

Where unions have so developed and where they encounter a responsible attitude from employers, it becomes possible to talk constructively about labour-management co-operation.

More important still, we are able to talk of labour, management and government co-operation for the benefit of the entire economy.

This presents a constructive alternative to the doctrines of early revolutionists. Whereas they envisaged constant conflict, we see as the very basis of our society the ability of the representatives of various sections in our community to gather for constructive discussion.

The free and frank discussions, carried on in an organized way, which we know today as collective bargaining, are important expressions of our democratic way of life.

This readiness of all groups in the country to consider the interests of each other for the sake of the nation as a whole is helping us to make a more unified effort to increase productivity and thus continue to improve our standard of living. This, to me, is a very encouraging sign since it is only possible for us to increase on a continuous basis our living standards here and in other countries if we are able to realize continuing improvements in productivity.

Relations between labour and management play a vital role in this setting. There is evidence that managements are presenting proposals more frequently to union negotiators than was the practice a few years ago. This in itself can have an important bearing on productivity. Through being less content to take a defensive position employers are making a more positive approach to collective bargaining by using it to secure guarantees that certain standards will be met. In other words, we are actually seeing bargaining in the true and rounded sense of the word on the increase. More than in the early days of collective bargaining, we can be assured of the viewpoints of management as well as those of labour playing an important role in the final decisions that affect the welfare not only of themselves but of society as a whole.

In conclusion, many of the important economic decisions in present-day society are being made through this more positive approach to collective bargaining.

As a democratic institution bringing into the final policy-making decision the views of labour, management and of the public, it holds much promise for the future. And it promises to be a great future for Canada if in our industrial and in all our relations we can all make a fuller application of the principle of the Golden Rule.

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