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News Letter No. 1

of the

National Association of Bureau of Animal Industry Veterinarians
CONVENTION NUMBER

OFFICE OF THE SEC. TREAS.

NEWS LETTER NO. 1

OCTOBER 20, 1922.

The Fifth Annual Convention of the National Association of Bureau of Animal Industry Veterinarians was held in Parlor "B", Planters Hotel, St. Louis, Mo., August 25, 26 and 27, 1922.

Convention was called to order by the President August 25, at 10:00 A. M.

Roll call of National officers:

- President, Jas. Fleming, Kansas City.... Present
 - Vice President at Large, N. L. Townsend
New York Present
 - Vice President, Eastern Zone, T. P.
White, Washington, D. C..... Absent
 - Vice President, Central Zone, A. A.
Swaim, Chicago, Ill..... Present
 - Vice President, Southern Zone, J. S.
Grove, Oklahoma, Oklahoma..... Present
 - Vice President, Western Zone, C. H.
Hays, Lincoln, Nebr..... Present
 - Sec.-Treasurer, L. Enos Day, Chicago,
..... Present
- standing Committees:

Committee on Legislation and Publicity

- Dr. J. A. Kiernan, Chairman, Washington, D. C.
- Dr. H. H. Hicks, San Francisco, California.
- Dr. W. K. Lewis, Columbia, South Carolina.
- Dr. Herman Busman, Omaha, Nebraska.
- Dr. D. I. Skidmore, Washington, D. C.

Committee on Constitution and By-Laws

- Dr. Rudolph Snyder, Chairman, Helena, Montana.
- Dr. A. E. Behnke, Milwaukee, Wisconsin.
- Dr. Henry M. Graefe, Topeka, Kansas.
- Dr. A. J. Maloney, National Stock Yards, Illinois.
- Dr. E. A. Crossman, Boston, Massachusetts.

President's Address

This meeting, the 5th annual gathering of the delegates of this Association, convenes to consider questions pertaining to the interests of the Bureau Veterinarian.

In order to survive every institution must be worthy. This is especially true of associations; the membership of which is in numerous, widely separated districts.

In order that an organization of this kind may thrive and function properly it is very necessary that each individual member be made to feel that he is an important part of the association and that his membership is worth all it costs and more, and that his just interests will be protected

in so far as the association may properly act in such matters. If we are able to conduct the affairs of our organization in such a manner we will attract all Bureau Veterinarians who are not members to our association. The question of how or to what extent, if any, the local, State or National bodies should act in individual cases would seem to need discussion and consideration at this time.

Working collectively as a unit we are able to obtain recognition and assistance from other professional bodies, as well as from various commercial organizations and prominent individuals. Such recognition and assistance is absolutely necessary to the proper protection of our just interests in legislative matters affecting our members. This latter fact was demonstrated by our legislative committee when a more favorable classification for Veterinarians was procured in the reclassification bill than was first contemplated by Congress.

There is absolutely every assurance that our association can be of service to our membership in the future, as for instance, we will be able to obtain a fair and just allocation under the reclassification bill through our representatives.

Another question which will affect us all is the manner in which promotions or demotions should be made. In case the system proposed in the reclassification bill is faulty we have a better prospect of having these inequalities rectified if we work as a unit.

The question of retirement is one that may properly be considered by the association. The present plan for retirement is in my opinion fundamentally wrong. The maximum pension is too small. The present method of deducting a certain per centum of salaries without any variation in amount of annuity employees may receive is not equitable. The retirement age should be optional with the employee after a definite number of years of satisfactory service, with compulsory retirement at a certain age.

The question of overtime pay is one that affects a large portion of our membership, therefore, a proper subject for our association to discuss.

Sick and annual leave are subjects that should be given consideration.

These suggestions offered for discussion are some of the most salient reasons why our association should not only survive after reclassification has become a fact but that our membership should increase.

In conclusion, I will take this opportunity of

expressing my sincere appreciation for the evidence of confidence in having honored me with the Presidency of this Association.

JAMES FLEMING,
President.

REPORT OF THE VICE PRESIDENT AT LARGE

Mr. President, Fellow Officers and Delegates:

The aim and object of the Committee of which I am chairman is to organize and stimulate membership. In endeavoring to carry out these provisions of our Constitution and By-Laws our slogan in the past has been and will continue to be, —100 per cent. membership.

How far we have succeeded up to the present time in reaching that goal is shown in the reports of my fellow members of the committee which will be read to you here today.

My own experiences in this line, I regret to say, have not been entirely successful. As chairman of the committee I have felt very much like the fifth wheel to the cart. I have not, therefore, been over-active in committee work, leaving that to the Zone Vice Presidents. However, judging by my own experiences and observations, I am compelled to admit and report finding an apparent slackening, at least a lack of enthusiasm and interest, on the part of Bureau Veterinarians, members and non-members of our association.

The members of the committee generally have been earnest and zealous in their efforts in behalf of the organization. As chairman, I have written letters, put in a word here or an argument there, boosting the benefits and advantages of our association, in the effort to hold a wavering member or attract a non-member to our fold. The results as stated have not been very favorable. The number of actual paid-up per capita tax members, which is the important item in our membership is decreasing and not increasing.

I desire it to be understood that there is no intention to criticize or find fault. Neither is it the intention to convey the impression that I am a pessimist on our organization or its future. On the contrary I believe the National Association of B. A. I. V. can be made a live and a going organization.

My only object in this report is to call attention to a situation which should be recognized—the interest of our membership seems to be waning. We are far from 100 per cent membership. Having recognized the situation, I desire to offer a suggestion or recommendation for your consideration.

In searching for a cause and at the same time a possible remedy it will not be necessary in my estimation to look further than the preamble of our constitution and by-laws. I will call attention particularly to the clause stating among other things that the objects of the organization are "to promote the professional efficiency and material interests of the Bureau veterinarian".

The thought that I desire to convey is the fact that up to the present time we have devoted most, if not all our time and attention, at least at the

National Association Conventions, to the material interests of the Bureau veterinarians and practically no consideration to the matter of professional efficiency. I want to suggest that therein, in my opinion, lies one of the weak spots in our organization as it has been conducted in the past.

Of course, it is not claimed that the material interests of the Bureau veterinarian are not important. That would be far from my thoughts. The matter of Reclassification, Retirement and Compensation acts, over-time, expenses connected with moving of household goods and families at time of transfer, vacations, etc., all have received our attention in the past and they should and will continue to receive due consideration in the future.

The Secretary of Agriculture and Chief of the Bureau have manifested their sympathetic interest in our organization and its objects. These objects are not material alone. This fact should be emphasized. The interest of the Secretary and the Chief of the Bureau, if we desire to continue deserving it, applies to professional efficiency as well. Professional efficiency really should come first in importance for the permanent and enduring welfare of our organization and we find professional efficiency takes precedence over material interests in the Preamble of our Constitution and By-laws.

The Committee on Resolutions and New Business passed a resolution at our Denver meeting last year on this subject, which I will quote:

"Resolution No. 10.

"Inasmuch as it is the purpose of this Association to promote the professional efficiency as well as the material interests of the Bureau veterinarian, we recommend that all Division Officers endeavor to hold meetings at regular intervals for the presentation and discussion of topics of interest to the Service."

