

year, or does it include the allowance of last year?

- (4) Does the word "allowance" in the fifth line of paragraph "b" refer exclusively to the allowance granted this year, or does it include the allowance of last year?

The paragraphs referred to in questions 3 and 4 are the paragraphs of vote 419 on page 557 of "Votes and Proceedings of the House of Commons," dated May 23rd, 1918.

In conclusion, sir, may I take the liberty of suggesting that the most generous interpretation possible be given on the points here raised, and may I hope to receive a reply at your earliest convenience that will allay the anxiety in the minds of this large body of servants of the Crown.

Faithfully yours,

F. GRIERSON,

Secretary Civil Service of Canada.

#### **MEMORANDUM RE RELIEF BONUS TO BE GRANTED BY THE GOV- ERNMENT TO CIVIL SERVANTS.**

*(The Case of the Postal Clerks.)*

At the last session of Parliament a provisional allowance of \$100 was granted to employees of the Postal Service on all salaries up to and including \$1,600.00. The effect of this was that clerks resident West of the Great Lakes whose salaries were \$1,600.00, and who receive a living allowance of \$180.00, were then being paid \$1,880 per annum. They were, therefore, in receipt of \$80.00 more remuneration than their confreres who were receiving a fixed salary of \$1,800.00, as the living allowance does not apply to those with salaries above \$1,600.00. They were likewise receiving \$100 more remuneration than clerks who were their seniors drawing a salary of \$1,700. To remove this anomaly the \$1,700 and \$1,800 clerks (in the West) were given an allowance of \$100 and \$80 respectively. This resulted in an unintentional discrimination against clerks living East of the Great Lakes whose salaries were \$1,700 and \$1,800, who in many instances were senior in length of service to their confreres in the West. This second anomaly has been removed by an item in the supplementary estimates 1917-18. It will therefore be readily seen what

confusion and muddle will result if the relief bonus of this year is to take the place of (and wipe out) last year's war bonus. It would mean that this class of men who are performing executive duties for which the Government is paying nearly double the salary in other Departments would suffer a considerable reduction in salary this year.

It should also be pointed out that the request of this Service in a memorial addressed to the Prime Minister was for a provisional allowance of \$200.00 for clerks residing East of the Lakes and \$100 for those resident West of the Lakes. *In addition to the provisional allowance of last year.* This figure was arrived at after carefully considering the whole situation, and with an intelligent realization of the enormous financial burden placed upon the shoulders of our country as a result of the war. It was felt that the Government would appreciate our sense of fairness and our spirit of patriotism in fixing the amount petitioned for at the absolute minimum that would be required to meet our obligations and maintain our self-respect.

Another serious result of the possible withdrawal of the provisional vote of last year appears when the case of postal clerks who have no dependents is considered. As this class does not benefit by the bonus of this year, they will actually suffer a decrease in salary of \$100, instead of the expected increase of \$200, which the Association has suggested as the minimum sum necessary to enable the members of the Postal Service to live above the poverty line and maintain the efficiency of mind and body necessary for their work.

It is therefore respectfully submitted that if the proposed vote is to replace the war bonus of last year (instead of being an addition thereto) the condition which the Cabinet is making an honest effort to improve will be worse this year than last, as the cost of living is still soaring.

Respectfully submitted on behalf of the Postal Clerks' Association of the Dominion of Canada.

(Sgd.) WM. J. CANTWELL.

It will be seen from the foregoing that much has been accomplished to relieve a situation, due to the ever increasing cost of living, that had become well nigh unbearable,