

these regulations. In other words, the regulations are not intended to cover the floater, the worker who of his own choice moves from one place to another, from one employer to another, or from one port to another.

As I have said, the regulations are designed to give multi-employer employees the same rights to the general holidays as other people working in industries under federal control. The general holidays prescribed in section 2(f) of the Canada Labour (Standards) Code, are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day.

Hon. Mr. Reid: Are they paid for those days?

Hon. Mr. Connolly (Ottawa West): Yes, these are holidays with pay.

It is permissible under collective agreements for Remembrance Day to be substituted for another holiday. In certain areas Boxing Day is recognized as a local holiday, and the collective agreement allows a substitution to be made, but, generally speaking, these eight days were fixed as general holidays by Parliament during the 1965 session.

Hon. Mr. Hugessen: They are paid holidays?

Hon. Mr. Connolly (Ottawa West): Yes.

Hon. Mr. Hugessen: Who pays the employees of the multi-employer group?

Hon. Mr. Connolly (Ottawa West): This is the problem I am coming to, if I may. For an employee who has to work at his trade as a longshoreman sporadically for different employers, it is practically impossible to provide for a day off. If he has to work on a holiday, then of course he will get a premium for working on that holiday, and that is time-and-a-half; but if he does not work on a holiday, he gets regular time.

Hon. Mr. Macdonald (Cape Breton): Is it not double time for holidays?

Hon. Mr. Connolly (Ottawa West): Not under the act.

Hon. Mr. Kinley: It is double time for Sundays.

Hon. Mr. Connolly (Ottawa West): Sundays may be different.

Now may I deal with the annual vacation situation? Under section 16 of the Canada Labour (Standards) Code, which we passed last year, an employee is entitled to two

weeks' vacation after each year of work. Perhaps I should read section 16(1):

Except as otherwise provided by or under this Part, every employee is entitled to and shall be granted a vacation with vacation pay of at least two weeks after every completed year of employment.

Now may I refer to section 20 of the Code, which reads as follows:

Where the employment of an employee by an employer is terminated before the completion of the employee's year of employment, the employer shall forthwith pay to the employee

(a) any vacation pay then owing by him to the employee under this Part in respect of any prior completed year of employment, and

(b) four per cent of the wages of the employee during the completed portion of his year of employment.

If, for example, he worked two months, he would be entitled to 4 per cent of the wages that he earned during the completed portion of his year's employment in lieu of vacation.

Section 20 (2) has a bearing on this. It reads:

Notwithstanding paragraph (b) of subsection (1), an employer is not required to pay an employee any amount under that paragraph unless the employee has been continuously employed by him for a period of thirty days or more.

The act is also designed to provide for the making of regulations to cover multi-employer employees or any services with any employers with whom they happen to work during the course of the year.

I may say too that the intention of the regulations is that liability for annual vacation pay and general holidays will be apportioned among the employers for whom the employee worked during his period of employment.

I know it may sound complicated, although it is really not a complicated bill. The simple explanation arises from the fact that in stevedoring, where you have so many employees working for a variety of employers, if they are to get the benefit of the holiday provisions under the Code, there must be some method of determining the portion that is attributable to each of the employers for the stevedores on his payroll at various times.

Hon. Mr. O'Leary (Carleton): Who would do the apportioning?