This resolution is good and appropriate, but it did not go far enough in my opinion. The resolution applies only to Divisions. It should include the provision, (and that is the suggestion or recommendation I desire to make now) that some definite portion of our time at national conventions should be devoted to professional topics, subjects pertaining, for instance, to the activities of the Bureau, reading of papers and discussions thereon.

In this connection, I would like to cite our experiences in connection with the Metropolitan Division, which includes the stations in Greater New York City and vicinity. During the past year we inaugurated a policy such as I have outlined, at our meetings. The material interests of members were not omitted or excluded, but we took up the reading and discussion of papers on Bureau and professional veterinary subjects. The results were an increase in attendance and interest of members far greater than at any previous time in the history of the Metropolitan Division.

I want to ask the question now—Why cannot the same policy be adopted for our national association convention? I invite your discussion on this proposition.

In concluding this report, I desire to express my appreciation of the courtesy, support and co-operation extended to me by fellow officers and members during the past three years' incumbency of office. Although I expect to retire from office this year, it is to be understood that I stand always ready and willing to assist to the best of my ability for the success of our organization.

Respectfully submitted,

N. L. TOWNSEND,
Vice President at Large.

REPORT OF THE VICE PRESIDENT OF THE CENTRAL ZONE

The Central Zone is interested in this organization, and extends best wishes for a successful convention and sends greetings to the officers of the Association.

Many problems of interest confront the veterinarians at the present time and it is expected that this Association will prove equal to the emergency in accepting its full responsibility in meeting and handling these various subjects of vital concern to the veterinary inspector.

"In union there is strength." Our power and value will be measured in a way by the numbers in our organization. It is earnestly hoped that we have 100 per cent membership not only from point of number but from interest, work and activity.

The value of an organization is measured by its service. Let us examine our record and determine whether we are fulfilling the predictions of success so generously and graciously ascribed to us.

Are we cooperating with the Bureau of A. I. to raise the standard of the service and build up an organization of greater efficiency? Are we aiding the Bureau to raise the morale and benefit the service? Don't allow others to judge our standard on a dollar-and-cents basis.

The number of members in our organization grows less each year since the number in the B. A. I. has been gradually decreased in the last few years. Notice the contrast: 1918, 1642; 1919, 1519; 1920, 1336; 1921, 1328 and 1922 approximately the same number but somewhat less.

Of what significance is this? It means that a greater effort must be made to secure a 100 per cent organization. It means that we must put forth more effort to make our association valuable. It means that we must render service or we will cease to claim the interest of the veterinary inspector. It is not in the realm of this report to point out the methods. I am simply sounding the tocsin of alarm to prevent lethargy from engulfing a valuable organization.

The membership of the Central Zone has increased over last year considering the changes in this territory.

Several of the divisions and many of the stations have 100 per cent membership. There are many who deserve commendation for their efforts in putting the organization to the front. I must not omit St. Joe, St. Paul, Milwaukee and Madison and also Chicago. In point of membership the

Chicago local leads. Every veterinary inspectors' name at the Chicago station is or has been upon the roll of the Association. And this too, regardless of the large number of changes and transfers at the present time there are only 4 inspectors out of 85 who have not paid their dues. Financial difficulties have been the chief cause in two of these cases. This condition is brought about by the interest manifested by the entire membership and splendid cooperation.

Reclassification

Has any one become discouraged upon this subject? Many obstacles have arisen to prevent the passage of this legislation.

However, you will notice the longer this item is before the public the better the people become acquainted with the work of the Civil Service employees. Optimism is the keynote of the situation. However, optimism without activity will accomplish but little. In talking with any national legislator upon this subject convinces any one that a wide educational campaign must have been conducted as nearly all of them are well posted on the reclassification act. This is merely mentioned as a reminder to our Association to persevere in the work.

Don't procrastinate. This is the best opportunity we have ever experienced to place our profession upon a higher plane. The morale of any force is raised by just recognition whether that reward is dollars and cents or whether it is elevation to an imaginary or real line of service or commendation.

This occasion is taken to speak a word of commendation of our committee on publicity and legislation and the different officers of the Association who have so generously sacrificed their time to the common cause and the benefit of all.

Sickness

"New occasions teach new duties
Time makes ancient good uncouth
We must upward then and onward
Who would keep abreast of truth."

This introduces a subject with which you can all, no doubt, recall similar cases.

There seems to be one condition which the retirement act and the compensation Law have both omitted.

I have in mind an old employee of the B. A. I., who has been out of the service by sickness one year. During the year he has never received compensation or salary from the Government. This employee is a veterinary inspector who has served the Bureau well and faithfully for 27 years. His record is one of service and loyalty. Every official of the Bureau would gladly aid him if it were possible. The law does not provide any way to repay a faithful servant who unfortunately falls a victim of sickness.

I am placing this subject before the convention at this time with the idea that some plan or system may be suggested which will start the wheels moving to remove and prevent conditions

of this kind. What have you to offer on the subject?

Can the compensation act be so amended to care for similar cases?

You have all read of Clover, said to be the oldest horse in the country. Listen to the words of Mrs. Warren G. Harding. They are apropos here.

"For example's sake I hope Clover will long continue to be the oldest horse in the world, and that somehow there will grow an impression that the loving God never intended either dumb friend or self-sacrificing men to be consigned to mother earth merely because the most and best of their strength has been exhausted in human service."

30 Day Vacation for Field Employees

This subject was discussed last year at the Denver Convention. It was referred to the Committee on Legislation and Publicity. The results of their action was published in News Letter No. 2.

From this, it is apparent, new legislation is required. It will be necessary to enlist the aid of other organizations of Civil Service Employees to accomplish results.

Many interesting points were brought to the surface during a discussion of this subject last year and which indicated the feasibility of this project without much added expense relative to the number of employees.

If this organization favors an increased annual leave period, I feel sure our committee on Legislation and Publicity can find enough aid to secure the necessary legislation.

Retirement Act. Amendments

There has been some progress made in this line since last year.

Congress passed one bill or amendment to the retirement act to include certain classes of employees in the service of the Government who previously were excluded from its benefits.

However, the principal objections still remain. There are now two bills on this subject before Congress. S 3748, a bill introduced June 26, is in the hands of the Civil Service Commission in the Senate, and the Fairfield bill is now in the Committee on Civil Service Reform in the House. A synopsis of this bill will be found in News Letter No. 2. It lowers the age for retirement, raises the amount of compensation to a maximum of \$1200.00 per annum and places the amount of compensation upon a comparative basis. This is estimated on the average salary received in the last ten years and the number of years of service. These provisions would be an improvement. They are only a few of the many items, to make a good Retirement Act.

A review of the retirement provisions of four commercial firms reveals how inadequate our law really is.

Here are a few items worthy of notice taken from the Chicago Municipal Retirement Plan as framed under the Illinois State law.

1. Annuities for employees in comparison to salary and length of service

2. Annuities for widows of employees
3. Annuities for children under 18 years of age of deceased employees
4. Duty disability benefits, being benefits paid in case of disability resulting from injury incurred in the performance of an act or acts of duty.
5. Ordinary disability benefits being benefits paid in cases of disability which are not the result of injury incurred in the performance of an act or acts of duty.

