

New schools and additions to existing schools will provide facilities for some 130,000 new students.

THE NORTHERN WINTER

"We in Canada have a problem that doesn't bother the U.S.A. too much. That problem is the northern winter. Winter weather is something that affects just about our whole country and our whole economy. As you can imagine, the building trades, including carpenters, are the largest group affected, because so much of their work is outdoors. For a long time, we in Canada took it for granted that winter meant a slowdown in outside activity. But a modern country can't spend half the year sitting indoors by the wood stove, and we are learning to beat winter by attacking it on many fronts.

"For a good number of years the Federal Government has run what we call the 'Do-It-Now' campaign. We have been persuading home and business owners not to put off their inside jobs until spring, the traditional time for cleaning up and redecorating. We have pointed out that men and materials are more readily available in the slack season for all kinds of inside repair and renovation jobs. The Federal Government examines all its own contracts to insure that the maximum of work is done in the winter. Labour and management have co-operated wholeheartedly in these campaigns. We have learned how to keep on building in the winter - homes, office buildings, bridges, dams, are all being constructed on a year-round basis.

WINTER-BUILDING TECHNIQUES

"Sometimes this can be done simply by planning the job schedule properly. Sometimes we close in structures with tents or plastic enclosures and use heaters. We have learned that jobs can often be done better under controlled winter conditions than in the summer.

"To encourage this kind of winter activity, we have introduced another federal plan - the Municipal Winter Works Incentive Programme, which last year put into motion works projects totalling \$200 million. The plan encourages Canadian cities and towns to undertake public works projects in the winter months. The Federal Government pays half the direct payroll cost. Labour-management co-operation, initiative and research are paying off in more winter employment. In this case, we are not only talking about the weather, we are doing something about it. These programmes are not the answer to the whole problem, but they provide an essential and fundamental part of the answer. At the same time, we have unemployed training programmes going in all of the provinces.

A COMBINED OPERATION

"We are going very thoroughly into this whole problem of displacement as a result of automation and we expect to come up with some very concrete answers in the near future. The answers will take the form of co-operative effort on the part of the Federal Government, the provinces, industry and labour to meet the problems caused by technological advances. It is only by this kind of combined operations' approach that results can be accomplished.

The time is past when industry can afford to take the attitude that labour's problems belong to labour alone, and when labour can take action without regard to the effect on industry in general. Everybody has a stake in economic prosperity today.

"Nevertheless, there is at least an encouraging awareness of the necessity of industry, government and labour working today for the general public benefit. I would point to a recent railway settlement in Canada, which I think marks a step forward in labour-management relations. I refer to the settlement involving the non-operating employees of the Canadian National Railways. For the first time, there was acceptance by management of the principle of job security in Canadian railway operations.

"This is particularly important as one of the ways in which the advance of automation can be encountered by management and labour sitting down together and arriving at a mutually satisfactory conclusion. We all know that neither side can always get everything it feels it is entitled to. Nevertheless, there is usually an area where mutual agreement can be effected. Acceptance of the job-security principle in the Canadian National Railways' settlement means that railway employees, instead of being rendered obsolete by automation, will have an opportunity of being re-trained for other jobs.

OBJECTS OF TRAINING PLAN

"The objectives of this programme, which were approved by both employee and management representatives, were as follows:

1. To mitigate hardships suffered by long-service employees when their jobs are eliminated.
2. To enable long-service employees who are being replaced and who need to be retrained to qualify for new jobs available with the same employer and to enjoy a means of support while so engaged. (Everyone will recognize the importance of this feature).
3. To revise and adapt seniority and other rules to facilitate reasonable mobility of workers.

"To accomplish these objectives, a special joint committee will be set up with equal representation from both labour and management.

"An important provision of the job-security programme is the establishment, by the various companies involved, of a fund equivalent to an amount of one cent per hour for all employees covered by the collective agreements. The fund will be administered by a joint committee and will provide benefits such as severance pay, supplementary unemployment benefits, re-training programmes, re-allocation of employees and other measures to alleviate the dislocations arising from automation. I feel that the job-security provisions, if satisfactorily applied in practice, may well come to present a pattern for settlement in the future.

"If we are to achieve success in providing a reasonable level of social security for those whose hands and brains are directed to the service of industry, there must be more than lip-service to the principle of co-operation. There comes a time when differences must be set aside, when some of us will have to climb down from our little pedestals and

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