

ONTARIO LABOUR RELATIONS BOARD

Between:

Electrical Contractors Association of Toronto,
Applicant,

- and -

International Brotherhood of Electrical
Workers, Local Union 353,
Respondent,

- and -

Electrical Power Systems Construction
Association,
Intervener.

BEFORE: D.E. Franks, Vice-Chairman, and Board Members
H.J.F. Ade and E. Boyer.

APPEARANCES AT THE HEARING: W. S. Cook, N. Purdy, D.J.B.
Wright and L Clapman for the applicant; W.G. Hardy for the
respondent; K.W. Kort for the intervener.

DECISION OF THE BOARD:

1. This is an application for accreditation in which the applicant seeks to be accredited as the bargaining agent for certain employers who have a bargaining relationship with the respondent. The applicant and the respondent are parties to a collective agreement the term of which extended from May 1st, 1971 to April 30th, 1973. This agreement is binding on more than one employer in the construction industry. The Board therefore finds that it has jurisdiction under section 113 of the Act to entertain this application.

2. The applicant in the present case is a corporation. In support of its application the applicant filed Letters Patent dated February 4th, 1970 creating The Electrical Contractors Association of Toronto a corporation without share capital. And by Supplementary Letters Patent dated May 6th, 1971 issued by the Minister of Financial and Commercial Affairs varied the object to include in part:

To become an accredited employers organization under the Labour Relations Act, as amended from time to time, or any Legislation substituted therefor and to

regulate relations between employers and employees in the electrical trade and all ancillary and allied trades and to represent such employers in collective bargaining within any sector or sectors in any geographical area or areas as defined under the Labour Relations Act, or as defined by the Labour Relations Board.'

3. The applicant also filed a true Copy of the By-Law No. 1 of the Electrical Contractors Association of Toronto. On basis of the Letters Patent and the evidence of the By-Law the Board is satisfied that the applicant employers' organization is an employers' organization within the meaning of section 106(d) of the Act and that it is properly constituted organization for the purposes of section 115(3) of the Act.

4. The applicant also filed with its application evidence of representation in the form of Employer Authorization on behalf of one hundred and eighty (180) employers. These Authorizations are in standard form and the effect of each is to appoint the applicant as bargaining agent in regard to the employees covered by a collective agreement with the respondent in the geographic area and sectors of the construction industry for which the applicant has applied to be accredited. Each document also appoints the applicant as agent of the individual employer for the purposes of making an application for accreditation and vests in the applicant all necessary authority to enable it to discharge the responsibilities of an accredited bargaining agent. The applicant also filed employers' contributions to the Welfare Fund Sheets as evidence of the number of Employers of Electricians and Apprentices affected by the application. A duly completed Form 62 Declaration Concerning Representation Documents was also filed. The Board is satisfied that the evidence of representation meets the requirements set out in section 96 of the Board's Rules of Procedure and the Board is further satisfied that the individual employers on whose behalf the applicant has submitted evidence of representation has vested appropriate authority in the applicant to enable it to discharge the responsibilities of an accredited bargaining agent.

5. The applicant applied to be accredited as the bargaining agent for a unit of employers consisting of all employers of journeymen electricians and apprentices for whom the Respondent has bargaining rights in the Counties of York and Peel, and the portion of Halton County east of the Eighth Line and south of the MacDonald-Cartier Freeway (Highway 401) and the portion of Ontario County west of the Rouge River, in the province of Ontario in the industrial, commercial and institutional sector, the residential sector, the sewers tunnels and watermains sector, the roads sector, the heavy engineering sector, the pipelines sector and the electrical power systems sector. However, prior to the hearing Counsel for the applicant requested the Board by letter dated June 4th, 1973,

to limit the unit of employers applied for to the Industrial, Commercial and Institutional sector and the Residential sector. At the hearing Counsel for the respondent agreed to the amendment. On the basis of this agreement the intervener, the Electrical Power Systems Construction Association, which had opposed the inclusion of the electrical power systems sector in the unit, withdrew from the proceedings. Having considered the representations of the parties, the Board finds that all employers of journeymen electricians and apprentices for whom the respondent has bargaining rights in the Counties of York and Peel, and the portion of Halton County east of the Eighth Line and south of the MacDonald-Cartier Freeway (Highway 401) and the portion of Ontario County west of the Rouge River, in the province of Ontario in the industrial, commercial and institutional sector and the residential sector in the construction industry constitute a unit of employers appropriate for collective bargaining.

