

CALL TO BE ISSUED BY THE OTTAWA ASSOCIATION FOR THE ORGANIZATION OF A CIVIL SERVICE FEDERATION.

To the Civil Service Organizations of Canada.

For some time past the need of a more tangible bond of union between civil servants throughout Canada, and especially between such portions of the service as have already achieved organization, has been felt by a large and increasing number. Numerous questions of the utmost importance to each and every employee of the Government have arisen from time to time and will remain unsolved until the service finds a united voice. Recent events have proved the value of organization among groups and classes within the service. The time has undoubtedly come when the principle should be extended, and the entire civil service brought on a proper basis into the movement.

The Civil Service Association of Ottawa, representing the employees of the Government at headquarters, recently brought forward the suggestion that a federation of the existing organizations within the service should be formed. A provisional Constitution, of which a copy is enclosed herewith, was drawn up and submitted for approval to the various bodies interested. Nearly all of these have consented to join in the movement, on a basis to be finally determined by mutual consent, and this Association is by request authorized to call the first annual convention of the Civil Service Federation of Canada, to be held at Ottawa, Thursday and Friday, April 29 and 30, 1909.

In extending this invitation to your organization, the Ottawa Association feels that it may briefly indicate some of the leading objects which in its view might fitly engage the immediate attention of the proposed Federation:

(a) The extension of the principles of civil service reform, as defined in the Act of 1908, to all branches of the Canadian civil service, this object to be secured through the education of public opinion, direct representation to the Government, and such other means as may be found expedient and proper;

(b) The securing for the whole service of a scale of salaries adapted to modern living conditions. While this is primarily a part of the duty of the several class organizations, a federation could undoubtedly perform a very necessary service in directing the general movement and the co-relation of its several phases;

(c) The obtaining of a just and uniform principle of organization and classification throughout all branches of the service.

(d) The securing of an equitable system of superannuation for the entire service on the lines suggested by the recent Royal Commission. It would be impossible to exaggerate the importance of this boon, both to the Government and to the service. The Ottawa Association and certain sections of the service are at the present moment in conference with the Government on the question; but the subject is one which concerns the whole service and could be dealt with much more effectively by representatives able to speak for the service as a whole.

(e) The obtaining of an extension of the insurance privileges granted by the Government to its employees. The service as an organized body should endeavour to secure the enlargement of these privileges and to educate its members to the value of the benefits thus placed at their disposal.

(f) The proper settlement of the income tax question is one which affects all members of the service alike. Up to the present the fight has been en-