

*Seventy-Niner**The President's Anniversary Message*

It is the desire and duty of parents to see that their offspring receive what is generally termed "a good start in life". So, too, has it been the thought foremost in the minds of those responsible for the welfare of Local 79 that its affairs be so shaped and conducted that the members may be satisfied with its progress.

With this thought in mind, may we on this, our First Anniversary, take stock of our progress, recall our achievements and look forward to our prospects.

Our progress from a material standpoint has been fairly satisfactory, for to have built the membership to over Seven Hundred and Fifty is, indeed, making progress, when we take into consideration that a Labour Union such as ours was, to say the least, an entirely different form of organization from any ever previously attempted within the Civic Service.

As was to be expected, we encountered opposition. However, it is pleasing to note that the opposition has not been from the sources sometimes opposed to Labour Unions—that is to say, the Employer or the Press. Our employer, "The Civic Administration", placed no obstacles in our way, on the contrary, they have been most solicitous toward our progress. Neither has our opposition sprung from the public press, but oddly enough, it has been solely from those whom we are formed to benefit—that is our fellow-employees, many of whom so far have been contented to accept the benefits we have procured without attempting to give their financial and moral support in return. This is not an unusual attitude for some employees, who for reasons best known to themselves choose to stay outside the ranks of a Labour Union. In taking this attitude, there seems to be a form of inconsistency, for as far as the writer knows, there has never been a case where employees, who "do not believe in Unions", have on these grounds ever returned to the employer the benefits Labour Unions have procured.

The greatest handicap to our progress, so far, has been apathy. Possibly it would be in order to suggest that the apathy of those without our ranks is governed largely by that of those within. The report of progress, from a numerical standpoint, would have been far more rosy if every member had taken his or her responsibility seriously and saw to it that those who work with them in the Civic Service, also worked with them in building up a strong organization in their mutual interests.

It is not my intention, in this Anniversary Issue, to spend time or space on the various rumours which have been circulated for the purpose of impeding our progress. In the main, they have not been serious and to answer them in kind or even at all would only tend to lower our dignity. There was, however, one type of opposition tried which, fortunately, met with very little success, and possibly does not warrant comment—that is, the futile attempts which have been made from time to time to create a split between the War Veterans and ourselves. That such schemes were doomed to failure was apparent to all, including possibly even those who "wished" otherwise. Our membership included too many returned soldiers for such propaganda to get far and the Officers of the Civic War Veterans were too kindly disposed toward us to encourage friction. They, together with the officers of the Union, realize that each, with its separate functions, has a place within the Civic Service and that harmony, rather than discord, produces the best results.

Now as to our achievements, it is debatable how far one should go into detail when reciting an organization's achievements, but even at the risk of being accused of boasting, I think we can on this, our Anniversary, recite with pride some of the accomplishments of the first year of our existence.

In so doing, let us not forget that we share this satisfaction with our sister Unions within the Civic Service and the Trades and Labour Council, who so ably assisted us. It has been many, many years since so much money has been set aside in the Civic estimates for the benefit of those employed in the Service and we, as a new organization, can well be proud of the part we played in helping to bring that about. There are few, if any, who would deny us the right to say that, together with those mentioned, ours is the credit for the re-establishment of the Civic Survey, the increased Cost-of-Living Bonus and to no small extent the adoption of the Civic Pension Plan. In addition, the setting up of a Special Committee by the City Council to study the relationship of the City toward its employees and to report on a standard system of Sick Pay, Overtime, Vacation Regulations, etc., was the result of our request for such a committee. But, over and above all of this, our greatest achievement has been the building up of a unity of purpose among the members of the Labour Unions in the Service and the establishment of an understanding and confidence between them and those in charge of Civic affairs. For, without this, no true progress can be made and may we always aim to preserve these very desirable assets.

Before making suggestions as to our ultimate future, may I dwell for a moment on the immediate, and in so doing, pay tribute to those members who have so patiently waited for us to give attention to their immediate needs. They have demonstrated a true acceptance of a Labour Union's principles by so unselfishly deferring their claims for adjustments of complaints until we could successfully deal with the other matters we had in hand. Broader objects now behind us, we shall be able to pay attention to the needs of several small groups and individuals. Much of this work will have to be done through the committee previously referred to, and we must not expect "too much too soon" as the accumulation of difficulties of several years cannot be straightened out in too short a space of time, especially when we consider that the first three months of this year have already passed.

