

substantial character of the grant by way of special vote and bonus of eight million dollars, he stated that this was about the equivalent of the entire revenue for the year from the Income War Tax Act. That is to say all moneys receivable from income tax payers during the year are being devoted to bonuses to the Civil Service owing to war-time conditions."

The Civil Service Federation made the following statement in announcing the previous transmittal of their letter of December 2 to the Government:

### Federation's Statement

"Sir Thomas White, Acting Prime Minister of Canada, yesterday gave out a letter written by Government on November 26, twelve days before. In it Government has answered a request for a board to arbitrate a war bonus by refusing to arbitrate a re-adjustment of salaries. Government has also removed all doubt as to whether the difference is one of phraseology alone by referring to the work of the Civil Service Commission as covering the case.

"We called Government's attention to the fact that its reply did not answer our memorial seven days ago in our letter of Dec. 2. We were fortunately able to send this letter out over the wires on the same date as the Prime Minister's letter.

"Government's additional statement given out on December 8, with their letter of November 26, re-opens the question of the equalization of salaries east and west. This question, which was specially omitted from our memorial because Government had told us that it was still under consideration by Cabinet, will not be taken up at the present time.

"Government's statement also contains the surprising information that, in effect, all monies received as income taxes for the past year are being devoted to bonuses to civil servants. If the amount of money given to Sir William MacKenzie and Sir Donald Mann had happened to be eight instead of ten or more million dollars Government could have informed the income tax payers that their contributions were all being given to these two men instead of to fifty thousand civil servants.

"Since income tax money is being given entirely to the Civil Service, however, income tax payers should know that Government has distributed it to the lowest salaried employees only of a group of 50,000 representative citizens whose average salary, from the highest to the lowest, is only \$45 a year better than that of the street cleaner in the city of Toronto.

"Income tax payers should know also that men permanently employed and grow-

ing old in the Service, have been denied participation in the distribution of these tax receipts because these men have been called labourers and get paid in cash on a monthly basis, instead of by cheque on a yearly basis. They should know that there are returned men who are not receiving anything, who would be getting something if they had not gone to France. They should know that there are soldiers' wives who are not receiving anything, who would be getting something if their husbands were not now in France.

### Ask for a reply.

"We have waited seven days since calling the attention of Government to the fact that we have not yet received an answer to our memorial, and in accordance with our plans have forwarded to the Acting Prime Minister the following letter:

### Federation's reply to Government's Letter of Dec. 2.

Ottawa, Dec. 9, 1918.

"Sir Thomas White,

"Acting Prime Minister, Ottawa.

"Sir,—On December 2 we again called your attention to a condition of affairs which is seriously crippling the efficiency of the Service.

"Over two weeks have elapsed since we asked for a board of arbitration and conciliation to deal with the requested war bonus of \$350 to all, and the manner of its distribution. As pointed out in our letter of December 2, your letter of November 26 refuses to arbitrate, not the war bonus, but the re-adjustment of salaries. Our organizations are unable to accept this as a reply to our request.

"We specially postponed further action on our requests for the equalization of salaries east and west and for a minister of personnel because we had been informed officially that these matters were still under consideration by Cabinet.

"We beg to point out that we are speaking for 50,000 employees of the Federal Civil Service. They are fully aware that salaries are in process of adjustment under the auspices of the Civil Service Commission, and are looking to us for a reply to their request for a board of arbitration and conciliation regarding the war bonus. We realize that there may be delays involved in the institution of such a board, and we feel that the insistent demands made upon us by the Service for a reply will be in a measure satisfied if we receive some assurance from you that the matter is still under consideration and that Government will reply.

(Sgd.) "F. Grierson, president;

"L. D. Burling, secretary.

"We shall wait a reasonable time for a reply to this letter, and shall then place all the facts before a general meeting of the local and nearby affiliated organizations of civil servants. The organizations represented at this meeting will have a combined membership of over fifteen thousand Government employees. The public will be taken into our confidence fully as to any plan we may adopt."

The Civil Service Federation held the proposed meeting on the evening of December 14, at which 51 representatives were present, and gave out the following statement:

### Miniature Convention of Dec. 14

"The Service is scattered from coast to coast and includes as diverse elements of service as it would be possible to bring within the ranks of one organization. In the extensive correspondence that has been carried on, different groups in different cities have expressed different conclusions regarding the line of action that should be taken in the present emergency.

"It became, therefore, the province of the executive officers of the federation to decide, if possible, on a plan that would commend itself to all its affiliated organizations. In advance of referring the proposed plan to the individual associations for a vote it was decided to hold a miniature convention and to get the benefit of open discussion between the various representatives.

"The general plan proposed by the federation was approved by the meeting of December 14, and it will now be transmitted to very one of our 200 and more affiliated organizations for approval at the proper time. It will then be signed by all of our various Dominion, district, provincial and local association officers, and transmitted to the Government."

The next move in the campaign to secure the full \$350 bonus for all was made by the Civil Service Federation on December 15. The Federation assumed the initiative and endeavoured to organize a board of arbitration itself by asking Mr. Crerar, Minister of Agriculture, to act as the Government representative. The following statement was issued to the press on the 16th:

### Mr. Crerar asked to represent Government on the Board of Arbitration

"Government has on three separate occasions (Acting Prime Minister's letter of November 26, Order-in-Council of December 10, President of Privy Council's letter