

The question being again opened to discussion, Mr. Morin repeated the arguments previously advanced which, he contended, pointed to the importance of the Board's recommending both appointments simultaneously. In addition he said he thought that after examining the qualifications of the various candidates for this post, he believed that all members would agree that those of Dr. Augustin Frigon were the most worthy of consideration.

Considerable discussion of this point ensued. Several members supported the views advanced by the Vice-Chairman in whole or in part; others, while conceding the importance of avoiding the possibility of racial misunderstanding, insisted that it would, nevertheless, be unbusiness-like and discourteous to present the Chief Executive with an assistant without reference to his wishes.

The Chairman then proposed a formula which he thought might cover all the considerations mentioned. Major Murray, he pointed out, was well acquainted with Dr. Frigon, their acquaintance dating back to Dr. Frigon's visit to England in 1928 as a member of the Aird Commission. He suggested, therefore, that Major Murray be communicated with on the telephone; if he approved of the suggested candidate, the matter would be settled. After some further discussion, it was agreed that this procedure be adopted.

The matter was then discussed of what salary should be offered to the proposed Assistant General Manager in the event that the proposed General Manager should agree to his appointment. In view of the financial sacrifices which would be involved in his accepting the post, the Chairman suggested that a salary of nine or ten thousand dollars per annum might meet with the approval of the Board. The Vice-Chairman, however, pointed out that both Mr. Howe and Mr. Lapointe had indicated that the Governors would be prepared to approve a salary of twelve thousand dollars per annum, should Dr. Frigon be recommended for this post. He indicated that even such a figure would involve considerable sacrifices for Dr. Frigon, who was presently in receipt of some sixteen thousand per annum.

To this a number of the members of the Board insisted that such a salary would not give a proper indication of the differentiation of responsibility between the two posts. The Act clearly did not envisage a joint management and equal salaries would, therefore, give a wrong impression to the public. Further, it would weaken the authority of the Chief Executive if the differentiation was not clearly indicated in the respective salaries. One member proposed that if the Board were under any sort of obligation to pay the proposed Assistant General Manager twelve thousand dollars per annum, that the General Manager should receive a minimum of fifteen thousand dollars per annum. Similar observations were made by several other members.

The Chairman suggested that Mr. Howe be communicated with and the wishes of the Board on this point placed before him. This was done. Mr. Howe agreed with respect to the argument advanced, but felt that Council would not at this juncture agree to a salary larger than thirteen thousand dollars per annum for the Chief Executive. He expressed the view, however, that this anomalous situation could be clarified later.

Major Murray was then communicated with by the Chairman on the trans-atlantic telephone. He accepted the proposal of the Board that he should be recommended to be