

increases in indemnities for Members of Parliament, yet a committee of the Manitoba legislature has just come out in support of a 100 per cent increase for members of that legislature.

We have to be logical; we have to be realistic; we have to be candid in some of our attitudes, and so it is with the standard that we have under discussion now. In some parts of Canada it is no doubt true that three years' service with the same employer could well support three weeks' annual holidays with pay each year, and most of us appreciate that fact. Certainly it is one of the hopes of the government, in respect of the amendments to the Canada Labour (Standards) Code which were given support in principle the other day, that the present standard will be improved. This is a matter which should come under discussion at the committee stage when we are considering those amendments to the code.

With only about one-tenth of the labour force in Canada coming under federal jurisdiction, we know that what we do in this place can have an influence with respect to the 90 per cent of employees who come under provincial jurisdiction, and we know that what we do here with respect to guaranteed holidays will be influential. While we want to be in the vanguard of social and labour reform, we must not set unrealistically high standards which cannot for the foreseeable time be emulated by many of the provinces.

I am rather bewildered by an apparent contradiction in some of the statements made by the hon. member for Winnipeg North Centre (Mr. Knowles) in this debate and in the contribution that he made to the debate the other day in this House on second reading of the bill amending the Canada Labour (Standards) Code. I believe that at page 5245 of *Hansard* the hon. member is recorded as saying that his bill, C-41, was asking for 3 weeks' holidays after five years' service. Actually, his bill refers to three weeks' holidays after three years' service.

Mr. Knowles (Winnipeg North Centre): On a question of privilege, Mr. Speaker; I wonder if the hon. member is aware of the fact that the error was mine? I got up the next day—and it can be seen under the item "Contents" of *Hansard* for April 27—and said that while I said five years, it should have been three years, and I had pleasure in pointing out it was not *Hansard's* error and was not a printer's error. It was actually mine, believe it or not.

Mr. Perrault: Mr. Speaker, it is nice to know that the hon. member is fallible, as all of us are.

Mr. Knowles (Winnipeg North Centre): Stick around and you will learn quite a bit.

Mr. Perrault: In Bill C-228 amending the Canada Labour (Standards) Code, while it is true that the number of weeks of vacation is not modified—that is, two weeks after one year of service—in future employees who are terminated before 30 days of attachment to the employer would be entitled to 4 per cent of their earnings, while under the present wording of the code an employee receives nothing if he leaves his employer before the completion of the 30-day period.

Canada Labour (Standards) Code

While that improvement in the status of the worker is not of the type advanced in the bill that we have before us now, it does mark progress, and this is the essence of Bill C-228. It represents a number of important steps forward and it is encouraging to see how it has received the general support of the members of the House.

A review has been made on some of the standards that exist in the provinces. To indicate the great diversity of standards as they exist now perhaps it would be useful to review them briefly once again. Annual vacations with pay have been provided for by law in the industries subject to federal labour jurisdiction since 1958. The first federal law, the Annual Vacations Act, required employers within its scope to grant their employees paid vacations of one week after one year of employment and two weeks after two years of service. This act was replaced by part III of the Canada Labour (Standards) Code which provides for a vacation with pay of at least two weeks after every completed year of employment. Vacation pay is 4 per cent of wages for the year in which employees establish their claim to a vacation. We are moving now, through the proposed amendments to the Canada Labour (Standards) Code, to improve many of these code provisions.

A year of employment under the federal law must be continuous with one employer and may be a 12-month period commencing with the day the employee began to work for the employer, any subsequent anniversary of that date, or it may be a calendar year or another year approved by the Minister of Labour. All provinces have annual vacations' legislation although, as we know historically, we have not had recognition of the social desirability and need for vacations for all that long a period of time.

The Newfoundland act, as I understand it, has not yet been proclaimed in effect. The provisions regarding annual vacations with pay are contained in the Alberta Labour Act and in two orders under it, a general order and a special order for the construction industry; in the Ontario Employment Standards Act and regulations, in Quebec minimum wage orders and in the Saskatchewan Labour Standards Act, part I, and regulations.

British Columbia now provides for annual vacations with pay and public holidays in one statute, the Annual and General Holidays Act. The other five provinces have separate annual vacations laws. Vacation with pay provisions are also contained in most decrees under the Quebec Collective Agreement Decrees Act and the Construction Industry Labour Relations Act. Some industrial standards schedules make provision for pay in lieu of annual vacations.

The Canada Labour (Standards) Code applies to industries within federal jurisdiction and the only employees excluded are those who are managers or superintendents or who exercise management functions, and members of the medical, dental, architectural, engineering, legal and scientific professions.

The provincial laws govern employees in employment within the jurisdiction of the provinces, with the exception of the following classes of employees. The Newfoundland act provides for the exemption of employees