

who move about the country. Frequently I have found that in the case of individual small businessmen, or in respect to larger concerns, from time to time, this does happen quite regularly and the individual is dismissed and has been told that his unemployment insurance book is not ready today, that if he comes back another day it will be ready for him. He comes back the following day and still the book is not ready or someone who prepares it is not available and he is just pushed off as you might say. I am wondering what consideration has been given possibly to providing in the book itself a formal notice of dismissal containing the number in the book which the employee would be given at the time of his dismissal.

Mr. MCGREGOR: Mr. Chairman, when our office discovers that an employer is holding up a book for any reason whatsoever, and it is possible to get in touch with the employer by telephone, they telephone him immediately and inform him that he must release that book. Moreover, every time our auditor visits an employer he impresses upon him the necessity of giving an employee his book immediately on separation.

There is also a provision in the regulations which says that an employer need not wait until the end of a pay period to affix the stamps, or even until a pay is made up. He can put stamps in for a current week on the basis of the previous weeks' earnings, in order to facilitate the release of the book.

Now, with regard to your suggestion that an employer put a notice of dismissal in the book, we have considered that time and again. There is one great detriment, I think, and that is, that the employee would be carrying this book around with him, and when he goes to see a new employer, the employer looks at the book and says, "I see that you were fired from ABC company. I do not want anything to do with you." Moreover, if there were circumstances surrounding an employee's leaving that were derogatory to him, it is a ten to one bet that the employer would not put that in a book that an employee would carry around with him.

Mr. HAHN: It is not my object to have an employee carry a book around with him, but that an employer should be held responsible for giving an employee a slip indicating that he was laid off or dismissed, as the case might be, so that he could turn it in to the employment insurance office and have a formal declaration that such was the case.

I commend the department for the way in which they have handled most of these cases, but I do know that we have individual cases where an employee, having taken careful note of the book that we gave him thought that there was no object in going to make a claim until he had the book. As a result of that thinking, he waits for a week until he gets his book. In such a case he would lose his waiting time.

Mr. MCGREGOR: Mr. Chairman, every person gets a booklet called The Worker's Handbook at the time he becomes an insured person. It is clearly pointed out to him in this booklet that he does not have to wait for his insurance book in order to make a claim for benefit. He is told that he can go down to the local office and make his claim without it. But, when he is there, the necessity of getting his book is impressed upon him. We are handicapped in computing his claim—we do not know what his contributions were, and that is the reason he needs the book. However, in the first instance, he does not have to have his book in order to make a claim, but the claim will be delayed, or he may be disqualified because of the lack of the book.