

classes of employees receive to-day a scale of wages running from 62.3 per cent. up to as high as 111 per cent. in excess of the average scale of wages paid to like classes of employees by the System's local commercial competitor, while in addition thereto the employees of the commercial competitor in question do not receive the holiday allowances that are made to the employees of the Toronto Hydro-Electric System. These facts thus shortly summarized indicate clearly the liberal treatment that has been accorded the employees of the Toronto Hydro-Electric System since the Commissioners assumed office, and they further indicate that the competitive conditions by which all industries are bound have been disregarded by the Commissioners in paying a scale of wages and granting holiday allowances so greatly in excess of those prevailing in the case of its commercial competitor.

- (6) They also desire to draw attention to the fact that substantially all classes of the community have been called upon, under the strain of the unparalleled and destructive war now in progress, to make sacrifices, and to bear cheerfully their respective shares of the burden thereby imposed upon industry at large, and that their adoption of the amended minority report will relieve the employees affected thereby, of a large share of the burdens that have been cheerfully and ungrudgingly accepted by others throughout the length and breadth of the Dominion.
- (7) Their attention has also been drawn to a telegram received yesterday by His Worship the Mayor from the Honorable the Minister of Labor on this matter. Upon this telegram they would merely observe that they do not think the Honorable Minister of Labor could have been fully and accurately advised of the scope and character of the evidence submitted to the Board of Conciliation in the recent proceedings, as in that event they are satisfied his views would necessarily have undergone modification.
- (8) In conclusion they desire to state that the foregoing communication and the annexed excerpt from the minutes of the proceedings of the meeting held this day, are intended to summarize merely the principal reasons underlying their decision with the object of indicating that decision to the judgment of fair-minded men. They sincerely trust that it will commend itself to the employees of the Union concerned, and that it will be loyally accepted by them as a just and generous settlement of the matters at issue.

On behalf of the Toronto Electric Commissioners,

P. W. ELLIS, Chairman.

2nd November, 1915.