

*By the Chairman:*

Q. While we have not made an inquiry regarding leave in 1917, regarding leave in this branch, we have made inquiry in some other cases. While it was less in 1917, still it was very great. Does your association discuss matters of that kind?—A. Not from that point of view.

Q. Would it not be made lower if your association took it up in this way that when employees are absent from the office it at once creates a feeling of dissatisfaction in the other employees unless they know that they are properly absent?—A. Yes.

Q. It tends to increase the amount of work that the other employees must do, and would it not be in the interests of other employees to reduce as much as possible this unnecessary absence?—A. Yes, certainly.

Q. For that reason would it not be a good subject for discussion by your association?—A. Yes, the point is whether it is better to discuss it in that form or in another form when we discuss efficiency.

*By Mr. Redman:*

Q. Sick leave is usually granted on doctors' certificates?—A. Yes.

Q. And you personally have faith in the doctors' certificates have you?—A. No, far from it.

Q. What do you say in reference to the appointment of a special medical board of three members employed constantly by the Government, somewhat similar to the military boards who pass upon the soldiers, from whom it would be necessary to get certificates as to the necessity for leave on account of illness? Would that remedy the situation at all?—A. I have advocated the employment of a doctor by the Civil Service Commission, and so do some other persons, but some of the civil servants advocate being allowed to get certificates from their own doctors.

Q. You cannot speak on behalf, of the association, so I cannot ask you if it is agreeable to the association?—A. I cannot, because some members favour it, and some do not. Personally I favour the idea.

Q. Have you anything to say regarding the cause of inefficiency or management, if not we will take up the remedy?—A. No, I have not.

Q. What is your opinion with regard to the length of hours during which the service works. I notice it is a rather difficult subject for you, but if you care to express an opinion?—A. In the service at Ottawa?

Q. Generally, yes.—A. I think six hours are pretty generally considered to be the business hours for the service.

Q. What are they?—A. From nine till five with an hour and a half for lunch, and on Saturday from nine till one o'clock.

Q. That would be six and a half hours?—A. Yes.

Q. And on Saturday four hours?—A. Yes, and if a person works hard at clerical or office work for that length of time they will be quite tired enough. If they do not work hard that is another matter.

Q. What number of months on the average do you work from 9 to 4?—A. Well, June, July and August. This year I think it will be July to September, it depends upon when the House closes. We would work from 9 to 4 from the beginning of June to the end of September if the House were not sitting.

Q. I think five and a half hours is too short a working day, personally, and it is a great deal shorter than the hours in any ordinary business.—A. It is shorter than in some business, but I understand that there are some businesses that have very slack seasons, and while their employees may attend the office they are not very busy. Take lawyers' offices in the summer time, there is not very much done in July and August.

Q. However, you think these are reasonable hours?—A. Yes, I think so, they are reasonable hours; of course there are some who work longer hours than that.

[Mr. Joseph Charles O'Connor.]