

after all, as in the case of political confederations, will be found to include the great problems, and to react very strongly upon the lesser ones. This, in our view, is to recognize the real nature of the situation. A grave mistake, for instance, would have been made by the local association, by whom action in the matter was first taken, and who is therefore primarily responsible for the above decision, had it sought, say, to affiliate the outside bodies to itself, or had it in any other way suggested a conglomerate organization as the sole union of the service. We think we may take it for granted, therefore, that the foundations up to the present have been well and truly laid, and that we may felicitate ourselves accordingly.

It remains, then, to erect the superstructure. That, for its final completion, may prove a work of time. Rome was not built in a day, and the Civil Service Federation will not spring at one blow from the present meeting, like Minerva from the head of Jupiter, full grown and in full panoply of armour. But the meeting, to revert to the simile, may go far to complete the plans for the future building, so that it may be seen, fair and finished from the beginning, in the eye of the mind. It is a problem to which we have given some thought, and in connection with which, for its mere intrinsic interest, we have made some analysis of the subject-matter that more obviously falls to be dealt with. This we have thrown into the form of a tentative programme for the meeting, arranging the topics in what seemed to be the order in which they would logically arise. Doubtless many matters of importance have been overlooked, and no one can foresee the final issue of any question in the light that may

be brought upon it by the discussion. However, if we can blaze even a very imperfect trail for the better road-makers that are to follow we shall be content.

The Constitution.

With the mere preliminaries settled, including the presentation of credentials and the determination of the voting powers of the several delegates, (which will afford an excellent opportunity for the several organizations to learn each other's strength and character), and with the chairman and secretary, pro tem, of the convention appointed, the starting place of the discussion proper will fall to be selected. Clearly there would be many advantages at the outset in a full and free discussion of the provisional constitution on the basis of which the delegates have been brought together. It may be assumed that as this document stands, it represents the matured opinion of the local association, its author. But it is highly probable that the other bodies have views of their own. Civil service organizations are of many kinds, and to each pertains a separate point of view. Is the basis of representation fair and proper for all? Are the revenue clauses adequate? Does the machinery provided seem workable? As we have said, we think the adoption of the federal principle is the leading achievement of the movement thus far, as set forth in the constitution. A full discussion and analysis of this feature could not but be profitable. Let the delegates one and all be agreed from the start as to the ground they stand on. If the opinion is that the constitution, as at present, appears satisfactory, the meeting should ratify it formally. It might be better, however, after a preliminary brief discussion to appoint a commit-