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The Postal Clerks' Association of the Dominion of Canada.*

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## The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

## OUR CREED.

This convention desires to go on record as being unanimously in favour of the extension of the merit system to cover all clerks in the Postal Service. The convention considers that it is most desirable, in the interests of the Post Office Department, its employees and the general public, that promotions be given for merit only, thereby eliminating the baneful influence of the patronage system, so much in evidence in this Department. Further, in the opinion of the convention, it is considered to be of the utmost importance in the interests of the Dominion that appointments to the service be placed immediately under the jurisdiction of a commission. The system of appointment under the patronage system is entirely wrong and debars many desirable applicants from entry into the Service, at the same time throwing open the door to any person, desirable or otherwise, who possesses the necessary influence to pull the party strings.—(Resolution passed at annual convention at Vancouver, July, 1915.)