Here is an example showing the amount of compensation received under the following conditions: Suppose under the Municipal Retirement Act an employee enters the service at 25 years of age at a salary of \$1680.00 per annum. That by the time he becomes 48 years of age he has been increased \$1000.00. The he decides to retire at 60. In this case he would receive an annuity of \$1335.52.

In computing compensation there is a \$3000.00 salary basis, a maximum amount of compensation of \$1800.00 and a minimum of \$600.00. You will note their minimum is almost as much as our maximum.

In consideration of the different bills brought before Congress it was very apparent to the Committee that there was no plan which would satisfy the Civil Service Employees in general.

The thought is this. If some general tentative outline was agreed upon it would stand a much better chance of success. Why should our organization not take the initiative in this? Some invitation should be extended to other Bureaus and departments to cooperate in this. What plan has this organization to suggest? I believe a special committee on this subject would solve the problem.

RETIREMENT TABLE—FOUR COMPANIES

Amount Contributed By Employees	Minimum Length of Service for Ret. Disability.	Minimum Age for Ret.		Maximum Age for Ret.		Benefits Disability Reg.
		Male	Female	Male	Female	
3% Committee	Optional	55	55	65	65	Service 2½%
3% 15 yr.		57	50	65	65	2% 2%
3% 15 yr.		60	50	65	55	1½% ½ salary
3% 3 yr.		55	50	65	55	2½% 2½%

*For last 3 year. Not to exceed 2/3%. Not over \$5,000.00 per annum.

Overtime

This subject was taken up in my report last year and at that time I suggested that our organization should be prepared for any move to eliminate overtime to the B. A. I. employees.

As forecasted a bill is now before Congress to place this expense on the Government instead of the packers. The advisability of this has been questioned.

Coming as a war measure this did much good to our service in keeping up the morale of the

rank and file when high salaries were prevalent in nearly every line of industry.

When reclassification comes (this year?) the need of overtime will not be so apparent. However, until that arrives, overtime should be continued, if the fullest measure of service and efficiency is consistent with a fair monetary reward.

The abuse of a privilege or breaking of a law by a few is not sufficient grounds to abolish the privilege or repeal the law.

I am sure the executive officers will anxiously listen to a full discussion of this subject.

Finances

The financial situation of the organization is good. After the expenses of this convention have been settled there will be a surplus in the treasury of approximately \$1600.00 or \$1700.00. Then the per capita dues for the ensuing year are payable Sept. 1, 1922.

However, I would urge the prompt collection of the per capita tax. This would place the association in a position to meet any demand for funds should occasion arise in connection with reclassification.

By a review of my report of last year, you will note there were quite a few items given which have effected a marked saving in finances for the year.

Since our membership is not large, and with the knowledge from the secretary that our numbers have decreased this year, economy should be our watchword.

Cooperation With The Bureau of Animal Industry

The B. A. I. maintains the most efficient system of government meat inspection in the world. It stands out like the rock of Gibraltar a guide to all others. The standard has been reached after years of patient work and persistent scientific research.

The work being done by the B. A. I. blazes a trail in scientific principles relative to one of the chief articles of diet which daily reaches our table—meat.

The general public is not well acquainted with the work of the B. A. I. The department has spent a large sum of money to reach the public through a very popular channel, the moving picture. Several pictures illustrating various phases of the work have been filmed and may be obtained for the asking.

Our Association can obtain these pictures and show at least one of them in every center where Bureau activities are in operation.

This is a splendid opportunity to aid the Bureau in its educational campaign. I take this occasion to urge our Association to aid the Bureau in this splendid field of telling the public what we are doing.

I shall speak of this later.

Conclusion

A new vice president of the Central Zone goes into office with the beginning of the year Sept. 1, 1922.

I sincerely thank the members of the Central Zone for their cooperation and help during the time I have served them. I appreciate the honor and trust of this office and have always endeavored to meet the duties with the thought of advancing the best interests of the Association.

My time and efforts in this work have been gladly given to the organization and I have been amply repaid for my efforts in knowing that the interests of the veterinary inspector have always been the prime factor considered by the organization.

A. A. SWAIM,

Vice President Central Zone.

REPORT OF THE VICE PRESIDENT OF THE SOUTHERN ZONE

Mr. President:

During the past year we have endeavored to cooperate with the officers of the various divisions in securing the enrollment of as many members as possible; however, we have encountered considerable indifference among the officers of several divisions and as a consequence we show a loss of about 45 paid-up members for the year. Our present enrollment appears to be 201 men out of about 280 eligibles.

We have 100 per cent in Kentucky, Arkansas, South Carolina, Virginia and Oklahoma.

In those divisions where the secretaries have worked faithfully the enrollment is quite satisfactory, but in the divisions where the local officers have not properly functioned we show a decided loss.

Experience has shown that the membership must pay more attention to the selection of their local officers. It is desirable that the officers be centrally located so that they can come in closer contact with the membership and the secretary must be a person who will lose no opportunity to hustle for paid-up members.

The forces in most of our divisions are very much scattered and especial attention should be given to local organization as there appears to be a disposition to select men who are not situated where they can do effective work.

It appears to me that the Bureau veterinarians who sometimes have rather limited opportunity to show their executive ability should seize opportunities of this kind in order that they might demonstrate their ability to do things and thereby attract the attention of their co-workers.

It appears to me that if an employer should be looking for a suitable person for promotion, he would hardly select the secretary of a division who has not time or inclination to answer a prepaid communication.

Therefore let us stress the importance of security in the best men to fill all important offices.

J. S. GROVE,
Vice President Southern Zone.

**Report of the Vice President of the Western Zone,
Dr. C. H. Hays:**

Dr. Hays had not prepared a written report, but stated that he had written words of encouragement to all of the Division Secretaries in his Zone, and had made inquiry concerning the membership, and that all of them had reported progress with two exceptions, Mile High and Montana Divisions, who had not even replied to his inquiry.

He concurred with many of the ideas set forth in Dr. Townsend's report. He also called special attention to the objects of the Association which refer to the promotion of professional efficiency and material interest of the Bureau veterinarians. He felt that everything possible should be done to stimulate interest in our Association; that its objects were of the best, and that the promotion of professional efficiency to its highest possible point among our members would accomplish much toward future legislation in our behalf.

The report of the Vice President of the Eastern Zone was called for. Owing to his absence, it was passed, with the hope that he would be present later in the session.

SECRETARY'S REPORT

To the Officers and Delegates of the National Association of Bureau of Animal Industry Veterinarians in Fifth Annual Convention Assembled. Greeting:

At the Third National Convention held at Columbus, Ohio, our constitution was so amended as to provide for each of the bodies comprising our National Association being designated as a Division. This was commented upon very favorably by your Secretary last year, and appears to be very satisfactory. At that time the constitution was further amended to provide for a standing membership committee to be composed of the Vice President at Large and the four Vice Presidents, the Vice President at Large to act as Chairman. This also has proven a good provision, as the Vice Presidents of the various Zones feel more of the responsibility of their respective Zones.

