

working day hours of government contracts, paid semi-monthly.

Railway Mail Service.

(1) The plea of the Railway Mail Clerks is for such an increase as will make their salary adequate to support their families respectfully.

(2) That the annual increase be not less than one hundred dollars (\$100).

The arduous nature of their work and the consequent short life of the Railway Mail Clerks should serve as a plea for this as a measure of justice. The immense responsibility of the Railway Mail Clerk in the matter of money and valuables consigned to their custody demands commensurate compensation. The Act of 1912 which was calculated to better the condition of the older clerks is so limited in its effect that almost none are benefited. The previous amendment leaves the large body of the clerks, that is those in the

middle span of the service and who are bearing the burden and heat of the day, without any benefit or increase for from four to eight or ten years.

There is no prospective promotion for Railway Mail Clerks, and so far no provision has been made for their transference to any less arduous employment in old age.

The Civil Service in Europe.

(1) A reasonable advance in salary.

(2) That due consideration be given to the fact that by reason of their official positions, officers in Europe are obliged to contribute officially to public charities and to expend large sums of money in the proper transaction of public business, which are not allowed in the public accounts of Canada, although similar expenditures are admitted in commercial enterprises.

Professional and Technical Officers.

This association is convinced of the general advantage that would accrue from placing professional and technical officers in the civil service upon a clearly defined classified standing.

The tendency of the time is unquestionably towards specialization. Manufacturing, industrial and transportation interests all have their technical and professional branches, such as the various kinds of engineers, legal, medical, chemical and other scientifically skilled persons—not to speak of the more special attainments closely allied to the conduct of special business—who receive remuneration commensurate with their special expert or technical knowledge and skill. It is a matter of common knowledge that in the world of business, such persons are distinguished from ordinary clerical workers, and that recognition is given to the expenditure of time and means necessary to the attainment of the qualifications which they possess.

In so far as the Government is an employer of technical and professional persons, it is in all essential respects in a similar position. The proper performance of the public business of the country requires that technical and professional officers of the best training and highest ability should be secured and retained in the service, which can be done only by approximating the conditions of their employment to the conditions which obtain in general business. Furthermore, it is an injustice to the regular classes of the service that such officers should be permitted to remain in the ordinary grades. It is well known that, as a matter of fact, in many departments the presence of such officers in the usual grades, obstructs the advancement of the regular clerical staff.

This Federation, therefore, upon a review of all the features involved, is clearly of the opinion that the well-being of the public service, of the professional and technical officers themselves, and likewise of the regular staff, makes it desirable that a special system of classification should be applied to the officers in question. On account, however, of the diversified nature of the duties of such officers in the service, and the widely differing situations in individual departments, the Federation recognizes the difficulties of indiscriminately applying the system of classification to all.

Living Allowance in the West.

Owing to the higher cost of living in Western Canada we request that an additional living allowance of 15 per cent.—a figure based on scientific examination into conditions—be made for all civil servants employed west of the Great Lakes. At present only a portion of the service is thus dealt with.

Re-organization.

In addition to the enactment of a revised system of salary scales we believe that a thorough re-organization of the service is called for. With the rapid