

wherein we had a choice, but was forced upon us by the change in living conditions of the past decade, a change which has been nothing short of revolutionary, and for which allowance has been made by every employer in Canada. But even in view of the exceptional nature of these circumstances, our representations both to the Royal Commission and to the Government have covered a wide range of subjects in addition to the cost of living question. The latter, however, represented the condition which called for more immediate remedy, and for that reason alone we were compelled to emphasize it.

As to the scope of our present activities, I might say that since November 1, 1908, the beginning of our year, our executive has held altogether fourteen meetings, at only five of which has the subject of salaries been under discussion, and at only one of which was it the sole matter of discussion. At the moment we have thirteen sub-committees at work, only one of which is concerned with the salaries and reorganization question. They are dealing with such questions as the feasibility of a Civil Service Club, the Sanitation of Government Buildings, the practicability of Co-operative undertakings, the better Organization of the Service, Superannuation, and the like. You have very probably heard of the efforts which have been made to banish usury from the service, and the founding of the Civil Service Loan and Savings Association in this connection. We have just concluded a successful campaign at Toronto for the incorporation of that body. Another piece of work of the present is the advertising of the Government insurance privileges of civil servants, to which we have voted a sum approaching

one hundred dollars on printing and other accounts. These and many similar enterprises, including the founding of THE CIVILIAN, and the establishment of the Athletic Association, which, though not directly emanating from our own organization, are a part of the same movement within the service, have been set on foot with the sole object of improving conditions and of promoting the spirit of self-help. To regard such activities as selfish would surely be to set a ban on all progress from within, which must begin with the material interests. We might point out, moreover, that action looking directly to the improvement of the quality of the work done by the service has been discussed and will be attempted just as soon as we can get the necessary foundations for such action prepared. In fact we ourselves believe it would be hard to find a body of men more energetic in a legitimate way than the service has been during the past two years in attempting to raise, by its own effort, its general standard of work and living. Especially has that been achieved in the increasing spirit of comradeship within the service, which though intangible in its immediate results is very potent for good both for the Government and the service. We have indeed realized in the clearest way that the salaries' readjustment was only a part, and a very small part, of the good work a body like ours can accomplish.

There are two matters in which we hope to gain the Government's sympathy in the near future and in bringing forward which we would like to emphasize the above spirit as underlying our action. One of these is Superannuation. While this would be an unqualified boon for the service, we believe it to be no less in the