

Dr. FRIGON: Yes, a reduction of salary with a consequent reduction of service.

The CHAIRMAN: In addition to reducing the salaries you also required them to pay a part of the fee they received from commercial broadcasting?

Dr. FRIGON: Yes.

Mr. FLEMING: Why?

Dr. FRIGON: The reason for us charging that 15 per cent is this: Commercial announcers working for the C.B.C. have an office, telephone service, and very often they can use the stenographic help to a limited extent. If they were free lancers they would have to have their own offices, their own facilities, and it would cost them much more than 15 per cent of their stipends if they had to provide those facilities for themselves. We thought that in view of those facts the announcers who were receiving commercial fees should pay for the facilities provided to them to the extent of that 15 per cent, that we should retain 15 per cent of that amount, which is money that can be used generally in the C.B.C. Before we had this system we had another scheme whereby all the announcers who were doing commercials had to put a certain amount from their commercial revenues into a common fund which was divided up among the other announcers. Suppose we had fifteen announcers and five of them were doing commercial work, part of their revenue went into a common fund which was divided between the other ten announcers who had not been doing commercial work. That did not mean very much to those who were sharing in it and it did not work at all so we changed the system. But so far as announcers are concerned, we will always have a difficult situation to deal with.

Mr. LANGLOIS: Dr. Frigon, the submissions you received from those announcers were not to the effect that your scale was too high—they wanted no reduction at all from their salary, is that correct?

Dr. FRIGON: That is correct. For instance, one request came in two weeks ago and which we are studying now. The staff council have accepted the requests of some of the announcers and are requesting us in turn not to apply the reduction to salaries while announcers are on their vacation. We will look into that. If a man is out on vacation, they think we have no right to reduce his salary—he is taking his vacation.

The CHAIRMAN: He is taking his vacation away from you in part, and away from the commercials, in part?

Dr. FRIGON: No, what they do is to keep on working on commercials. Suppose they have three weeks vacation all told, some of them will carry on with the commercial work.

Mr. SMITH (*Calgary West*): It seemed to you like a very reasonable request, did it not?

Dr. FRIGON: I would not like to answer to that.

Mr. SMITH (*Calgary West*): Why should you take money from a man who is on vacation?

Dr. FRIGON: The only angle to take into account is that a man has a vacation for a rest. If he is out for three weeks, but, instead of having a rest, keeps working, there is a fair chance that in the fall—and it has happened before—he will come to us and say: "I am a nervous wreck and my doctor says that I must have a rest because I have been overworked." Then, you have to give him another vacation on the ground that he is sick.

Mr. SMITH (*Calgary West*): Doctor, don't tell us you are taking his money because you are looking after his health; that is too much for me altogether.