



Legislative Assembly of Manitoba

DEBATES
and
PROCEEDINGS

Speaker

The Honourable Peter Fox



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Electoral Division	Name	Political Affiliation	Address	Postal Code
ARTHUR	J. Douglas Watt	P.C.	Reston, Man.	ROM 1X0
ASSINIBOIA	Steve Patrick	Lib.	10 Red Roblin Pl., Winnipeg	R3J 3L8
BIRTLE-RUSSELL	Harry E. Graham	P.C.	Binscarth, Man.	RQJ 0G0
BRANDON EAST	Hon. Leonard S. Evans	NDP	Legislative Bldg., Winnipeg	R3C 0V8
BRANDON WEST	Edward McGill	P.C.	2228 Princess Ave., Brandon	R7B 0H9
BURROWS	Hon. Ben Hanuschak	NDP	Legislative Bldg., Winnipeg	R3C 0V8
CHARLESWOOD	Arthur Moug	P.C.	29 Willow Ridge Rd., Winnipeg	R3R 1L5
CHURCHILL	Les Osland	NDP	66 Radisson Blvd., Churchill	ROB 0E0
CRESCENTWOOD	Vacant			
DAUPHIN	Hon. Peter Burtniak	NDP	Legislative Bldg., Winnipeg	R3C 0V8
ELMWOOD	Hon. Russell J. Doern	NDP	Legislative Bldg., Winnipeg	R3C 0V8
EMERSON	Steve Derewianchuk	NDP	Vita, Manitoba	ROA 2K0
FLIN FLON	Thomas Barrow	NDP	Cranberry Portage, Man.	ROB 0H0
FORT GARRY	L.R. (Bud) Sherman	P.C.	86 Niagara St., Winnipeg	R3N 0T9
FORT ROUGE	Lloyd Axworthy	Lib.	132 Osborne St. S., Winnipeg	R3L 1Y5
GIMLI	John C. Gottfried	NDP	44 - 3rd Ave., Gimli, Man.	ROC 1B0
GLADSTONE	James R. Ferguson	P.C.	Gladstone, Man.	ROJ 0T0
INKSTER	Hon. Sidney Green, Q.C.	NDP	Legislative Bldg., Winnipeg	R3C 0V8
KILDONAN	Hon. Peter Fox	NDP	Legislative Bldg., Winnipeg	R3C 0V8
LAC DU BONNET	Hon. Sam Uskiw	NDP	Legislative Bldg., Winnipeg	R3C 0V8
LAKESIDE	Harry J. Enns	P.C.	Woodlands, Man.	ROC 3H0
LA VERENDRYE	Bob Banman	P.C.	Steinbach, Man.	ROA 2A0
LOGAN	William Jenkins	NDP	1294 Erin St., Winnipeg	R3E 2S6
MINNEDOSA	David Blake	P.C.	Minnedosa, Man.	ROJ 1E0
MORRIS	Warner H. Jorgenson	P.C.	Morris, Man.	ROG 1K0
OSBORNE	Hon. Ian Turnbull	NDP	Legislative Bldg., Winnipeg	R3C 0V8
PEMBINA	George Henderson	P.C.	Manitou, Man.	ROG 1G0
POINT DOUGLAS	Donald Malinowski	NDP	23 Coralberry Ave., Winnipeg	R2V 2P2
PORTAGE LA PRAIRIE	Gordon E. Johnston	Lib.	26-120 - 6th St., S.E., Portage la Prairie, Man.	R1N 1E8
RADISSON	Harry Shafrensky	NDP	4 Maplehurst Rd., Winnipeg	R2J 1W8
RHINELAND	Arnold Brown	P.C.	Winkler, Man.	ROG 2X0
RIEL	Donald W. Craik	P.C.	3 River Lane, Winnipeg	R2M 3Y8
RIVER HEIGHTS	Sidney Spivak, Q.C.	P.C.	Legislative Bldg., Winnipeg	R3C 0V8
ROBLIN	J. Wally McKenzie	P.C.	Inglis, Man.	ROJ 0X0
ROCK LAKE	Henry J. Einarson	P.C.	Glenboro, Man.	ROK 0X0
ROSSMERE	Hon. Ed. Schreyer	NDP	Legislative Bldg., Winnipeg	R3C 0V8
RUPERTSLAND	Hon. Harvey Bostrom	NDP	Legislative Bldg., Winnipeg	R3C 0V8
ST. BONIFACE	Hon. L.L. Desjardins	NDP	Legislative Bldg., Winnipeg	R3C 0V8
ST. GEORGE	Hon. Bill Uruski	NDP	10th flr., 330 Portage Ave., Wpg.	R3C 0C4
ST. JAMES	George Minaker	P.C.	318 Ronald St., Winnipeg	R3J 3J8
ST. JOHNS	Saul Cherniack, Q.C.	NDP	333 St. Johns Ave., Winnipeg	R2W 1H2
ST. MATTHEWS	Wally Johannson	NDP	418 Home St., Winnipeg	R3G 1X4
ST. VITAL	D.J. Walding	NDP	26 Hemlock Place, Winnipeg	R2H 1L7
STE. ROSE	A.R. (Pete) Adam	NDP	Ste. Rose du Lac, Man.	ROL 1S0
SELKIRK	Hon. Howard Pawley	NDP	Legislative Bldg., Winnipeg	R3C 0V8
SEVEN OAKS	Hon. Saul A. Miller	NDP	Legislative Bldg., Winnipeg	R3C 0V8
SOURIS KILLARNEY	Earl McKellar	P.C.	Nesbitt, Man.	ROK 1P0
SPRINGFIELD	Hon. René E. Toupin	NDP	Legislative Bldg., Winnipeg	R3C 0V8
STURGEON CREEK	J. Frank Johnston	P.C.	310 Overdale St., Winnipeg	R3J 2G3
SWAN RIVER	James H. Bilton	P.C.	Swan River, Man.	ROL 1Z0
THE PAS	Hon. Ron McBryde	NDP	Legislative Bldg., Winnipeg	R3C 0V8
THOMPSON	Ken Dillen	NDP	84 Pintail Cres., Thompson	R8N 1A6
TRANSCONA	Hon. Russell Paulley	NDP	Legislative Bldg., Winnipeg	R3C 0V8
VIRDEN	Morris McGregor	P.C.	Kenton, Man.	ROM 0Z0
WELLINGTON	Philip M. Petursson	NDP	681 Banning St., Winnipeg	R3G 2G3
WINNIPEG CENTRE	Hon. J.R. (Bud) Boyce	NDP	Legislative Bldg., Winnipeg	R3C 0V8
WOLSELEY	Vacant			

THE LEGISLATIVE ASSEMBLY OF MANITOBA

10:00 o'clock, Wednesday, June 4, 1975

Opening Prayer by Mr. Speaker.

INTRODUCTION OF GUESTS

MR. SPEAKER: Before we proceed, I should like to direct the attention of the honourable members to the gallery where we have 30 students of Grade 6 standing, of the Hastings Elementary School. These students are under the direction of Mrs. Helen Sigurdson. This school is located in the constituency of the Honourable Member for Riel.

On behalf of all the honourable members, I welcome you here this morning.

Presenting Petitions; Reading and Receiving Petitions; Presenting Reports by Standing and Special Committees; Ministerial Statements and Tabling of Reports. The Honourable Minister of Tourism.

TABLING OF REPORTS

HON. RENE TOUPIN (Minister of Tourism, Recreation and Cultural Affairs) (Springfield): Mr. Speaker, I would like to table an Order for Return requested by the Honourable Member for Charleswood.

MR. SPEAKER: Any other reports or Ministerial Statements? Notices of Motion; Introduction of Bills; Questions; Orders of the Day. The Honourable Minister of Labour.

ORDERS OF THE DAY - GOVERNMENT BILLS

HON. RUSSELL PAULLEY (Minister of Labour) (Transcona): Mr. Speaker, I wonder if you would mind calling Adjourned Debates on Second Reading. I note that the first one up stands in the name of the Member for Fort Garry. Possibly we could hold that in abeyance and, sir, if you would kindly call Bills 43, 47 and 48.

BILL 43 - THE HEALTH SERVICES INSURANCE ACT

MR. SPEAKER: Thank you. Bill 43. The Honourable Minister for Urban Affairs.

HON. SAUL A. MILLER (Minister for Urban Affairs) (Seven Oaks): Mr. Speaker, my apologies for not finding it as quickly as I should have but I have a number of bills in here.

Mr. Speaker, a number of comments have been made on this bill, which basically deals with the personal care homes, legislation with regard to that, and some members have spoken on this. I would say the major concern expressed by a number of members dealt with the question of private personal care homes, that is the proprietary personal care homes as opposed to the non-proprietary personal care homes which are operated by organizations, be they religious, or ethnic, or just social groups, and it is a problem which we recognize as being valid. There are, because of the developments in the past, there are a number of privately-owned personal care homes that were set up to fill the need at the time, and they did in their day certainly fill a need. They're set up to make a profit - and there's nothing wrong with that either. But it's very similar to the period prior to hospitalization when there did exist, and in the United States for that matter still exists, private hospitals, hospitals owned by either a group of doctors or just by private investors, and they operate on a per diem basis in order to make a profit.

When we introduced our plan, all personal care homes were covered, and they wanted to be covered certainly, because they had people in them. They came under the public plan as did the non-proprietary; and in order to pay them a per diem, we established a method of what the per diem might be, and that was an average of what is paid to the non-proprietary home. That was done because there was no way to establish what the actual cost of operating a private personal care home was. We did ask for access to their books, and I don't mean just a financial statement but all of their books so we might know what their costs were, but to date we have not been successful in getting all this information, as some of them were simply not prepared to open their books to scrutiny and, as a result, the method used to arrive at a per diem rate was the average of what is paid to the non-proprietary homes.

It's my understanding that although initially there was some objection to that, there were some people who were claiming that they were in trouble financially on this, as I recall, the last couple of months that I held that portfolio, and I believe since then, there haven't been, at least at the Minister's office, that many complaints on the method of payment. But certainly

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(MR. MILLER cont'd) we recognize that costs are going up but then they're going up in the non-proprietary field as well, and this is taken into account.

