

**CIHM
Microfiche
Series
(Monographs)**

**ICMH
Collection de
microfiches
(monographies)**



Canadian Institute for Historical Microreproductions / Institut canadien de microreproductions historiques

© 1997

Technical end Bibliographic Notes / Notes techniques at bibliographiques

The Institute has attempted to obtain the best original copy available for filming. Features of this copy which may be bibliographically unique, which may alter any of the images in the reproduction, or which may significantly change the usual method of filming, are checked below.

L'Institut a microfilmé le meilleur exemplaire qu'il lui a été possible de se procurer. Les détails de cet exemplaire qui sont peut-être uniques du point de vue bibliographique, qui peuvent modifier une image reproduite, ou qui peuvent exiger une modification dans la méthode normale de filmage sont indiqués ci-dessous.

- Coloured covers/
Couverture de couleur
- Covers damaged/
Couverture endommagée
- Covers restored and/or laminated/
Couverture restaurée et/ou pelliculée
- Cover title missing/
Le titre de couverture manque
- Coloured maps/
Cartes géographiques en couleur
- Coloured ink (i.e. other than blue or black)/
Encre de couleur (i.e. autre que bleue ou noire)
- Coloured plates and/or illustrations/
Planches et/ou illustrations en couleur
- Bound with other material/
Relié avec d'autres documents
- Tight binding may cause shadows or distortion along interior margin/
La reliure serrée peut causer de l'ombre ou de la distorsion le long de la marge intérieure
- Blank leaves added during restoration may appear within the text. Whenever possible, these have been omitted from filming/
Il se peut que certaines pages blanches ajoutées lors d'une restauration apparaissent dans le texte, mais, lorsque cela était possible, ces pages n'ont pas été filmées.

- Coloured pages/
Pages de couleur
 - Pages damaged/
Pages endommagées
 - Pages restored and/or laminated/
Pages restaurées et/ou pelliculées
 - Pages discoloured, stained or foxed/
Pages décolorées, tachetées ou piquées
 - Pages detached/
Pages détachées
 - Showthrough/
Transparence
 - Quality of print varies/
Qualité inégale de l'impression
 - Continuous pagination/
Pagination continue
 - Includes index(es)/
Comprend un (des) index
- Title on header taken from:/
Le titre de l'en-tête provient:
- Title page of issue/
Page de titre de la livraison
 - Caption of issue/
Titre de départ de la livraison
 - Masthead/
Générique (périodiques) de la livraison

- Additional comments:/
Commentaires supplémentaires:

This item is filmed at the reduction ratio checked below/
Ce document est filmé au taux de réduction indiqué ci-dessous.

10X	14X	18X	22X	26X	30X
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12X	16X	20X	24X	28X	32X

The copy filmed here has been reproduced thanks to the generosity of:

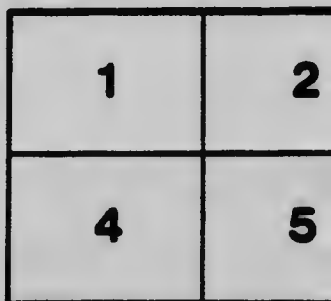
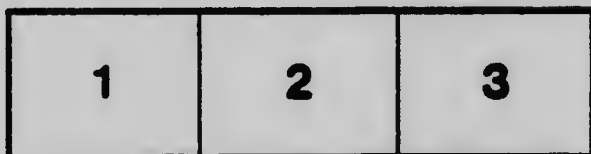
Archives of Ontario
Toronto

The images appearing here are the best quality possible considering the condition and legibility of the original copy and in keeping with the filming contract specifications.

Original copies in printed paper covers are filmed beginning with the front cover and ending on the last page with a printed or illustrated impression, or the back cover when appropriate. All other original copies are filmed beginning on the first page with a printed or illustrated impression, and ending on the last page with a printed or illustrated impression.

The last recorded frame on each microfiche shall contain the symbol \rightarrow (meaning "CONTINUED"), or the symbol ∇ (meaning "END"), whichever applies.

