

# LIST OF RECOMMENDATIONS

## RECOMMENDATION 1.1

The Special Committee recommends that the scope of the application of the *Employment Equity Act* be broadened. Specifically, the Committee recommends that the following employers be covered under the Act:

- a) the federal Public Service;
- b) the Royal Canadian Mounted Police;
- c) the Canadian Armed Forces;
- d) Parliament, specifically the House of Commons, the Senate, and the Library of Parliament; and
- e) all federal agencies, boards and commissions. (page 4)

## RECOMMENDATION 1.2

The Special Committee recommends that suppliers of goods and services currently covered by the Federal Contractors Program, who employ at least 75 persons and who want to bid on government contracts of \$200,000 or more be required, as a prerequisite to tendering, to sign a certificate of compliance with the principles of employment equity as specified in the *Employment Equity Act*. (page 4)

## RECOMMENDATION 1.3

The Special Committee recommends that, as a condition of certification, unions certified by the Canada Labour Relations Board, the Public Service Staff Relations Board or any future federal labour tribunal, be required, as employers, to sign a certificate of compliance with the principles of employment equity as specified in the *Employment Equity Act*. (page 5)

## RECOMMENDATION 1.4

The Special Committee recommends that future federal judicial and all Governor in Council appointments be made with regard to the principles of employment equity. The President of the Privy Council must submit an annual report to Parliament on appointments made during the previous year. To the greatest extent possible, this report should resemble those filed by employers under the *Employment Equity Act*. (page 5)

## RECOMMENDATION 1.5

The Special Committee recommends that, as a condition of licence, federal licensees sign a certificate of compliance with the principles of employment equity as specified in the *Employment Equity Act*. (page 5)

## RECOMMENDATION 1.6

The Special Committee recommends that each federal political party be required to report annually to Parliament on the staff of Parliamentarians and staff of the party, including research staff. This report must meet the requirements of employer reports under the *Employment Equity Act*. (page 5)