As to the more distant future, there is a lot to be done and it is well within the realm of possibility, yes of duty, that we as a Labour organization should give thought and study to the new proposals for Social Security that are now receiving public attention. Also consideration should be given to whatever preparations may be made in regard to the proper assimilation of our fighting forces on their return to their rightful place in industry. Inasmuch as the immediate plans for employment during the re-establishment period that will follow the cessation of hostilities, which we hope will be soon and successful, will revolve to a large extent around public works and public employment, it behooves us as public employees to study any plans in this connection and lend our aid to their successful operation.

These ideals, together with our own problems, call for your full support and may whatever success we have

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## Birthday Greetings from the City Council

"Cordial greetings and hearty congratulations to the Toronto Municipal Employees' Association, Local No. 79, on the occasion of its First Anniversary.

"The Association has reason to be proud of the position it occupies in the Civic Service and the prestige it has won during its first year of operation. Negotiations carried on between the Association and the Civic Administration have, at all times, been harmonious, and the results obtained in our mutual efforts to raise the standards of the Civic Service will, I am sure, bring satisfaction to all concerned.

"My best wishes are yours for continued success in bringing about the improvement of the Civic Service, for which we are all striving."

FRED J. CONBOY, Mayor.

"I congratulate the City on the formation of Local 79, and for three reasons:

"First, because trade unionism is one of the spearheads of democracy, and the more we get of the true spirit of democracy within the City Hall the better.

"Secondly, because the world is moving toward a closer integration of management and labour. Some of the ability of labour is needed to jack up some of the Colonel Blimps in management the world over.

"Thirdly, because, under wise leadership, Local 79 can help in the big job of removing injustices, obtaining due reward for merit and ability, and improving conditions for taxpayer and employee alike."

LEWIS DUNCAN, Controller.

"The Officers and Members of the Toronto Municipal Employees' Association are to be highly congratulated on the completion of a most successful year of activity.

"The work carried on by Local No. 79 in sponsoring and bringing to fruition many matters affecting the welfare of civic employees, has been of great benefit to the Civic Administration.

"Your recently formed union of civic employees, representing as it does the majority opinion of the civic employees, has an important role to play in interpreting the status of employees to the Administration of this City.

"I wish the Officers and Members of Local No. 79 a most successful year of progress during the coming year."

FRED HAMILTON, Controller.

"To the officers and members of Local Union No. 79 I extend my sincere wishes on this your first anniversary. Your Organization has reason to be proud of the achievements of your first year.

"The labour movement has for many years taken a very important part in the life of our country, and I am sure that your Union will fill a need within the Civic Service and will contribute to the work of Labour in Toronto.

"Cordial relations between the employer and employee is brought about by understanding on each side and that brings better results for all concerned.

"Local 79 has a useful future before it and I hope you will succeed in your efforts."

R. H. SAUNDERS, Controller.

"Congratulations are in order to the Officers and Members of the Toronto Municipal Employees' Union, Local 79, upon the completion of the first year of activity of their Union, and for the splendid progress made during the past year. The Union has filled a long-felt want in the Municipal life of this City, for a medium through which the diversified interest of civic employees might be coordinated and centralized under the control of one strong organization.

"I congratulate the Officers and Members of Local No. 79 for the splendid work they have been able to accomplish during the first year of activity of the Union, and assure them that I am wholeheartedly behind them in furthering any effort that will tend towards the improvement of the morale and efficiency of the Civic Employees."

WM. J. WADSWORTH, Controller.

"To the members of Local Union 79, I extend congratulations on this your first Anniversary. I am quite sure that by its auspicious beginning and by the first year's activities, your organization will serve its purpose well.

"Situations have already arisen and will no doubt continue to do so that are, shall I say, of a "delicate" nature. I am quite certain that if the first year's operation of your Union is any criterion, then any matter concerning the welfare of the Civic employees, no matter how difficult, will be brought to a successful conclusion by the earnest and honest co-operation of your elected representatives and those of our city.

"May I say in conclusion, if I can be of service to your Association in the future, do not hesitate to call on me.

"Wishing you many happy anniversaries."

GORDON J. MILLEN, Alderman, Ward One.

"I salute 'The Seventy-Niner'. For some years I was identified with the Trade Union movement and took an active part in schedule negotiations in my own Union. I believe that all workers should be organized; it is not only to their benefit, but in the interests of proper relations between employer and employees. It is quite true that little, if any, progress towards better conditions, standards and wages have been made in Canada except through the efforts and influence of organized Labour.

"As No. 79 seeks to correctly represent the interests of the civic employees, and the City Government, in turn, gives due and sympathetic consideration to your view, the Civic Service will be improved and the citizens generally benefit."

