

and, as you know, in Canada as well. The political system also often operates through its legislative branch such as it did in Canada last summer when Parliament ordered the railway workers back to work with a minimum settlement which was subject to further negotiation or arbitration.

The legal system, comprising both common and statutory law, also has an effect on the inputs of the industrial relations system. First, by establishing procedural rules which the actors in the system must follow, the legal system prescribes or prohibits certain kinds of behaviour in converting the inputs into outputs. With the rash of illegal strikes during the past year, I need hardly remind you of the conflict that exists between the goals and values upon which so much of our common law rests and the goals and values of some of the actors in our Canadian industrial relations system. Secondly, labour standards legislation, including minimum wage laws, maximum hour laws and so on become conditioning inputs into the industrial relations system inasmuch as they establish a floor or a ceiling as the case may be.

The social system acts as a conditioning input into the industrial relations system in the very diffuse way. First, the actors in the industrial relations system are also part of the total social system, and consequently have assumed at least part of the main goal and value patterns of the broader social system. (3) It is this joint consensus on goals and values which keeps the system functioning smoothly. However, to the extent that there are sub-goal and value patterns within the general