

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

Saskatchewan Has Whitley Council

Last spring Saskatchewan organized a Civil Service Association consisting of members of the provincial government service. This association interests itself in problems and grievances of members of the service, concerning which it makes representations to the Premier or Civil Service Commissioner. On June 1st the government recognized the association to the extent of providing for a joint council representing the government and association, and as deputy ministers are considered as representing the management of the civil service the government selected three as their representatives, namely: W. W. Amos, Deputy Provincial Secretary; J. M. Smith, Deputy Minister of Public Works, and Thomas M. Molloy. The Civil Service Association then selected three members, namely: Messrs. R. N. Blackburn, G. W. Dill and A. A. Woods. This council held their first meeting on June 2nd, secured a permanent secretary in the person of Edward Oliver and elected Thomas M. Molloy as chairman of the council. A constitution was drawn up to govern the operations of the council, and since then the council has met from time to time and dealt with many and varied subjects, including complaints as to salaries, allocation of work, holidays, sick leave and the operation of the staff dining-room.

Constitution to Govern the Saskatchewan Civil Service Joint Council

1. *Name*:—This council shall be known as the Saskatchewan Civil Service Joint Council.

2. *Aims and Objects*:—To deal with matters affecting the civil service and when considered advisable to

make recommendations to the proper authorities for action.

3. *The Council*:—The council shall consist of six members, composed of three members appointed by the executive council and three members elected by the executive committee of the Civil Service Association.

4. *Officers*:—The officers shall consist of a chairman, vice chairman and secretary to be appointed by the council.

5. *Secretary*:—The secretary shall not necessarily be a member of the council.

6. *Meetings*:—The meetings of the council shall be held in the Parliament Buildings each Friday at 10.30 a.m. unless otherwise decided by the council.

7. *Special Meetings*:—A special meeting of the council shall be called by the chairman, when he is requested so to do in writing by any two members of the council and a written notice of each such special meeting stating the time and place, when and where it is to be held, and in general terms the nature of the business to be transacted thereat, shall be given by the chairman and such notice shall be delivered to each member of the council personally at least three clear days prior to the date of meeting. No business other than that stated in the said notice shall be transacted at any special meeting of council unless all the members of the council are present, in which case, by unanimous consent, any other business may be transacted.

8. *Quorum*:—A quorum shall consist of four members. If either party to the council fails to appoint the full number of members whom it is entitled to appoint then the members representing the other party in excess of the number representing the de-

faulting part shall be allowed to sit and speak at the council but not to vote. If any member is absent from a meeting of the council the foregoing provisions shall apply as if that member had not been appointed. The party affected shall determine which member or members shall be refused the vote in accordance with the foregoing provisions.

9. *Voting*:—All voting in the council shall be by show of hands but any member shall be entitled to have his vote recorded in the minutes.

10. *Each member* of the council shall be entitled to vote and a majority shall decide all questions. The chairman may vote on all questions but shall not have a casting or deciding vote.

11. *Committees*:—The council may appoint such committees as may be deemed advisable.

12. *Complaints*:—Complaints of civil servants must be brought to the attention of the council through the medium of the executive of the Civil Service Association in writing, and shall only be considered after the matter in dispute has been regularly presented to the deputy minister or executive officer concerned.

13. An employee or group of employees referring a matter to the council shall if deemed necessary by the council have an opportunity to appear before it and present the case or may select not more than three spokesmen to present the case before the council.

14. The council may call official or employee before it to give information regarding any matter under consideration.

15. Any representative of the civil service or the Government shall have the right to withdraw temporarily from any meeting of the council when