6. As a result of the filing of the applicant and the respondent, the Board prepared a list of employers who might be affected by this application. The list consisted of three hundred and fifty-one (351) employers. In accordance with the Board's Rules of Procedure each of these employers was served with notice of this application and under the Board's Rules of Procedure was required to file Form 68, Employer Filing, together with its Schedule 'H'.

7. ~~X~~ It would appear that the Board was unable to effect service on 9 employers at the address given by the applicant or the respondent. For instance, the registered letters sent by the Board to the employers were returned marked by the post office 'moved' or 'unknown'. Accordingly, the following nine (9) employers are removed from the list of employers because the Board has been unable to effect service on them at the address supplied by either the applicant or the respondent:

- E-47 Brennan Electric
- F-4 Approved Electric
- F-16 Bramalea Maint. & Elec. Co.
- F-24 Center Electric
- F-33 Dixie Line & Cable
- F-41 Henry Fineberg Elec. Service
- F-84 Sachs Electric
- F-95 Stewart Electric
- F-96 Sturling Electrical Contr.

are removed from the list of employers.

8. It would appear also that certain employers on the list of employers are duplications of other employers on the list. Thus, Employers Numbers E-80 - D & D Electric is removed as a duplication of E-81 - D & D Electrical Contractors Limited; E-98 - Duncan Electric is removed as a duplication of F-37 - Duncan and Sons Limited; E-153 - Logeb Enterprises is removed as a duplication of E-154 - Logeb Enterprises

Limited; E-193 - Robertson Electric Co. is removed as a duplication of E-194 - John L. Robertson Company Limited; E-220 - L. S. Henry Talik Electric Co. Ltd. is removed as a duplication of E-129 - Henry Talik Electric Company Ltd.; E-236 - Correct Electric is removed as a duplication of E-77 - Correct Electric Co. Ltd.; F-1 - A.K. Electric is removed as a duplication of E-3 - A.K. Electric Services Limited; F-19 - Burwall Electric Co. Ltd. is removed as a duplication of E-137 - Imperial Electric.

9. At the Hearing, the parties agreed that Employer No. E-55 - Chas. Cairney Mech. & Elec. Ltd., Employer No. E-111 - Erin Equipment Limited, and Employer No. F-55 - Jennings Electric are bankrupt and should be removed from the list of employers.

10. The following eleven (11) employers were also agreed off the list of employers on the basis that they are out of business:

E-2	A.B.S
F-2	Acme Electric Service
F-25	Climbing Cranes Repair
F-28	Crockford Electric
F-32	Display Electric
F-40	Echo Mechanical Services Ltd.
F-43	Fleet Electric
F-63	Lighting Consultant Ltd.
F-64	Manson Elec. Co. Ltd.
F-66	Mississauga Electric
F-108	A. Walker Electric

11. Employer No. E-127 - Hart Electric claimed in his Filing not to be in the construction industry. The parties advised the Board that the employer has a small service business and does occasional work in the construction line. He is also listed as a member of the applicant association. Thus, E-127 - Hart Electric is placed on Final Schedule F. Employer No. F-57 - Kenwood Electric Co. Ltd. is removed as being an inactive company.

12. The following two employers claimed in their filings to be self-employed and were also agreed off the List:

F-101	Steve Thomas Electr. Contr.
E-206	Charles Westwood

13. However, at the hearing the parties did challenge the filings of 27 employers who claimed in their filings that the respondent does not have bargaining rights for their employees. In this regard, evidence of representation was filed with the Board by the parties to show that the respondent has bargaining rights for the employees of 10 of the challenged employers. Thus, they are placed on Final Schedule F:

E-40 Bestway Electrical Contractors Co. (Downsview) Ltd.
E-134 Howard's Electric Limited
F-26 Conklin & Garrett Ltd.
F-27 Consolidated Electric
F-49 M. Hellreich Ltd.
F-83 Rotstein Electric
F-87 Scan Electric Ltd.
F-97 Sutherland Underground Electric Limited
F-104 Treadman Electric Co. Ltd.
F-106 Victor Electrical Contractors Limited

14. The parties challenged the filings of two employers, No. E-222 - Taylor Instrument Companies of Canada Limited, and No. F-59 - Kingsway Electric Company Limited who claimed that the respondent is not entitled to bargain on behalf of any of their employees, but listed employees on the Schedule 'H' as being employees affected by this application. The Board has before it evidence in the form of Employer Authorization and collective agreement filed by the applicant and respondent respectively in support of their challenges. It is clear to the Board that the above employers are covered by the collective agreement with the respondent existing at the time of making the application. Thus;

E-222 - Taylor Instrument Companies of Canada Limited
will appear on Final Schedule E with 5 employees.

