

One Dominion-Wide Organization

By F. MACLACHLAN, *Secretary, Amalgamated Committees.*

For some time past there has been working in the minds of Dominion civil servants in Vancouver, the belief that the lack of cohesion among the various organizations of civil servants is acting as a serious detriment to the welfare of the service as a whole.

This local line of thought has found expression in the formation of committees for amalgamation appointed by the Amalgamated Postal Workers and the local branch of the Dominion of Canada Civil Servants' Federation. These committees have had several meetings, the last being held on Tuesday, 21st September. At this meeting a much appreciated address on organization was delivered by Mr. Smith of the Trades and Labor Council. In emphasizing the value of organization, Mr. Smith pertinently remarked that it is not the request, supplication or demand that is considered by the powers that be, but the weight or power behind it. The present trend of commercial industrialism is every day proving more conclusively the truth of that assertion till, with our own recent attempts to obtain a bonus that would be in reality instead of merely in name, a *cost of living* bonus, it may be accepted as an undebatable fact. Mr. Smith outlined a scheme of organization which, applied to the civil service, would work somewhat as follows:—

1. The formation of committees in each department in each district where that department is represented.

2. The appointment of one delegate from each of these committees, regardless of the comparative strength of the departments, to form a local council.

3. The formation of a principal council at the seat of Government.

Under this system the grievance of a man who has failed to obtain redress, is laid before the committee of his department, who would decide whether his grievance were real or fancied. If real, it would be carried by the delegate to the local council, which would have no option but to forward it to the principal council, the merits of the case having already been judged by those who know most about the class of work performed by the complainant and the conditions under which he works. The complaint so forwarded would be taken up with the authorities by the principal council, they in their turn having no power to set aside a case already adjudged to be legitimate.

The magnitude of their task has rather oppressed the committees of amalgamation in Vancouver, but after hearing Mr. Smith's address these difficulties seemed to melt away, for, said Mr. Smith, "All that is necessary is for each man here to talk to and

interest some other man in the movement. Then you may do what you will but you can't stop the movement, provided it is right and just."

When Mr. Smith left, leaving behind him a large quantity of enthusiasm, the meeting went into committee and placed itself on record as favoring one Dominion-wide civil service organization. It was debated whether this resolution should be placed before the executives in Ottawa, and nothing be done till their opinion was received, or whether an immediate start should be made. A feeling of eagerness pervading the meeting, it was decided to proceed without loss of time, and a constitution committee was at once appointed, with instructions to report on Tuesday, 5th October, when the next meeting will be held. It is the purpose of the joint committees to call a mass meeting of civil servants in Vancouver, and to lay before that meeting a workable scheme for the unification of all civil service organizations throughout Canada, with a comprehensive constitution subject at all times to amendment.

Too great emphasis cannot be laid on the enthusiasm of the meeting and the determination of the members to carry the movement to its ideal, one Dominion-wide civil servants' organization.

A Whitley Council for Postal Employees

(From the *Ottawa Journal* of September 11th.)

A Whitley Council for the Post Office Department is being considered by the Cabinet. The scheme for such a body was submitted by representatives of organizations of Post Office employees, Mr. Tom Moore, president of the Trades and Labor Congress of Canada, and Mr. P. M. Draper, secretary of the Trades Congress.

Submitted Draft Plan

Following conferences between Senator Robertson, Minister of

Labor, and a committee composed of Mr. Moore, Mr. Draper, Mr. W. J. Cantwell, president of the Dominion Postal Clerks' Association; Mr. J. S. Forsyth, representative of the Federated Association of Letter Carriers, and Mr. Frank Jammes, president of the Associated Federal Employees at Ottawa, a draft scheme was submitted to the Cabinet.

Way the Plan Works

The proposed council would be composed of 14 members, seven ap-

pointed by the Government, seven by the staff. The chairman would be a member of the official side, and the vice-chairman a member of the staff side. They would meet frequently. Their powers would not interfere with the prerogatives of the Civil Service Commission or the Government, but they would act as a board of appeal and consider postal employees' grievances. The main purpose of the council would be to bring about greater co-operation between the staff and employees. Each side