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went a step towards removing it at that time as they only granted \$50 additional bonus to employees in the West while they granted \$100 to those in the East. The Government's answer at the present time was that the matter would be dealt with in the re-classification now being made by the Civil Service Commission. Under the re-classification, men will be paid according to the character of the work done, irrespective of the section of the country in which it is done. (This request was from the Eastern employees.) Another request was that the provisional allowance which had been made to men receiving \$1,800 or under should be extended to all Post Office employees. The Government replied that this also would be dealt with in the re-classification.

A further request was that they be granted overtime for work done beyond the regular hours for service. The Government agreed to that request, and decided to pay overtime at the rate of time and a half. The fourth request was for a Saturday half-holiday all the year round, or for at least a weekly half holiday. The Government has agreed to the principle of a forty-four-hour week for the postal employees—that is a half holiday for the week—believing the House and the country would support it in doing that. In so far as the half holiday can be given on Saturdays it will be given, but the public service must be maintained in important city post offices. Therefore, those who cannot get the half holiday on Saturday will get it on some other day of the week, or overtime will be paid, or some other suitable arrangement made. Then they asked and pressed that as, under certain Orders in Council, men who had served overseas were relieved of passing the qualifying examinations that barrier should be removed as against all who had not passed that examination. The Government could not see its way clear to grant that request. It felt that the men who had served overseas were entitled to have the barrier in question removed, because they were not here to pass the examination, but, as a matter of fact, in the re-classification that obstacle will disappear, and the basis of examination will be entirely different. Another request made was, in view of the fact that there are many temporary employees in the postal service who have been paid the minimum salary for a considerable time, such employees be granted an annual increase in the same manner as permanent employees, or be appointed to the permanent staff. The Government could not see its way clear to put

these temporary employees in the same position as permanent employees, otherwise there would be no advantage in passing the examination and coming into the service; but in the re-classification, so far as vacancies permit, they will be taken into the permanent service. Further it was asked that provision should be made for the necessary machinery for dealing with and adjusting all disputes and grievances in the service, with a suggestion that the co-operative principle outlined in the Whitley report might be adopted. In answer, the Government pointed out that employees in the public service stand in an entirely different position from that of workers in industrial establishments, where the employer is personally and directly affected by the rate of wages paid. The Government has no such interest, its sole object being to deal fairly by the employees in its service, and by the public which it represents. Secondly, it was pointed out that there already exists in the Civil Service Commission an impartial tribunal which is recommending salary schedules and dealing with promotions as provided in the Civil Service Act. Thirdly, one of the members of the Government, Hon. Mr. Maclean, has at the request of the Civil Service organizations, been asked to hear and deal with all questions affecting the Civil Service as a whole, or a particular branch of the service. The employees now have the opportunity of going to him directly in connection with any matter affecting the service. It was further pointed out that in any case the commission appointed to investigate the question of industrial relations was only now commencing its work, and until it had reported no further action can be taken.

I would only mention two other matters that occasioned a good deal of discussion. One was the claim that all acknowledged cases of injustice through the evils of patronage be immediately rectified, and that all time and monetary loss sustained be granted to all employees so affected. These gentlemen claimed that certain employees in the Post Office were entitled to promotion some years ago on their merits, that these promotions had been delayed, and that these employees had suffered an injustice, and that therefore the Government should now rectify this injustice. The view of the Government was that it could not undertake to review the acts of prior administrations in connection with promotions in the Civil Service. If it did it in one branch of the service, the Post Office, it would be asked to do it in all branches of the service, and whatever the