F-59 - Kingsway Electric Company Limited will appear on
Final Schedule E with 3 employees.

15. The applicant filed also evidence of representation in the form of Employer Authorization on behalf of 4 of the other challenged employers. However, the respondent advised the Board by letter dated June 20, 1974 that those employers are 'out of business'. Therefore, the Board has excluded Employer No. F-44 - John Fraser Plumbing & Heating Limited, F-75 - Oxford Electric, F-98 - T.C.E. Electric Limited, F-99 - T.S. Electric, from the list of employers affected by this application.

16. However, no evidence was filed by any of the parties for the other 11 challenged employers. In this event, the Board has accepted the filings of those employers. Thus, they are also removed from the list of employers:

E-5 Abel Electric
E-147 Lavoie Electric Limited
F-10 Beaver Electric
F-23 Carmel Electric
F-62 Flight Electric
F-67 Model Electric
F-79 Planet Electric
F-85 Sage Electric
F-94 Sterisystems Ltd.
F-102 R. J. Thompson Electric Limited
F-115 Cannone Northern Ltd.

17. The parties did not challenge the filings of 17 employers who claimed that the respondent does not have bargaining rights. Therefore:

- E-79 Cycle Electric Ltd.
- E-87 Delta Electric Motor Repair Co. Ltd.
- E-191 Reno Electric Company Limited
- F-7 B & S Electric
- F-13 Bolton Electric
- F-17 Brighton Electric Company
- F-18 H. Brown Electric Service
- F-29 Dean Elect.
- F-34 Dominion Electric Enterprise
- F-50 George Hutton
- F-52 Investments Services Company
- F-54 A. F. Jackson
- F-67 Model Electric
- F-78 Pigott Construction Company Limited
- F-81 E. Rainsford Electric
- F-100 Taylor Woodrow (Canada) Ltd.
- F-114 York Electric Company

are also removed from the list of employers as being affected by this application.

18. One employer, F-105 - Uri Electric Company, made no filing on the Form 68 but advised the Board by letter dated August 1st, 1972 and signed by C. Hoffman, that his company has been dormant for the past year prior to 1972. Since that employer does not claim exclusion on the basis that the respondent does not have bargaining rights for any of his employees, the Board has placed him on the Final Schedule F. The Accreditation Order will cover any employees he may have in the future existing under the collective agreement with the respondent trade union in the geographic area and sector as set out in paragraph 5 above.

19. A number of employers who failed to make filings, were agreed off the list by the parties. They are:

- E-41 Beswick Electric
- E-72 Concord Electric
- E-139 Joice-Sweaner Electric Ltd.
- F-12 Boiler Room Maint. & Repair Co.
- F-15 Bonrew Electric
- F-21 Canadian Dun Hill Co. Ltd.
- F-72 J. A. Norton & Co. Ltd.

20. The disposition for the purpose of Section 115 of the Act of the other employers who made no filing was as follows:

- E-25 B. C. Electric Co. will appear on Final Schedule F.
- E-35 Beaver Air-Conditioning Ltd. will appear on Final Schedule E with 4 employees.

- E-37 Bedard & Gray Construction Ltd. will appear on Final Schedule F.
- E-54 C.N. Electric Company will appear on Final Schedule F.
- E-62 Carson & Clarke Electric Co. will appear on Final Schedule F.
- E-90 Doyereaux & Haggarty Ltd. will appear on Final Schedule F.
- E-93 Don-Mor Electric will appear on Final Schedule F.
- E-96 Downtown Electric will appear on Final Schedule E with 3 employees.
- E-114 Felmore Electric will appear on Final Schedule E with 3 employees.
- E-121 Jack Gitto Electric Ltd. will appear on Final Schedule E with 8 employees.
- E-132 High Voltage Services Ltd. will appear on Final Schedule F.
- E-137 Imperial Electric will appear on Final Schedule E with 31 employees.
- E-144 Kroman's Electric will appear on Final Schedule F.
- E-145 Kudlak-Baird Ltd. will appear on Final Schedule E with 11 employees.
- E-159 Mayo Electrical Services Ltd. will appear on Final Schedule F.
- E-172 Palmer, F. Electric will appear on Final Schedule E with 3 employees.
- E-211 Solar Electrical & Mechanical Ltd. will appear on Final Schedule F.
- F-3 Appolo Electric Corporation will appear on Final Schedule F.
- F-6 B & M Electric Limited will appear on Final Schedule F.
- F-14 Bolton Power Line Ltd. will appear on Final Schedule F.
- F-20 Cable Electric will appear on Final Schedule F.
- F-22 Calorific Construction Co. will appear on Final Schedule F.
- F-30 Deeder Electric Limited will appear on Final Schedule F.
- F-35 Domus Electric Limited will appear on Final Schedule F.

