

the Toronto delegates to furnish credentials.

Roll call of officers and delegates:

C. Gardner, President; S. H. Tease, Vice-President; J. W. Green, Secretary-Treasurer; L. Pickup, Organizing Secretary; A. Venables, Editor "Postal Journal"; H. L. Doyle, semi-staff post office representative.

H. W. Adams, Victoria; D. McCulloch, Vancouver; H. L. White, Lethbridge; Geo. Boothman, Calgary; J. Horswell, Edmonton; H. S. Bell, Moose Jaw; G. Grant, Regina; R. Beauchamp, Regina; J. Hunter, Winnipeg; S. W. Foster, Saskatoon; E. Glenn, Prince Albert; F. R. Sutton, Winnipeg; H. F. Sefton, Brandon; A. A. Bott, Port Arthur; J. Atkinson, Winnipeg; A. E. Crate, Toronto; A. Jacques, Montreal; W. Smith, Winnipeg; M. E. Hynes, Toronto; T. F. Walsh, St. John; Geo. R. Ferguson, Fredericton; W. J. Cantwell, Ottawa.

Proxy votes were held for the following offices: Halifax, Sydney, Brantford, Kingston, Fort William and St. Catharines.

The following committees were then appointed by the President:

Per Capita Tax and Representation: Messrs Walsh, Crate (convenor), Jacques, Sutton, Beauchamp, Adams and Boothman. Resolutions and New Business: Messrs. Tease (convenor), Grant and Cantwell.

Press: Messrs. Venables and Pickup.

Classification and Working Conditions: Messrs. Hynes (convenor), White, Sefton, Foster, Doyle and McCulloch.

Finance: Messrs. Hunter, White and Ferguson.

Numbers 8, 9, 10, 17, 21 and 35 of the Agenda were submitted to the Committee on Per Capita Tax and Representation for their consideration.

Venables—Cantwell: That the minutes be accepted as published in *The Civilian*, issue of August 4th, 1916, on the understanding that reference may be made to same later should the necessity arise. Carried.

Reports of Officers. Note.—These reports have been published.

Report of the President:

Horswell—Hynes: That as copies of the President's report have been supplied to all delegates, the report be adopted without being read. Carried.

McCulloch—Foster: That all correspondence relating to the resignation of Mr. Black, referred to in the report of the President, be tabled. Carried.

Report of the Secretary-Treasurer:

Pickup—Walsh: That the report of the Secretary-Treasurer be adopted as read. Carried.

Report of the Editor:

Adams—Smith: That the report of the Editor be accepted as issued. Carried.

Report of the Organizing Secretary:

Venables—Foster: That the report of the Organizing Secretary be accepted as read and that a list of the branches which have

failed to send in monthly returns, as stated in the report, be tabled. Carried.

Venables—Horswell: That numbers 7 and 8 of the Order of Business be suspended. Carried.

Report of the Legislation Committee:

Mutual Aid. Your committee have considered the question of Mutual Aid, referred to them by last year's convention, and beg to place the following facts before you:

In the first place, attention is drawn to the fact that, as time off for sickness in the Service is at present paid for under the usual restrictions, the need for a sick relief fund is not so pressing as in occupations where this privilege does not exist. Nevertheless, the presence of a fund which would be available in case of emergency is desirable and a necessary part of an organization looking to the furtherance of the fraternal bonds throughout its several branches, and especially as affording the smaller branches, in conjunction with the larger, an opportunity of doing something for themselves that would be otherwise impossible.

The purpose of the fund is to be considered more in the light of a temporary aid to provide the usual necessary medical attention, requisites, etc.

Your committee feel that such a scheme of relief, to be readily acceptable to the Service, would require to be offered at an attractive premium. It is, unfortunately, the rule more than the exception to put off making provision for the proverbial "rainy day," and experience shows that a good deal of coolness, if not indifference, is shown, especially by the younger men on the lower grades, when this subject is broached, while the older men on the higher salaries hardly consider the matter worth their attention. It seems, then, a reasonable deduction to infer that such a relief fund—and we say it in all charity—would probably be availed of more by those whose past experience might lead them to conclude that they would in the usual course of events have occasion to call upon the fund than by the average man of good health.

With respect to probable premium: this would naturally depend upon the benefits to be offered. The National Federation of Post Office Clerks of the United States have had such a fund in operation for the past four years and an analysis of its working may be interesting. Its membership during the first year averaged 265, second year 465, third year 615, and fourth year 910. They charge a premium of \$4.00 per annum, payable quarterly, and the benefits are \$7.00 per week after the first seven days' illness, up to a period of thirteen weeks. No benefit is paid for less than five days' sickness and \$5.00 for the first complete week. It will be noted that the increase in membership seems very satisfactory. The average amount of benefit paid would seem, how-