LESLIE H. SAUNDERS, Alderman, Ward One.

"May I congratulate the members and officers of the Municipal Employees' Association, No. 79, on the occasion of its first anniversary. Your Trade Union enables civic employees to speak with a united voice, which is desirable in these days of great social change. It is the responsibility of your Association and of City Council to see that employees with energy and ability are placed in the positions they are best fitted to occupy. This year Council has taken some important steps toward the establishment of a merit system.

"We should demonstrate ability to serve the emergencies of war, and to face the responsibilities of peace."

WILLIAM DENNISON, Alderman, Ward Two.

"One of the most significant gatherings held in the City Hall last year was the occasion of the dedication of the Charter of the Toronto Municipal Employees' Association. It was a sign of the times, an indication of better things to come—of better conditions for the employees, more co-operation between Civic Administration and Civic employees. Along this path lies permanent progress. I hope it will be followed by the setting up of a Civic Service Commission to deal with entrance and promotion in the Civic Service.

"I was Chairman of a Committee which brought in a report seeking to set up some such commission, but, unfortunately, it did not get far. But it will this time if it is insisted upon. Congratulations and more power to you on your splendid start. This is only the beginning."

J. L. SHANNON, Alderman, Ward Two.

"A first Birthday should be marked by abundance of hope, promise and vigour. I'm sure that yours, with your year's record behind you, will be all this and more.

"At the old Church in the Square, we are looking forward to celebrating our One Hundredth Birthday in a few years, and I like to think that we are just as hopeful and enthusiastic as our forefathers were when the grey towers began to rise above the trees of McAuley's Fields. May YOU live to be One Hundred, and may your Hundredth Birthday be all that you would have it. It will be if you start now putting the first things first; taking the long and comprehensive view; being fair with one another and with the community.

"I hope this doesn't sound too much like a sermon—but, then, I never write sermons.

JOHN FRANK, Alderman, Ward Three.

"It is a pleasure to me to have an opportunity through the columns of 'The Seventy-Niner' to congratulate the Toronto Municipal Employees' Association on their first Anniversary.

"I have noted with interest the splendid plans of the Association and the fine progress which your officers have made in regard to the same, and their accomplishments speak for themselves. I fully realize that your Association fills a long-needed one in taking care of the problems of your members and I know that all the civic employees will reap great benefits in having an Association look after their interests.

"Again I wish to congratulate the officers and members of your Association on the very fine progress you have made during the first year of operation, and give you my very best wishes for your future success."

JOHN S. SIMMONS, Alderman, Ward Three.

"I feel particularly grateful and honoured for the privilege of contributing a short message for publication in the anniversary number of 'The Seventy-Niner', which marks the first milestone of the Toronto Municipal Employees' Association, Local No. 79. May I at the outset express the conviction which I have always had, that it is the right and the duty of Labour in all its branches to organize.

"The report of the Civic Survey Commission in 1926, made by a Board of three members, one of whom was your President, is one of the most important documents in our municipal history. I derived from it the inspiration for my efforts in connection with the Civic Pension Plan, which culminated in its unanimous adoption by Council at its last meeting. I assure you of my co-operation at all times."

NATHAN PHILLIPS, Alderman, Ward Four.

"Make Local 79 the 100% representative of the Civic employees who come within its jurisdiction! This is the essential message I wish to deliver to the members of the Toronto Municipal Employees' Association and to the readers of this paper who are not yet full-fledged Seventy-Niners.

"The establishment of Local 79 was inevitable. It had to come sooner or later. The very needs of the civic employees and, yes, efficient civic administration needed such an organization. It was my privilege to be associated with trade union organizations in various capacities for about a quarter of a century. I have observed and worked with many of them. But I know of very few organizations that have accomplished so much in so short a period as did Local 79."

J. B. SALSBERG, Alderman, Ward Four.

"It was my happy privilege to be present at the dedication of the Charter issued by the Trades and Labour Congress of Canada to the Toronto Municipal Employees' Association, Local No. 79. This was an important and memorable occasion.

"While the dictators of Europe have crushed all Labour organizations and confiscated their funds, it is a pleasing thought that the labour union movement in this City has during the past year made more substantial progress than ever before. The reason the labour union movement is moving ahead so rapidly is because it embodies the essence of democracy.

"It is to be hoped that Local Union 79, which has commenced its course under such favourable auspices, will continue to progress and prove a most beneficial influence, not only to the members belonging to it, but to the citizens at large."

ERNEST C. BOGART, Alderman, Ward Five.

