

*Government Orders*

When employees buy into this share offering they are in fact buying into a plan that will eventually eliminate jobs, perhaps even the job of the person who has purchased those shares.

Fourth, the corporation should provide the time, personnel, authority to and finances for health and safety committees which would be able to make recommendations and monitor the development of changes aimed at transferring Canada Post into a healthy and safe work environment, paying special attention to addressing the root causes of repetitive strain and other frequently occurring injuries.

Fifth, the corporation should address absenteeism from the perspective of recognizing a healthy, safe and creative work place with reasonable demands in compensation as the best way to ensure productivity increases and absenteeism decreases.

Sixth, the corporation should develop a management strategy aimed at addressing the preponderance and promulgation of the number in management at all levels both in the context of cost and efficient and responsible decision making.

Every single employee of Canada Post knows, especially the employees who work in the rural parts of Canada, that the management levels of Canada Post have grown five times in the last four to five years while the service sector part of Canada Post has felt decreases in employment.

Seventh, the corporation should improve its work scheduling to ensure that all work possible is contracted in and performed by full-time well-trained employees.

Some of the things that the Canadian people recognize first when they talk with Canada Post employees is that some of the people they are talking to are not very well trained and not very well versed in the matters they are addressing.

For the most part those people are the contracted out employees, the employees that are brought in to do part-time or casual work. They are put on the front line to deal with public concerns and complaints in the post office and elsewhere. We need full-time, well-trained people at Canada Post and it is a first responsibility of the corporation.

• (1025 )

When I put this report together the one element I noticed that was really missing was that the government refuses to be accountable for the operations of Canada Post. It is simply allowing the management to do what they wish to do. I recognize that is a result of the government agreeing with what Canada Post has been doing, moving toward the privatization of the corporation.

However, the government is accountable and somehow we have to find a way to make the government accountable to the people of Canada for the operations of this Crown corporation, Canada Post.

The very first recommendation I made after my two years of work and study in this area—and I want to remind the House I raised this on many occasions as the post office critic—was that a permanent, full-time Canada Post commission should be established to oversee its operations. The prime function of this commission should be to ensure the corporation adheres to its mandate in the context of placing accessible, quality service for all Canadians as its first priority.

The commission would be directed by a board composed of equitable representation from rural organizations, consumer organizations, the postal unions, small and big business, including the major mail users because I realize that the major mail users are a significant contributor to the financial operations of the corporation. Seniors, the disabled, environmental and native Canadian representatives would also be a part of this board because they are all directly affected, as all Canadians are, by the operations of Canada Post, the one real means of communicating by paper we have.

The board should ensure that there is equitable regional, provincial and territorial representation among its members. I asked that the Canada Post commission have the power to interpret the actions and policies of the corporation in the context of the corporation's mandate and enforce adherence to that mandate, that mandate being service as number one.

This corporation has made profits in two of the last three years and intends to make profits this year again at the expense of service, particularly in the rural areas, but service is being affected now in the urban areas with the consolidation of postal areas.