

PAGES

MISSING

THE CIVILIAN

VOL. X.

DECEMBER 7, 1917.

No. 17

Civil Service Federation of Canada

ANNUAL CONVENTION, NOV. 1917.

TUESDAY MORNING, NOV. 27.

Victoria Memorial Museum,
House of Commons Chamber.

The meeting was called to order at 11 a.m. by the Secretary-Treasurer, Mr. Grierson, who called attention to the loss sustained by the Federation in the removal of its President, Mr. R. S. White, from the Civil Service, and asked for nominations for temporary chairman.

On motion of Mr. Todd, seconded by Mr. Lovett, Mr. R. Holmes, the Vice-President for Ontario, was elected to act as chairman until the election of officers.

Mr. R. Ferguson presented a notice of motion to amend Section 2 of Article 2 of the Constitution to read as follows:

"The basis of representation shall be as follows: Local, provincial, district or class organizations shall be allowed one delegate for the first 50 members or under and one for each additional 50 or majority fraction thereof up to 500, and one for each additional 500 or majority fraction thereof. Organizations whose aggregate membership does not exceed 50 may unite to send one delegate; balance of section to read as formerly.

On motion of Dr. J. A. Smith, seconded by Mr. A. Callow, the minutes were taken as read and approved.

After discussion, and on motion of Mr. Crate, seconded by Mr. Blake, it was decided that notwithstanding anything in the Constitution all members present should be entitled to full privileges in the convention.

On motion of Mr. Green, duly seconded, the convention decided to get down to business, leaving the amendment to the Constitution proposed by Mr. Ferguson to be taken up later if time permitted.

On motion, duly seconded, the preparation of the accounts of the proceedings for the press was placed in the hands of the Secretary-Treasurer and Mr. A. C. Campbell.

The Secretary-Treasurer asked that the reading of the financial report be deferred until the morning of the 29th, and then read the report of the officers and that of the following committees:

Indemnity for Casualties.

Civil Service Insurance.

Co-operation.

Publicity.

The Civilian.

And introduced reports on Superannuation and Income Tax.

On motion of Mr. Crate, duly seconded, these reports were laid on the table for later consideration at the pleasure of the convention.

In response to a question raised by Mr. Blake as to the purpose of calling the convention, Messrs. Grierson and Todd discussed the events which had led up to the decision to call a convention of the Federation.

The session adjourned at 1 p.m.

TUESDAY AFTERNOON, NOV. 27.

Business was resumed at 2.45 p.m., with Mr. Holmes in the chair.

The discussion of the events leading up to the calling of the convention which was inaugurated during the preceding session by Messrs. Grierson and Todd of the Inside Service was continued by Messrs. Kehoe and Burns of the Outside Service.

On motion, duly seconded, the Secretary-Treasurer was instructed to ask Dr. Roche, the chairman of the Civil Service Commission, if it would be possible for him to appear before the convention at 5 o'clock for

the purpose of welcoming the delegates.

Mr. Grierson moved that the convention now resolve itself into departmental committees for the purpose of carrying on the preliminary investigation of the task before each committee and prepare to report back to the convention at 4.50 p.m.—Carried.

The meeting adjourned at 3.15 p.m.

At 5 o'clock the Hon. Dr. Roche, chairman of the Civil Service Commission, was introduced and welcomed the delegates to the convention in an address which welcomed any representations made by the convention upon any matter coming within the jurisdiction of the Commission, but particularly with regard to the bringing in of the Outside Service, which was the matter upon which the Prime Minister had asked the Commission for report.

Mr. Holmes introduced Dr. Roche as follows:

The Chairman: I will not stand between you and the address of Dr. Roche which you desire to hear. I am glad to see the Doctor looking so well. I had the pleasure of sitting with him in the House of Commons some years ago, and he does not look a day older than he did then. Dr. Roche was born not far from where I lived, so you can understand that I might tell you many things about him. But you would rather he should speak for himself, and I have great pleasure in introducing him to this audience.

Dr. W. J. Roche, chairman of the Civil Service Commission of Canada: Mr. chairman, ladies and gentlemen, I wish that my feelings bore out the words you have so kindly spoken about my appearance of youthfulness. But I am young as Chairman of the Civil Service Commission, so young that it is with a feeling of due modesty that I appear before a gathering such as this which includes many of the veterans of the Civil Service, the old war-horses of Civil Service organizations. I extend a most hearty greeting to you on your assembling here in Ottawa for conference on the subject of the Civil Service Act, and especially on the proposal of the Government to bring under the operation of that Act the several branches of the Outside Service. That is a step for which, I am sure, public opinion is ripe, for both press and Parliament are

ready for it. I was until recently a member of the Government, and I assure you that if I were a member of the Government I would welcome such a proposition. When all parties interested are of much the same mind on this most important question, I do not think it will be so very difficult to work out a practical plan, one that will be accepted by all concerned. I have no suggestions of my own to make. But my fellow-commissioners and I have discussed the subject informally. We have propounded a number of questions, answers to which we have asked of the deputy heads of departments. There has not been time since then for all replies to come in, but we have already had the answers from four or five departments. I have not had opportunity to read any of them except those from my own former department, the Interior. Our object was to get the views of the deputy heads whose experience as chiefs in the Civil Service cannot but be of benefit as to the best means of bringing under the Civil Service Act the outside branches of their departments. The particular form of the change to be made is a matter, of course, for the Government to decide. However, their object is to do away with patronage and to have appointments made on merit the same as is intended in the case of the Inside Service. Legislation will be required, of course, to work it out finally and embrace the whole of the public service. In the meantime a partial scheme can be carried out by order in council. I do not know that this can be done before the pending election, as very few of the ministers are in Ottawa. The views of the Civil Service Commission have been asked, and we are to submit to the Prime Minister on his return to Ottawa a statement of those views. There is no reason why the Government should not avail itself of the provision of the law under which the Governor-in-Council can bring under the operation of the Act the whole or any part of what is now known as the Outside Service. An order in council can be passed at any time when the ministers are in Ottawa and wish to pass it. That would at least in part do away with the patronage evil, it would prevent the making of local appointments on the nomination of the candidate of the Govern-

ment party or others to whom patronage is entrusted. It would give the Civil Service Commission power to ensure appointments on merit. This would be sufficient in the meantime. Legislation could be prepared—the bill introduced by Sir Thomas White amended and brought down to date or a new measure if desired—and laid before Parliament at its next session. Our opinions having been asked as to the steps to be taken immediately, this is the course which we have it in mind to recommend. I have no doubt that whatever Government is in power after the election its wish will be to carry into effect such wishes as have been expressed by the Prime Minister and to place before Parliament the measures necessary to carry those wishes into effect. No doubt difficulties will crop up with regard to this or that branch of the Service when the attempt is made to bring them under the Civil Service Act. I have not sufficiently studied the matter to be able to enter into details, but I believe that it will be found possible to work out a practicable plan which will eliminate patronage and hand over to the Civil Service Commission the duty of making appointments to the Civil Service. (Applause.)

I am glad that meets with your approval, for you are in a position to judge of the evils of patronage. I was twenty-one years in Parliament, and so I also have had my experience in that matter. I think that my experience as a Minister of the Crown will also be of use in guiding me in the performance of my new duties. The Civil Service Commission, I think, will be a much more important body than it has been hitherto. In saying that, of course, I make no reflection upon the former Commission. It will be more important, if for no other reason, because the great Outside Service will be brought within its jurisdiction, which will mean a great increase of its responsibilities and, incidentally, of its difficulties also.

Now, as to the most workable plan, some have suggested the creation of a number of sub-commissioners, one perhaps in each province. These commissioners being familiar with local conditions would be in a position to pass upon applicants for appointment to

the Service, and their acts would come before the Commission for ratification. The Outside Service, if it is brought in, will require, I believe, very considerable supervision by the Civil Service Commission. Of course, I cannot say that the suggestion I have mentioned will be adopted. We have informally discussed the idea of giving special charge of the duties of the Commission in the Maritime Provinces to Mr. Jameson, who comes from that section, I as a Western man to have special charge of the country with which I am most familiar, and Mr. Larochelle to have charge of Quebec and a portion of Ontario. Each would keep in touch with the heads of the districts within his territory and would be on the lookout for suggestions to help him to keep up to date in his methods, with a view to building up an efficient service based upon merit alone.

I do not know that I have more to say at present. Possibly even in saying so much unauthorized by my colleagues—because I came at your invitation on the spur of the moment and they were not aware that I was coming—I may have gone further than they would have had me go. We are desirous of receiving suggestions from the Service itself. I have given instructions that this convention be furnished with the reports of the several departments sent in answer to our request, in order that you may have the benefit of them in framing your own suggestions to the Commission. Such study as I have been able to give to the subject in the short time since I became head of the Civil Service Commission has impressed me with this fact more than any other—that it is absolutely impossible for any Commission, no matter how careful in its work, to gain the object we have in view without friction unless we secure the hearty co-operation of the heads of the several departments. That is the reason we have submitted certain questions to the deputy heads. I am glad to say that the replies we have received have been very useful and that they show a disposition to assist and co-operate with the Commission. In the matter of promotion, for instance, which has given the Commission more trouble and anxiety than any other, the object to be kept in view is not

merely the raising of a man's salary but keeping true to the principle that promotion shall be given for merit alone. The co-operation of the departments will greatly lighten the labors of the Commission and the labors of the departments as well. When we have worked out uniformity in our practice based on sound principles there will not be the insufficient efforts at reform that there have been in the past. I know that my predecessors in the Commission were not to blame for the order of things that existed. There were only two commissioners. Every man fit for responsible office must have his own views of the affairs of that office. When the two commissioners agreed, there was no difficulty in carrying out their wishes; but if they took opposite views of the same subject, the Commission was at a deadlock. For that state of affairs, I say, the commissioners were not to blame. Now that there are three commissioners, with majority rule supposed to prevail, we hope to get along harmoniously. With co-operation between the departments and the Commission, I am most optimistic about the future; I believe that we shall be able to build up a Civil Service that in years to come will reflect the greatest credit upon Canada, and that a great step toward that great end will have been made when the Outside Service is brought under the operation of the Civil Service Act.

