

technological change"¹¹³. Likewise, Trade Minister John Crosbie often notes these other elements when discussing how Canada is adjusting to free trade, but distinguishes between "linkages" and "causation".

Opposition groups continue to keep these matters before the public, and regularly report on their views, including the provision of lists and analyses of corporate and government restructuring activity.

- The **Pro-Canada Network** has been the most active in performing or co-ordinating research and publicity work related to the FTA.
- The **Council of Canadians** has reported a doubling of membership in 1989.
- The **Canadian Labour Congress** has undertaken to compile and analyze and make available data on job losses and plant closures.

4.2.5 Co-operative Adjustment:

Both unions and employer groups, such as the CMA, have recognized the need for including workforces in decision-making and for positive adjustment activities, rather than fighting over each stage of rationalization. However, the perceived inadequacies of government adjustment assistance programmes, the absence of employment guarantees in most collective agreements, coupled with a history of lay-offs and plant closures by individual companies undergoing restructuring or introducing new production techniques, has contributed to an atmosphere where little co-operation seems likely in the short-term.

A positive force in this area has been the **Canadian Labour Market and Productivity Centre**, which was established in 1984 to facilitate direct consultation between business and labour on issues of broad social and economic concern. It has undertaken a number of initiatives to enhance joint efforts between business and labour towards improving productivity. A number of working groups have been established to address the Canadian response to the many global forces and adjustment pressures which are acting on the Canadian economy, and directly or indirectly include consideration of FTA related matters.

Occasionally, takeovers by employees or local management has been a response to potential plant closures. These efforts have continued.

- The United Steelworkers, which represents workers at the Inglis plant in Toronto slated for closure by its U.S. parent, Whirlpool, sought partners to keep the 650 employee plant open. The union, together with the City of Toronto, Metropolitan Toronto, and the Province of Ontario contracted consulting reports and feasibility studies examining the possibility of a worker buyout and of potentially profitable product lines. These efforts ultimately failed and the plant closed in November, 1989.

¹¹³ CANADA. *House of Commons Debates, June 6, 1989.*