utilizing the human resources of that corporation in a manner that will both attain the objects of the corporation and ensure the commitment and dedication of the employees to the attainment of these objects; and the need to maintain a corporate identity program approved by the Governor in Council that reflects the role of the corporation as an institution of the Government of Canada.

That was the mandate provided in the Canada Post Act that created the Crown corporation. Bill C-73 does nothing to address these areas. It is the beginning of the end in terms of meeting the provisions of this mandate. The bill gives no hints as to how the non-voting shares would be priced or what would be the rules for redeeming them or transferring them if a worker decided, for whatever reason, that he no longer wanted the shares.

Further, even those people who support privatization would disagree with the fact that employees would be given the right to acquire only non-voting shares. Such shares deny the employees any input into policy making or administration functions and excludes them from being members of the board. The main beneficiaries of such an offering, from my reading of this bill, would be the executives as part of their compensation plans. It provides for dividends to be set by Canada Post in accordance with the rights, privileges, restrictions and conditions attaching it to the shares.

The government is not saying what this might be. That is typical of this government. It really never tells us what it is going to do. The general lack of details and the sketchiness of those present make it difficult to debate this bill. This is par for the course for this government. We in opposition and all Canadians are not about to be fooled by this government's hidden agenda. We know it all too well.

• (1350)

Let us call this so-called incentive scheme what it is. It is nothing more than a back-door route to privatization. The minister says the proposal is to assist in employee-employer relations. Is that not a cute term? The unions have indicated they are in opposition to the concept, calling it a sham. If the unions are calling it a sham, why? It is because the shares owned by the employees are to be limited to 10 per cent and are non-voting in the affairs of the corporation. The employees of Canada Post and all Canadians already own Canada Post.

The Union of Postal Communications Employees says it has advised the corporation that the value of Canada Post must include at least $70 million to cover its liability for equal pay for work of equal value payments to UPEC members. The Canadian Union of Postal Workers says its members will not be bribed by this share scheme. It is calling instead for expanding and improving services for Canadians, which it confirms the government is cutting in an *ad hoc* manner in the name of profit.

Also, as CUPW says, if the government really wants to improve employee-employer relations, it would give the union a contract since it has yet to implement the terms of the back-to-work legislation passed last November.

I mention that the government is being dishonest about its reasons for this share offering. It claims one thing, improved employer-employee relations, and yet is really interested in privatizing the Canada Post corporation.

In the report of the Standing Committee on Consumer and Corporate Affairs and Government Operations entitled, *Moving the Mail, Canada's Postal Service in the 1990s*, recommendation No. 36 suggested that the Government of Canada privatize Canada Post once adequate financial performance comparable to private sector levels has been attained and once the industrial relations climate has been approved.

The Liberal Party emphasized in the minority report that we are opposed to the privatization of Canada Post because we believe that essential public services belong in public hands and furthermore we agree with what my colleague from Parkdale—High Park has just said. We said at the time that it is hard to comprehend the total impact of the committee's recommendation. It recommends an eventual privatization of Canada Post, and at the same time it says that industrial relations must improve first.

How will relations ever improve when Canada Post employees are so vehemently opposed to privatization? Canada Post has approximately 46,000 workers across Canada and we asked at the time of the release of the report, in our minority report, questions such as what would happen to their security of employment, benefits and wage levels. We predicted that adjustments and lay-offs would be widespread. These concerns and predictions are valid today, more than two years later.