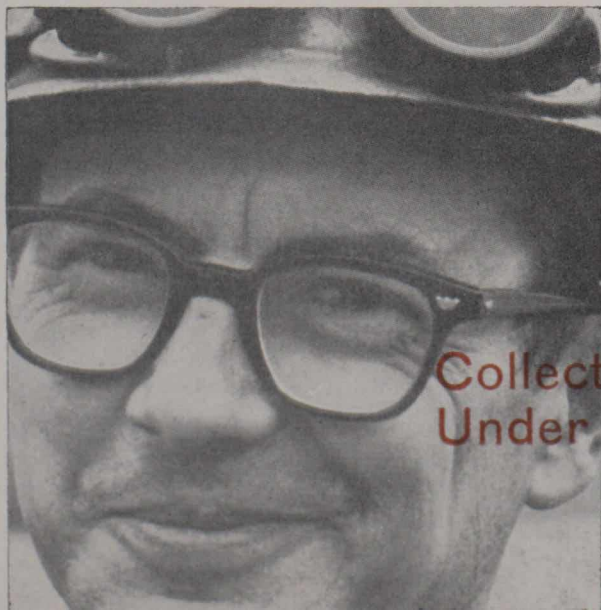
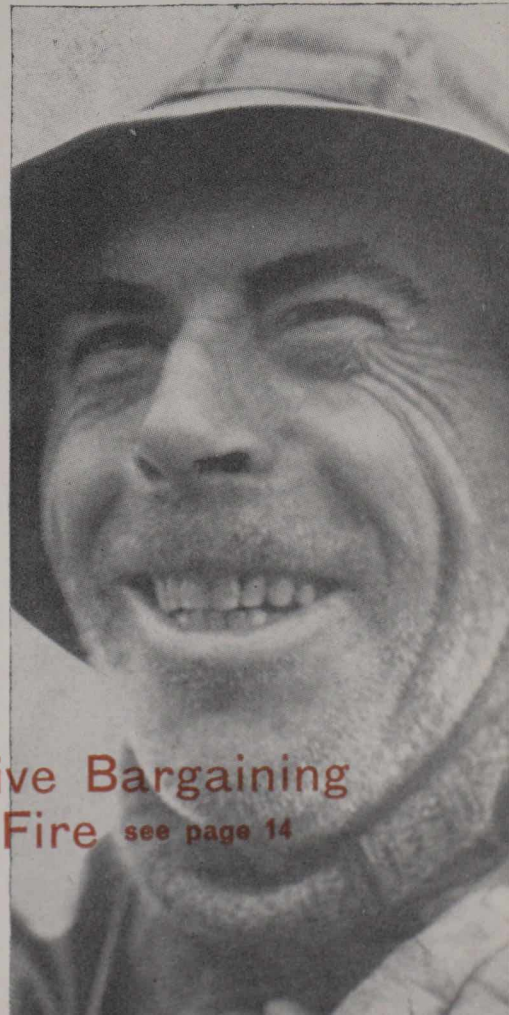
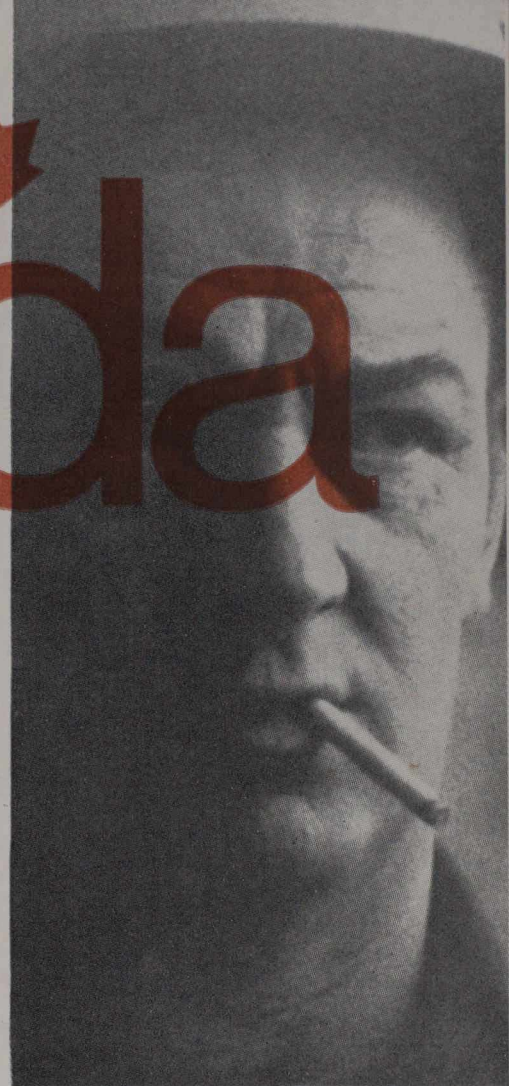
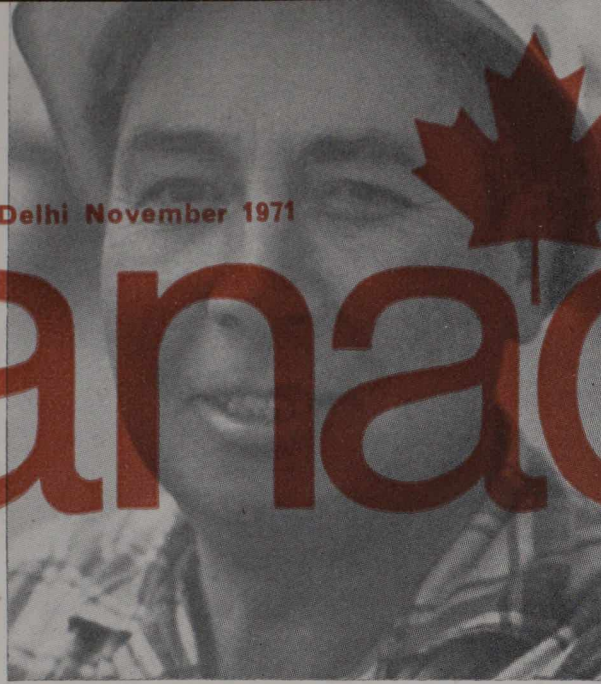
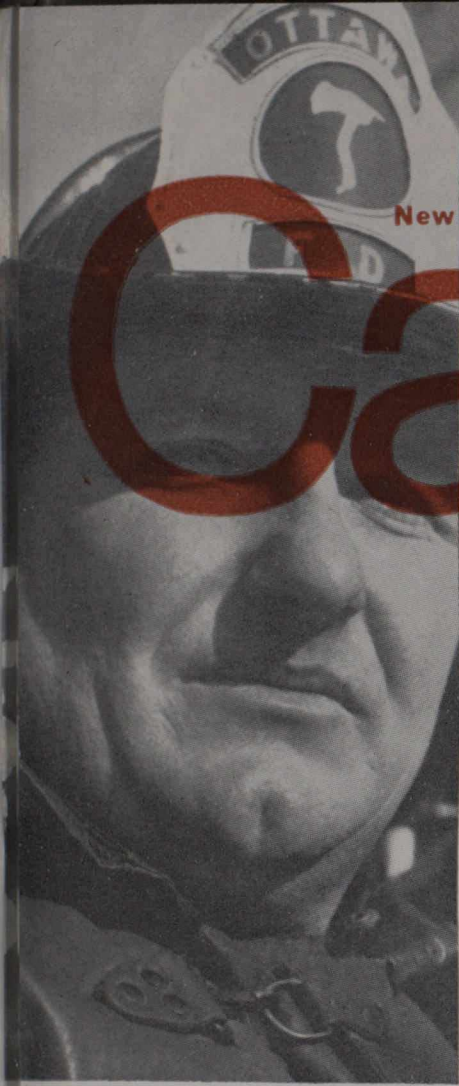


New Delhi November 1971

# Canada



Collective Bargaining  
Under Fire see page 14



# Canada Increases Refugee Assistance To Rs. 16.5 Crores

Mr. Gerin-Lajoie, President of CIDA, being welcomed at Palam Airport. L-R: Col. Robert Christie, Mr. James George, Mrs. R. Menon, Director of the Americas Division, Ministry of External Affairs, Dr. John Davis, Mr. Gerin-Lajoie, Mr. Clyde Sanger, and Mr. Paul Ignatieff.