Asking permission, a member of the Federation put a question to Dr. Roche to this effect: If the deputy head of a department omitted from his recommendations to the Commission some matter which the association of employees of that department, as civil servants, thought should be recommended by the Federation, would they be free to make that recommendation, or would the Commission expect them to keep strictly within the lines laid down by the deputy head? As a case in point, he mentioned the salary of the deputy in which the deputy might not feel as free as the Federation to recommend an increase.

Dr. Roche: The question as I see it is whether the Commission would welcome suggestions from this Federation not made by the deputy head in his report. Be sure we

will welcome all information, that information that will help us to arrive at the settlement of any question over which we have jurisdiction. I have said, I have read only one of the reports thus far sent in by the deputy heads. That report did not deal with the question of the salaries of individuals, but merely answered the questions put by the Commission as to the possibility of bringing the outside service under the operation of the Civil Service Act and how to overcome difficulties that might arise in the making of that change. That is the proposal of the Prime Minister, and it is on that proposal he has asked us to make a report. I do not see how it would be possible for the Commission to make a recommendation on that subject without consulting the departments, and, of course, the deputy heads are those to whom we naturally go in order to hold that consultation. But whether any recommendation you may make touches any matter within or beyond our jurisdiction, we shall welcome it—let it be as to salaries or anything else. For we may be consulted later on that matter, and your suggestions may be of value to us.

A vote of thanks was moved to Dr. Smith, seconded by Mr. Somers, and carried with great applause, reinforced by the declaration in full chorus that "He's a Jolly Good Fellow."

Dr. Roche responded: I consider myself the beneficiary of my visit to this convention, and if you say my visit has given you pleasure, I assure you that pleasure is mutual.

On motion of Doctor Smith, of Windsor, seconded by Mr. Somers, a hearty vote of thanks was tendered to Doctor Roche for his very frank and friendly address.

Mr. Taylor suggested that provision be made for the printing of the reports of committees, agenda, etc., for future conventions of the Federation, and suggested the preparation of the mimeographed copies of the departmental reports to be presented on the 28th.

The temporary chairman explained the reason for the inability of the officers to prepare a programme in advance of the

(Continued on page 349.)

The Roll of Honour.

Volunteers from the Public Service of Canada for active military service.
Number of names previously published—4,057.

EIGHTY-SEVENTH LIST.

(Additional Toronto letter carriers):

C. H. Alcock, 198th Battalion.
Corp. B. Crayden, 134th Battalion.
S. W. Corbett, C.A.M.C.
W. S. Dalby, 204th Battalion.
Sergt. W. A. Farrow, Canadian Postal Corps.
Sergt. D. C. Humphries, Canadian Postal Corps.
A. J. Maindonald, 220th Battalion, "York Rangers."
W. T. Newell.
A. H. Palmer, 170th Battalion.
J. S. Russell, Canadian Engineers.
Roy Williams, Canadian Postal Corps.

(Additional list from the Dept. of Customs):

Lieut. A. C. Chadwick, Edmonton, Alberta Regt. Depot.
J. J. Langstaff, Revelstoke, 2nd Mounted Rifles.
L. J. Thorburn, Vancouver, Royal Flying Corps.
W. R. Bennett, Ottawa, C.A.S.C.
S. M. Smith, Ottawa, Queen's Field Ambulance.
T. E. Martin, Ottawa, 2nd Pioneers.
J. D. MacKenzie, Ottawa, Dental Corps.
Sergt. W. S. McLean, Ottawa, 5th Battery, C.F.A.
Lieut. J. A. McFadden, Ottawa, Royal Flying Corps.
F. C. Jacques, Ottawa, Dental Corps.
Lieut. S. C. Greenwood, Ottawa, R.N.C.V.R.
H. W. Corrigan, Ottawa, 73rd Battery, C.F.A.

(Additional list from the Dept. of the Interior):

Thomas Clifford, Ottawa, Civil Service Siege Battery.
Aubrey A. Cohoon, Ottawa, Civil Service Siege Battery.
Walter F. Hanchet, Ottawa.
Victor C. Henderson, Ottawa, Ammunition Column.
Ernest Allan Oliver, Ottawa, Railway Construction Battalion.
Charles Parkinson, Ottawa, Divisional Ammunition Column.
Geo. Wm. Payton, Ottawa, Forestry Battalion.
Wm. Jas. Ford Pratt, Ottawa, Signallers.
Lieut. Wm. Mayfield Cory, Ottawa.
H. J. Davidson, Ottawa, Signallers.
O. C. E. Fournier, Ottawa, Civil Service Siege Battery.
C. H. Living, Ottawa.
Wilbur Milligan, Ottawa, Ammunition Column.
S. J. Webb, Ottawa, Railway Construction Battalion.
Claude Oscar Allen, Winnipeg, Civil Service Siege Battery.
Capt. L. R. Avery, Forestry Reinforcement.
G. T. Graydon, Montreal.
Frederick McKenzie, Prince Albert, Forestry Battalion.
Lorne Maclean McLeod, Revelstoke, Flying Corps.
Lieut. Donald Angus Macdonald, Calgary, Forestry Battalion.
T. R. Patterson, Kalso, B.C.
R. H. Simpson, Lesser Slave Lake.
Sergt. Geo. H. Wood, Winnipeg, 71st Battery, C.F.A.
Harry Havelock Wilkes, Peace River.
Thos. Francis Bracken, Ottawa, C.A.S.C.

THE CIVILIAN

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Ottawa, December 7, 1917

THE NATIONAL DUTY.

What are we fighting for? To defeat the most dangerous conspiracy ever plotted against the liberty of nations. The nations of the world had been climbing painfully the steps that led to national independence and self-respect. France and Britain had reached that plateau long ago. America came later, then Armenia, Greece and Serbia. It was toward the end of the 19th century that Italy achieved independent nationhood. And now comes this great power with brute force to thrust the nations back, crushed and bleeding, into the old dark chasm of servitude. That is what we have been fighting.

—Lloyd-George.

We are determined to follow the beacon of the heroic example of France, not looking back across the long dark night, but looking forward to that certain daybreak in which the free peoples of the world will together celebrate the final triumph of the rights of nations.

—Lord Milner.

The blood and the effort of labor has been given unsparingly in this our common war for democracy, and it will be so given until the end and complete victory.

—Statement of the Railway Brotherhoods.

OUR BOYS

Previously reported—

Dead	285
Wounded	409
Prisoners	19

DEAD

G. L. JOHNSON.
NORMAN R. McPHAIL.
HAROLD E. BLACK.
ROY S. CLEMENTS.
ERNEST A. WOODROW.

WOUNDED

J. M. SKUCE.
LEROY STRADER.
CHAS. McEVOY.
P. H. MEDCALF.
HARRY HALL.
SERGT. PAUL H. LAW.

A TRUMPET CALL.

Example has a more powerful influence in the world than precept. The life of a court is reflected in the conduct of the people. The loose living of the courts of the early Windsor sovereigns established the moral atmosphere of the time. The high standards of conduct and the lofty ethical ideals of the virtuous Queen Victoria led to a much improved condition in the life and manners of the court and in the lives of the people.

* * *

No king or court of any age or country, in the wildest excess of license, ever set such a pernicious example of immorality for the degeneration of a whole people as the various governments of Canada have done since 1867, and especially in the more recent years. The freebooter who held up his prey on the public highway was a nobleman compared with the loathesome politicians who have brought Canada to the lowest depths of shame by means of the horrors of the Patronage System. It is more horrible and unjust than the Spanish

Inquisition. Nor are we yet rid of it. We have gained one advantage only. The Prime Minister's manifestos have put us in the ring on equal terms in the fight against this arch-demon of corruption. Many civil servants have been heard to express the opinion that the wave of the Premier's hand has abolished Patronage. Those who understand human nature will dissent from this view, and so does *The Civilian*.

* * *

Therefore, we send out a trumpet call to all civil servants to be on their guard. Heretofore, if a civil servant ventured to find fault with its employer, the Government, in respect of any act of Patronage, he was incontinently dismissed. But to-day, any act of Patronage on the part of the Government is an act of sacrilege on the part of the Government. And any punishment meted out to a civil servant for protesting against an act of Patronage places the Premier's honour upon his sleeve for "daws to peck at."

* * *

The delegates to the Civil Service Federation convention have a responsibility upon their shoulders far beyond the mere attainment of "Merit" for the individual. It is the duty of all true civil servants to help the Prime Minister to banish this monster from the land on account of the good effect it will have as regards purity of elections. At the present time our elections are a shambles, and the evil effects so engendered are widespread, from the boy just leaving school who becomes unfair in sport and sells his amateurism secretly for a bribe, to the hardened old lobbyists who haunt the corridors of legislatures, bartering the souls of men against the resources of a country. Therefore, do we appeal to all civil servants to organize associations for self-defence at least. The editors of

The Civilian on their part agree to give publicity to all violations of the Merit System. Thus may be brought about a fairer and cleaner state of Canadian public life and public service, and we may live to see the manipulator of loathesome Patronage dangle at the end of rope.

INSIDE SERVICE LEGISLATION.

Not for many years after a war is its true history written. Not for a long time after an event in parliament are all the facts known. When the truth about the negotiations concerning the recent legislation on Civil Service matters is made public some people will open their eyes—and close their mouths.

It is now becoming known that the Government's programme for dealing with the Civil Service question at the last session was not at all what the Civil Service would like it to be. That it was amended and greatly extended is due entirely to the fact that the Civil Service Association of Ottawa, through its President, was able to make representations that the ministers took into serious consideration and recommendations upon which they were willing to act. The "old Third" division owes its freedom from the examination regulation to no spontaneous action of the Government, nor was the Second division increase doubled without request.

The Civil Service didn't get all that it wanted (who ever does?), but it got a lot more than it was proposed to give it,—and all because it had an organization of proportions commanding Government respect and confidence and a President who is a prince among diplomats.

Win the war.

CIVIL SERVICE CASUALTIES.

G. L. JOHNSON, a Toronto member of the postal service, who was taken prisoner by the Germans, has died in one of the internment camps. His mother has just received the sad news. He was but twenty years of age.