At the last annual convention held in Denver, other important changes were made in the constitution. One which I wish to mention is the membership card. While this causes more work for the Secretary, it is well worth the extra work, as it not only takes the place of the transfer card, but is a receipt from the National Secretary-Treasurer to the Division Secretary, and from him to the member who paid the dues. A membership loose leaf record has been secured and a page assigned to each member. The page is so prepared that a record of the member can be kept for a number of years.

Last year it was pointed out that there had been \$750.63 more disbursed than had been collected in dues. Economy became the watchword and by

economizing as best we could, we have kept our disbursements lower than our receipts this year. During the year two news letters were published; one in January, 1922, which was a twelve page pamphlet and contained a summary of the last convention. News Letter No. 2 was published in July and consisted of a four page pamphlet which contained a summary of Association activities up to that date, and may be presented as a part of this report.

Membership

Last year our membership was reported as 830. This year it is only 720, or 188 less than last year. As the activities of our organization are directly dependent upon its membership, we should endeavor to stimulate it.

Zone Vice Presidents

According to the constitution ballots were sent out through the mails requesting nominations for Zone Vice Presidents for the year 1922-1923. Most of the various Divisions replied, after which ballots were sent out for the elective votes. The votes were as follows:

Central Zone

- Dr. H. B. Raffensperger.
- Dr. A. A. Swaim.
- (Dr. Swaim declined nomination and Dr. Raffensperger was elected.)

Eastern Zone

- Dr. F. Jelen - - - - - 15
- Dr. E. H. Baumann - - - - - 42
- Dr. T. P. White - - - - - 14
- Dr. E. A. Crossman - - - - - 3

Southern Zone

- Dr. J. S. Grove - - - - - 55
- Dr. J. B. Johnson - - - - - 50

Western Zone

- Dr. C. H. Hayes - - - - - 67
- Dr. R. W. Culbert - - - - - 32
- Dr. G. A. Kay - - - - - 18

Finances

On hand last convention.....	\$1962.45
Received from Dr. Walkley.....	189.00
Dues collected.....	2155.93
<hr/>	
Total.....	\$4307.38
Disbursements	1601.25

Balance on hand.....\$2706.13

The personnel of the standing committees appointed by our President was as follows:

Committee on Publicity and Legislation

- Dr. J. A. Kiernan, Chairman, Washington, D. C.
- Dr. H. H. Hicks, San Francisco, California.
- Dr. W. K. Lewis, Columbia, South Carolina.
- Dr. Herman Busman, Omaha, Nebraska.
- Dr. D. I. Skidmore, Washington, D. C.

Committee on Constitution and By-Laws

- Dr. Rudolph Snyder, Chairman, Helena, Montana.
- Dr. A. E. Behnke, Milwaukee, Wisconsin.
- Dr. Henry M. Graefe, Topeka, Kansas.

Dr. A. J. Maloney, National Stock Yards, Ill.
Dr. E. A. Crossman, Boston, Massachusetts.

Cooperation

During the past year there has been very close cooperation between the National Officers and standing committees and the American Veterinary Medical Association, State or local sanitary associations and other organizations interested in the welfare and efficiency of the Federal Veterinary service.

In conclusion I wish to thank the National officers, standing committees and the members for their whole-hearted support during the past year.

The Chief of the Bureau and other officials have manifested a sympathetic interest in our welfare, and have appreciated our efforts to improve the efficiency of the service.

The standing of an organization such as ours is based entirely upon the service it renders. Therefore, let us make for our standard efficiency and service. We can and should render valuable assistance through our organization to the Chief of the Bureau and the Chief of each Division in the Bureau, by whole-hearted cooperation and suggestion, and by so doing, we not only render service to our Country, but will place the standard of the veterinarians in the Bureau where it justly belongs.

The Bureau of Animal Industry is only an infant in arms as compared with similar organizations in Europe; yet it compares well with the best. We have accomplished tasks in which they have failed and predicted failure for us. When the Bureau of Animal Industry was first organized, the best European methods, which had been seasoned by years of practise, were selected as a standard for our projects. At present we have improved upon many of them. This was not done by one alone, but by the cooperation of the personnel of the Bureau from its inception to the present time. It is my most cherished desire that we lay hold of the opportunities before us to make our Federal veterinary service the standard of the world through unstinted, efficient service, the rewards of which are apparent.

L. ENOS DAY,
Secretary-Treasurer.

Motion made and seconded that the report of the Secretary-Treasurer be received. Carried.

Since Dr. J. A. Kiernan, Chairman of the Committee on Legislation and Publicity, had notified the Secretary-Treasurer that it would be impossible for him to be present on the first day of the convention, but would be present on Saturday, September 26, a report of his committee was not called for at that time.

REPORT OF COMMITTEE ON CONSTITUTION AND BY-LAWS

Owing to the absence of Dr. Rudolph Snyder, Chairman, Dr. A. E. Behnke reported for the Chairman. He stated that after going over the

present constitution and by-laws, he felt that they would not recommend any changes at this time.

Credential Committee:

Dr. J. S. Grove, Oklahoma, Okla., Chairman.
Dr. J. S. Jenison, National Stock Yards, Ill.
Dr. W. N. Neil, Chicago, Ill.

Following is the Report of the Committee on Credentials:

The Committee on Credentials submits the following as a list of the delegates who are entitled to vote in this convention:

Association	No. of Delegates	Names of Delegates	No. of Votes
Mississippi Division	0	A. E. Behnke (as proxy)	1
Virginia Division	0	D. C. Murdock (as proxy)	2
Nebraska Division	1	D. C. Murdock	12
Tennessee Division	0	Fred Driver (as proxy)	3
Arkansas Division	1	Fred Driver	3
California Division	0	Fred Driver (as proxy)	4
Cincinnati Division	1	Frank Jelen	3
Wisconsin Division	1	A. E. Behnke	3
Texas Division	0	A. E. Behnke (as proxy)	6
Indiana Division	1	R. C. Vermillion	3
Mississippi Valley Division		J. S. Jenison	2
	2	J. W. Joss	2
Columbus, Ohio, Division	0	J. S. Jenison (as proxy)	2
Metropolitan Division	0	J. S. Jenison (as proxy)	6
New Mexico Division	0	J. S. Jenison (as proxy)	2
Oklahoma Division	0	J. W. Joss (as proxy)	4
Kansas Division	1	G. E. Maxwell	11
Illinois Division	1	W. N. Neil	16
Buffalo Division	0	W. N. Neil (as proxy)	3
Missouri Division	0	D. C. Murdock (as proxy)	3
Minnesota Division	1	E. J. Calph	7
North Dakota Division	0	E. J. Calph (as proxy)	2
*Louisiana Division	1	R. W. Tuck	2
*South Carolina Div.	1	J. A. Kiernan	1

*Not present.

