

Mr. MAYBANK: Add marriage to that.

Mr. FAIRWEATHER: I would not want to get into that.

Mr. VIEN: Would you not say there is more than 1 per cent superannuated or dying year after year?

Mr. FAIRWEATHER: That is about what I would say.

The CHAIRMAN: That amounts to about seven thousand a year.

Mr. FAIRWEATHER: Yes. Our normal staff of employees is close to 100,000, and 1 per cent of that is 10,000 people.

Mr. VIEN: 100,000? 1 per cent would be 1,000.

Mr. FAIRWEATHER: I beg your pardon. I have made a statistical error. The pensioners would run about 1 per cent, I would suppose; and I would not venture a guess at the deaths.

Mr. VIEN: There are some who are discharged for cause and there are some who die out, and there are some who are superannuated because they are injured or because they have reached the age limit. All these taken together represent what in terms of percentage of the total number employed?

Mr. FAIRWEATHER: I could not answer that offhand.

Mr. VIEN: Would you say that 5 per cent would be an exaggeration?

Mr. FAIRWEATHER: I could not answer that question offhand, sir.

Mr. MAYBANK: Talking of \$1,000,000 of saving, is that the annual saving effected by these various schemes?

Mr. FAIRWEATHER: Yes.

Mr. MAYBANK: So about \$600,000 of that is railway labour?

Mr. FAIRWEATHER: I would say so.

Mr. VIEN: The figure given was \$1,600,000.

Mr. MAYBANK: Sixty per cent of that is railway labour, and of course, generally speaking or in fact always, it is the junior man in the service who is displaced?

Mr. FAIRWEATHER: Eventually, yes.

Mr. MAYBANK: So that any such saving as that in a time of depression such as the present time would be effected by discharging persons probably least able to bear it.

Mr. FAIRWEATHER: They have a system they call "bumping."

Mr. MAYBANK: I am familiar with the term.

Mr. WALSH: In the saving—

Mr. MAYBANK: May I get an answer to my question before you interrupt, please?

Mr. FAIRWEATHER: The men have an expression they call "bumping." It arises out of seniority. If a man loses his job the fellow below him bumps down and so on until finally the fellow at the bottom is bumped off.

Mr. MAYBANK: And consequently the saving is always at the expense of the junior men?

Mr. FAIRWEATHER: Not always.

Mr. MAYBANK: It does not take long to bump along the line.

Mr. FAIRWEATHER: As a generalization I think it is correct.

Mr. MAYBANK: In these times I suppose it is pretty well known that there would not be in the case of most of our railway employees any great deal of savings amassed prior to such bumping until the bumping off of the junior man comes? You are not displacing a class of men who are well situated from the point of view of living on their savings?

Mr. FAIRWEATHER: I think that might perhaps be inferred.