J. M. SKUCE, an Ottawa athlete and recruit of the 207th Battalion, has been wounded. He is a clerk in the Marine Department.

LEROY STRADER, of the record room staff, Public Works, who went over with the 73rd Battery, is wounded.

CHARLES McEVOY, wounded in the left eye and legs at Passchendaele, was a Senate messenger.

CORP. NORMAN R. McPHAIL, killed in action, was a Topographical Surveys man who went to the front with the 1st Brigade, C.F.A. His home was in Carleton Place. He was previously wounded.

HAROLD EDWARD BLACK, a preventive officer of the Winnipeg Customs, who went overseas with a battalion from that city and was previously reported dangerously ill, is now listed as having died of wounds.

FLIGHT LIEUT. ERLAND PERNEY, wounded, belongs to the Department of Agriculture, Ottawa. He was an artilleryman, but transferred to the Royal Flying Corps. He was one of a party of aviators who went over the German lines on November 23rd. He did not return, and his fate is a mystery.

P. H. MEDCALF, railway mail clerk, Winnipeg district, wounded, was a recruit of the 200th Battalion.

ROY STEWART CLEMENTS, killed in action on November 2nd, was an Excise officer at Victoria, B.C. He enlisted with the 15th Brigade, Canadian Field Artillery.

HARRY HALL, mail transfer agent at Moose Jaw, and a noted amateur boxer, swimmer and polo player, who went overseas with the 128th Battalion, has been gassed.

SERGT. PAUL H. LAW, railway mail clerk, Moose Jaw district, another popular young athlete, who went overseas with a

Western field battery, is also a victim of gas poisoning.

ERNEST ARTHUR WOODROW, city despatcher in the Moose Jaw post office, who enlisted with the 210th Battalion and was afterwards in the 46th, was killed in action at Vimy on September 10th.

WAR PERSONALS.

Particulars received regarding the award of the Military Cross to Lieut. "Dick" Webber, son of the assistant director of the Meteorological Office in Toronto, show that his deed was one of exceptional heroism. He had been twice wounded and was on his way to the rear when he discovered two of his men buried by a shell. Though suffering intensely, he undertook to dig them out and persisted in his effort until he had set them free.

Lieut. G. K. Holland, killed, was a grandson of the late F. E. Kilvert, collector of customs in Hamilton.

Lieut. C. A. C. Hislop, wounded in back and leg, is at Camiers and is removed from the "serious" list.

Capt. G. Z. Pinder received his Military Cross from the Governor General during the vice-regal visit to Edmonton last month.

Flight-Lieut. J. S. Godard is now known to be a prisoner in Germany.

F. H. Gisborne, wounded, is a son of F. H. Gisborne, K.C., parliamentary counsel.

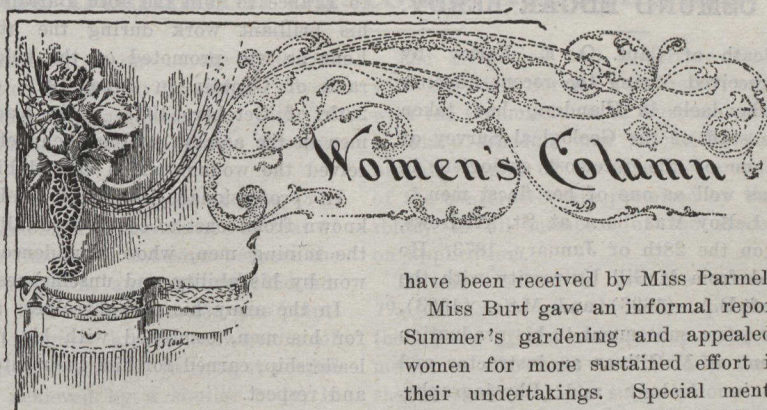
Gunner H. E. Clewlo, wounded, is a son of O. S. Clewlo, of Toronto Customs.

Flight Lieut. S. M. Goodeve, killed, is the second son of A. S. Goodeve, of the Dominion Railway Commission to fall in action.

W. L. Doyle, killed in action, was a brother of Lieut. T. V. Doyle (Customs).

GOING STRONG.

The annual meeting of the Civil Service Savings and Loan Society was held on November 27th, and the statements of the operations of the organization were, as always, highly satisfactory to the membership. Report of the proceedings of the meeting was not received from the Secretary in time for publication in this issue of *The Civilian*.



Reconstruction.

An interested and attentive audience listened to an instructive address by Mr. T. B. Kidner, Vocational Secretary of the Military Hospitals Commission, on the evening of Dec. 1st, in the lecture room of the Y.W.C.A.

The Commission's work of reconstruction, —*i.e.*, fitting the partly or wholly disabled soldier back into civil life again,—presents some knotty problems, and that it is coping adequately with the difficulty was clearly evidenced in Mr. Kidner's remarks. All who had the good fortune to be present will have in future not only a sympathetic interest but an intelligent one as well in the problem of reconstruction.

It is gratifying to know how scientifically the matter is being handled and that the Commission has such a thorough psychologist as Mr. Kidner for its Vocational Secretary.

Routine.

Reports of work accomplished by the various committees during the last six weeks were read and discussed.

Miss Booth reported the proceeds from the Masquerade, \$169; also that 223 boxes of comforts had been packed and shipped to civil servants in France and Flanders.

Miss Russell reported the Red Cross output: 149 prs. socks, 97 suits pyjamas, 8 Pyjama cords, 42 pillow slips, 24 ties, 8 hospital shirts, 157 towels, 1 service shirt, 3 stretcher caps, 2 trench caps, 1 pr. wristlets, 7 wash cloths.

About 7,000 letters have been sent to Canadians in hospital and over 140 replies

have been received by Miss Parmelee alone.

Miss Burt gave an informal report on the Summer's gardening and appealed to the women for more sustained effort in all of their undertakings. Special mention was made of the diligent work of Misses Helen and Edith Johnstone and Miss Annie Dewar.

Again the Service showed that there is no lack of musical talent among its members. The vocal solos rendered in splendid voice by Miss Agnes Duhamel, and violin numbers by Miss Hazel Hall were much appreciated.

The President reported that Miss Burt and herself had been delegates to the Civil Service Federation of Canada. Touching briefly on the many vital questions discussed there, she gave it as her belief that strength lay in union only and any question affecting one civil servant is of importance to all.

As Mr. Todd was present, Miss Inglis asked him to explain the Morson case which the Federation has decided to finance, and consequently will circularize all civil servants in the Dominion.

The next meeting of the Women's Branch will be on Tuesday, January 15th. Arrangements are being made to have some special attraction.

Victory Bonds.

That the women of the Service have done their share in buying Victory Bonds goes without saying, although the writer has no definite way of knowing how much or how many. They were also represented on the Committee of Women of the city by Miss Margaret Russell, and under her able direction took charge of the Loan literature, etc., at the Post Office two Saturday afternoons. Miss Russell had to help her, the Misses Duhamel, Ethel and Margaret Dewar, Jean Grant, Edith Grant, Jean Armstrong, Jessie Low, Mamie Troy, M. Halkett and E. Waterman.

CAPT. OSMUND EDGAR LEROY.

The death of Capt. O. E. LeRoy by wounds received during the recent advance on Passchendaele in Flanders, has taken from the staff of the Geological Survey of Canada one of the foremost geologists in Canada as well as one of her finest men.

Capt. LeRoy was born at St. Andrews, Quebec, on the 28th of January, 1873. He graduated from McGill University with the degree of B.A. (1896) and M.Sc. (1903). The four years subsequent to his graduation were spent at McGill as an instructor and lecturer in Geology and Physiography. During the summer months of these years he pursued geological work on the Sudbury nickel region. His first appointment to the staff of the Geological Survey took place in 1902, but in the Spring of 1903 he accepted the position of Consulting Geologist to the Imperial Government of China. Here he remained three years, during which time he was largely responsible for the development of China's vast coal resources. In 1906 he returned to the Geological Survey, but again resigned to take part in the development of the Cobalt region, at that time a newly discovered mining camp. During the winter session of 1907-1908, he was acting head of the Department of Geology at Queen's University. In 1908 he was appointed geologist to the Geological Survey, and in 1912 became the geologist in charge of field parties, where he showed great organizing and executive ability. His geological work was mainly connected with the development of the mineral resources of British Columbia, and in connection with this field he became known as one of the leading mining geologists of Canada.

In January, 1916, he received a commission in the 72nd Seaford Highlanders of Canada, of Vancouver. When the 196th (Western Universities) Battalion was authorized, he transferred to this unit with the rank of Captain, having command of the British Columbia University Company of the Battalion. He accompanied the Battalion overseas and when the 19th Reserve (Saskatchewan) Battalion was formed, the command of "F" Company was given to him. On May 25th, 1917, he reverted to the rank of Lieutenant in order to proceed

to France to join the 46th Battalion. For his brilliant work during the attack on Lens he was promoted on the field to the rank of Captain in June, 1917. On the 28th of October, 1917, while leading his men in the assault on Passchendaele, he received the wounds which caused his death.

In professional life, Capt. LeRoy was known from coast to coast, especially among the mining men, whose confidence he had won by his ability and unselfishness.

In the army his thoughtfulness and care for his men, combined with his power of leadership, earned for him their intense love and respect.

His loss to the mining world and to the Geological Survey is irreparable, as he was a guiding spirit in all their activities. He was a man among men, with an individuality so strong that the friendships which he formed lasted a lifetime. The one quality which stands out in his character is, the greatest of all, "unselfishness."

TORONTO CUSTOMS NOTES.

Miss S. McCosh, who has been in the office of the Chief Accountant for the past eight years, has resigned and gone back to the home of her parents in Paris.

A. G. Elson, who was on the staff for a number of years, but chiefly with the Lockers, and also for some time with the Military Base Hospital, has resigned and bought out a drug business in the city.

Mr. Jackson Little, drug appraiser for about four years, died last month after an illness of only a few weeks. He was held in the highest esteem, being a man of very amiable parts, and will be greatly missed.

STILL CHAMPION.

