

# JOURNAL

ROYAL ARCHITECTURAL  
INSTITUTE OF CANADA

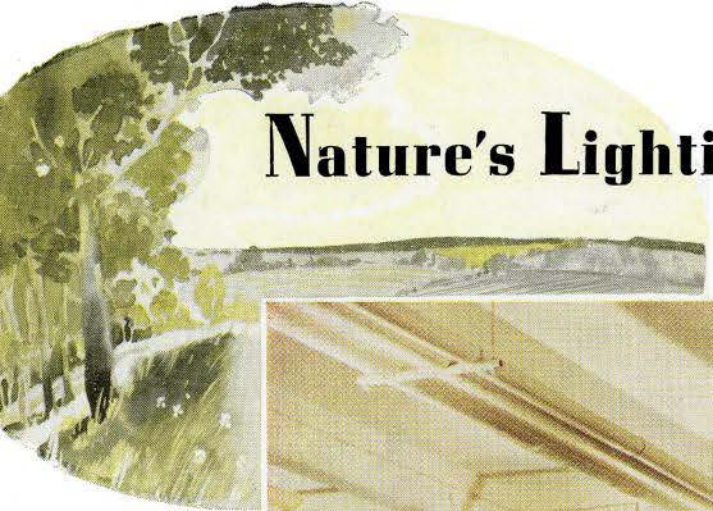


VOL. 18

TORONTO, JANUARY, 1941

NO. 1

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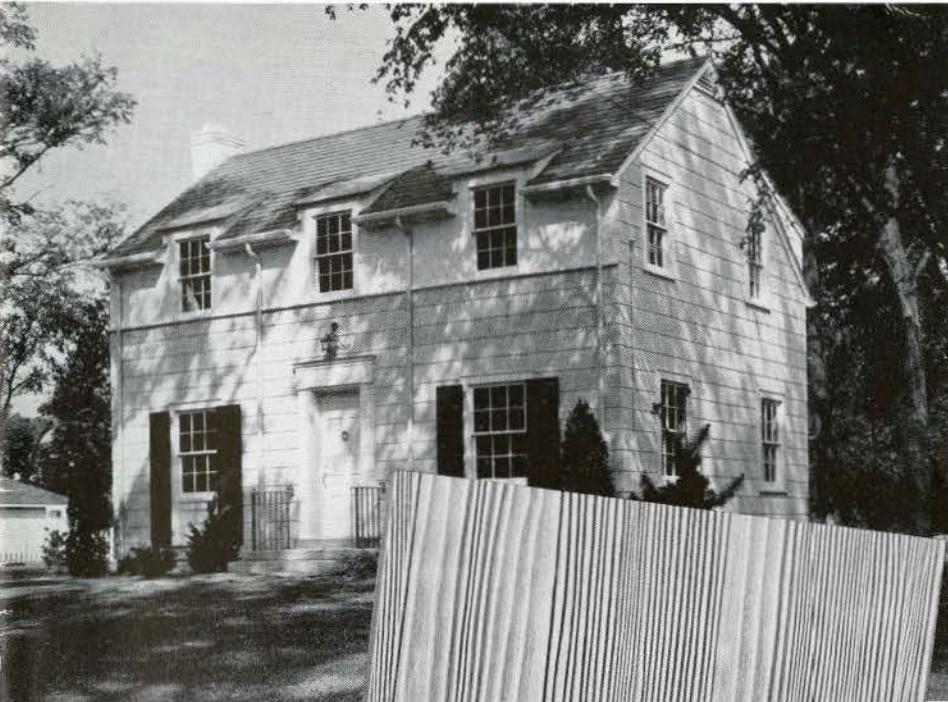
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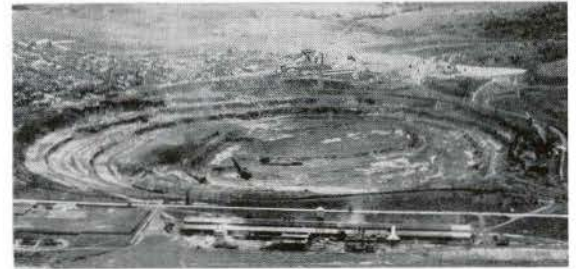
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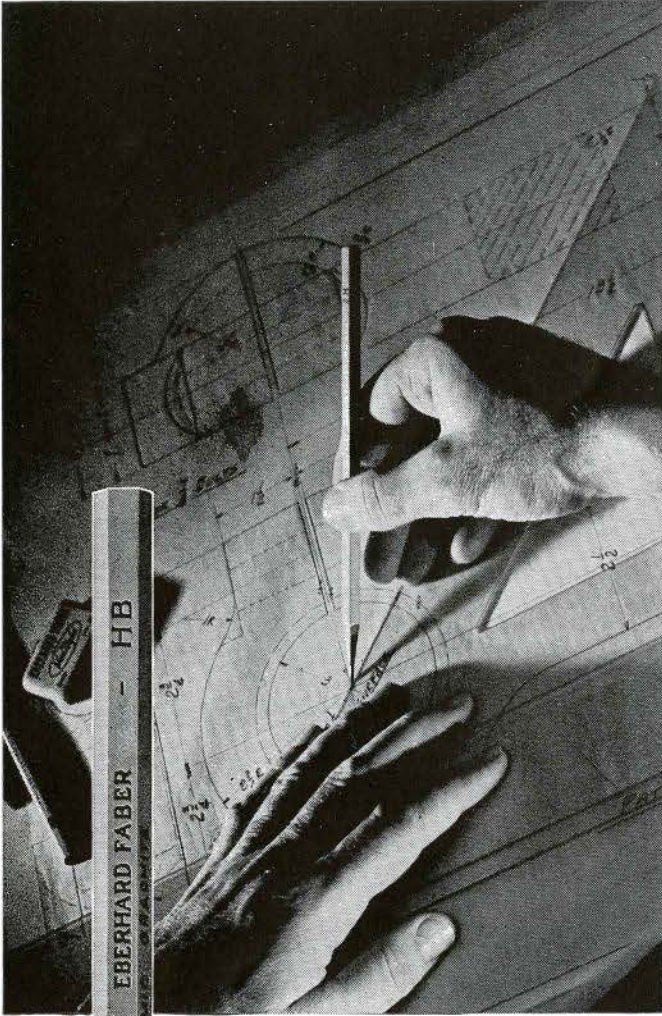
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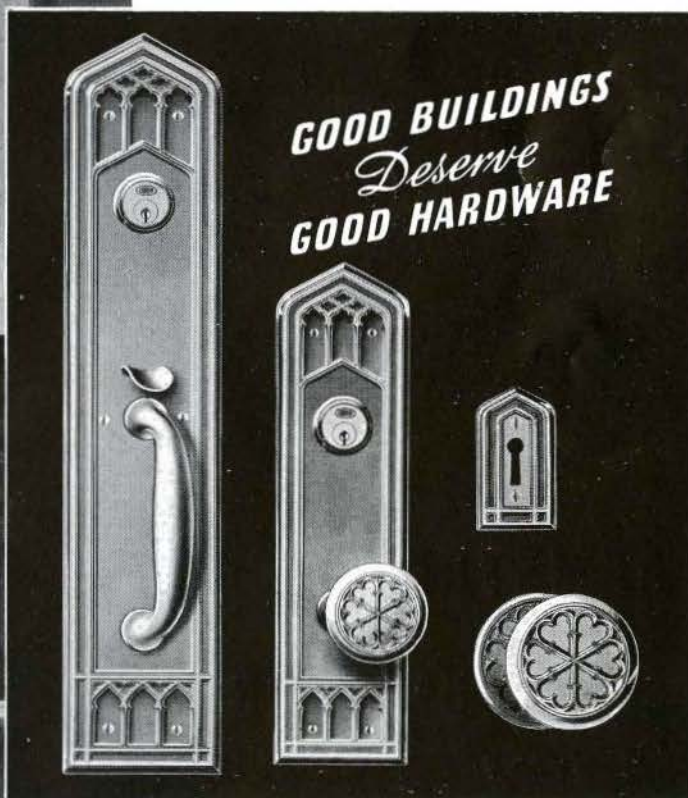
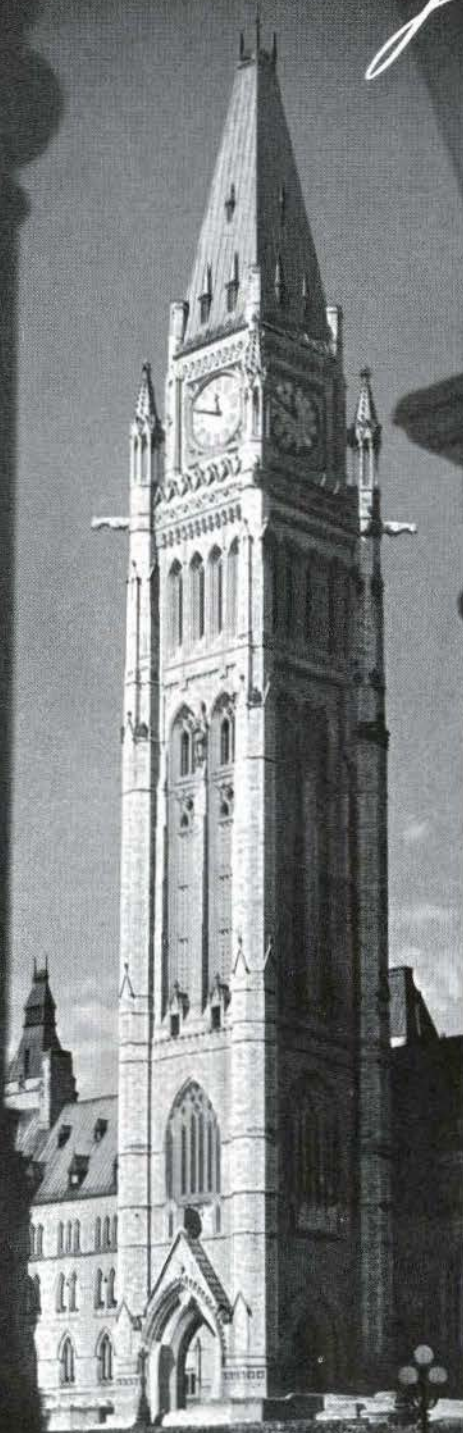
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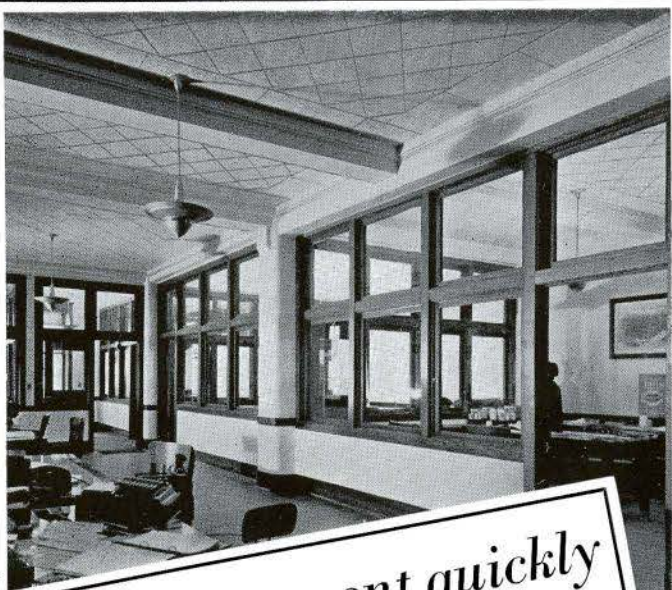
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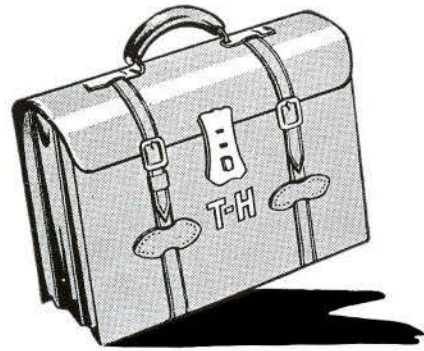
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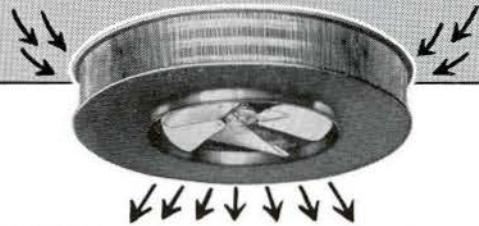
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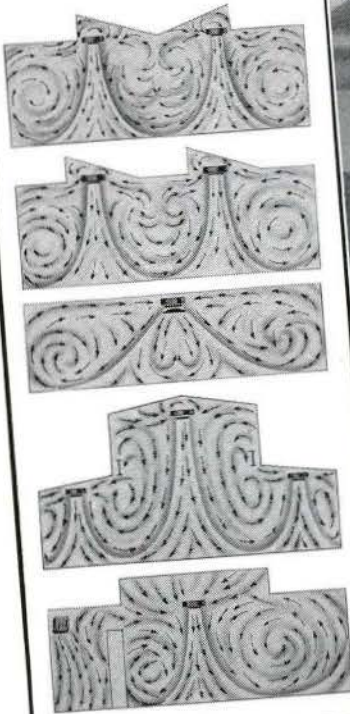
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# JOURNAL

