

the profession. The insularity of the engineer is slowly but surely giving way to a fraternity of spirit that has been almost entirely lacking in the past. The former idea of specializing in various groups has been transformed to a broader vision with a tendency towards union of all branches of the profession.

You have seen recently for the first time in the history of the profession a national engineering board appointed by the United States from the parent engineering societies, whose whole tendency seems to be towards closer union and greater co-operation. To some extent we are in a more advantageous position in Canada, as we have now made it possible to unite all the engineering professions in one great national body instead of starting a number of organizations, as was done in the United States. It will mean that the members of our organizations will have to work as a unit and co-operate in the closest possible manner. The situation affords a great opportunity to the engineering profession, an opportunity in which every individual may take an active part, a chance to advance the interests of the profession in one great body of such strength of sufficiently high standard and at the same time broad enough to make it the goal of every man in this country who aims or claims to be a member of this high calling.

We have been criticized in the past, not only because we were accused of being narrow in our objects; but also it was stated we were collectively without a soul or heart. Be that as it may, if the heart of the profession were a composite heart of the individuals therein it would leave nothing to be desired, but, we must admit there has been some coldness and to some extent indifference, and we should therefore to the greatest possible extent cultivate a fraternal spirit that will develop a heart in our organization, a pulsating, personal heart throbbing with human emotions, and cause that heart to beat warmly and sympathetically not only for our own members, but in our relations with the outside world.

It is in developing this spirit that the branches will play a great and ever-increasing part. While we have a headquarters and a council to give general direction to affairs, the branches are the active energizing agents of the profession, and it is to them that we must look for the greatest personal activities. You know, gentlemen, the opportunities that may arise whereby a branch may take an active part in local affairs for the benefit of the whole profession. We have an instance of this in the part played by the Calgary branch, when they stood behind the city engineer who was being severely criticized in the building of the Centre Street bridge, and were enabled to prove to the public that his critics were unjust. From this affair both the city engineer and the branch emerged with added respect and prestige.

It is possible for a branch to include in its discussions public matters of local interest, even where the branch is not directly concerned. In fact, as a profession we will make greater strides if we give fuller discussion to public questions and less to technical subjects than we have in the past. The branch should be more than a mere unit of the local members of the profession. It should be a fraternal organization meeting in a spirit of good-fellowship. It should encourage the younger members in every way and give them an opportunity of learning public speaking, as well as absorbing the ideas of the older men in the profession. It should be ever and always on the lookout for opportunities for service. The branch should be the technical centre in any community and could possibly take an active part in the technical education of the district, or at least give advice thereon.

The big opportunity for service is coming in connection with the vocational training for returned soldiers, and in this the branches could play a leading part. No more worthy object can be thought of than this, and there is no other body of men similarly capable of giving assistance in this respect. In the United States the local engineering bodies study political questions to keep an active tab on the doings of local legislatures where the welfare of the profession is concerned, act as advisory boards to municipal councils, they suggest legislation and in numerous other ways make their voices heard and influence felt. It is, therefore, to the branches that we must look for the full flower of development of the profession.

The proposed changes in the by-laws, as well as the change in name, will to some extent increase the prestige and standing of our various branches. Each branch will elect its own councillors and will consequently be more directly represented at the headquarters of the Society than at present. It is intended to hold an annual meeting of the Society once a year in every province. This meeting will be directed by Council, will have representatives present from headquarters, and the official report of the meeting will be published in the annual report. These changes are based on the admitted necessity of greater fraternity and closer co-operation, and will enable the individual member to come to a better appreciation of his fellow members, together with a personal responsibility to the Society and to the profession. The object of our organization in the future will be of a broad enough nature to enable the Society both at headquarters and from its branches to engage in useful public service.

Earning Capacity and Reward

Some of you may have asked yourselves the question, where does all this lead to and how does it affect our earning capacity? Two definite factors in increased earning capacity are—additional usefulness and added recognition. The usefulness must come from within, and we may take it as an established fact that the engineer has already proven his usefulness over and beyond his monetary reward. Recognition will come from corporate usefulness and educating the public to a better appreciation of what the engineer is really doing. One of the technical journals in discussing the question as to when engineers will be better paid, says: "The inevitable conclusion of any careful study of this question is that engineers will continue to draw low salaries as long as they will work for them. Meanwhile, discussion of the question is not wholly without value as men can talk themselves up to the point of making even a bayonet charge. Perhaps after some more years of discussion engineers will begin to ask themselves: 'What are we going to do about it?' After some more discussion somebody will suggest that engineers must demand better pay. Again, after still further discussion, the suggestion will be adopted. Then, and not until then, will the engineer become a permanently well-paid professional man."

Let me ask you, what position would the government of Canada be in to-day in carrying out the nation's work without the services of the men in the engineering profession. The majority of the departments of the government would be unable to operate without our help. Do the political members of the government realize that this is true? It is certain that they do not. Why? Because we of the engineering profession have in the past taken no corporate action to insure that they should. Instead we have to some extent acted like dumb driven creatures, accepting the crumbs that have fallen by the wayside, content to sell superior qualities of mind and training for