

Hourston, Sveah LBR:EX

From: Miller, Rob <Rob.Miller@prt.com>
Sent: November 30, 2018 2:51 PM
To: LRC Review LBR:EX
Subject: #40 - Submission on RECOMMENDATIONS for AMMENDMENTS TO THE LABOUR RELATIONS CODE

Minister Bains,

I urge the Minister to accept recommendation #5 of the Labour relations Code Review Panel regarding union certification votes. We should not throw away a fundamental democratic right to voting secrecy in the name of expediency. Concerns over employer intimidation should not be remedied by removing democratic rights, but rather through other code enforcement measures as the Panel suggests. Further, we should not underestimate the risk of intimidation by unions in a check card system, which is real. In the certification process the rights of the employee to a fair and democratic vote should trump both those of the union and the employer. Only a secret ballot guarantees this. Please do not choose to regress our labour code practices into antiquated methods, instead, retain the secret ballot system.

Robert Miller



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