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SHOE STORE

President of Postal Clerks' Association Sets Forth Situation And Appeals For Public Support.

The following statement from W. creases were obtainable. This held J. Cantwell, president of the Domin- hundreds of employees at a maxiion Postal Clerk's association, sets mum salary of \$1,000, compelled faforth the claim of the members of thers of families to send immature the postal service for increased pay: children into the labor market to help Postoffice employees, in common keep the wolf from the door, and rewith all other wage-earners in this quired those same fathers to spend country, for the past eight years the hours that should be given to rehave been, by organized effort, at-laxation in earning, at other occupatempting to impress upon the gov- tions, the difference between \$1,000 ernment the necessity of paying them and what it costs to raise a family. a living wage, and it is the purpose Those who surmounted the barrier of this statement to place before the proceeded as follows: Sixth year, \$1,general public, as briefly, concisely 100; seventh year, \$1,200; eighth and dispassionately as possible, a year, \$1,300; ninth year, \$1,400. summary of the efforts put forth by This was the maximum salary obthe Dominion Postal Clerks' associa- tainable by 96 per cent. of postal tion, in conjunction with other civil clerks after giving the nine best service organizations in this direct years of their life to the service of tion, and to show how fruitless these the postoffice department in acquiring a technical training, of little or

Postal employees, during this per- no value to them afterwards, as it iod, have watched with intelligent cannot be capitalized in the commerinterest "the improvement that has cial or industrial world. been brought about in living conditions of their fellow citizens in other

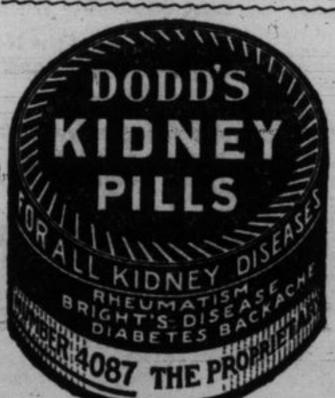
of what must follow any well organi- various amounts, until the existing merly obtained. zed interruption of postal facilities, bonus regulations, evolved by so-callfeels that it should not be necessary ed experts, were put into effect and to use sterner mechods than have hi- supposed to represent the difference this country, to whom this appeal is In effect, the bonus regulations in- rors made by the efficiency experts. creased the remuneration of postal

The government, the recognized clerks as follows: directors of the country, has, for some reason that we cannot under- Monthly salary, \$50; bonus, \$35; to- has just become operative, the salpostal clerks sufficient remuneration \$127.67. the humiliation which they are at ination without going on strike? in many instances duties that require granted a bonus of \$420, this amount ed by our government: a lower standard of intelligence, and was only given to employees with de- Canadian Service-First year,

Postal clerks specialize in what is It should not be forgotten that this total, \$1,602. vice by an educational test, but are the empire was in the balance, the \$2,000. compelled to maintain their officien- government of the motherland found | The figures quoted above for the cy by passing yearly examinations time to provide bonuses for its pos- American service recognize no disand distribution. Failure to pass tal employees, and also found the tinction between married and unmarthese examinations result. In the for- necessary funds to increase those ried employees, and in this respect feiture of annual increases in salary, bonuses from year to year, to keep adheres to the principle followed by

Remuneration of Postal Clerks. Employers of labor, who have survived the past eight years, realize to what extent their outlay for wages has increased for that period, and of the Borden administration was living, and it is generally understood the following figures are sufficiently "civil service reform and the aboli- that this relief will be withdrawn eloquent not to require argument to tion of the patronage evil." This led when conditions revert to normal. convince them that employment in to the appointment of the Arthur Employees with dependents receive the postal service of Canada has Young company, of Chicago, some- a slightly higher bonus, on a similar ceased to hold out inducements to times described as efficiency experts, sliding scale, but it should be noted the type of individual which has to reclassify the federal service, un- that the maximum amount granted made it the most efficient public util- der the direction of the civil service to the head of a family earning \$840 ity in existence today. To what an commission. Following the engage- is only \$420, which brings the total extent this efficiency is being im- ment of this firm, all representations compensation to \$1,260. This is \$140 paired is best known to the officials made to the government were met less than a first-year employee with and employees of the service, and is with the statement that no action no dependents receives in the Ameriillustrated by the fact that in one could be taken pending the report of can service. The government's own large postoffice alone approximately these experts, and the intimations figures show that the cost of living five hundred employees severed their were broadly given that this so-called has increased 123 per cent. since connection with the service to seek reclassification would be a pa. cea 1914, and yet under the new order of more lucrative employment else- for all the ills of the service. The things, bonus included, the thoroughwhere during the past twelve months. arduous labors of this firm, of Am- ly proficient postal clerk, with at The reason is not far to seek, and is erican experts, which cost the coun- least nine years' training, has been contained in these figures, which try thousands of dollars, appeared to given an increase in remuneration of show the salaries hitherto paid by have been ended with the publica- 32 per cent. the government to postal clerks:

