

*Industrial Relations*

clarity certain points about the bill which disturb me although I would not say that they constitute objections.

The purpose of the bill is quite clear. It provides that the employee is to receive eight statutory holidays with pay. He is to have these holidays without loss of income. But the bill also provides that if the employer forces the employee to work on a statutory holiday the employee shall get triple pay. It is the matter of triple pay that disturbs me. We represent 17 million people and I know millions who do not get any pay even on working days, those engaged in agriculture and perhaps in other industries. But that is beside the point. Labour is entitled to holidays with pay.

The bill applies to employees of the federal government, but I see a hidden purpose in the bill, that purpose being to deter the employer from making an employee work on statutory holidays by providing for triple pay for work on such days. The federal government is a large employer. I do not have time to go into the statistics but most of the industries in which the dominion government employs men and women call for continuous service and involve operation day in and day out every day of the year including all holidays. Examples are the railways and ferries, including the ferry service between Vancouver and Vancouver island, with which my hon. friend is greatly concerned. It would also apply to air transport, telegraph and telephone industries giving continuous service without which Canadians cannot get along. If the Canadian people must pay triple wages on holidays in order to continue these services, what alternative has the employer?

The employer has the alternative of curtailing the service, which would be very unpopular. There would be quite a bit of objection to that course. Otherwise, he has to increase the rate for these services. This course would affect the pocketbook of everyone who looked forward to travelling during the holidays or receiving these services during the holidays.

I feel that this bill is patterned on the Saskatchewan legislation. However, the Saskatchewan legislation does not go quite so far. It provides for 2½ times the regular wage for work on statutory holidays. Manitoba's law provides—

**Mr. Martin (Timmins):** May I ask the hon. member a question?

**Mr. Mandziuk:** Certainly.

**Mr. Martin (Timmins):** Does the hon. member feel that federal legislation should be

[Mr. Mandziuk.]

patterned on provincial legislation or that it should be even better than provincial legislation?

**Mr. Mandziuk:** The hon. gentleman knows very well that if federal legislation of this type were adopted private industry would follow suit. We would have restaurants and hotels closed on holidays because they could not afford to pay triple wages to employees working on holidays. We would have a lot of other services, such as hospital services, curtailed.

**Mr. Martin (Timmins):** Is this the case in Saskatchewan now?

**Mr. Mandziuk:** I do not think it is, but triple wages are not paid there and that is what I am trying to bring out. I am trying to compare the Saskatchewan legislation with this proposal and show that this measure would go farther.

The Manitoba legislation provides for seven holidays with pay and for time and a half for work on statutory holidays. This proposal is not in accord with the prevailing practice in private industry. I have not the statistics here, but I think they would bear me out, indicating that only six per cent of the labour contracts in force contain provisions for triple pay for employees working during holidays and 94 per cent provide for double pay or less. This was revealed by a survey made a year ago by the Department of Labour.

We have for example, collective agreements in the railroad industry for the non-operating groups. These agreements provide for six or seven holidays with double pay. The train and engine service employees receive no statutory holidays because continuous service has to be provided. Anyone going into this service fully realizes that it is an everyday service all year which the country needs and without which we cannot get along.

The dominion government provides many services which are continuous services and therefore while I could go along with double pay for statutory holidays I cannot go along with triple pay for statutory holidays. It would immediately set an example for private industry. In spite of the fact we have a labour force which runs into the millions, there would still be a great number who would be affected by this proposal. Then, too, there would be those who would be affected by the lack of service there might be on statutory holidays at our airports, on our trains and in government-owned hotels. I feel, therefore, that this bill requires a few amendments and I would urge my colleagues to vote against it if it comes to a vote.