ROYAL ARCHITECTURAL INSTITUTE OF CANADA

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THE practice of architecture in many respects appears to be changing, due no doubt partly to the war, and many of us are fearful that some of these changes may become permanent. The very great growth of Government Departments required for war purposes must not be permitted to continue after the war or work will be found for these Departments which might otherwise be done by Architects in private practice, but to their credit many of our members are now working with the Government staffs and the business of war is proceeding in an emergency fashion.

It appears also that the practice of industrial owners engaging their own designing staffs is growing, and in many cases, industrial work is being designed entirely by structural engineers and by contracting engineering firms. There are no doubt some reasons for a few very large industrial or commercial owners employing their own designing staffs, but it is hard for an Architect to understand why intelligent owners and sometimes good business men can place themselves in the hands of an organization which purports to be at one and the same time a combination of Architect, Engineer, Arbitrator, Contractor and Supervisor. It is the business of every Architect to convince such owners of the evils of this practice and the advantages of qualified professional services.

Our Architectural organizations appear to be doing nothing to right these conditions, but we must remember that our professional organizations are not formed to procure jobs and distribute them among the various members.

It is interesting to recall that the objects of the Royal Architectural Institute of Canada are laid down in the Charter as follows:

"The objects of the Institute shall be to facilitate the acquirement and interchange of professional knowledge among its members, and more particularly to promote the acquisition of that species of knowledge which has special reference to the profession of architecture, and further to encourage investigation in connection with all branches and departments of knowledge connected with that profession."

As the Charter was written over thirty years ago, it may be possible that it is due for some changes.

Your Executive has digressed from the above stated objects of the Institute and has placed the services of the Canadian Architects at the disposal of the various Federal Government Departments from time to time as building programmes have been considered.

Recently when the necessity of housing munition workers in industrial areas became apparent, we offered to the Department heads interested, the services of Architects for any housing scheme in any location in the Dominion.

To the Minister of Defence we have volunteered to organize a military unit officered by Architects, Engineers and Builders of military experience; the personnel of N.C.O.'s and men to be made up of experts in every branch of the building trades. It is felt that such a military unit would be of invaluable service in bombed areas to make rapid repairs to public utilities, and also to do emergency construction. As this offer has just been made, we have not yet heard from the Minister, and do not know to what extent we will require volunteers from among our members, but it would be well for all Architects with military training who are interested, to write the Secretary of the Institute giving the details of their rank, military training and other essential information.

At the Annual Meeting this year it is the intention to curtail as much as possible the reading of detailed reports of Committees in order to have more time for the discussion of new business, and with this in mind, it is hoped that members who propose to bring up matters for discussion will, at an early date, write the Secretary briefly outlining their ideas so that a place on the agenda can be arranged.

We are justly proud of the important part that is being taken in the Empire's war effort by such a large number of the Canadian Architects. Their training and experience as leaders has admirably fitted them for the positions of great responsibility that they have been called upon to assume in this time of our Country's need.

BURWELL R. COON.

# ADDRESS BY MR. HENRY H. SAYLOR

Associate Editor of the *Architectural Forum*

Given at the P.Q.A.A. Fiftieth Annual Meeting, November 22nd, 1940

*Mr. Chairman, Members of the Association, and Guests:*

I AM deeply honoured to be invited to help you celebrate your fiftieth anniversary. This period of the 90's must have been a very fruitful one for architectural organization. Our own Buffalo Chapter of the American Institute of Architects celebrated its fiftieth anniversary this year, also the Cleveland Chapter, also the Detroit Chapter, the Kansas City Chapter and the St. Louis Chapter.

Building for Defense, Building and Defense; it really doesn't matter which title we take. They are inextricably bound together. Without building there can be no adequate defense. In the large sums appropriated by the United States in the few months from June through September last for defense purposes, 11½ per cent. of the total was for the building portion, and it would have been far more except for the need of building up a two-ocean navy. There seems to be no real need of emphasizing the size of the task we have set for ourselves. You have been at it longer than we, and probably know what you have tackled.

I would like, however, to mention a few yardstick figures in connection with what we are doing south of this imaginary line that divides our lands but not our purpose. These figures, you will understand, have to do only with that part of our Defense Programme that deals with buildings.

Federal money already appropriated for our defense construction programme calls for at least \$2,000,000,000 to be spent on buildings. Dun's estimate is \$20,000,000,000 for the next five years. Much of this, incidentally, is to be spent rather near you, below the line. If we lump together the East North Central States, the New England States, and the Middle Atlantic States, the first allotment's figures made up to last October show that Government housing will amount to \$22,500,000 in that area; grants and loans for industrial expansion—and these figures represent probably only about one-third of the actual expansion cost—\$85,000,000; for Army building construction, \$42,000,000; for Navy building construction, over \$52,000,000—a rather impressive total of over \$200,000,000 to be spent in the northeast section of the country.

Another yardstick:—our defense activity puts the first nine months of 1940, in so far as its privately financed industrial construction is concerned, 90 per cent. ahead of the same period of 1939. Next year will probably put this category above the average annual volume for the heydays of 1926 through 1929. Yet many of our architects seem to fear that they will have little to do. There is still a fairly widespread impression, with us at least, that this emergency is a short-life activity. My own feeling is that it is not that; it is a turn in the road that will bring radical changes, not alone throughout our lifetime but in the lives of our children and their children.

Again, in the few months following last July, the Army and Navy contracted for more building construction than in any whole year of peace time in our history. By next July they expect to have under contract more than \$1,000,000,000 worth of military and naval buildings. Our big job of building cantonments accounts for only one-third of this expenditure.

It is interesting to compare these activities of the moment with those made by us in World War No. 1. In the first place, just as a sidelight on the size of that previous job, by the war's

end the total cost of cantonments and camps stood at almost \$273,000,000. Considered as a single undertaking, the 32 projects cost a little more than one-half of the sum spent on the Panama Canal, but they were built in about one-twentieth of the time it took to build the Canal.

