

follows:

- (1) "distributive bargaining" which refers to those activities relating to the resolution of pure conflicts of interest;
- (2) "integrative bargaining" which refers to those activities which are concerned with the resolution of problems common to both parties and which increase the gains;
- (3) "intraorganizational bargaining" which functions to achieve consensus within each of the interacting groups;
- (4) "attitudinal structuring" which refers to those activities which influence the attitudes of the participants towards each other.

This four-way breakdown is indeed a very useful way of looking at labour negotiations as one of the mechanisms for converting the inputs into outputs. It also has significant practical import for those concerned with the various forms of continuous bargaining.

In addition to the basic collective bargaining process between labour and management, there are various forms of third party assistance which may be used as mechanisms for converting the inputs into outputs. In Canada, for example, we have the two-stage compulsory conciliation process in many of our political jurisdictions. I am sure that most, if not all of you in this audience, are familiar with the criticisms of this process. In some jurisdictions, this two-stage process is now giving way to a one-stage process in which the emphasis is placed on effective mediation. Finally, there is the process of compulsory arbitration. Since much has been said about this process during the past year, I will do no more than make