

Motion No. 14A

That Bill C-62, be amended in Clause 4 by striking out line 33 at page 2 and substituting the following therefor:

"except those in conformity with the Canadian Human Rights Act, that results".

He said: Mr. Speaker, the purpose of this amendment is to require employers implementing employment equity to not

Employment Equity

only consult with persons who have been designated by the employees to act as their representatives, or with the bargaining agents where there are unions, but also with persons who have been designated by the designated group to act as their representatives.

When this clause was originally submitted to us in the original Bill it did not require any consultation whatsoever with unions or employee representatives. In committee we moved an amendment which required employers to consult with unions or employee representatives. To the credit of the Government it agreed to the principle and it amended the Bill. I want to thank the Minister. She is not here today, but I thank the Parliamentary Secretary for that openness and flexibility in recognizing that there should be consultation with unions and with employee representatives.

Mr. Speaker, on a point of order, it seems as if there are all sorts of other meetings going on in the chamber.

The Acting Speaker (Mr. Charest): Order, order. I bring all Members to order and remind them that if they have other discussions they can hold them elsewhere.

Mr. Allmand: I want to thank the Speaker for that.

I give credit to the Government for agreeing to an amendment which would oblige employers to consult with unions and employee representatives in implementing employment equity. We presented another amendment as well, which to this point has not been accepted, that employers should also consult with the target groups, or their representatives, because very often the target groups do not predominate in being in the unions or in the employee associations.

As you know, the target groups under this legislation are women, visible minorities, native people, and the disabled. The purpose of this Bill is to provide affirmative action programs for those four target groups. The Bill in Clause 4 says that employers shall implement employment equity in consultation with bargaining agents and with employee representatives. Very often those unions and official associations are dominated by white anglo-saxon men; I am not critical of that but that is the way things are. I was speaking to a woman employee last evening who tells me that she is in a work unit which is overwhelmingly male. If I was to meet with the union executive I would meet with all males and it is very, very difficult for me to get a sense of the problems of the women in that working unit by talking to the official union or to the official bargaining agent for those employees. One could give other examples of that.

In many workplaces there are no disabled people whatsoever, so to speak to the official representatives in implementing employment equity with respect to them would be a lost cause. The same thing with visible minorities. There are some workplaces where you will not see anything but white faces.

The amendment that I put to the House now is to add to the consultation process in implementing employment equity. My amendment would require that employers, if it is required,