Maps, plates, charts, etc., may be filmed at different reduction ratios. Those too large to be entirely included in one exposure are filmed beginning in the upper left hand corner, left to right and top to bottom, as many frames as required. The following diagrams illustrate the method:



L'exemplaire filmé fut reproduit grâce à la générosité de:

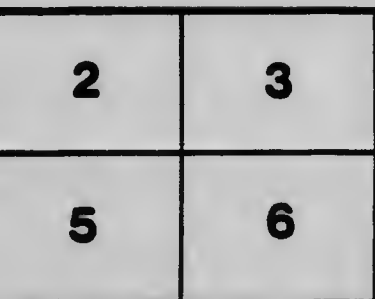
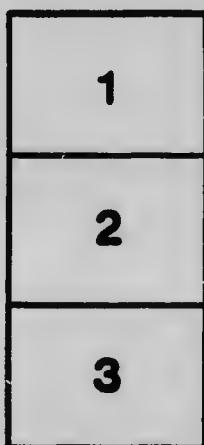
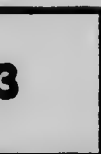
Archives publiques de l'Ontario
Toronto

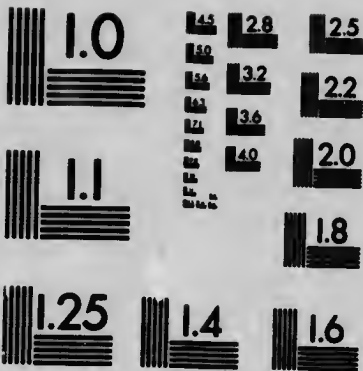
Les images suivantes ont été reproduites avec le plus grand soin, compte tenu de la condition et de la netteté de l'exemplaire filmé, et en conformité avec les conditions du contrat de filmage.

Les exemplaires originaux dont la couverture en papier est imprimée sont filmés en commençant par le premier plat et en terminant soit par la dernière page qui comporte une empreinte d'impression ou d'illustration, soit par le second plat, selon le cas. Tous les autres exemplaires originaux sont filmés en commençant par la première page qui comporte une empreinte d'impression ou d'illustration et en terminant par la dernière page qui comporte une telle empreinte.

Un des symboles suivants apparaît sur la dernière image de chaque microfiche, selon le cas: le symbole \rightarrow signifie "A SUIVRE", le symbole ∇ signifie "FIN".

Les cartes, planches, tableaux, etc., peuvent être filmés à des taux de réduction différents. Lorsque le document est trop grand pour être reproduit en un seul cliché, il est filmé à partir de l'angle supérieur gauche, de gauche à droite, et de haut en bas, en prenant le nombre d'images nécessaire. Les diagrammes suivants illustrent la méthode.





MICROCOPY RESOLUTION TEST CHART
NATIONAL BUREAU OF STANDARDS
STANDARD REFERENCE MATERIAL 1010a
(ANSI and ISO TEST CHART No. 2)

1919 (3)

117

ONTARIO CIVIL SERVICE ASSOCIATION

respectfully presents for consideration.

by

**THE GOVERNMENT OF
ONTARIO**

statements to show the necessity
for liberal increases in salaries
to meet the greatly increased
cost of living during the period
1914-1919

SUMMARY

COST OF LIVING

INCREASE DURING 1914-1919 IN COST OF	
Staple Foods	102.4%
Fuel and Lighting	84.5%
Rent	30.7%
Clothing	from 110% to 142%
Boots and shoes	from 150% to 280%

(For details, see pages 3 and 4.)

SALARIES

AVERAGE INCREASE PER CLASS DURING 1914-1919.

Deputies and Commissioners: Salaries ranging from \$5,000 to \$4,000	8%
Technical Assistants: Salaries ranging from \$4,000 to \$1,000	25.4%
Secretaries: Salaries ranging from \$3,500 to \$1,500	17%
Clerks and Accountants: Salaries ranging from \$2,500 to \$1,000	18.3%
Junior Clerks and Messengers: Salaries ranging from \$1,000 to \$700	26%
Stenographers: Salaries ranging from \$1,050 to \$600	25.3%
Permanent House Staff: Salaries ranging from \$2,125 to \$1,150	42.8%
Temporary House Staff: Wages ranging from \$624 to \$1,873	52.4%

(For details, see pages 4 and 5.)