"One of the main pillars of good civic government is the bona-fide trade union of the civic employees. This axiom needs to be re-emphasized to-day, when civic government has such a vital role to play in the war effort and in the preparation for the post-war period. Municipal democracy is basic to our national democracy, and we are

bound to place a very high value on trade union organization of civic workers, because it is patently clear that municipal democracy cannot function without such an organization.

"Toronto's citizens have good reason for confidence in your readiness and ability to play your part, and I shall certainly strive to do my small part in promoting this end."

STEWART SMITH, Alderman, Ward Five.

"I am pleased to express congratulations to Local 79 on its first Anniversary. Your organization, through its Labour affiliation will now be in a position to help sponsor Social Legislation for the good of the community. I have taken special interest in health matters and I know that Labour is doubly concerned with that subject.

"More particularly have I identified myself with an effort to improve the ambulance service to our citizens. This year two extra ambulances have been provided and although they will be helpful, they do not nearly fill the need. To provide proper communication facilities, our ambulances should be equipped with two-way radio. It is essential that these improvements be brought about and your Union and the other Labour Organizations can help materially to improve this service.

"With best wishes for your continued success."

JOHN BENNETT, Alderman, Ward Six.

"When Civic Government was first instituted, the intention was to give essential services and improvements at a minimum of cost to the taxpayers. To achieve this objective, all elements entering into Civic Government must be closely co-ordinated. There must be the closest co-operation between the Council, heads of departments and employees. The right of the employee to discuss with the employer civic problems is most essential.

"We in Toronto are most fortunate in having in our employ a loyal group of employees who have always expressed their willingness to give co-operation to the elected representatives of the people. There is a great deal of credit due to our employees for the excellent type of service given to the citizens of Toronto."

W. V. MUIR, Alderman, Ward Six.

"I extend my heartiest congratulations to Local 79 on its first Anniversary.

"Your Organization can be of great benefit to the administration of the City. Proper relationship between employer and employee means better service to those we serve. In these days of stress, understanding between individuals and groups is much to be desired and whatever can be done to promote that satisfactory state of affairs is a move in the right direction. Your Organization has set out to achieve that objective and your first year's activities have demonstrated that by reasonable presentation of your difficulties, adjustments can be made to the satisfaction of all concerned.

"May I express the hope that you will continue on the lines established and enjoy many years of useful service."

CHARLES ROWNTREE, Alderman, Ward Seven.

"As a former Trade Unionist, I offer my sincere congratulations to Local 79 on its first Anniversary.

"You have made commendable progress in your first year and all bids well for your continued success. I am a great advocate of the proper relations between employer and employee, and know full well the need of understanding based on full consideration of the problems confronting those charged with the responsibility of conducting the affairs on either side. The human interest is the true foundation of that understanding and I know of no organization so well qualified to bring out all the facts in the interests of the working people, as a well-conducted Labour Union.

"May you long continue to carry on the good work."

E. C. ROELOFSON, Alderman, Ward Seven.

"It was with a great deal of satisfaction that I sat in Council on Monday night, March 22nd, and witnessed the passing of the new Pension Plan without any dissension. May I say that in the near future I hope that the retiring

age will be lowered so that an employee may have a few years of his life to enjoy himself while still in robust health. I have been a member of the Pension Committee for several years and have appreciated the privilege of serving on a Board composed of Civic Employees as well as members of Council. Fair wages and ideal working conditions pay good dividends to the employer as well as giving a great deal of satisfaction to the employee."

W. A. HOWELL, Alderman, Ward Eight.

"My sincere greetings go out to the members of the Toronto Municipal Employees' Association, Local No. 79, on its first Anniversary. Your accomplishments in your first year have been many. Harmony in the many services conducted by the City of Toronto is one of the essentials of good management. An organization such as yours can go a long way toward reaching that objective, and thereby rendering service of equal value to both the City and yourselves.

"In your first year you have done much to bring about improvements in the employment conditions, all of which should result in happy relations between the City and its employees and that in turn means better service to the taxpayers as a whole.

"Wishing you many happy anniversaries."

H. E. McCALLUM, Alderman, Ward Eight.

"I welcome the opportunity of extending my very warm congratulations to the Toronto Municipal Employees' Association, Local 79, on its first anniversary. It has lived a most useful year.

"I am glad that the relationship between the City Administration and its employees rests on mutual confidence and candour. I hope this City will always strive to be a model employer and to set a worthy example in all relations with its employees. The imminent inauguration of the Civic Pensions Scheme, in which the employees have co-operated so fully and so patiently throughout years of negotiations is an example of what can be constructively accomplished by men of goodwill."