The question was raised - are we going to control these homes? Well, we don't control them any more than we do the non-proprietary. The people who enter into a personal care home do have to go through a panelling process to make sure that they are prioritized insofar as their needs are concerned, that it's the right kind of home where they're placed. There's a far greater control of what takes place now in the home with regard to the standards of care, the level of care, and the staffing, and in that sense the department does enter into the operation of the home itself. There was a suggestion here that this is a control which is somewhat new, but in fact we have a control now. The control is through the licensing procedure, and the reality is that there has been no transfer of licences and no sale and purchase of the private personal care homes since our plan became effective because, of course, no one is interested in buying a personal care home unless he is assured that he will get a licence, and therefore, you know, it's not a sort of investment one looks to get into without knowing in advance the kind of money he is going to make on his investment.

What we have to avoid here and across the country is what happened in the United States where personal care homes, the whole operation of personal care homes, the private ones, have become almost a cause célèbre and certainly a scandal in the United States which led to Senate hearings and commissions to investigate their method of financing. Because in the United States the cost, the per diem cost, is a cost which is established by the personal care home and is required to pay off not just their operating but their capital and their investment as well. And what happened in the United States was a phenomena which occurred whereby the sale of homes, the sale of personal care facilities, took place at such a rapid rate, and re-capitalized and refinanced, that a personal care home which might have cost \$100,000 was re-sold eventually for \$300,000, and the rate being paid by the federal and state governments then reflected that much higher capital cost to such an extent, as I say, that a number of investigations have been launched because it's obvious that what was happening is that people were simply using that device to raise the capital cost of the facility itself. Now that's the road that we must avoid by all means.

I would like to be able to say that we have the answers here. We haven't. In some areas some of these homes are substandard, and as new homes, personal care homes, come into play those substandard homes which, I have to say in all honesty, should have been closed down a number of years ago but were left running because there was no alternative, that in time they will be closed down. On the other hand some are in very good shape, and I'm sure the Minister and the department will have to see, in those cases, if they do want to sell to some non-profit organization, what sort of arrangements can be made with regard to the sale. We've got to realize that in the last two years they have been receiving a per diem, which includes moneys to retire their mortgage, if indeed a mortgage is outstanding, so in fact the public sector is now paying off a debt, a capital debt, for the private operators, in addition to whatever other cost he might have.

The Member for Souris-Killarney was quite concerned about the nursing home in - I think it's in Killarney - I think it's the Shamrock Nursing Home, as I recall. It is a sub-standard home, Mr. Speaker. The Area Board has in fact agreed that it should not continue in operation. A new facility is being built, it's juxtaposed to the hospital at Killarney, and there's the situation where, although two boards exist at the present time, in fact they are pretty well the same people in both the hospital and the personal care home, and they will be running the new facility as well as the hospital. So it's a situation where it is substandard and we have the support of the Area Board in not replacing it but rather going to the new one, and it will probably be phased out, not immediately but over a longer period of time, because the needs of the community will be met when the new facility comes into operation.

The Member for Souris-Killarney made the argument that the government was taking over all nursing homes, and he made it sound like the big takeover and the big arm of government, and that sort of scare talk frankly doesn't impress me. The Personal Care Home Program is a natural extension of care for people in need of this kind of health facility. It's a logical extension of the hospital program. It's in line with the whole concept of treating people in a continuum of care to meet their needs, and it simply cannot be left in private hands indefinitely. Just as the private hospital disappeared so, in fact, will in time the personal care

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(MR. MILLER cont'd) home, the private personal care homes disappear as well, because the private sector --(Interjection)-- Health care is not something, particularly facilities, is not something which should be a matter of investment and profit making for private entrepreneurs. This is something that should be in the public sector, or in the quasi public sector in the sense of an organization whose interests are charitable and not private gain.

As I said, where there are facilities that are very modern and where perhaps some arrangements can be made, then together, jointly with some private and some organization, perhaps the facility could be purchased, but that would have to be a matter of negotiation with the owner to assure that in fact the price paid is a fair one, and that in fact the government or the organization, the sponsoring organization, does not overpay for the facility. It will take time to sort these things out, meanwhile they are operating, and meanwhile they are getting a per diem, and meanwhile, to my knowledge, none of them have closed down claiming that they are unable to carry on, although I am sure that they would want a higher per diem than they're getting. Perhaps if all the books were open to us and the department could satisfy itself with regard to the actual operating and capital costs, if any, then perhaps they could be treated as some of the non-proprietary homes are on a budget covering their particular operation. Because some of these homes have already been paid for. There is no capital cost. They were paid for long ago. And to include in there a capital cost of some kind where in fact none may exist, would be quite incorrect.

So, Mr. Speaker, with those few remarks, I think that's really all the questions that were posed of any consequence. I would conclude my remarks by simply stating that this legislation is essential and should be approved by this House, both in Law Amendments and when it comes back here for Third Reading.

QUESTION put. MOTION carried.

MR. SPEAKER: Take them in rotation now?

MR. PAULLEY: Yes, I would suggest that.

MR. SPEAKER: Bill No. 29, the Honourable Member for Fort Garry.

MR. L. R. (BUD) SHERMAN (Fort Garry): Stand, Mr. Speaker. (Agreed)

MR. SPEAKER: Bill No. 41, the Honourable Member for . . .

MR. PAULLEY: I wonder if you'd mind calling those that deal with the Honourable Minister of Urban Affairs, namely Health. We've just had 43.

MR. SPEAKER: All right.

MR. PAULLEY: I wonder if you'd call 47, and then 48. --(Interjection)-- They both stand. (Agreed)

Mr. Speaker, I beg to move, seconded by the Honourable Minister of Urban Affairs, that Mr. Speaker do now leave the Chair and the House resolve itself into a committee to consider of the supply.

MOTION presented and carried and the House resolved itself into a Committee of Supply, with the Honourable Member for Logan in the Chair.

COMMITTEE OF SUPPLY - DEPARTMENT OF LABOUR

MR. CHAIRMAN: Order please. I refer honourable members to Page 38 of the Estimate book, and we're on resolution 71(a), Mechanical and Engineering, Salaries - Passed; (b) Other Expenditures - Passed. Resolved that there be granted to Her Majesty a sum not exceeding \$691,300 for Labour - Passed.

MR. J. WALLY McKENZIE (Roblin): Is this 3, Mr. Chairman?

MR. CHAIRMAN: No. 72, 71 was passed. Resolution 72, Employment Standards; Salaries \$332,700. The Honourable Member for Roblin.

MR. McKENZIE: Mr. Speaker, I have a couple of questions to raise to the Honourable Minister. I refer to the recommendations of the study that was done under the Employment Standards Act, whereby it was recommended of the exclusion of the application of the Act of persons engaged in agriculture, I think it was, and fishing, fur farming, dairy farming, and in the growing of horticultural market products. And there is evidence, especially I guess in the rural parts that I'm speaking about the Minister, that some of these business communities in the smaller towns it now looks like they're going to have to stay open on Friday, Friday nights and Saturday nights, to survive. I've had occasion to talk in the last two or three weeks of this problem, and it's certainly going to create some problems in the hours of work, but I

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(MR. McKENZIE cont'd) can certainly see that some of these business places are facing a pretty difficult time at this time, and they are wondering, you know, if there would be extension of the proposed daily 8-hour day. I don't know the answer to the question but maybe the Minister has had some discussions with the small business entrepreneur in the country, who is facing a pretty tough time now to make ends meet and feels that he may have to extend his working hours to keep going.

MR. CHAIRMAN: The Honourable Minister of Labour.

MR. PAULLEY: If I may, Mr. Chairman, just on that point raised by my honourable friend the Member for Birtle-Russell. (sic) The reference that he makes is a very valid one, and I want to assure him and members of the Assembly that the problem or problems which would be created if the Employment Standards legislation in effect were made to apply to agriculture, certainly have received our firm attention. Now yesterday when we were considering the Estimates, the matter of my relationship to Manpower Committee was raised, and we would deal to some degree with that at Manpower at that particular time. But the question that's raised at this moment is perfectly legitimate, I would suggest, Mr. Chairman, and it's one of deep concern to us. The effect of the application of the Employment Standards Act as it is at the present time to agriculture, which of course would include agriculture in its broad sense, is one of real concern, and the hours of work. I know, as one who had the pleasure of being a farmer for about three years, know that you can't punch a clock as you are engaged in the problems of agriculture or livestock. And then, too, as far as payment of wages is concerned, if for instance the minimum wage were to be extended to the agricultural worker, as it is indeed in some jurisdictions at the present time, reports reaching me indicate that there is the possibility in British Columbia there will be amendments made to the Employment Standards Act there to make minimum wages applicable to the farm worker. Now I'm sure that no honourable member in this House would feel that the agricultural worker should receive a mere pittance for the contribution made on behalf of the farmer-employer any more than they would insofar as the industrial employer is concerned.

However, all I can say to my honourable friend is that announcements have been made of an investigation into the inner workings and details as to how, and if how, the general provisions of the Employment Standards Act could be made applicable to agriculture. The honourable member will possibly recall, yesterday I introduced for consideration of the House a Payment of Wages Act which, if approved and proclaimed eventually, would give to the agricultural industry by and large the same consideration under that particular Act as indeed would be with other workers as well.

I've had some consultation with the Farm Bureaus and other farm organizations regarding the application of some of our labour legislation to agriculture. It may be a surprise to some, Mr. Chairman, that a considerable number of farmers are most desirous of having the general employment standards, not precisely as we have them at the present time, but generally the standards for employment as we know them today made applicable to the farm community. And one of the reasons of course for this, Mr. Chairman, is because of the difficulty that the agricultural industry is finding at the present time in obtaining sufficient workers to do the required job. So I say to my honourable friend who raised this question, this is a matter that is at the present time being given serious consideration by the sub-committee on Manpower. As a matter of fact, in discussions with my colleague, the Minister of Agriculture, we have an agreement between us that after the House has finished its deliberations this year, that we will concentrate on proposals that have been made to us and have our committee seriously (well we are serious at all times) but concentrate on the problems of the nature raised by my honourable friend. That deals with the actual operation of the farm.

