

### AN INTERESTING AWARD.

An award of great interest to Municipal Canada has just been made by the Board of Arbitrators in the dispute between the administration of the city of Montreal and the Police, Firemen, Engineers and Incineration Workers. In the preamble of the award, which is binding on all parties, appears the following pungent paragraph which should be just as applicable to other cities and towns in Canada where strikes of the Police have been threatened. The paragraph reads as follows:

"The Board of Arbitrators in its decision as to the formation of associations amongst municipal employees, and the affiliation of such associations with other organizations, do not intend or purpose to pronounce upon the right of workers in general to form societies and federates such societies, but have considered it advisable to rule against the federation of societies consisting of civic employees; and, in the larger services, such as Fire and Police, have provided that the employees be represented in the preparation of a manual covering such departments; and for all departments have provided a definite system for the consideration of all grievances; and have established an independent tribunal of arbitration which would ensure the civic employees ample justice."

In accordance with the above, one of the findings reads as follows:—

"Policemen may have their society or association for the consideration of their own affairs, but must not be affiliated with any other association, society or a union. The membership of such society or association will be confined to active members of the police force of the city, or retired members who are on the pension list.

"The Administrative Commission on request will promptly receive the officers or committee of such society or association for discussion of matters concerning the welfare of the police force and the city, and will render prompt decision on matters submitted to them.

#### Police Department.

	Salary Asked For	Salary Awarded	Present Salary
Captains .. . . .	\$2,000	\$1,800	\$1,600
Lieutenants .. . . .	1,800	1,700	1,300
Sergeants .. . . .	1,700	1,600	1,200
Detectives—			
1st Class .. . . .	2,000	1,700	1,600
2nd Class .. . . .	1,900	1,600	1,400
3rd Class .. . . .	1,800	1,500	1,250
4th Class .. . . .	.....	1,400	.....
Constables—			
1st Class .. . . .	1,600	1,400	1,150
2nd Class .. . . .	1,500	1,300	1,050
3rd Class .. . . .	.....	1,200	950
4th Class .. . . .	.....	1,100	.....
5th Class .. . . .	.....	1,000	.....
Stablemen .. . . .	1,200	1,000	860

#### Fire Department.

	Salary Asked For	Salary Awarded	Present Salary
Captains .. . . .	\$2,000	\$1,800	\$1,600
Lieutenants .. . . .	1,800	1,700	1,300
Engineers .. . . .	1,700	1,500	1,200
Asst. Engineers .. . . .	1,600	1,400	1,150
Firemen—			
1st Class .. . . .	1,600	1,400	1,150
2nd Class .. . . .	1,500	1,300	1,050
3rd Class .. . . .	1,400	1,200	900
4th Class .. . . .	.....	1,100	.....
5th Class .. . . .	.....	1,000	.....
Outside Supt. .. . . .	1,800	1,600	.....
Linemen .. . . .	1,400	1,100	.....

#### Promotions on Ability.

"The Arbitration Board has arrived at the opinion that in order to have an efficient police force in the service of the Corporation of Montreal and to insure continuity of good service therein and that proper encouragement may be provided to all employees in that force, some general rules regarding disciplinary measures should be formulated to meet the conditions existing. It is, therefore, the opinion and judgment of this Board that promotions should be based on ability, merit and seniority; that any member of the force who may consider himself unjustly treated shall have a fair and impartial hearing, providing written request is submitted to his immediate superior within five days, and a hearing shall be granted within five days thereafter. Decision is to be rendered within seven days after completion of hearing. If an appeal is taken it must

### WHAT CITIES AND TOWNS IN ENGLAND ARE DOING IN HOUSING.

Batley Town Council is to prepare a scheme for the provision of not less than 300 houses on sites in the possession of the corporation.

The Housing Committee of Blackburn recommends the erection of 500 houses.

The Chelmsford Town Council has also recommended the erection of 500 houses.

Nottingham Housing Committee recommends a scheme for at least 1,000 working-class dwellings.

Doncaster Corp. has decided to proceed at once with its scheme for the erection of about 380 houses.

The Housing Committee of Northampton has agreed that 500 houses are needed for that city.

Runcorn Rural District Council has decided to erect 150 working-class houses at Westonpoint, near Runcorn; 100 at Grappenhall, near Warrington; 100 at Helsby; 30 in the Frodsham district, and a similar number in adjoining villages.

Gainsborough Council has decided to erect 200 workmen's dwellings.

Mansfield Woodhouse Council has requested its surveyor to prepare a scheme for 100 houses.

Ripon City Council has approved the plan prepared by the surveyor for the erection of 130 houses.

Chester Rural District Council has decided to put into operation a scheme for the building of 150 cottages.

Rushden Urban District Council has prepared a scheme for erecting 100 houses.

Driffield Rural Council has sanctioned a scheme for the erection of 300 cottages.

### THE RECENT TROUBLES IN WINNIPEG.

The recent labour troubles in Winnipeg brought out very strikingly the importance of the part that a Mayor is often called upon to play. In this case, Mayor Gray acted as peacemaker between certain manufacturers employing alien labour and the returned soldiers. Naturally sympathizing with the soldiers, the Mayor had also to remember that he was Chief Magistrate of the city, and that he was able to bring about a settlement in such a delicate matter speaks well for Mayor Gray's tact. And yet the quelling of disturbances is but an incident, though in this case an important one, in the busy life of a mayor of a city the size of Winnipeg. It is the same in every other municipality in Canada. Every mayor and every alderman is giving more of his time and brain to the welfare of his community than the average citizen is aware of. It is certainly in the mayor and council that the community depends—especially in the days of trouble. Winnipeg is to be congratulated on its mayor.

be filed with the next higher official and a copy furnished the official, whose decision is appealed within five days after date of decision. At the hearing or on the appeal the employee may be assisted by a fellow employee of his own choosing.

"The right of appeal is hereby established whereby an employee may proceed in regular order of succession and in manner prescribed above, up to and inclusive of the highest official designated by the Administrative Commission of the City of Montreal, to whom appeals may be made. An employee disciplined or dismissed, on request, shall be given a letter stating the cause and be entitled to an examination of the records on investigation or on appeal. If the final decision decrees that charges against the employee were not sustained his record shall be cleared, and if he had been suspended or dismissed the employee shall be returned to his former position and paid for all time lost.

"It is the opinion of the Arbitration Board that the Administrative Commission of the City of Montreal is the proper authority to carry out this arrangement, and it is the decision of this Board that it put this arrangement into effect at once.