

By the Acting Chairman:

Q. Did you ever live up to that? I mean, did the average employee in your department work that many hours in a year, on the average?—A. Yes, unless they have prolonged illness or something of that nature.

Q. But, I mean, generally speaking, under normal conditions?—A. Yes.

Q. They do work up to that?—A. Yes.

By Mr. Heaps:

Q. Have you had the right to pay into the retirement fund?—A. No.

Q. You have not even had that right—A. No. We are under no superannuation scheme whatsoever.

By Mr. Mallette:

Q. That makes a big difference; because the other associations that came before us were under the retirement fund and were willing to switch over. Our friends here would be in a very different position.—A. I might say that we had a man up there—we had one man that I know of, and that man is on extension at the present time; yet that man is 66 years of age, I think, and he has only about twelve years of service. It does not follow that because a man is aged he has long service. But there are cases, I will admit—we have two men with forty-four years of service. They soon will be ready for retirement. There is no question about that.

Q. What are the conditions of engagement of that class of employees? Are they engaged for a year or two years or just for a day, or week or what?—A. I might say, as far as I understand it, we are on a six months basis, by certificate from the Civil Service Commission.

Mr. MALLETTE: My point is that if someone is engaged for six months, you can hardly ask him to leave 5 per cent of his salary and ask the government to do the same. In the case of a man who is liable to remain in the service for years and years, it is different. That is worth consideration.

The ACTING CHAIRMAN: Oh, yes. I quite see the point. We will have some difficulties in bringing in a report. We will have to be fair to every one. It will be a hard thing, as mentioned by Mr. Heaps, for a man who has worked forty-four years to pay in 5 per cent for back contributions.

Mr. McCANN: Yes, but that is not necessary. Take the man who has worked forty-four years. If he is ready to go on superannuation, his financial circumstances are such that he can pay the equivalent of fifteen years. Then he will come under superannuation as if he had only been paying for fifteen years. That is the only way it could be worked out. He should not be ruled out because he cannot pay forty-four years. He may have enough money to pay the equivalent of fifteen years. Then he would come under superannuation as if he had been working and paying for fifteen years.

Mr. HEAPS: Even on a fifteen year basis, he might have to pay in \$1,500.

Mr. McCANN: If he cannot pay, he stays out.

Mr. HEAPS: And perhaps even \$2,000, on the fifteen year basis. I cannot say offhand. It may debar him from any superannuation rights.

Mr. McCANN: Are you prepared to take them in without paying anything?

Mr. HEAPS: No. That is what I am trying to make clear. If you do that, the fund would be almost in a bankrupt position. We all admit that. But if I could gather what the witness said here this morning—I want to try to understand his opinion and the opinion of his organization correctly—he wants all these people to come in.

The WITNESS: To be entitled to come in if they desire.

[Mr. H. A. Hodgkinson.]