

eration is now and in future may be composed, and while sedulously guarding the special objects for which these units came into being, shall at the same time insure conformity to a carefully thought-out policy of centralization. This is a question of the policy of the Federation as distinct from its constitution. Quite properly the constitution admits almost all sorts and conditions of organizations into the common bond.

For our own part, we see no difficulty in reconciling the two different principles which appear to have arisen. There should be plenty of room for both. Nay, there must be room for both. While it is dangerous, with imperfect information, to hazard an opinion in such a matter, we would like to add a more specific word. Where numerical strength permits, organization on the class basis clearly presents some favourable features which the other form does not. It ensures identification of interest in the matters which the law places nearest the hearts of the members. It avoids the danger of friction or lack of interest as between members under different dispensations, than which no more potent breeder of disintegration can be imagined. There are at least six distinct classes which should be numerous enough to devise separate organizations for themselves on this basis, namely, the Postmasters, City Post Office Employees, Letter Carriers, Railway Mail Clerks, Customs Officers and Excise Officers, in addition to the inside service. In fact, nearly every one of these have already recognized their opportunity, and one or two have gone as far as could under almost any circumstances be imagined. This, however, is not meant to decry the other form of organization. In the smaller localities, the local basis

is the only basis possible. Even in the larger centres the local principle should always accompany and supplement the class principle. In short, what we would ourselves like to see would be the completion of a series of strong class organizations extending over the whole area of their respective fields of employment, but open at every point to prompt co-operation with other similar organizations. These would be the natural protectors of all interests of a distinctly class nature. In the larger localities the several units of these class organizations would combine to form a council to take up the several matters of common interest such as the formation of social clubs, the launching of co-operative enterprises, athletics, the adjustment of salaries on a cost of living or local basis, and other similar activities. These councils would probably look for their chief inspiration to the federation headquarters, while their units would look for guidance to the head offices of their several class organizations. In the less important localities the conglomerate form alone would prevail under the direct supervision of the federation. Possibly some form of chartering by the federation might be devised to simplify these somewhat complex relationships. The federation could then charter direct the central class organizations and the local councils or composite bodies, leaving the central class organizations to control directly their several branches.

In any event one very important matter must not be overlooked by the convention. Whatever the ideal scheme of organization it resolves to put forward, it must back it by strong and capable machinery to insure its being carried out. The officers will not alone be able to cope with the task. Even a special officer would