Eugene Brosseau, mail transfer agent, Montreal, successfully defended his title as middleweight champion of America by defeating Jack Barkley and Pete Towne, each in the second round of the finals of the two-day international tournament held at San Francisco. Mr. Brosseau journeyed from Montreal to San Francisco, expressly to participate in the sporting events staged as a benefit for the Red Cross Fund.

The Dominion Customs Association

It is announced, as one of the results of the convention of the Civil Service Federation, the completed organization, with 25 offices affiliated, of the Dominion Customs Association.

Probably no other branch of the Civil Service needed such an association as that of the Outside Customs. Cohesion between the ports was unknown, and although the advantages of such an organization was pointed out by delegates at the conventions of the Federation, from time to time, it needed the results achieved by a similar body, in the Postal Service, to bring this matter to a head, and a number of delegates came to Ottawa under instructions to help in the starting of a Dominion-wide body. Consequently the work of the organizers was ridiculously easy. The matter came to light at the banquet given by the Ottawa Customs staff to the visitors. A committee was named to go ahead with the preliminary work, and at a meeting held the following day, at the Victoria Museum, the following officers were elected:

President—A. J. Taylor, Winnipeg.

Vice-President—R. Colvin, Hamilton.

Secretary-Treasurer—T. H. Burns, Ottawa.

Vice-Presidents and Organizers for the Provinces:

Manitoba—T. F. Glenwright, Winnipeg.

Saskatchewan—J. B. Shaw, Regina.

Ontario—A. Callow, Toronto.

Quebec—A. E. Giroux, Montreal.

New Brunswick—C. B. Lockhart, St. John.

Nova Scotia—Wm. Gleeson, Halifax.

The following offices of Vice-Presidents to Provinces have not yet been filled: Alberta, British Columbia and Prince Edward Island.

Executive—Messrs. S. W. Wilkins, St. John; M. McGoldrick, Montreal; Dr. Smith, Windsor; R. Holmes, Toronto; F. T. Pattison, Bridgeburg, and Frank Kehoe, Ottawa.

The Executive held a meeting subsequently and fixed upon an annual per capita tax of twenty-five cents a member, and those present promised to hustle for results, and get the organization under way with the least possible delay.

The delegation had a private interview with the Civil Service Commission and also with the Commissioner of Customs, to whom a salary schedule was submitted for approval. Copies of the schedule, and details of the conferences are promised by the Secretary to all members of the association on application.

It was resolved to use the columns of *The Civilian* to give the widest publicity to the affairs of the association, and all new members, who have not already done so, should send in their subscriptions to this paper.

The new Executive appear to be fitted by nature and experience for the important work before them, and a spirit of hope and enthusiasm filled the meetings.

Mr. Taylor, the new President, is an Englishman by birth, though many years in the country, and has a large experience in routine and procedure of organizations of this kind, and proved his ability at the Ottawa meetings by his firmness and tact in handling delicate situations. Mr. Colvin, Vice-President of the association, is the newly promoted surveyor of Hamilton, where he has risen to his present exalted position by energy, industry and efficiency. He, too, has a large experience in organizations, particularly those of the Customs. Mr. Burns, Secretary, has been in the Ottawa port for over twelve years, and has a wide knowledge of fraternal and philanthropic work and is known as an enthusiastic and hard worker. The other officers are men of exceptional note, and their names allied with this new association spells success. Every port in Canada is invited to get into touch with the headquarters, and learn something to its advantage.

Customs Banquet.

A banquet was tendered the visiting delegates of the Outside Customs, who were in attendance at the convention of the Civil Service Federation. It was held in the Green Room of the Russell Hotel, Ottawa, on Tuesday evening, November 27th, and proved a most enjoyable and significant affair.

The hosts were the members of the port of Ottawa, and Mr. F. M. Journeaux, Collector of Customs, was the chairman, who proved fully equal to the emergency. After justice had been done to the delicacies, cigars were lit, and speeches were in order. Dr. J. A. Smith, Collector of Customs of Windsor, was the first speaker, and gave one of the ever popular old-time whimsical fatherly addresses, interspersed with humor, in which he reminded the customs officers present not to be too impatient with the Department in not following the advice tendered in increasing salaries, that all would come in good time, and drew attention to present scale of salaries as compared with that of former years. An officer of good character, faithful in the performance of his duties, was bound to advance, as all present had done, and for the same reason. Mr. Robert Holmes, of Toronto, was the next speaker, and as he is well known as a former member of the House, it is superfluous to remark that his speech was eloquent, interesting, breathing a spirit of friendship and progress. Mr. Wilkins, of St. John, followed, and expressed the pleasure it gave him to see what a fine lot of men, all members of the same branch of the Service, were present. It made him feel proud to be a member of this small army of civil servants, and after a couple of good stories Mr. Wilkins concluded with a few remarks of appreciation of the hospitality of the Ottawa staff. Mr. T. F. Taylor, of Winnipeg, aroused considerable enthusiasm with remarks on the advantage of a Dominion-wide Customs Association, with branches in every port in Canada. A story, a brand-new one, brought by Mr. Taylor with him from the West, interrupted the proceedings of the evening for at least ten minutes. When quiet was at last restored, a resolution, in a neatly worded speech, by Mr. J. R. Shaw, Regina, to form a Dominion Customs Association and entrust the preliminary work to a committee was passed unanimously, and the following gentlemen were named to complete arrangements to permit of getting the new organization under way while the convention was sitting in Ottawa: Messrs. Taylor, Winnipeg; Shaw, Regina; Holmes, Toronto; Byers, Niagara Falls;

Glenwright, Winnipeg, and Burns, Ottawa.

Speeches from Messrs. Giroux, of Montreal, and Colvin, of Hamilton, assured those present of the popularity of the new project. Both these gentlemen, as delegates of many years' standing, found themselves among old friends, and a lot of good-natured cross-fire was indulged in by the delegates in bragging of the merits of their respective ports and cities. Messrs. Byers of Niagara Falls and Kehoe of Ottawa concluded the speeches by giving their views on the Service and other matters of interest to those present. A vote of thanks was tendered to Mr. T. H. Burns, of the local staff, who was largely responsible for the success of the banquet. The western delegates were loud in their praise of the hospitable and friendly spirit shown by their confreres of the East, and the entertainment did much to cement and encourage the *esprit de corps* so necessary in the larger departments of the Service. About twenty-five customs ports were represented.

A True Patriot.

Mr. Alex. Tetu, who has been employed in the Central Registry Branch of the Department of Militia and Defence for the last eight years, was exempted from military service at the request of the Deputy Minister, owing to his trained services being required to carry on the work of that branch of the Department.

However, Mr. Tetu, who was born and brought up in old Quebec City, with the true and proper war-like spirit of his French ancestors, decided that he would not accept exemption, but preferred to do his share at the battle front, and enlisted in the Royal Flying Corps, where, no doubt, he will prove a valuable acquisition.

Mr. Tetu was the recipient of a wrist watch, donated by his fellow Central Registry clerks, by whom he is very much beloved and respected.

Before leaving for Toronto, Mr. Tetu decided also to enlist in the army of benedicts, and his wedding to Miss Sadie Roberson, of Ottawa, took place on Saturday, the 24th instant.

The Call of the Boy

A statement prepared by a Patriotic Fund Committee in a Canadian city shows that there are 10,000 women in that city whose husbands are at the front. Fourteen hundred of them have no children; the balance have 18,928. Of the 10,000 women, 800 are now widows.

In every Canadian city similar conditions exist in varying degree. Everywhere, harassed wives and mothers are doing what they are capable of to retain at least a semblance of normality in the home establishment. Anxious, mentally overwrought, fearful for the future, they are yet meeting bravely the fresh demands of the ever-increasing difficulties and problems of the fatherless or husbandless household.

If you, reader, father of a boy or two of 14 to 18 years, were suddenly removed from all possibility of personal touch with your family, do you think you could look with equanimity upon the situation you would be compelled to leave behind you? Does it appeal to you as a woman's job, this proposition of seeing a boy through the troublesome years of adolescence? If you have ever thought seriously along this line—and what father has not?—you have surely come to the conclusion that the guiding, controlling, inspiring of a red-blooded boy of 15 or 16 years, passing from boyhood into manhood, is peculiarly, unmistakably the work of a man and a very much awake man at that!

Such is the problem confronting thousands of anxious mothers in Canada and in other countries to-day. One of the results of the situation is this: that in England, France and Germany, the increase in juvenile delinquency is reported at from 30 to 50 per cent, and that the Government of these countries have found it necessary to constitute commissions and boards to make a study of the situation and adopt plans for remedying the conditions.

In the city of Ottawa, juvenile delinquency since commencement of war has increased somewhat less than 10 per cent. Whatever reasons lie behind this most moderate increase, it must be remembered that Ottawa is well to the fore in contribution of

men to the strength of army and navy, and that there are many hundreds of boys in Ottawa, of the ages referred to, who have in the past three years passed more or less completely from under the guidance or control of the men of their families.

There is a very urgent need to-day, if justice is to be done these boys, for men to come forward and to give of their time and interest in order to supply something of the "fathering" the boys need—men of big hearts, big enough to find place for 2 or 3 or 20 boys in addition to their own; men who, unable to fight the physical battles of Canada or the Empire in Europe, are yet ready to respond to the call of the boy left behind, fatherless!—professional men; men of brains; big men who can handle big propositions,—but the great demand is for WILLING men!

The Boy Scouts Association is doing perhaps more, through its organized staffs of Scoutmasters and Assistants, to cope with the boy problem than any other single organization to-day. And it is peculiarly adapted to holding of a front-rank position because of the absolute broadness of its schemes. The Boy Scout movement is not for Methodists nor Roman Catholics, Eskimo nor Africans—it is for BOYS, of whatever color or creed! It has something in it for athletes and for cripples; it is unfathomable for the clever boy and yet simple enough for the illiterate one; it is equally accessible to the penniless and the affluent.