This glance backward to World War No. 1 will be more profitable if we look particularly at our mistakes rather than at our achievements. One of our worst mistakes of that day was a failure to recognize a need for housing in connection with industrial expansion. We knew we had to have cantonments for an army. We forgot that the army of production cannot work without shelter. It was more than a year after the United States entered the war before we really took action on housing the industrial workers. And it was not until Armistice Day that actual housing began to appear in any quantity at the points of congestion. Our World War No. 1 housing not only got a late start. It came slowly, inefficiently, at too great cost. We were without experience. The several Government agencies had to grope their way along uncharted roads. The real fruits of this pioneering came years later in the swinging into action of our slum clearance and low-rental housing.

Another mistake we made was in failing to centralize our war housing efforts. The U.S. Shipping Board had its Emergency Fleet Corporation, concerned with housing the ship builders. The Army's Ordnance Department was concerned with housing the munition workers. The Treasury Department was interested in housing through its War Finance Corporation. The Labour Department came into the picture with its Housing Bureau, later the U.S. Housing Corporation. Incidentally, I notice that England, after a year of this war, has just created a Ministry of Building and Public Works to co-ordinate all her building efforts.

Naturally, competitive bidding for skilled labour marred the efforts of contractors back in 1917. Overtime work was a big factor in the high cost, and the logical vicious circle followed. Workmen wearied with overtime efforts, slackened pace, called for more overtime or more men—and the men were not to be had. At Armistice, labour was delivering not more than one-half or possibly two-thirds of its pre-war output. It was not until after 16 months of war had passed that we finally established the U.S. Employment Service, with community labour boards and their jurisdiction over recruiting and distributing the supply. Before this was done contractors were crowding single men into boarding houses and dormitories, making beds work two shifts. They were having serious trouble with married workers. The labour turnover grew apace. Production suffered.

However, there is much talk of costs in this defense effort today. There was the same sort of talk during World War No. 1. Cost is important, of course, but speed is infinitely more so. Our War Department's Construction Review Board examined our methods and results after the last war in the calm retrospect of subsequent years. Its findings were in these words:

"If construction had not been pushed at maximum speed, cold weather would have interfered with the housing work; the training of soldiers would have been delayed; the war's issue seriously influenced. The average daily cost of the war to the United States was about \$30,000,000. If the completion of these cantonments and camps in time to receive the army in September,

1917, and to house it during the extreme winter of 1917-18—if this completion shortened the war by only one week, the total cost was saved. If it shortened the war by one or two days, the total excess costs paid for speed were saved.”

At the moment, building's No. 1 job is military and naval construction. Its No. 2 job is industrial expansion. Its No. 3 job, defense housing. In carrying through these jobs it is quiet evident that we will have to revise, and continue to revise, many of our ideas. Decentralization of aircraft and munition manufacturing may be a vital necessity, as witness the experience of Coventry. We shall probably find, as we did in World War No. 1, unexpected shortages of labour. In 1917 anyone who could hold a hammer was engaged as a carpenter. Yet there was serious unemployment among bricklayers. Unquestionably we are going to regret our neglect of apprentice training in the building crafts.

We shall have plenty of these hurdles ahead. How are these going to be successfully jumped? These long-range questions cannot be settled in a town meeting or by the snap judgment of officials. Here is the need for the best brains available, brains that have been trained to plan.

To digress for a moment: Any well-organized society sets aside and specifically trains some of its members to guard the public health. It specifically trains another group to keep our legal relationships in order. It specifically trains and sets aside another group to produce our food, and still another group to design and build its shelter. Now, having allocated men to do these things, the community does not often assume the responsibility of seeking out the job that is to be done and asking the specialist to do it. If a threat to public health appears it is the duty of the doctors to recognize it in advance and organize a defense. If a famine threatens, the farmer jumps in, without being told, and plants more ground. The present situation is somewhat clouded by the fact that the community does not clearly distinguish between the various functions involved in getting its shelter built. Builder, mason, engineer, contractor, architect—there is the job, and the public doesn't particularly care which one does it, so long as the shelter gets built. No doubt the public's hazy conception of the architect is a man to make buildings beautiful. That misconception is not altogether the public's fault. In the long period between the master builder and the present-day architect, our profession has done little to build up a reputation as practical men. Mr. W. H. Ansell, President of the Royal Institute of British Architects, in a letter received quite recently said:

“There was in the first instance (at the outbreak of war) some reluctance to employ architects by many Government Departments, owing to the old wrong idea that they, the architects, were only concerned with the addition of architectural trimmings to otherwise plain buildings. Had it been but realized, the modern architect is far more likely to omit the trimmings.”

The profession of architecture is surely a shrinking violet. The architects' code of ethics prevents his shouting aloud in appreciation of his own abilities. That code, however, should not drive him into a closet when a national emergency calls for his technical aid.

I am quite ignorant of what the architect in Canada has been doing in the emergency. Many of my personal friends are in the Forces. What the rest of you are doing to carry forward the Dominion's job of building, I cannot know. My being here as your guest would certainly seal my mouth against criticism, even if I knew that you were not doing your job. As regards the attitude of the architects below the line, my own countrymen, my knowledge is broader, my impulse to criticize unfettered. The words that immediately follow, therefore, will you please understand as having no possible application to the architects of Canada?

The R.I.B.A., the A.I.A., and probably your own R.A.I.C., when the emergency appeared, said to their respective Governments: Here we are, use us. Perfectly proper action, but not enough. Is it to be expected that governmental administrative officials should know the needs of a job of construction better than the men society has set aside specifically for that job?

It seems to me that as a profession we are inclined to sit down and await a personal summons. Leadership does not usually descend like a mantle from above. It is won by struggling up from below. No better opportunity than the present emergency is likely to occur in our lifetime, when we can correct by our deeds the current impression of the architect's functions and qualifications. The public must know instinctively that this is an age of specialists. It doesn't engage a blacksmith to fix a watch, nor a grocer to train men to fly. It doesn't naturally turn to a doctor to plan shelter, nor to a lawyer to design factories. The public turns instinctively to the man it thinks knows how, and that man is the man who is doing that sort of a job superlatively well right in their midst.

Try to imagine yourselves in the government seats of authority. There are staggering jobs to be done, and time is of the essence. If I were put on that spot I would look about me and pick the aid that appeared ready at hand and equipped for speed. I'd use the established Government bureau organizations to the limit of their capacity. I'd call in private organizations that I knew could start working tomorrow on this job here, another there. If a man called, hat in hand, saying merely that he would like to help, I'd feel that I were losing precious moments even talking to him. But, if a man came in with the specific answer to a need in Maine or San Diego, saying, I've done this before and I can do it now for you by the 30th of next month; here is the evidence, I would certainly start him at it with my thanks and my blessing.

Perhaps we architects are handicapped by the radical change in client relationships demanded of us in this emergency. Our normal procedure is to sit down with a client, find out as much as we can about his way of living, or his purpose in his proposed factory, and work out with him the tailor-made job to fit these individual needs. Defense building cannot be done in that leisurely person-to-person way. Defense building demands the immediate production, say of a five-acre factory addition similar to this sample which has proven its worth; or of 1,000 dwelling units of a standardized type. The job is not so much one of creative design as of site utilization and speed of execution—the architect's administrative and supervising functions rather than pure design.

Rather than sit awaiting a summons from on high, we should be doing our job down below. Our local problem in individual housing—are we posted on it? Perhaps it means rehabilitation in part of existing shelter. For example, Fort Slocum near New York serves as a five-week training station for recruits bound for the Canal Zone, Puerto Rico or Hawaii. A real estate man—not an architect—discovered an oversized garage in a nearby community, put in partitions and plumbing, and rents it to the Army. Makeshifts of this kind were common in World War No. 1, and will be again. There is a rumor that duPont is putting up three houses of the type developed by the Pierce Foundations. If these houses really are the answer, 3,000 of them will follow. These Foundation researchers weren't standing around waiting for a job—they were working night and day to develop a better and simpler way of building a small house.

Down below the line our first Government contracts to build what we need now have gone to organizations best equipped for speed. Later contracts must necessarily spread over beyond the capacity of these better equipped organizations into the hands of others who can demonstrate their capacity.

Concentrations of population by reason of military or industrial needs bring in their wake not only housing. Stores, theatres, offices for professional men, follow at once. Recreation projects should also follow. With us the Government takes charge of enlisted men in supplying their recreational needs. Private industry must provide its own recreational facilities in its industrial centres. Even if I, as an individual, belong in a locality not directly involved in expansion, such congestion points nearby will involve me. A real aid in World War No. 1 was the improvement of transportation for the enlarged commuting circle.

Industrial production facilities will flow *to* us or *past* us. We must ask ourselves if there are any plants in our vicinity abandoned or half-heartedly used by some obsolete industry? As architects we are the men who should know where, and why, and how. A building frequently can be used for purposes other than that for which it was built.

Our own National Defense Council has suggested the establishment of local councils representing architects, engineers, builders, labour unions, material men, manufacturers, real estate boards, lending institutions, housing authorities, the municipal planning board. These local defense councils could set up an inventory of their own industrial facilities and shelter; a room registry service; a rent-a-room campaign; a repair and modernization programme; such a council could show how transportation facilities should be extended; it should promote the normal residential construction. Can local sewers, water lines, power systems carry greater loads? Is skilled labour being increased by apprentice training? In my own home town on Long Island the School Board has just announced that vocational training in airplane manufacture will be carried on in the schools at night, supervised by experts from the nearby airplane plants actually in production; and the youth so trained will be given not only this valuable technical training, but guaranteed a job.