During the last week of October a seven member Canadian team led by Mr. Paul Gerin-Lajoie, the President of the Canadian International Development Agency, visited New Delhi and then toured the refugee camps in West Bengal, to study what more Canada could best do to help. The party was accompanied by the Canadian High Commissioner, Mr. James George. In addition to Mr. Gerin-Lajoie the Canadian team members were: Colonel Robert Christie, Department of National Defence; Dr. John Davies, Department of National Health and Welfare; Mr. Paul Ignatieff, Canadian UNICEF Committee; Mr. Neil Overend, Mr. Clyde Sanger and Mr. Fred Smith of CIDA.

In Delhi Mr. Gerin-Lajoie held discussions with the Minister of External Affairs, Mr. Swaran Singh; the Minister of Finance, Mr. Y. B. Chavan; the Minister of Rehabilitation, Mr. R. K. Khadilkar; the Secretary of the Ministry of External Affairs, Mr. S. K. Banerji; the Secretary of the Ministry of Rehabilitation, Mr. G. S. Kahlon and other officials.

In Calcutta Mr. Gerin-Lajoie and party were briefed by the Governor, Mr. A. L. Dias, the Chief Secretary, Mr. N. C. Sen Gupta, and the Additional Secretary, Colonel Luthra. The Canadians visited the Salt Lake Camp near Dum Dum Airport and other camps in the Kalyani, Amdanga and Basirhat areas. They also had an opportunity of meeting Canadian and other members of non-governmental organizations serving in the Calcutta area and with officials of UNICEF and the Indian Red Cross.

On their return to Canada the team recommended to the Canadian Government that substantial new assistance was required. Consequently, the Government has decided to seek authority and funds from Parliament to bring the Canadian Government contribution up to Rs. 16.5 crores (\$22 million).

In making this announcement at the United Nations on November 18, Mr. Gerin-Lajoie spoke of the "enormous humanitarian problem which has been brought about by one of the largest, if not the largest, dislocations of mankind in modern history. The massive influx of millions of refugees from East Pakistan to neighbouring India within the short period of seven months has greatly increased tensions on the sub-continent."

"The Government and people of India have for their part responded magnificently to the challenge. Indeed, the brunt of the burden in main-

taining the refugees has fallen on them. Yet, as the number of refugees continues to grow, it is evident that even India's herculean efforts to provide food, shelter and medical care must be supplemented. The care of refugees has placed a serious burden on that country's limited resources and has threatened to undermine India's plans for its own social and economic development. The Government of India has already asked for international assistance to maintain the refugees until such time as they can return to their homes. Clearly, the international community has a responsibility to assist so that this immense tragedy may not be compounded.....

"The size of the problem, its nature, its urgency, and the consequences of failing to meet it are clear. What now must be made clear is the size, nature and timing of the international response."

Canada's contribution so far has amounted to Rs. 4.1 crores (\$6.6 million) of which over Rs. 1 crore has been raised through private donations. The new Canadian assistance which the Government is requesting from Parliament will amount to approximately Rs. 13 crores (\$18 million). A portion will be devoted to direct humanitarian relief channelled through the United Nations Focal Point. Part will be given to Canadian voluntary agencies engaged in relief operations and part will be provided in the form of goods and services directly to the Government of India.

Another effective form of assistance, in the Canadian view would be some kind of debt relief for India. "An easing of the current load of debt," Mr. Gerin-Lajoie said, "would make a particularly valuable contribution to offsetting the heavy burden placed on India's development programme by the diversion of development resources to refugee needs. Canada is prepared to participate with other donors in an early meeting to discuss levels and forms of assistance with particular reference to debt relief."

"To conclude," Mr. Gerin-Lajoie added, "Canada continues to ask that humanitarian efforts be accompanied both by restraint on the part of all concerned and by effective international efforts to reduce tensions in the area."

**Summary of Canadian Contributions:**

Canadian Government	\$22.00 million
Provincial Governments	\$ .37 million
Combined Appeal	\$ 1.90 million
Total Canadian Contribution	<u>\$24.27 million</u>



## Assistance for Cyclone Victims

Canada will contribute \$50,000 for assistance to the victims of the cyclone in Orissa, it was announced on November 12. The donation will be made to the Indian Red Cross through the Canadian Red Cross.

## Visit of Premier Kosygin

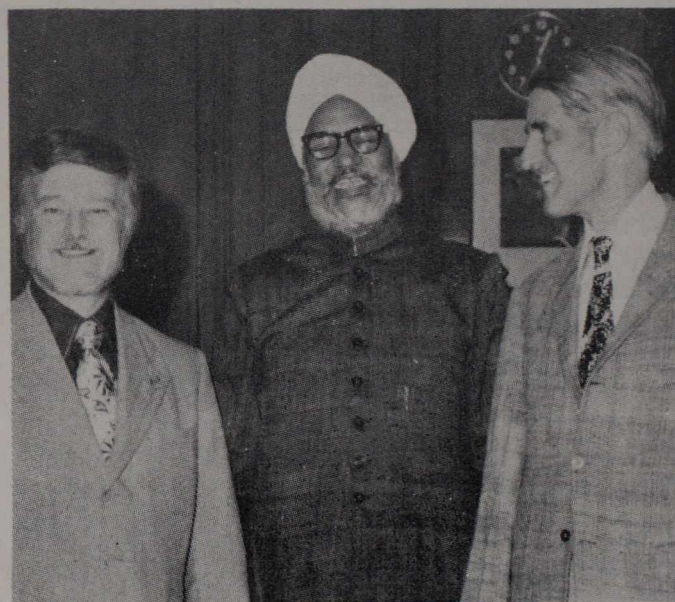
Mr. Aleksei N. Kosygin, Chairman of the Council of Ministers of the USSR, visited Canada from October 17 to 26 as the guest of the Canadian Government. In the communique issued at the end of the visit the following reference was made to the situation in Pakistan:

It was noted that the situation in East Pakistan, the presence of many million Pakistani refugees in India and the resulting tension in that area continued to be a source of concern. It was agreed that to maintain peace and to prevent a further deterioration of the situation in that region it was necessary to achieve an urgent political settlement in East Pakistan that would take into account the legitimate rights and interests of its population and would facilitate a speedy and secure return of the refugees. This would be facilitated if the interested parties exercised restraint.

The President of CIDA, Mr. Paul Gerin-Lajoie with the Minister of Labour and Rehabilitation, Mr. R. K. Khadiilkar (1), the Minister of External Affairs, Mr. Swaran Singh and Mr. James George (2) and the Minister of Finance, Mr. Y. B. Chavan (3).



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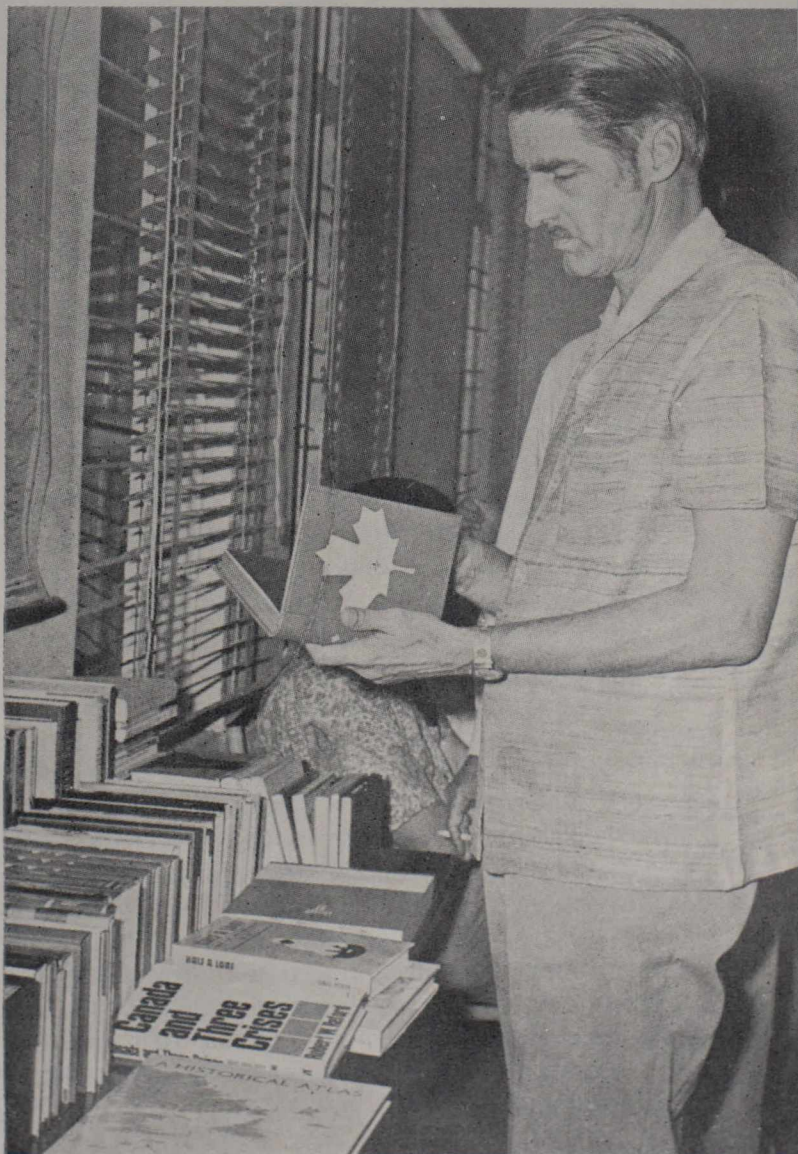


# Canadian Books for Nehru University

The Canadian High Commissioner, Mr. James George, early in October, presented two hundred Canadian books to the Jawaharlal Nehru University. The books were accepted by Shri G. Parathasarathi, Vice-Chancellor of the University.

