

Saturday.

Dear Father,

Do you think you could take the opportunity to say a word to Mr. Smith this evening about organization of the Engineering Staff on the C.P.R.?

It wd be an important advantage to the Company, as a young man wd feel that it was worth his while to get into the C.P.R. as there would be some hope of promotion, and some future for him to look forward to. The men who rose to the top wd be invaluable as thoroughly trained men capable of filling any important position in connection with the management.

As it is, there is no ~~system of~~

of organization & no system of promotion,
& we do not even get credit for what
we do; & we have no scope & no re-
sponsibility & nothing to look forward
to. We are kept at clerks wages for
an indefinite period & are merely
tools & hands. The Company will al-
ways find it difficult to get good
men on these terms, & more so to
keep them. In this way the Co. are
at a standing & serious disadvantage.
They need not say that good men are
not to be had, so long as they take
no steps to secure them.

I enclose a memo of the organization
on the Penn^a R'y, where they think it
worth while to ~~have~~ promote trained Engi-
neers to a share in the management.

W.