Boy Scout membership in Ottawa is 500—with about 50 Scoutmasters and Assistants. Three hundred ex-Scouts of Ottawa District are in the King's uniform. The strength of the District could be easily doubled in a very short time; hundreds of boys in Ottawa need Scouting. The NEED IS FOR MEN, to head up the Troops as they are organized. Requirements for the office of Scoutmaster are: (a) a general knowledge of the handbook "Scouting for Boys," especially the Scout law; (b) an appreciation of the religious and moral aim underlying the practical instruction all through the scheme of Scouting; (c) per-

sonal standing and character such as will ensure a good moral influence over boys, and sufficient steadfastness of purpose to carry out the work with energy and perseverance; (d) age not less than 21; (e) sufficient available time outside professional or office hours to supervise Troop activities. Warrants as Scoutmaster are granted by the Canadian Chief Scout, His Excellency the Duke of Devonshire, after three months' service.

Ottawa District has been recently organized on a permanent basis, with the following Executive Officers: President, Mr. Gilbert E. Fauquier; Vice-Presidents, Mr. J. Manuel, Dr. C. A. Hodgetts, Mr. Robert Gill; Commissioner, Mr. Alder Bliss; Assistant Commissioner and District Secretary, Dr. Edward Booth; Honorary Treasurer, Lt.-Col. D. R. Street; Chairman Executive Committee, Mr. John Dixon. Enquiries regarding any branch of Scout activities may be addressed to any of the gentlemen named, or sent direct to the District Secretary, at 382 Frank Street.

"CARRY ON."

In view of the marked success of the officers of the Civil Service Association of Ottawa in dealing with the Government during the past year, and of the critical stage that Civil Service affairs are now passing through, the annual convention of the organization decided unanimously to retain the chief officers for at least another year, and gave them a mandate to "carry on."

President Walter Todd and Vice-Presidents E. F. Drake and A. DeB. Tremaine received their just due of appreciation and gratitude for the labor and accomplishments of 1916-17.

J. C. O'Connor resolutely declined reelection as Secretary and was given a hearty expression of thanks for five years of excellent service. Edward Lisle was promoted from the treasurership to the secretaryship, and is succeeded by J. H. Ryan of the Post Office Dept.

The constitution was amended to make the financial year end on September 30th

and to provide for election of representatives to the Executive by ballot.

The final return of membership shows a total of 2,587.

The annual report of the Association appears elsewhere in this issue.

THE DEATH OF MR. A. BOLDUK.

Superintendent of Rural Mail Delivery Branch, Post Office Dept.

(A Tribute.)

With the passing of Mr. Bolduc, the Service has lost one of its brightest ornaments—the truest gentleman—the *whitest man*, the most kindly, generous and just Chief. With a wonderful combination of gentleness and strength, justice and mercy, he went through life winning the love and admiration of all with whom he came in contact, and it can be truthfully said of him, as of the good knight of old,—“he was without fear and without reproach.”

One year ago Mr. Bolduc was stricken with a serious illness, from which, however, he rallied and strong hope was entertained that he would be able to resume his place in the department, but a sudden relapse carried him into the great beyond with only a few hours' warning. He met death as he had met all things in life,—bravely and calmly.

Mr. Bolduc was a civil servant of 38 years' standing, having entered the Service as a young man of twenty. He was Post Office Inspector of Quebec for over twenty years and afterwards filled the same position here for about six years. In 1912, when the Rural Mail Delivery Branch was inaugurated, Mr. Bolduc was transferred from the Outside to the Inside Service and appointed Superintendent of the new Branch, which position he occupied until his death.

Mr. Bolduc always enjoyed the fullest confidence of his superior officers, no matter which Government he served, and also the love and devoted service of his staff, both men and women.

Contributions to British Red Cross from
Inside Civil Service, by Departments.

Department.	No. of Subscribers.	Amount.
Privy Council	19	\$ 16.50
Auditor General	101	55.50
Justice	2	10.00
Customs	261	256.00
Post Office (Inside)	219	153.80
Post Office (City)		62.00
Post Office Inspectors	26	8.00
Agriculture	118	127.10
Interior	413	424.15
Finance	106	94.60
Public Works	175	146.25
Trade and Commerce	110	129.00
Labour	46	21.00
Naval Service	104	89.50
Railways and Canals	30	22.95
Marine	57	78.60
Indian Affairs	69	88.75
Pub. Ptg. and Stationery		267.90
Inland Revenue		36.00
Mines	130	185.50

Library of Parliament	13	14.00
Supreme Court	14	28.75
Civil Service Commission	12	32.50
Conservation Com. Staff	8	19.25
Insurance	10	33.50
War Purchasing	7	16.25
Hospitals Com. Staff	51	41.00
Railway Com. Staff	10	18.50

\$2,466.85

Out at the front, "somewhere in France," says the "Royal Magazine", two regiments were returning to the trenches when they chanced to meet. At once there was the usual exchange of wit. "When's this bloomin' 'war goin' to finish?" asked one Devonshire lad. "Dunno", replied one of the South-shires. "We've planted some daffodills in front of our trench." "Giddy optimists!" snorted the man from the West. "We've planted acorns!"

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OBITUARY.

Hermidas Pitre, for many years in the postal stores branch, died in Hull on November 25th, aged 65 years.

Ernest H. Allan, of the Department of the Interior, well known in many circles of Civil Service activity, died on November 26th, aged 44 years.

J. C. Draper, father of Lieut.-Col. D. C. Draper, D.S.O., died at his home in Sutton, Que., on the day that his son was nominated for Parliament.

Fred. P. Brown, of the Accounts Branch, Dept. of Militia and Defence, died on Nov. 20th, aged twenty-one years.

Capt. James Beaton, of the Department of Public Works, died on Nov. 27th, aged 66 years.

Corinne Loyer, wife of J. P. Beaudoyne, of the Patent Office, died on November 30th.

WORK AND BE THANKFUL.—Thank God every morning when you get up that you have something to do which must be done, whether you like it or not. Being forced to work, and forced to do your best, will breed in you, temperance, self-control, diligence, strength of will, content, and a hundred other virtues which the idle never know.—*Charles Kingsley.*

SMILES.

The Rev. Charles H. Spurgeon's keen wit was always based on sterling common sense. One day he remarked to one of his sons:

"Can you tell me the reason why the lions didn't eat Daniel?"

"No, sir. Why was it?"

"Because the most of him was backbone, and the rest was grit."



Civil Service Commission of Canada.

THE Civil Service Commissioners hereby give public notice that applications will be received not later than Dec. 19th from persons qualified to fill the following position in the Inside Division of the Civil Service:

An Assistant Ceramic Engineer in the Mines Branch of the Department of Mines, Subdivision "A" of the Second Division, initial salary \$1,600 per annum. Candidates must be graduates of the Ceramic department of recognized Technical Colleges, and be competent to undertake investigation of clay and shale deposits both in the field and laboratory, etc.

The time will be extended one week for candidates from British Columbia. Application forms may be obtained from the Secretary of the Commission, Ottawa.

W. FORAN,
Secretary.

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ANNUAL CONVENTION, 1917.

(Continued from page 336.)

meeting and the impracticability of mimeographing for the use of the convention departmental reports which would not be in final shape before to-morrow, and suggested that the proceedings of the convention as presented in the next issue of *The Civilian* would make these reports available for distribution.

On motion of Mr. Mogan, seconded by Mr. Burns, the convention adjourned at 5.50 p.m., to meet at 9 a.m. November 28th.

WEDNESDAY MORNING, NOV. 28.

Business was resumed at 9.45 a.m., with Mr. Holmes in the chair.

Mr. Grierson moved that a co-ordinating committee on departmental reports be appointed to gather up the reports which will be presented to the convention and to prepare them for transmission to the Civil Service Commission, and proposed the following members: Messrs. Todd and Lisle of the Inside Service, and Messrs. Kehoe (Customs), Cantwell (Post Office), and M. J. O'Connor (Inland Revenue) of the Outside Service.

The motion was seconded by Mr. Lovett and carried.

On motion of Mr. Hives, seconded by Mr. Power, the name of Mr. H. S. Ferguson was added to the Co-ordinating Committee.

On motion of Mr. Grierson, seconded by Mr. Diamond, the name of Mr. Higman was added to the Co-ordinating Committee.

On motion of Mr. Kehoe, seconded by Mr. Ferguson, the members of the Customs Committee were permitted to retire and Mr. Todd was asked to take the chair.

In response to questions by Messrs. Hawkins, Jacques and Green, Mr. Todd outlined the means by which the Civil Service had been brought into the Inside Service under the provisions of the Act of 1908, and stated that it was the present intention of the Commissioners to act in a similar way in bringing the Outside Service within the provisions of the same Act, but that the Commission realized that there were formidable difficulties in the way and that this was the reason for their desire to receive the

recommendations of the convention. He stated that the reason for accepting salaries as the basis of the provisional classification was the fact that salaries were the only fixed thing, but that, as had happened soon after the institution of the 1908 Act, a reorganization and reclassification would probably be provided for, under the terms of which a person shown to be doing work higher in grade than the division in which he had been placed would be placed in the higher division without examination, though salaries would in all probability not be reduced in any event.

He called attention to the fact that the operation of the transfer to the Inside Service should not adversely affect the interests or status of the more or less permanent temporaries, and that one of the recommendations of the convention should cover this point.

On motion of Mr. Grierson, seconded by Mr. Lisle, the convention decided to again resolve itself into departmental committees and adjourned at 11.30 a.m. subject to the call of the chair.

WEDNESDAY AFTERNOON, NOV. 28.

Business was resumed at 2.50 p.m., with Mr. Holmes in the chair.

On motion of Mr. Grierson, duly seconded, the members of the new Executive resident in Ottawa were constituted a Committee on Constitution to report at the next convention of the Federation.

On motion of Mr. Green, duly seconded, the convention voted to publish the recommendations of the Committee on Constitution in *The Civilian*, and to transmit them to all of the Civil Service Associations represented in the Federation, and agreed that if these were approved by a majority, they should automatically become effective on the first day of the next convention.

On motion of Mr. Burns, duly seconded, Dr. J. A. Smith was elected chairman during the temporary absence of Mr. Holmes.

Mr. Higman moved that the different associations comprised within this Federation present their reports to the convention, that these reports be co-ordinated by the Committee on Co-ordination, and that the report of this Federation, as drawn up by the

committee mentioned, be presented to the Civil Service Commission.

This was seconded by Mr. Grierson and adopted.

REPORTS.

