

# The Canadian Engineer

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President and General Manager  
JAMES J. SALMOND

Assistant General Manager  
ALBERT E. JENNINGS

HEAD OFFICE: 62 CHURCH STREET, TORONTO, ONT.  
Telephone, Main 7404. Cable Address, "Engineer, Toronto."

Western Canada Office: 1206 McArthur Bldg., Winnipeg. G. W. Goodall, Mgr.

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## ASSOCIATION OF C. B. & C. I. CONSTITUTION

THERE should be no delay in adopting the constitution that has been drawn up for the Association of Canadian Building and Construction Industries by its president, J. P. Anglin, of Montreal. The association has been badly handicapped in its work this year by the lack of such an instrument. Both Mr. Clarson, the former general secretary, and Mr. Reilly, the present acting general secretary, have been placed in the undesirable position of "passing the hat" instead of being able to solicit membership upon a clean-cut basis in a definite organization.

The Association of Canadian Building and Construction Industries began well at the splendid general conference held last November in Ottawa, but since then it has been largely a mythical and shadowy form, lacking definiteness and concrete shape. The constitution which Mr. Anglin proposes, if formally adopted by the members of the national council, to whom the delegates of the last convention gave the right to prepare and adopt such a constitution, the whole status of the association will be materially and beneficially changed.

By the adoption of this constitution, the association will become a living entity. There will be a definite *modus operandi* and fees will be collected upon a business-like basis. The relations of the association to local bodies will be clearly defined, and through the large representation of local bodies in the membership of both the association at large and of the national council, the various builders' exchanges through the country will, to a large extent, govern the affairs of the national association. In fact, with the strengthening and growth of the local associations that will result from the co-operation of the national association, the representation of local associations will so grow that the national association will largely become a national parliament of representatives of local associations.

These representatives, who will in the main be representatives of a large number of comparatively small firms throughout the country, will be aided in their deliberations, and their actions will be given additional weight and prestige, by the presence in these national parliaments of the direct members, who will in the main be representatives of the big business interests of the country.

## ARBITRATION vs. INVESTIGATION

AN interesting article in the constitution that is being considered by the national council of the Association of Canadian Building and Construction Industries, but one which is not likely to prove of very tangible benefit to members of the association, is the article providing that the executive committee be empowered to appoint arbitrators to hear and decide controversies, disputes or misunderstandings relating to any commercial matters or practice as between members of the association, which may be voluntarily submitted by the parties in dispute.

We venture to predict that the executive committee will not be worked overtime with the appointment of such boards of arbitration. A board appointed in such a manner would be a tribunal or investigating committee, but not a board of arbitration. The members who make use of this clause will be practically referring their disputes to the executive committee, or at least, practically speaking, to a sub-committee whom the executive committee may appoint to examine into and settle the dispute.

There is only one way in which a real board of arbitration can be formed, and that is the generally recognized method of having one party to the dispute appoint one member and the other party to the dispute appoint the second member, and then to have those two members select a third.

It is possible, however, that the arbitrations which the framers of this constitution had in mind, were not so much industrial or financial disputes as trade customs or practices. Just how far the executive committee or national council of the association should go, either directly or through appointed committees, in legislating trade practices, is a debatable point and one which will no doubt be the subject of much discussion in years to come.

There is no question but that the association could be of material benefit to the building and construction industry as a whole by enforcing certain desirable customs and by eliminating a number of undesirable practices; however, activities along these lines are very likely to be challenged by individual members, and might be misunderstood by the public as savoring too much of a "gentlemen's agreement" or "contracting ring." The arbitration article in the association's constitution will prove to be either a dead letter or else somewhat of a "joker," pregnant with possibilities.

## C. M. I. COMMENT ON CLASSIFICATION

"COMMENT on the new Civil Service classification and schedule of compensation has already appeared in several recent issues of the 'Bulletin,'" says the October issue of the "Canadian Mining Institute's Bulletin." "The proposals embody the recommendations made to the government by Arthur Young & Co., of Chicago, Toronto and New York, and they have called forth serious objections from many of the engineers in the civil service.

"The classification proposed is so unscientific and cumbersome that it is an almost impossible task to make a comparative analysis of the salary schedule as it applies to technical men in the different government departments. So far as is possible, however, such an analysis has now been made by Arthur S. Tuttle, chairman of the U.S. Engineering Council's committee on classification and compensation of engineers.

"Since this committee has made a special study of the subject, Mr. Tuttle's report carries weight. It raises many of the same criticisms which have already been voiced by individual engineers."