

The Welfare of Civil Servants.

The Work of the National Civic Federation of the United States on behalf of Government Employes.

The National Civic Federation of the United States is too well known in its activities to require a word of explanation, even beyond the boundaries of the Republic. Less well known, because of its more specialized character, is the work of the "Welfare Department" of the Federation—a branch whose distinct aim is to encourage consideration on the part of employers for the comfort and well-being of their employes, beyond the mere letter of the wages agreement which binds them.

Recently this department held its semi-annual meeting at Washington, D.C., and the object of the meeting was "to discuss and plan anew a widespread welfare movement for Government employes." Proper sanitary conditions in Federal, State and Municipal Buildings was the gist of the numerous addresses and discussions. More and better light, air and space, was the keynote. The publicity given to the subject in this way will almost of a certainty be productive of the desired betterment.

Classes of Employes Considered.

The special committee engaged in investigating conditions among Federal, State and Municipal Employes, to learn the details of work undertaken for the employes' benefit, deal with the following classes:

Federal—Postal, custom house, army posts, navy yards and immigration bureau employes.

State—Employes in State institutions, hospitals and prisons.

Municipal—Employes in hospitals, street cleaning departments, public schools, prisons, police stations, and fire departments.

Investigations Conducted.

The committee conducted an investigation in the Postoffice Department of New York City. A recommendation was made through the Postmaster that the roof of the new postoffice at the Pennsylvania terminal in New York be used as a swing room for letter carriers. The committee also sent letters endorsing the amendment to the Postoffice Appropriation Bill to increase the salaries of postal employes receiving more than \$1,000 per annum, and to allow thirty days' yearly vacation to all postal employes.

The sub-committees active at present are: Committee on Brooklyn Navy Yard, New Buildings Committee, and Hospital Committee covering city and State hospitals.

The Committee on New Buildings learns of proposed new buildings, city, State or Federal, and makes suggestions for the welfare of employes before the buildings are put up. The committee has gone into this preventive work very thoroughly. Among other recent activities, the members have inspected plans for a new Marine Hospital on Staten Island. The architect has promised to submit the plans to the committee for suggestions, before sending them to Washington. The plans for a new Assay building on Wall street, New York, also have been examined, and many suggestions as to the placing of showers, etc., will be made by the committee. The City Hospital Committee has visited all the hospitals in New York, and has found this investigation most interesting and instructive. The committee is at present in communication with the proper authorities in regard to installing recrea-