- F-42 Flanagan Electric Company will appear on Final Schedule F.
- F-45 G.C.I. Electric will appear on Final Schedule F.
- F-61 Koval Electric Company will appear on Final Schedule F.
- F-69 Gordon Murray Electric Co. will appear on Final Schedule F.
- F-86 Sako Electric will appear on Final Schedule F.
- F-92 Specific Electric will appear on Final Schedule F.
- F-93 Standards Elec. Armature Co. Ltd. will appear on Final Schedule F.
- F-110 J. A. Watt & Co. Ltd. will appear on Final Schedule F.
- F-111 J. Whan Electric will appear on Final Schedule F.
- F-112 Willowdale Electric will appear on Final Schedule F.

21. On the basis of the foregoing considerations and the filings by individual employers, the Board has drawn up the following lists of employers. These employers listed on Final Schedule "E" are those who have indicated that they had employees affected by the application in the year preceding January 14, 1972, the date of the making of the application. Those on Final Schedule "F" have indicated that they have not had such employees.

FINAL SCHEDULE "E"

A & A Electric Company
A & K Electric Services Limited
Aardvark Electric Limited
Adam Clark Company Limited
Adelaide Electric Limited
Adequate Wiring Ltd.
Aero Electric Limited
Ainsworth Electric Co. Limited
Aldershot Industrial Installations Limited
Alert Electric Service Limited
Alka Electric Company Limited
Alpine Electric (Toronto) Ltd.
Ampere Electric Division of Edko Electric Ltd.
J. D. Anderson Electric Co. Ltd.
Antonucci Electric Ltd.
Arc Electrical Contractors
Armstrong-Hodge Construction Company Limited
Art Electric Construction Co.
Asbestos Building Supply
Atlas Electric Co. Ltd.
Attenborough Architectural Electric Limited

Baird Electric
J. W. Baldwin Electric Company Ltd.
Balgrey Electric Ltd.
Banner Electric Limited
Barager & Russell Limited
J. E. Barnett Electric
Bartur Electric Ltd.
Bayberry Electric Ltd.
Beaumont Electric Company Limited
Beaver Air-Conditioning Ltd.
Bedard-Girard Limited
Bellevue Electric Contractors Ltd.
Bennett & Wright (Eastern) Limited
Peter G. Birnie Limited
Black & MacDonald Limited
Blenkhorn and Sawle Limited
Bram-Kay Electric Company Limited
Breen Mechanical and Electrical Contractors Limited
Lorne Brennan Limited
Bright Electric Limited
Brookside Electric Co. Ltd.
Dave Bull Ltd.
Burman Electric Ltd.
Buxton & Dawe Limited
Cambridge Electric Company Limited
Campbell and Kennedy Electric Limited
Comstock International Ltd.
Canada Electric Co. Limited
Capital Electric Service
Carson Electric Limited
R. E. Cavanaugh Electric Co. Limited
Cedarbrae Electric Ltd.
Centennial Electric Limited
Chelmsford Electric Limited
B & J Cleland Ltd.
Cloke Construction Company Limited
Colin Electric
Colley and Downey Electric
Colonial Electric Limited
Consolidated Power Constructors Ltd.
Cool Air Systems Limited
Copper Electric Limited
Correale Electric Limited
Correct Electric Co. Ltd.
Cragg Electric
D & D Electrical Contractors Limited
Davidson Electrical Contractors Limited
Davidson, R. Electrical Contractors Ltd.
Davis Electric Company
A. R. Day Cable Installation
Delaney Electric Co. Limited
Delta Electric Brampton Ltd.
DiNardo Electric
J. W. Dix Co. Ltd.
Dow Electric Limited
Downtown Electric