RECAPITULATION

W. N. NEIL	Illinois Division	16
	Buffalo Division	3
D. C. MURDOCK	Virginia Division	2
	Nebraska Division	12
	Missouri Division	3
FRED DRIVER	Tennessee Division	3
	Arkansas Division	3
	California Division	4
E. J. CALPH	North Dakota Division	2
	Minnesota Division	7
FRANK JELEN	Cincinnati Division	3
A. E. BEHNKE	Wisconsin Division	3
	Texas Division	6
	Mississippi Division	1
R. C. VERMILLION	Indiana Division	3
J. S. JENISON	Mississippi Valley Division	2
	Columbus Division	2
	Metropolitan Division	6
	New Mexico Division	2
G. E. MAXWELL	Kansas Division	11
J. W. JOSS	Mississippi Valley Division	2
	Oklahoma Division	4
*R. W. TUCK	Louisiana Division	2
*J. A. KIERNAN	South Carolina Division	1
		1

Total number of votes 103

(Signed) J. S. GROVE,
Chairman.

J. S. JENISON,
W. N. NEIL.

Directory of the Association

The question of continuing the news letters was discussed. All present stated that they should be continued by all means. It was further suggested that a directory of the personnel of the Association be issued as soon as possible. In this connection, your Secretary-Treasurer requests each Division Secretary to forward a list giving the names and addresses of the members in good standing in their Division. Your early cooperation will be appreciated.

Auditing Committee:

Dr. A. E. Behnke, Chairman, Milwaukee, Wis.
 Dr. J. W. Joss, East St. Louis, Illinois.
 Dr. G. E. Maxwell, Kansas City, Kansas.
 Convention adjourned until 2:30 P. M.

Meeting convened at 2:30 P. M.

Auditing Committee reported records of the Secretary-Treasurer correct.

Motion made and seconded that the report of the Auditing Committee be accepted. Carried.

Committee on Resolutions and New Business:

Dr. A. A. Swaim, Chairman, Chicago, Illinois.
 Dr. R. C. Vermillion, Indianapolis, Indiana.
 Dr. Fred C. Driver, Texarkana, Arkansas.
 Replies to invitations to the Secretary of Agriculture and Chief of the Bureau were read.

THE SECRETARY OF AGRICULTURE

Washington

August 15, 1922.

Dr. L. Enos Day,
 4193 South Halsted Street,
 Chicago, Illinois.

Dear Dr. Day:

I have your letter of August 10 and thank you very much for the invitation to attend the annual convention of your association at St. Louis, August 25 and 26. I should like to do this, but conditions here will not permit of my leaving Washington just now, or making any engagements which will take me away during the coming weeks.

I assure you I appreciate your kind invitation, and while I cannot be with you, hope you will extend to the members of the National Association of Bureau of Animal Industry Veterinarians my best wishes for a thoroughly successful gathering.

Very truly yours,

(Signed) HENRY C. WALLACE,

Secretary of Agriculture,

United States Department of Agriculture
 Bureau of Animal Industry,
 Washington, D. C.

Dr. L. Enos Day,
 4193 South Halsted Street,
 Chicago, Illinois.

Dear Dr. Day:

Your letter of August 10 has just been received and I hasten to advise you that it will give me pleasure to attend the National Association of

Bureau of Animal Industry Veterinarians to be held in St. Louis the latter part of this month. As you infer by your letter, it will not be possible for me to leave here, on account of my appointments, before the afternoon of August 27. Therefore, if you can make arrangements to hold a session on the evening of the 27th I shall be glad to be with you.

With all good wishes, I remain

Sincerely yours,
 (Signed) J. R. MOHLENBACH,
 Chief of Bureau

Motion made, seconded and carried that a meeting be called Sunday evening, August 27, in order that the Chief of the Bureau may address the Convention.

Unfinished Business

Outline of a uniform efficiency and promotion project for employees in the Bureau of Animal Industry.

To the Officers and Delegates of the Fifth Annual Convention of the National Association of Bureau of Animal Industry Veterinarians, Assembled:

At our Fourth Annual Convention, which was held in Denver, Colorado, September 4 to 8, 1921, I gave a tentative outline of a uniform efficiency and promotion project for employees in the Bureau of Animal Industry, which I felt, if put into effect, would be satisfactory to all concerned and would obviate the criticisms which have been made relative to the present system by some of the employees.

After giving a brief outline of the plan, I instructed to place the same in writing and sent it to the Executive Committee for its consideration, and if favorably reported upon by the Body, it would be placed before the Chief of the Bureau for his consideration.

In presenting this plan I do so with an unbiased mind, and with the hope that I may be presenting something which will be of equal assistance to the Chief of the Bureau and the employees. The plan as outlined was about as follows:

In order that the efficiency rating may be uniform and each employe receive the same rating regardless of where he is stationed, it is desired that this could best be accomplished by a committee consisting of three members, two members to be appointed by the Chief of the Bureau and approved by the Secretary of Agriculture. The duties of these two members will be to travel throughout the United States and collect such information as they desire to correct the efficiency of each individual; the Director in Charge at the station visited to be a member of the committee. The two traveling members of the committee will prepare a tonnage which will have for its object the rating out prominently of the qualities, capacity and fitness of the various individuals. Following this I will give you a very short tentative list. Some questions were taken from Form 3-B.

1. To what position is the employe assigned?
2. How attentive is he in the performance of his duties?
3. Is he diligent in the performance of the duties assigned him?
4. What is the nature of his conversation with other employes. Is he optimistic or pessimistic?
5. Is he loyal to his superiors?
6. Is he interested in his work?
7. What is the quality of the work performed by him?
8. What is his capacity for work?
9. Does he accept assignments, especially any extra work, cheerfully or with a spirit or attitude of being imposed upon?
10. Does he complain of long hours?
11. Is he inclined to compare his assignments salary, time in service, etc., with those of others?
12. Does he try to give the impression that his particular assignment, no matter what it is, is a little more difficult or of more importance than others?
13. Is he in the habit of requesting change of assignments?
14. Is he inclined to give assistance to his co-workers if he can do so without neglecting his own work?
15. Is he inclined to speak disparagingly of the work of other employes?
16. Is he willing or inclined to assume any responsibility, or rather shirk or evade any semblance of responsibility?
17. Is he of a boastful disposition?
18. Is he interested in new lines of work, or would he prefer to follow in the wake of others?
19. Is the relative amount of work done by him greater or less, compared with that of others in his grade?
20. What is his physical condition?
21. In what class of work are his services most valuable?
22. Is he studious?
23. What class of literature does he enjoy? Fiction or scientific?
24. If scientific, in what branch of science is he most interested.
25. Does he show originality in dealing with new problems and new lines of work?
26. Can he adapt himself to successfully handling new lines of work?
27. What training and skill does he show in performing the work assigned him?
28. What is his success in dealing with others?
29. Is he interested in instructing others?
30. Has he ability in instructing others?
31. Has he the ability to write an accurate report?
32. Are his reports concise and are his statements clear?
33. What degree of executive capacity does he show.
34. Does he willingly obey instructions?
35. Is he punctual?

36. Is he always willing to do his part without comment?

37. Is he loud and boisterous, or thoughtful in his conversation?

As above stated, this list is only tentative and is subject to many additions, as many of the questions may be further divided in order to bring out all of the finer points of an individual's character, on which efficiency so largely depends.

The efficiency committee shall keep an accurate record of the efficiency rating of each individual, one copy to be on file in the office of the Chief of the Bureau, and each station to keep on file a copy of its personnel, each employe shall be permitted to examine his own rating.

