

management. Because contract settlements can have adverse effects on the national economy, the public, out of necessity, becomes a third party in the negotiating process. The question thus becomes: Is the final settlement in the public interest? The author makes references to the Report of the Council of Economic Advisers, noting that if contract settlements are not made within the framework of the Council guides; and should such settlements prove to have a harmful effect on the economy (including an increase in inflation), then the government might be compelled to resort to such measures as price and wage controls, or compulsory arbitration of wages and conditions of employment, out of duty to the general public.

Although much of the detail relating to the United States case law and legislation relates solely to the American labor scene, the book contains sufficient material common to both the United States and Canada. As such, it will be of both interest and value to the Canadian reader. Thus Chapter 6, Unions and Political Power, is written in the American context, where trade unions do not support a political party. The situation in Canada, with official labor support of the New Democratic Party, naturally differs appreciably. However, other areas of the book, such as the rights of the employee within his union; national effects of major strikes; and the economic effects of collective bargaining agreements are all subjects directly touching Canadian labor relations. In particular the discussion of increased government intervention into an essentially two-party forum (labor and management) is of particular import, given the present inflationary spiral and increased public hostility toward national work stoppages (as for example, the 1968 postal strike).

In conclusion, I would recommend this book not only for its presentation of many current United States labor questions, but also because it serves to mirror both the advantages, and inadequacies of our own labor laws and practices.

KEN ALYLUJA*

WHITE COLLAR BARGAINING UNITS UNDER THE ONTARIO LABOUR RELATIONS ACT

By G. W. Reed, Q.C.; (Industrial Relations Centre:

Queen's University, Kingston), 1969; IX, 56
(including appendix) pp.

The character of the Canadian labour force has altered greatly since World War II. As noted in the foreword of Mr. Reed's work, ". . . .

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technology and related manpower revolution has resulted in a dramatic shift from blue-collar to white-collar employment . . .”, with the latter now accounting for “. . . . almost one-half of all occupations in the Canadian labour force.” In a very readable and well documented booklet, the author analyzes some of the problems encountered in dealing with the white-collar sector of the labour force within the Ontario Labour Relations Act.

The author begins with a discussion of appropriate bargaining units under the Act, noting the classes of persons specifically excluded from its operation (these include, “inter alia” professionals employed in a professional capacity; management personnel; and those employed in a confidential capacity in matters relating to labour relations). He points out that the Ontario Labour Relations Board has generally placed white-collar workers in a separate bargaining unit from its production and maintenance workers, but that white-collar workers themselves do not necessarily form a single group. As noted, even some white-collar employees have a closer relationship with the plant unit (blue-collar) rather than the office, or white-collar unit. In Part III of his study, Mr. Reed deals with these, “Problem Areas”, discussing the positions of such groups as factory clericals; office clericals; sales staff; technical personnel; and professional employees. The Board’s determination of the appropriate bargaining unit in these areas has been guided largely by the basic test of, “community of interests”, in deciding whether such employees should be made part of the, blue-collar unit, white-collar or office unit, or in the case of technical and professional personnel, should form their own unit.

Part IV of the booklet deals with, “Managerial and Confidential Exclusions,” and outlines some of the criteria used by the Board in determining whether or not an employee or group of employees falls into either of these categories. The final part deals with issues which the author believes will be of particular import in the future. They include: (a) the question of extending the scope of the Ontario Labour Relations Act to cover personnel currently outside its purview (for example, some professionals; and junior management); (b) a re-appraisal of the appropriateness of office, clerical and technical units in light of the increasing number of technical employees and the organization of such employees in the Federal Civil Service and Quebec; (c) the question of unionizing civil servants; and (d) the demands for a widening of the bargaining unit. Appendix A provides an outline of the structure, composition, functions and operations of the Ontario Labour Relations Board, while Appendix B lists several examples of blue-collar, white-collar and craft units set by the Board.

Two things become apparent on reading this study. First, white-collar employees do not all automatically fall into the management category, even though they might dress the same. Further, white-collar workers do not

form a homogeneous unit and are subject to further subdividing on professional, technical or functional lines. Secondly, it appears that white-collar personnel are overcoming their traditional reluctance to become part of a unionized group, something which previously they regarded as beneath their status.¹ In light of these factors, a broad revision of current labour legislation — tailored basically for the blue-collar segment of the work force — would seem necessary.

The author is Chairman of the Ontario Labour Relations Board and is able to present a first-hand analysis of white-collar bargaining units in Ontario. Although having only forty-six pages of actual text, the study contains the citations of all important Ontario cases touching the issue, as well as giving reference to pertinent legislation of the Federal Government and other Canadian Provinces. For anyone — regardless of province — interested or involved in this aspect of labour law, this booklet is strongly recommended as a, "must", in view of the importance of the subject and the paucity of other Canadian material.

KEN AYLUIA*

**RANDOM RHAPSODIES AND RIBALD RHYMES:
THE COLLECTED POEMS OF E. J. THOMAS;**

(Peguis Publishers, Winnipeg), 1969; 119 pp.

The Greeks had a name for it. Euphrosyne, or cheerfulness, was one of the three Graces. Perhaps a better equivalent would be "a sense of humour."

It is one of the greatest gifts of life, and Edgar James Thomas, M.C., Q.C., has been abundantly blessed with it. He has, moreover, the capacity for communicating it in pointed and memorable verse. The evidence is in his Collected Poems.

Sometimes, he specializes in the tall tale, as when a nine-foot boulder at Toniata Beach is gleefully presented as the original sling-stone used by David against Goliath and more recently dug up by archaeologists in Palestine

A hundred yards from Kedron's flood,
Half-hidden in the sand and mud,
With bits of skull; and tufts of hair
Still clinging to it, here and there.

1. See for example, *The New Industrial State* (1967) by John Kenneth Galbraith.

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