

If you add to that the second division, you find that over eighty-seven per cent of the service are receiving an average salary of only \$1,042.28, or about \$158 less than the maximum salary of the third division. In view of that fact, it does seem to me that, while the Bill goes very far and will assist the people of the lower grades, as they ought to be assisted, still it is plain that they are suffering under practical grievances now, and I would urge upon the Minister of Finance and the Government the absolute necessity of bringing in some measure of temporary financial assistance, at least for those of the lower grade. The Civil Service Act of 1908 might be amended even at this late day of the session in order to give these people the benefit of this increase. Every one of these people—87 out of every 100 in the service—will lose \$50 in hard cash if the Bill goes over. Of course, if it is made retroactive, they will not lose it.

Mr. WHITE: We will save it for them.

Mr. FRIPP: Yes, but present needs are pressing. And I would strongly urge—

Mr. W. H. SHARPE: What proportion of these are females?

Mr. FRIPP: A very small proportion.

Mr. LEMIEUX: Is my hon. friend opposed to the employment of females in the service?

Mr. SHARPE: No.

Mr. FRIPP: No distinction is made in the Bill as between males and females. It is very delicate for one to make observations upon the question as to whether a discrimination should be made or not.

Mr. LEMIEUX: They are good officials.

Mr. FRIPP: They are, so far as I know, good officials.

Mr. SHARPE: Is there any place in Canada or on this continent where officials are receiving a larger amount of money for the amount of work done than right here in Ottawa?

Mr. FRIPP: Oh, yes.

Mr. SHARPE: I would like to know where.

Mr. FRIPP: You cannot get a body of men and women who are doing as good a work as the Civil Service of Canada for the same money.

Some hon. MEMBERS: Oh, Oh.

Mr. FRIPP: Hon. gentlemen who do not live in the city may doubt the accuracy

of that view. But it must not be forgotten that when a young man goes into the Civil Service his future is practically mapped out for him. He knows that he can only attain a certain position at best, and only one out of hundreds can reach the top rung of the Civil Service ladder. And they must live well; they must pay their way; they must dress well and maintain an appearance which is not demanded of young men in other walks of life. I venture to believe that the average earnings of the Civil Service in Ottawa are away below the average earnings of mechanics.

Mr. LEMIEUX: And the cost of living in the city of Ottawa is higher than in smaller towns.

Mr. FRIPP: Very true. I have figures in my possession which I will lay before the House when the matter is up for fuller discussion, showing that the earnings of the bricklayer and labourer have increased fifty per cent and sixty per cent above the salaries of the Civil Service.

Mr. W. H. SHARPE: Why not?

Mr. FRIPP: I do not object to such increases, but I want justice for the civil servant of Ottawa, who works as hard as any professional man, to my knowledge.

An hon. MEMBER: Four hours a day.

Mr. FRIPP: No, they work six, eight and ten hours a day. I am afraid my hon. friend does not understand the situation, he is not acquainted with the facts, or he would not make these statements.

Mr. A. K. MACLEAN: Give him your constituency, and he will change his mind.

Mr. FRIPP: I will change constituencies with the hon. gentleman, though I am not so sure that he could be returned as that I can. I urge upon the Government the granting of some immediate relief for the civil servant. I agree with the hon. member for Rouville (Mr. Lemieux), and will stay with him to keep the House in session if thereby we can pass this Bill. Temporary relief might be given this session, and the Bill in its main features laid over until next session. With regard to putting the outside service under the Civil Service Commission, I am heartily in accord with that. Any one who knows the facts will agree that the two representatives of the city of Ottawa are employment agents more or less, and we will welcome the extension of the powers of the Civil Service Commission so as to take over at least the outside