

"I was glad to have your letter of December 13, but the information received from the Treasury Board has me mildly confused.

To my knowledge there is no CMA committee established to examine the question of pre-retirement training or counselling. This subject matter would come under the purview of our national Industrial Relations Committee and we would certainly be aware if any sub-committee had been established to review the subject. I am certain that it is also a question which is considered from time to time by the Industrial Relations Committees of our various Divisions, but members of divisional committees would certainly not have occasion to be discussing this or any other subject with Ottawa. As a result, I am at a loss to know what might have been said to officials of the Treasury Board or, for that matter, who might have said it.

As you know, the primary function of our standing committee is to recommend policy positions to the Executive Committee and Council of the Association. Since our member companies perceive the problem and significance of pre-retirement counselling in different ways, and since they tend to look upon it as a localized question, it is probably not surprising to find that the subject is discussed rather infrequently at our meetings. On the other hand, one does find that views are frequently being exchanged on this subject at meetings and seminars held by the personnel associations across Canada.

There has been no change in CMA policy in the sense that we still acknowledge the desirability of appropriate pre-retirement counselling. It might be added that, in the process of keeping ourselves and our members informed, a member of the editorial staff of "Industrial Canada" recently attended one or two small meetings called by the Ontario Government Director of Homes for the Aged at which some aspects of this subject were discussed. Perhaps this led someone to jump to an erroneous conclusion?"

(Signed) W.D.H. Frechette
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and General Manager,
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