

a statement of our line of action will have to await the action of the executive of the Civil Service Federation.

Inroads of High Cost of Living.

An increasing cost of living over which we have had no control has gradually reduced our salaries through nine years by nine annual amounts, the last of which is more than half our salary. We, in a spirit of moderation and fairness in keeping with the present emergency, closed the books on the years before and asked for half of this half, half of what we ought to have gotten for this year alone, and the ministers of a people cut our small sum in half and ask someone else to look into our family history before giving it to us.

Only Austria has done this, and this is unfair to Austria without the further statement that their war bonus bore fixed ratios for all salaries and varied automatically with the number of children. It was not left to the discretion of deputy ministers or to any one else. Did Government go into our homes and count our children when they paid us our initial salary? Should we let these searchers see into the future? Can our memorial have breathed a line to indicate that what we wished was charity?

Stone Instead of Bread.

The Order-in-Council appears to leave unchanged, except in amount, the present anomalies in the distribution of war bonuses, the lack of equalization of salaries East and West, and draws an upper salary limit of \$1,880. When France hears this she can say: "What, with my back to the wall, and with the equivalent of your Maritime Provinces and Quebec in the hands of the enemy, I stopped long enough to give my employees, each and all up to those drawing \$2,400, a war bonus that cost two and a half dollars for every one of my people, counting those behind the enemy lines."

Denies Extremity of Statements.

We did not ask the bread and butter others are receiving; we asked bread and are given stone with these words: "The bonus is given in appreciation and recognition of the loyal and wholehearted service of the vast majority of the men and women in the public employ, notwithstanding the extreme and unwarranted statements of some of those who have been advocating the war bonus."

The first statement we shall pass over without comment. The second

merits this: No statements made by us in our campaign of education of the people, a campaign carried on as a direct result of the suggestion of the Acting Prime Minister, has been knowingly false, misleading, or wilfully misapplied.

What Other Conditions Would Have Done.

The facts proving the justice of our case and showing what a small measure of justice we have really asked have been startling, almost unbelievably so. Our Government has just given a maximum bonus of \$250; if we had been working for the United States the hundreds of employees at \$500, every one without exception, would have been given a salary increase of \$580, the hundreds more at \$600 would have been given \$480, the thousands at \$700 would have been given \$380, and so on. And unless action has been taken of which we are not aware, all these would receive an additional bonus of \$200.

Our Government has just placed an upper limit of \$1,880; if we had been working for Great Britain the ones of us receiving more than \$2,000 would have been given \$400 and the rest a maximum of \$250.

Cites Example of Turkey.

We have already mentioned France and Austria, but the supreme comparison which can be made, and this has only just come to our attention, is that Turkey—yes, Turkey!—granted, on January 8, last, a war bonus of fifty per cent. to those in receipt of salaries of less than \$50 a month, thirty per cent. to those in receipt of salaries less than \$150 a month, and twenty per cent. to those receiving higher salaries, a bonus to all more generous than we asked and far more generous than we have received.

The memorial was written by a people who sought justice at the feet of reason, precept, and example; it has been answered by the ministers of a people in an act which does not recognize this justice and casts charity at our feet.—

FRANK GRIERSON, president.

L. D. BURLING, secretary.

The Federation officers after discussion with the associations and with the Executive of all the phases of the Bonus question forwarded to the Acting Prime Minister on November 22 a carefully considered statement

of the attitude of the Service as a whole in the following words:—

Ottawa, November 22, 1918.

To the Acting Prime Minister and the Members of Cabinet:—

We, as employees of the Canadian Government, once more approach you in a communication which partakes of the nature of a memorial. Like the one of October 8, this memorial reaches you, not as the expression of a few, but as the solemn well-considered expression of a united people seeking relief from their distress. The fourteen days that have elapsed since we received your answer have been momentous in the world's history. We realize something of the deep significance of the present moment, and we have waited to be sure of unanimity in the action which we take.

The Dawn of a New Era Demands Better Things.

We regard the appeal to force as one of the principles of an era that has just passed, a principle which should not cloud the dawn of the new era. To the era that passed with the cessation of international hostilities belong also the forces of neglect and failure to measure justice, forces which are even more oppressive and none the less to be called forces than the weapons used by the sufferers from injustice. Full appreciation of the new era will depend upon the extent to which this principle is recognized.

Our Request of October 8 more than Justified by Economic Conditions.

An increasing cost of living over which we have had no control had been gradually reducing the purchasing power of our salaries until our average salary was \$725 less than it should be. We, in a spirit of moderation and fairness in keeping with the present emergency, closed the books on the previous years and presented, on October 8, a memorial asking for less than half of this \$725, less than half of what we should have received for the year 1918 alone.

We asked also for a minister of personnel and for the equalization of salaries east and west. These are vital, but we understand that it was not intended to cover them in the Order-in-Council of November 7 and that they are still under consideration. We shall, therefore, make no further reference to them at this time.

Continued on page 31