The Canadian Government had presented a number of books to the Indian School of International Studies and now that it is part of the Nehru University, the presentations will be made to the latter. It is expected that several hundred more books will be presented in the next few years.

The presentation included books on Canadian history, economics, politics and literature. It is hoped that the books will encourage a deeper knowledge of Canada among the students of Nehru University.





# Student Hostel Opened

## President Giri Attends Inauguration of Canadian Assisted Hostel in Mysore.

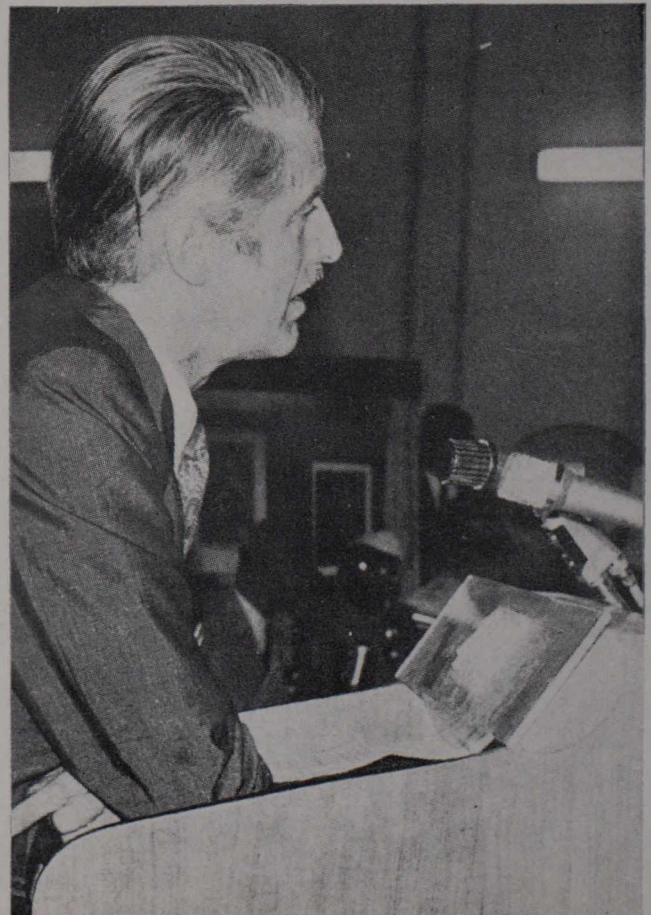
Late in September the President, Shri V. V. Giri, inaugurated the International Student Centre at the Central Food Technological Research Institute, Mysore. The President paid generous tribute to the Canadian Government and the Canadian Hunger Foundation for their help in financing and equipping the Student Centre as well as assistance to the Institute.

The Institute came into existence in 1950 as part of the Government's plan to carry out applied and basic research on all post-harvest aspects of food problems in India. Since then the Institute has made valuable contributions in food science and technology. New techniques on infestation control, new protein isolates and new foods for under-nourished children are a few of the contributions of the Institute.

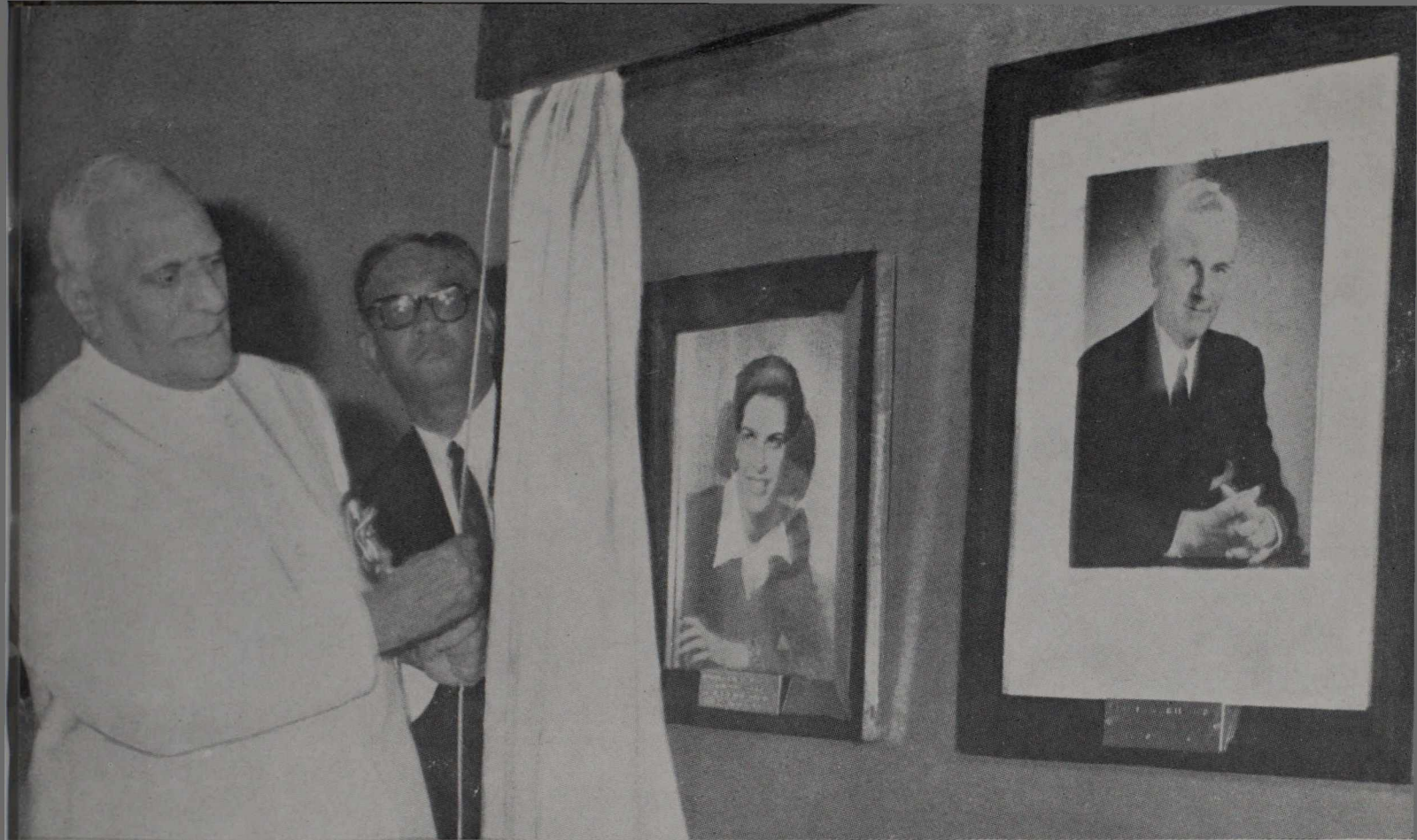
In 1964, the scope of the training was enlarged to serve as an advanced training centre for food technologists for the whole of South East Asia, and as a result of an agreement between the Government of India and the FAO, the International Food Technology Training Centre came into being at the Institute. The first Director of the Centre was a Canadian, Dr. W. J. Gall. The Centre provides training in modern methods of storage, preservation, packaging and processing of food materials. The problems of malnutrition and the solutions are stressed in the training programme.

Over 400 students from other countries have been trained at the Centre and have been financially supported by the FAO, Canada-Mysore Project, the Canadian Government, the Indian Food Industries and the Government of India.