The grouping together, in any community, as a local defense operating unit of an architect, engineer, builder, real estate expert, material supply man, would carry more authority than any individual, and it could suggest and carry through local projects. It is the chance for leadership—at home, not at the seat of government.

And there must come the day when this war ends. The building for defense immediately turns to the building for peace and a better world. It will call for no change in leadership, in society's job of getting its shelter built. Those who lead now will lead then.

The problem, however, will change. This may be an epochal turning point in the building of our cities. Even before the war some of your wise men in London were foreseeing, though dimly, the ebb of the tide that had set in soon after the tenth century and caused the world to build its great cities—more and more of them, larger and larger. Flexibility seems to have been their greatest lack—the power to change with man's advancing mind—not always advancing to its welfare, as this war makes bitterly evident.

Our task will not be merely the replacement of what has been destroyed—that would indeed be a confession of incompetence. We shall have to build with a new understanding of the demands of humanism, with a new understanding of how mankind can utilize the gains that invention, technology and an awakened social conscience have given us and will continue to give us.

The wholesale destruction of buildings brings a new element into this war. Previously this destruction was confined to battlefields. London and now Coventry and Birmingham bear tragic witness to a new order. Our good friend, Eric Arthur, Editor of your *Journal*, sees a bit of silver lining even in this dark picture.

"For instance," he says, "There is obviously no sense in remorse for the loss of Regent Street between Piccadilly and Oxford Circus, either in whole or in part. And it would be both galling to the Germans, as well as puzzling, if celebrations were held in London to mark the end of the departmental store monstrosities that had their birth shortly after the last war. We would gladly join with thousands and light a cracker and wave a flag over the ruins of the pseudo-Elizabethan section of Liberty's. We see no point in weeping over a ruins of the Albert Hall or the Albert Memorial (as yet unhappily spared). Rather would we see the people of London come out of their burrows and their A.R.P. shelters and give a whoop of joy that such blots on a great city had been removed."

It is the particular task and responsibility of the men who plan—call them architects, engineers, builders, or what you will—to blend together these two efforts that seem to have so little in common; building for war or defense, building for an era of peace. The two should not, must not, be separated, the one ending as the other begins. If we who are trained to plan are worth our salt, we must find the vision which will merge the two. We must build for peace even while we build for war.

#### FURTHER LIST OF MEMBERS OF THE R.A.I.C. ON ACTIVE SERVICE

##### *Alberta*

Pilot Officer Donald A. Freeze,  
Royal Canadian Air Force,  
Rivers, Man.  
Lieut. Lloyd G. MacDonald,  
10th Field Engineers

##### *Manitoba*

Pilot Officer Gordon Ritchie,  
Royal Canadian Air Force,  
Lt.-Col. J. N. Semmens,  
O.C. Winnipeg Grenadiers

##### *New Brunswick*

Lt.-Col. W. W. Alward  
(promoted from Major)  
3rd N.B. Medium Coast Brigade,  
Saint John

##### *Ontario*

Flying Officer Harle B. Long,  
No. 4 Air Training Command,  
Regina

Pilot Officer Jack Ryrie,  
Royal Canadian Air Force,  
St. Thomas

##### *Quebec*

2nd Lieut. Gaétan LeBorgne  
*(Student)*  
Régiment de Chateauguay  
Flying Officer Paul Rousseau,  
Royal Canadian Air Force,  
Camp Borden

*This list is an addition to that of October, 1940.*

The Editorial Board has been criticized for slight inaccuracies in these lists, and I would like to stress the fact that Provincial Associations are entirely responsible for these lists which are printed as received.—Ed.

# THE REMUNERATION OF ARCHITECTS

By PERCY E. NOBBS, M.A.

This article is published with the consent of the Committee on Organization of the Fifteenth International Congress of Architects.

## PART I

**I**N this connection a multitude of wise sayings about the labourer being worthy of his hire, and the reward sweetening labour, and the like, come to mind. There is a certain social and cultural importance in this matter of computing fees. The question before us is not merely one of professional bread and butter, with a little jam in good times. It vitally affects that joint personality of architect-and-client (of some sort) which combines to achieve the monuments of our varied civilizations. Whether this is done with, or without, artistic insight and the power of design, things built are inevitably monuments—monuments it may be, negatively, to our ineptitude or, positively, to our depravity of taste.

Now just as history can be interpreted in terms of economics with at least as much success as in terms of battles and royal pedigrees, so I think the architecture of the past can largely be interpreted in terms of the social status of the designers and of the rewards accorded to their genius. But that is all I need say of the ancient past. A word, however, on the evolution of architectural remuneration in North America during the last thirty years, while I have been face to face with its problems, may not come amiss.

The first meeting of the American Institute of Architects I had the honour to attend was that held at Chicago in 1907 under the presidency of my friend, the late Frank Miles Day. The Committee on Revision of the Schedule of Charges produced both majority and minority reports; there was a special committee; there was a discussion; and the report of the special committee was adopted after suffering some minor mutilations.

Let me quote a paragraph from the Special Committee Report:

"The American Institute of Architects, as a professional body, recognizing that the value of an architect's services varies with his experience, ability, and the locality and character of the work upon which he is employed, does not establish a rate of compensation binding upon its members; but it is the deliberate judgment of the Institute that for full professional services, adequately rendered, an architect should receive, as reasonable remuneration therefor, at least the compensation mentioned in the following Schedule of Charges, and that any variation from the schedule corresponding to a difference in quality and amount of the services rendered, may properly be left to individual members or Chapters of the Institute."

In the discussion the late Mr. Donn Barber remarked: "As I understand it the schedule simply covers the minimum charges and each architect makes his own schedule, a personal schedule," and the president replied: "Yes, as it may be, higher or lower."

It also came out that the City of New York had established a "contract" with the New York chapter, establishing by city-by-law a scale of architects' fees considerably higher than was general elsewhere. At that time I think the only other place in North America where fees were established by legislation was in the Province of Quebec. For the United States generally it was considered wise in 1907, in view of the great variations in cultural and economic conditions, to establish an

"American Institute of Architects Schedule of Proper Minimum Charges"; but to leave each member full liberty of action in getting, in his locality, what the trade would stand and that, I understand, is still the position today.

In the Dominion of Canada in 1907 our Royal Architectural Institute was in process of procreation. The Ontario and Quebec bodies both had schedules of fees to which a good many practitioners paid very scant attention. The Quebec body had the law behind it and the Ontario body had not; but that made little difference. Such, gentlemen, was the position in English-speaking North America a generation ago.

Let me now present some aspects of the problem, which are difficult to reconcile with each other. Once a professional body establishes a hard and fast schedule of minimum charges certain consequences ensue. The minimum charge tends to become the maximum obtainable; machinery for the very uncongenial task of dealing with those who sell their services at lower rates may have to be set up; the assumption arises in the public mind that one architect is as good as another—which has never been so. Thus a schedule of fees flies in the face of Providence.

On the other hand, membership in a professional body presupposes some degree of education and competence; also the natural desire to avoid ejection stimulates conformity. The body politic may, therefore, be well advised to encourage professional bodies by granting charters and privileges to their registered members. In extreme cases the body politic goes so far as to legalize the standards of remuneration which the professional body establishes for its members. It is not so in all countries. In some countries the architectural profession seems to wish it were so. This does not necessarily mean that it is good for the art and genius of a country that it should be so. But we are, I think, all agreed that what is good for the art and genius of a country is good for that country.

Now assume that standardized fees are chargeable, and are habitually charged, for work in certain categories, and lay aside the question as to whether Mr. A's services are not worth at least twice Mr. B's. There still remains the question of whether the standardized fee will be remunerative on a particular job, depending, not on the size or nature of the job, but upon the nature of the client, or possibly of his wife, or of her husband as the case may be, or else on some obdurate committee-man, if the client happens to be a committee. You all know the sort of personal equation that I have in mind. That such situations frequently arise is, I think, an argument that can be used against the standardization of fees, and in support of a cost-of-office-work system such as has been so ably advocated by Mr. Clipston Sturgis.

Then there are the sliding scales on which there is this to be said. Large jobs of a simple character are apt to be very profitable to us. The more profitable they are, the more wire pulling, nepotism, influence and patronage are exercised in determining who does them; and the less consideration is given to the question of the selected architects' competence. The sliding scale of charges may possibly do something to mitigate this state of affairs.

On the other hand, the sliding scale, while justly giving a higher rate on the smaller jobs, ignores the fact that what is

an economic remuneration for the architect may be an uneconomic expenditure in the eyes of the small building owner. The question thus arises; Is it better for the body politic to have architects doing small jobs at a loss, or to have small buildings put up without architects? This particular dilemma can be vastly complicated by legislation making it statutory to employ architects in all building operations, no matter how small, as has been attempted in some countries.

With standardized charges for work in certain categories, irrespective of size, and putting the personal equations above alluded to, aside, one gets losses on small jobs compensated for by profits on large jobs, provided there is an adequate available mixture.

Now, take people as you find them and forget for a moment that it is good for them to have good architects and all the services this implies. Then the way is open for perfect freedom in the matter of charges—and cut-throat competition into the bargain. But, bear in mind that with all the machinery of schedules of fees conceived by professional bodies and blessed by legislative enactments, in hard times there is inevitable rate-cutting and "special interpretation" of the schedule. Still, take perfect freedom as to fees and consider what, if anything, can be said for it. For one thing, one can, without what is called "unethical" action, bid as low as one likes for a job one wants to do for its own sake, or for the building owners' sake, and that may not be bad. For another thing, the man who consistently keeps his charges high, because he can and does render specially good service, will have a better chance of recognition and all that means, and this is good.

