

*Industrial Relations*

would grant any request at any time that did not come up to the standards of the legislation. However, I think it is agreed that there has to be some provision made in order to take care of certain peculiar situations that exist between employers and employees. As an example, the employees of the Bell Telephone Company have a certain type of classification where consideration must be given when applied for by employer and employees.

**Mr. Regier:** Mr. Chairman, I realize that the minister has to have a bit of leeway in the administration of the legislation. The minister is a little hard to hear at this end of the chamber. Do I take it that the minister has the authority under his proposed amendment to allow an employer to make a cash payment in lieu of holidays?

**Mr. Starr:** That can be done under the regulations by paying two per cent of the total salary for the first year and four per cent of the total for the second year.

**Mr. Thompson (Edmonton-Strathcona):** I should like to ask the minister whether the purposes of this amendment are not covered under clause 9 (f)?

**Mr. Starr:** This is under the regulations and it gives the minister the power to grant any exemptions that may be applied for by employers and employees in any particular group.

Amendment agreed to.

Clause 3 as amended agreed to.

On clause 4—*Annual vacation of two weeks with pay.*

**Mr. Knowles (Winnipeg North Centre):** Mr. Chairman, the Minister of Labour on his side and we on this side are getting along very well tonight. Indeed, he has just moved an amendment to which we have agreed and now I am going to move an amendment to which I hope he will agree.

**Mr. Barnett:** Hope springs eternal.

**Mr. Knowles (Winnipeg North Centre):** Clause 4 is the main operative clause of the bill which provides for annual vacations with pay.

It specifies in subclause (1) that vacations with pay shall be for two weeks in respect of every completed year of employment. This is fine, and it is too bad it does not stop there. Subclause (2) is one of those modifying clauses which says that if an employee has had less than two years of employment, then he does not get two weeks' vacation with pay but gets only one week for the one year of employment.

[Mr. Starr.]

We feel, Mr. Chairman, that that subclause (2) should be struck out. If the minister will just agree to do that, he will have a very fine bill and one of which he can be proud when he goes about the country in the next couple of months.

**An hon. Member:** What will he be doing?

**Mr. Knowles (Winnipeg North Centre):** What will he be doing? The number of questions people can ask, the answers to which they already know, is most interesting.

The Minister of Labour, when speaking on this point, made the objection that to provide for two weeks' holiday with pay after one year would be establishing legislation in line with, or perhaps even ahead of, the most advanced provisions there are in this field. We see nothing wrong with that, Mr. Chairman. I point out to the minister that at least two provinces in this country, British Columbia and Saskatchewan, already have provision for two weeks' holiday with pay after one year. There are about four other provinces that have provisions like this although they do not go as far as in those two provinces. We suggest that what the federal government should be doing is going along with the best legislation that is now in effect in the provinces and giving a lead to the others.

Therefore, Mr. Chairman, to make this most desirable bill which the minister has introduced a perfect bill, I move:

That clause 4 be amended by deleting subclause (2) therefrom and by re-numbering subclauses (3) (4) and (5) as subclauses (2), (3) and (4), respectively.

These words simply have the effect of striking out subclause (2) of clause 4, so that subclause (1) stands by itself without being modified as it now is.

**Mr. Starr:** Mr. Chairman, as I said on second reading, this suggestion was given very serious consideration by the government, and we felt that the bill, as it is now, would be acceptable in every respect. We thought that we had established legislation to provide vacations with pay that was at least as good as or better than some legislation in existence in the provinces. We feel that this is a very good bill. I mentioned also that immediately upon the bill coming into force it will apply to the majority of the employees affected by it because it has a retroactive clause. In other words, if a person has been in steady employment in a federal industry, without any leave or remuneration in lieu thereof, then immediately upon the date of this bill coming into force, he would be entitled to two weeks' vacation with pay.