

A promising and encouraging development was reported in the December *Civilian* in the affiliation of the Dominion Postal Clerks Association and the Federated Association of Letter Carriers. Congratulations are extended to the new body with the hope that the unification of the whole postal service may shortly be brought about. Happy New Year to the Canadian Federation Postal Employees.

Let us suppose for a moment that it were possible to so exasperate the Government by a continuous stream of protests and supposing the government were thus animated long enough to ask "what does the Service want? Would not an unanimous reply be given: "establish Whitley Councils." Whitleyism is not an experiment. It is a fact. It has operated successfully in the British Isles and the United States. This is the answer to the problem. Let the Service raise a united voice to make the answer heard.

One of the good features of the passing of the O. in C. of Dec. 16 affecting Temporaries is the relief afforded a really serious problem in the outside branches of many of the departments and *The Civilian* desires to extend congratulations to the large numbers who have suffered for years from the disadvantages of temporary service. It is believed that pay will be made retroactive from April 1, 1919 with the added benefitss of full holidays and sick leave and superannuation when it comes.

Criticism of the Board of Hearing under the present circumstances is not destructive. It is a frontal attack in public upon alleged abuses within the citadel of Merit in order to save Merit and the Commission rather than the political idea of administration. To eliminate a possible evil in order to sustain one of the greatest principles in Canadian law is believed to be the purpose of the action being taken. If this is not done by friends of the Merit System, advantage will almost certainly be taken of the situation by the enemies of Merit, *in secret*, by an attack from the rear, to undermine Merit in favor of political Patronage.

Some individuals in public and private life, who are uninformed as to the serious moral principles involved, have declared in favor of a return to the Patronage or Spoils System in appointments and promotions in the civil service. Among those is a prominent member of Parliament, who introduced a resolution in Parliament to that effect. Another prominent man, Mr. W. T. R. Preston, has publicly announced his determination to secure the pledges of active political workers all over Ontario to oppose all candidates in favor of the "Merit System". Mr. A. O. Chailifoux, before the Progressive Club of Montreal, in ex-

plaining patronage said: — "Political Patronage had been a large factor in politics and was no great danger to the country, and also the Commission administering the Merit Law is a great menace to the political life of Canada." In the United States for years there has existed a National Civil Service Reform League, with branches in all the States, engaged in a fight against the Spoils System in connection with the personnel of the civil service. The leaders in this movement included such men as Charles Eliot, president-emeritus of Harvard University, Joseph Choate, Charles J. Buonaparte and Seth Low. The formation of such a body of public-spirited business and university men is urgently required in Canada to safeguard a great ethical principle, and an effort in this direction will be made in the near future.

The Civil Service Commission would find in the goodwill, confidence and trust of the civil servants as the employees, a great advantage and boon in maintaining and perpetuating the Merit System, (as opposed to Patronage), and the enduring stability of the Commission as the administrator of the Merit Act. Therefore the influence of the Commissioners is urgently required to encourage civil service associations and to harmonize and compose as much as possible any conflicting and divergent interests that may occur in staff associations.

In Industrial Councils, it is assumed by the authorities to be obligatory that Trades Unions exist to represent the case of each craft. In the Civil Service Councils, a similar opinion is strongly expressed in the report as a *sine qua non* of Success in these words:—"Before a Joint Committee (Civil Service) could satisfactorily be established it may in some cases be necessary that inquiries should be made in consultation with the Minister of Labor to ascertain if the staff is sufficiently well organized to admit of satisfactory representation by associations.

The basic importance of organization on both sides is recognized to such an extent that industries are divided into groups according to the extent to which the industry or class is organized into associations in order to meet the requirements of the Whitley plan.

It is generally acknowledged that the economic conditions prevailing among civil servants are the most important causes of unrest in the public service. That is to say, the feeling aroused is due, not to the classification per se, which is freely acknowledged to be desirable — the dissatisfaction seems to arise in a very great degree from the fact that the salary schedules in the Classification, even though augmented by the Bonus, fail to provide a living wage under the conditions of living of the past five years, and the accumulative deficit in this period has become a heavy burden.