On the other hand, the bulk of the architectural services rendered in any community will, under these circumstances, be knocked down to the lowest bidder; and the tendency will be for most jobs to be so underpaid that the necessary services have to be skimmed and that is very bad for all concerned.

These, gentlemen, are some of the advantages and disadvantages of the systems on which our schedules of fees are based in most civilized countries—paradoxes and dilemmas at every turn.

If we are to have schedules of professional charges that work to the good alike of the profession and of the community they serve, (which is equally important if art and genius mean anything) then they must contain a judicious mixture of several basic principles.

I now present an outline of the diverse principles of remuneration adopted in a few countries.

#### *A.I.A. (U.S.A.)*

The American Institute of Architects does not comprise all architects in the United States. Registration and license to practise is an affair, not of federal, but of state law; and there is some diversity in these matters as between different states of the Union and even urban areas within these states. The American Institute of Architects' "Schedule of Proper Minimum Charges" is not binding on members of the Institute, far less has it the force of law; but it is very valuable as evidence when invoked in a court.

Some of the clauses in this schedule are written imperatively and contain such phrases as: "The Architect is to be paid." This, in practice, really means that a member of the A.I.A. "should charge at least."

The A.I.A. Schedule is unique in containing nothing in the way of a sliding scale. The general minimum fee is placed at 6% of the cost of the work. A higher charge is "proper" on residential, decorative, monumental work, etc. An additional 4% is mentioned for work under separate contracts.

The division of the total or basic rate is as follows: Preliminary studies, 20%; working drawings and specifications, 40%; details and superintendence, 40%.

In connection with federally aided housing operations, there is in the U.S.A. a schedule of charges invoking the principle of the sliding scale, but this is a federal enactment to which the A.I.A. is a consenting party. The rates of remuneration for housing in the U.S.A. are high by European standards, but it must be remembered that architects' office expenses are very high in the United States.

#### *R.I.B.A. (Great Britain)*

The Royal Institute of British Architects has since 1872 issued a Scale of Professional Charges and in its present form this "governs" the members of the Institute through the penalty for unprofessional practice. The Architects Registration Act is administered (1) by a Council (on which the R.I.B.A. has one-third of the representation) which determines who is and who is not an architect; (2) by a Board of Architectural Education which determines the standards of professional training; and (3) Admission and Discipline Committees. The machinery of this Registration Act does not, however, concern itself with professional charges. Like the Schedule of the A.I.A., that of the R.I.B.A. is not automatically valid in a court of law in the absence of a contract between architect and client; but it is very good evidence as to the custom of the profession and is often invoked by architects who are not members of the Institute.

The R.I.B.A. schedule of charges is only faintly tinged with the sliding scale principle applicable *upwards* to work below \$10,000 in value, and *downwards* in the case of housing and large speculative building projects of a kindred character. Otherwise the computation of a basic fee is practically the same for the member of the R.I.B.A. as for the member of the A.I.A. That is to say, general work is at 6%, with more for alterations. Higher unspecified rates are chargeable for decorative and monumental work. There is a good deal of "pro rata" and the implied use of common sense in the British way of calculating fees due.

#### *France*

The position of the Architect in France has hitherto been regulated by the professional bodies. An Architects' Registration Act of commendable brevity and clarity has been drafted, but it is not yet law.

The regulations of the "Fédération des Sociétés Françaises d'Architectes" with respect to charges were greatly simplified in 1928 when the detailing of charges for accessory services was dropped.

In calculating the basic fee the sliding scale is invoked, but not in the usual way. The lower percentages are applicable, not for the whole work, but successively, as is now usual in the calculation of income tax. The first 100,000 francs of cost is remunerated at 7%; the next 300,000 at 5.5%, and so on. Work costing over 500,000 francs is remunerated at 5%. There are no classes or categories of work. Unspecified higher charges are in order for small undertakings and for elaborate works requiring models and much detailing.

The division of the basic fees is very simply stated. For work up to the letting of the contract, 35%; for superintendence, 35%; for the accounting, 30%.

Partial services entitle the architect to higher rates. There is also a sliding scale of fees for valuating ranging from 5% to 0.5%, and these rates are increased by 50% for each additional architect taking part, which is very proper.

PART II

*Hungary*

In notable contrast with the systems in use in English-speaking countries and in France, we have what I may call the European system. This is in vogue, or in force (depending on whether or not there is registration and governmental regulation of fees) throughout the Germanic and Scandinavian countries and in the south and east of Europe.

I shall outline the Hungarian scale as a good example. The German scale has more classifications; the Norwegian scale has higher rates; the Netherlands scale has a fine practicality. Any one of these would do, but I select the Hungarian.

In Hungary there is rigid government registration based on membership in the Architects' and Engineers' Association which involves a diploma and three years work under a member. The scale of fees is approved by the Ministry of Commerce. There is liberty of contract both above or below the scale. In the absence of such a contract, the scale is valid on proof of work done. Work is divided under four main classifications, each with its own sliding scale operative from approximately \$2,000.00 to \$1,000,000.00 cost of work.

Class I—Work of standard construction, 6.6%—2.6%.

Class II—Work involving structural calculations, 9.4%—3.5%.

Class III—Work requiring high technical knowledge, skill and difficult calculations, 12.2%—4.1%.

Class IV—Work demanding elaborate artistic treatment, 15%—5.2%.

Under this system, the architect and client, having agreed as to the classification, the table gives the fee. The division of the fee is: sketches, 15%; contract drawings, specifications and quantities, 35%; letting of contract, 5%; detailed drawings, 25%; superintendence, 15%; final settlement, 5%.

*Canada*

Throughout the British Empire the bodies of our profession usually model their charges fairly closely on British practice. Canada furnishes an interesting example of a federated British country. The R.I.B.A. scale has had its influence everywhere in Canada and so, too, has that of the A.I.A. Thus far the Canadian professional bodies have been very shy indeed of the sliding scale principle. The interesting thing about architectural remuneration in Canada is not the scale of the charges, but their legal status.

In 1890 the Province of Quebec Architects Association came into being fully armed, like Minerva. That is to say, provincial registration came into force, and it became a statutory offence to call oneself an architect if not a member in good standing of the Association. Likewise, the architect who did not charge the fees the association established (with Government approval) became liable to loss of status. And finally, in the absence of a contract between architect and client for a higher rate of remuneration, these fees (so established and approved) became valid. All one had to do was to prove that the work was done. The privileged position of the Quebec architects, rightly or wrongly, became the envy of the architects in all the other provinces. It was not until 1923 that much in the way of provincial charters to the architects associations, outside Quebec, began to be done; but today all Canadian provinces are on a more or less parallel basis in these matters. The Royal Architectural Institute of Canada does not lay down a scale of fees nor does it pursue its members for breaches of the code. The provincial bodies of which it is comprised do that.

*Division of Basic Fee*

The matter in which we find least diversity of custom throughout the civilized world in this connection is the payment of the architect by stages in amounts applicable in the

case of partial services. Broadly speaking, the many schedules I have studied provide for half the fee being due on completion of drawings and specifications adequate for pricing, and the other half for supervision, supplementary details and accounting. The variation as to what is due for documents ready to price has a spread from the British 65% to the French 35%.

As to remuneration for sketch plans carried to the point where instructions to prepare contract documents would be an order, there is some diversity. The French tariff makes no specific provision in the matter of sketch plans; the British tariff provides for this service 1/6th of the basic fee; the American tariff provides for 1/5th.

The French division of the basic fee by stages is in three items only, while the Norwegian division runs to eight stages. A reasonable provision of the French tariff is that whereby in the case of partial services higher rates than those of the division of the basic fee are chargeable.

*The Sliding Scales in Europe*

While in France and in the English-speaking countries the principle of the sliding scale is ignored or only slightly invoked in the computation of architects' fees, in the great majority of European countries there is a classification into which buildings of various kinds are assignable with a sliding scale applicable to each classification.

In most of these countries there are four classifications, but six are adopted in Germany and Norway. In countries where the schedules of charges have only the authority of the professional bodies it is, no doubt, largely a matter of agreement between architect and client as to what category to assign the work in question. But in Germany and some other countries where architects are registered and the professional body functions under a ministry of the state, the schedule of charges represents minimum fees and it is optional to charge higher fees, but lower fees may only be charged when reported to and approved by the professional body—an admirable provision.

Generally speaking, the range of cost of work in these European sliding scales runs from \$2,000 to \$1,000,000. In Holland there are only three classifications of work, but the range of cost within the scale is from \$1,500 to \$2,500,000. In Roumania the range of cost is graded in four values only while in Holland it is graded in thirty-nine.

The Swiss schedule of charges is made up somewhat differently from those in most other countries where the sliding scale is fully invoked. There are four classifications for work and the range of cost is graded in seven values between successive limits. The division of the basic fee into six parts is repeated for each classification of work and the percentages for each part of the fee and for the total fee are tabulated. With such a table of charges before him a client can have little excuse for surprise at his architect's account for fees due.

The Polish schedule is highly elaborated. There, as in Sweden, cubage is invoked in calculating fees on a sliding scale for certain government work.

In order to give an idea of the range of percentages constituting the basic fee in countries where the sliding scale is fully invoked I give an excerpt from the German table of architects' charges, citing only the upper and lower limits of cost and leaving out the seventeen intermediate valuations.

	Plainest Structures	Simple Structures	Medium Structures	High Class Structures	Elaborate Structures	Furnishings, Etc.
	%	%	%	%	%	%
R.M. 5,000 .....	5.5	6.5	8.1	10.0	11.5	18
R.M. 5,000,000 and over .....	2.0	2.0	3.1	3.7	4.2	6.7



### *Fees for Housing*

In those countries where state aid to housing is made available there is usually a special sliding scale in force for this class of work, whether the general system of remuneration for architects is based upon the sliding scale or not.

