

cannot get anybody we want for \$1,300 a year we may decide that it is necessary to start them in at \$1,400; but for the same rate the same salary range applies whether it is in Toronto or Halifax or Sydney.

The CHAIRMAN: The chief charge was that you were underpaying and that that was one of the reasons for the large turnover; also, that if you paid more money you could reduce the staff and in that way save money. Of course, that was all opinionative.

Mr. SMITH (*Calgary West*): I should think that is sufficient explanation.

The CHAIRMAN: I should think so. Arising out of this same statement was a reference to the staff council, that when the staff council made representations to the management they were never able to get acceptance of their representations. Are there any comments on that?

Dr. FRIGON: We have very many submissions from the staff council requesting different things. Very often we meet their requests. Sometimes we have to turn them down. But we never had any quarrel or difficulty arising with our staff council for any reason whatever. They did at that time as they do all the time come to me personally to express certain views. Very often we agree with them. In 1948 in Toronto there was an agitation in a certain group. I went down there to talk to them, and I am convinced that the staff generally did not have the attitude of their morale being down and of being dissatisfied with working conditions. There was a small group which was quite nervous about things, but that didn't amount to anything.

Mr. HANSELL: Can Dr. Frigon tell us if there were any particular reasons for there being a 30 per cent turnover in Toronto and a smaller turnover in other places?

Dr. FRIGON: I said before that apparently the situation developed in Toronto where it applied equally to almost every industry. There was a very active situation about people getting more salaries and moving from job to job. Why? Well, I think that was due to conditions which came out of the war. The same thing may develop later in Montreal and other points but it just happened at that time to be in Toronto.

Mr. HANSELL: How did that turnover compare with Montreal?

Dr. FRIGON: The turnover in Montreal at that time was not as high as it was in Toronto.

Mr. HANSELL: I cannot quite see why, if it was due to the war, it should not have happened in other places as well as in Toronto.

Dr. FRIGON: It is a situation which developed and worked out in Toronto. That is all I can say about it. The situation existed and our officials told us about it and we stepped right in and tried to do what we could about it.

The CHAIRMAN: There is a question which I would now like to clear up. It relates to the staff council coming time after time to ask that you make some change in connection with taking the 15 per cent of the commercial fee away from announcers. Did staff council ask that you change your methods; did they do it time after time?

Dr. FRIGON: The staff council voiced the opinion of certain announcers and have come to us and we expect them to come to us in the future because this matter of what to pay announcers is always a difficult one.

The CHAIRMAN: Just before you go any further, what I want to get at is: do they come voicing the views of some of the announcers or do they come doing that and also giving their approval to those views; in other words, is it the staff council recommending the request, or were they only submitting the view.