Duern Electric Limited
Gardiner Industrial Electric Ltd.
E. A. Electric
Robert D. Edward Limited
Efra Electric Limited
Ehrlich Electric Company
Elcor Electric
Electric Repair and Machine Co. Limited
Electro Craft Contracting Limited
Electro Power Construction
H. G. Elliott Electrical Contractors Limited
Ember Electric Limited
Emmus & Steele Ltd, Electrical Contractors
Falco Electric Co. & Associates
Fellmore Electrical Contractors Limited
Felmore Electric
Fischbach and Moore of Canada
J. H. Foden Ltd.
Frank's Electric Co.
Fraser-Brace Engineering Company Limited
(Commercial Division)
Gemini Electric Company Limited
G. M. Gest Contractors Limited
Jack Gitto Electric Ltd.
Goodenough Electric Co. Ltd.
Gore Electric Limited
Greydon Electric Contractors Co. Ltd.
Guild Electric (Ontario) Limited
Har-Ron Electric Ltd.
A. Hastings Electrical Maintenance Limited
Henry Talik Electric Company Ltd.
Heptagon Electric Limited
Harmanns Electric Co. Ltd.
Honeywell Limited
Hughes, G. Electric
Industrial Electrical Contractors Limited
Imperial Electric
Jay Electric Limited
K-Line Maintenance & Construction Limited
Martin Kane Electric Ltd.
Kennedy Electric Limited
Kerr-Taylor Electric Limited
Kudlak-Baird Ltd.
Litman Electric Company Limited
J. Lettner Contractors Limited
B. Leslie Company Limited
Leslie Electric Co. Limited
Leslie & Palmer Company Limited
Lewis Electric Limited
Lobeg Enterprises Limited
Lockhart and MacKay Electric Co. Ltd.
MacNaughton Electric Company Limited
Maxim Electrical Construction Co. Ltd.
Medallion Electric
W. A. Morton Ltd.
Multi-Tech Services Limited

Municipal Electrical Contracting Ltd.
Murray Electrical Contractors Ltd.
McDowell Electric Co. Ltd.
Noble Electric Limited
North York Electrical Contractors Ltd.
Nortown Electrical Contractors
Omar Electric Ltd.
Ontario Electrical Construction Co. Ltd.
Orton High Voltage Limited
Palmer, F. Electric
Panam Electric Co. Ltd.
R. Paul Electric
Paynel Electrical Contractors Ltd.
Pearl & Russell Limited
Perry Electric
Pine Electrical Contractors Ltd.
Plan Electric Company
Porter Electric Ltd.
Positive Electric Company Ltd.
Power Cable Installations (Toronto) Ltd.
Power Line Construction Limited
Premier Electrical Services Ltd.
C. Pritchard Electric
Prompt Electrical Contractors Ltd.
Quantech Services Ltd.
W. J. Quick Electric
Raymond Electric Limited
Frank Reid
G. A. Rivers Electric Ltd.
John L. Robertson Company Limited
B.A. Robinson Plumbing and Heating Limited
Rogol Electric Company Ltd.
Rosenberg, Sam & Co. Master Electricians Ltd.
S. Rosenberg Enterprises Limited
A.D. Ross & Company Limited
Roxborough Electric Limited
S & J Electrical Contractors Ltd.
S & M Electrical Contractors Ltd.
Saginaw Electric Company Limited
Sam's Electric Company Limited
Sayers & Associates Limited
Sikora Electric Limited
Smith and Long Limited
Smith and Long (Eastern) Limited
Sol Electric
Springfield Electric Limited
Spider Installations Limited
Stacey Electric Company Limited
Standard Electric (Toronto) Ltd.
V. State Electric Company Limited
Sweeney Electric Limited
Toronto Electric Company Limited
L. S. Taylor Electric Ltd.
Taylor Instrument Companies of Canada Limited
Univex (Canada) Limited
Johnson Controls Ltd.
Wells Electric Limited
Robert G. Wells Limited

Wesley Electric Co. Limited
Westdale Electric (Tor.) Ltd.
Charles J. Wilson Limited
Jack F. Wilson Contracting Ltd.
The Windeler Electric Company Limited
Witchell Electric
R. Wood Electric
Woodall & Leonard Electric Co. Ltd.
Zic Electric
Arrow Electric Co.
Beam Electric Ltd.
Duncan and Sons Limited
E & R Electric Co.
Gardiner Electric
Industrial Maintenance Help
J.A.K. Electrical Cont. Ltd.
Kingsway Electric Company Limited
Kiro Electric Company
Morgan-Caswell & Co. Ltd.
N. P. Electric
Omega Electric Limited
Paul and A. Electrical and Mechanical Contractors
Programa Power Maintenance Limited
Sheafer-Townsend Limited
Bill Smith's Electric Service Limited
Space Electric
Top Electrical Services, A Division of Atop
Electric Ltd.
Walkie Electric