There is another aspect respecting the rural communities that I'm sure my honourable friend is interested in because he talks of hours of work, and it would be a requirement possibly for some of our community stores, for instance, to remain open almost on a 24-hour basis, and I'm caught, quite frankly - and it isn't the first time - but quite frankly I am caught between two pressure groups at the present time insofar as store opening hours are concerned. On one hand, I have a group that is asking me to consider positive legislation to close stores on Sunday, not because of any moral inclinations, but because of the desirability of one day of rest during the week. And accompanying that - and I might say that my personal inclination is that there should be a general prohibition of the extension of the commercialization of Sundays,

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(MR. PAULLEY cont'd) particularly by our larger chain stores, and that is happening. I might say that I have had a reasonable degree of co-operation from a large number of stores, of the larger ones, that they will not commence staying open on Sundays despite that there is, to me, a sort of a breaking of a gentlemen's agreement by some of the stores at the present time.

Then, too, another problem, and this also is the type of a problem I am sure is in the mind of my honourable friend, and that is the extended hours in the evenings, and on Saturday evenings particularly. Now I did cause an ad to be placed through the media asking for opinions on the related matters of Sunday closing and the evening hours of shopping, and received as a result of that ad a considerable number of opinions. And it had been my intention to have a real assessment made and make suggestions for consideration at this session. However, other pressures arose that I didn't follow through my original intentions, but I want to assure my honourable friend that the point that he raised, in my opinion, is a perfectly valid one, one that is being given the consideration of the department, both internally within the Department of Labour and also insofar as my connection is concerned as the chairman of the sub-committee on Manpower of Cabinet.

MR. CHAIRMAN: The Honourable Member for Roblin.

MR. McKENZIE: Well, Mr. Chairman, I thank the Minister for his comments, and it's a difficult matter, but I certainly see that, especially in the rural communities, they're trying their best to keep the trade confined to their local area, and at present naturally they're conforming to the Act and the standards in the province, but the days ahead look pretty difficult that they will likely, as some have indicated already, have to stay open maybe six days a week. I don't think there's anybody outside of the service industries that will be . . . like Sunday the general tradesmen in a store or a garage and that, they certainly will close on Sundays. But it's a trend that may be only here for a short time, or it may be here for a long time as the roads get better and the cars get better and people move now a vast distance so the business community kind of feels that if they stay open like Friday, maybe Friday night and Saturday night to compete with these larger centres, then they can keep the trade at home. So it's going to be a difficult thing to resolve it and live under the Act.

MR. CHAIRMAN: The Honourable Minister of Labour.

MR. PAULLEY: If the Honourable Member of Assiniboia doesn't mind, if I may, may I request the Honourable Member for Birtle-Russell to give me - Excuse me, Roblin - any benefit of his observation. I don't recall receiving from him precisely a reply to the ad that was in most of the rural papers as well, but I would be more than pleased to receive his observations.

MR. CHAIRMAN: The Honourable Member for Assiniboia.

MR. STEVE PATRICK (Assiniboia): Thank you, Mr. Chairman. We may have some difficulty following the estimates just before us because I know that we will have to discuss somewhere the Workmen's Compensation, and I guess there's nowhere that we can discuss it. We'll have to wait for the Minister's Salary until we finish everything and come back. That's the area where we can raise it. But I believe under the Employment Standards Act we perhaps can discuss the 40-hour work week, and perhaps the minimum wage, and maybe even industrial safety, and such things as the Pension Benefit Act, so if we can, then I hope we can get into that area at the present time. I know the problems that the Minister has in respect to the time of work and the work week, and I would like to hear from him in respect to the 40-hour work week, what his plans are. I know it does present a problem in certain small communities but I do believe the provinces of Saskatchewan and Nova Scotia, and if I'm not mistaken some other provinces, do have a 40-hour work week and perhaps he must have some information from the other provinces, the problems they've encountered in that area and see what happens, because even without the 40-hour work week, on a 7-day week some of these people have to stay open, they run into the same dilemma and they may have to have staggered or certain different shifts, because I'm sure the same people don't work the total 7-day work week. So I would like to hear from the Minister what his plans are, and what his intentions are in respect to the 40-hour work week.

I know it's not an easy solution for him because as he says he's got the pressures from two sides. But I know that he must have his own . . . he'll have to take his own course of action, and I would like to know what it is and what it will be, and surely he has some

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(MR. PATRICK cont'd) experience from other areas. I would like to hear from the Minister at this time, do we expect any changes in the minimum wage, and he's had the report from the Minimum Wage Board and I understand that - he probably told me it was tabled in the House and I looked through my records and I couldn't find one but perhaps it was, I'm not . . .

MR. PAULLEY: I wasn't positive.

MR. PATRICK: Yes. But again I'd like to know if there's any expectations, or the workers can expect any changes, and I think as well if he would indicate, and he should give enough time so that the industry has time to adjust and to see what will take place instead of it being announced in a very short term. So I hope that the Minister does give us some information in respect to that.

The other area, Mr. Chairman, that I wish to touch on at the present time, and I know that even in one week we've had two fatalities, and we had another near two fatalities in the City of Winnipeg, and I'm talking about industrial safety, and again under this area perhaps the Minister can give us some report in respect to the industrial safety. I know that not only industrial safety, I know that there's been good work done in the department in the last couple of years in respect to research in not only industrial safety but in the other areas. As the Minister knows there's many people subjected to conditions which in years, over a period of years, will decrease their effectiveness with such things as what is the long term effects of loud noise and abnormal lighting or loud motors, and to what extent has this been now undertaken, studied and researched, and over what period of time? We find after 10 years or 15 years when a person has been subjected to certain conditions and by that time it's too late, and I'm sure that with even the limited industrial industry that we have in the city, the department has experiences and research from other centres. So I think that it's difficult to measure the benefits that, you know, accrues to the society when we save lives and when we prevent workers from being subjected to certain things that are very dangerous and harmful to them. I have talked on this matter before because in the long run what happens, Mr. Chairman, is it's the taxpayers' money that will be saved if we have precautionary measures and we have some safety regulations, and I think it's important that, not only when I talk about safety regulations, when I think employees report certain problems with an industry and which may be harmful to the employer, I think it should be taken in good cause, and measures perhaps implemented or corrected, and perhaps the employer should have the right to ask the department to do a research and to do a study within his own plant to see if there is a problem and maybe improvements could be suggested by the technical people that the Minister has in his department. And so I feel it's an area that certainly, certainly the Minister should be concerned, and I know all of us are concerned. And as I mentioned, there has been more industrial accidents in the last while, and I would hope that the Minister now has the staff and facilities to immediately investigate such things and have such information on his desk, or on his Deputy's desk to know what corrective measures have to be taken. So I would like to hear from the Minister in that area.

The other area, Mr. Chairman, and I don't know how some of these matters may not apply to this item but I see the sheet on estimates is limited, so we have to bring them up somewhere.

The other one was that some kind of enactment of a Pension Benefit Act which was promised us a couple of years ago, and really we haven't got it. I believe that such things as perhaps 50 percent vesting of employees' rights. It doesn't matter if it's private, and I'm talking about private corporations now or private companies, because at the present time there's no Act that specifies what are the vesting rights. Do you have to be employed for five years or ten years before the employee has any vesting rights? I think it's important. Is the portion of the employee always returned, the contribution always refundable with a certain percentage or interest rate? Or is just his portion returned or is there at times, that there is nothing returned to the employee? Surely I think that we have passed the time that we have to demand this kind, or ask for this kind of legislation. I think it's something that I am sure the Minister is very much interested in, and I know to what extent. Has the department had any complaints? But this area of pensions is so complicated, and it's so very little understood, and I know that if anyone would set up a pension plan nowadays, it would be my attitude it would be full vesting from Day One instead of saying after five years you're going to return, you know, 50 percent vesting after so many years. So, what about the portability, Mr. Chairman, the lack of

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(MR. PATRICK cont'd) portability, and I know that the Minister has indicated to this House that within the Civil Service that he has finally reached agreement with the Federal Government and reached agreement with the Province of Saskatchewan, and some other province, a couple of provinces and . . .

MR. PAULLEY: New Brunswick, just the other day.

MR. PATRICK: New Brunswick. Well I give him credit but, Mr. Chairman, isn't this something that is almost incredible that this day and age that we have difficulty in reaching agreements with other provinces and with the Federal Government in respect to complete portability of pensions for our civil servants. I'm sure that it doesn't matter even the people that would be considered the most right wing, or what you want to call it in this House, wouldn't even question the matter, would say, "Well, look the time has passed that we even debate and discuss matters like that, it should be legislation." There should be portability, total portability with not one or two provinces and negotiations . . . I know the Minister said that he would do something and bring in legislation four years ago, or five years ago, and here five years have passed and we finally were able only to make agreements with two provinces and the Federal Government. Well that's a very very slow walk, you know, he's taking very baby steps instead of the giant steps that he said he would take when he was on this side. So, I'm waiting for the giant steps in the area of portability. And I'm not only saying portability within a government, I think it's time we looked for this portability within the private sector as well. If somebody's leaving the Civil Service I think if there's a pension scheme within a private employer then we should be able to transfer his pension rights from the public sector to the private sector, an area that I haven't heard the Minister in the last while look or talk about, and I think that it is time again, and I'm not denying that we've done some good work in the last while in this House in the way of labour matters. Perhaps it's time for him to set up a committee or whatever he wants, the Industrial Relations Committee, and ask them to meet three or four times a week. The committee is there, it's standing, and it's costing him no money to look in this area. I think it's a very very important area, Mr. Chairman.

So these are a few points that I'm bringing under this section, and I'll perhaps have more, but I'd like to hear the Minister and the course of action that he intends to take because he mentioned yesterday that he would give us some full detailed information in many of these areas.

MR. CHAIRMAN: The Honourable Member for Fort Garry.

MR. SHERMAN: Mr. Chairman, just before the Minister responds to the points raised by the Honourable Member for Assiniboia, may I add a further subject for his consideration at this time, and perhaps he can deal with them all in one series of answers.

