may appoint a conciliation board comprising a nominee of each party and an independent chairman. If the board fails to bring about agreement, it must report its findings and recommendations to the minister. Strike action cannot lawfully be taken until seven days have elapsed from the day on which the report of a board has been received by the minister.

It is now proposed that the minister be given a wider choice of dispute settlement instruments. In a particular dispute, the minister would be authorized to take no action or to use a conciliation officer, conciliation commissioner, or conciliation board. If he appointed a conciliation officer and the officer was unable to effect settlement, the minister would be authorized to take no further action, or to appoint either a conciliation commissioner or a conciliation board. Conciliation commissioners and conciliation boards would have equivalent powers and, if unable to effect settlements, would be expected to make reports containing findings and recommendations.

The right to strike or lock out would be established seven days after exhaustion of the process—that is, seven days after an indication by the minister of an intention to take no action or no further action, or after the report of a conciliation commissioner or board has been received by the minister.

The minister would also be authorized at any time to appoint a mediator to assist the parties, but use of this power would in no way affect timing of the right to strike or lock out. There is in all this a greater flexibility than is provided under present law.

While the law has for many years recognized the right to strike or lock out, Parliament has on six occasions in the past 25 years intervened in a strike to protect the national interest. The bill for the first time takes cognizance of the fact that a strike or lock out affecting the national interest may occur between the date of the dissolution of Parliament and the holding of a general election when there is no Parliament. Accordingly, it provides that, if in the opinion of the Governor in Council a strike or lock out during such period would adversely affect the national interest, the Governor in Council may postpone the date on which such strike or lock out becomes legal until seven days after the date fixed for the return of the writs following the general election. This has never appeared in our legislation before.

With respect to the enforcement of collective agreements, the law now provides that every agreement must contain a provision for final settlement, without stoppage of work, of all unresolved differences over the interpretation or application of the agreement. This, by the way, has given me a great deal of work over the last 35 years. The act, however, is silent on the specific role of the arbitrator.

The bill defines and strengthens the role of the arbitrator, protects his jurisdiction from excessive judicial review, and provides that his awards be ultimately enforceable as if they were judgments obtained in the Federal Court. I may take credit for having recommended this to the Ontario government some years ago.

Hon. Mr. Haig: Is that compulsory arbitration?

Hon. Mr. Goldenberg: It is compulsory arbitration of disputes affecting the interpretation or application of the agreement during the life of the agreement. The bill further confers upon the arbitrator the capacity to review remedies and to substitute penalties in disciplinary cases where specific penalties are not set out in the collective agreement.

• (2120)

Honourable senators, I have covered some of the major changes but I have left to the last the part of the bill which has aroused most discussion. It is entitled "Technological Change," and is contained in sections 149 to 153 inclusive, which sections, by the way, have been modified since the original bill was introduced in the other place. The provisions of this part of the bill are new and I am, therefore, not surprised that they have aroused a great deal of opposition. Everything which is new arouses opposition. I look upon these changes, however, as an effort to adapt the law to the human requirements of a changing industrial society. In my opinion, this is essential in the interests of industrial peace.

I have found again and again that a major cause of current worker unrest—and this goes back for some years—is insecurity resulting from the fear of displacement because of technological change. Men trained in particular skills which they expected to use for the rest of their working lives may find, at an age when it is difficult for them to be retrained or obtain new employment, that their skills are no longer required. Let us put ourselves in that position and try to imagine how we would react. I find that it is anxiety for job security and fear of unemployment that lie at the root of some of the recent major industrial conflicts in Canada and the United States, and that threaten continued serious unrest unless the problem is dealt with fairly.

To substantiate what I have said, let me read to you the results of a Gallup Poll of November 17, 1971. The question was: "Here are some of the things labour unions try to do for their members. Which of them do you think is the most important at the present time?" The answers were as follows:

Security of employment	50 per cent
Better working conditions	15 per cent
Higher wages	14 per cent
Better pension plans	9 per cent
Profit sharing	6 per cent
Shorter working hours	5 per cent

Fifty per cent were concerned with security of employment.

Job security thus towers over all other goals for labour in Canada, as well as in the United States and the United Kingdom. I have had occasion to study what transpired there. There is, therefore, a growing realization that before introducing changes which will displace or otherwise materially affect its workers, it is the responsibility of management to give adequate advance notice of the proposed changes; to consult and seek agreement with the union representing its employees on the best means of adjusting to the situation, and to provide for retraining or relocation or compensation for the employees to be dis-