Mr. Paul Gerin-Lajoie, President of the Canadian International Development Agency in a message of congratulations read at the inauguration stated that the "effective utilisation of the products of agriculture in the development of nations and the welfare of man through food technology is becoming of increasing importance as an essential adjunct to agricultural and fisheries production". To the students of the Centre, Mr. Gerin-Lajoie wished success in this important field.







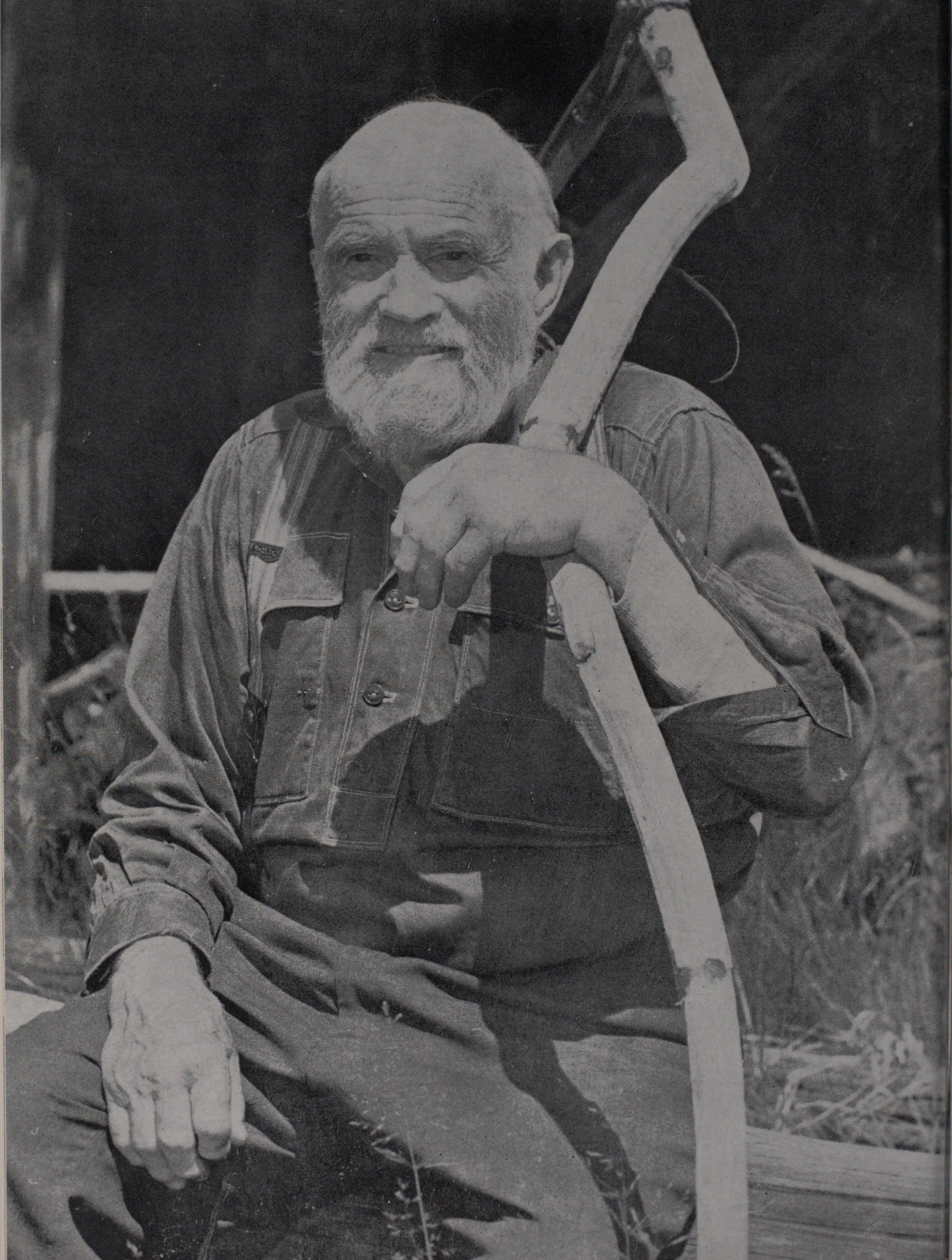
Above, President V. V. Giri unveiling the portraits of Canadians who were active in establishing the Canada-Mysore Project of the Canadian Hunger Foundation. Dr. Francois Jeanneret (first portrait) was an active worker in the FAO's Freedom from Hunger Campaign and was Chairman of the Canada-Mysore Project. Mr. Robert Brown played a vital role in the establishment of the Canadian Hunger Foundation. A portrait was also unveiled of Mrs. Jean Merrilees who was active in raising funds for the Canada-Mysore Project. Opposite page: Mr. James George, Canadian High Commissioner, addressing the inaugural audience. Left, a view of the new International Student Hostel.



The Canada-Mysore Project was started by the Canadian Hunger Foundation (CHF) and in partnership with the Government of India and the FAO were instrumental in establishing the International Centre which now serves fifteen Asian countries. The CHF contributed over \$500,000, while the Canadian Government provided a grant of \$70,000, for equipment. In addition, Canada has provided three lecturers for short-term courses offered by the Centre.

The new Student Centre was constructed with \$700,000, from Canadian counterpart funds. These have been generated by the sale by the Government of India of gifted Canadian food aid.







# Ralph A. Edwards of Lonesome Lake

C. E. Estlin

In this unprecedented era of natural resource use, it is a rare pleasure to find a person who has little disturbed his chosen wilderness environment in spite of an industrious and fruitful lifetime.

Lonesome Lake, east of Bella Coola, was appropriately named by a young man who interrupted homesteading there to serve his country in World War I. Meet Ralph A. Edwards.

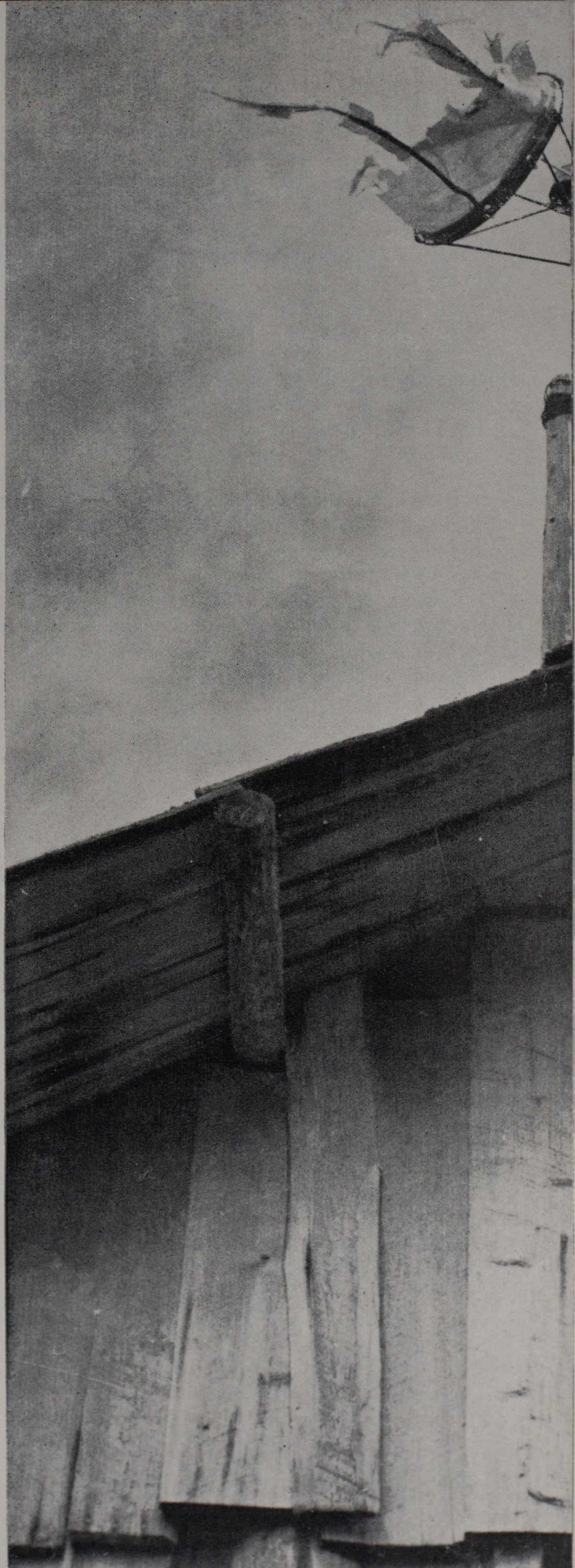
Lying deep in the Coast Range, Lonesome Lake is reached by hiking up the steep-banked Atnarko River, then by boat past cliffs and jagged rock slides to the top end of the lake where Mr. Edwards located his home. As he says: "I chose Lonesome Lake because it is hard to get in and out, yet there are natural advantages—an earlier growing season, slightly warmer winters, lots of water, timber, fish, game and scenic grandeur. It is good enough for the trumpeter swans to winter here, so I reasoned it should be a good home for me."

