

Interim Reinstatement

Bill 144 gives the Labour Board the power to reinstate terminated workers *while* the issue of whether or not there was just cause for their dismissal is being litigated, and *before* their employer is ever found to have done anything wrong.

There is absolutely no recourse for the employer if the Board ultimately finds the employer did nothing wrong in the first place. If this is not amended, there is nothing to stop unions from filing unsubstantiated claims of dismissal, regardless of the merits of the case. This will create a climate where employers are hesitant to effectively run their own businesses for fear of having to deal with costly litigation arising from legitimate business decisions. **The ORHMA recommends that this section be withdrawn.**

Card Based Certification

We believe that all Ontarians should be treated equally, and that all Ontarians, in all sectors, should have the right to a secret ballot vote. **The ORHMA opposes card-based certification in any sector and as such, calls upon the government to remove this provision from the legislation.**

The ORHMA urges you to support the adoption of the Coalition's amendments in order to protect the democratic rights of employees and employers. In the past year and a half this Government has openly discussed a democratic deficit. The ORHMA respectfully submits to this Committee that any denial of a vote, that is a vote by secret ballot, is the worst offence in fostering that democratic deficit. The ORHMA urges the adoption of the recommendations put forward by the Coalition for Democratic Labour Relations.