I have had frequent concerns expressed to me in the area of employment standards and the employment standards division as related to the kinds of considerations that are given employers under decisions handed down in this area. I've had concerns expressed to me by employers, small employers, that decisions made under the employment standards area by the Labour Board sometimes tend to ignore the difficulties that the employers have with employees who walk off the job and leave their employer in the lurch. I don't know how many cases of this kind over the past year, for example, would have been brought to the Minister's attention. I'm sure he could, through his staff, apprise us of how many instances of this sort would have come before the Labour Board. But I raise the point because it has been brought up to me on more than one occasion.

The complaint of the employer in this situation generally runs along the following lines, that workers, employees, will walk out on their jobs without providing the stipulated two weeks' notice. The employer is often a small businessman - in fact it's the small employer I'm concerned with here because he is the one who finds it most difficult to cope with that condition when it arises - and he is obligated to make the two week payment settlement with the employee, yet he hasn't got that two weeks work out of the employee. I think that perhaps if one had to arrive at a kind of standard pattern for this behavior, which admittedly is limited, but does occur, the standard pattern seems to be that the employee will indicate that he's leaving, he wants to relinquish his job, but he goes in a week rather than in two weeks and the employer is stuck with the two weeks payment and he doesn't get the extra week of work out of the employee.

So the situation is one that is grossly unfair to the small businessman, to the small

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(MR. SHERMAN cont'd) employer, and the complaints that have been expressed to me suggest that the decisions of the Labour Board in this area have often been unfair and have worked to the disadvantage of the employer, who is ordered by the Labour Board to make the two week compensation payment, and that the difficulties created for the small employer in this area are not taken into account fairly and equitably by the Board.

So I would like to just offer that condition for the consideration of the Minister and ask him for his comments on it; ask him for a review, if he can give us one of the extent to which that situation has made itself known to him and his department, and whether there's not some fairness and equity and protection that can be built into the scale here for the small employer. Because I think the Minister would agree with me that he, as the Minister of Labour, he's the Minister for both sides, for all sides of the labour sphere. If the small businessman has difficulties of this kind, he may find it impossible to continue to any degree hiring people, taking people into the work force, and therefore the whole situation tends to make the Minister's job more difficult when he is trying to maintain high employment rolls in the province.

MR. CHAIRMAN: The Honourable Minister of Labour.

MR. PAULLEY: Mr. Chairman, I thank the honourable members for their contribution, and if I may make a remark or two on the observations of the honourable member who has just taken his seat, the Member for Fort Garry. Insofar as payment of wages on termination and due notice and the effect of legislation as he says, particularly insofar as the small employer is concerned, I do receive constant complaints from both employer and employee because of either the employer saying, "Well, you're fired", like that, or the employee says, "I'm not any longer working for you" and he quits. It does create a problem, there's no question of doubt. My honourable friend makes mentions of the two week period of notice. According to the Act, - that is on termination - the provision in the Act is that on termination of employment, either by one side or the other, the term required of notice is the equivalent of the length of the pay period. If a person is being paid every week, then a week's notice is required by the employer or by the employee on termination. If it's a two weeks payroll, well then it's two weeks. If it's a month, a person is paid by the month, then the requirement of the Act is that the month's notice must be given by either one before their services are terminated or there is a loss to either the employer or the employee of the amount of wages that are due to the individual, or payable by the individual. When this happens, invariably the Minister or the department receives a complaint from one side or the other. The matter is reviewed by the Employment Standards Board, investigation made by one of the inspectors, and the requirement is at the present time that the amount of the alleged wages owing has to be secured with the department pending the adjudication as to whether or not in fact the employer or the employee violated the provisions of the Act. The board makes its decision to the effect that there was, or there was not, a violation and the money is refunded to either the employer or awarded to the employee. Now this is the action of the Department of Labour standards, Employment Standards, review of the board. There's a further appeal to the County Court as to the decision and the appropriateness as to who should be awarded the money.

I appreciate the problem raised by my honourable friend, and I've attempted to overcome it. A couple of years or so ago, the department caused the printing of a leaflet, which was to be given and has been given fairly widespread distribution, of the labour laws of Manitoba as they affect the employee and the employer. I don't know if my honourable friend has seen one of the leaflets, but it states in there the very point that he raises insofar as due notice is concerned. It's most unfortunate, and I suppose I briefly touched on it yesterday when I was talking about no one seems to be ready and willing these days, or too willing, to observe the law. But that is the law, and of course it creates many complaints when either the employee or the employer does not give the notice as required by law. Maybe instead of the leaflet, we should expand on . . . I'm not sure, but I think there was somewhere in the neighbourhood of about 40,000 of these leaflets that have been printed and distributed across the province. Maybe the Minister and the department should take into consideration, consider some other methodology as well. There is another provision, a placard that goes on notice boards in the various industries, but they become so familiar with the individual, nobody reads the things after a little while.

So I appreciate the problem raised by the Honourable Member for Fort Garry, and all I can do is to assure him that, on notice of a violation, the matter is investigated by an inspector

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(MR. PAULLEY cont'd) of the Employment Standards Division, and we attempt to mete out justice as much as we can. Even at the present time, I know of one case dealing with this that I think is before the Supreme Court because of some difference in legal opinions as to whether notice was given or was not given and the likes of that - it may be in the nature of a test case. But this is a general outline of what we're attempting to do in this area and I hope this answers, maybe not to his complete satisfaction, but does indicate the problem that we are confronted with.

MR. CHAIRMAN: The Honourable Member for Fort Garry.

MR. SHERMAN: Mr. Chairman, could I interrupt just to ask the Minister, are those decisions made and is the arbitration of a dispute of that kind conducted at the level of the Employment Standards Division or does it go beyond that to the Manitoba Labour Board itself?

MR. CHAIRMAN: The Minister of Labour.

MR. PAULLEY: Thanks, Mr. Chairman. It's investigated by the department, and in this instance I'm calling the department the Employment Standards Division. Payrolls are checked by the Employment Standards Inspector and then it goes to the Labour Board, and of course, as my honourable friend knows, the Labour Board is made up of two representatives of the employees, two of the employers, I was almost going to say "and a chairman independent," but there isn't a chairman precisely at the present time, but there are a couple of vice chairmen who are not connected with either management or employee. But that is the process through which that goes at the present time, and then of course, as I indicated, there is a further appeal to the County Court beyond that. I trust that answers my friend's question.

The Honourable Member for Assiniboia has raised a number of very interesting points, and I must say, Mr. Chairman, I admire the manner in which he chastises the present Minister of Labour from time to time because of inactivity. And one of the pets of my honourable friend is to chastise me because of lack of action in the field of pension protection and portability of pensions. I believe it was last year we made amendments to the Superannuation Act to provide for reciprocity of agreements between the federal authority and the other provinces in respect of the public sector of employment, reciprocity of transfer ability and other aspects as well. It could have been the year before last.

We ran into some difficulties, to start off, with the federal authority because of the drafting of our legislation and the federal legislation. The two Acts were not absolutely compatible as far as wording was concerned. And then, as is the custom, I suppose, Mr. Chairman, this got into the hands of the legal authorities and it took a considerable period of time before it could be resolved that we could enter into agreements with the federal authorities starting first of all. However, that has now been overcome. We have portability between the federal Civil Service and the civil servants in Manitoba. We also have it, as indicated by my honourable friend, with two or three other provinces as well. And I agree with him when he states that this is something that I, while in Opposition, had raised on a number of occasions. And fault me if you will, but I have attempted within the last two or three years to overcome that difficulty, and the process is rather slow to come to precise agreement with the other jurisdictions because of terminology and understanding of pension plans, say, for instance in Alberta, pension plans in Manitoba, so we know for sure that at least within the public sector where they have more mobility now and transferability now than ever, that there is protection for the individual there.

My honourable friend then went on, properly, to chastise us because of the lack, or at least it seems to be our tardiness in attempting to bring about portability with the private sector and the public sector so that there can be protection of pension plans, of vesting in the funding of plans. I am not sure whether my honourable friend will recall that in the Throne Speech of last year it was mentioned that a Task Force was set up to consider, not only portability with the public sector, but also to look into the matter of portability and protection - my friend mentioned protection and he's so right; that many pension plans, the employee contributor hasn't got the protection that he should have. However, on May 22, as a result of the activities of the Task Force that was set up, as announced last year and repeated this year, my Premier on May 22 introduced Bill 57, which deals by and large with the subject matter of pension plans, and that matter will be before the House when that bill is printed. The delay at the present time is the printing of that bill.

I may also say to my honourable friend that we watch with a great deal of interest what is

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(MR. PAULLEY cont'd) happening outside of Manitoba, and indeed Canada, that on the 3rd of January of this year - I believe the date was - there was a bill introduced and passed - maybe I should say just introduced although I believe it was passed - by the Congress of the United States of America, to make it a condition applicable to all of the states that the pension plans there are fully protected insofar as the individual is concerned, so that of course they are not deprived of their rights under pension plans.

My personal inclination - and I am just expressing this personally in the House this morning, but I've held it for some considerable period of time and made public statements to the fact - is that I think eventually, particularly in a province like Manitoba and possibly across the Dominion, it's going to be necessary for a greater involvement of the public authority, a greater involvement in pension plans, and the possibility of a consolidated funding of pension plans under the general aegis of the treasury department of the public authority to make sure that the employee who works for a small employer, or even a large one, has protection insofar as their pension is concerned. So on that particular topic, Mr. Chairman, I must say that the points raised by my friend are valid. We are taking a considerable amount of time but I do believe we are making some progress, and we will have an opportunity of discussion when we consider Bill 57.

Other points raised by my honourable friend are of great interest. Last year the Member for Assiniboia introduced a private member's resolution calling upon the government to establish a 40-hour work week, after which it would be a requirement to pay time and a half for overtime instead of the 44-hour work week that we have at the present time before that requirement. I think my friend was somewhat shocked a year ago when his resolution was accepted by the government, and I think in this instance, Mr. Chairman, my honourable friend, when we have the printed evidence of our confidence in my friend and also our general approach of carrying through our obligations or accepting commitments, I think that when he has an opportunity of reading the bill on the amendments to the Employment Standards, he will note that at least once upon a time, the Minister of Labour, the government, did accept a general principle as suggested by my honourable friend. But of course I can't disclose, until the bill is formally before us, that we are honouring the commitment. But if my friend will read between the lines, that's about as far as I can go lest I upset tradition.