And it was—but only because of his unlimited energy, ingenuity, deep love and instinctive understanding of the important role each plant, insect and animal plays in the natural community.

Meet Ralph Edwards, left. Right, tattered wind-sock high on hanger roof.

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British Columbia Government photographs.





But some of the animals had to be sacrificed for their pelts in order to buy tools and other necessities. In order to provide for his wife and three children, Mr. Edwards became a trapper, farmer, logger, millwright, mechanic, big game guide, aircraft mechanic and pilot—sometimes all in the same day.

With his good wife, he furthered his children's education through correspondence by steadily building a library of books on useful subjects. He is no stranger to principles of hydraulics, animal husbandry, genetics, aeronautical engineering, meteorology, and even astronomy.

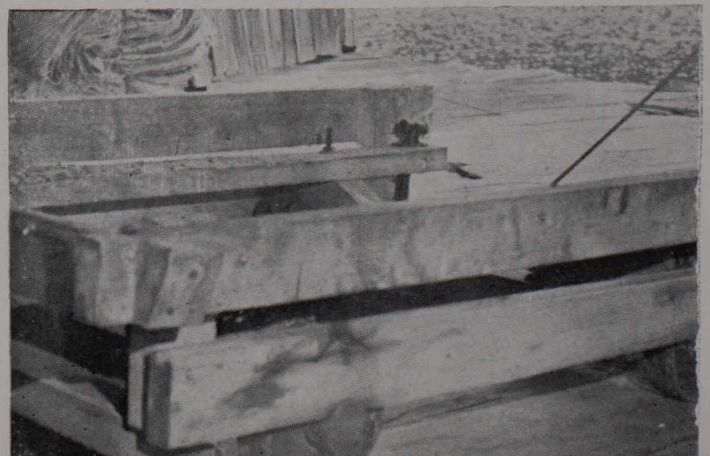
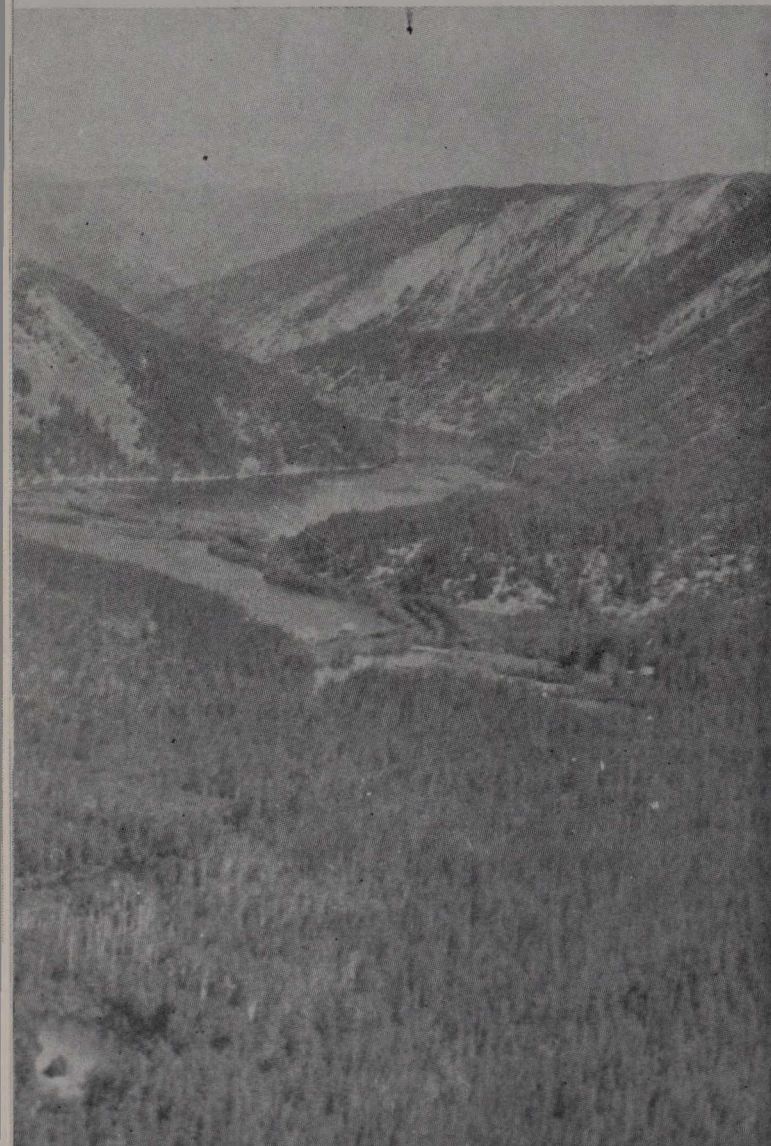
Here is a man who built a water-wheel to power a circular saw for cutting the prodigious amounts of firewood necessary to keep the home fires burning all winter long. Later, he built a mill around his overshot water-wheel and the family spent many a long evening braiding cowhide into endless belt drives for his system of pulleys on shafts to produce enough power to turn the headsaw. He

made the main-shaft bearings of steel rod, hack-sawed to proper length, encased in sheet steel, and lubricated with bear fat—in effect, home-made roller bearings. He made the wheels of the mill carriage of hand-lathed rollers with heat-hardened local hardwood for bearings. As with the barn, his mill building is of pole and shake construction, all neatly trussed.

But the pole trussing of the hanger for his float-plane holds more interest, for it is a clear span of some 40 by 30 feet.

This phenomenal man prepared himself by studying aeronautical engineering. He obtained an 85 horsepower Continental aircraft motor which he singlehandedly dragged by "Ralph travois" up the trail and finally to his home in preparation to building an airplane.

Why build an airplane? Simple. If he needed something, he either built it ingeniously of local material or converted the local material into







'Mr. Edwards, you must have had spare time and lumber to put up so many bird houses.' And Ralph Edwards, with a twinkle in his amazingly clear eyes explains: "We seldom built anything that wasn't useful; the bird houses increased the population of swallows ten times. What safer method of mosquito control?" Opposite page: air view of Lonesome Lake; the hanger and dolly used to winch the plane into the hanger. Above, the Edwards' house. At left, pulley and shaft system of the water wheel which powered the circular saw, below.





sparse money. The first process was usually the only way and it was a way of life. An airplane obviously was the answer. With it he could quickly and economically transport his early vegetables, prime beef and other products to market at either Bella Coola or Anahim Lake. It would be an airborne pickup truck.

But it seems the government had some regulation about requiring a pilot to be licensed. So daughter Trudy, at age 20, was dispatched to Vancouver, to return with her pilot's licence and an airplane. The next year, at age 62, her father easily passed his medical and obtained his licence in minimum time.

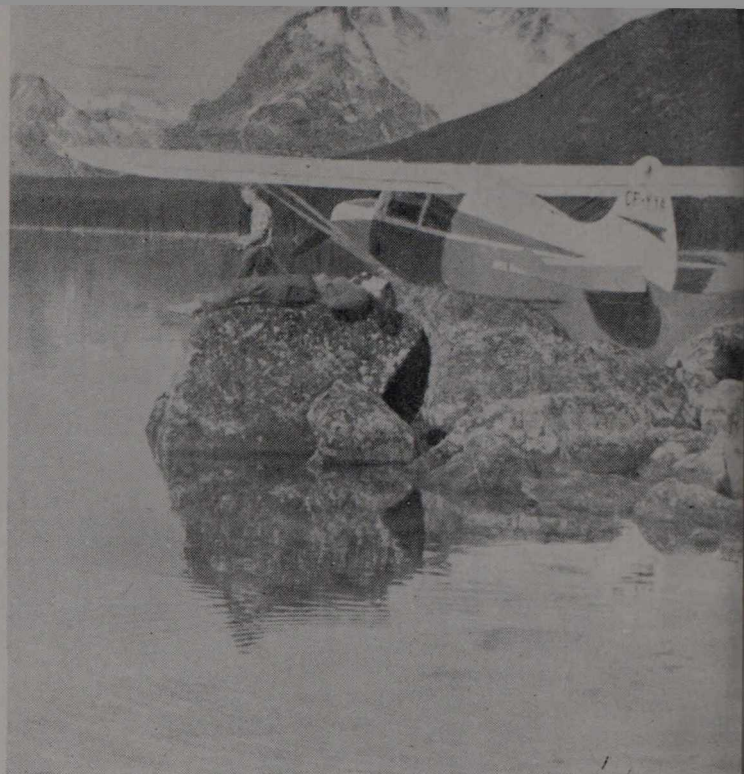
In 1953, CF-HEO, a two-seat Taylor Craft, became an honoured and most useful member of the Edwards family.

