

duties in the Public Service of Canada in the official language of their choice;

do hereby recognize and approve the following Principles for achieving the foregoing:

- (1) that positions which are seen, under present circumstances, as requiring the knowledge and use of both the French and English languages will be first identified, and then designated, as bilingual in the course of the period ending December 31, 1978;
- (2) that positions will also be identified where English is an essential requirement of the job, where French is essential, or whether either French or English may be used;
- (3) that a knowledge of English and French is one of the elements of merit in the selection of candidates for bilingual positions;
- (4) that competitions for bilingual positions will be open both to bilingual candidates and unilingual candidates who have formally indicated their willingness to become bilingual;
- (5) that competitions for unilingual positions will continue to be open to unilingual or bilingual candidates who meet the language requirements of the job;
- (6) that unilingual incumbents of bilingual positions may elect to become bilingual and undertake language training, or transfer to another job having the same salary maximum, or, if they were to decline such a transfer, to remain in their positions even though the posts have been designated as bilingual;
- (7) that employees who, as of April 6, 1966, had at least ten years of continuous service and who, since that date, have been employed continuously in the federal Public Service, will be entitled to apply for any job that has been identified for future designation as bilingual without having to indicate their willingness to become bilingual;
- (8) that unilingual French-speaking and English-speaking persons from outside the Public Service who are willing to become bilingual may apply for bilingual positions open to public competition;
- (9) that language training, at public expense, will be provided to unilingual public servants as well as to persons who are appointed to the Public Service to bilingual positions;

do further approve the Government of Canada, and, in particular, the Treasury Board and the Public Service Commission, taking the measures required to give effect to the aforementioned Principles; and

- (ii) do further approve the taking of measures, after consultation with employee representatives, designed

to produce a greater use of the French language at all levels in the Public Service, through increasing, where practical, the number of French Language Units, through further recruitment efforts by the Public Service Commission, through training programs offered in the French language and by developing proposals, in conjunction with the Governments of the Provinces of Ontario and Quebec, to enhance the bilingual character of the National Capital region, thus helping to realize the objective of achieving, within the merit principle, full participation in the Public Service by members of both the anglophone and the francophone communities.

And debate continuing;

Mr. Stanfield, seconded by Mr. Baker, moved in amendment thereto,—That the motion be amended by adding to paragraph (i) thereof, next after the words, "taking the measures required to give effect to the aforementioned Principles", the following:

"and the Government of Canada, as a priority measure, introducing legislation to incorporate the aforementioned Principles in the Official Languages Act, the Public Service Employment Act and other appropriate statutes;"

And debate arising thereon;

Mr. Matte, seconded by Mr. Rondeau, proposed to move in amendment thereto,—That the motion be amended by deleting, after the words "the foregoing" in the fourth paragraph, the nine Principles listed therein and substituting therefor the following Principles:

- (1) that bilingualism cannot be considered as an essential factor of competence;
- (2) that the knowledge of both official languages is required only for administrative positions where it becomes a criterion of competence, such as telephone operator, hostess, train conductor, receptionist, etc.;
- (3) that everyone is free to speak the language of his or her choice in Canada;
- (4) that, account being taken of geographical and demographical circumstances, everyone in Canada has the right to be served and administered in the official language of his or her choice;
- (5) that unilingualism cannot prevent a civil servant in the Canadian Government from being eligible for senior positions; therefore, the government undertakes to set up, organize and implement a parallel administration, one English-speaking, the other French-speaking, in all departments of the federal government;

(a) each department shall have two sections, one English, the other French; the size of these sections shall be proportional to the requirements of their respective administrative needs, which means