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EQUAL PAY FOR EQUAL SERVICE AIM OF U. S. CIVIL SERVANTS

The Government of the United States is the largest employer of labor in the world, and yet it is charged that it has been slow to awake to the importance of making salaries throughout its service uniform for persons doing the same kind of work, and to provide equal opportunities for the advancement of deserving employees. Federal employees have been asking for a reclassification of the federal service that would bring about such a result, and the demand is being supported by the National League of Women Voters, which has branches throughout the country, and by other organizations. In a recent number of the Federal Employee it was stated that "Congress, with control over appropriations, has the inherent power of creating positions, or fixing compensation, and of determining the functions of the departments and the requirements and qualifications for positions created to carry out those functions, while the executive has the power over appointments and administrations. Congress is, or should be, interested primarily in the impersonal factors of employment, in the position, not in the individual who fills the position."

Complicated Situation. That Congress creates departments and positions to carry out a specified programme for the government, a legislative function, but the President, through the Civil Service Commission, determines the kind of persons who are to carry out the work. The situation is complicated by the fact that Congress

makes the appropriations for the positions created by it, but aided by the President. The proposed budget legislation will, therefore, have a direct bearing on reclassification. The most important recommendations of the commission appointed to study reclassification were embodied in the draft of a bill presented to the Senate at the last session provided for the adoption and control of classification, which includes a systematic examination of the various departments of the government and looks toward the work of the proposed budget committee, and for increases in pay and promotion.

Effect of Reclassification. The National Federation of Federal Employees thus summarizes what reclassification will mean: "To federal employees it means: 1, salary and wages on the basis of work performed; 2, equal pay for equal work; 3, fair pay in accordance with modern standards and progressive employment policies; 4, fair pay in relation to the cost of living, with a recognized minimum wage; 5, modern standards in employment conditions. "To the public it means: 1, improved service to the Government and to the people who pay for the machinery of Government, through improved morale of the workers and through retention of highly trained men and women now leaving the service in great numbers to accept better offers outside; 2, business-like standards for the biggest business on earth; 3, employment policies which are a credit, not a shame, to the nation."

NOTE OF WARNING ON IMMIGRATION.

Dr. C. K. Clarke, the well-known alienist, recently sounded a note of warning in connection with the immigration from the British Isles and Europe, which will be heavy within the next few months. His warning is based on the report that 4,000 children would shortly be brought to homes in Canada from Central Europe. "Every child under sixteen years should pass the most rigid examination before it is admitted into Canada," said Dr. Clarke. "These children from Central Europe suffer from trachoma, typhus and tuberculosis or any of the many diseases which were prevalent during the war and afterward."

Dr. Clarke claimed that the system of examination at Quebec was not thorough enough. His opinion consisted of personal observation or questions through interpreters to ascertain the mental capacity of the immigrants. "We must have a station at the port of Montreal where immigrants can be examined before they are admitted to Ellis Island," continued the doctor. "And, also, there must be a follow-up system in the cases of immigrants who are admitted, to see that the Canadian public is not put alive to the situation which confronts it in the immigration from Europe."

Labor's Victories Can Not Be Listed.

Labor's victories can not be listed by percentages or debts or credits. It is impossible to point to Labor's "high water mark" in any period. Labor's wage gains, its reduction of the hours of work, its betterment of conditions can all be recorded, as can legislation of benefit to the workers.

But there is something beyond these that can not be "labeled," filed or card indexed. The velocity of a 16-inch shell, roaring from the side of a battleship, can be measured with accuracy, but the power of an ideal is beyond computation. The development of the human mind can not be valued by mathematical experts, adding machines or financial wizards.

The soul of labor! The aspirations for a higher and fuller life! Each victory by the workers inflames this spirit and creates a more wholesome unrest in those who would make "life, liberty and the pursuit of happiness" a reality. In all ages reaction's endeavor has been to kill this spirit, to discourage unity, destroy aspiration, chill hope and replace confidence in one's self with the deadening philosophy of dependence. Labor's non-partisan political policy in this campaign has awakened

labor to an unexpected degree. The soul of labor has been stirred as never before. It has ignored the cuckoo cry of reaction's defenders and pleaders that "Compens is trying to deliver the labor vote."