My honourable friend then dealt with the question of the minimum wage, and in private discussion with him the other day, I was under the impression that we had tabled a report from the Minimum Wage Board in accordance with the resolution that was passed some years ago while I was in Opposition for informational purposes. I believe that that was done, but a formal report of the Minimum Wage Board has not. He then asks me, what are you doing? The Throne Speech, announced by my Premier at the commencement of this session, made reference to the minimum wage and in that reference indicated that consideration was being given to the effect of the minimum wage. My honourable friend will recall that we increased the minimum wage on the first of this year to the present \$2.30, and I want to assure him that due consideration is being given to the effect of the minimum wage in light of inflation and the effect on individuals concerned, and I can tell him that I have asked the Chairman of the Minimum Wage Board to call a meeting as quickly as possible and report to me before the end of this month as to the results of the deliberation of the Minimum Wage Board.

Minimum wages are set by regulation of Cabinet. However, I have asked the Chairman to convene the Board and it will be at their discretion as to whether or not there will be public hearings. This is their prerogative, but I tell my honourable friend there will be meetings. The trend apparently is, across the country, to increase the minimum wage in line with general wage and salary increases, and at the present time, while Manitoba isn't the highest, it is by no means the lowest, but if certain changes take place in other jurisdictions then we'll have to do a little catching up, and it's just my inclination that there will be some catching up, or at least further increases.

My friend suggested that in all fairness more lead-time should be given to the employer - and to the employees of course - more lead-time as to the date of the application of an increase, if there is to be an increase in the minimum wage. That was one of the reasons that I stated the other day in the House the probability that if the hours of work are reduced before payment of overtime from 44 to 40 hours, we'll have to take a very good close look at the effect of that on the take-home pay of those on minimum wage. And I consider, I trust and hope that the

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(MR. PAULLEY cont'd) employers and the general public will consider at least the commencement of notice that the minimum wage is likely to be adjusted. I will assure, as far as it is practical for me to assure, that I will not make the announcement tomorrow that the minimum wage will be increased, but at some time in the future, in order to give some lead-time at least to the people concerned in the industry.

In regard to the 40-hour week, may I say, Mr. Chairman, that if and when Manitoba adopts a 40-hour week, it will share with British Columbia and Saskatchewan the provision for the 40-hour work week which it has at the present time. There are some jurisdictions which have - and of course the federal is a 40-hour work week as well. There will be some provision or there are some provisions in some jurisdictions that the regulation can be rather flexible before the payment of overtime. Manitoba has constantly, as far as I am aware - at least in recent years - held a general application to all concerned without variations.

Now my honourable friend raised the question of industrial safety and whether or not investigations were made into accidents. I share with him great concern. We had an accident the other day which was given a considerable amount of publicity, when a couple of chaps were up on a scaffold cleaning a building, the windows, and unfortunately the motor conked out, or something went wrong, and I'm sure my fellow colleagues in the House will be glad to know that fortunately there was no loss of life or injury. I want to assure my honourable friend that there is on my desk a complete report from the Workers Compensation investigating team as to the circumstances, how it happened, and how can such an incident be prevented for the future. There is real co-operation I may say with the Workers Compensation Board and the safety division of the Compensation Board and myself as Minister and the Department as a whole in the field of industrial safety.

One of the difficulties that we're having at the present time, and it's a difficulty I've asked my colleagues to consider in their respective departments, is the bifurcation of industrial safety legislation and regulations with various departments. For instance, in the Department of Mines, as I understand it, the Department of Mines and Natural Resources are responsible for safety provisions underground. The Department of Labour and the Mechanical Department are responsible for such things as pressure tanks, elevators, and the like. The Department of Health is responsible for gas emissions and general health conditions. I caused a Task Force to be established a couple of years ago to try and make recommendations, or to consider recommendations to see if we can bring about uniformity under the umbrella of one department; the Workers Compensation Board covering all aspects of safety so that everyone knew where to turn to draw to the attention of the authorities the problems in safety. They have an Occupational Safety Act in the Province of Saskatchewan to which we have given a great deal of consideration. It's a good Act but there are some areas upon which it can be improved. So we're doing that, and I trust and hope that before long we will be able to compile a uniform safety law applicable across the province in all areas. And from time to time employee representation, and employer representations, are made to the Minister of Labour drawing to his attention certain aspects of deficiencies in industrial safety provisions, and we listen.

My honourable friend mentioned the question of hearing and the effect of noise in industry. I just forget at the present time the correct terminology of the technician, but I am sure that my honourable friend will be interested to know that I believe commencing the 1st of September we will have trained the first technicians and will supply them with the necessary equipment, so that they can go into areas where there is noise pollution to be able to measure it, the noise pollution, and make recommendations to the board, and of course to the Minister responsible for the board in respect of the incident of hearing complaints. Because it's very hard, very hard as I'm sure my honourable friend will agree, to pinpoint precisely the degree of impairment of hearing caused by noise. But we will have the technicians trained through the co-operation of the Community Colleges and the Workers Compensation and we anticipate that they will be on the road this fall.

I believe, Mr. Chairman, I have answered, or attempted to answer, the questions raised by my honourable friends. If I haven't, I'd be pleased to receive any further comment.

MR. CHAIRMAN: The Honourable Member for Fort Rouge.

MR. LLOYD AXWORTHY (Fort Rouge): Mr. Chairman, I'd like, if I may, to come back to the question of pensions that the Minister raised in response to the Member from Assiniboia's comments. I'm wondering if the department at this stage is looking into or plans to present

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(MR. AXWORTHY cont'd) any legislation that would provide for a greater protection of employee rights in the use of pension plans. One of the areas which I think has become of some increasing concern as pension plans themselves become the source of an increasing amount of capital for investment purposes and for operational purposes, that there has been a number of cases where the funds that are derived from pension plans are used probably at less than their maximum utility, and in many cases may not be used for the benefit of a community in which they're raised, that there are examples of pension funds generated in Manitoba which may go to build high-rise office towers in Toronto, which is not exactly - and it may not even be at a proper return of interest, it may be simply that that happens to be whatever kind of agreement, and one of the reasons is that the employees' contribution, or those who make contributions, have limited influence in terms of the use of pension funds at this present point of time. I noted with some interest that the Government of Nova Scotia, which happens to be a Liberal Government of course, has taken some very direct action and has introduced legislation at their own session of the Legislature to provide for employees' rights in the use of pension plans and to ensure that they have some say and direction on such use. I think that it is a question of concern, not just to the employees themselves, although I think that's the major focus, but also to the province generally to make sure that we are able to make maximum use of those scarce investment funds that we generate through our own pension plans. I would like to know if the Minister and his department have been looking into this problem and have any plans for presenting ways of correcting some of the problems that have arisen.

MR. CHAIRMAN: The Honourable Minister of Labour.

MR. PAULLEY: Mr. Chairman, may I first just make an observation - I don't know whether we should compliment the people of Nova Scotia on their government or criticize them for it.--(Interjection)--Pardon?

A MEMBER: Commiserate with them.

MR. PAULLEY: Commiserate with them, yes. Of course that is the prerogative held by people in provincial jurisdiction, and whether my honourable friend was trying to be apologetic to the voters in that particular province or not I leave to his judgment.

I suggest, Mr. Chairman, that the proper time for the questions raised by my honourable friend would be when we consider the proposition that will be before us dealing with pensions.

I do want to say that the Committee on Statutory Rules and Regulations was named last year to consider this whole proposition. I am not a member of that committee but was party to supplying a considerable amount of basic information, or gathering an amount of information, and I'm sorry I cannot say specifically to my honourable friend that the point that he raised in respect of involvement of the employee is part and parcel of the general suggestions that will be made under Bill 57. However, I do want to say to him I have met with an organization known, as I believe, Superintendents of Insurance and Pension Plans; it's just started up. I believe their home base is Toronto. I just the other day received a documentation of their observations and their continuing interest in pension plans, and the information is being relayed to me because of my interest in workers and pension plans as well. But I do suggest, Mr. Chairman, that possibly the Honourable Member for Fort Rouge could raise those questions when we're giving more detailed consideration precisely to pensions.

MR. CHAIRMAN: Resolution 72 (a) Salaries-passed; (b) Other Expenditures \$59,400-passed. Resolved that there be granted to Her Majesty a sum not exceeding \$392,100 for Labour-passed.

Resolution 73 (a) Apprenticeship and Industrial Training - Salaries - the Honourable Member for Fort Garry.

MR. SHERMAN: Mr. Chairman, this begins to bring us into the whole area of accounting for the operations of the department in the whole labour field and so we begin now on this resolution and the next one to get to the area that I and my colleagues are most keenly interested in with respect to these estimates, because apprenticeship and industrial training cannot be divorced from the overall industrial picture, the industrial climate and the labour picture in the province generally.

I think at this juncture we'd like to have an accounting from the Minister as to the kinds of programs undertaken by the department in the past year, and the kinds of plans and programs projected by the department for the next year, with a view to meeting industrial and

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(MR. SHERMAN cont'd) manpower needs so as to ensure the growth and the health and the viability of the Manitoba economy. In the first place there are a number of industries that are desperately short of skilled workers and we would like to know from the Minister and the department what is being done to meet those needs. In the second place, there is the looming spectre of unemployment not only in Canada but throughout the western world, and there is no denying the fact that we are part of that world and we cannot hope to avoid the difficulties that are affecting industry and economy generally. We may be spared some of the dislocations and some of the difficulties in the employment field that are striking other more heavily populated, more highly industrialized parts of North America. For that we can be thankful and grateful, but that accrues largely from sociological factors and from thinly spread population, and from an economy that's still largely based on agrarian industries. We are going to feel part of the impact of the industrial slowdown, part of the impact of the trend towards higher unemployment, part of the impact of the general financial climate now affecting large parts of North America, of Canada and of the Western World, and it's incumbent on this department and this Legislature, and any government in office, to be making plans, laying plans for minimizing the effect and the impact of economic difficulty on our society. Apprenticeship and industrial training is an integral part of any kind of program aimed at anticipating developments of that kind, of minimizing their damaging or harmful effects, and of stabilizing the economy and the standard of industrial production and industrial capacity, insofar as that's possible in a world where nothing is certain for very long.

