

Labour Unrest

(Order in Council No. 1743, July 11, 1918.)

The Civilian has received many requests from secretaries of organizations for a copy of Order in Council No. 1743 dealing with Labour Unrest and as sufficient copies are not available to supply the demand it is reproduced in full as follows:

The Committee of the Privy Council have had before them a report, dated 9th July, 1918, from the Minister of Labour, representing that industrial unrest during the past few months has become more general than formerly, thus causing serious interruption in some lines of war work, and indications are that it will become more widespread still unless successful efforts be made to check it. This unrest has many causes, among which are the shortage of labour, rapid advance in the cost of many of the necessities of life, employers denying their workmen the right to organize or to meet them in joint conference to discuss requests for improved conditions or to negotiate adjustments of differences; and in others from too hasty action on the part of Working men in ignoring the provisions of the Industrial Disputes Investigation Act and in adopting drastic measures before exhausting every reasonable effort to reach a satisfactory settlement. Wages alleged to be inadequate, together with length of the work day said to be too long, are among other frequent causes of such unrest.

The Minister, realizing the necessity of steady work and close and sympathetic co-operation between employers and employees to secure maximum results from war efforts, is of opinion that the Government should forthwith adopt such means as may seem practicable for the prevention of such interruption during the continuance of the war, whether caused by lockouts or strikes, and the establishment of such co-operation, while at the same time striving to ensure to the workmen adequate compensation for their labour

and reasonable safeguards for their health and safety, and to employers fair and reasonable treatment.

The Minister is further of opinion that a declaration by the Government of a war labour policy, fair and equitable to all concerned, governing relations between employers and workmen in all industries engaged in war and including all those mentioned in the Industrial Disputes Investigation Act (except railways), and amendments thereto by Parliament or extensions thereof by Order in Council, for the duration of the war, would materially contribute to the attainment of these objects.

The Minister, therefore, recommends that the Governor in Council declare the following principles and policies and urge their adoption upon both employers and workmen for the period of the war.

1. That there should be no strike or lockout during the war.

2. That all employees have the right to organize in trade unions, and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives should be permitted and encouraged to negotiate with employers concerning working conditions, rates of pay, or other grievances.

3. That employers shall have the right to organize in associations of groups, and this right shall not be denied or interfered with by workers in any manner whatsoever.

4. That employers should not discharge or refuse to employ workers merely by reason of membership in trade unions or for legitimate trade union activities outside working hours.

5. That workers in the exercise of their right to organize shall use neither coercion nor intimidation of any kind to influence any person to join their organizations or employers to bargain or deal therewith.

6. That in establishments where the union shop exists by an agreement the