Mr. Grierson read the following report of the Executive Committee, which was received and adopted:

REPORT OF OFFICERS.

To the Executive Committee and Delegates of the Civil Service Federation of Canada.

Owing to the exigencies of war, there has been no convention of the Federation since January 7th, 1915. We herewith submit a brief summary of proceedings since that date, and the reasons for calling a convention at this time.

In accordance with instructions embodied in minutes of last convention, a pamphlet containing the minutes of that convention was prepared and sent out in ample numbers to all our organizations. Aggressive action on the part of your officers in regard to Civil Service problems was not attempted in the period since last convention on account of war activities absorbing the attention of both the government and the general public. Such activities as were feasible on the part of your Executive will be set forth in the various reports to be tabled forthwith.

The question as to the desirability of holding a convention occupied the mind of the officers and Executive Committee during the year 1915, and the President, Mr. R. S. White, applied to the Prime Minister for a statement as to the intention of the Government to introduce Civil Service legislation at the 1916 session of Parliament. The Prime Minister replied on Nov. 20th, 1915, to the following effect: "It is not the intention of the Government to introduce legislation in regard to the Civil Service at the next session of Parliament."

A meeting of the Executive was held on June 14th, 1916, when the question of holding a convention was discussed, and it was decided to allow the matter to remain in abeyance for some time. At a later date a meeting of the Executive discussed the

problem of "Income Tax," and augmented the Standing Committee on this subject, with powers to report and take action in this regard. This report will be duly presented.

Events began to move more favourably for the Civil Service, when in Sept., 1917, the Civil Service Commission was renovated and reorganized. This fortunate event was followed by the epoch-making statement of the Prime Minister in his manifesto of Oct. 18th, that the Outside Service was to be brought under the jurisdiction of the Commission to the same extent as the Inside Service. This declared policy was still further emphasized in the Premier's second manifesto.

Communications were carried on with the Civil Service Commissioners in regard to the foregoing change in the status of the Outside Service; the result being that the Federation has been intrusted with the responsible task of making a report to the Commissioners in regard to the intricate details involved in bringing the Outside Service under the "Merit System."

Federation representatives in Ottawa then decide that the calling of a convention was an absolute necessity and "the Call" was immediately issued.

Particulars as to the exact duties of this convention in regard to the report to be made to the Civil Service Commission will be duly laid before the delegates. Reports will be presented as follows: Financial statement, Superannuation, Insurance, Indemnity for casualties, Co-operation, Income Tax, Publicity and *Civilian*.

The Federation is indebted to Mr. Walter Todd, President of the Inside Service Association of Ottawa, for his keen interest in Federation affairs, in regard to Income Tax and other matters.

In November, 1915, the Secretary, Mr. F. Grierson, joined the C.E.F., and the President, Mr. R. S. White, appointed Mr. C. A. Halladay acting Secretary-Treasurer. The Federation has suffered a serious loss in the resignation from the Civil Service of our President, Mr. R. S. White.

Respectfully submitted,
F. GRIERSON, ROBT. HOLMES,
Secretary-Treasurer. Vice-President.

Mr. Grierson read the following report from the Committee on Insurance, which was received and adopted:

Report Civil Service Insurance Committee.

During the year 1913-14 the Civil Service Association, in conjunction with the Federation, undertook a publicity campaign in regard to Civil Service insurance, the idea being to deliver directly to all civil servants permanently appointed subsequent to 1910 a folder setting out concisely the advantages of Civil Service insurance.

In the report of the Civil Service Association of Ottawa of that year it was predicted that if the campaign was continued in subsequent years by sending to new appointees a similar folder, good results would undoubtedly follow.

The following statement of policies issued up to April 1st of the years indicated below show that the predictions above referred to have in a large measure been realized:

Year.	Number.	Amount.
1911	531	\$ 970,561.60
1912	637	1,078,561.60
1913	747	1,361,561.60
1914	918	1,660,039.40
1915	1,455	3,147,039.49
1916	2,026	4,798,039.49
1917	2,489	6,144,039.49

The folders have not yet been sent out during the year 1917 for those appointed during 1916, but in view of the very satisfactory results of the previous work, it would appear advisable that this should be carried out if at all possible, notwithstanding the pressure on everyone due to the war.

A. D. WATSON,

Chairman, Insurance Committee.

On motion of Mr. Cantwell, seconded by Mr. Crate, the following motion was adopted:

Moved that the Federation instruct its officers to ask the Government to make such provision as will insure the payment of the Civil Service insurance premiums of those civil servants who, because of their enlistment in the Canadian Expeditionary Forces, are absent from their civil duties without pay. Since the reason for this request is a

desire that the dependents of these civil servants shall not suffer from the lapsing of the insurance policies, and not that the policies be preserved in their present form, it is the sense of the Federation that all such policies should be on the ordinary life plan, and that if they are not now in this form the necessary changes should be made before the Government undertakes their continuance.

Mr. Grierson presented the report of the Superannuation Committee, as embodied in the "Legislation Bulletin," coupled with the name of Mr. Todd, chairman of that committee.

After explaining the circumstances leading up to the preparation of the reports on the Superannuation Bill, Mr. Todd moved that the report of the Special Committee of the Civil Service Association, June, 1915, and published on pp. 47-49 of the "Legislation Bulletin," be adopted by the convention and included in the former report which was adopted at the last convention, and that both be included in the recommendations to be submitted by this Federation to the Civil Service Commission, with the suggestion that without some such provisions as those incorporated in these reports the Superannuation Act will not be complete.

This motion was seconded by Mr. Lisle.

After a discussion participated in by Messrs. Somers, Jacques, Hawkins, Todd, Mogan, Milne, Taylor, Doyon and Green, the motion was adopted.

Moved by Mr. Jacques, seconded by Mr. Somers, that in case a contributor dies before having withdrawn from Superannuation Fund No. 1, the amount which he has contributed to that fund, the balance of the contribution made by the contributor shall be paid to his widow or dependents.

Division was taken and the motion was defeated.

The session adjourned to meet at 8 o'clock.

WEDNESDAY EVENING, NOV. 28.

Business was resumed at 8.15 p.m., with Mr. Holmes in the chair.

The reading of reports by the Secretary-Treasurer was continued as follows, the ones on Indemnities, Co-operation and Publicity being adopted without discussion.

Report on "Indemnity for Casualties."

In convention, January, 1915, it was moved by Mr. Christie, seconded by Mr. Gates, that the Secretary obtain some information from Washington concerning the appropriation of money by the Government of the United States for the purpose of indemnifying dependents of members of the Civil Service who had lost their lives while in the performance of their duty.

In reply to a communication, we have received a letter from Royal Meeker, Labour Statistics Commissioner, and the last Annual Report of his Department.

This report, covering several hundred pages, is mostly statistical in contents, but has some very interesting reading matter in its early pages, giving a history of the things that led up to the passing of the legislation of May, 1908; interpretation of the law, procedure thereunder, persons covered, defining the various technicalities that have arisen, and in a general way giving one some idea of how the scheme has worked out. The impression conveyed is that so far as the Department is concerned, they are no more liberal than the Canadian Government is in Compassionate Allowances, and not nearly so generous in the matter of sick leave and absence on account of accident, as is our own departmental custom. For instance, there is no liability if the employee is disabled for a period of less than fifteen days.

The law covers artisans and labourers in the various Government manufacturing establishments, arsenals, and navy yards, river and harbour and fortification work, hazardous employment in reclamation of arid lands, all employees under the Isthmian Canal Commission, the Bureau of Mines, Lighthouse Service and the Forestry Service, a total of about 95,000 persons, or rather less than one-fourth of the Civil Service employees of the United States.

It is evident that if the employee is at all generously dealt with, it is due to an administrative conscience rather than a strict legal liability, for the Act itself fairly bristles with restrictions and non-inclusions, and it appears as if pretty fine hair-splitting is indulged in, in defining occupational hazard.

The 95,000 persons mentioned above are all outside the classified service. Another Act covers indemnity to Railway Mail servants, granting \$2,000.00 in case of fatality. In Canada such indemnity is a matter of grace.

C. A. HALLADAY,
Chairman,

Outside Service Organization Committee.

Report of Committee on Co-operation.

The main efforts of the Committee on Co-operation were directed towards investigation of the prospects of securing coal. Through the kindness of Mr. J. G. S. Hudson, of the Mines Branch, we were put in touch with the coal organization of the United States, but found it was impossible to get away from the ironclad system of agencies which now distribute coal.

Mr. R. Colvin, of the Customs at Hamilton, went to Buffalo and interviewed a coal agency, and secured quotations. Prices were also obtained from other agencies, f.o.b. various points from Winnipeg east. Letters quoting these prices were sent to Civil Service organizations in Montreal, Quebec, Toronto and elsewhere, with the suggestion that each centre should deal individually with whichever firm was most advantageous to its conditions. The Committee never received definite advice that this offer was taken advantage of.

After the closing out of the Co-operative Supply Association at Ottawa, no coal has been bought by the Civil Service at Ottawa as a body as in former years—that is to say, no coal was imported during the past two Summers. Some effort was made to secure concessions from local dealers for bulk business, and one local concern offered to give a reduction of 25 cents a ton on certain conditions. The scarcity and difficulty of getting coal this last season practically rendered inadvisable any attempt to enter the business. The appointment of a Fuel Controller and his investigations of the coal situation should render it easier to secure coal when normal conditions return. The convention might appoint a sub-committee to interview the Fuel Controller with great profit to future operations by the Federation.

The undersigned chairman of the Co-operative Committee entered the Military Service of the Y.M.C.A. during the recesses of Parliament since his appointment, and that fact, coupled with abnormal conditions in the food and fuel business, has rendered any co-operative propaganda impossible.

Respectfully submitted,

H. T. OWENS,

Chairman.

Report Publicity Committee.

Your Committee on Publicity beg to report as follows:

The war has absorbed public attention to such an extent that it has been useless to attempt any general publicity campaign, such as was contemplated prior to the outbreak.

Your Committee deems that its function is of two-fold character, viz.: (1) the spreading of information of a character helpful to Civil Service reform and progress, and (2) the preventing of the publication of harmful matter, or its contradiction when so published.

