

EXPLANATORY NOTES.

The *Industrial Relations and Disputes Investigation Act* provides a system of collective bargaining based upon three stages:

- (a) direct negotiation between union and management; failing successful negotiation, then
- (b) the appointment of a Conciliation Officer; failing successful efforts by the Conciliator, then,
- (c) the appointment of a Conciliation Board which must make a report.

The Board's report may be accepted or rejected by either union or management; a strike or lockout may be legally declared after the report.

Among other powers, the Board has authority to summon witnesses, require them to testify and produce documents, to inspect places of work, and fix the time and place of meetings, and otherwise regulate its procedure.

This Bill proposes to improve the above system of collective bargaining in the belief that it is unduly time-consuming and that the stages of negotiation repeat themselves in certain aspects with the resultant tendency to promote industrial unrest. The method used is to eliminate the Conciliation Board and give its authority to a Conciliation Officer. The Conciliation Officer would make a report recommending settlement terms and thereafter strike or lockout proceedings might commence but subject to the appointment of a Mediator. If a Mediator is appointed, a strike or lockout cannot take place until after he has made his report.

The Bill, in recognition that one system of collective bargaining cannot be applied generally to large and small businesses and unions alike, provides that a union and an employer may agree upon and use a negotiating system different from that in the Bill if such individual system is approved by the Canada Labour Relations Board.

Clause 1: This definition is no longer necessary.

Clause 2: Required for clarification.

Clause 3: Required because a mediation system is established.

Clause 4: Cross-reference change.