In case of an unsatisfactory efficiency rating of a member, it shall be the duty of the traveling members of the board to ascertain why. After this has been accomplished, they shall then summons the individual to appear before them, and talk the matter over with him, and if in their opinion the individual does not intend to make amends, he should be recommended to the Chief of the Bureau for reprimand, reduction or dismissal, as the case warrants. A complete report concerning the individual should accompany the recommendation.

In conjunction with the above efficiency plan, I am fully of the opinion that efficiency tests should be held at stated periods, either annually or biennially, these tests to cover the work done in the Bureau. These tests should be both oral and written. If desired, practical demonstrations may be used in conjunction with the oral and written tests. The object of such tests is to determine who are in line for promotion, and to stimulate interest. If an individual feels that it will be necessary for him to pass an efficiency test before he can be advanced, he will find both time and opportunity to prepare for it. I would confine these tests to projects of the Bureau, as the candidate has already shown his general qualifications when he passed the Civil Service examination.

These tests should be given by a board appointed for that purpose by the Chief of the Bureau, and approved by the Secretary of Agriculture. The board should consist of not less than two members who have had wide experience in the Bureau of Animal Industry and are well acquainted with the various projects of the Bureau. Efficiency, as outlined above, should be considered in these tests, and the two committees should work in very close cooperation. If the efficiency committee gives an individual, we will say 100, he should then be allowed a certain number of points on the efficiency test. I would say 20 points, and for 70 points on efficiency five points on the efficiency test. The range between 20 points and five points could easily be worked out. No one who has an efficiency rating lower than 70 should be permitted to take the efficiency test for advancement.

In making recommendation for advancement, those who have the highest score in efficiency and the highest rating in the efficiency test should be first in his grade, and the second, third, and so on, according to their standing.

No one should be promoted to positions requiring administrative capacity without first having experience under others or has actually conducted the work in the project under which he will administer.

L. ENOS DAY.

This report brought out much discussion among the officers and delegates present. All seemed in favor of that part dealing with marking efficiency. Some did not favor the efficiency test, while others favored the plan as outlined, stating that good men should not fear efficiency tests which were confined to Bureau projects. Some believed that the plan should apply to inspectors in charge as well as to others.

Dr. Day asked that a committee of five members be appointed to examine the report and make such changes as they wished, and after such examination, if they felt that the plan was worthy of further consideration, that it be forwarded to the Chief of the Bureau for his consideration.

The following were appointed to act on the committee:

- Dr. W. N. Neil, Chairman, Chicago, Ill.
- Dr. C. H. Hays, Lincoln, Neb.
- Dr. J. S. Grove, Oklahoma, Okla.
- Dr. J. S. Jenison, National Stock Yards, Ill.
- Dr. N. L. Townsend, New York, N. Y.

Motion made by Dr. Behnke and seconded by Dr. Vermillion that the Committee on Purity and Legislation use its best efforts to secure hospital service for those having occupational diseases. Carried.

Dr. Neil, speaking concerning annual leave, stated that in his judgment the present fifteen days allowed field employes were not equitable and are not well taken by all, since all Government employes in Washington and employes in some branches of service in the field are granted 30 days.

Convention adjourned until 9:30 A. M. August 26th.

Convention called to order August 26, 9:30 A.M.

Report of Committee on Resolutions and New Business.

Mr. President:

The committee selected for this work met in session on evening of August 25, 1922, and after a careful deliberation of various items, the following were selected for discussion and disposal:

- A. A. SWAIM, Chairman.
- R. C. VERMILLION,
- FRED C. DRIVER,

Committee.

No. 1. It is recommended that a committee be appointed to confer with and to aid the Secretary-Treasurer in preparing suitable material, scientific and otherwise, to be published in the News Letter and other publications for the purpose of stimulating interest in our organization and advancement of the profession.

Motion made by Dr. Neil, seconded by Dr. Behnke. Carried.

No. 2. Notice of Convention for Publication

That the Secretary-Treasurer prepare a synopsis and report of our convention for publication in the Veterinary Journals, Official Record and other papers.

Motion made by Dr. Neil, seconded by Dr. Behnke. Carried.

No. 3. Names of members of the Association for the News Letter.

That the Secretary-Treasurer prepare a list of the names of the members of the Association, stations and publish the same in the News Letter with the number of non-members in each division and station.

Motion made by Dr. Behnke, seconded by Dr. Calph. Carried.

No. 4. Sickness—Extended Sickness.

Inasmuch as there is no provision to pay an employe for extended sickness, it is recommended that the Committee on Legislation and Publicity be empowered to investigate and start proper legislation to remedy this condition.

Motion made by Dr. Neil, seconded by Dr. Jewell. Carried.

No. 5. Transfers of Employes. Expense Families.

Since the work of the Bureau frequently requires the transfer of employes, it is recommended that the Committee on Legislation and Publicity be authorized to secure the necessary legislation to provide for the expenses of families of employes when transferred under official orders.

Motion made by Dr. Neil, seconded by Dr. Jewell. Carried.

No. 6 Annual and Sick Leave.

Since the Department of Commerce and Labor as shown in Circular Letter No. 268, provides thirty days' annual and thirty days' sick leave in meritorious cases, it is recommended that the Committee on Legislation and Publicity be instructed to present this to the Bureau with the object of securing an extension of the same privilege to the Bureau of Animal Industry.

Motion made by committee, seconded by Dr. Maxwell. Lost.

No. 7. Cooperation with Bureau of Animal Industry in Educational Campaign.

That the Secretary-Treasurer be empowered to arrange with the Bureau for the loan of moving picture films to any station or Division under the auspices of the Association and publish the results of this action in the News Letter.

Motion made by Committee, seconded by Dr. Neil. Carried.

No. 8. Annual leave.

Inasmuch as it appears that the annual leave is not subject to change without legislation, it is recommended that the Committee on Legislation

and Publicity be empowered to institute the necessary steps to secure an accumulative annual leave and an accumulative sick leave.

Dr. Jelen: That the word "accumulative" be stricken out before the annual leave.

Motion made by Dr. Neil, seconded. Carried.

No. 9. Be it moved that the Zone Vice Presidents, three months in advance of each annual meeting, procure from members of each of the Divisions as much as possible subjects of interest that they want discussed and disposed of by the Convention; that they submit same to the Secretary not less than forty-five days before the next meeting, who shall prepare a program of same and forward copies to the different Divisions not less than twenty days previous to the meeting, so that they may know many of the subjects which will be discussed. Carried.

No. 10. Be it moved that one session of the future meetings be devoted to professional topics and subjects pertaining to the activities of the Bureau by reading of papers and discussion thereon, the Secretary to solicit papers from the members and arrange the program. Motion lost.

Motion made thanking the Committee on Resolutions and New Business for their energy and painstaking efforts in the discharge of its duties. Carried unanimously.

Election of Officers:

President. Dr. James Fleming, of Kansas City, Kansas, being the unanimous choice of the Convention, the Secretary-Treasurer was instructed to cast the Association's unanimous ballot.

Vice President at Large. Dr. J. S. Jenison, of National Stock Yards, Ill., being the unanimous choice of the Convention, the Secretary-Treasurer was instructed to cast the Association's unanimous ballot.

Secretary-Treasurer. Dr. L. Enos Day, of Chicago, Ill., being the unanimous choice, the President was instructed to cast the unanimous vote of the Association.