It was in this latter capacity that your Committee got its first notable opportunity since last convention. In June, 1916, the Civil Service, more especially the Service in Ottawa, was made the subject of vicious attack and misrepresentation by speakers and writers for alleged failure in the matter of recruiting. The situation became so acute that the Civil Service Association of Ottawa was forced to take official action. Your Committee co-operated with the Ottawa officers and the *Civilian* Committee in the preparation of a letter which was signed by Walter Todd, President of the Ottawa Association, and for which prominent position was secured in the three chief Ottawa newspapers. The chief material used in this letter was the statistics from *The Civilian's records* and the missive to the public was merely a statement of facts. The effect was all that could be desired. The incontrovertible evidence proved to the public that the Civil Service was leading rather than backward in recruiting. Speakers no longer dared to make the Service the subject of misrepresentation and no more false statements appeared in the newspapers. The

letter given to the Ottawa press was widely copied and commented upon by newspapers in other cities. The incident had also the effect of securing from leading editors a more sympathetic understanding of the Civil Service body.

Just a year later Parliament had before it a series of propositions regarding increases of salary to its employees throughout Canada, and symptoms of adverse criticism were observed. Your Committee took means which cannot be fully explained here to place useful information before sympathetic ministers and members, and to give wide circulation to favourable utterances which appeared in some of the leading newspapers, both French and English. There was also prepared a statement of the Civil Service record in recruiting, casualties, honours, etc., and this was sent to 100 Civil Service officials and 100 leading newspapers in every part of the Dominion. More than a score of these newspapers published it in whole or in part and others gave it favourable comment.

The effect of such efforts as these cannot be measured, but your Committee is satisfied that it is widespread and highly helpful to the Civil Service cause. In education of the public lies the greatest hope of progress.

In all its work your Committee has received invaluable aid from *The Civilian*. Without these statistics compiled by *The Civilian*, the statement regarding enlistments could not have been so convincing or fully effective. Concurrently with every effort by your Committee, *The Civilian* has published special articles of a most helpful character, and at all times has been the channel of information on Service matters to the Service, the press and the public. Finally, by assuming composition charges, *The Civilian* has enabled your Committee to carry on its work much below normal cost.

Respectfully submitted,

ERNEST GREEN,

Chairman.

On motion of Mr Blake, seconded by Mr. Crate, the convention voted to adopt the report and to instruct the Committee on

Publicity to carry on with the publicity work.

After the reading of the report on Publicity, and on motion of Mr. Crate, duly seconded, the convention tendered its thanks to *The Civilian* for its interest and co-operation in the useful work of publicity, especially as regards war activities of civil servants.

The Secretary-Treasurer then read the following report from the Committee on *The Civilian*:

Report of "Civilian" Committee.

Circulation.—That *The Civilian* circulation covers the most public-spirited element in the Service is demonstrated by the effect of enlistments. Hundreds of subscribers have been lost (temporarily at least) through enlistment. Mailing conditions make it impracticable to send the journal regularly by ordinary means to men at the front.

Statistics.—The Roll of Honour has been carried on under great difficulty and expense, but with great success. The names of more than 4,000 enlisted public servants are recorded, and casualties reported exceed 700, though this is probably little more than half the number that have occurred. Sixty-seven civil servants have received decorations, and eighteen others have been mentioned in despatches. These statistics, proving how great a part the Civil Service is playing in the war, have been of great value in keeping the Service in favour with press and public. They are *The Civilian's* own enterprise, but they are for the benefit of and can be carried on only by the assistance of the whole Service. Your Committee urgently requests general co-operation in this work.

Publicity.—To give publicity to Civil Service enterprises is one of *The Civilian's* principal purposes. How far it has been successful in assisting various organizations and undertakings and in educational work, its readers can best decide. It has co-operated in every possible way with your Committee on Publicity.

Editorial.—In so far as a journal edited by civil servants may discuss governmental manipulation and patronage speculation of

the personnel of the Civil Service, the editors have discussed and criticized. The restrictions against free speech laid upon civil servants applied to the management of *The Civilian* in the past. The utterances of the Prime Minister in his two manifestos have, however, entirely changed this ancient bureaucratic system. In the opinion of your Committee *The Civilian* may now freely discuss every case of violation of the letter and spirit of the idea of merit expressed in these manifestos. Any future incursion of the rotten patronage system in our midst may now be denounced in the columns of *The Civilian*, with names and dates expressly and specifically stated. Any objection on the part of the Government to such a course would suggest a lack of sincerity in the Civil Service Reform Plank in the Government pre-election platform. This is a great advance in the direction of Civil Service democracy and emancipation from the evils of patronage, and it will be well for each and every delegate to fully appreciate the new condition.

Business.—The advent of war brought with it a great loss of subscribers, mainly of those who have enlisted in the Canadian Expeditionary Force. For the same reason the collection of subscription fees has fallen off and there is at present a great number of subscriptions in arrears. An expression is desired from the convention in regard to assistance in collecting the arrears due, and also in again building up the subscription list which has decreased to the extent of over 500. Active co-operation on the part of the Service in all parts of the country is necessary.

F. GRIERSON,

Chairman.

On motion of Mr. Mogan, seconded by Mr. Tremaine, the question of increasing the subscription lists of *The Civilian* was referred to the incoming Executive, particularly the Vice-Presidents of the different provinces.

After discussion, Mr. Grierson presented the following motion, which was seconded by Mr. Todd, and adopted:

Moved that this convention reaffirms the resolution of endorsement of *The Civilian* expressed in the resolution adopted at the last

convention of January, 1915, and reported in the minutes of said convention. And, moreover, in order to give the fullest support to the management in reorganization of *The Civilian* on a stronger basis, this convention hereby constitutes *The Civilian* the official organ and mouthpiece of the Civil Service Federation of Canada.

On motion of Mr. Cantwell, duly seconded, the convention decided that no member should be allowed to speak more than five minutes on any subject, nor more than once on any subject before the house without the permission of the chair.

The report of the Committee on the Municipal Taxation of Civil Service Incomes was then accepted as read.

Mr. Todd moved, seconded by Mr. Lisle, that the convention hereby approves and confirms the action taken by the Executive in the case of Morson vs. the City of Toronto, and authorizes the Executive to circularize the whole Service with a view of obtaining the necessary funds, and if such are obtained, to finance the appeal of this case to the Privy Council.

Mr. Todd then outlined the history of the Morson vs. the City of Toronto case and that of other legislation affecting the legality of the municipal taxation of federal incomes. After discussion, participated in by Messrs. Green, Griffith, Somers, Mathison, Crate, Enright, Callow, Keane, Hawkins, Todd, Ferguson, Ryan and Watt, the motion was adopted.

The session adjourned at 11 p.m. to meet at 10 a.m. on Nov. 29th.

THURSDAY MORNING, NOV. 29.

Business was resumed at 10.30 a.m., with Mr. Holmes in the chair.

On motion of Mr. Ferguson, duly seconded, the election of officers was made the first order of business.

On motion of the Secretary-Treasurer, seconded by Mr. Mathison, the convention selected a nominating committee consisting of Messrs. Lovett, Colvin, Green, Todd, Grierson, Shaw and Mathison, to prepare a slate of officers.

On motion of the Secretary-Treasurer, duly seconded, Article 5 of Section 1 of the Constitution was amended to permit of the

election of an assistant Secretary-Treasurer.

On motion of Mr. Pickup, seconded by Mr. Grierson, a further amendment to the Constitution was adopted, providing for the election of an Organizing Secretary.

On motion of Mr. Burns, the matter of transportation, hotel accommodations, etc., for the next convention was left to the incoming Executive.

Mr. Mathison presented the following motion, seconded by Mr. Enright:

That in view of the fact that certain civil servants who enlisted prior to May 29th, 1917, and who did not receive the sanction of their departments, have thereby forfeited their civil pay, resolved that it is the opinion of the convention that in such cases the pay not so paid should be remitted to them, and any increase they would have been entitled to included therein.

Moved as an amendment by Mr. Keane, seconded by Mr. Fraser, that the principle be adopted and that it be applied only in specific cases supplied by the Executive of the Federation.

The amendment was adopted.

Mr. Green presented the names of 16 men coming within the scope of this motion and asked that they be placed upon record.

On motion of Mr. Keane, duly seconded, the convention moved a cordial and hearty vote of thanks to Mr. T. H. Burns for his very efficient work in connection with the Federation.

On motion of Mr. Barnes, seconded by Mr. Fraser, the following motion was adopted:

That the report of the Co-ordinating Committee, which is to be submitted to the Civil Service Commission, be published in the next issue of *The Civilian*, or as soon thereafter as possible, and that a number of copies corresponding to the members of each Association represented in the Federation be forwarded to them, any expense so incurred to be borne by the Federation as a whole.

On motion of Mr. Watt, seconded by Mr. Wilkins, the following motion was adopted:

In view of the fact that in a number of small Customs ports duties are performed by collectors of said ports for branches of the Service other than the Customs, for

which no pay is now received, Resolved that such duties shall be paid for, in addition to the salary received, when said duties call for a considerable portion of time and expert knowledge.

Mr. Grierson, chairman of the Nominating Committee, presented the following report:

For President—Mr. Walter Todd, House of Commons, Ottawa.

Vice-Presidents:

Maritime Provinces—S. W. Wilkins, Customs, St. John.

Quebec—H. McLaughlin, Customs, Montreal.

Manitoba—C. A. Hives, Ry. Mail Service, Winnipeg.

Saskatchewan—Charles Gardiner, Postal Clerks, Regina.

Alberta—A. Venables, Postal Clerks, Calgary.

British Columbia—J. E. Fagan, Customs, Vancouver.

Secretary-Treasurer—F. Grierson, Finance, Ottawa.

Assistant Secretary-Treasurer—L. D. Burling, Mines, Ottawa.

Organizing Secretary—To be appointed by the Executive resident in Ottawa.