DONALD M. FLEMING, Alderman, Ward Nine.

"Congratulations to the Officers and Members of the Toronto Municipal Employees' Association, Local No. 79, upon completing a most successful year of progress, and I extend best wishes for the continued success of the Union, which is now the recognized voice of authority speaking for all civic employees in the City of Toronto."

JOHN M. INNES, Alderman, Ward Nine.

### BIRTHDAY GREETINGS FROM THE PIONEER OFFICERS

The splendid progress made by our Association since its inception one year ago is very gratifying indeed. As the persons privileged to apply for and sign the Charter, we deeply appreciate your loyal support in bringing about the successful fruition of the effort to establish this long-needed unified co-operative representation in the Civic Service, and we feel sure that if the same effort and interest is maintained, our objective of 100% membership will be reached in the very near future.

J. J. ANDREWS,  
J. S. COOKE,  
A. T. KIRKWOOD,  
E. RENNIE.

### THE PRESIDENT'S ANNIVERSARY MESSAGE

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achieved in this, our first year of operation be improved upon in the future. This can be done by our whole membership giving due thought to their words and actions and attending the regular meetings, that the plans and policies of the Union are so shaped that they give proper effect to our aspirations. In this way, we can make the child of our creation a credit and an asset to the Service in which we are employed and to the life of our City and Country generally.

So to the "Seventy-Niner" and all that it stands for, I extend sincere wishes for many Happy Birthdays and may our progress improve with the years.

BERT MERSON, President.

### OFFICERS — 1942-3

President:

Bert Merson, 101 Jones Ave.....HA. 1341

Vice-President:

J. S. Cooke, 63 Rusholme Park Cr.....LL. 3229

Second Vice-President:

A. T. Kirkwood, 81 Springhurst Ave.....LA. 6452

Recording Secretary:

R. C. Craig, 237 Woburn Ave.....HY. 2636

Financial Secretary:

Frank Dean, 243 Bedford Rd.....KI. 1652

Treasurer:

Miss Mary McNab, 393 Summerhill Ave.....RA. 4073

Trustees:

James Watt, 37 Delaware Ave.....LO. 2490

S. W. Humphries, 234 Manor Road E.

T. E. Galer, 150 Rose Park Dr.....HY. 4636

N. Johnston, 151 Roxborough St. E.....MI. 8998

W. B. Moss, 2 Manor Road E.....MA. 3072

Auditors:

J. J. Andrews, 109 Douglas Ave.....HU. 2896

R. W. Ruggles, 6 Withrow Ave.....HA. 6976

### OFFICERS OF THE JOINT COUNCIL OF CIVIC LABOUR UNIONS

Chairman:

Bert Merson, 101 Jones Ave.....HA. 1341

Vice-Chairman:

D. W. Holmes, 156 Felstead Ave.....GE. 1304

Secretary:

R. C. Craig, 237 Woburn Ave.....HY. 2636

### DELEGATES TO TORONTO DISTRICT LABOUR COUNCIL

Bert Merson

J. J. Andrews

J. S. Cooke

R. C. Craig

Miss Mary McNab

Miss Bertha Lowrie

S. W. Humphries

Leonard Cavers

### MEMBERSHIP

Our membership is now about 800, which represents about 75% of the eligible employees. How many new members have you brought into the Association and what are you doing to get your fellow-employees to join? You are part of the organism of this organization.

### THIS REALLY HAPPENED

One evening on his way to a Union meeting, our Recording Secretary was waiting for a street car. A motorist pulled up, opened his door and offered friend Charlie a ride, which was gladly accepted. As they got going on their way and had passed the usual comments about the weather, the motorist, observing Charlie's brief case, said: "It looks as though you are in for a busy night," to which our Secretary replied: "Yes, I'm going to a Union meeting." With that the motorist pulled suddenly into the curb and said: "In that case you can't ride in this car. I don't believe in Unions."

So the bewildered Charlie again waited for the T.T.C. and was no doubt glad to see the conductor's Union button.

### APRIL MEETING

The next regular meeting will be held in the Labour Temple on Thursday, April 22, commencing at 8 p.m. sharp.

The speaker at this meeting will be Bro. "Bob" Hatley, President, Toronto Municipal Employees' Credit Union, who will speak on "The Advantages of the Credit Union".

### BY-LAWS

An important item of business at the meeting will be the presentation of the proposed By-laws. It is very important that all members be present to take part in their adoption.

Pres., BERT MERSON

Sec., R. C. CRAIG