

This Bill threatens the fundamental principles of democracy by removing the democratic right of employees to vote on whether or not they choose a union and by threatening an employer's right to free speech.

The Coalition has worked collaboratively to develop proposed amendments to the legislation that will achieve the fairness and balance that the Government has said this Bill is intended to bring about. A copy of these proposed amendments has been shared with the Minister of Labour, and with all Members of the Legislature, and we have also provided a copy for members of Committee today.

The ORHMA urges the Committee to support the principles of democracy, and to support our proposed amendments.

The ORHMA has concerns with the sections of Bill 144 specifically addressing remedial certification, decertification posters, interim remedies, and card-based certification. Due to time constraints I will address three of these.

#### *Remedial Certification*

As currently drafted, Bill 144 gives the Ontario Labour Relations Board the power to impose union certification if it judges that the employer has violated the *Labour Relations Act*. While public messaging by the government has stated that this power would only be used as a "last resort", the legislation does not explicitly state this, nor does it explain what this means.

Instead, smaller employers that may lack resources, legal background and experience may find themselves unwittingly committing acts that result in the