

*By Mr. Chevrier:*

Q. Now, does not that system of associations under the Civil Service Act work out somewhat as the Provincial governments and the Federal Government work out? They have their own peculiar local interests, and you have not yet found a means of getting an expression from the whole Civil Service as one Service?—A. Exactly.

Q. Now, to go on with Section 2, the distribution of seats on the council to be settled at a joint conference of all Civil Service associations. Are you in favour of that?—A. Yes, sir.

Q. Can you realize the difficulty of getting a joint council of all the Civil Service organizations?—A. We did it once; why not again?

Q. Of all the organizations?—A. Yes. The only people who have to pay the piper are the chaps from the West, who have to pay our expenses to come down here. The others do not have that burden.

Q. Now, terms of office, I think we can pass that over, and pass on to departmental councils, subsection 6. How would those councils be organized, and for what purposes?—A. Well, the local councils would be organized for the purpose of taking up questions that were only pertaining to that particular locality.

Q. No, just a moment. This is Departmental Councils, and not Local Councils, if you look at the Bill?—A. Well, all right; you could have in the Post Office Department, for instance, a representative or two, according to what is decided, with the departmental side. We would take up with the head of the Post Office Department, for instance, in the city of Vancouver, the question of the better administration of the office.

Q. These are the broad lines. Now, did you work that out in connection with, or having in mind, the present Civil Service law, the functions of these departmental councils on matters of purely departmental business, how could they function with the present Civil Service Law where the Civil Service Commission has the final word?—A. Well, now, I do not know just exactly what you mean.

Q. Supposing that the Civil Service Commission, which is the recognized authority to-day, decides that Mr. so and so is not entitled to promotion in a particular department, and he has a grievance thereby? The Departmental Council goes to one of the officers of the Department, and one of the officers selected by the Civil servants; would they argue this thing out, and find out whether there was any grievance?—A. I would say the Departmental Council should act quicker than that, that when a vacancy or promotion was going to happen in the office of the city of Vancouver, that the Departmental Council comprising the departmental and staff side should go into the question of the best one for the position before any one is recommended at all to the Civil Service Commission.

Q. Do you realize the conflict that arises between that and the present Service Law? Not that I am in any way criticizing it?—A. No, I don't. If there is a vacancy in the City of Vancouver, or a promotion in the City of Vancouver, and certain men apply for the position, and they are rated, they are not rated by the Civil Service Commission, they are rated by the local administration according to the merits of the case. Now, I say that that should be done in the local Councils.

Q. By the Departmental Council?—A. Yes. And it would be a safeguard, and would protect the Civil Service Commission in lots of instances.

*By Mr. Neill:*

Q. How often would they meet?—A. When the necessity arises.

Q. Every time there was a vacancy?

Mr. CHEVRIER: Every time there was a grievance.

[Mr. Fred Knowles.]