

After many delays in the grievance procedure a minor wildcat strike in Montreal and so on, an arbitration board has recently ruled that the corporation cannot continue the practice of one man performing the related duties of both stagehand and propsman.

We are discussing with the union the implication of this arbitration board award; and that may involve quite a few more employees.

Mr. CHAMBERS: Regarding what you have said there, statements have been made that the grievance procedure under their contract is very lengthy, to get a decision in any serious matter. Do you agree with this comment?

Mr. CARTER: That is a general statement. I would like to know what is meant particularly.

Our grievance procedure has been set out. When we reached an agreement with the union they put in safeguards on their side, and the corporation put in safeguards on its side; and, therefore, we both have to live with it.

Mr. CHAMBERS: From the beginning of a grievance, if it goes right through your procedure to its final disposition, does it take longer or a shorter time than the average in industry?

Mr. CARTER: May I ask Mr. McKee, manager of industrial relations to reply to that?

The CHAIRMAN: By all means.

Mr. C. B. MCKEE (*Manager of Industrial Relations, Canadian Broadcasting Corporation*): No, I would say our grievance procedure is as good as, if not better than, the average in industry.

As a matter of fact, after our grievance procedure was first implemented, one of the unions took our grievance procedure south of the border as a good illustration of a grievance procedure. There are certain examples of delay in going through the mechanism of the procedure, and the unions have the right, under the grievance procedure, to lay their grievance immediately at national level, if they are concerned with any problem whatever; and it can be done on the double.

Mr. CHAMBERS: Do they go right over the local level?

Mr. MCKEE: Yes. And the national union representative will be in Ottawa, and he may receive a phone call from a local; and if the problem is one which he considers to be sufficiently important he will deal with it right there and then.

Mr. CHAMBERS: Have you any comparison you can make of the number of grievances of personnel registered through your machinery, as compared to the industrial average?

Mr. MCKEE: No, I am afraid we have not a comparison. It would be a very hard comparison to make because in a comparable type of organization, in size, with a multi-union set-up, it has normally been of long-standing.

We have had, possibly, more grievances in recent years because the unions have just come in in the past six years, compared with the railways', possibly, 50 or 60 years. They have only just come into our organization; and, in addition, we have only just started television, which means that it has brought in new people in many new fields of the organization.

Mr. CHAMBERS: Your grievance procedure will set precedents which will obviate the necessity of using the grievance procedure in the future?

Mr. MCKEE: Yes, we hope so.

Mr. CHAMBERS: You will be able to cut down on the percentage of them, do you mean, then?

Mr. MCKEE: We hope so.