

mendation, such report was given great weight by the public.

In some instances employees have not readily seen the wisdom of being influenced by similar considerations in selecting their representative on the Board. They are inclined sometimes to select a man whose views on the question in dispute are so pronounced and so unalterable that he is really only an advocate and in no sense an arbitrator. And yet the Government wisely refrains from interfering with the choice of the workmen. I feel confident, however, that the workmen themselves will eventually see the propriety of selecting a representative on the Board who while loyal to their interests nevertheless, realizes fully the quasi-judicial character of his duties.

In the personnel of the Board be satisfactory the operation of the statute is usually successful.

As to the Constitution of the Board itself, I thought at one time of suggesting to the Minister of Labor a proposal that the Board should consist of five members instead of three, and that of these five members three should be appointees of the Government. A majority of four and of five would have more weight than a majority of two and of three. But the larger Board would be more expensive and as time passed there might be difficulty in getting eligible and acceptable men willing to act. The present law has worked so smoothly that I would think a larger Board would be considered necessary in Canada, but I mention the point for your consideration.

As to your question whether this legislation might well be extended to apply to all employments, I do not think it should be extended to other employments, unless at the solicitation or with the approval of representative employees in these other employments.

Last year Dr. Clark, an American expert on this question visited Nova Scotia and other parts of Canada at the instance of ex-President Roosevelt. Dr. Clarke won the confidence of employers and employees here. I understood that he embodied his views on our Labor Legislation in a report to the Washington authorities. If so you would find such a report of great value. If you can procure me a copy of it I would like to have one

With best wishes,

Yours faithfully,

P. S. Some persons advocate the creation of a permanent conciliation Board of Three. For various reasons I am inclined to think that such a change would not be an improvement.