Labor has won many victories in the present campaign, and will win more on November 2 next. It has won its fight for non-partisanship, after 40 years of effort, and has destroyed the infatuation of party worship that was capitalized by special privileges. But its greatest victory has been the awakening of the soul of labor—the wider acceptance among wage earners that in no economic or political institution shall be the voice and presence of labor be denied.

Calvaries and crucifixions take deepest hold of humanity—the triumphs of might are transient—they pass and are forgotten—the sufferings of right are graven deepest on the chronicles of nations.

THE TIME TO OBJECT. My wife: "I object to a husband who smoked in the house." My: "Most decidedly! But I shall keep quiet about it until I get one." —Pearson's.

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FREEDOM

Continued from page 5.

used to say that definition was the end of argument. A little definition would spoil a great many public speakers. The people who want to know what you mean are people to keep clear of. Liberty and freedom are good terms to use, but not so easy to define, though it is fairly safe to say that so far as civil government is concerned, personal liberty means freedom to think as one pleases, and to act as one pleases, provided always that such action does not interfere with the rights of another, say of our neighbor, or of the general public.

Freedom is the middle ground between oppression and license. It is neither one nor the other. It is freedom to work out our personality to the fullest and best we can make of it. But freedom is never a quality that stands alone. It needs the authority of law. There is no civilized country in which one may do what he pleases or take what he pleases. Authority in the form of law in this land is the uniform of freedom, which enables the garden, and keeps any ill-disposed tramp from snatching my flower-bed or from robbing me of the bits of things gathered there. The law protects him—that is the tramp—from any act on my part which would interfere with his "liberty." I cannot take him in against his will even to give him a bath, a feed, and a night's lodging.

The Price. Everything costs something. There is nothing worth while that you can get without paying the price, unless it is one of the great gifts of nature. No combine can buy the sunshine or the fresh air. But apart from these gifts, what we have is the result of effort. Freedom costs a great price. Next in value there is the English liberty which has its present proportions. Long generations have passed while the slow evolution of freedom has been working. Every word has brought some additional value, until today, whatever our platform grants on the freedom stunt may say, there is more freedom in America than in any place in the world.

America is the greatest continent of the earth, and there is no doubt that it is a wonderful place. It boasts of Old Glory and a Declaration of Independence. After all, there is perhaps nothing finer than that same Declaration of 1776. You remember what it was: "We hold these truths to be self-evident," say the writers, "that all men are created equal, that they are endowed by their Creator with certain inalienable rights, that among these are life, liberty and the pursuit of happiness, and that to secure these rights governments are instituted among men deriving their just powers from the consent of the governed, that whenever any form of Government becomes destructive to these ends, it is the right of the people to alter or abolish it, to institute new government, laying its foundations on such principles and organizing its powers in such form as to them shall seem most likely to effect their safety and happiness."

The idea that men are created

equal is a great conception, it means that they are equal in the sight of their Creator, and at the Bar of Justice. They have freedom to make the most of their lives. That is the kind of freedom needed in every land. Whatever comes in conflict with that conception is to be opposed.

There are many things in this old England to be put right, but the idea of changing our inheritance for an experiment which up to the present has never worked successfully, is a mad idea. We might laugh at it, if it were not so perilous. Look at the freedom possessed by the chap on the platform who is shouting against wage slavery. He had liberty to give up his job and become a paid speaker; not that there is any objection to speakers being paid if they earn their money. He has the protection of the law of the land, though he chooses to curse the police and deny all authority he is protected. If you disagreed with him and felt inclined to haul him out of the platform, because of the insults he flings out to the workers, you would not be permitted to exercise freedom of that kind, because it would interfere with his liberty.

There are many reforms yet to be worked out, but we have that priceless freedom which enables the people to express their will constitutionally, and to create any kind of government they regard as most suitable for their needs. — The Democrat, England.

A number of very wealthy titled ladies write to "The Times" strongly urging the immediate suppression of the Ministry of Food. Could there be a stronger argument in favor of its permanence? It is not propaganda, but the kind of propaganda that suppresses facts, that is dangerous.

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