Nos collaborateurs

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delay upon delay. To offset such delays, the
more than two months to settle a case definitely.
months; on an average a council takes slightly
slow. Several councils' deliberations lasted several
up in the Assize Court. Meat-packers' strike in
trying to substitute an independent union to a
employer lost around a hundred thousand dollars
scarcity. And above all, those who
and order. To realize this fact one needs merely
ever important may be the laws which govern
for integration and bringing up to date. There­
dilatory procedure must be eradicated.
There is no doubt but that our labour relations Code should be rewritten. It must not be
forgotten that if the Labour Relations Act was
enacted in 1944 and has been amended twice since then, the Quebec Trade Disputes Act dates back
to 1909 in its actual form. There is a great need for integration and bringing up to date. There­
fore, let us hope that the legislator may fully ack­
nowledge the importance of efficient labour laws if he is to safeguard social peace.
One must admit, on the other hand, that how­
ever important may be the laws which govern them, labour relations are, first of all, human re­
lations. Uprightness and good faith alone allow
laws to be applied with wisdom. Besides it is
to be noted that employers and employees alike
are becoming more and more adapted to legality
and order. To realize this fact one needs merely
to glance over the labour news. Those who gross­
ly violate the actual labour legislation are becom­
ing increasingly scarce. And above all, those who
violated the law in the Province of Quebec did
not reap much benefit from their illegal acts. An
employer lost around a hundred thousand dollars
trying to substitute an independent union to a
recognized one. The union's strike at the Ayers
spinning-mills, where arbitration procedure had
been ignored, proved an utter failure and ended up
in the Assize Court. Meat-packers' strike in
which the union would not accept provincial con­
ciliation spelled for the United Packinghouse
Workers of America the loss of three or four locals.
The C.C.L. shoe-workers' strike in Montreal, the
calling of which constituted an open violation of
the conciliation and arbitration procedure, is a lost
case. We do not intend to implicate here the
demands of the workers; they were well justified,
since the adjustments were granted. We simply
want to bring out the fact that illegality does not
pay the union any more than it does the employer. On the other hand, hundreds of unions affiliated
or belonging to the C.C.C.L., T.L.C. and to
the C.C.L. abided by the law and have cause
for satisfaction that they have done so. Public
opinion in our country can still bear the regime
of law and order; thank heaven! May the succes­
ful bargaining which followed the lawful strikes
at the Associated Textiles Limited, and at the Do­
minion Textile Company Limited not be forgotten.
This review of the year which is about to
close thus leads us to conclude that, although laws
can undoubtedly be perfected, the most important
of all reforms still remains one of a moral nature.

THE EDITORS

ASSOCIATION et CORPORATION

Une erreur, constatée malheureusement trop tard, rendait incompréhensible le texte que nous publions le mois dernier sous le titre « Association et corporation ». Devant la difficulté que représente la récomposition de ce texte, nous reproduisons ci-dessous, une synthèse du même arrêt, empruntée à La Revue légale (R.L. 1947, no 5):

1...Le terme « association » intercalé à l'article 2D de la loi des Relations ouvrières (S.R.Q. 1941 c. 162A) signifie une réunion libre d'individus adhérant d'intérêts et des buts communs, dont la formation dépend de la liberté, du choix indépendant du salarié, libéré de toutes contraintes et de toutes interventions même les plus recommandables, et non une association à laquelle on serait contraint d'adhérer, même léga­lement.

2...Ne peut être considérée comme une association au sens de la loi des relations ouvrières, ni être accréditée comme agence de négociations auprès d'un employeur, l'association ré­sultant d'une loi spéciale constituant en corporation les mem­bres d'une même profession, et obligeant toutes les personnes indirectement, salariées ou , représentant les employeurs qui veulent exercer cette profession, d'en faire partie.

3...Il en est autrement d'une association résultant d'un syndicat formé en vertu de la Loi des syndicats professionnels (S.R.Q. 1941 c. 162), lorsque rien, dans la constitution, comme dans son organisation, ne va à l'encontre des libertés prévues par la Loi des relations ouvrières.

Our Industrial... (Continued from page 81)

engaged and the market in which we are interested. The justice of the established proportions may be easily tested and demonstrated. However, they are not immutable for both tool user and tool owner may, for good and sufficient reason, request their modification. What is unchangeable is the system and the true and tried principles on which it is based.

Three years of application have convinced me that the plan is the fairest that could be found. Experience has enabled us to improve it in its application and we are constantly working to perfect it.

I am firmly of the opinion that the innovation which it has brought us in the field of industrial relations may be of great benefit to the tool user, to the tool owner and to society.

NOS COLLABORATEURS

Omer GENEST, D.Ph., L.Th., conseiller moral du Conseil régional Sagueneay-Lac-St-Jean des Syndicats nationaux.

W.-J. WHITEHEAD, directeur-gérant de la Wabasso Cotton Co. Ltd, Trois-Rivières.