Remember that 85 horsepower engine wrestled into the homestead? When HEO's original motor expired it was Ralph Edwards who changed engines, modified the cowls and made it work. Later, the fuselage had to be changed because of corrosion, and again it was Mr. Edwards who did the labour—but this time at Vancouver under a licensed engineer.

Imagine this man, wrestling with a bull calf as he tied its head to its burlap-wrapped hooves, then hoisting the animal into the passenger's side of a two-place floatplane! Then up into the blue and across the mountains, glaciers, valleys and rivers to swish into a gentle landing at Lonesome Lake with a fresh blood-line for his herd; and a year or two later flying the return route with quarters of top quality beef.

It was a sad day when the trusty little airplane was blown upside down on the Bella Coola River after 14 years as a member of the Edwards family. As he could not afford its repair, this unfortunate occurrence, though no fault of his as a pilot, terminated Mr. Edward's flying career at age 76.

Back in 1949, "trapper" Edwards had taken several marten but no mink from the Turner Lake area on the plateau to the west of Lonesome Lake. "Naturalist" Edwards knew no fish could possibly ascend the lake outlet which is Hunlen Falls, a vertical drop of 1,200 feet. "Farmer" Edwards decided to introduce mink food for the chain of



Turner Lake.

lakes which should then attract, and hopefully maintain, a harvestable number of mink for "trapper" Edwards.

He captured two mated pairs of spawning cutthroat trout in the Atnarko and back-packed them in a can of water up the steep trail, pausing occasionally to get his wind and to give his trout a few shots of air into their water with a hand pump. As the lake into which he released the trout bore no official name, what else should it be called now but "Cutthroat Lake"?

Of course, at almost 79, Mr. Edwards no longer traps mink, but the cutthroat have spread all through this beautiful chain of lakes. His son, John, now has cabins and canoes for present-day fly-in anglers.

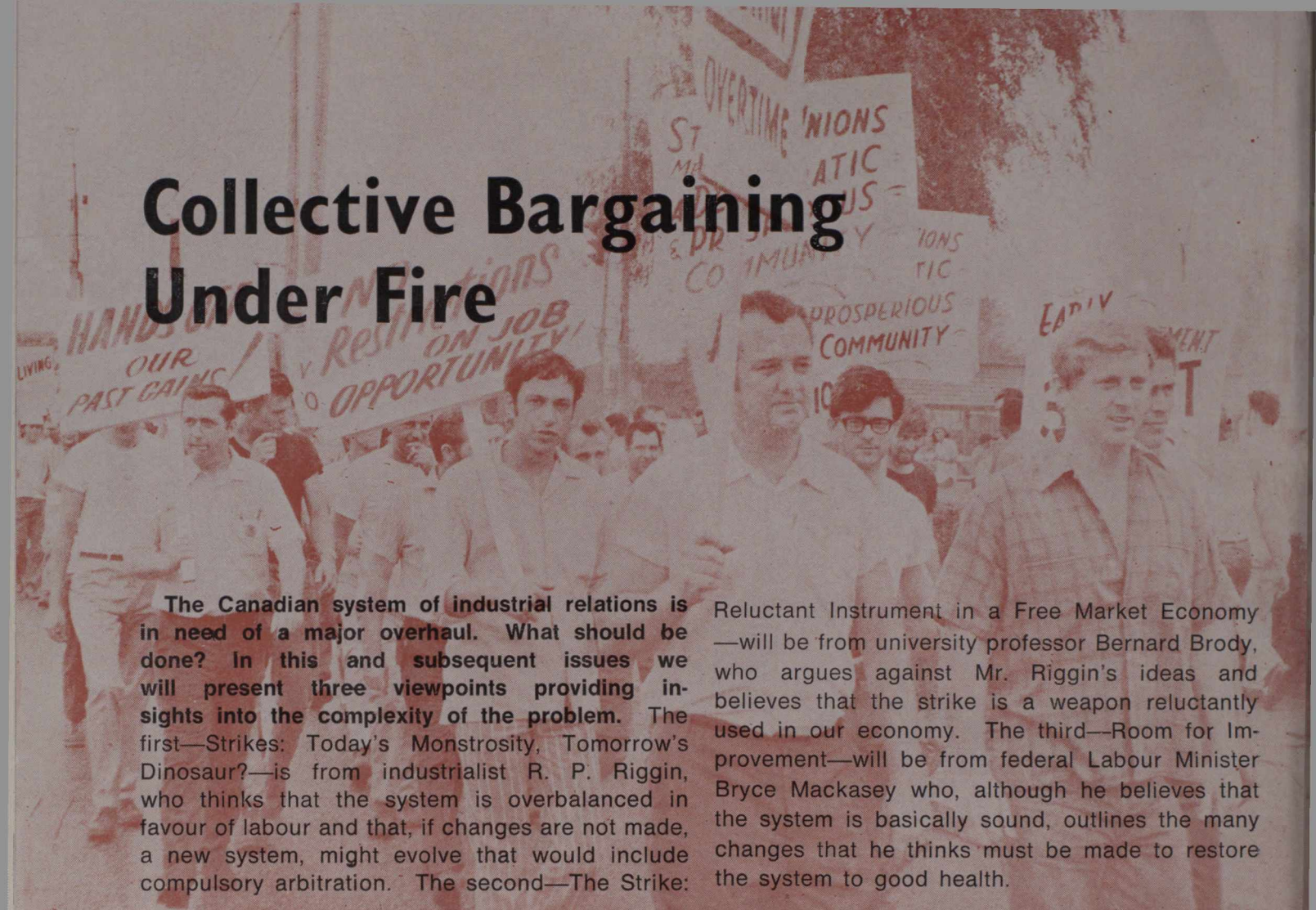
This, then, is a salute to a British Columbian who, in 1912, cheerfully took on the wilderness in which he raised his family; indomitably rebuilt in spite of being burned out in 1929, and who is a symbol of courage, ingenuity, industry, and especially of consideration for his environment. In her own effective way, Mrs. Edwards was both spark and anchor—without which Ralph could never have been sustained, not only to learn to teach his children, but also, through example, to share his love of nature with the many people who are proud to know him.







# Collective Bargaining Under Fire



The Canadian system of industrial relations is in need of a major overhaul. What should be done? In this and subsequent issues we will present three viewpoints providing insights into the complexity of the problem. The first—*Strikes: Today's Monstrosity, Tomorrow's Dinosaur?*—is from industrialist R. P. Riggin, who thinks that the system is overbalanced in favour of labour and that, if changes are not made, a new system, might evolve that would include compulsory arbitration. The second—*The Strike:*

*Reluctant Instrument in a Free Market Economy*—will be from university professor Bernard Brody, who argues against Mr. Riggin's ideas and believes that the strike is a weapon reluctantly used in our economy. The third—*Room for Improvement*—will be from federal Labour Minister Bryce Mackasey who, although he believes that the system is basically sound, outlines the many changes that he thinks must be made to restore the system to good health.

## Strikes : today's monstrosity tomorrow's dinosaur

R. P. Riggin

Most thoughtful people would agree that a strike is not a very civilized way to settle a dispute between an employer and his employees. As the alacrity, frequency and severity with which the strike weapon is used grows—and it is growing—this belief is bolstered substantially.

A recent "Wizard of Id" comic strip goes like this: Court Counsellor (approaching King on throne): "Sire, some agitators just burned down the post office." King: "Anyone hurt?" Counsellor: "No, the mailmen are all at home having a sick-in." King: "Then send in the troops!" Counsellor: "The troops are picking up garbage until the sanitation workers return." King: "Gad! The whole kingdom is going down the drain!" Counsellor: "I hope not, Sire—the plumbers walked out this morning."

Reprinted with the permission of *Labour Gazette*, January 1971



Although it is good that we can still manage a chuckle at a humorous take-off on what is occurring in real life, the sad fact is that the events portrayed in the comic strip could have appeared just as well in the news columns of the same newspaper.

