

are greater; he is also entitled to a proportionately higher margin above this bare remuneration for services owing to his position involving greater personal and family expenditures.

The point we wish to bring out here, however, involves no nice considerations of relative social position. We simply state the fact; it needs no proof; it is within the knowledge of thousands of the service and the fact is this:—

There are today, in the civil service of Canada, whole classes of employees, and hundreds of other cases outside those classes where the salaries paid are either below or just upon the minimum wage necessary for bare subsistence.

As stated, we in the service all know this; the public has only to glance through the pages of reclassification to assure itself of the truth of our statement.

What follows? Simply that the Government, so thankful to labor for upholding constituted authority, so busy conciliating in labor difficulties, studying living conditions and stimulating industry, is itself grossly neglectful of the lower-paid classes of its own workers. It is, in fact, a class 1 employer in some cases and no better than a class 2 employer in the remainder.

What whole-hearted service can be expected, when the spectre of want is ever present, when constant watchfulness of every penny is necessary? When children must be condemned to a future of unskilled labor for lack of funds to educate them? When illness is a financial disaster and approaching old age and compulsory retirement a constant dread? When the obtaining of the daily food, shelter and clothing takes every cent of earnings?

The Government incurs a still graver responsibility in this matter; it

is due only to the high character of the woman civil servant that it is not accessory to a crime. Has the Cabinet ever reflected on what it means, or may mean, to ask a girl to live on \$600 a year, plus bonus in these times?

In the near future, the Government of Canada will be given an opportunity to take the first step in righting these wrongs. Their final adjustment will take time, and, in its later stages, mature consideration. But what the service asks at present takes neither time nor consideration. We ask simply for such a percentage of salary increase as will enable the members of the service, especially those in the lower grades, to live decently without constant fear of financial disaster. Adequate remuneration for services rendered may be studied in full later, but it is axiomatic that the least any faithful service, no matter how humble, deserves is a minimum wage allowing decent, comfortable living.

Dominion Customs and Labor Affiliation

(From the *Ottawa Citizen* of October 13.)

A special meeting of the Ottawa branch of the Dominion Customs Officers' Association was held last evening in Carpenters' Hall to discuss the question of affiliation with the labor movement. A lengthy debate took place on the subject of immediate affiliation in co-ordination with other customs associations at the various ports of the Dominion, but a motion to take action at once was defeated.

Incidental to the meeting was the reading of a memorandum by the Associated Federal Employees of Ottawa, in which some striking comment is made on the subject of civil servants and affiliation with labor, including caustic references to the leaders of the Civil Service Federation and to Mr. Burns, secretary of the Dominion Customs Officers' Association.

Among other things the memorandum points out that Messrs. J. C. O'Connor, T. R. L. MacInnes and J. H. Ryan, officials of the federation, issued a strong recommendation to members of the Ottawa Civil Service Association, to vote against affiliation with labor when a referendum on the subject was taken last year. These officials are now engaged in taking another vote on the same subject, but the memorandum says that Mr. O'Connor opposed the appearance of the name of Mr. Tom Moore,

president of the Trades and Labor Congress, on the program of the Civil Service Federation convention. It also recalls the fact that Messrs. O'Connor, Ryan and MacInnes, voted against proportional representation, and that Mr. O'Connor, seconded by Mr. Ryan, moved to have a sentence favoring representation in the house of Commons for civil servants deleted from the president's report.

It recalls the appointment of collector in the port of Vancouver, "in violation of the law and in the nature of patronage." "At a delegation to the Civil Service Commission", the memorandum says, "this act of patronage found in Mr. Burns a ready and affable apologist."

It also refers to the election of the present executive officers, Messrs. O'Connor, MacInnes, Ryan and Burns. A voting strength of 7,000 was "engineered" and these chosen for office.

Mr. Frank Kehoe was chairman of the meeting last night, and Mr. Burns was present.

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The president introduced the subject of affiliation by making a statement reviewing the course of events in the Customs service and declared his belief that the pro-

gress made had not been satisfactory and that the time had arrived for the uniting of civil servants with the general labor movement so that civil servants may provide a living for their families. Mr. Kehoe announced that the recently formed Ottawa association, The Associated Federal Employees, had been requested to send one of their number to the meeting to explain the circumstances connected with the formation of that association, and that in response to this request, Mr. F. Grierson, of the A. F. E. of O. executive, was present.

The president called upon Mr. Grierson, who briefly addressed the meeting, and read a memorandum issued by Federal Union No. 66, dealing with conditions which made necessary the formation of the new body in Ottawa.

Mr. Burns protested against any step being taken which would disrupt the Customs Association, saying that any action of the kind suggested should be taken at the annual meeting, if at all. He considered the reference to himself in the memorandum as an attack on his honor, and said he could defend it.

After the meeting it was stated that the subject of affiliation would be taken up at a subsequent meeting.