

Interim Supply

impasse was reached. The matter was referred to a conciliation board, and the report of this board is expected momentarily.

It had not yet been received.

It is the law that following the receipt of a conciliation board's report by the Minister of Labour in Ottawa, a period of seven days must elapse before it becomes legal for a union to take strike action. The company very sincerely hopes that such a situation will not develop. It is determined, however, that should the situation come about, it will continue to operate all its services, and it is therefore obviously essential that it immediately take whatever preparatory steps are necessary to insure that this is possible.

One of the needs will be to provide the minimum necessary substitutes for those flight attendants who may decide to strike. It is desired to do this within the company by drawing personnel from supervisory ranks and other non-union employee groups. A course of training has already been worked out which will qualify such employees for limited flight attendant duties. It is obvious that if the company is to protect its essential services, sufficient numbers of company employees are requested to act as flight attendants for the duration of any strike. Volunteers will be posted to stations at Vancouver, Winnipeg, Toronto and Montreal. If they are posted away from their homes they will be on full reasonable expenses for this duration of their special assignment. If they are posted to a station at which they are normally based, they will be relieved of their present duties and will be on stand by for flight service following the training. It will not be necessary for these employees to undergo special medical examinations, to secure uniforms or to procure special dress. All employees will be provided with a special identification badge and their duties will require them to work at any time within a 24 hour period and in some cases with very limited notice. Their normal salaries will be paid for this period plus \$5 per day for each day or part thereof spent flying.

In the interest of keeping the air line operating, and in keeping everyone who is not on strike on the payroll, will you please solicit volunteers immediately from the following ranks: secretarial, stenographic, clerical, managers, sales representatives, supervisors, and any other employees who fall within the non-union group and who can be spared from the day to day operation of the air line. If necessary, consideration can be given to replacing the employees released for temporary flight attention duties with office overload or similar service. Male or female personnel will be accepted from any age group regardless of whether or not they would normally qualify as flight attendants. Would you please take action immediately and forward an initial list of names, classification and location by teletype directly to me within 24 hours of receipt of this teletype bearing in mind that personnel may possibly be required to be positioned by next week. On receipt of these names further instructions will be issued with respect to date and place of assignment as circumstances require.

It is signed "L.R."

Mr. Chairman, I think this demonstrates that the company has gone to no end of trouble to recruit persons, irrespective of their medical condition, without respect to their age, and beyond the normal type of qualifications that are necessary for flight attendants. It has been suggested, and I think rightly so, that the whole safety factor by the management has been thrown out the window in this hurried endeavour to recruit

[Mr. Argue.]

strike breakers amongst the other employees of Trans-Canada Air Lines. This has been sent out before the conciliation board report has been received and it has been suggested that by so doing the company has failed to bargain collectively in a responsible manner.

Because of this situation Robert Smeale, the business manager of the Canadian air lines flight attendants' association, and others have asked that the Department of Labour make an inquiry into these kind of activities to see to what extent the company has engaged in them and to ascertain whether or not this kind of course is in keeping with the normal public safety that should be provided to passengers on T.C.A. aircraft.

Mr. Chairman, as I said when I commenced my remarks, I raise this question only because this session is likely to be adjourned in a short time, because the situation with regard to this labour dispute is serious, and in the hope that the minister will reply and will use his good offices to the end that a fair and reasonable decision may be arrived at in the interests of the employees, the company and more particularly the general public.

Mr. Starr: Mr. Chairman, the minister is using his good offices in this dispute and I wish to thank the hon. member for his observations, suggestions and advice.

Mr. Howard: Mr. Chairman, before the resolution is carried perhaps I may be allowed to make a brief comment.

An hon. Member: Brief?

Mr. Howard: During the latter part of the day we have placed a number of matters on the record and have made a number of suggestions which we hope the government will consider in those leisure summer days between now and when we reconvene, if we reconvene. If and when we do reconvene we hope the government will bring these matters forward in the form of legislation in order to give effect to our proposals and so take steps to protect and advance the interests of the people of this nation.

We can only wonder, in view of the earlier inflammatory statements by the Prime Minister, just what he has in mind with respect to some recent activities in the other place. We wonder whether or not this indecision on the part of the Prime Minister, for which he is noted, is because he has not yet decided which date he will put upon the undated but signed letter of resignation that the Minister of Finance signed on the day he entered the cabinet. We also wonder whether the Prime Minister is deciding how much time will elapse after this signed but undated letter of resignation is dated before he decides to appoint the Minister of Finance, in order to