### *Fees for Alterations*

The British principle of charging for alterations and additions at a rate up to double the basic fee for new work, which is also general in various parts of the British Empire, finds specific recognition in very few of the schedules studied. In many of these schedules there is, however, reference to charges for surveys and to special charges for difficult operations which can, no doubt, be invoked for alterations. If it is one of the purposes of authoritative schedules of charges to obviate misunderstandings between clients and architects there is much to be said for clarification on this matter, considering how much of the average architect's practice involves additions, or alterations, or both.

### *Registration*

The question of the registration of architects and governmental approval of their schedules of "proper minimum charges" are outside the scope of these remarks but a study of the enactments of the professional bodies as to fees in many countries touches these questions at many points. In Germany, for example, we find the registration of architects and full Governmental support of the schedule of fees. In France, in some other European and in certain North and South American countries, legislation to these ends is now actually pending. In most countries where the architectural profession is at all organized, efforts towards registration are being made. The relation of all this to the matter before us is the status or validity of these schedules of minimum charges. Where the remuneration is recognized by law the architect has only to prove the services rendered in order to collect from a refractory client. Where the schedule of minimum charges has only the authority of a chartered professional body, that schedule is good evidence so far as members of the professional body are concerned. It would be interesting to know whether, where fees are statutory, recourse to architects is more general than where they are not; also whether, where fees are statutory, there are more or fewer cases of unprofessional conduct based upon the acceptance of lower rates for professional services.

These questions bring us face to face with a problem which the President of the Royal Institute of British Architects is quoted as having put in this way: "Does the Institute exist for the good of the architects or for the good of the architecture?" Of course, one can get round the dilemma by saying that the good of Architects will always result in good or at least better architecture.

### *Data*

The data on which I have made this brief sketch of the systems for computing architects' remuneration in various

parts of the world have been very largely provided through the good offices and kind co-operation of the consular officials in Montreal to whom my sincere thanks are due.

Attached hereto is a brief tabular statement on the variations of the sliding scale in some countries where this is the basis of computing fees.

In conclusion, and by way of summary, I find there are three main systems of use, in various countries, in the calculation of the architect's remuneration. In English-speaking countries the architect is content with very broad classifications within which the percentage rate of remuneration does not vary in relation to the size of the undertaking.

In most European countries, classification of work is elaborated on logical principles and a sliding scale is then applied to each class or category within fixed upper and lower limits of cost, with considerable variation in different countries.

Thirdly, we have the French system which, ignoring classifications, accepts the sliding scale in mitigated form for ordinary work.

It is curious to note that as things are at present the character of the system for calculating architects' remuneration is not related to state control. That is to say: There is registration in some countries; there is registration with state control of fees in other countries; there is neither registration nor state control of fees in yet other countries. Nevertheless registration and state control of fees exist alike in countries where the sliding scale is highly elaborated and in countries where the sliding scale is completely ignored in the calculation of "proper minimum professional charges".

One last word. I am of opinion that professional ethics and professional economics are nowhere quite reconciled. Perhaps they are unreconcilable.

## APPENDIX

### *Sliding Scale, Remuneration of Architects in Fourteen Countries*

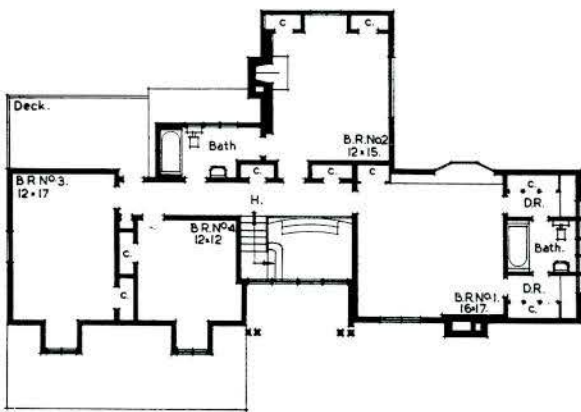
Name of Country	Classes of Work	Grades of Cost		Range of graded costs of work	Range of Fees Chargeable %
Argentina .....	9	5	\$A	10,000- 3,000,000	1 -15
Denmark ....	4	36	Kr	5,000- 4,000,000	3 -17.7
Finland .....	4	21	FM	50,000-15,000,000	1.3 -15
Germany ....	6	19	RM	5,000- 5,000,000	2 -18
Greece .....	3	5	D	500,000- 5,000,000	4.6 - 7
Holland .....	3	39	G	3,000- 5,000,000	1.71-14.65
Hungary ....	4	20	P	10,000- 5,000,000	2.5 -15
Italy .....	7	14	L	25,000- 2,000,000	2.3 -16
Norway .....	6	56	Kr	1,000-10,000,000	1.67-18.4
Poland .....	6	38		300m <sup>3</sup> -100,000m <sup>3</sup>	*Z1 1735-698.455
Roumania ..	4	4	L	1,000,000-50,000,000	3 -10
Spain .....	6	14	P	5,000- 2,500,000	0.5 -12
Sweden .....	5	(?)	Kr	4,500- (?)	4 -21
Switzerland	4	7	SF	10,000- 1,000,000	3 -12

U.S.S.R. ... Scale of remuneration now under revision and not available

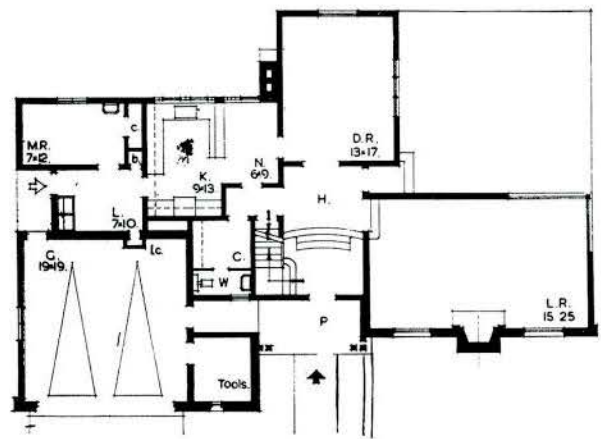
\*The Polish scale of remuneration for Government work is based on cubage. Hence the "range" is in m<sup>3</sup> not in money, and money appears in the % column.