### **7.7 million man-days**

**Canada lost 7.7 million man-days in strikes last year—a record by far. Previous highs were about five million in 1966 and 1968.** It is discouraging to contemplate what the box score will look like at the end of this year when it is realized that bargaining takes place for approximately 900,000 of the 1.6 million union members under the wing of the Canadian Labour Congress.

Traditionally, labour relations experts have adhered to the proposition that the privilege to strike is an integral part of the collective bargaining process. It is presumed that meaningful negotiations will not take place unless the possibility of a work stoppage exists. Although I do not subscribe fully to this, the proposition does have sufficient validity that any examination of the use of the strike weapon should not be divorced from a look at the whole process. Collective bargaining worked relatively well in the past—what has changed? What adjustments are needed to revive it as a viable institution? And, if it continues to fail the public interest, what might replace it?

It is crystal clear that a balance of bargaining power no longer exists between employers and unions. All major key sectors of the economy are highly unionized by a handful of powerful monopolistic unions that can write their own ticket to a significant extent. And they do this despite high levels of unemployment and with arrogant disregard for pleas for wage restraint from the governments and others. Monopolies are inherently bad—in unions as elsewhere—and they must be regulated if not curtailed, in the public interest.

**Today's striker is in a quite different position from his counterpart of yesteryear. He has assets. He is paid substantial strike benefits in many cases. Credit is readily available, as are benefits under government hospital, medical and other schemes.** He is more mobile than his father was, and some of the younger people don't see any particular virtue in steady work anyhow.

It is not my purpose to venture a judgement on any of these developments, particularly the last one. I simply point them out as being important factors in the shift of the balance in collective bargaining. We are bound to acknowledge that, for most individuals, expenditures rise to meet income or exceed it, and a little more debt incurred for one reason or another—such as a strike—is not unduly upsetting. After all, for the past 25 years, times have been good, and most of us have been able to work out of temporary financial difficulties.

Is this why an Inco employee, after being on strike for over three months at Sudbury last year, would go for a car dealer's offer of \$200 cash to the striker and three years to pay for a new 1970 car, with the first payment delayed until after his return to work on termination of the strike, whenever that would come about? A striker rarely loses his job in this day and age, regardless of the length of the jobless rolls. Although permitted by law, it is a practical impossibility for the vast majority of major companies to carry on production operations during a strike. The Inco striker and the Sudbury car dealer both knew that the former would not lose his job.

Some corporations have grown to be financial giants with a diversity of operations. This superficially suggests that their bargaining power with the unions is enormous. The facts are, however, that more and more, various operations in our economy or in an industry or, indeed, within a single corporation are so interdependent on one another that a strike at one often has substantial impact elsewhere.

**Only a relatively small number of employees may be involved in the actual labour dispute, but the overall impact can be devastating. A strike by a few plumbers can shut down a 100 million dollar project, a tug boat strike can almost paralyze a whole province.** I suggest that this development was not foreseen when our collective bargaining legislation with its presumed balance of power was first laid down. Also unforeseen were the enormous amounts of capital that would be required for investment in new projects. Obviously, costly facilities cannot sit idle for very long without highly damaging results. For example, capital invested for each job created in the two newest mines in the Noranda Group is \$218,000 at one and \$240,000 at the other; at







our pulp mill, each job required an investment of \$122,000.

These, then, are some of the more important developments that have created the vast imbalance in power that lies at the very heart of our collective bargaining system which, as I have indicated, is functioning rather badly.

There are additional reasons why the system is breaking down. There is ample evidence to indicate that confidence, direction and guidance within several union structures, and within organized labour generally, have collapsed to the point where management frequently does not know with whom it should really bargain. This breakdown persists even to the level of the union local where, when an agreement is made at the bargaining table, it is turned down by the union membership about 15 per cent of the time. Thus far in 1970, the Noranda Group has already had five rejections of bargaining settlements—and two of these resulted in strikes at major operations. Isn't it probable that many union members see their union as a huge bureaucratic institution in the same way that they view big business and big government?

#### Frank assessments

**It would be statesmanlike for leaders of the Canadian Labour Congress to confess that they wouldn't agree to a program of voluntary wage restraint because the CLC wouldn't be able to get individual unions to go along; which, in turn, wouldn't be able to get their union locals to go along; which wouldn't agree to sell the idea to the membership.** Such a frank admission would at least have the virtue of focussing attention on a real problem, thus permitting appropriate solutions to be explored. At the moment, all we hear from labour leaders is rhetoric that large wage increases (currently running at an annual rate in excess of 9 per cent) are not a major factor in the inflation we suffer. From one American union leader we even had the arrogant pronouncement that his union would be more responsive to the pleas of the Canadian Prime Minister for restraint, than it would be to those of President Nixon.

This was Walter Reuther, late President of the United Automobile Workers. On Reuther's recent death, Chrysler's Vice-Chairman said: "It has

taken a strong man to keep this situation under control. I hope that whoever his successor may be, he can exercise equal internal discipline." Doubtless his point is well taken; but it is shocking to realize that an apparent ability to keep the lid on revolt in the union membership is the overriding criterion for union leadership.

Membership rejection of negotiated settlements creates serious problems for unions, management and governments alike. It is one of my sad disappointments that no government has seen fit as yet to initiate tripartite efforts to solve this vexing and common problem.

#### Public Service strikes

**Another development that has mitigated against proper functioning of the bargaining process in the private sector has been the granting of the strike privilege in the federal Public Service and in some provinces.** Government is the embodiment of all the people. It cannot move away, it cannot lock out its employees, and it is not a business organized for profit. Thus, the conventional notion of strike as a test of economic strength does not apply. A strike against government becomes an interference with the political process; it is an effort by one section of the public to misuse monopolistic control of a specific service—the postal service is a good example—as a weapon with which to bring the entire community into submission.

The unions say of the Government, "Let's squeeze as much as we can from the lemon." In Mr. Trudeau's words, "The juice doesn't come from my pocket but from the public." U.S. Labor Secretary George Shultz has said, "A person who chooses to work for the Government accepts a special responsibility to the national interest..... striking against the Government—and against the public order the Government is constituted to uphold—is not a right; it is a wrong."

Time and again, it has been demonstrated that a politician is in no position to handle crisis bargaining that may end up in a strike that will play havoc with essential tax-supported public services.

All strikes in the Public Service should be prohibited, and the sooner, the better. Such a prohibition would clearly be in the public interest,



which, to my mind, includes a workable system of collective bargaining in the private sector.

It has been argued that public servants should be permitted to strike because they'll go on strike regardless of the law. Earlier this month, an official of the Canadian Union of Public Employees said, "Maybe it's time we defied that stupid law." He was referring to an Ontario law that prohibits employees of homes for the aged from striking; unresolved disputes are referred to arbitration by an independent third party.

Laws are to be observed, and we don't change laws simply because they are broken—we punish for the violation. That is the way it is supposed to work in a civilized society. But unions and union conduct often appear to fall under other unwritten rules. Failure to enforce our existing labour laws must shoulder much of the blame for the suspect position in which collective bargaining and use of the strike weapon find themselves.

Bargaining and use of the strike weapon are coming under fire in another way. There is a widely held presumption in industrial relations that all is in good order, and that the public interest is best served if management and labour resolve their own problems by themselves as they see fit. This presupposes that the first priority is a private and peaceful settlement. Concern for the longer-range impact of the settlement on the rest of the economy and society is effectively submerged in this self-interest approach by the parties.

In the view of U.S. economist John Kenneth Galbraith, as expressed in an address he delivered in Ottawa in the fall of 1969, conflict in the heartland of the industrial system has been extensively absorbed by the system where differences are resolved by raising the price of labour and by raising the price of the product. In a buoyant economy, this usually leaves both the employer and employee better off than before. But, Prof. Galbraith says, this simply exports tensions from the industrial heartland to the public sector, and to those other areas of society where incomes respond slowly to the inflation that has been created.

Galbraith went on: "Does this analysis not mean that, even at the cost of more trouble, even anguish, in the industrial heartland, we should

stop this export of inflation and tension to the rest of the economy? I believe this is so. And I believe it must come. It means some system of wage and price restraint wherever strong unions bargain with strong employers in a strong market." I noted in a recent newspaper article that Galbraith made the same point earlier this week in an appearance before the U.S. House Banking Committee. If he is right, then the strike in major industry is doomed to a trip to the garbage can.

