

What does this mean? It means an enormous loss to the Government. Mr. Arthur Williams of the Edison Electric Light Company said in a speech delivered in New York that no matter how clever a man may be the first five years of his service with the company is largely an apprenticeship. It is after that time that the company obtain the best result from his work. How much benefit therefore should we charge up to the service on account of a pension system that induces good men to enter the service and stay there? A straight pension plan is surely the best to obtain these desired results.

We have been told that railroads and large corporations adopt the straight pension plan as a cheap method to avoid strikes and to prevent men from asking for an increase of pay.

Let me refer to the experience of the Pennsylvania railroad. During the last decade, twice, the employes of the P. R. R. have made demands on the administration which were refused. The employes asked for a vote "strike" or "no strike?" Twice the answer came by an overwhelming majority it was "strike." But there was no strike, the company climbed down. During the last ten years the average pay of the employes of the P. R. R. has been increased 38%.

In the branch of the United States service where I am employed our average pay is less than it was ten years ago and we do not enjoy any kind of a pension system either contributory or non-contributory.

I most decidedly am of the same mind with the world renowned actuary Mr. H. W. Manly: "Any kind of a pension system is better than none but a straight pension or non-contributory plan is the best both for employer and employed."

GEORGE T. MORGAN.

United States Mint,
Philadelphia, Pa.,
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CO-OPERATIVE ASSOCIATION CONSTITUTION AMENDED.

At the general meeting of the Civil Service Co-operative Supply Association of Ottawa held to consider the report of the special committee on proposed amendments to the constitution (published in the last issue of *The Civilian*) the general recommendations of the committee were adopted. The members present saw fit to amend the report in some minor particulars, but, on the whole the findings of the committee were approved.

The effect of the amendments to the constitution is to create a class of profit-sharing stock-holders who are not civil servants. These stock-holders will elect three of the nine directors (as provided for in the original constitution). When they exceed the civil service members in number and in amount of goods purchased, steps may be taken, on petition of ten per cent. of their number, to admit them to full membership.

The meeting listened to a lengthy debate between the advocates of a wide-open organization and those who wish to preserve it as a distinct civil service concern. The new arrangement is, in effect, a compromise. If the civil servants wish to retain control, they can do so only by increasing their membership and patronage.

THIN BEYOND BELIEF. — A stalwart Irish soldier, after being on active service for some time, became greatly reduced in weight, until he was so weak that he could hardly stand. Then he was invalided home. On his arrival in England, just as he stepped off the train, one of his old friends rushed up to him. "Well, well, Pat," he said, "I am glad to see you're back from the front!" "I knew I was getting thin, but I niver thought you could see that much!" rejoined Pat.