

*By Mr. Chevrier:*

Q. Suppose we proceed and take the Bill as it is and criticize it. Let us take the sections as they are. Take Section 8-A, which you accept. Has this been conceived for the purpose of satisfying the Civil Servants? Let us see what they want. 8-A says: "8-A (1) The Governor in Council may establish for advisory purposes (a) national,"—Are you in favour of the establishment of a National Council?—A. Yes.

Q. "(b) Departmental councils which shall each be composed of an equal number of chief government officials and representatives of the Civil Service Employees to be known as 'the official' and 'staff' sides." Are you in favour of that?—A. Yes.

Q. "(2) The National Council shall be composed of nine members on each side?" Are you satisfied with that?—A. Yes.

Q. "In the case of the official side, the members shall be appointed by the Governor in Council from the principal officials of the departments." Are you satisfied with that?—A. That is all right.

Q. "In the case of the staff side they shall be elected by the different Civil Service Associations," are you satisfied with that?—A. Yes, sir.

Q. Just there, do you realize what the difficulty would be, the difficulty of the Civil Service Association having adequate representation?—A. I fully admit that that is the fault of the Civil Servants themselves. As far as the National Council is concerned, we are organized in a manner that we could to-morrow elect our quota to that Council without any conflict.

Q. "Civil Servants shall be allowed free choice in the form of organization adopted and the same may be on either a federal or amalgamated basis." Does that in any way change your present status? Have you got the right to do that or have you not got that right?—A. Yes, we have the right to do that now.

*By Mr. Woodsworth:*

Q. If I may interrupt you? Would the witness explain the difference between the Federated and the Amalgamated Association?—A. Well, as far as the amalgamated civil servants are concerned, we are one organization. That is to say, we have one set of National officers and we have one common treasury, irrespective of the occupation of the individual; and we are organized in this manner: We have a Post Office Section, a Customs Section, a Public Works Section, and so on, all the way down through the various departments of the Government. Now, the Post Office workers have autonomy on their own affairs. That is to say, anything pertaining to the Post Office is governed by the men working in the Post Office. Anything pertaining to the Customs is taken up by Customs' men for Customs' men and their decisions on customs matters are final and binding. We have also a local council in each city comprising a delegation from each departmental group. That is, two representatives from the Customs, the Post Office, the D.S.C.R., and so on, irrespective of the size of the personnel of each staff; and those councils take up all matters in respect of, or common to all, such as the various council problems, superannuation boards, or any matters concerning the Civil Servants as a whole. Now, that is the way we are operating, and seriously, we think the Civil Servants of the country should be organized in like manner, to run their business efficiently from their own viewpoint. Now, a Federation is a loosely connected organization of organizations. That is to say, you have a number of organizations, each with a president and secretary, and they are loosely connected together, and sometimes antagonistic too.

[Mr. Fred Knowles.]