

Dr. FRIGON: The staff council were making the request.

The CHAIRMAN: They approved it?

Dr. FRIGON: Yes. I would like to say this with respect to announcers. If we take a man on our staff as an announcer we give him a fixed salary for an average working week of 45 hours. It cannot be mathematically exact, but basically a man is supposed to give 45 hours a week for the amount he receives. Also he is asked to take over commercial broadcasts and unless we watch him he will soon reach the point, and this has happened in more than one case, where we pay the man a salary and he isn't working for us, his time is taken up most of the day on commercial broadcasting and when he is doing that he is not available for C.B.C. work, and also it results in that he is not available at times when we need him. For instance, you may want him to cover some special event. He will come to you and say, I am sorry, but I have a commercial and I will not be available; or, you may want him for a certain program and he will say, I can't take it because just at that time I have a commercial and I will not be available. We tried to figure out all sorts of ways of adjusting that. One was to pay a straight salary and say that no C.B.C. announcer could handle a commercial program, but that did not seem to be the solution, and we were faced with the problem with respect to certain announcers that they would leave us and work as freelancers in commercial announcing. Then we thought that we would put them all under contract and every year we would review the situation and then get rid of some and get new ones. That would have been very costly because it would have been hard for us to hold men who are hired by the year at the salaries we could pay. On the other hand, if he is a permanent employee enjoying pension plan and bonus and so on, it is a different matter. Finally, we worked out this scheme; we said, you are supposed to give us 45 hours a week, if you go on to commercial programs we will have to deduct from your time the time that you spend on these commercial programs and reduce your salaries by that much and reduce the number of hours of work that you do for us by that amount. In other words, if you go and work say five hours a week on commercials we will pay you 40/45ths of your salary, and instead of working for us 45 hours a week you will work for us 40 hours a week. So we adjusted the amount of work the men do as announcers both with respect to hours and salary; and then, we said to them, if you are going to do commercials to the extent that you are only going to have 25 hours of work for us then we will not need you anymore; that if you are going to add commercials to the extent that you work 60 hours a week would be too much for you and it would not be fair either to yourself or to us. Those are the figures which now appear in our regulations and which were accepted by the staff council. I must admit that it is not possible to apply that mathematically every minute of the year because commercial programs change with the seasons. There has to be a certain amount of flexibility, but a man is paid for the amount of work he gives to the C.B.C.

Mr. LANGLOIS: You said that that submission was received through this staff council?

Dr. FRIGON: Yes.

Mr. LANGLOIS: What was the special submission made on behalf of the announcers?

Dr. FRIGON: Well, those who were doing a lot of commercial work did not like to see their salary cut down. Now, do you want to know something about this 15 per cent?

The CHAIRMAN: Exactly. It was really more than a reduction of salary of 15 per cent.