

**Summary by the Language Rights Support Program of the impact study entitled:**

« **Projet de loi C-455 *Loi modifiant le Code canadien du Travail (langue française)*** »

Bill C-455-An Act to amend the Canada Labour Code (French language), introduced in October 2009, was created in order to add requirements in regards to use of French for federal employees in the province of Quebec.

The author, M. Mark Power, explains that a “federal undertaking”, in regards to the Canadian labor code is defined as follows: facilities, businesses sectors, works and undertakings that fall under federal jurisdiction. For example, radio stations, railways, work relating to navigation and businesses that are not exclusively managed by the province. For example, an aerospace business that builds planes. Currently, these Federal businesses have no language requirements.

The author points out the possible contradictions between the requirements of the *Canada Labor Code* and those of the *Official Languages Act* that allows employees of government institutions to work in the official language of their choice. He also raises the fact that if some provisions in the *Charte de la langue française* were transposed in the federal legislation that would create an inequality in the federal law enforcement throughout the other provinces. The author wonders how much of an impact this inequality would have on the development of official language communities in minority situations, on the debate of the division of powers and on the issue of provincial autonomy relating to linguistics.

Finally, the author concludes that this bill could fundamentally change the reality of language rights in Canada by encouraging an unequal French status.

Such a trend could lead to assimilation where communities are most vulnerable.

The bill was not reintroduced in Parliament following the dissolution of Parliament in March 2011.