Final Schedule F

J. D. Ainsworth Toronto Dominion Project
B. C. Electric Co.
Bedard & Gray Construction Ltd.
Bestway Electrical Contractors Co. (Downsview) Ltd.
C. N. Electric Company
Carson & Clarke Electric Co.
Denbar Electric Ltd.
Devereaux & Haggarty Ltd.
Don-Mor Electric
Hart Electric
High Voltage Services Ltd.
Howard's Electric Limited
Kroman's Electric
Master Electric Co.
Mayo Electrical Services Ltd.
Solar Electrical & Mechanical Ltd.
Sternberg Electric Limited
Appolo Electric Corporation
B & M Electric Limited
Barsak Mechanicals Limited
Ben's Electrical Contractors
Bolton Power Line Ltd.
Cable Electric
Calorific Construction Co.
Conklin & Garrett Ltd.

Consolidated Electric
Deeder Electric Limited
A. J. Del-Piero
Domus Electric Limited
Donovan Construction Co. of Canada Ltd.
Robert C. Eagleson-Electrical Contractor
Flanagan Electric Company
G. C. I. Electric
Gold Crown Electric
H. Griffiths Co. Ltd.
M. Hellreich Ltd.
K W M Constructors Limited
Jack Killoran Electric
Koral Electric Company
Neil Minall Electric
Gordon Murray Electric Co.
North Electric
G. M. Electric Contractor
Patterson Electric Ltd.
V. Reale Electrical Contr. Ltd.
Rotstein Electric
Sako Electric
Scan Electric Ltd.
Short Electric
Specific Electric
Standard Elec. Armature Co. Ltd.
Sutherland Underground Electric Limited
Treadman Electric Co. Ltd.
Uri Electric Company
Victor Electrical Contractors Limited
Stephen Wagner
J. A. Watt & Co. Ltd.
J. Whan Electric
Willowdale Electric
Wilson and Somerville Limited

22. The Board finds that the two hundred and eighteen (218) employers on Final Schedule "E" are those employers who had employees in the year immediately preceding the making of this application, and the number two hundred and eighteen (218) is the number of employers to be ascertained by the Board under section 115 (1)(a) of the Act.

23. On the basis of all the evidence before it the Board finds that on the date of the making of this application the applicant represented one hundred and fifty-six (156) of the two hundred and eighteen (218) employers on Final Schedule "E". The one hundred and fifty-six (156) employers is the number of employers to be ascertained by the Board under section 115(1)(b) of the Act. Accordingly, the Board is satisfied that the majority of the employers in the unit of employers are represented by the applicant.

24. The entitlement of an employer's organization to accreditation is based on a "double majority". We have now dealt with the first of the majorities that an applicant must obtain - a majority of employers in the unit of employers.

We now turn to the matter of whether these employers employed a majority of the employees affected by the application. The Schedule "H" which accompanied the Form 68, Employer Filing, filed by the individual employers sets out the number of employees that the employer has at each job site with details of the location and the type of construction involved. By section 115(1)(c) of the Act the relevant payroll period is the weekly payroll period immediately preceding January 14, 1972. The Board is satisfied that such a payroll period is the satisfactory payroll period for the determination in section 115(1)(c) of the Act.

25. On the basis of all the evidence before us and in accordance with the foregoing considerations the Board finds that there were two thousand nine hundred and thirty-two (2932) employees affected by the application during the weekly payroll period immediately preceding January 14, 1972. The two thousand nine hundred and thirty-two (2932) employees is the number of employees to be ascertained by the Board under section 115(1)(c) of the Act.

26. The Board further finds that the one hundred and fifty-six (156) employers represented by the applicant employed two thousand six hundred and ninety-nine (2699) of these two thousand nine hundred and thirty-two (2932) employees in the relevant weekly payroll period. The Board is therefore satisfied that the majority of employers represented by the applicant employed a majority of employees as ascertained in accordance with the provisions of section 115(1)(c) of the Act.

27. Having regard to all of the above findings a Certificate of Accreditation will issue to the applicant for the unit of employers found to be the appropriate unit of employers in paragraph 5 above, and in accordance with the provisions of section 115(2) of the Act for such other employers for whose employees the respondent may after January 14, 1972, obtain bargaining rights through certification or voluntary recognition in the geographic area and sectors set out in the appropriate unit of employers.

January 9th, 1975.

"D. E. Franks"
for the Board.