

*Government Orders*

In some areas the taxpayer would have to go to a central location. In some other areas the mail person will come to the taxpayer's door.

I would say Canada Post has to choose this venue because of government pressure on Canada Post to not only meet its objective but to push Canada Post so it will start generating additional revenue. It will show that there is a profit whereby it could put the government in a position to sell off Canada Post eventually.

The third point in terms of objectives states the need to conduct this operation in such a manner that would best provide for the security of the mail. At least in dealing with my constituents I would say that there is a very good level of satisfaction when it comes to services provided by Canada Post. From personal experience, every time we have received a complaint we have taken that up with the administration of Canada Post and Canada Post has dealt fairly effectively with the complaint.

Part D, in terms of objectives, states the desirability of utilizing the human resources of the corporation in a manner that would both attain the object of the corporation and ensure the commitment and dedication of its own employees to attaining this object.

Here we might see quite a bit of tension when it comes to employee-employer relations at Canada Post. While one cannot put the blame totally on one party or the other, we can look at some of the facts that still exist at Canada Post, as they exist in many other Crown corporations and at the government level. As of today, the pay equity legislation or the pay equity act has not been fully implemented. When it comes to Canada Post, we have not seen the result of its implementation.

Estimates tell us that it would take approximately \$70 million on the part of Canada Post to deal with the question of pay equity. On this front alone section 11 of the Canadian Human Rights Act, 1978, states: "It is a discriminatory practice for an employer to establish or maintain differences in wages between male and female employees who are performing work of equal value".

It is already in the Canadian Human Rights Act and I would suggest that Canada Post is obliged under this act

to deal with the question of pay equity and to proceed with it.

Having said this, a \$70 million liability on Canada Post's hands would probably put the corporation in a deficit position, not only for the next two or three years but perhaps for the next five years.

Speaking of the financial situation at Canada Post, over the past three years or so the books have shown some surplus, in excess of about \$260 million profit. One might argue whether these profits are only in the books as a result of assets being calculated as assets that were sold and came to the treasurer of Canada Post being shown as revenues. On the other hand, one might say it might have been revenues.

In any event, for 1991-1992 Canada Post will see some deficit in the range of close to \$100 million. When you add the additional \$70 million that Canada Post will have to come up with in order to deal with pay equity, I would suggest that will put Canada Post in a situation in which it will not see a positive profit for the next five years or so.

• (1450)

One would then ask what this particular bill will do. Which employee, which corporation and which part of the country and what country in the world would want to invest in a corporation that is not making a profit? No one in their right mind would want to take his or her money and invest it in shares when there is no revenue.

**An hon. member:** The government does.

**Mr. Harb:** In the back of my mind I am asking, what is the logic? Why has the government come up with this scheme? As the minister argued, it will improve morale. That might be true if you have a corporation that really has a good track record in terms of profit and ability to generate more revenue.

In the case of a corporation like Canada Post, that is not the case. It is not a private sector corporation. The hon. member from Toronto was talking about the province of Ontario. I am not here to defend the province of Ontario.