The province, and thereby the government, have been fortunate in the past year with respect to our relevant position in the employment picture. We have not suffered the declines in employment, or the increases in the unemployment rolls that the country generally has suffered, but nonetheless the latest figures revealed to us in this House by the Minister, in fact the figures ranging over the last two or three months, have indicated an ominous trend. They have indicated that comparatively speaking we are feeling the impact of the industrial slowdown and the economic slowdown too. We are coping with a bigger problem in terms of unemployment today than we were a year ago. We are coping with the problems of a reduced labour force in comparison to where it stood last July, for example. Now admittedly in the month of July and midsummer you are into probably the highest, the peak employment period of a working force in a province like Manitoba, but we're not that far off July at the present time - it's only a matter of weeks till we're there in 1975 - and the latest employment figures in the province have not been encouraging in a comparative way. The latest employment figures have not indicated to us that we will have the same kind, the same size of labour force in midsummer of this year that we had in midsummer of last year. We're talking comparatively of something approximately in the neighbourhood of 420,000 or 418,000 in a work force that a year ago, I believe, totalled somewhere in the range of 435,000. So we have an anticipated, an incipient, if not an already realized decline to cope with, and we have some specific industries that are suffering very severely from shortages of skilled labour.

It was a year ago that spokesmen for the Winnipeg Builders Exchange pointed out that we had a severe shortage of skilled labour in the construction ranks, and just within the last week, I believe, the new Chairman of the Manitoba branch of the Canadian Manufacturers Association pointed out that a survey conducted jointly by the Manufacturers Association and by the Department of Industry and Commerce of this government had reinforced the claims by industry off-voiced in the past two years, that we do suffer severe shortages of skilled labour in specific fields. The person to whom I'm referring with respect to the Canadian Manufacturers Association is Mr. H. L. Cavanagh, the newly-elected Chairman of the Manitoba Branch of that Association, and he said, and it was widely quoted by the Winnipeg Free Press and other media outlets, Mr. Chairman, in recent days to the effect that the joint survey conducted, as I say, by the Association and by the Department of Industry and Commerce, had proven that industry officials were right and have been right consistently over the past two years when they have claimed that there are critical shortages affecting industries in this province and thereby affecting the health of the entire economy.

Skilled labour areas in which shortages of a critical nature exist, to which he referred in specific terms, were areas largely related to the construction field. He cited, for example, a severe shortage of welders; a severe shortage of pipefitters, and he also said that there was a severe shortage of stationary engineers. There are others in the Manufacturers

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(MR. SHERMAN cont'd) Association and other industrial groups who have for many months raised the cry that they are severely hampered in their activities by shortages in industries such as the garment industry and in the hospitality industry, the food and beverage service industries. So these are specific examples cited by spokesmen for industry, and reinforced, as I suggest, by a formal survey conducted in part by the Department of Industry and Commerce and the Labour Minister's colleagues in that area of the provincial administration.

I think that nobody in this Legislature who has any contact with business or industry whatever would dispute the fact that it is extremely difficult today for employers of any size, and particularly for small employers, to obtain the kinds of workers, the kinds of employees, the kinds of staff that they need to carry out their businesses and their enterprises. In the agricultural field, for example, I know that persons engaged in almost all sectors of the agricultural industry from an ownership or an employment point of view are in extreme difficulties in obtaining manpower, in obtaining people who will come and work, be able to do the kinds of work, and bring the kinds of employment commitment to jobs that need filling in their industry. And that condition, I would suggest, applies fairly generally across many industries of the province. One of those, as I've said, most severely in need of this kind of attention is the general construction field and when we suffer slowdowns and difficulties in limitations in that industry due to lack of skilled workers, lack of skilled help, then it's axiomatic that the economy of the province, the economy of the region suffers generally.

The garment industry is one in which the Minister and I have had our disagreements in the past. I know the Minister holds a view with respect to employment needs and the filling of jobs in that industry that is somewhat different from mine, and I think he also holds a view that differs sharply from mine with respect to the general treatment of employees in that industry and the wage standards in that industry. But the Minister cannot argue with me on the point that the garment industry is one of the most crucial and critical producers of money, producers of dollars in the entire Manitoba economy. In fact, I stand to be corrected by the Minister and his advisers who perhaps have, or doubtless have statistics available to them more current than mine, but I suggest, Mr. Chairman, at the risk of being contradicted by them, that the garment industry is the number two industry in this province in terms of generating revenue for the province, in terms of production of dollars in the province, ranking number two on the list. If it isn't number two, it's certainly within the top half dozen. It's certainly crucial and critical to the health of the economy. And here is an area, here is an area where employers for a long time now, ranging back almost over the lifetime of this Legislature, which goes back to 1973, have been crying out for assistance in filling job openings, in filling production line openings, which need to be filled if the industry is going to be able to maintain its status and its momentum.

There are difficulties, as I have suggested, in meeting necessary conditions and standards of employment, necessary conditions and standards in the wage area, and I don't hold any brief for the garment manufacturers in that argument. I agree that some of the Minister's points have been certainly well taken and certainly founded on legitimate unhappiness with some of the standards in that industry. But, as the Minister of Labour, with the department at his disposal for assuring the health and the viability of industries of this kind in our province, he has the opportunity, and I suggest the responsibility, to make sure that the garment industry has available to it the manpower that it needs in order to do the job the way this Legislature and the people of Manitoba feel it should be done. And then if it isn't meeting the kinds of conditions in the areas of wages and employment conditions that it should be meeting under the employment standards of our province, then to deal with them on that level and to ensure that they meet the necessary standards. But first and foremost they've got to have the manpower to do the job and fill the openings on the production lines that need to be filled.

Now in past debate on this subject, the Minister has suggested that he wants to use as many native Manitobans, as many of our own residents as possible, take as many of our unemployed off our unemployment rolls and give them the opportunity of going into jobs in industries of this kind. No one can quarrel with that objective provided it is a realistic objective, providing that we're not waiting three, four or five years to produce the stream of manpower that's necessary. If we have to wait three, four or five years to do it, Mr. Chairman, then it's going to be too late for an industry of that kind. So there becomes a critical time

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(MR. SHERMAN cont'd) factor here when the Minister looks at retraining, and job retraining, and the equipping of many of our own unemployed to fill those vacancies. Is the job retraining program which the Minister assured this House was being undertaken in this area, is that program, are apprenticeship programs generally working onstream and on time to meet the needs of industries of that kind?

Those are specifics that relate to labour shortage and skilled-craft shortages that exist right now in this province and which need to be met, Mr. Chairman. But generally I think there's an overview that we might ask the Minister for in this area, too, that is, the whole posture, the whole thrust of this government in the apprenticeship and industrial training field. We would like to know to what extent this government's emphasis on trades training, vocational training as manifested in educational institutions like the community colleges, to what extent the philosophy of the government and the direction of the government in that area is producing satisfactorily the workers, the trained workers for industry. Are programs undertaken by the government in this area meeting the hopes and the objectives that the Minister and his department laid down for them? Are the community colleges operating alone in trying to fill these needs, or are there substantial parallel courses of this type available through industry itself sponsored and endorsed by the department? And are they producing a stream of trained workers for industry? Is there any intention, is there any program that focuses these programs, and channels these programs in a certain way to meet objectives connected with certain industries, with specific job fields, or is it a scattershot kind of operation that overlooks individual needs?

The subject of immigration and selective immigration for the Province of Manitoba is also an area that comes into this particular resolution, this particular phase of the Minister's estimates, Mr. Chairman. And I would like an accounting from the Minister, and I'm sure all of us would, of the attitudes and the philosophy and the program where he and this government are concerned, where the program stands at the present time on the importation of workers into Manitoba to fill industrial needs. A case in point being Saunders Aircraft at Gimli where over the past two years workers have been imported from other parts of the world, notably the United Kingdom, and just to what degree that kind of program dovetails with the Minister's own program for training people here, training Manitobans here to take jobs in industries of that kind. The Minister has operated in the last year in concert with his colleagues across the country and a general study of the immigration situation, and I know he was at a meeting in eastern Canada recently related to the Federal Government's Green Paper on Immigration, and we would be interested in hearing him define for us his views and his philosophy on Manitoba's rights and jurisdictions and areas of authority in the immigration field, to what extent he feels the province can be a master of its own immigration policies, and to what extent he and his department are working, as I asked a moment ago, in dovetailing immigration programs with industrial needs, and how that sort of parallels and how that helps to underline the apprenticeship and training programs that are undertaken for our own native Manitobans and our own Manitoba work force.

There are many areas of the apprenticeship and industrial training program sector that no doubt spill over into the research and planning area of the department's operations, Mr. Chairman, but they probably cannot be divorced entirely when considering the estimates. If there are some subjects here that the Minister feels would be better covered under the vote on research, then he can advise us to that effect and perhaps we can defer consideration of them until we come to that resolution. But I think there is an overlap and an interrelationship here that will enable him to address himself to most of those areas under this vote on Apprenticeship and Industrial Training, and there will be individual questions no doubt that we will want to ask him after he gives us that overview. But I think at this point we would like an accounting from him of that specific policy, that specific philosophy, that specific approach that he and his department are taking in this whole critical area of keeping Manitoba's industries filled with the workers that they need, of supplying the skilled needs for the holes in the industrial economy which have been pointed out by spokesmen for industry, to whom I've referred, and by dovetailing immigration in the province to meet those needs, while at the same time correspondingly accommodating the needs of our own workers in the employment field.

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MR. CHAIRMAN: Just before I recognize the Honourable Member for Assiniboia, I wonder if I could draw the attention of the honourable members to the gallery on my right where we have as a guest this morning the Clerk of the Parliament of the New South Wales State Legislature, Mr. Allan Saxon. On behalf of all the honourable members, I bid you welcome here.

The Honourable Member for Assiniboia.

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MR. PATRICK: Thank you, Mr. Chairman. I wish to deal almost specifically with the apprenticeship program, and I'm very disappointed because if you look under Apprenticeship and Industrial Training and you would believe, or one would believe that this is an area that expenditure should have been increased, or at least doubled, with the difficulties and problems we had in manpower last year. The increase here is from 205 to 214, which doesn't even allow the increase for the salaries of the departmental staff, Mr. Chairman. So I would be inclined to believe that what's happened in this area, it seems that expenditures have been cut back, and if any area, if any area, this is an area that really we should have increased, and increased quite extensively because as we did have difficulties, we did have manpower difficulties last session.

