

proper conception of the advantages obtained as the result of sane and intelligent agitation. Unfortunately, however, the task of criticizing, from the employees' point of view an entirely new classification of this service, was thrust upon me on short notice, making it necessary to considerably abbreviate the survey of our activities during the term just ended.

At the last convention you appointed a Committee on Classification with full power to make representation on this important subject, and how well they have performed the task allotted to them will be indicated during the course of this convention. As the chief executive officer of your Association I cannot allow this opportunity to pass without expressing my personal appreciation of the splendid service rendered by this committee to every postal clerk in the Dominion of Canada. The problems with which they had to grapple were most intricate, and necessitated an amount of labour of which the average member cannot possibly have the faintest conception. Whether or not they have succeeded in what they set out to accomplish cannot yet be determined, but I desire to emphasize the fact that, even if their efforts have not been crowned with success, the membership at large should appreciate the efforts put forth on their behalf by this committee.

The classification originally proposed did not meet the requirements of the service which we represent, and this is conceded, not only by the employees, but also by the responsible officers of the Department. An alternative classification was suggested by this committee, the principle of which was approved by the Post Office Department and the committee, in co-operation with your Dominion executive, has exercised its best efforts to have these principles incorporated into an entirely new classification, which will come before you for consideration at this convention.

What success has been achieved by the Association in this respect must be left to the intelligence of each delegate to determine for himself.

The past year has been replete with interest for Postal employees, and I am personally satisfied that the account of their stewardship given by your officers at this convention will indicate that the confidence you placed in your executive has been fully warranted.

The disappointment produced by the publication of the proposed salary schedule for this service has had the unfortunate effect of giving a certain element of our membership the impression that the organization has failed to justify its existence. This element has concentrated

entirely upon the classification and has overlooked the many concessions obtained during the past year by the untiring activity of those who have been looking after your interests during the interim between conventions.

Payment for sick leave.

The improvement in this connection over the old method cannot be estimated at its true value except by those who have been unfortunate enough to have been on the sick list for a considerable length of time. In the past an employee was required to wait for his salary until such time as authority to pay same had been given; whereas he can now be paid when his salary is actually due.

Number of attendances.

This concession, which provides that a day's work shall not require more than two attendances, affects only clerks in the smaller offices, and it was on their behalf that the matter was taken up and satisfactorily adjusted.

Day and night work.

The concession obtained in this instance is of greater importance than would appear at first glance. Taking the actual amount of overtime paid at some offices, it will be readily seen that the fixing of day and night hours, and reckoning mixed duties on a pro rata basis has netted many of our members quite a respectable sum in actual cash.

Equalization of remuneration.

Although the victory won in this particular instance was not as complete as we had hoped for, it was, nevertheless, considering how keenly the point was contested, one of the big things accomplished during the year.

Extension of the war bonus.

This matter is one which is closely related to that of equalization of remuneration, and your executive is convinced that the Government's promise, given to this Association, to equalize remuneration east and west of the Lakes, and to request the Civil Service Commission to report on the amount of bonus paid to civil servants, was directly responsible for the increased bonus paid to the whole service.

Overtime.

This simple request, which was granted by the Government, was only obtained after considerable effort had been put forth and in the face of considerable objection, as the amount involved was considerable, and the Government realized that it was establishing a precedent which would be used by the other units of the Service. From figures supplied by sixteen of our branches, not including Toronto or Montreal, the actual cash payment for overtime to the clerical staff, for a period of six months, was in

excess of \$8,000. Based on the law of averages, we find that every clerk, permanent and temporary, in these offices, received \$12.00 overtime during the period mentioned. If this was the only concession obtained during the year, our organization would have more than justified its existence.

Payment for statutory holidays.

Considerable progress has been made in the solution of this difficulty, and although the method of paying for time worked on these days has not been entirely satisfactory up to the present, the recent decision of the Department to double the rates previously paid will meet with general approval.

Saturday half holiday.

The Saturday half holiday in the Postal Service, which few of our members expected would be a reality in so short a time, is a concession worthy of mention.

Leave with pay for delegates attending conventions.

This was one of the most difficult concessions to obtain and was only conceded after very powerful opposition had been overcome. Delegates who attend our conventions in future may do so without having their absence charged up against their annual leave, as was the case in the past.

Bonus for sick leave.

This concession has meant much to members of our organization who, under the original regulations, were deprived of their bonus after exceeding a certain period on the sick list. While the Association cannot claim entire credit for obtaining this boon, your executive, in co-operation with other organized Civil Service units, brought about this change.

The executive realized, shortly after the conclusion of the last convention, that the best interests of the membership would be served by establishing a *bonne entente* between the employees and the officials of the Department. That their judgment was sound in this respect is borne out by the fact that no serious objection was put forth at any time when reasonable requests were the subject of discussion between the Department and the executive. I am pleased to be able to say that the best of harmony prevails at present on both sides, and it is desirable, in the interest of both parties, that this happy condition of affairs should continue.

You will be called upon, gentlemen, during the coming convention, to elect a new executive, and as a member of the retiring executive I desire to impress upon you the fact that the leadership of any organization determines the measure of its success. Fortunate is the organization whose officers possess qualities of sagacity and knowledge, so necessary to the advance-