Report of the Committee on Legislation and Publicity, Dr. J. A. Kiernan, Chairman.

REPORT OF THE COMMITTEE ON LEGISLATION AND PUBLICITY

Your Committee has by force of circumstances but a brief report to make to this Convention.

On December 15, 1921, the Lehlbach Bill reclassifying positions under the Civil Service was passed in the House of Representatives by a vote of 244 to 65. The provisions of that Act were reported in detail to the Secretary of the Association in a communication addressed to him December 22, 1921. On February 14, 1922, your Committee submitted a printed report of the status of reclassification, and gave in parallel columns the salary schedules under the Sterling and Lehlbach Bills. Sen. Sterling on February 6, 1922, reported his bill to the Senate, and it was referred to the Committee on Appropriations in which Committee it now rests.

Numerous efforts have been made to ascertain

the proposed action on the Bill by that Committee. On July 3 the following report was made by Sen. Sterling:

"The Reclassification Bill undoubtedly will be passed and become a law during the present session of Congress. Within two weeks I expect to see it reported to the Senate."

Up to the present date it has not been reported.

In a communication received from Sen. Smoot dated August 18, 1922, he states as follows:

"I doubt whether Congress will consider a Reclassification Bill at this session. No doubt the matter will be taken up at the next session of Congress. In my opinion at the next session a Reclassification Bill will be enacted into law. Yours truly,

(Signed) Reed Smoot."

Overtime Compensation, Meat Inspection Service

On March 1, 1922, there was introduced in Congress by Mr. Haugen of Iowa, a bill to amend the Act of July 24, 1919, an Act which provided that hereafter the Secretary of Agriculture is authorized in his discretion to pay employees of the Bureau of Animal Industry employed in establishments subject to the provisions of the Meat Inspection Act of June 30, 1906, for all overtime work performed at such establishments at such rates as he may determine, and to accept from such establishments wherein such overtime work is performed reimbursement for any sums paid out by him for such overtime work. The proposed Amendment strikes out after the word "determine" the comma and inserts in lieu thereof a period. Strike out the following language:

"And to accept from such establishments wherein such overtime work is performed reimbursement for any sums paid out by him for any such overtime work."

This Bill passed the House of Representatives, and was reported to the Senate and referred to the Committee On Agriculture. Upon inquiry on August 23, 1922, your Committee was advised that the Senate Committee had acted favorably on the Bill and instructed its representative to report it on the floor of the Senate. Upon further inquiry as to the language of the Bill the Committee was advised that the only amendment to the House Bill was a change in the language of the caption. It is expected that the Bill will pass the Senate without prolonged debate.

Amendments to Retirement Act

On June 29, 1922, the House of Representatives passed Bill 11212, an Act for the retirement of employees in the classified service. The substance of the Amendment is as follows:

"That any employee sixty years of age or over to whom the Act of May 22, 1920, applies who shall have served for a total period of not less than fifteen years and who, before reaching the retirement age as fixed in section 1 of said Act shall become involuntarily separated from the service through no delinquency on his part shall be granted an annuity certificate by the Commissioner of Pensions which will entitle said em-

employee, upon reaching retirement age, to an annuity as provided in section 2 of said Act: Provided, That the deductions made under the provisions of section 8 of said Act of May 22, 1920, from such employee's salary, pay or compensation prior to separation from the service shall remain in the civil service retirement and disability fund subject to the provisions of section 11 of said Act governing the return of deductions in the case of a deceased annuitant or employee. SEC. 2. That any employee coming within the provisions of section 1 of this Act shall have the right to apply for an immediate annuity in lieu of deferred annuity at the age of retirement and, if otherwise entitled, such immediate annuity shall be granted under the following conditions: The immediate annuity for the miscellaneous employee shall be the annuity that would be granted him were he seventy years old, multiplied by the decimal .951945 raised to a power the exponent of which is the number of years which his age then is less than seventy."

On August 7 the Senate Committee On Civil Service, Sen. Sterling, Chairman, reported favorably the above-mentioned Bill with the following Amendment:

The Bill as it passed the House fixed the age limit at 60. The Senate Committee has recommended that the age limit be made 55 instead of 60 years.

House Bill 10246 introduced by Mr. Fairfield provides as follows:

"Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That section 2 of the Act entitled 'An Act for the retirement of employees in the classified civil service, and for other purposes,' approved May 22, 1920, is hereby amended by fixing the annuities at the rate of \$12 plus 1 per cent. of the average salary of the last 10 years of service multiplied by the number of years of service: Provided, That in no case shall the maximum annuity exceed \$1,200 per annum.

SEC. 2. That section 2 of the Act entitled 'An Act for the retirement of employees in the classified civil service, and for other purposes,' approved May 22, 1920, is hereby amended to permit of optional retirement on annuity as provided in section 2 for all groups of employees at sixty years or more of age.

SEC. 3. That employees who have not reached 60 years of age shall have the right to make application for retirement on annuities diminished at the rate of 3 per cent. for each year under sixty: Provided, that this does not apply to section 5 of the Act of May 22, 1920, covering disability retirement: Provided further, That this shall be effective as of May 22, 1920.

SEC. 4. That in case of a reduction of the force or involuntary separation from the Government through no delinquency on his part an employee, who has served the United States at least a total of fifteen years, shall be granted an annuity certificate by the Commissioner of Pensions which

will entitle said employee when reaching the age of sixty years to an annuity as provided in section 2: Provided, That the contributions made by the employee prior to separation remain with the Government until absorbed in annuities or credited to the employee's beneficiary."

Inquiry was made as to the status of the bill. It passed the House of Representatives, and is now in the Senate. Actuaries are working on it to determine its soundness and, if found all right, in all probability it will be enacted into law.

J. A. KIERNAN, Chairman
Committee on Legislation and Publicity

St. Louis Convention,
August 26, 1922.

Dr. John R. Mohler, Chief of the Bureau of Animal Industry, addressed the Convention on the evening of August 27. Following are some of the points touched upon in his address:

Economy must be practiced by the Bureau during the present fiscal year, and he recommended that States concerned in cooperative work with the Bureau carry more of the overhead expenses.

It is believed that the bill introduced in Congress by Mr. Haugen, of Iowa, relieving packers from paying for overtime of B. A. I. employees will pass (see the report of the Committee on Legislation and Publicity). Mr. Haugen has secured an appropriation to enable the Bureau to pay employees for overtime.

During the month of June, 1922, approximately one-half million more hogs were slaughtered under Government supervision than during June a year ago, and during the twelve months ending June 30, 1922, 1,700,000 more were slaughtered than during the same period last year.

Several people have written the Secretary of Agriculture that as a result of the ante-mortem inspection, which they believe to be too close in some localities, the animals marked as susceptible bring much lower prices than the passed animals.

Dr. Mohler stated that the Secretary of Agriculture is very much interested in our Association. He read a letter which the Secretary handed him on his departure from Washington, which is as follows:

Dr. J. R. Mohler,
Chief, Bureau of Animal Industry,
Dear Doctor Mohler:

I will greatly appreciate it if you will convey my very best wishes to the employees of the Bureau of Animal Industry at their meeting in St. Louis on August 27. I received an invitation to attend this meeting and regret that I cannot do so. My regret that conditions here are such that it is impossible to leave the city is shared by all. As you know, I am very much interested in the work of the Bureau of Animal Industry, and believe that the nation is fortunate indeed to have such a great body of loyal and efficient workers constantly on guard against disease and contamination of our meat supply.

