

is the need for everyone to help. Some will have to fight. Those who do not fight should be producing, and those who are doing neither should be paying. The ideal arrangement would be for everyone to offer his services to the State, for under such a system, Canada could get down to nationalized team work, and thus secure the maximum results with the greatest economy.

"Conscription has been freely suggested, but conscription has an ugly sound. Moreover, both political parties have taken a stand against conscription and for that reason it would be impracticable to secure its adoption from the present Government. We do, however, want the results that conscription would make possible, and if those results are as readily obtainable under a system of national service, or any other system, with a less objectionable name than conscription, it would seem to be the duty of our Association not only to advocate that plan, but to use every effort to bring about its adoption.

"The failure of the Government to initiate a national plan has led to local plans being put into operation, designed to serve local ends. Of such plans, the one reported by the Toronto Branch at the last meeting of this Council is a fair example. While not actually put into operation in Toronto, it was put into operation in various smaller municipalities, where manufacturers, retailers, wholesalers, etc., all contributed in equal proportions towards making it a success. In Toronto, manufacturers were met with a refusal to co-operate from the Board of Trade, Bankers' Association, and the Retail Merchants' Association. The question, therefore, arose: Why should manufacturers invite the concentrated fire of recruiting officers upon their employees when clerks in banks, retail stores, insurance offices, and while builders, teamsters, street railwaymen and others were not going to be similarly exposed? Furthermore, why should Toronto manufacturers make sacrifices out of all proportion to those that might be made by the manufacturers of some other municipality? An additional reason why the plan was not made operative in Toronto was that that no guarantee could be secured from the Minister of Militia with respect to the protection of those employees who might be designated as indispensable.

"While the lack of any additional plan has given rise to a great deal of dissatisfaction, there are two features worthy of special mention because they have served to increase that dissatisfaction in a marked degree. The first is that some sections of Canada have been responding to the appeal for recruits much more promptly and generously than others.