The reason for this perhaps, Mr. Chairman, we should start questioning the whole apprenticeship program. Maybe the concept of apprenticeship program is somewhat antiquated and maybe there should be some changes made. I wonder if the Minister is contemplating any changes. Is it still considered to be a source of cheap labour? And maybe this is why the Apprenticeship Program is not as successful as it should be. Or have our schools, the community colleges taken over most of the function that the Apprenticeship Program was doing a few years back? But really when we had some difficulties in the type of manpower that we've been experiencing, surely this is an area that we should be spending much more money, this is an area that should not be used as a cheap source of labour for industries. I think that we could really supply the kind of technical manpower that we need. And I think it's time, it's time that the Department of Labour began a detailed study on the usefulness and effectiveness of the Apprenticeship Program, and let's determine, let's determine if the Journeyman Papers, if the Journeyman Papers are eventually obtained by most of the apprentices. The total length of training received: Is it three years, four years, or how long does it take to receive the Journeyman Papers, and whether the trade is practised once they receive their Journeyman Papers - is the trade practised? Where do these employees locate, and do they practise or take jobs on with the trade that they apprenticed for?

So I think that it's time that the Department of Labour in respect to the whole Apprenticeship Program, start immediately, or should have some detailed statistics, should have some detailed information to give us this type of information and to see how successful our Apprenticeship Program is, because at one time it was very successful. It was the only means that people received their training and got their apprenticeship papers. Now I believe that this is required to find out how many stay in the Apprenticeship Program, why don't they stay, and if they receive their Journeyman Papers, where did they take the jobs, and did they take the jobs for what they journeyed for, or what they apprenticed for? I think that's important. I believe that we need some refresher courses for updating and retraining some of the people that have received their Journeyman Papers.

The other one, perhaps the Minister can give some consideration for say certification or exams should be made available I believe to the people that have been involved in a certain trade and have never taken apprenticeship, or haven't got their papers, but have been involved in a trade for many years, and through no fault of their own. They're probably much more expert in the field now and more able and capable and know . . . they're perhaps technical people in their field but they haven't got their Journeyman Papers and they're not receiving the kind of wages they should because they haven't taken the exams, or they haven't taken the certification. And I think that the certification should be available to the people who have not taken the formal training, to the ones that have not taken a formal training. And perhaps testing should be given in several languages because we have . . . many people have come in in the last few years from different parts of the country, from the Middle East or from Asia that maybe cannot take the test to pass their exams for their certification in English. So

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(MR. PATRICK cont'd) maybe it could be available to them in their own language. So I feel that if there ever was a time that we should have reviewed and see - and perhaps maybe this is an area that should be expanded and expanded quite extensively.

We haven't done anything according to the estimates and I believe that the Minister has been short-changed as far as I'm concerned in the money that he received in his department, because I think it's a very vital department and I know we are critical of different departments as spending too much money, and I don't believe anybody has said that on this side at all. If anything, I think they should have had much more money, and in an area of Apprenticeship and Industrial Training certainly, Mr. Chairman, that he should have had much more money. In my opinion I feel that the Apprenticeship Program should have been expanded. Let's determine why it's not working to the satisfaction, and why it isn't expanded, and the only way we'll know the problems is when we find out and get some kind of a detailed study to see how many people enroll, how many complete and receive their certification, and do they go into the jobs that they've been trained for, and if they quit the next year or after a year of apprentice, there must be reasons. So let's determine the reasons, and perhaps maybe the reasons are that it's still used as a low, sort of a low and cheap labour sort of manpower. If that's the case, perhaps the Minister has to review his whole program and maybe some of these people have to be given assistance. So that's one area that really concerns me, Mr. Chairman.

The other point is that I believe the Minister, the Minister has a responsibility in this area, and again it will cost the province money, in the area of manpower as a whole, the manpower training. And I'm not completely satisfied with, I'll tell you, the Federal Manpower Program the way it's operated at the present time, because even . . . I don't know why, but it cannot be to the satisfaction of many employees because they seem to think private agencies, placement agencies, many of them - and I wonder to what percentage - instead of going to the Manpower and registering that they're available or they need a job, and you find not that many, and they're scattered, they're going to private agencies, and you'll never find somebody that's able and capable, but if you phone one of the private agencies, you seem to be able to get capable people. Why can't you get them from the Manpower? I think that there's something wrong, and I think we can be critical in that area.

But what I'm trying to say to the Minister, I think that he could take a very giant step and initiate a program that we should have a manpower training program in our inner core where we have many native people, and I know that many have said you can't train the native people. My information is that the plant at Rivers, the Sekine Bicycle Plant - and I know all it is is an assembly plant, it's not a complete manufacturing of bicycles - but I'm told that productivity of those employees, which I understand are the native people, the productivity is higher than in most industries. Well if that's true then all this talk about you can't train the native people is nonsense, Mr. Chairman, and I think that this is an area that we will have to come to grips, that in the City of Winnipeg we have some 30,000 native people, and within, we're told, five to ten years we'll probably have over 50,000. Well this is a very very serious problem for the city, so we will have to initiate, we will have to initiate some manpower and training programs, and establish community employment programs designed to train these people, and this is an area I believe that the Minister certainly can take a very giant step and he'll need money to do it. I'm sure that he'll get 100 percent support. I know that there has been some talk that the Minister may not be in his portfolio but I hope he is, and he's got at least two and a half years' time or more before there's a general election. I think it's an area that he can undertake and show the initiative, and I know there would be no other person more capable to do it than he would. So I ask him to take a giant step in that area.

The other point that I wish to raise to him at the present time is in respect to the Sheltered Workshops, and this is I think a program that has been run quite effectively, and I did receive several calls that some people were not able to be placed. And I think it has been one of the better programs that's been operated by the department and it's a program that involves, I believe, almost 1,000 people, or somewhere around that neighbourhood, who are retarded, and they perform jobs in the way of crafts or arts and these products are sold. So they are employed, they're receiving money, and I believe that they have some self-respect, and at least they're doing something instead of staying home all day, and perhaps if they stayed home you would almost have to have somebody take care of them. In this situation they are trained to do a job. The program is working - in my opinion the program is working

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(MR. PATRICK cont'd) . . . quite well. I don't know, you know, what the cost factor is that's involved because I'm sure that there must be some cost involved. But I think that the cost would be maybe four or five times as high if we didn't have the program. So when we look that we are employing 1,000 people in the Sheltered Work Program, that is giving employment to people, that they're earning some money, and the big thing is that it's giving them some self-respect for the people that at one time we said that they cannot fit into society, that they're completely retarded, and here you see that's not so when you can put that many people to work and they're performing a function, and they're selling a product, I think it's a very good program, and all I can say to the Minister, if there's applications for some people to get a job within the Sheltered Work Program, I think if it needs to be expanded, let's do it. But I don't think that we should deny some, and I know I've had calls from several parents that wanted to do this.

I know that the other area that I do wish to just touch on briefly and it was mentioned that the garment industry . . . and well, my opinion is that the garment industry, it was always talked about that it pays low wages. Well, I don't necessarily agree that it's a completely low wage industry. I know that probably the first or the second year the employees maybe are close to the minimum wage, and the minimum wage, as the Minister indicated, is not that bad now in Manitoba and there were some indications it may increase, which is good news. But only the first-year employees I understand that start at the minimum wage and quite quickly they go up higher. Well if that's the case then it's not a low-wage industry any more. I believe it wouldn't be for the immigration because it's not that it's low wage and a lot of the Canadians don't want to work in it, it's perhaps the kinds of jobs they don't want to take and many, perhaps wives or women, don't want to go into that kind of employment, or take that kind of employment. So in this situation if it wasn't for the immigration, perhaps many of these places could not stay open for manpower reasons. So I think that we have to be careful in respect that we keep at least some of these places open.

I understand they are finding difficulty too because of the cost factor, and there's already an indication that some of the industries, this type of garment industries have already moved out, setting up shops in other parts of the country, in Taiwan, or some of the other parts of the world. The only reason they're doing this is because of straight competition. They just will not be able to compete, it doesn't matter what the wage is, so wherever they can compete - and it certainly is a pretty large part of our industrial and manufacturing sector in this province, the garment industry. At one time I believe it was the largest in Canada, and that's many years ago, Winnipeg was the largest centre. I don't believe it is any more. But I think if there is a difficulty in respect to manpower that I believe the Minister has the responsibility. If he cannot find, find enough trained people here, then perhaps he has an input into the immigration policy to what the Federal Government does, because I believe provisionally and constitutionally, my information is that the provinces have a right as far as immigration policies are concerned, and it's never been practised, so the Minister has an opportunity now to exercise that right. I agree with him that we should first look at our own people to see if we can fit them in, and if we can't then we should give some consideration in . . . So I ask the Minister for some answers in respect to the whole program of our Apprenticeship Program and the Manpower Training and Sheltered Workshops and the garment industry.

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(MR. CHAIRMAN (Mr. Walding): Order please. Before I recognize the Honourable Minister can I just direct the attention of honourable members to the gallery to my right where we have 45 students from Rivers Elementary School. They are from Grade 4 under the direction of Miss Manby and Miss Hansen. They are from the constituency of the Honourable Member for Virден. On behalf of all of the members I bid you welcome to the Legislature.

The Honourable Minister of Labour.

COMMITTEE OF SUPPLY - LABOUR Cont'd.