ONTARIO

COST OF LIVING

Cost per week of a staple budget of foods, etc., in terms of the average prices in the cities in this Province. (See *Labour Gazette*, January, 1920, page 91).

STAPLE FOODS

July, 1914	\$7.286
December, 1919	14.749
Increase 102.4 per cent.	

FUEL AND LIGHTING

1914	\$1.796
December, 1919	3.314
Increase 84.5 per cent.	

RENT

("Six-room houses in districts occupied by Workingmen.")

July, 1914	\$4.390
December, 1919	5.740
Increase 30.7 per cent.	

An increase in the rent of houses other than these is due to the shortage. Rents of flats and apartments have increased during the period 1914-1919, 50 to 75 per cent. in Toronto.

CLOTHING—Toronto Prices

1914, Men's Suits	\$25.00; now \$60,	an advance of	140	per cent.
" "	30.00; now 70,	"	133	"
" "	35.00; now 85,	"	142	"
" "	45.00; now 95,	"	110	"

Women's suits have been advanced 75 to 100 per cent. and over. These increases are due to advances in the cost of cloth and wages of employees. e.g., cloth which was supplied in 1914 to the tailor at a wholesale rate of \$2.00 to \$3.00 per yard is now supplied at \$8.50 to \$10.00. The wage for making an ordinary sack coat was \$5.00 in 1914; it is now \$13.00—an advance of 160 per cent. During this period the increase in wages of such workmen kept pace with and even exceeded the increase in the cost of living.

BOOTS AND SHOES—(Factory Prices)

	1914	February, 1920	an advance of 100 per cent.	
Infants'	\$0.75	\$1.50	146	"
"	0.75	1.85	180	"
Children's	1.85	3.10	162	"
"	1.60	4.20	170	"
Boys'	1.85	5.00	156	"
Men's	2.40	6.15	153	"
"	2.90	7.50	142	"
"	3.50	8.50	108	"
"	5.00	9.60	187	"
Women's	3.10	8.90		

To these factory prices must be added the retailer's advance to cover overhead charges and profits, say 50 per cent., the rate approved by the recent Commission.

It is evident, from these figures which are official, that the purchasing power of a dollar now is considerably less than one half of what it was in 1914, that a salary of \$2,000 now is, in purchasing power, less than a salary of \$1,000 then.

ADDITIONAL EXPENDITURES

In addition to expenditures for food, clothing, rent, fuel, and lighting, provision has to be made for medical and dental service, for insurance, taxes, car fare, church, charity, books and papers, holidays, for savings against old age, and for a deduction from salary of whatever percentage the Superannuation Bill may require.

SALARIES

Having shown the percentage of increase in the cost of food, fuel and lighting, rent, clothing, boots and shoes during the war period 1914-19, let us show next for purposes of comparison the average increases in the average annual salaries during the same period.

Departmental Staffs.	Annual Salary in 1919.	Average Salaries per annum, based upon paylists for		
		Nov. 1914.	Sept. 1919.	Av. Inc. in 1914-19.
<i>Deputies and Commissioners.</i>				
Varying from	\$5,000 to \$4,000	\$3,961	\$4,295	8%
<i>Technical Assistants.</i>				
Class A.	4,000 to 3,001	2,545	3,439	35%
" B.	3,000 to 2,501	2,332	2,797	20%
" C.	2,500 to 2,001	1,831	2,402	28%
" D.	2,000 to 1,501	1,478	1,773	20%
" E.	1,500 to 1,001	1,049	1,306	24%

