

100 per cent in favour of the proposal put forward, and I hope there will be adequate implementation so that regulations are understood by workers and they can insist so that their boss, or company executive or the small foreman abide by the rules.

Earned days based on years of service is stimulating for workers. Another provision covers possible intervention to hasten the payment of wages due, and there is much to be done on that. Still recently, I had an opportunity to phone an employer in the Lebel-sur-Québillon area, to get him to give a work statement to an employee who had left the site because the job was finished. He had been waiting for a month and a half for unemployment insurance benefits because the employer had not sent the employment statement as he should have. There is a lot to be done in the monitoring of work conditions.

A number of other clauses in the legislation will certainly help reduce delays and unnecessary procedures that too often hinder the administration of the collective negotiation process. I am hopeful in that respect. Delays have been the cause of many strikes. By providing the board with a greater possibility of control over votes, either to establish a bargaining unit or for other usual formalities in the relationships between the union representatives and the workers themselves, we should contribute to avoid many difficulties arising from the decisions which were made after an insufficient analysis of the consequences.

Everybody knows that workers had to struggle to obtain freedom of association. They were right and they had their rights recognized. However, if this freedom which was acquired after so much sacrifice is violated by force, it is no good to the worker. The freedom of choice of the worker, as far as the union is concerned, should always be considered. This is a very important point. A true freedom of association implies the freedom to refuse to become a member of an association and even the freedom to dissociate. This is what freedom is all about, after all. Where is the freedom of association if you are either forced to join a determined union or you can no longer leave that union. We should ask ourselves what is freedom? This should apply to the union organization as to any other association, any other group in society. The freedom of choice also entails the freedom to refuse. It is a violation of individual freedom of choice to force a union upon the individual. We could also deal with closed workshops, the Rand formula, check-offs but we will come back to these points when we have an opportunity.

● (1602)

Today I will limit my remarks to a few points. I want to bring to your attention that I am quite aware of what is going on in the administrative mechanism of trade unions. I have worked in that field for ten years as president of a local. I am pleased to add that during those ten years of union work, of labour organization, I have negotiated a number of collective agreements with quite a few employers and large corporations in forest operations. For ten years we have succeeded in negotiating and obtaining improved conditions for workers who had to work in those areas and we never had to go on

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strike. Why? Because we were trying to negotiate instead of trying to go on strike. Nowadays it seems that things have gone to the point where strikes mark the start of negotiations. That is why we must put order in this field. We should have done so a long time ago. I am happy today to congratulate the minister for proposing a bill aimed at that goal. We will have to see to it that the implementation is brought along in the proper way.

One of the most important problems we are faced with today is the fact that people no longer care much about government authority. Is it because it is not worth respecting? Let us think about that. We know what happened. This House has to pass legislation to send the men back to work, after giving them the right to walk out. The government is going to send a conciliation officer to the work site. But it doesn't seem to work. These points deserve serious consideration and it is absolutely natural that the government should try first to get better conditions for Canadian workers and then to direct and monitor the way the labour legislation is followed. Anyhow, the role of the government in labour disputes does not seem to be all that wonderful from what we can see. The right to strike is emphasized to the point that we sometimes seem to forget that it is subordinate to the right to work. The situation is quite serious when we reach that point. We are facing an inversion of values. The almighty dollar has priority over all other values.

The interest of the collectivity comes after the interest of the individual or in some cases of the profession. Many people keep on repeating the words freedom, freedom and rights. But these noble principles are so often used without rhyme or reason today that they are becoming real myths without any meaning. They are so often referred to in some circles that they will ultimately destroy themselves. The repeated confrontations between labour and management are a potentially dangerous tactical exercise even if it seems to be cleverly set up. It is all too easy to be so blinded by personal or professional selfishness as to forget that we can only exercise and enjoy our own rights to the extent that we respect other people's rights. While we recognize that man has been created free, we also recognize that he is a social being. Aware of these individual deficiencies, man has always tried to compensate for them by associating with his fellowmen in various ways, which is only normal, associations in which everybody can benefit from the mutual distribution of wealth owned by individuals who know each other, who realize they have common problems, who act sensibly while following a natural tendency by getting together in order to stand a better chance of obtaining as a group what they cannot obtain individually.

I read an article entitled "The Crisis of Collective Bargaining" in the December 1974 issue of the *Labour Gazette*. According to this article, for nearly one century, collective bargaining has survived numerous pressures from within and without. In spite of all the fears that it will soon disappear, it still remains the most often used method of conducting labour-management relations. After quoting many statistics, 1,440 to be exact, concerning agreements, the assistant director of the