

A Statement on Industrial Relations by the Canadian Manufacturer's Association

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(d) Après ratification par les conventions distinctes des deux Congrès, le comité d'unité est autorisé à appeler une convention conjointe selon les dispositions de la section 2 de ce mémoire. Cette convention conjointe constituera la première convention biennale du Congrès fusionné, au cours de laquelle le projet de constitution sera étudié et adopté.

La C.T.C.C. et la fusion

Au Congrès de la Confédération des Travailleurs Catholiques du Canada en septembre dernier, le président M. Gérard Picard émettait, dans les lignes suivantes de son rapport, son opinion sur l'unité syndicale organique.

Une autre question qui court sur toutes les lèvres, et dont il a été question précédemment, est celle qui a trait à l'unité syndicale organique dans ses conséquences sur la C.T.C.C. Dans l'intérêt des travailleurs qu'elle représente et dans l'intérêt des travailleurs canadiens en général, la C.T.C.C. doit-elle demeurer une centrale syndicale indépendante des autres centrales, ou devrait-elle, par affiliation ou disparition, s'intégrer dans l'unité syndicale organique nord-américaine? La question est d'actualité sans doute, mais elle n'est pas pressante au point qu'elle exige une réponse du Congrès dès cette année. Nous savons, il est vrai, que l'AFL et le CIO, aux Etats-Unis, se fusionneront prochainement, et que, un peu plus tard, le CMTC et le CCT se fusionneront au Canada. Par ailleurs, la C.T.C.C. n'a reçu, à date, aucune invitation officielle de participer à l'unité syndicale organique ni d'engager des pourparlers à ce sujet. De plus, les discussions préliminaires qui ont eu lieu au sein de la C.T.C.C., au cours de l'année, révèlent que la question n'est pas encore suffisamment mûrie même si un certain nombre de dirigeants et de militants paraissent prêts à examiner des opinions bien arrêtées sur les divers aspects du problème. La C.T.C.C. y gagnerait à continuer l'examen de cette question une autre année avant de prendre une position définitive. Si le Congrès le désire, il peut nommer une commission spéciale dont la préoccupation sera d'examiner la question sous tous ses angles et de faire rapport au prochain Congrès.

A STATEMENT ON INDUSTRIAL RELATIONS BY THE CANADIAN MANUFACTURERS' ASSOCIATION

The Canadian Manufacturers' Association believes that the prime function of industry is to supply consumers with satisfactory goods at prices which will encourage a high level of consumption.

The Association believes that the following conditions are essential to the successful performance of this function and to the healthy growth of free enterprise industry:

1. Suitable plant, equipment and machinery with sound management and an efficient work force.

2. Recognition of industry's need, after meeting all costs, of which fair wages and adequate working conditions are basic components, to earn a fair net profit, from which to provide, after payment of taxes, for fair dividends to the owners and also funds required to finance the growth of the enterprise.
3. Intelligent co-operation between employers and employees, assisted where necessary by government services and legislation which recognizes the rights and obligations of both groups as well as the public interest.

This co-operation involves responsibilities on the part of employers, employees and governments which may be more fully stated as follows:

A. Both Employees and Employers have a responsibility to:

- 1) Regard quality of service to the customer at reasonable prices as the primary consideration.
- 2) Seek constantly to discover methods of improving productivity and developing better products.
- 3) Consider with open minds, proposals made by either party, each seeking to understand the other's needs and problems, and bearing in mind that neither can operate successfully without the other.
- 4) Observe faithfully the provisions of every agreement or undertaking made by them or on their behalf.
- 5) Settle their differences by negotiation in good faith without interruption of operations.
- 6) Abide strictly by all laws affecting employer-employee relationships.

B. Employers have a responsibility to:

- 1) Provide facilities which will permit efficient and economical production and make all reasonable provision for the safety and health of their employees.
- 2) Select and develop supervisors at all levels not only for their technical competence but for their leadership qualities.
- 3) Organize operations with a view to promoting maximum regularity and continuity of employment.
- 4) Give employees opportunities to progress within the organization according to their ability, diligence and experience.
- 5) Respect the right of employees to associate freely for all lawful purposes.
- 6) Bargain collectively, in cases where representatives have been freely chosen by a majority of the employees affected, on wages, hours of work, and working conditions.
- 7) Respect the dignity of every employee as an individual.

C. Employees and their organizations have a responsibility to:

- 1) Recognize the employer's right to plan, direct and manage the business.
- 2) Perform their duties in an efficient manner to the best of their ability.
- 3) Co-operate with management in the furtherance of good labour relations and the well-being of the enterprise.
- 4) Conserve and protect the products, plant, equipment and machinery, and respect the property rights of the owner.
- 5) Recognize the right of an individual employee to join or not to join any lawful organization of employees without impairing his right to work at the occupation of his choice.

D. Governments have a responsibility to:

- 1) Provide, in any legislation concerning employer-employee relationships, for the full recognition of the rights and obligations of both groups, to the end that mutual understanding and co-operation are facilitated.
- 2) Keep such legislation to a minimum, leaving the parties free, to the greatest extent possible, to work out their problems by mutual agreement.
- 3) Protect the right of all citizens to do the things they have a legal right to do and see to it that all laws affecting industrial relations are strictly enforced.

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