Sincerely yours,
(Signed) HENRY C. WALLACE

Dr. Mohler also stated that he appreciated the work that our Association had done in the past, and looked forward to even more beneficial results in the future. He expressed regrets that the Convention was not better attended and thanked the Association for its cooperation during the past year, and stated that all of the Chiefs of the Divisions in Washington will always stand ready to help us.

There has been some agitation among various Departments concerning the Department of Public Health taking over the Meat Inspection Service. The Secretary of Agriculture appointed a committee to discuss this matter. Dr. Mohler was a member of this committee. He presented eight reasons why the Meat Inspection service should remain in the Bureau of Animal Industry. At present there is no recommendation for a change of this service to another Department, and Dr. Mohler does not think there will be any.

Senator Sterling is quite confident that reclassification will be enacted into law in the near future. Senator Smoot and others also are interested in establishing reclassification as soon as possible.

There were 559 promotions, amounting to over \$103,000.00, during the past year, divided as follows: 253 veterinarians and 151 lay inspectors, with the remainder distributed among animal husbandmen, dairymen, agents in tick eradication, chemists, etc.

The new naming of positions in accordance with the recommendations of the Committee on Reclassification has been adopted by the Bureau. The last civil service examination for veterinarians was for Junior Veterinarians. This system will be put into operation as fast as possible.

The support of our Association is requested to carry into effect efficiency and economy, as there are no additional appropriations to increase promotions.

Just previous to adjournment motion was made and seconded, and the motion carried, that the Secretary-Treasurer be instructed to write the Secretary of Agriculture thanking him for his interest in our behalf. Following is a copy of the letter forwarded to Secretary Wallace.

St. Louis, Mo., August 28, 1922.

The Honorable
The Secretary of Agriculture,
Washington, D. C.

My dear Sir:

Receipt is acknowledged of your letter of August 15, 1922, regretting your inability to attend the Fifth Annual Convention of our association, also your regrets conveyed through your communication to the Chief of our Bureau who addressed us during the convention.

As veterinarians in the Bureau of Animal Industry we appreciate your deep interest in our Association.

We had a very successful meeting and a large portion of our program was devoted to the discussion of Ways and Means to promote the efficiency of the service.

We regret very much that conditions in Wash-

ington were such that you were unable to meet with us and we look forward with pleasure to your presence at some future date.

Sincerely yours,

L. ENOS DAY,

Secretary-Treasurer.
4193 So. Halsted St.
Chicago, Ills.

Dr. L. Enos Day, Secretary-Treasurer,
National Association B. A. I. Veterinarians,
4193 South Halsted Street,
Chicago, Illinois.

Dear Doctor Day:

I am returning to you approved your copy of the notes which you took on my address before the convention of the National Association of Bureau of Animal Industry Veterinarians at St. Louis, Missouri, on the evening of August 27.

I was pleased to meet the representatives of an organization that was conceived by energetic, progressive employees and established with the purpose in view to promote interest, harmony and efficiency in Bureau activities and to extend and increase the social relations among veterinarians and their families. The purpose of the Association is laudable and worthy of the support of Bureau employees. I understand that at some of the stations meetings are held regularly, programs are prepared in advance, including addresses on scientific subjects relating to our work, and discussions of matters of mutual interest; also music and other pleasing deviations in the way of entertainment. Outsiders of note who are interested in our work are from time to time invited to participate in the programs in order to increase general interest. It seems that the only way to keep such an organization alive is to hold meetings and make them interesting and instructive. It was with regret that I learned while at St. Louis that interest in the Association seems to be lagging in some sections of the country.

The Bureau endorses the purpose and work of the National Association of Bureau of Animal Industry Veterinarians, it appreciates the motives that prompted the establishment of the Association and is grateful for the assistance that has been rendered by the organization. Wishing for it during the coming year the increased success of which it is capable and deserving and assuring you of my personal interest in the work of the organization, I remain,

Cordially yours,

J. R. MOHLER,
Chief of Bureau.

Following is a detailed report of the disbursements of the Association for the past year:

Warrant No.	1. S. J. Warkley, salary and expense.	\$ 78 21
" "	2. H. H. West Co., stationery	7 75
" "	3. Lillian M. Bushek, stenographic service	30 00
" "	4. The Denver Multigraphing Co.	10 00
" "	5. James Fleming, postage	6 68
" "	6. James Fleming, expense Denver convention	94 32

"	"	7. J. S. Grove, expense Denver convention	71.16
"	"	8. J. S. Grove, postage.....	8.00
"	"	9. N. L. Townsend, expense Denver convention	215.64
"	"	10. Abraham Levinger, stenographic service	10.00
"	"	11. S. J. Walkley, expense Denver convention	130.27
"	"	12. L. Enos Day, expense Denver convention	72.98
"	"	13. A. A. Swaim, expense Denver convention	101.58
"	"	14. L. Enos Day, salary and postage..	31.00
"	"	15. J. Hickman, stenographic service.	5.00
"	"	16. G. A. Kay, expense Denver convention	72.42
"	"	17. S. J. Walkley, salary as secretary part of month of September, 1921.	23.30
"	"	18. Lillian M. Rhodes, stenographic service, writing minutes of Denver convention	31.20
"	"	19. L. Enos Day, salary as secretary part of month of September, 1921..	22.00
"	"	20. J. Hickman, stenographic service..	5.00
"	"	21. Hackett, Hoff & Thierman, premium on secretary-treasurer's bond	-7.50

"	"	22. The Live Stock Press, printing.....	
"	"	23. J. Hickman, stenographic service.....	
"	"	24. L. Enos Day, salary and postage.....	
"	"	25. L. Enos Day, salary and postage.....	
"	"	26. J. Hickman, stenographic service.....	
"	"	27. L. Enos Day, salary and postage.....	
"	"	28. J. Hickman, stenographic service.....	
"	"	29. The Live Stock Press, printing.....	
"	"	30. L. Enos Day, salary.....	
"	"	31. J. Hickman, stenographic service.....	
"	"	32. L. Enos Day, salary.....	
"	"	33. J. Hickman, stenographic service.....	
"	"	34. L. Enos Day, salary.....	
"	"	35. J. Hickman, stenographic service.....	
"	"	36. L. Enos Day, salary and postage.....	
"	"	37. J. Hickman, stenographic service.....	
"	"	38. L. Enos Day, salary and postage.....	
"	"	39. J. Hickman, stenographic service.....	
"	"	40. L. Enos Day, salary and postage.....	
"	"	41. J. Hickman, stenographic service.....	
"	"	42. The Live Stock Press, printing.....	
"	"	43. The Live Stock Press, printing.....	
"	"	44. James Fleming, postage.....	

TOTAL..... \$1

NOTICE

The address of the Secretary-Treasurer has been changed from 4193 South Halsted Street to 1749 West Pershing Road. Chicago Illinois.