

ence I have found that 95 per cent of our employees are concerned about going to work, and doing a good day's work for a good day's pay with a reasonable assurance that they are going to be able to go to work tomorrow, the next day, the next month, and the next year, and to spend their working life in that particular occupation or industry. But when workers work under a contract, or sign a collective agreement, then, aside from the conditions in the contract with respect to wages, welfare provisions, the hours of work, overtime, and so on, the one real expectation they have—and I have heard it a thousand times when preparing for contract negotiations—is a guarantee, real, implied or understood, that if they have signed the contract for two years or three years, then all things presently existing in the contract, including their jobs, will be honoured for the full life of the contract.

Consequently, when a change takes place proposing the automation of a plant, you have a sudden wave of fear going right through the company or industry, with the employees trying to find ways and means of reacting. Some of them react very badly by closing the operation down. The fears, if unfortunately they are not resolved and resolved fairly, manifest themselves into a demand. The employees say, "Well, if we are not going to be here for our working lives, if we are only going to be here for a short time, then by heavens, we are going to make the employer pay, and pay dearly, for what few short work years we have with this company." Then you have the demand for larger and larger increases because there is no need to talk about loyalty or job security or long service, because they are nonexistent things.

• (1140)

Everybody thinks of technological change as having some major scientific involvement that is going to revolutionize the industry. But it does not come about quite like that. Sometimes it does, but as often as not it comes about by little things.

I know, for example, in our own industry we have glass-lined milk tanks whereby you can have milk coming from the cow through the process to the tank, and never touched by human hands; then to the delivery, to the completion, to the bottling, and finally to the home. We would then have drivers with glass-lined milk tanks driving 2,000 or 5,000 gallons down the highway, and being paid one rate for delivering this and then being paid a lower rate for bringing the tank back empty, because you cannot fill it with anything else.

Then somebody designed a 5,000-gallon plastic bag, so away went the glass-lined milk tank. Now you take the 5,000-gallon plastic bag and the same process applies. You put it inside a large 40-foot dry freight box, and the driver delivers the milk, and then puts the huge plastic bag, which now weighs 600 pounds, in the corner, and brings 25 tons of dry freight back. In this way his productivity is increased 100 per cent but rarely does he receive any additional remuneration for it. So he feels that something is wrong. This might not be something that is tremendously technological, but it is a change in the system and the driver says, "I am now giving 100 per cent more productivity to my employer, so what is my reward? What do I receive?"

In the canning industry that we are involved with they have a tomato picker. At first they found that this very fancy, expensive, mechanical equipment would pick tomatoes but would damage them, and because of this it was not used. But then some scientists developed a tomato with a tougher skin—much like some politicians. They have found now, as a result of a different hybridizing of the tomato, that the machine will work. As a consequence, the stoop labour has been eliminated. The machine picks the tomatoes and packs them on to refrigerated trucks, and they are delivered from California to Vancouver the same day, and dozens of workers have been replaced.

Then there is the matter of interprovincial transportation with sleeper-cabs. They can drive so many miles under the regulations, so they plan a trip that can be done within a ten-hour day. Then they set up terminals, and go into sleeper-cab operations. Then another trailer is put on the back with the result that they have now what they call trains because there are three trailers. These are looked after by two men. If I may digress for a moment, other problems are developing here because with the demand on the part of women for equal rights we are having some difficulty in this industry in working out the sleeper-cab team arrangements.

Honourable senators, there are these major changes, and the whole industry and the whole system can be revolutionized. Many people can be displaced and it really does not involve a major technological change—it is simply a larger piece of equipment.

Premier Bennett likes to talk about his visionary dam projects, and I am sure that in almost every province where such projects exist a dump truck is a dump truck. But where previously such a machine handled ten tons, the belly-dump type handles a hundred tons. So productivity is increased tenfold. But is it fair to say that the employee should expect a tenfold increase in his wages? He may get 10 per cent, but he does not get the 1,000 per cent that he honestly believes he is entitled to by virtue of the increase in productivity. I say to many of our groups who are involved, "You are not entitled to the full benefit of that. Surely the object of technological change and automation is to improve procedures, to make products available at a more competitive price, to benefit the consumer, to benefit the country, and to benefit the economy as a whole. You are entitled to your share, but surely just a fair share of that." These are some of the things that are involved in technological change.

But various things can happen and immediately they happen there must be a speedy remedy available, and that is why I think it is good to have in this legislation a provision for a hearing before a tribunal that can make a decision. I think it is extremely important that this should be available, not only for the decisions that that board may make but for the fact that that vehicle is there. In my view many industries and many unions will be encouraged to make their own settlements, because one thing that the employers and the labour unions realize very quickly is that they are better in their own hands than they are in the hands of any private or government agency making decisions for them. That is one thing that they are quick to agree upon, so I think it will encourage such provisions in collective agreements. It should not be