

are imposed upon the Toronto Hydro-Electric System by such references are so serious, that they cannot view with any satisfaction the prospect or the possibility of an annual reopening and reconsideration of such questions. They feel that in this matter the sense of justice that ought to animate their employees and the Union to which they belong, should lead them on their side, to a cordial acceptance of this view.

- (3) The amendments they have adopted to Recommendations Nos. 1, 5, and 13 of the minority report are based upon the aforementioned view, namely, that the wages and conditions of service should be determined for minimum periods of three years, and upon the view that merit on the part of employees is the proper ground for promotion in the service. Hence the recommendation of the minority report that an increase of 5 per cent. in the rate of wages should be made effective from the date of the declaration of peace—an indefinite time ahead, the duration of which cannot be foreseen—has been set aside in favor of a definite undertaking to raise the scale of wages accordingly to a fixed date, namely, the first day of May, 1917, that is only one year later than the date at which the majority report provided for an increase of wages.
- (4) They are of the opinion that many of the recommendations of the majority report have been based upon an insufficient realization of local competitive conditions, of the economic conditions prevailing throughout the country in consequence of the war, of the liberal treatment heretofore extended to the employees in respect of wages, holidays and general conditions of service, and of the rights and interests of the customers of the System, and of the ratepayers whose credit has been heavily pledged in order to establish the System they administer. The terms of the minority report include numerous and weighty objections to the recommendations of the majority report. These objections represent the reasoned convictions of a member of the Board of Conciliation whose duty it was to weigh judicially and impartially the whole of the evidence submitted to the Board. The presumption of self-interest, therefore, that might conceivably be raised as against the views of the Commissioners does not attach to these impartial and judicial conclusions.
- (5) The Commissioners, however, desire to draw particular attention to the scale of wages now paid by them as compared with the scale in force in the year 1912, and as compared with the scale now in force in the case of its local commercial competitor. In five representative classes of employees, namely—first class linemen, meter installers, wire men, cable men and first class operators, the scale of wages now in force runs from 13 2-3 per cent. up to 23 per cent. in excess of the scale of wages paid in 1912, in addition to which liberal advances, generous holiday allowances have also been put in force over and above those that were in force in 1912. These same