### **The disadvantaged**

Although we habitually think of labour disputes as being between unions and managements—and this is true in the direct sense—nonetheless, the real social fight is between the big powerful unions, which can dictate inflationary settlements for their members, and the poor and disadvantaged people and those such as old age pensioners who suffer greatly from spiralling prices—a point effectively made by Prof. Edward Neufeld at the University of Toronto in an address last December. (L. G., May 1970, p. 340).

Some managements are beginning to accept the challenge that they must create a healthy climate in which the workplace of each employee can be more career-oriented than job-oriented and, hence, much more relevant and meaningful for him as an individual. Few union leaders admit that some of their own problems stem from the fact that many employees, particularly the youthful ones—their union members—consider work as a drudge and a drag.

This should not be surprising. Union leaders are convinced that collective bargaining is the total answer. Of course, collective bargaining was not designed with the purpose in mind that the individual's attitude to his work was important, or that this attitude or lack of it would have such an apparent impact on labour relations. If anything, bargaining probably does much to hinder development of healthy job attitudes. Perhaps this is why simply piling on more money does not avoid or settle strikes as it usually did in the past.

It is little wonder that there is a crisis of confidence in our present industrial relations system. One would suspect that those of us on both sides of the bargaining table who want to see a workable system survive would be devoting our attention and efforts to solutions.



So what transpired at the CLC Convention at Edmonton in May? No time was devoted to solving the many problems of collective bargaining. A week was spent debating social action programs and political activity, and vilifying the efforts of the Prices and Incomes Commission. And the usual roar of approval was reserved for the perennial echo-of-the-Thirties speech.....about those industrial and financial tycoons who put the working man in chains while they continue to pick his pocket. Surely it is saddening to see this archaic nonsense take the place of a constructive attack on some of the problems of collective bargaining which, after all, is a union's first order of business.

Whether organized labour wants to believe it or not, collective bargaining in Canada is definitely on trial. The public is fed up, and immediate improvements are needed if it is to be allowed to subsist. What are some of these?

Pending needed changes, our existing labour laws must be enforced. Unlawful conduct in support of unions and strikes should not be exempt. Union monopolies should be curtailed. Union power over union members should be diminished. Times have changed so much that.....comments about the working man in chains are now applicable to some unions. The union member requires a bill of rights for protection against his union. An ombudsman appointed by union leaders from within the union, as endorsed by the CLC last month, is surely an attempt to smoke-screen the real need.

If one of the measures required to help restore the balance of power is a law to curtail use of the strike weapon, then so be it. Let's get on with it before more serious damage is done. Hopefully we are not yet too late. A settlement made in

good faith at the bargaining table should be made to stand.

There will have to be more intervention in labour disputes, with government empowered to order cooling-off periods, fact-finding inquiries, and a host of other intervention processes that promote and encourage peaceful settlements—but not settlements at any price. The public interest demands that settlements accommodate themselves to national goals established for the good of all society.

If measures such as these do not put our industrial relations system back on an even keel, then the public will rightfully require that it be abandoned and replaced by some other system. In such an event, it seems probable that the new system would involve some kind of compulsory arbitration of wage disputes. In my opinion, arbitration need not stultify meaningful collective bargaining. For example, a requirement that the arbitrator accept in toto the last best offer of either one party or the other would effectively encourage a company and a union to put its best foot forward without running the risk of having the arbitrator cut the baby in half, as the saying goes.

### **Strike privilege, not a right**

It is sometimes forgotten that collective bargaining and the strike are not rights. They are not Holy Writ. They are privileges granted by law, and they can be taken away by our lawmakers. With maturity, statesmanship and realism, we can voluntarily relegate the strike to tantamount extinction. If we continue on our present course, legislation will shove the strike into the grave-yard with the dinosaurs.



# CANADIAN ROUNDUP

## Davis Wins In Ontario

Premier William Davis led the Progressive Conservative party to a sweeping victory in the Ontario general election on October 21. Mr. Davis, 42, fighting his first election since winning the party leadership when former Premier John Robarts stepped down in February, won convincingly throughout the province. The Conservatives elected 78 members, the Liberals elected 20 members, and the New Democratic Party had elected 19 members. The Conservatives won 44 per cent of the popular vote (42 per cent in 1967), the Liberals 28 per cent (31 per cent in 1967), and the NDP 27 per cent (26 per cent in 1967). At dissolution in the 117-seat House, the Conservatives held 68 seats, the Liberals 27, the NDP 21, and there was one independent. Liberal leader Robert Nixon called the election a "strong and really substantial victory." All three party leaders were re-elected in their own ridings.

## Canada's UN Contribution

Canada has been assessed \$4,891,000 for the general budget of the UN in 1971, the External Affairs Department said on October 27. The Canadian share, 3.08 per cent of the total, was up from 3.02 per cent in 1970 when Canada contributed \$4,557,388.

## Canadian Contribution To UNDP

The Secretary of State for External Affairs, Mr. Mitchell Sharp, announced on November 1 that Canada has decided to raise its contribution to the UNDP to U.S. \$18 million for 1972. This is an increase of \$2 million or 12.5 per cent over the 1971 contribution.

## Liberals Behind in Nfld Election

Premier Joseph Smallwood said on October 29 he would continue "to carry on the business of Government" pending recounts and legal actions resulting from Newfoundland's history-making general election on October 28.

The 22-year-reign of Premier Smallwood's Liberal Government was abruptly halted as the Progressive Conservatives elected 21 members to the 42-seat legislature, cutting Liberal strength to 20, the lowest in provincial history. The New Labrador Party won

the other seat and may hold the balance of power in the next Legislature. The possibility of changes still exist however as several seats were close, including one which the Conservatives won by just four votes.

Conservative Leader Frank Moores said Mr. Smallwood should not try to form a government because "he does not have the confidence of the people."

Premier Smallwood announced on November 11 that he will call a leadership convention in January. He said he would step down as leader regardless of the final outcome of the election. He would not accept renomination, he said.

## CFL

Both Eastern and Western Conferences of the Canadian Football League went right to the wire with week-end games deciding final playoff positions. Toronto Argonauts, runaway Eastern Champions were beaten 23-15 on October 31 by Hamilton Tiger-Cats after Ottawa Rough Riders took a 9-7 decision over Montreal Alouettes on October 30. These results left Hamilton in second place in the East with Ottawa third and the Alouettes outside the playoff picture after winning the Grey Cup last year.

In the sudden death Eastern semi-final on November 6, the Tiger-Cats defeated the Riders 23 to 4.

In the West, Calgary Stampeders blew a 31-7 decision to BC Lions on October 30 and Saskatchewan Roughriders went down 28-12 to Edmonton Eskimos on October 31. This left Calgary on top of the Conference with Saskatchewan second, ahead of Winnipeg Blue Bombers. BC and Edmonton followed in order. In the sudden death Western semi-final on November 6 Saskatchewan defeated Winnipeg 34 to 24.

## Federal-Provincial Economic Conference

Finance Minister Benson told Finance Ministers and officials from the 10 provinces that all signs point to strong economic growth although unemployment remains the primary problem in Canada. He spoke at the

opening of a Federal-Provincial Economic Conference on November 1. Mr. Benson said, except for food price increases, even the cost of living was moderating. He cited consumer spending and housing as well as the government expenditures as sources of strength. The provinces brought a variety of complaints to the meeting. Ontario called for credits on personal income tax to offset part of the burden of sales and property taxes on lower-income families. Saskatchewan and Manitoba criticized Ottawa for acting too slowly and timidly in fighting unemployment. They predicted only slightly reduced unemployment next summer and the same levels next winter.

## Nobel Prize For Canadian

The Nobel Prize for Chemistry is to be awarded to Dr. Gerhard Herzberg it was announced by the Swedish Academy on November 2. Dr. Herzberg, 67, a physicist with the National Research Council in Ottawa, was cited by the Academy "for his contribution to the knowledge of the electronic structure and the geometry of molecules, particularly free radicals. Under Dr. Herzberg's dynamic leadership, his laboratory has attained a unique position as the foremost centre for molecular spectroscopy in the world."

## Canadian-Yugoslav Agreement

A Canadian Yugoslavia agreement signed on November 4 by External Minister Mitchell Sharp and Yugoslavian Foreign Minister Mirko Tepavac pledges the two countries to seek ways of increasing the flow of scientific and technical knowledge between them. The two also discussed the possibility of an air link between Canada and Yugoslavia. They said tourists would be allowed to visit each others countries without visas as soon as administration arrangements can be completed.

## New Bank Notes

On November 8, Canadian banks issued new \$10 notes, featuring more color and an engraved portrait of Sir John A. Macdonald, Canada's first Prime Minister. Current \$10 notes will continue circulating until worn out.