

The average percentage of increase in the annual salaries of the permanent House Staff is twice that of the Departmental Staffs but is less than half the percentage of increase in the cost of living during 1914-1919.

Only Civil Servants belonging to trade unions (plumbers, electricians, and carpenters) and temporary house employees have received increases at all proportionate to the increase in the cost of living.

GENERAL

In Canada and the United States there has been a steady increase in the wages paid to the trades, an increase fully commensurate with the increase in the cost of living since 1914. This has not been so for the salaried classes, but during recent months there has been wide public recognition of the need for adequate payment of these workers, and substantial increases have been voted by civic bodies, corporations and other employers. The daily newspapers supply ample evidence of this.

The Report of the Advisory Committee on Wage Policies of the Joint Congressional Commission on Reclassification of the Civil Service in the United States recommends an absolute minimum wage of \$1,320 for Government workers, with the possibility of reaching \$2,200 at the end of the sixth year, this recommendation predicated upon the raising of the efficiency standards of the service, provision for retirement of superannuated employees, and the elimination of employees otherwise sub-standard or unnecessary. The \$1,320 and \$2,220, it is pointed out, are equivalent to salaries of \$733 and \$1,223 at the pre-war value of the dollar.

The Canadian Bank of Commerce has maintained its pre-war policy of annual increases. The rate of increase has been raised recently by amounts varying from \$100 to \$500, and a bonus of approximately 20 per cent. has been paid for the past year.

The Dominion Bank has continued during the war its annual increases in salary and has paid a special war bonus during the past three years. Last year increases of 15 per cent. with a bonus of \$100 were granted to men with salaries under \$2,000, and the same rate of increase with a bonus of \$200 to men with salaries over \$2,000.

The University of Toronto has granted its staff an increase of 25 per cent. on current salaries.

The Board of Education for Toronto after full investigation of the relation between the cost of living and the salaries paid its employees, granted in February, with the written approval of many hundreds of Toronto's heaviest taxpayers, a permanent increase of 25 per cent. (in some instances more) on current salaries with, generally, an increase for