

conditions, but oppose better conditions should have those advantages when other men have worked and sacrificed to gain them. I am sure that that was in Mr. Justice Rand's mind when he proposed the "Rand formula" in the Ford dispute last year. I would, therefore, urge upon the minister—and I say this without any thought of criticism in my mind, because I am sure he is just as anxious to have this strike settled as any person here can be—that he assure this committee that he will do everything within his power to settle the strike with as little delay as possible, and that no attempt will be made to try to prolong a settlement in the hope that the strike will break. When that is done I would make this proposal to him which I have made in the house on several occasions.

I believe it is fundamental, if we are to have peace in industry, that we must have cooperation between the parties who are responsible for operating industry. When the minister gets some sort of settlement and industrial stability throughout the country, I would urge that he solicit the aid of organized labour and of organized employers to cooperate in expanding production to the limit. So far as organized labour is concerned, I am satisfied that that cooperation will be forthcoming if the minister will do two things, and he will need to have the assistance of the employers in doing these things. First, let the workers be taken into the employer's confidence and let them know what the purpose of the production is. You cannot have intelligent men and women cooperating with you if you refuse to deal with them as intelligent men and women and treat them as mere cogs in a machine. Then, and in this he will have to have the support of the government as a whole, the minister will have to give assurance to organized labour that when they have expanded production to the point that supply has overcome demand and surpluses have begun to accumulate they will not find themselves in the ranks of the unemployed, living on the meagre subsistence provided by unemployment insurance or on civic and provincial relief. If the minister can do that I believe that we shall be in a fair way to eliminate much of our labour troubles.

Mr. MITCHELL: I think it can be truthfully said that we have been reasonably successful in the last four or five years in fostering agreements between employers and employees. I have said before in this house that you cannot call a man a scoundrel to-day and expect him to sit down with you to-morrow and make an agreement, and that cuts

both ways. I have always felt that wages should be just as high as the traffic can bear. It is the unit of production per individual that spells wealth or poverty to a nation, and that should be preached to everybody in the country whether he is in the agricultural structure or in the industrial structure. My hon. friend can rest assured of this, that anything I can do physically or mentally to bring this dispute to an end will be done.

Let me add this. I think the first duty of a person within the confines of this nation or any other democratic nation is cooperation within the state. I am convinced of this in the light of what my hon. friend has read this evening, that if these organizations had cooperated with the state and used the machinery of the respective boards they might have been just as fortunate as the people in Cornwall or in British Columbia or in other parts of this dominion. There is no substitution for that. I went through this after the last war. I have not much patience with those people in a trade union organization who will tell you, but privately, the fear they have of the communists within the organization. I think the responsibility of putting those people in their place belongs to the organization itself. I remember, as no doubt my good friend the hon. member for Vancouver East does, the battles that took place and all we went through after the last war. In those days this element was called by a different name. They are a type of person that cannot get along with anybody.

In his own organization, may I say, the leadership given to the good solid core of street railwaymen of North America by Bill Mahone, in labour relations between the organization and the employers, would be well worth studying by some people who at the moment are leading youthful organizations in Canada. As I have often said, sooner or later employers and employees in the steel industry have to sleep together whether they like it or not. It happens sometimes with all great union organizations that they go off the rails, but in the main their policies are directed by people who have the vision and the common sense at least to try to see the other fellow's point of view, be he employer or employee, and in those organizations you will find relations of the nature which goes to the building up of our nation as we want it to be. I could quote as evidences of this spirit the record of the building trades, the clothing trades, the pulp and paper industry, and many other organizations of manufactures and men who in this day and age earnestly endeavour to cooperate with each other, and there is