

Employment Equity

fall over themselves to support this amendment to make it fair to the employers and the employees covered by this Act.

The Acting Speaker (Mr. Charest): Question?

Some Hon. Members: Question.

[*Translation*]

The Acting Speaker (Mr. Charest): Is the House ready for the question?

Some Hon. Members: Question.

The Acting Speaker (Mr. Charest): The question is on Motion No. 19B. Mr. Allmand, seconded by Mr. Tardif, moves:

That Bill C-62, be amended in Clause 4 by adding immediately after line 2 at page 3 the following:

"(c) having full access to, for the purposes of subsections (a) and (b), consultative services concerning employment equity as provided by the Department of Employment and Immigration."

[*English*]

Is it the pleasure of the House to adopt the motion?

Some Hon. Members: Agreed.

The Acting Speaker (Mr. Charest): All those in favour please say yea.

Some Hon. Members: Yea.

The Acting Speaker (Mr. Charest): All those opposed will please say nay.

Some Hon. Members: Nay.

The Acting Speaker (Mr. Charest): In my opinion the nays have it.

And more than five Members having risen:

The Acting Speaker (Mr. Charest): Pursuant to Standing Order 14(11), the recorded division on the proposed motion stands deferred.

[*Translation*]

The next question is on Motion No. 21A.

Mr. Allmand (Notre-Dame-de-Grâce—Lachine East) moved:

That Bill C-62, be amended in Clause 5 by striking out lines 12 to 16 at page 3 and substituting the following therefor:

"section (1) shall be

(a) retained by the employer at the employer's principal place of business in Canada for a brief period of at least three years after the last year in respect of which the plan is prepared;

(b) communicated to the employer's employees and any existing bargaining agent; and

(c) made available to the Human Rights Commission, on request."

[*English*]

He said: This amendment is one of the more important ones I have put forward. The others were important, some of them were technical, but this is a substantive amendment which I believe to be extremely important.

In the committee nearly all the witnesses criticized the Bill in that it did not provide for employers to have action plans with targets and timetables to achieve employment equity. Most witnesses criticized the Bill and criticized the Government for not requiring the employers to set out action plans with targets and timetables. Both myself and the representative of the NDP put forward amendments asking that that be done, and they were not acceptable. Finally, the Government came forward with an amendment, and I congratulate them for moving to that extent, which is now set out in Clause 5 of the Bill in which the Government said:

An employer shall, in respect of each year prepare a plan setting out

(a) the goals that the employer intends to achieve in implementing employment equity—

(b) the timetable for the implementation of those goals.

That was a step forward. In subclause 2 of that very same clause the Government says:

A copy of a plan prepared under Sub-section (1) shall be retained by the employer at the employer's principal place of business in Canada for a period of at least three years . . .

What good is it for the employer to set out an action plan for employment equity with timetables and goals if only the employer gets to see it? It is not even given to the employees. It is not given to the Human Rights Commission, which they say will enforce the Act. There it sits in the employer's vault for at least three years, the action plan that they have been obliged to prepare. I cannot understand the logic of the Government. I suppose if one went to court and subpoenaed them they would have to produce the action plan and one could see it. If not, the only requirement is in Clause 5(1) which states that they must prepare a plan setting out goals and timetables. Clause 5(2) states that the plan shall be retained by the employer at the employer's principal place of business.

● (1250)

For example, let us consider Canadian Pacific Railway with its head office in Montreal. If some of the employees in the designated groups, such as the women's groups or visible minorities, have a problem with employment equity in Vancouver or Calgary, and the officials did not want to send the action plan to them, I suppose they would have to go to Montreal to look at it. The same is true for Bell Telephone which has its head office in Montreal, and some of the big banks with their head offices in Toronto. While these companies must prepare an action plan with timetables and goals, they do not have to distribute them.

My amendment says that the employers must keep it at its principal place of business for three years but the action plan must also be: "(b) communicated to the employer's employees