

pense will be heavy, so that we fear that many will be unable to see their way clear to be with us. If you cannot be represented in person for good reasons, are there also good reasons why you should not be represented in spirit! If there are good reasons we would truly thank you for them in order that we may discuss them in convention. Should you have no good reasons to offer, see that we have your support in the form of an application for membership. On the number of offices and clerks behind this association depends the amount of good work we are able to accomplish. Also, we imagine, the place of our next convention depends to a great extent upon the attitude of the East.

#### FROM OTHER SOURCES.

The following is taken from a leader entitled "The Non-Member," appearing in a recent issue of the "Postal and Telegraph Record":

"Our correspondent of last week believes that numbers are a secondary consideration, and that the principal task of the association should be to make our members better members, and that a generous tolerance should be exercised towards the non-member. It is true that the chief weakness of our association lies in the fact that a large proportion of the membership cannot be depended upon to support the only measures that would give the association a bargaining power equal to that of the department, but that fact does not lessen the non-member danger. We are aware that there are non-members who claim conscientious objections to trade unionism, but, as we have said before, the number of such people is infinitesimal if we may judge by the fact that the non-member is always willing to accept the fruits of associated effort. The individualism of the man who does not believe in "associations" is a principle that will not stand the L.S.D. test. The man or woman who deliberately stands aloof from his or her colleagues in the attempt to secure higher pay and better conditions of service, and does not decline to participate in any benefits secured by such efforts, is certainly dishonest, and we cannot understand the objection to the label. . . .

"Members of postal organizations have always to face the ugly fact that it pays an individual to be a non-member. Subscriptions are saved, attendance at meetings is avoided, there are no awkward principles to live up to, no rules to observe, no fear of incurring the displeasure of one's supervisors, and, best of all, when

benefits are to be gained by the associations they are dispensed to members and non-members alike. The price of non-membership is, after all, very little to the type of individual who accepts selfishness as his guide in this matter—it is only the denial of the respect of one's fellow workers. A very small price to pay for such material advantages!"

#### HOW MUCH DO YOU PAY YOUR OFFICERS?

Reading the Branch Notes, month in and month out, one cannot help noticing that in one particular at least we have exactly the same conditions in existence in all offices. A certain percentage of the members are satisfied to merely pay their dues, sit down, and watch others handle the machinery of the association. Some of these men rarely, if ever, attend a meeting. Approached and asked whether it is because they have no use for the association, they will reply, "Oh, no; why, I pay my dues on time regularly and recognize that the organization is a fine idea and a great benefit." Others again, when rounded up for a few months, will put in an appearance at some meetings, say never a word nor offer a suggestion and go away to knock, knock, knock. Over and over again one finds that when something occurs which these men consider shouldn't, or when something doesn't occur which they consider should, the men of this type are to the fore in running round asking what the association intends to do about it. "It ought to be taken up," etc. The next time these self-same men are sighted it's, "Well, what action was taken?" No member who fails to attend a meeting should consider it his privilege to criticize any action taken at that meeting. Had that criticism been offered at the right time and place the criticized action might have been more in accordance with the criticiser's idea of the matter.

It is generally acknowledged in similar organizations to ours, organizations with 10 and 20 years' experience behind them, that this class of men will always be in evidence. But why be one of them!

In such associations doubt has been expressed as to whether these men are not more of a hindrance than a help to the work of the organization, and yet many of these self-same members would show great surprise if it were suggested that they hampered our work at all. Members would do well to bear in mind that, if they elect a man to hold office, that man expects to be paid for it. The only pay