HOUSE OF MR. J. G. BOWERS,  
 VANCOUVER, BRITISH COLUMBIA  
 C. B. K. VAN NORMAN, ARCHITECT

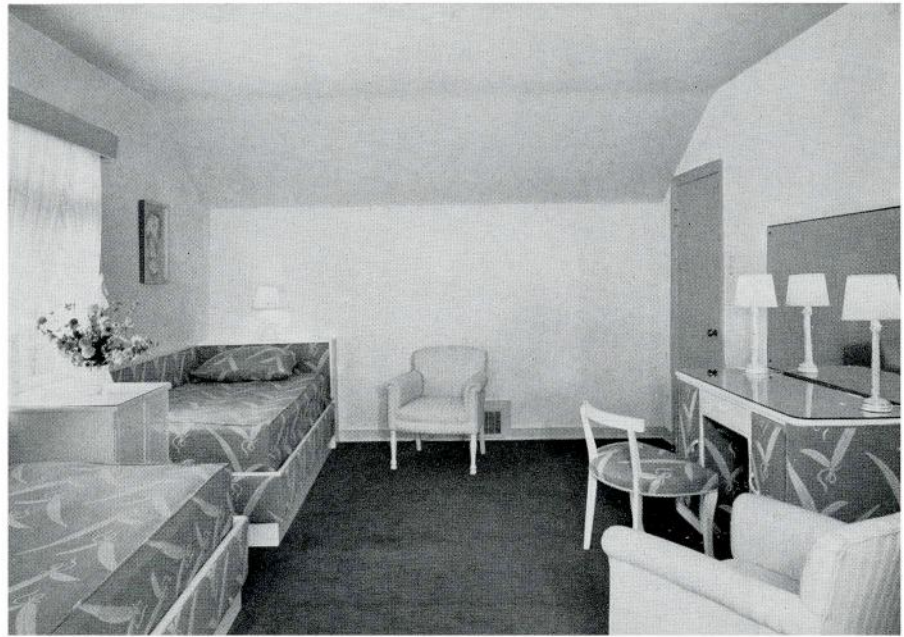


SECOND FLOOR PLAN

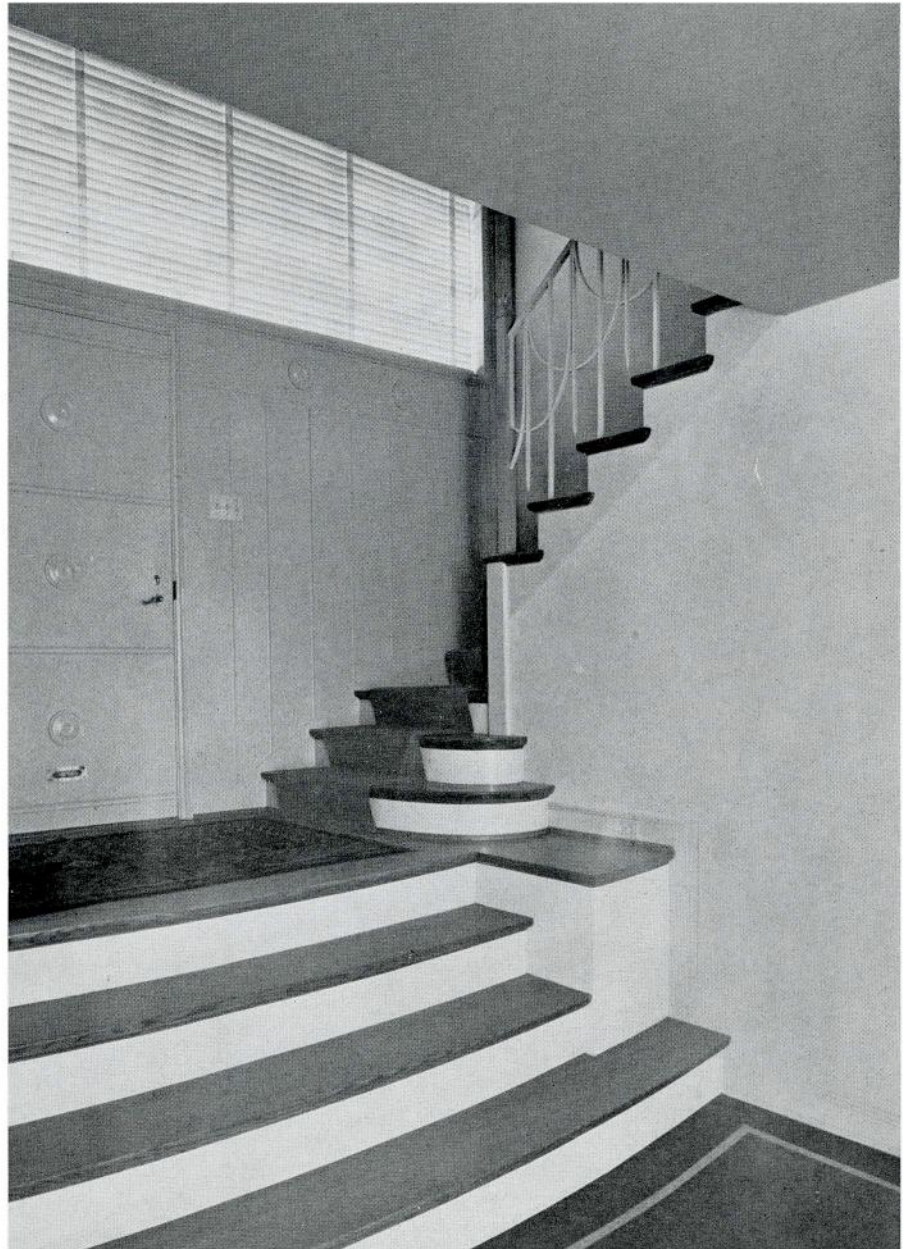


FIRST FLOOR PLAN

GUEST ROOM



ENTRANCE HALL

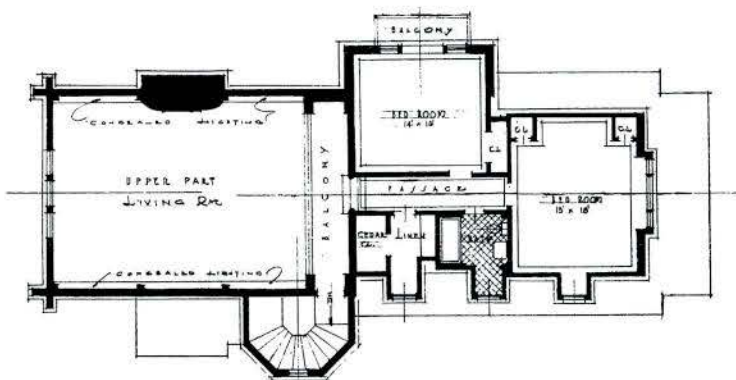




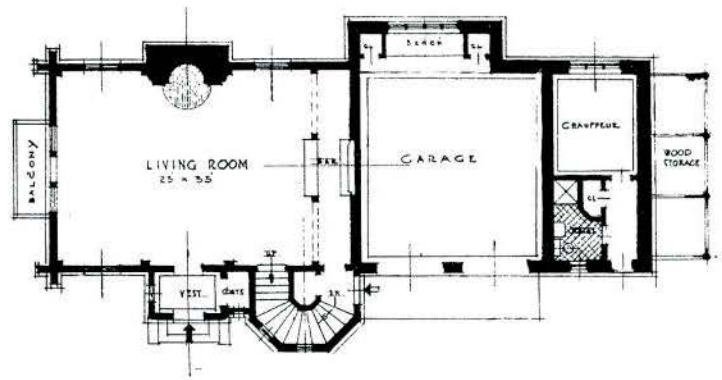
VIEW OF GUEST HOUSE FROM PORCH OF MAIN CABIN

MR. A. A. McMARTIN, SEIGNIORY CLUB, QUEBEC

LAWSON AND LITTLE, ARCHITECTS



UPPER FLOOR PLAN



GROUND FLOOR PLAN



VIEW OF MAIN CABIN FROM GARDEN  
MR. A. A. McMARTIN, SEIGNIORY CLUB, QUEBEC  
LAWSON AND LITTLE, ARCHITECTS



SKI SHELTER AT MOUNT NORQUAY, BANFF, ALBERTA  
FORDYCE AND STEVENSON, ARCHITECTS

# PROVINCIAL PAGE

## BRITISH COLUMBIA

Building construction in British Columbia has been very active during the year 1940, reaching a total of over \$16,000,000.

While a considerable portion of this work has been related to war efforts, private practice has been much better than was anticipated at this time last year.

We sincerely regret the passing of our old friend, Mr. J. C. M. Keith, an Honorary Member of our British Columbia Institute, in whom we lose a link with earlier days, when the one aim in life was not to accomplish as much as possible in the shortest space of time, whether the result be good, bad or indifferent, as we so often feel compelled to do in these more modern times, but, to do a good job well with infinite patience and enthusiasm, in spite of innumerable set-backs.

Born in Scotland and educated in England, Mr. Keith came to British Columbia in 1891, when he entered drawings in the Competition for Christ Church Cathedral, Victoria. He was successful but had, however, to wait almost forty years before his dreams began to take form, perhaps in a more modern form of construction than he had originally thought of it, but still retaining the atmosphere and beauty of the cathedral church of earlier days.

He leaves a monument to his memory which we might all well covet.

*David Colville.*

## MANITOBA

Our forthcoming Annual Meeting is occupying the attention of our Association at the present time. This will be on January 20th, and will probably be held at Moore's Restaurant, Portage Avenue. Some of our members will not be with us this year owing to active service or participation in war effort; these will be missed but it is our intention to carry on in this as in other matters. We hope to have the graduating class of the Architectural course at the University with us at the dinner, as well as other graduates of previous years, who are not yet members of the Association. The new code governing architectural competitions will be distributed to our members and we are also asking our members to submit copies of their certificate forms so as to be able to make recommendations to the R.A.I.C. in their endeavour to standardize forms of certificate. Any move to standardize architectural practice throughout the Dominion is welcome with the Manitoba Association who would like to see uniform by-laws, admission to practice, schedule of charges, etc., a real "dream come true" amongst the various component societies. We have expressed our willingness on several occasions to make concessions to bring about uniformity and break down the barriers of provincialism.

The Manitoba Association extends to all its sister associations best wishes for 1941, and may it bring peace and happiness to us all.

*E. Fitz Munn.*

## ONTARIO

Industrial work continues to be the feature of the construction world hereabouts; the list includes work at St. Thomas, for the Weatherhead Co. of Canada, and two jobs at St.

Catharines — one for McKinnon Industries, Ltd., and the other for English Electric Co. of Canada. There is also a project on the boards in Toronto—a very extensive scheme, we believe — which is slated for a site somewhat vaguely described as "Central Ontario." In conformity with the prevailing tendency, the whole affair is in the hands of an engineering corporation, which, judging by the appearance of the word "Canada" in its title, may not be entirely of native growth.

The Ottawa Chapter held a dinner meeting at the Laurentian Club, in mid-December, at which the guest of honour was Capt. A. Kerkhoven, of the Netherlands Military Mission. His address was a first hand account of the invasion of Holland by the Germans.

The Toronto Chapter marked the passing of the old year by a luncheon at the University Club, on December 31st. About fifty members and guests enjoyed an excellent meal, accompanied by impressive quantities of froth and a corresponding display of oratory—a good deal of it directed at the shortcomings of the profession. While this may not have been the most cheerful of themes, it was, perhaps, appropriate enough to the close of a none-too-cheerful year. But it is not unlikely that the absence of the Chapter's perennial Master of Ceremonies (and Ye Editor of this Journal)—who spent the holiday season in hospital as a result of a tobogganing accident—had something to do with it.

As the R.A.I.C. holds its annual meeting at Toronto this year, it is likely that the sessions of the O.A.A. will be adjourned to the same week-end for the convenience of out-of-town members. The 21st and 22nd February should be marked "reserved" on everybody's calendar—don't "leave it to Psmith."

*Gladstone Evans.*

## QUEBEC

The debut of a new year finds the construction industry working at fever pitch erecting and adding to plants for the manufacture of materials of war and for stimulated domestic needs.

The speculative builders who seem so much more astute than we architects are building blocks and blocks of apartments and houses in the outlying districts of Montreal and other centres in preparation for the influx of people who will need accommodation when more industries get into production.

Also in the offing is the large scale housing construction programme that must be launched very soon or additional thousands of munitions workers will be houseless.

Having projected that picture on the screen, let us look at the architects' offices. Architects A to H have closed up their offices, and being too old for military service, are working as draughtsmen for engineers and contractors. They could not get any of this Government work for themselves but they can work on it for someone else who can land the jobs. Architects I to O have contracted their office space and figuratively pulled in their belts in the hope of surviving until better conditions prevail. Architects P to Z having independent means still occupy the old premises but most of the covers never come off the boards. As the occupied draughting table

is the architect's production unit we have mute evidence here of the professional lack of prosperity in contrast to that of the engineer and contractor. This picture of the state of affairs in the Province of Quebec is perhaps typical of the Dominion.

