

Visits such as this, with the opportunity for inter-change of views, as well as its fraternal and social aspect, cements more cordially the neighborly relationship that should exist between branch and branch, and to Moose Jaw branch we are grateful for the honor they bestowed upon us and hope that in the near future arrangements can be made for a return visit to Regina, so that we can reciprocate the welcome we received in Moose Jaw.

FROM OTHER SOURCES.

Organization.—"When postal employees learn that they must work out their own salvation through organization instead of depending upon the favors of the P. O. Department, then, and not until then, they will secure laws insuring stability. But there is no easy way. Freedom and rights come as the result of organization and struggle. They can be maintained only through organization, eternal vigilance and preparedness for every emergency."—*Railway Mail.*

This is not the only place.—"One of the acknowledged principles for efficient management is to stimulate employees of the P. O. Dept. by hope of promotion. Napoleon said, in a figure of speech, that every private in his army carried in a knapsack a marshal's baton in blank, ready to be filled out and signed. Another acknowledged principle of efficiency is to employ experts in managerial positions. What is the situation in the P. O. Department! Instead of appointing postmasters by promotion from those who have shown expert knowledge in the lower ranks, the positions are filled by outsiders. These are outsiders and are usually either politicians or broken-down failures in business whom some influential politicians desire to foist upon the United States for support, and almost never, when appointed, do they know anything—and seldom learn during their incumbency—much about the intricate postal service. I say intricate because it is far more intricate mechanism than is usually supposed.—*The Hon. R. H. Dana, President of the National Civil Service Reform League. From the "Union Postal Clerk."*

A SHORT RETROSPECTION.

We expect that our year which will end next July will practically see the end of our active External Organization. To-day, we have branches firmly established in Victoria, Vancouver, New Westminster, Calgary, Lethbridge, Edmonton, Medicine Hat, Moose

Jaw, Regina, Saskatoon, Prince Albert, Brandon, Portage la Prairie, Winnipeg, Fort William, Brantford, Niagara Falls, Ottawa, Kingston, St. Thomas, Owen Sound, Sarnia, Toronto, Port Arthur, Fredericton, Moncton, Sydney and Halifax. The few remaining offices are in the capable care of our Organizing Secretary, so that, in future years, external organizing will only be necessary as new city or semi-staff offices are established. Each can be taken care of as it springs up. Surely there is no reason for pessimism in our ranks. In four years we have founded and placed on a firm basis a coast to coast association recognized and admitted to be the liveliest Civil Service organization in the Dominion. Apart from any other accomplishments, this is no mean one. While we have no desire or reason to brag about this feat, nor wish to encourage our members to do so, yet we believe it would be well for our members to keep this fact in front of them and to take a reasonable pride in the same. At least it is worthy of an optimistic outlook upon the future. Members constantly ask, "What has been done." Let us suppose, for a moment, that outside of the above mentioned, nothing had been done. Did you ever hear of an army going to war before it was recruited! And yet it is something such as that, that some of our pessimistic members seem to think, at times, should take place. And, after an army is recruited, it must be trained; in other words—educated. This is "Internal Organizing," a branch of our work which should have a premier place in our thoughts to-day. Our army is recruited or practically so and our greatest need is training—education—in association ideas and principles. We shall never be educated to the required standard until every member realizes the power which automatically comes with a united body of postal clerks throughout the country. We must have every man a worker, every man an enthusiast, every man seeing all questions affecting his daily occupation from the point of view of "postal clerks," not from the viewpoint of "Number One." In the meantime, we go marching along, a gain here, a set-back there. When we figure that we have been but sparsely recruited and very barely trained, we honestly believe that we have, as an association, done remarkably well during our short existence. For all that the past is as nothing to what the next four years should have in store for us, provided we grasp our opportunities. We need every brain and every dollar we can get. No institution can be run without intelligence and finance. You cannot get results with nothing. Organize internally, put heart and life into the cause. Don't be a grouch, be a worker, be an optimist.