<i>Secretaries.</i>					
Class A.	3,500 to 2,501	2,528	2,996	18%	
" B.	2,500 to 2,001	2,050	2,334	14%	
" C.	2,000 to 1,501	1,517	1,800	19%	
<i>Clerks and Accountants.</i>					
Class A.	2,500 to 2,001	1,988	2,250	13%	
" B.	2,000 to 1,501	1,403	1,717	23%	
" C.	1,500 to 1,001	1,008	1,209	20%	
<i>Jr. Clerks and Messengers.</i>	1,000 to 700	720	907	26%	
<i>Stenographers (Female).</i>					
Class A.	1,050 to 900	733	930	26%	
" B.	875 to 725	632	810	28%	
" C. (Temporary)	700 to 600	520	674	20%	

It is evident from a comparison of these figures with those given above that the increases in salaries during 1914-1919 have fallen far below the increases in the cost of living during the same period, and are not indeed equal to one-half this latter increase. Further, the fact that the percentage of increase of salaries during the previous five years, 1909-1914, exceeded in almost every case the increase in the cost of living during that period but intensifies the dissatisfaction with the present scale which, in many instances, barely provides the necessities of life but not the comforts that tend to ensure efficiency in service.

There is no evidence that the Legislative Assembly of 1914 considered the salaries voted then as excessive; there is overwhelming evidence now to show that the Legislative Assembly of 1920 should take prompt and generous action to adjust present salaries so that these may have a purchasing power equal at least to those paid in 1914.

House Staff (Permanent).	Average Salaries per Annum.		Av. Increases. 1914-1919.
	Nov. 1914.	Sept. 1919.	
Elevator Attendants	\$800	\$1,150	44%
Porters	800	1,150	44%
Firemen	800	1,125	41%
Messengers (House)	775	1,135	46%
Night Watchman	825	1,150	39%

House Staff (Temporary).	Wages estimated on basis of 312 working days per annum.		
Plumbers	\$1,002	\$1,872	72%
Carpenters	998	1,622	63%
Electricians	998	1,747	75%
Firemen	624	1,014	63%
Gardeners	780	1,092	42%
Labourers	858	1,123	31%
Messengers (House)	627	1,056	65%
Charwomen	47	624	83%
Laundresses	646	702	28%

The average percentage of increase in the annual salaries of the permanent House Staff is twice that of the Departmental Staffs but is less than half the percentage of increase in the cost of living during 1914-1919.

Only Civil Servants belonging to trade unions (plumbers, electricians, and carpenters) and temporary house employees have received increases at all proportionate to the increase in the cost of living.

GENERAL

In Canada and the United States there has been a steady increase in the wages paid to the trades, an increase fully commensurate with the increase in the cost of living since 1914. This has not been so for the salaried classes, but during recent months there has been wide public recognition of the need for adequate payment of these workers, and substantial increases have been voted by civic bodies, corporations and other employers. The daily newspapers supply ample evidence of this.

The Report of the Advisory Committee on Wage Policies of the Joint Congressional Commission on Reclassification of the Civil Service in the United States recommends an absolute minimum wage of \$1,320 for Government workers, with the possibility of reaching \$2,200 at the end of the sixth year, this recommendation predicated upon the raising of the efficiency standards of the service, provision for retirement of superannuated employees, and the elimination of employees otherwise sub-standard or unnecessary. The \$1,320 and \$2,220, it is pointed out, are equivalent to salaries of \$733 and \$1,223 at the pre-war value of the dollar.

The Canadian Bank of Commerce has maintained its pre-war policy of annual increases. The rate of increase has been raised recently by amounts varying from \$100 to \$500, and a bonus of approximately 20 per cent. has been paid for the past year.

The Dominion Bank has continued during the war its annual increases in salary and has paid a special war bonus during the past three years. Last year increases of 15 per cent. with a bonus of \$100 were granted to men with salaries under \$2,000, and the same rate of increase with a bonus of \$200 to men with salaries over \$2,000.

The University of Toronto has granted its staff an increase of 25 per cent. on current salaries.

The Board of Education for Toronto after full investigation of the relation between the cost of living and the salaries paid its employees, granted in February, with the written approval of many hundreds of Toronto's heaviest taxpayers, a permanent increase of 25 per cent. (in some instances more) on current salaries with, generally, an increase for

the next ten years of \$100 a year till the maximum is reached. The minimum for women assistant in the Public Schools is now \$1,000, with a yearly increase of \$50 till the maximum of \$2,000 is reached. A proposal to grant bonuses instead of yearly advances in salary met with a prompt and very decisive defeat.

