

ment of the objectives of the organization. It therefore behooves the delegates to exercise their best judgment in the selection of those who are to look after their interests during the coming year.

I sincerely appreciate the confidence which you have reposed in me during my term of office and I am personally satisfied the interests of this Association have been as carefully protected as such humble talents as I may possess permitted.

This report would be incomplete without a reference to a particular service that was rendered, not only to the members of this Association, but to the entire Civil Service. I refer to the dating-back of classification. The difficulties to be surmounted in bringing this about can hardly be conceived. Every effort put forth while the legislation was before the House of Commons and the Senate having proved abortive, your executive still persisted, realizing that pledges given by the Government, through its responsible Ministers, were being violated. A hastily summoned meeting of your executive was held in Montreal, to deal with the situation which had arisen, and while it is not possible, for reasons that must be obvious, to make public the program which the executive decided to follow, I am sure you will appreciate that on this occasion your Dominion representatives handled a very delicate situation in a very satisfactory manner.

In conclusion I bespeak for my successor in office a continuance of the loyal and hearty support which you have given me during the past year.

Fraternally yours,

WM. J. CANTWELL,

Dominion President.

Report of Vice-President

The following report was read by the vice-president, Mr. T. R. Elsam:—
Gentlemen,—

Twelve months have elapsed since we last met in convention at Montreal, and although much has happened and much has been attained since that time, still, on the all important question of salaries we are, as we were, still looking for the expected increases. At the same time the conferences between the Government, the Department and the Civil Service Commission and the Association in April last resulted in much good work being done, and many important concession obtained. True, some of these have not been lived up to as we had the right to expect, but I believe there is every likelihood of these matters being satisfactorily adjusted.

The special committee appointed to deal with the all important matter of "Re-classification" has had a busy time, and the

results of its labours are not yet, I believe, apparent, although I am satisfied much good work has been done.

At the time of writing, I am not exactly sure how this and other questions stand, for, owing to my having been on the sick list the last six months, I have not been able to keep in touch with our affairs as I should like to have done.

The work of the executive has fallen practically entirely on the shoulders of our president, Mr. W. J. Cantwell, and since the committee met in Montreal in November last he has performed yeoman service for our cause. His presence at Ottawa has given him the opportunity and his proved ability has enabled him to deal with the various matters in which we are so vitally interested in a manner which I am sure you will agree has left little if anything to be desired. He has ungrudgingly and unsparingly devoted the whole of his own time to our interests and has tackled every problem which has presented itself in a most masterly manner. I am sure that as long as we can induce him to remain at our head, our interests are in the best possible hands.

There are many matters I could refer to but for the reason given above, which prevents me from dealing with them with a proper sense of certainty, and I have no doubt they will all receive due attention in the reports of our president and secretary-treasurer.

In conclusion I should like to express my appreciation of the honour you did me in electing me to the position of vice-president in March last and my regrets that ill health has prevented me from being of that service which I had hoped to have been.

I wish the convention every possible success and remain, gentlemen,

Yours faithfully,

T. R. ELSAM,

Dominion Vice-President.

Report of Secretary-Treasurer

The secretary-treasurer submitted the following report:—

Gentlemen,—

As in March, 1919, when we last met in convention, we meet together in expectation, coupled with hope — in some cases despair — that when classification becomes effective it will provide a fair and reasonable rate of remuneration for postal employees who have been close to the bread line since the reign of the H. C. of L. was inaugurated, coincident with the outbreak of war. Despair kills effective action, so away with it and work with redoubled effort to attain the goal of your desires. We have a hard fight before us and can look for very little as-

sistance from any quarter, at present. The Government, while preaching economy to the public, are forcing their servants to economize to an unprecedented extent, harmful in its effects on the health of their servants and the families of their servants. Sympathy — it is dead, killed by capitalistic reactionaries. Statistics on the cost of living — what is the use when the Government will not believe their own figures? Strike — past events have proved the fallacy of such methods and have shown that it is the strikers who suffer the most. Organization — this is the key to the situation and when the workers learn the combination — they already have a good hold on the key — then the days of reaction will quickly be followed by a new era of progress, in which those that labour shall share according to the measure which they give.

It must be admitted that much has been gained during the past twelve months and this association can take credit for having been instrumental in obtaining many concessions and assisting, in no small degree, in obtaining others. The work of the past year will be reviewed by the convention, so it is not necessary for me to enter into details.

I have been greatly handicapped during the year through sickness, both as regards myself and my family, and also by the mails being disorganized for a long period, due to the general strike staged in Winnipeg in the months of May and June, 1919. As you are aware, postal employees at Winnipeg, Saskatoon and Calgary took part in this strike and as a consequence of their refusal to return to work when ordered by the Government to do so, many hundreds were dismissed from the Service. I cannot help but feel that the hasty and ill-judged action of these men has had a detrimental effect on the efforts of this association since that time.

During the progress of the strike, when the situation looked very serious, I wired our president to call the executive together at Ottawa in order that we might discuss the situation and devise ways and means of dealing with any eventuality which might arise due to the strike. After events have proved that the expenditure thus incurred was unnecessary, but in extenuation I must plead ignorance of all knowledge of clairvoyance.

Although elected a member of the Classification Committee, I regret to say that I have done but little to assist this committee in the great task which confronted them. I did not attend the first meeting of the committee, due to the fact that my services could not be spared from the office at that time, every available experienced clerk being required in order to