

It is time we began to think of public protection, governing not only the railways but the much wider field of industry. We must find some other solution, and we must find it very quickly. We need urgently to reappraise social, economic and moral issues that are basic to labour relations. Nothing is gained by shoving something down the throat of labour. We need a new management-labour climate. There should be a constant daily interest in labour relations in every plant in Canada, and there should be no waiting for contract time and the point of no return.

Organized labour must have a voice in the introduction of new procedures made possible by modern technology. That was the recommendation of the Freedman Report. Management's right to introduce changes in working conditions during the lifetime of a collective agreement, when it materially and adversely affects present jobs, has been challenged.

Referring to the present situation in which management under the law may introduce any changes it desires during the no-strike period of the contract, Mr. Justice Freedman said:

There is a manifest inequity here which clamours for attention and correction.

He went on to recommend that the Industrial Relations and Disputes Investigation Act be amended to give labour a legal voice in the acceptance of automated procedures.

I quote further:

A technological advance whose benefits accrue to the employer but whose burdens fall on the employee is unacceptable in a society which is concerned about human welfare.

It seems to be a statement with which we might well find ourselves in agreement.

I gather, from speeches made in the other place on behalf of the Government as late as this afternoon, that they were not only sympathetic to the view but they intended to do something about it, and very soon.

At the beginning, I said I was going to support that portion of the bill which will start the railways operating. I am troubled, as most honourable senators are, about the arguments as to wages, that the durable goods formula based on wages in automobiles and steel would give the workers a little something more than is presently offered. The conciliation board recommended 18 per cent,

and my leader has already set forth the manner in which that was to be provided. That is for the present, that is what it is, subject to certain negotiations and subject also to fringe benefits.

As a result of all this, we now are faced with having a *fait accompli*. We are on the verge of passing a bill and recognizing certain matters of principle which are fundamental. One is "no compulsion." Individuals are not to be dragooned into doing things, and yet responsibility extends further. The law must be respected and obeyed.

Today our economy is so interdependent and complex that every big strike is a strike against the public.

Hon. Senators: Hear, hear.

Hon. Mr. Croll: To hear reports that those on strike are debating on whether to obey the law is indeed a chilling thought, for I consider the rule of law to be our greatest heritage and our most coveted protection. I hope the railroaders and their leaders realize how tremendous are the stakes involved—and I am not talking about money.

The law passed by Parliament is always debatable, subject to change, but it cannot and it must not be ignored or disobeyed. Civil disobedience is still a dirty word in this country, and it should so remain.

We must all be responsible citizens, some more responsible than others by virtue of the positions we hold, either privately or in public. Railroad men hold a high position in the public esteem.

It is easy enough for me to point and say that some societies respect the rule of law by force. There are examples before you every day, and you had better look quickly, because they are gone the next day. We respect the rule of law. That is our great heritage, and in the context of a free society, democratically organized, with a completely representative Parliament, disregard for the law enacted by that Parliament would not only be disruptive of that society but in my view be inconceivable. Having all the cards is not enough: you have to know how to play them.

On Monday, August 31, there appeared in the *Montreal Gazette* what I consider one of the great editorials of recent years. It spoke for all Canadians. I think it is worthy that I should bring it to your attention, with the