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R. Patching	C. S. Association of Ottawa	Ottawa.
A. D. Watson	C. S. Association of Ottawa	Ottawa.
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Robt. Sparks	Toronto P. O. Employees Assn.	Toronto.
E. W. Buckley	Niagara Falls Association	Niagara Falls.
Henry McLaughlin	Montreal Customs Association	Montreal.
A. E. Nevins	Montreal Customs Association	Montreal.
E. W. Miller	Appraisers Assn. of Dom. of Canada ..	Toronto.
A. Freeland	Ottawa Excise Association	Ottawa.
G. R. Smart
J. J. Flynn	Niagara Falls C. S. Association	Niagara Falls.
Jno. Lally	Cornwall Canal Employees Assn.	Cornwall.
Chas. S. Ellis	Sarnia Association	Sarnia.
E. L. Brittain	Ottawa C. S. Association	Ottawa.
Arthur Paré	Ottawa C. S. Association	Ottawa.
J. M. Macoun	Ottawa C. S. Association	Ottawa.
E. E. Stockton	Ottawa C. S. Association	Ottawa.
Marshall Thompson	Customs C. S. Association	Windsor.
R. M. Bouek	Williamsburg Canals	Morrisburg.
F. G. Allen	Ottawa P. O. Association	Ottawa.

The Civil Service Federation of Canada.

ANNUAL REPORT OF EXECUTIVE COMMITTEE.

To the members of the Civil Service Federation of Canada:

On behalf of your Executive Committee, the undersigned have the honour to submit the following report of the proceedings of the Federation during the year just closed, namely from April 1, 1910, to April 1, 1911.

As in previous years, the work of the Federation has fallen under four main headings, namely, (1) the promotion of organization in the civil service; (2) the collection and consolidation of opinion on civil service questions; (3) the presentation of the same to the government; and, (4) miscellaneous.

I.

Your officers are glad to be able to report that good progress has been made in the work of organization during the past year, and that the present sees us a notable stage in advance as compared with a year ago. There have been, of course, some disappointments. Chief among these is the fact that we are still without direct representation in our ranks for the large expanse of territory lying between the Great Lakes and the Rocky Mountains. The Dominion Civil Service Association of Western Canada, which formerly covered this field, has ceased to answer correspondence. So likewise has the Three Rivers Association. We are sorry to say also that with the various Postmasters' Associations of the different provinces we have yet to establish relations, and that the Railway Mail clerks' organization of the West also remain to be persuaded as to

the benefits of association with the rest of the service. That this is so is due, we are convinced, very largely if not wholly to the difficulties of interchanging views and of properly advertising the Federation. In addition we have lost one association — the Brantford Association — which for reasons unstated withdrew some months ago. The Customs Association of Quebec has amalgamated with the general association of that city.

In view of the general situation in this regard, we recommend to the Convention that it provide in a more definite way than heretofore the machinery necessary to take up this highly important work of organization in order that it may be pushed to the success it deserves.

On the other hand, turning to the more congenial task of recounting the gains of the Federation, much progress of a substantial character is to be recorded. Not only has there been an increase in the number of affiliated organizations, but there has been in many quarters increased activity in the branches themselves and an increased degree of interest on their part in the federated campaign. At the moment at which this report is written 50% more delegates have been promised to the annual Convention than on the eve of the Convention of 1910. The Customs Association of Ontario has considerably extended and solidified its organization, new associations at Chatham and Kingston having been formed. We expect to have with us at this Convention representatives of a Customs union of the Mari-