

Ottawa, November 21, 1919.

Dear Sir:—

I have your letter of the 11th instant with reference to the vacant position of collector of customs at the port of Vancouver, in connection with which you ask for certain information.

Your first question is why the qualifications of "customs experience" were not included in the advertisement. In reply I am to say that it was not thought desirable to restrict the field of competition by the insertion of this requirement. Obviously applicants who were able to show actual experience in the line of work for which they are applying would in this, as in all cases, have a very distinct advantage over those who are not thus experienced. In the scale of marking in all competitions, as you are no doubt aware, "office experience" stands very high on the list of requirements and receives high rating. Consequently, other things being equal, a man with experience would have very great advantage over his inexperienced competitors.

With reference to your second enquiry as to "why it was found necessary at all to advertise the position for competition, there being a number of eligible employees in the Customs Service of Canada and particularly at the port of Vancouver who might be promoted to this position", I am instructed to say that phase of the question was very carefully and thoroughly considered, and was the subject of a good deal of correspondence between the Department and the Commission. The final result was that the Commissioner of Customs advised the Commission in his last communication on the subject that the Department was not prepared to recommend any official for promotion and desired that the vacancy be filled by open competition.

I may add that those officials at present in the Department who might in any way be considered to have claims on the position were most carefully considered individually and reported upon to the Commission before this decision was finally arrived at by the Commissioner of Customs and acceded to by the Commission.

It is hardly necessary for me to point out to you and to the Federation that the judgment of the responsible head of a Department must necessarily be allowed to carry very great weight with the Commission when matters of this kind are being dealt with, and the more important the position the greater the responsibility on both the Department and the Commission to use the utmost care and the best of their judgment in making an appointment.

Yours truly,

W. FORAN, Secretary.

C. J. Tulley, Esq.,

## EXECUTIVE BOARD MEETINGS

November 7, 1919

*Members present.* — Messrs. Grierson, Burling, Burns, Kehoe, Forsyth, Sheppard, and Tulley.

*Superannuation in Printing Bureau.* — Moved by Mr. Burns, seconded by Mr. Kehoe, that the question of the order-in-council granting superannuation to certain members of the Printing Bureau be referred to a committee made up of Messrs. Sheppard, O'Connor, and the secretary, to investigate the principles of the superannuation order passed for the Printing Bureau, and also to investigate the effect of the application of these principles not only to the Printing Bureau but to the whole Civil Service of Canada. — The motion carried.

*Office cleaners.* — A committee comprising Messrs. Grierson and Tulley was appointed (with power to add to their number Madame Mercier, president of the Office Cleaners' Association) for the purpose of waiting on the Honorable the Minister of Public Works in order to take up thoroughly the grievances of office cleaners.

*Vancouver collectorship.* — Moved by Mr. Burns, seconded by Mr. Forsyth, that in consideration of the advertisement which is appearing in the public press offering the position of collector of customs for the port of Vancouver for competition, the Civil Service Commission be communicated with, with a view to learning why the qualifications of customs experience were not included in the advertisement; and also why it was necessary at all to advertise the position for competition when there were a number of eligible employees in the Customs Service of Canada and particularly at the port of Vancouver who might be promoted to this position. — The motion carried.

*Reinstatement of western employees.* — Moved by Mr. Kehoe, seconded by Mr. Sheppard, that the Government be asked for a reply to the communication of the Federation relative to the reinstatement of the western postal employees who have lost their positions on account of the strike which took place in Western Canada last summer. — The motion carried.

*Bonus regulations.* — Moved by Mr. Burling, seconded by Mr. Tulley, that, Whereas section 1 of the Bonus Regulations of the Civil Service Commission provides that "no employee shall receive a combined salary and bonus for the present fiscal year less than the combined salary, bonus, and living allowance entitled to be received by the employee for the fiscal year ending March 31, 1919"; And whereas this operates to the disadvantage of the men who have returned from overseas

since March 31, because they received no bonus for last year, and gives a larger bonus to the men who did not go overseas than it gives to the men who spent the previous fiscal year overseas; Resolved, that the officers of the Federation take up with the Civil Service Commission the necessity for making such changes in the regulations as will remove this discrimination against the returned men. — The motion carried.

November 22, 1919

*Members present.* — Messrs. Grierson, Burling, Burns, Kehoe, Sheppard, Forsyth, Ryan (for Mr. O'Connor), and Tulley.

*Retroactive classification.* — Moved by Mr. Burling, seconded by Mr. Kehoe, that the telegram received from the Civil Service Association of Manitoba protesting against the action of the Government in not making the Classification Bill retroactive to April 1, 1919, in accordance with promises made, be transmitted to the Prime Minister and that he be asked for a statement as to what reply should be made to such resolutions. — The motion carried.

*Full-time President.* — Moved by Mr. Kehoe, seconded by Mr. Forsyth, that Mr. Grierson be given charge of the organizing of the Civil Service, a task to which his whole time shall, if possible, be given after December 1. — The motion carried.

*Executive meetings.* — Moved by Mr. Burns, seconded by Mr. Forsyth, that the resolution admitting the press to the meetings of the Executive Board and General Council assented to by the Executive Board on June 30th last be rescinded and that a publicity committee composed of the president and secretary be appointed to provide statements of business for publication. — The motion carried.

*Affiliation with labor.* — Moved by Mr. Burling, seconded by Mr. Kehoe, that in accordance with resolution passed at the last convention a referendum be taken on the question of affiliation with labor before the next convention of the Federation and that this referendum be taken by the affiliated associations. The motion carried.

*Next convention.* — Moved by Mr. Burns, seconded by Mr. Sheppard, that the next convention be called for the week commencing the second Monday in March next, subject to the approval of the general council. — The motion carried.

*Per capita levy.* — The secretary was instructed to make the per capita levy for 1919-1920.

The meeting adjourned after a short discussion relative to a more efficient organization of the Service.