I am aware that the letters for the Provincial Page are supposed to present news, but if there is little or no news it implies an unhealthy condition in the profession from causes which may or may not be controlled.

The profession had little opportunity to be of service in the major construction programme initiated by the Government where hundreds of millions of dollars are being spent in the construction and extension of plants manufacturing the materials for war.

If the profession is again overlooked when the vast housing projects get under way, it will be an added reflection on our abilities and value to the country in the national emergency. If there is not a fair and equitable distribution of this work among practising architects, we must boldly and fearlessly investigate the causes and take such means as will insure our survival.

*Harold Lawson.*

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## IN THE COURT OF APPEAL FOR ONTARIO RE: TEMPLIN AND THE ONTARIO ASSOCIATION OF ARCHITECTS

THE Architects' Act (Ontario) provides that an applicant for membership in The Ontario Association of Architects must be a British Subject or must have taken the Oath of Allegiance and declared his intention of becoming a British subject.

Mr. B. P. Templin applied for membership in February, 1937, stating in his application that he was born in Germany and that he was a citizen of the Free City of Danzig. He filed with his application his Oath of Allegiance and an affidavit "that it is my intention to become a British Subject".

A complaint was filed with the Registration Board alleging that Templin had stated that he had not completed his naturalization because if so doing he would have to take an oath which would oblige him to take up arms against his native land, and further alleging that by failing to complete his naturalization Mr. Templin had been guilty of misconduct and had not complied with a condition upon which his membership in the Association was granted.

On appearing before the Board Mr. Templin urged that the real and only reason why he did not complete his naturalization was because he understood that by so doing he might be unable to obtain the benefit of a share in his deceased father's estate, to which he would become entitled on his mother's death. He claimed that the estate was in Germany and that his mother was living there.

The Board held that more than a reasonable time had elapsed since Mr. Templin made his declaration of his intention to become naturalized, and that it was not satisfied with the reasons which he had given for not proceeding with the matter. It accepted the evidence that Mr. Templin had given as one of his reasons, at least, that he did not wish to be placed in the position of having to take up arms against his native land. The Board stated that it had come to the conclusion that the real reason why Mr. Templin had not proceeded with his naturalization might very well be that he was not willing to assume all the duties of citizenship in Canada and suspended him from membership in the Association until he should complete his naturalization as a British Subject.

Mr. Templin appealed to the Court of Appeal for Ontario from this decision, but lost the appeal.

Counsel for Mr. Templin stated on the appeal that following the delivery of the decision of the Registration Board on the 23rd July, 1940, Mr. Templin had filed an application for naturalization and he asked leave to place evidence before the Court to that effect, but this application was refused on the ground that the Court could only deal with what was before the Registration Board.

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## FINED FOR HOLDING HIMSELF OUT AS AN ARCHITECT

THE Ontario Association of Architects laid an information at Ottawa against Louis Baker trading under the firm name of Baker Brothers for a breach of the Architects' Act, Ontario, alleging that Baker had held himself out as an architect. A similar charge was laid against Baker's employee, Kevanstein.

Baker Brothers are lumber dealers and operate a planing mill at Ottawa.

Plans and specifications for a store building to cost \$7,000 were filed with the Building Inspector for the Village of Westborough, a suburb of Ottawa, bearing the signature of A. Kevanstein, Baker's employee. Neither Baker nor Kevanstein are members of the Association or licensed by it.

The Architects' Act, Ontario, imposes penalties upon anyone who not being a member of the Association or licensed by it, holds himself out as an architect. The Act further provides that without restricting the generality of the foregoing, any person who prepares or offers to prepare for a fee, commission or other remuneration, any sketch, drawing or specification for any proposed building structure, or for any structural alteration of, or addition to, an existing building structure, when such proposed work is to cost more than \$5,000.00, shall be deemed to hold himself out as an Architect.

According to the evidence, Kevanstein, who described himself as a salesman, prepared the plans which were drawn to scale from a sketch provided by the owner and the specifications from information furnished him by the owner after first receiving instructions to do so from one of the senior officers of Baker Brothers firm.

Mr. Lief, the official in question, stated that the owner was a good customer and had spoken to him about the purchase of the steel and lumber for the new building but that no definite agreement had been made. The owner went to Lief saying that he had to have the plans in considerable detail to obtain his permit and asked Mr. Lief to have these done for him. Lief stated that his firm had offered to do similar things for other parties.

The President of the Association gave evidence as to the character of the services usually performed by an architect.

The Magistrate who tried the case decided that what had been done by Baker Brothers amounted to holding out within the meaning of the Statute. He decided further that as the plans were done at least for the consideration of retaining the goodwill of the customer, there was consideration within the meaning of the Act and that Baker Brothers fell under the second provision as well as under the first.

He thereupon imposed a fine of \$25.00 and costs, and the Association having convicted the employer withdrew the charge against the employee.

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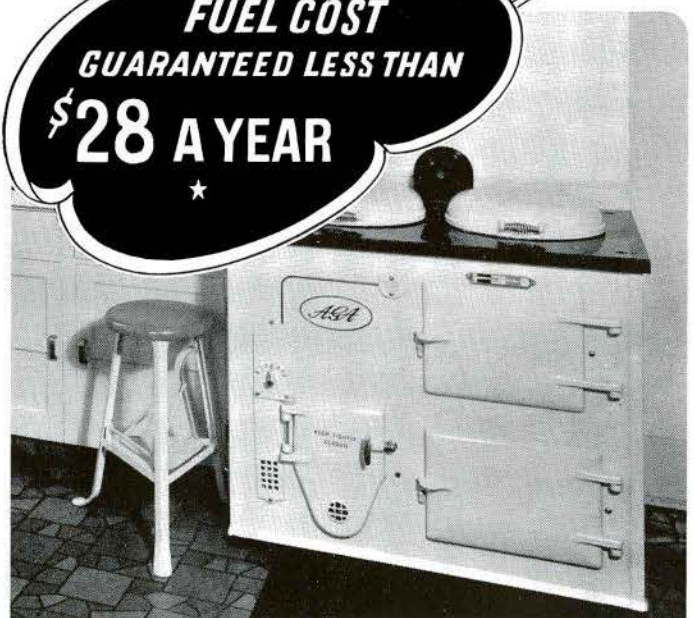
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It is nothing for Dr. Williams to smoke from 10 to 15 pipes in one afternoon. And if he is particularly moody, he may carry as many as eight pipes in his pockets at one time.

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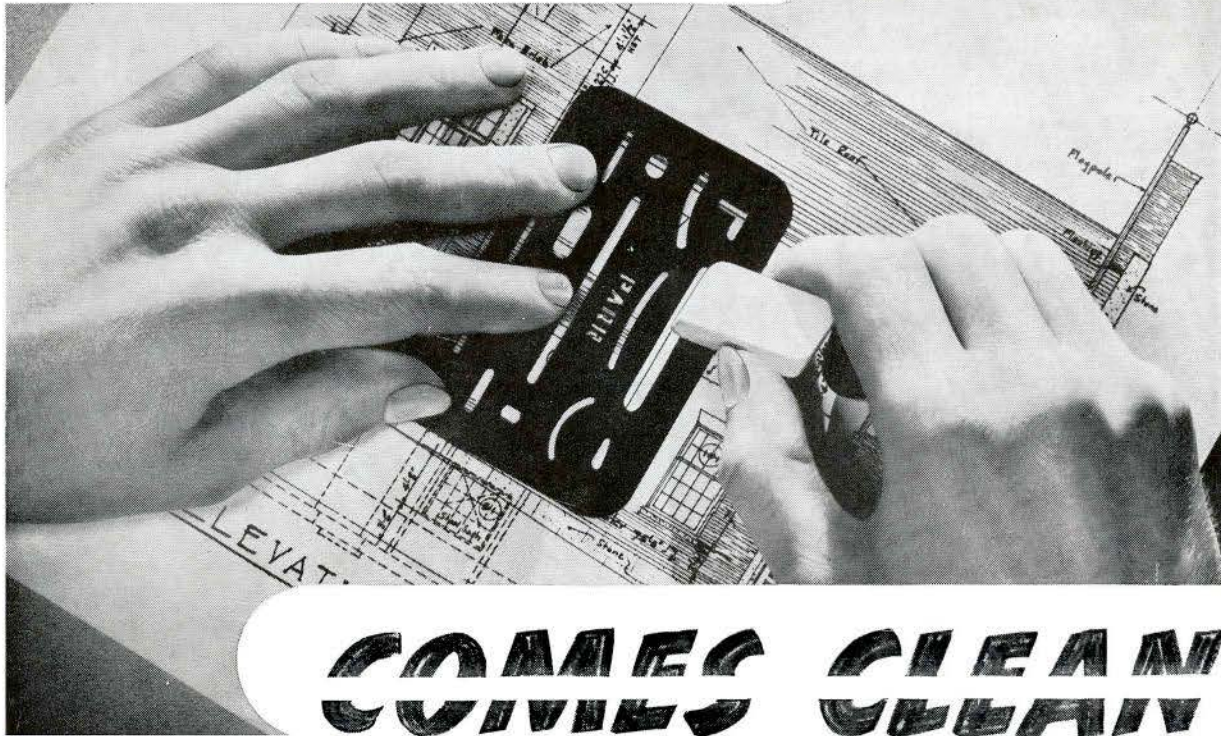
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