

# MISS POSITION OF EMPLOYER

## Memorandum Submitted to Premier Conant

Undue emphasis has been placed on the protection of union membership and employee activity without adequately recognizing the position of the employer, the Toronto Board of Trade, over the signature of F. D. Tolchard, general manager, told Premier Gordon D. Conant in a memorandum submitted last night on the collective bargaining bill now before the Ontario Legislature.

The memo recognized that nothing had been done to take away the legal rights of the employer to discharge any of his employees for good and sufficient reason, but it was felt, the memo said, that many workers might believe the employers' right in this respect had been changed.

It was the opinion of the board, therefore, that an additional subsection be added to the bill providing that "nothing in this act shall detract from, or interfere with, the right of an employer to suspend, transfer, lay off or discharge employees for good and sufficient cause."

The board regretted that the act did not provide for assurance of peaceful labor conditions in a plant, free from agitation on the part of the minority after one bargaining agency had been certified as the representative of the company and had entered into an agreement with the employer.

The board also objected that no provision had been made in the bill for the prevention of strikes and lockouts pending the settlement of industrial disputes.

An additional suggested amendment urged that the section appeals from the decision of the labor court be changed to permit appeals on questions of law.

The suggestions, the memorandum said, were made by the Board of Trade solely with the desire to remove potential sources of dispute from the bill and to facilitate its administration.