

APPENDIX No. 6

and in that way they get experience and see how the work is done. If they have the qualities of the older men, they will be just as good men as time goes on; but you cannot do the class of work that is being done in my office with inexperienced people, or with people who are not zealous and efficient, and naturally good hearted and good willed workers, people who are willing to work at any time. During the war, our people continued to come back after hours many, many times.

Q. Everybody in Canada has been doing that?—A. We found them agreeable and willing to do it.

Q. I notice from this statement that there are only two officials besides yourself who are receiving \$2,000 or over?—A. Yes, the other is Mr. Greenfield, who is the Chief Clerk of Distribution.

Q. You have spoken of the old men as possibly being one reason for the reduction in efficiency?—A. I do not go so far as to say that in regard to my own particular branch.

Q. What other causes can you give?—A. I do not know that any others exist actually; I would not say so.

Q. What about female labour as compared with male labour?—A. I have not had many females in the branch for very many years, and being comparatively young people they have been capable of doing good work.

By Mr. Charters:

Q. How many women have you?—A. Not a very great many. I could give you that presently by looking over the list.

Q. You have a considerable percentage of male employees receiving less than \$1,000?—A. Yes, these are the older men I spoke of.

Q. Who are receiving less than \$1,000?—A. Not less than \$1,000, but some of them have.

Q. Are these employees efficient?—A. Oh, quite so. They come in as packers and sorters at small salaries and they have been getting an increase of \$50 a year for some considerable time, I think they get \$100 now, which would be helpful to them, of course. When we take on new men, they are men of small salaries, packers and sorters very largely. They are not on the clerical staff.

By Mr. Loggie:

Q. Did they get the bonus?—A. They got the bonus. I think I am the only one who did not get the bonus. I was considered not to be entitled to it.

By the Chairman:

Q. It was only those receiving less than \$1,800, I understand, who got the bonus?—A. Well, afterwards they gave it to the deputy heads and the assistant deputy heads. We were perfectly satisfied up to this point when it was stated that it was to be given to the people up to \$1,800; and that those above that could manage better than the people with smaller salaries; but when they gave an increase to the deputy ministers and assistant deputy ministers, and no reason was offered, we felt we had been unfairly discriminated against.

Q. In regard to Joseph E. Petilerc and Achilles Robert, what action was taken?—A. A recommendation was sent to Council for an order of dismissal after Robert had been found guilty and the information to that effect had come back to the department; they have been dismissed by Order in Council.

Q. Now there is another employee I would like to ask you about, the same woman whose husband is employed in the C.P.R.?—A. Yes.

Q. She is on the temporary staff?—A. Yes.

Q. What reasons are there for employing her?—A. She has resigned.

Q. She has left?—A. She has left the service.