MR. PAULLEY: Mr. Chairman, I thank the honourable members for their contribution. And while I am now going to ask the co-operation of the pages to distribute a leaflet, in doing so, Mr. Chairman, I think this might be an indication of at least one of the activities that is taking place in the Department of Labour Apprenticeship Division. I had the honour, sir, just

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(MR. PAULLEY cont'd) the other day, the day before yesterday I believe it was, of journeying to Thompson, Manitoba, to present certificates to six individuals, certificates of qualification in the Miner Trade Apprenticeship Program. And while sometimes we're a little tardy here in Manitoba, I admit, insofar as apprentice training is concerned, I would like the honourable members to know that the main reason that I went personally as the Minister of Labour to present the certificates was because here in Manitoba we established for the first time on the North American continent the fact that there is a mining industry and that there are qualified miners, and indicated that we have a program of apprenticeship for miners. As I say, this is a first on the North American continent. It's my understanding that there are only two other jurisdictions that have any semblance of a training, apprentice training program in the mining industry; I believe one is Germany and the other is Finland. So while we may be tardy in some respects, Mr. Chairman, at least in this particular area we are the first in North America to recognize mining as an apprenticeable trade.

And then one might ask me, because this trade has so recently been approved under our law, how come within two or three months or so it was possible to present certificates of qualification to those engaged in the industry. I can use that as an illustration to answer my honourable friend the Member for Assiniboia as to recognition of involvement of people in industry who have been there for a fair amount of time and recognized by receiving a certificate exhibiting their qualifications and giving recognition to participation in the industry. I was able to present these certificates to, as I say, six individuals to illustrate that they had been in the industry and the grandfather clause applied, and they received their certificates.

I think it will be of interest to the members of the Committee, Mr. Chairman, to know of the remarks of at least one of the people who received the certificate, on being asked, "Does it mean anything to you to receive a certificate of qualification?" And his answer, Mr. Chairman, was, "Yes, after being engaged in the trade, or the occupation of mining for 10 years, at long last I have something in my hand that can prove that I am a miner instead of just somebody who daily goes down beneath the surface of the earth to extract minerals." And I was more than pleased; and incidentally, Mr. Chairman, the individual I refer to I am proud to be able to say was one whom we normally call a Native person. So we do achieve some things sometimes. And I'm sure that members of the committee will join me in complimenting the co-operation that existed in the formation of this trade an apprenticeship program between management and labour and the department, all three combined. I might say that when the regulations respecting the trade reached my desk there was a requirement that it would take four years of apprenticeship before a person could be declared as being a qualified miner, and in consultation, and using my prerogative to some degree, the four year term was reduced to three. So that in a three year period a person can qualify for an apprenticeship certificate, which would then make that person eligible not to receive less wages because he was only an apprentice, and would be given the same rates as qualified personnel.

Generally speaking when we're talking about the apprenticeship programs that we have, we look quite closely at statistics. The Honourable Member for Assiniboia particularly has suggested that we weren't spending enough money, or there wasn't enough money contained within the estimates of the department to do a job. Well I'm not going to argue with him; it might be, it might be that we could use three or four times the amount of money that is contained in the Estimates of the Department of Labour, and in particular the department dealing with the Apprenticeship Program. But to me, Mr. Chairman, it's not merely the expenditure of money that counts but net results. And true, true we could have doubled our staff to make it look good but it's in achievement, in my opinion, of the results, and over the last years since we became the government there has been a fairly constant increase in the number of people who are enrolled in our apprenticeship programs. It may not be of great significance to some members, but our number of enrolled apprentices has gone up from 1969-70 of 1,816 to 2,266 in 1973-74. I would imagine that there are many who would say to me, "Well heck, that is only an increase of somewhere in the neighbourhood of 450 apprentices in a period of say about six or seven years."

But in addition to this, Mr. Chairman - these are formal enrolment figures - in addition to this there has been an extension and an expansion of the number of young men and women who are enrolled in our community colleges who are taking training courses as well. And I say in all due respect that those increased figures can be added to these figures to indicate

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(MR. PAULLEY cont'd) that there is expansion taking place in apprenticeship training through the combined efforts of the Department of Labour and the Department of Education. In addition to this, Mr. Chairman, arrangements are being made on behalf of the students who are attending at our technical training levels in our high schools in rural Manitoba for the first time, to try and arrive at a reasonable figure of granting recognition for the training that's taking place in our technical schools outside of the community colleges so that the student then when he makes, or she makes, application to become an indentured apprentice will receive credit for some involvement at least in the technical training schools, high schools, right across the province. This is a first. I admit that it hasn't been concluded completely but it's an indication of our attempts to have a greater involvement in apprentice training.

I also am informed that there are more women now being enrolled in pre-apprentice training programs, and the young lady was only in to see me the other day there showing me the certificate, or a document, that she had been granted that she had been approved as one eligible to become an apprentice in the carpentry trade. She incidentally was from Northern Manitoba as well.

So while we may not be moving mountains overnight, we are at least endeavouring constantly to improve the facilities for apprenticeship training, and also to have a greater involvement of our young men and women.

One of the activities, Mr. Chairman, that I would like to just make passing reference to at the present time takes place within the Women's Bureau of the Department of Labour, and we will I'm sure be discussing that a little from now. And there is a team from the Women's Bureau interviewing students in high school and giving addresses in our high school as to the availability of employment opportunities to the female sex, including opportunities of taking apprenticeships. In the railroad industry I know that at the present time there are four or five young ladies who are enrolled as apprentices. It is a connection between that involvement of the railways with our community colleges in that the apprentices, at least from the CNR, are trained to some degree in our community college, the Red River College.

So it's an ongoing process, Mr. Chairman, and I appreciate the fact that we haven't, as I say, moved mountains. We haven't increased our expenditures possibly to the degree that the Honourable Member for Assiniboia would like to be able to indicate, but I think that the job is being done, maybe not to the degree that it should be but nonetheless progress is being made.

The Honourable Member for Fort Garry raised a number of very interesting points dealing with apprenticeship and the shortage of skilled workers, particularly, as I understood his remarks, pertaining to the construction industry and the garment industry.

I would like to reaffirm the position that I have taken. It may not be the proper one but it is the position that I have taken, and even my honourable friend did not disagree with me when I say that we have orders of priority insofar as sources of people to be trained. I still insist the proper procedure is first local - by local I mean Manitoba - followed with Canada, before we bring in offshore people who are trained.

My honourable friend mentioned Mr. Cavanagh who is the new President I believe - I'm not sure whether it's the national or the provincial Chamber of Commerce. I want to be critical of the construction industry and its contributions, or lack of contributions into the training of apprentices, Mr. Chairman. A couple of years ago I met with a group called the Consumption Management Committee of the Construction Industry, dealing with the development of our hydro projects in the North, and we discussed the question of the shortage of skilled workers that were available, or would be available for employment on some of these projects. We were criticized because we were not training sufficient individuals to supply the industry - just let me say Manitobans - and the appeal was being made to me to encourage greater off-shore immigration and immigrants because in their opinion we didn't have the trained personnel. I had to admit and I admit now, that there were certain areas where we didn't have trained personnel. The Honourable Member for Fort Garry used just by way of, I believe, a passing example, Saunders Aircraft, where there were a number of mechanics, specialized mechanics, that came in from Old Land. It's true. I'm referring now to specific discussions that I had, that at the time of our discussions there was an apparent lack of fully qualified operators of heavy equipment, construction equipment, there was a lack of competent mechanics to repair heavy industry equipment, and agreement was reached, an understanding was reached where while we recognized that, we would not object to on a select basis for people coming in off shore to fill these jobs.

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(MR. PAULLEY cont'd)

But my major criticism then, and it is today, Mr. Chairman, that while there is constant crying because there is a lack of skilled labourers - skilled workers, not labourers - skilled workers in many areas, my criticism is there's no precise contribution of any material nature coming from the industry in order to train and assist in the cost of training capable and qualified mechanics in the various trades. Now, isn't it reasonable, Mr. Chairman, that with the huge costs of the operation of our community colleges, the costs of our general apprentice training programs within the department, that there should be a greater involvement in total of the sharing directly of the costs of that training with industry itself? I appreciate and I realize that the answer could be that while we're taxed to death, and it's our taxes that is used for the expenditures in our community colleges - and I'm not saying that that is not a legitimate answer to the point that I raised - but nonetheless, Mr. Chairman, from my observations, the situation is we do need more skilled people in our various industries - and I will touch the garment industry in a moment or two - but I do say that there should be a greater contribution by the industry, or industries themselves, into training programs in concert with both the Department of Labour and the Department of Community Colleges.

I receive monthly - or incidentally, Mr. Chairman, the time that I spoke of with my meeting a year or two ago, there appeared to be a crisis. The statisticians and the industry predicted that there would be a slowdown if not an almost complete stoppage of some of the work that was going on in Northern Manitoba, and that thousands of workers were required to come in from off shore in order to maintain the pace. According to the statistics that I received just a month or so ago, this didn't materialize at all. True, there were a number of people came in from off shore of selected skills and qualifications, but at the same time there wasn't any evidence of dire shortages that would terminate the industry proceeding.

At the present time, the last report I've received, insofar as unemployment in various trades, indicates that in some areas while the situation is not the best, there isn't widespread unemployment in some of the areas. Admittedly there is some, but it is attributed to the number of strikes that are going on in the industry today. But the picture isn't quite as dark as was attempted to be pointed out a year or two ago.

Now insofar as the provincial involvement with the Federal Government is concerned, we are constantly in consultation these days. The Federal and Provincial authorities are dealing with the question of manpower training and the requirements of the number from off shore that are needed. You know, Mr. Chairman, for a long time, the Provincial Ministers of Manpower and the Federal Department of Manpower and Personnel particularly didn't seem to even talk to each other. They didn't know the common problems of each other. But I'm happy to say, Mr. Chairman, that recently there has been a growing amount of co-operation between the federal authority and the provincial authorities of all provinces in order that we understand the requirements within our respective province, and that is a continuing, and that is one of the reasons that I was in Montreal just a week or so ago.

I note, Mr. Chairman, the hour is 12:30 and accordingly I'll have to hold back on other remarks in answer till we meet again.

MR. CHAIRMAN: Order please. The hour of adjournment having arrived, committee rise; call in the Speaker.

Mr. Speaker, your Committee of Supply has considered certain resolutions, reports progress, and asks leave to sit again.

IN SESSION

MR. DEPUTY SPEAKER: The Honourable Member for St. Vital.

MR. JAMES WALDING (St. Vital): I move, seconded by the Honourable Member for St. Matthews, that report of the committee be received.

MOTION presented and carried.

MR. DEPUTY SPEAKER: The House is adjourned and stands adjourned until 2:30 this afternoon.