The Ontario Civil Service did not, as a body, ask for increases during the war. The younger men enlisted. The women, and the men who remained contributed to the limit of their financial ability to the Patriotic and Red Cross Funds and in many other ways "carried on." During the first two years of the war no increases were granted, and the meagre increases granted during the following years were not given to all. Many of the Servants had to draw on their savings to supplement their salaries, others to accept outside work in the evenings in order to earn sufficient to balance current income and outgo. Others who had purchased homes on the instalment plan found themselves unable to meet their payments and had to dispose of their property at a sacrifice.

In 1919 a bonus was granted to all. Another was granted in January, 1920, and was graded so as to give those in receipt of the lowest salaries or wages the highest percentage of relief, but nothing was given to the higher salaried officials—those receiving \$3,000 and over—though some of these had received the lowest percentage of increase in salary granted during the war period, and all of them had been affected by the abnormal increase in the cost of living. The special definition of "head of a household" added a further limitation as to the persons eligible to receive this bonus.

Bonuses alone are not a solution of the problem that now confronts the Service. The figures already submitted show that the cost of living has increased over 100 per cent. since 1914, and that the average increase in salary per class for the Departmental Staffs is only 21 per cent. The cost of living is still on the increase, and there is little if any probability that there will be any appreciable decrease for years. Organized labour has compelled the payment of a comfort wage, and it will not, and should not, return to the pre-war scale of wages and the correspondingly low standard of living. Accordingly the cost of production will continue to be higher, and the Civil Servants will have to bear the burden of an inflation from which they have had no benefit, unless the Legislature comes to their aid.

Sir John Aird, General Manager of the Canadian Bank of Commerce, said in his address to the shareholders in January of this year: "Prices will be higher than before the war for many years to come." This is the opinion of other eminent financiers. It is what took place after the war which ended at Waterloo, and after the close of the Civil War in the United States.

In Toronto the cost of living is the same for the Civil Servants as for the clerks, professors, teachers, and administrative staffs in the Banks, the University, and the City Schools. These representative institutions have granted substantial increases in salary to meet the advances in the cost of living, and it is incumbent on the Legislative Assembly to do likewise.

Anything in the nature of a permanent solution of the present salary problem must include an immediate increase in salaries sufficient to meet the present high cost of living; an annual increment that will, within a reasonable period, advance the salary of each Servant to the maximum for his class; a salary maximum comparable to that of other workers whose qualifications, training, and responsibilities are similar; and a reasonable recognition of the number of years spent in the Service.

The minimum annual salary for women in the Civil Service should not be less than \$1,000. Budgets of actual expenditures submitted by members of the Service who support themselves show that this sum, after meeting ordinary necessary expenditures, leaves very little for savings.

An increase of not less than 30 per cent. on current salaries with regular fixed generous increases over a number of years is the least that will enable the members of the Service to meet in a self-respecting way financial conditions existing and likely to exist for years to come. With this increase granted, the salaries will still have a much lower purchasing power than those received in 1914, and the latter have never been considered excessive.

Ontario which set the pace for the rest of Canada in Patriotic subscriptions during the war, which led in each of the six Domestic War Loans, subscribing \$354,000,000 in the last loan out of a total for all Canada of \$673,000,000, which has more than met its allotment in the present Forward Drive for \$12,000,000, is wealthy enough, public-spirited enough, and generous enough to pay its Civil Servants not only a comfort salary for their services but a thrift salary which will enable them to save against the period when they will no longer be able to serve.

The success of any institution or business is dependent upon the character, loyalty, and working ability of its officials, but these cannot do their work well while they suffer from the discouragements due to financial anxieties and to a sense of injustice. With an adequate scale of salaries and a classification of the Service in which each Servant will have a full day's work with corresponding pay, in which there will be, as nearly as may be, equal pay for equal work, in which ability and merit will not lack opportunity for preferment, this Government can rely upon the hearty service of a loyal, contented, and devoted Staff.