\$900; fifth year, \$1,000. Then, up till quite recently, a bar-rier was reached in the form of an ployees immediately led the Domin-cuss their grievances with them, but academic test, which had to be sur- ion Postal Clerks' association to the has consistently refused to grant mounted—no matter how efficient conclusion that the adoption of the our requests for a board of arbitrathe standpoint-before further in-



the poverty line.

Reclassification.

tion of a large volume in June, 1919. First year, \$600; second year, containing the suggested calary \$700; third year, \$800; fourth year, schedules for the different civil serless, to defend what they had evolv- employers. ed and thereby came into conflict | We have thus far refrained from

TWICE TOLD TALES

News of Kingston

TEN YEARS AGO.

Storrington toll road.

him. He is doing nicely.

TWENTY-FIVE YEARS AGO.

Councillor Rankin will introduce a The Board of Works decided at by-law at the next session of the last night's meeting to recommend a President Dominion Postal Clerks' county council, which proposes that yearly license fee of \$20 for milk and the county take over the Kingston- other peddlers.

H. Cunningham plans to extensive-Professor Adam Shortt, of Ottawa, ly improve his yacht, the "Hustler," will deliver a lecture to Queen's stu- this winter. New running gear and dents this afternoon, outlining the hardwood finishings will be the first. Edwards, M.P., at the cadets' ban-Count Tolstoi, the great Russian

writer, lies dying in a little railway this winter. ciprocity, in trade between United James Gunn says he would like to States and Canada. The vote was un- argue with any Toronto man on the an admirable address.

relative merits of Queen's and Var-Herbert Cook, a miller in the em- sity in rugby. ploy of the Kingston Milling Com- A mine is like a woman's coat pany, had his leg broken when a Oft when you hunt around, colt which he was leading kicked It takes a year or two before The pocket can be found.

IN POSTAL SERVICE SHOE BARGAINS

SPECIAL BARGAINS IN MEN'S SHOES—SPECIAL BARGAINS IN LADIES' SHOES - REAL BAR-GAINS IN GIRLS', BOYS' AND CHILDREN'S SHOES.

Abernethy's Shoe Store

principles of this plan were approved walks of life, and are not unmindful When the war was practically over with our organization that in many by these officials, who also agreed of the fact that this improvement after persistent, humiliating begging instances the proposed salaries were has been largely, if not entirely, the for relief, which almost culminated too low. The next step was an apin a strike, the government supple- peal to the civil service commission The Dominion Postal Clerks' as- mented these salaries by a bonus of against a plan that would have sociation, with a proper conception \$100, which was increased later, by produced chaos where order had for-

Board of Hearing.

So many protests had been receivtherto been resorted to to obtain re- between the normal and abnormal ed by the civil service commission lief, but feel nevertheless that they cost of living. The regulations under against the classification, from civil have certain obligations which they which it is paid operate as a surtax servants generally, that the commisowe their families that can no longer on unmarried civil servants and re- sion saw the necessity of appointing be disregarded or set aside, and duces the efficiency of these em- what is known as a board of hearing which must be respected by their ployees. It also brands the govern- and recommendation to deal with employers, who are the people of ment as an eleemosynary institution. these compraints and correct the er-

