

Post Office

service have exceeded the guidelines. As I recited some time ago, we have already achieved some eight agreements by negotiation, none of which exceeded the guidelines. I think that if this proves anything it is that, so far as the government is concerned, it is not that the guidelines are binding but that reason prevails; that the guidelines are appropriate for a reasonable series of settlements.

Mr. Broadbent: By definition.

Mr. Drury: By definition; that is correct. By logic, not by emotion. According to the hon. gentleman's emotion, the guidelines are wrong. Logic, however, fails him.

Mr. Orlikow: Mr. Speaker, may I ask the President of the Treasury Board a question? He has told the members of this House that none of the agreements negotiated have given the employees more than the increase laid down in the guidelines. Could the President of the Treasury Board tell the House how much the salary of the position of secretary of the Treasury Board has increased during the last two years? Is it more than 5 or 6 per cent, or less?

Mr. Drury: On a per annum basis?

Mr. Orlikow: Yes.

Mr. Drury: The secretary of the Treasury Board has not yet held that office for two years.

Mr. Orlikow: Not the person, the position.

Mr. Drury: The increases provided to that level of public servant, specifically secretary of the Treasury Board, have not exceeded 5 per cent per annum. This is, as the hon. gentleman knows, the size of the permissible range. The actual increases granted will only reach that figure if there is a certificate of meritorious performance. It may not be that high; it is not automatic.

Mr. Baldwin: There is no hope for the cabinet, then.

Mr. Drury: The hon. gentleman apparently does not know what cabinet ministers are paid. His ambition to become one might become less strong if he realized how hard he would have to work and how little he would be paid.

Mr. Baldwin: I know how ineffective they are.

Mr. Drury: Throughout these negotiations with the council, as with our negotiations

with the other 80 bargaining units in the public service, the employer has held to the belief that the only sound and reasonable way to reach equity is through comparisons of benefits, pay and otherwise, between the public servant and the comparable occupations in the private sector. Where direct comparisons are not possible, then those outside occupations with the greatest number of similar qualifications and type of work are used.

It is obvious that under such a system one cannot compare seriously the rewards earned by a highly qualified tradesman with an occupation with a relatively low skill requirement. The application of this system has resulted in the establishment and maintenance of a standard of employment conditions within the public service that in general—and I firmly believe this—are second to none in this country and in many respects superior to most.

I am confident that the process of collective bargaining which is going on in the public service with the bargaining units is being conducted in most instances on the basis of logic and reason and will continue to be so conducted; that the public servants, with perhaps some few exceptions, will show themselves to be reasonable; and that we will be successful in establishing the right and proper kind of industrial relations between employer and employee that are based on a fair, reasoned and agreed settlement of changes in conditions of pay and other conditions of work.

Hon. Robert L. Stanfield (Leader of the Opposition): Mr. Speaker, I did not intend to speak this evening, and I shall not speak for long, but there are one or two things that need to be said following the speech of the President of the Treasury Board (Mr. Drury).

First of all, it is clear that there is no collective bargaining here in the ordinary sense. It is also very clear that the government has, as it has said, established a guideline beyond which it does not intend to go. The President of the Treasury Board is infinitely satisfied that this is a fair and reasonable upper limit to which the government should adhere. This may or may not be the case, but it is a purely subjective judgment on his and the government's part, except to the extent that both rely upon the guideline program of the Prices and Incomes Commission as the governing authority.

If the President of the Treasury Board takes the position that a guideline has been laid down for the whole country and that it is