

We are all aware that going back over quite a number of months, discussions of the general effects of the proposed legislation have also been held with representatives of both the labour and management groups. I have no doubt that these discussions have proven most helpful to the Minister of Labour and his officials in the preparation of this bill. Most of us have from time to time received copies of the briefs that have been presented to the minister in this regard.

I come now to the standards that are proposed in the bill. The bill provides for an eight-hour day and a forty-hour week, with overtime limited to eight hours per week, which has to be paid for at the rate of time and a half. The bill also provides for a minimum wage of \$1.25 an hour. It provides for two weeks' annual vacation with pay, and also for eight general holidays with pay.

Part I deals with hours of work. The enactment of the forty-hour week standard recognizes the need to reduce the excessive number of hours worked by a minority in establishments under federal jurisdiction. It has been felt for some time that a high number of hours of work do not in the long run contribute to industrial efficiency, and may, indeed, have an important effect on industrial accidents as well as being injurious to health. The forty-hour standard should, therefore, be of benefit to employees under federal jurisdiction who continue to work long hours. In addition, it should help to spread employment amongst the labour force of Canada.

Overtime of an additional eight hours a week at one-and-a-half times the regular rate is permitted, but provision is also made for averaging. I shall enlarge on that in just a few minutes. Work in excess of eight hours' overtime in a week may be allowed under permit in cases where the minister is satisfied that there are exceptional circumstances which justify the working of additional hours.

Hon. Mr. Farris: Is that at the same rate?

Hon. Mr. Smith (Queens-Shelburne): The overtime would be at the same rate, or at a different rate if so set by the minister. I propose to explain that more fully in a few minutes.

Hon. Mr. McCutcheon: Would the honourable senator tell me who these people are who under federal jurisdiction are now working these long hours, and who thus require this special legislation in order to protect their interests? Which group of federally-controlled employees are in this situation?

Hon. Mr. Smith (Queens-Shelburne): If we think in terms of the list of federal undertakings that I have enumerated, the first group to come to my mind are the stevedores; another group is that of the truckers. There may be a large number of employees in the radio and television broadcasting industry who are presently working long hours. In some of the underdeveloped parts of this country, employees are working even substandard hours. I am referring particularly to some areas where they are not in sufficient numbers to enable them to become members of a union. I shall deal with some of these areas as I develop my presentation further.

Honourable senators, the provisions of Part I concerning hours of work will not cause undesirable dislocation in most of the federal industries. Of course, the reason I say this is the same as that which caused Senator McCutcheon to rise and ask his question a minute ago. There are 550,000 employees in this country now working under federal jurisdiction, and it has been estimated by some people that perhaps only 10 per cent of them will benefit directly from the terms of this legislation. The legislation has an effect apart from its direct effect upon those particular employees. I shall in my remarks enlarge on that particular phase of the legislation as well.

Hon. Mr. Brooks: In that connection I wonder if I might ask the honourable senator what percentage is the 550,000 who will be affected of the total labour force of the country?

Hon. Mr. Hayden: Did the senator say "affected"? I think he said "the 550,000 who will be covered".

Hon. Mr. Brooks: Yes, the 550,000 who will be covered.

Hon. Mr. Smith (Queens-Shelburne): As I understand it, the labour force is approximately 6 million. Your mathematics are keener than mine, but I think it would be a little under 10 per cent of the labour force.

Hon. Mr. Brooks: So 10 per cent of 550,000 would make it about one per cent of the total labour force.

Hon. Mr. Croll: No; 10 per cent of the total labour force.

Hon. Mr. Smith (Queens-Shelburne): I think that as I proceed some questions now in the minds of honourable senators will be answered. I know the point that my honourable friend is making. It is that this will have no effect, so why are we bothering with it?

Hon. Mr. Brooks: No, no.

Hon. Mr. Smith (Queens-Shelburne): One of the effects will be on the conditions of employ-