stand, failed to apply the remedy. tal, \$85. Maximum: Monthly salary, aries of postal clerks in this country We feel, therefore, that the business \$116.67; bonus, \$31; total, \$147.67. | are not such as to attract to and remen and the public generally, if the Non-head of Household-Mini- tain in the service the best type of facts are placed before them, will mum: Monthly salary, \$50; bonus, employee. The United States govbring such pressure to bear as will \$21; total, \$71. Maximum: Monthly ernment has just revised the salaries persuade the government to pay its salary, \$116.67; bonus, \$11; total, of its postal clerks, and the new scale, which came into effect on July to provide their families with the ne- Mr. Businessman, how long would 1st, 1920, is referred to by the Amcessities of life and save them from your employees tolerate this discrim- erican press generally as being altogether inadequate. It will therefore present enduring. It is not pleasant It should be pointed out that while prove interesting to compare these to realize that one's fellow citizens the greatest publicity was given the salaries with the scale recommended in other spheres of life, performing fact that postal clerks' had been by the American experts and approv-

less education, are being paid much pendents, whose salaries were below \$840; bonus, \$252; total, \$1,092. Seventh year, \$1,500; bonus, \$102;

regarded as a technical clerical sys- relief, meager as it is, was of com- American Service-First year, \$1,tem, and are not only required to paratively recent date. In the British 400; no bonus. Fifth year, \$1,800; qualify for appointment to the ser- service, at a time when the fate of no bonus. Experts, \$1,900. Sorters,

As a consequence inefficiency carries pace with the increasing cost of liv- employers of labor generally; equal ing, and did not discriminate be- pay for equal work. The bonus figtween its married and unmarried em- ures quoted in the case of the Canadian service represent the maximum amount of relief granted to postar clerks without dependents in this One of the planks in the platform country, to offset the high cost of

The government has always ex-

vice positions. An examination of pressed willingness to meet repreproposed organization of the postal tion and consiliation on the ground service would produce administrative that being the elected representaproblems well nigh impossible of so- tives of the people it cannot delegate lution, and would be so disturbing its responsibilities to any other body. in its effect on the personnel of the and, unlike other employers of labor, service as to bring about a Domin- it has no reason to exploit its emion-wide strike. This was the result ployees for personal gain. We conof the labor of a group of men who tend that we have a right to the frankly admitted they had no prev- same facilities for an equitable ad-ious experience in classifying postal justment of our compensation that is services. They undertook neverthe- imposed by legislation upon private

with organized postal clerks, whose disorganizing this great public utilexecutive consisted of men with ity, hoping against hope that evenyears of experience in postoffice tually the government would apprework. This association appointed a ciate that the remuneration of poscommittee to prepare an intelligent tal clerks should be increased in keep criticism of the suggested reclassin- ing with that of other wage-earners, cation of this service, and sumbitted and with a proper realization of what same to the deputy postmaster-gen- it would mean to the country, partieral and his advisers, with an alter- cularly at this time, if we ceased native scheme more adapted to the work collectively, we have hesitated needs of the postal service. The main to take this step. Hope deferred, however, maketh the heart sick, and the time has come when patience is no longer regarded as a virtue.

We therefore place our case be-fore the tribunal of public opinion with the confident assurance that the persuasive eloquence of the public at large will convince the government that the people of Canada do not expect its postal clerks to bear more than their share of the burden imposed by the great war. Respectively submitted.

Association of Canada. -Advt.

"I am a man of peace," said Dr. advantages offered by a career in the Several young men are planning quet on Monday night, and there was to start another curling club here a roar. "I do not know whether to take it as a mark of confidence or distrust," added the speaker after Captain Donnelly says that he is the laughter had subsided. "Oh, con-With President C. A. MacPherson not quite sure of some of the rules of in the chair, the Kingston Board of the city council, but that he will be the city council, but that he will be the doctor, who went on and made the doctor, who went on and made

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COMMUNITY PLATE



Menzie has sold his brick residence | end with Mr. and Mrs. James E. on Bedford street to Fred Hull, McCann. Clifford McEwen left yes-Chantry. William Arthurs, of the terday for Yorkton, Sask., where he Westport, Nov. 15 .- H. E. Whit- Merchants Bank staff, Athens, spent has secured a good position. Mr. comb, Ottawa, has purchased the the week-end in town. Mr. and Mrs. and Mrs. McLennan, Ogdensburg, grocery business of H. C. McEwen L. McCann, Mr. and Mrs. Fred Sears, N.Y., spent the week-end with Mr. and is now in possession. James Watertown, N.Y., spent the week- and Mrs. C. J. Speagle.