

blessed with several splendid general officers and especially does this refer to the secretary-treasurer, but, make no mistake, our general officers must by no means be classed as the foundations. The foundation of all organizations is the general membership and the responsibility for the solidity of such is on the shoulders of the local branches. Branches cannot undertake this in a thorough manner unless business-like methods are employed.

Because each branch is responsible for its own affairs, no one knows just what machinery is in use or how well oiled it is, nevertheless, the writer believes that, notwithstanding the fact that the majority are contained within the covers of the accepted constitution, many of the branches have no such arrangements as the following and, for that reason, he begs to submit them, being convinced that, were they adopted by all branches, both large and small, it would be advantageous to them, and, consequently, give the entire association a firmer foundation.

A copy of all letters should be kept and filed for reference.

Nothing but association printed stationery should be used for association business.

Due cards should be used at all branches.

A list of the membership should be on hand and always up to date.

An attendance record should be kept, showing exactly what meetings each member has attended.

An annual written statement should be insisted upon from all officers and standing committees.

The above could then be massed together and means found to have same printed or multigraphed for distribution to all members.

A copy of the above should be filed with the general secretary and, doubtless, the other general officers would appreciate one.

#### FROM OTHER SOURCES.

The editor of the "Postal and Telegraph Record," in his leading article in a recent issue, shows that, whereas it was at one time thought that a great many of the members of the British Postal Association who were overseas would, owing to their different surroundings and occupation, forget and lose interest in their home organization, now it is found that while the members away are continually on the watch regarding P. O. happenings at home during their absence, many of those at home at their civil occupations are so hard worked, have so much responsibility one way and another, that they are the ones

that are becoming apathetic. Continuing, he says:

"But there is ground for fear that some of our members in civil life appear to be unable to realize the tremendous responsibilities that rest upon them. Most of these members are well intentioned. They would not like to see association activity cease, they are by no means content to try to meet the increased cost of living out of their normal income, and they are quite prepared to "support" as they term it the association in its efforts to better "their" conditions. "Their" conditions! But what kind of support is it! Is it that maximum backing that we have a right to expect—an intelligent interest in their own affairs! We are afraid not. Too often it is the payment of a few coppers demanded by the association, plus an assumption that the Executive will be ready vigorously to take up any Department case in which they may be involved. . . . Whilst, therefore, we ought all to be willing to work for and be anxious to secure better conditions of employment in the Service, we must not forget that it is the function of an organization such as the P. and T.C.A. to be in the van of the movement that seeks for a worker some better expression of his place in the State and of his value to the community than can ever be provided under the present system, however beneficent it may become."

We are inclined to the opinion that much of the above is most applicable to many of our own home members.

"It is an obvious anomaly that the letter carriers here should be receiving pay, promotion and superannuation benefits under the Outside Civil Service Rules, while the postal clerks, performing more responsible work, are not so recognized."—The Lethbridge Board of Trade to the Postmaster General.

"We are passing through a crisis which affects civil servants perhaps more than any other members of the community."—Mr. Lemieux, in the House.

A Highlander with bagpipes entered the street and commenced his plaintive lay, at the same time marching up and down in time-honored fashion.

"Why does he move about all the time he plays?" asked Johnny of his father.

"I don't know," answered the lad's father, wearily, "unless it is to prevent me getting range with the ink-pot."