Executive:

C. Power, Railway Mail Service, Halifax.

W. J. Cantwell, Postal Clerks, Ottawa.

T. H. Burns, Customs, Ottawa.

M. J. O'Connor, Excise, Ottawa.

T. G. Mathison, Public Works, Toronto.

C. E. Willox, Immigration, Niagara Falls.

R. Holmes, Customs, Toronto.

J. B. Shaw, Customs, Regina.

J. E. Philibert, Post Office, Quebec.

On motion of Mr. Lovett, seconded by Mr. Mathison, the report of this Nominating Committee was adopted by the unanimous vote of the convention.

The Secretary-Treasurer read a list of the delegates and of the organizations represented in the convention for any necessary corrections or additions. (See page ..).

The session adjourned at 12.30 p.m. to meet again at 2.

Business was resumed at 2.25 p.m., with the new President, Mr. Walter Todd, in the chair.

The Secretary-Treasurer read the following report of the Treasurer for the period Aug., 1915, to Nov., 1917:

Financial Statement C. S. Federation of Canada, from January, 1915, to November, 1917.

Receipts.

Balance on hand, Jan. 7th, 1915..	\$216.13
Receipts omitted in last statement:	
Customs Association, Niagara Falls	\$4.00
Customs Association, Ottawa	5.50
Post Office Association, Hamilton	5.10
Post Office Association, Kingston	1.60
Ry. Mail Association, Alberta	8.50
	<hr/>
	24.70
Received from C. S. Association of Ottawa, contribution towards expense of publicity of Government Insurance policy	30.00
Refund from Pelletier Presentation Committee for printing	13.00
Interest from C. S. Savings and Loan Society, Oct. 15th	4.47
Interest from C. S. Savings and Loan Society, Oct. 16th	4.28
Interest from C. S. Savings and Loan Society, Oct. 17th	4.46
Per capita tax, Jan., 1915, to Nov., 1917	482.88
	<hr/>
	\$779.92

Expenditure.

Paid Express Co. on copies of reports convention	\$ 13.03
Paid J. Galpin for typewriting letters, etc.	26.15
Paid Ottawa Printing Co.	370.00
Paid C. P. Ry. Tel. Co.	4.67
Paid for stamps	12.75
Paid for addressing 900 insurance folders	2.25
Paid H. T. Owens, expenses of circulars in re co-operative coal business	2.61
Paid for typewriter	10.00
Paid for stamps for insurance folders	13.40
Paid J. Hope & Son for stationery	3.00

Paid sundry persons for type-writing	11.00
	468.86
Balance carried forward.....	311.06
	\$779.92

Per Capita Tax Receipts.

1915.

Jan. 16—Algoma C. S. Association (arrears)	\$ 3.80
Feb. 10—Postal Clerks' Assn., London (40)	6.00
Apr. 28—Postal Clerks' Assn., Sydney (9)	1.35

1916.

Feb. 18—Excise Assn., Hamilton..	3.75
Mar. 3—Customs Assn., Bridgeburg	4.65
Mar. 5—Postal Clerks' Assn., Sydney	1.05
Mar. 11—Customs Assn., Montreal	15.00
Mar. 18—Postal Clerks' Assn., Kingston	2.10
Apr. 15—Customs Assn., Hamilton	9.15
May 17—Meat and Insp. Assn., Toronto	9.00
May 25—Dom. Postal Clerks' Federation	42.00
June 12—Public Works Assn., Toronto	8.10
Oct. 24—C. S. Assn. of Ottawa...	59.76

1917.

Jan. 30—C. S. Assn. of Ottawa..	51.28
Per capita tax received at convention, Nov. 27th, 1917:	
Winnipeg Customs Assn. (70)....	10.50
N. B. ! P. E. I. Customs Assn. (115)	17.25
Regina Customs Assn. (22)	3.30
Toronto Customs Assn. (175)	26.25
Bridgeburg Customs Assn. (34)..	5.10
Niagara Falls Customs Assn. (58).	8.70
Ottawa Customs Assn. (40)	6.00
Hamilton Customs Assn. (46)....	7.00
Manitoba Ry. Mail Service Assn..	15.00
Civil Service Assn., Quebec (200).	30.00
Civil Service Assn., Ottawa (2,589)	61.89
Civil Service Assn., Montreal (43).	6.50
Civil Service Assn., Proofreaders (50)	7.50

Civil Service Assn., Victoria (50).	7.50
Marine Assn., Nova Scotia (105)..	15.75
Naval Assn., Nova Scotia (74)...	11.10
Civilian Employees' Assn., M.D. No. 6 (80)	12.00
Public Works Assn., Toronto (71).	10.65
Public Works Assn., Hamilton....	1.80
Immigration Assn., Niagara Falls (14)	2.10

\$482.88

On motion of Mr. Enright, seconded by Mr. Lisle, the report was adopted.

On motion of Mr. Callow, seconded by Mr. Mathison, the convention voted that the organizations having unpaid per capita taxes for the years 1915, 1916 and 1917 be requested to settle their arrears.

The Secretary-Treasurer presented the following motion, which was seconded by Mr. Tremaine, and adopted:

In view of the work in the public interest performed by this Federation in studying and presenting to the Government problems affecting Civil Service efficiency, this convention desires to have a strong representation made to the Government through the Civil Service Commission, that in the case of convention or executive meetings of this Federation, special leave, with pay, be granted to the members of said convention or executive, and that the time so spent be not deducted from the annual statutory vacation.

On motion of the Secretary-Treasurer, seconded by Mr. Mathison, and after a discussion participated in by Messrs. Green, Hawkins, Mathison, Smith, Griffith, Burns, Kehoe and Pickup, the following motion was adopted:

In view of the work in the public interest performed by this Federation in studying and presenting to the Government problems affecting Civil Service efficiency, this convention desires to have a strong representation made to the Government through the Civil Service Commissioners, that, in the case of convention or executive meetings of this Federation, transportation for such members be at the public expense, as the purpose of such journeys is for the public interest and not at all for holiday pur-

poses; transportation to be granted only in the case of certified delegates of this Federation.

On motion of the Secretary-Treasurer, seconded by Mr. Lisle, the following motion was adopted:

(a) That this conference asserts the right of public servants to an Independent Appeal Court.

(b) *Functions of Appeal Court*—That the Appeal Board deal with all appeals from decisions affecting classification, charges of misconduct, and questions relating to conditions of employment in the Public Service.

On the suggestion of Mr. Hawkins, the section in the New Zealand Act providing for such an Appeal Court was incorporated in the motion as an addendum.

On the suggestion of Mr. Fraser, the question of embodying in the motion the section regarding the composition of the Appeal Court and of placing it in shape for transmission to the Government was left to the Co-ordinating Committee.

On motion of the Secretary-Treasurer, seconded by Mr. Tremaine, the following motion was adopted:

This convention desires to place on record its strong appreciation of the organization of civil servants into societies, either local, provincial, district or class. This policy contributes to a greater interest in and study of Civil Service law and other Civil Service interests. This convention urges all delegates to endeavour to augment present organization and to endeavour to initiate the formation of new bodies in their province or locality. This convention approves of the principle of Dominion-wide class organization.

On motion of Mr. Lisle, seconded by Mr. Cantwell, the following motion was adopted:

Resolved, that in the operation of the new regulations under which the Outside Service shall be brought under the provisions of the law governing the Inside Service, the following provisions of Section 38 of the C. S. Act, Chapter 16, R.S.C. 1906, shall not apply:

“38. City postmasters and post office inspectors, inspectors, collectors and preventive officers in the Customs Department, inspectors of weights and measures, and deputy

collectors and preventive officers in the Inland Revenue Department, may be appointed without examination and without reference to the rules for promotion herein prescribed.”

On motion of Mr. Green, seconded by Mr. Cantwell, the following motion was adopted:

That this convention do ask the Government that the provisions of Order-in-Council F. C. 1457, dated May 29th, 1917, do not apply to those civil servants whose application to enlist with the overseas forces was made and submitted to the Department or any superior officer of the Department in which the man is employed, prior to the date of the Order-in-Council above named.

On the motion of Mr. Pickup, seconded by Mr. Cantwell, the following motion was adopted:

That this convention do hereby record its deep sense of appreciation for the valued services rendered the Civil Service cause by our able and efficient Secretary-Treasurer, Mr. Frank Grierson.

DEPARTMENTAL REPORTS.

Two reports of the Naval Service were presented by Mr. Lisle.

On the suggestion of Mr. Grierson, it was decided as a matter of policy that the convention should receive recommendations from the committees on Bill 217, but should now consider only those recommendations bearing on the bringing in of the Outside Service under the terms of the Act of 1908. He objected to the provisions of the report which provided for promotion to be made without the action of the Civil Service Commission, and to the recommendation that promotion examinations be abolished, stating that these were matters of policy that should be carefully considered by the convention.

The report from the Post Office delegation was presented in abstract by Mr. Green.

By request of Miss Burt, the section bearing on the employment of female help in the post offices was read by Mr. Green and discussed by Miss Burt and Messrs. Blake, Green, Power and Jacques. An amending clause was added by Mr. Green, which met the objections offered by the lady delegates.

The following reports from departmental

committees were received and laid on the table:

Marine.
Public Works.
Militia and Defence.
Railway Mail Clerks.
Customs and Post Office.
Immigration and Colonization.
Geodetic Survey.
Translators, Printing Bureau.
Immigration.
Excise.
Weights and Measures.
Proofreaders, Printing Bureau.

Moved by Mr. Grierson, seconded by Mr. Tremaine, that these reports be adopted and referred to the Committee on Co-ordination.

On motion of Mr. Grierson, seconded by Mr. Tremaine, the convention adopted the following resolution:

That this convention hereby grants to the Co-ordination Committee full discretionary powers to study the departmental reports bearing on the bringing of the Outside Service under the Inside Service Act of 1908 and to condense and to edit same, and to exclude such recommendations as may be legally inconsistent with the above mentioned transfer. The committee is empowered to add to its memorial other principles which have been adopted by resolution of this convention.

On motion by Mr. Philibert, seconded by Mr. Burns, the following resolution was adopted:

That the sincere thanks of this Federation is due and is hereby tendered to Mr. Walter Todd, a most indefatigable worker in our interests and for the betterment and advancement of our position. The loyal and patriotic spirit displayed by Mr. Todd is an example and an incentive to all civil servants in the *esprit de corps* so necessary in the Civil Service.

On motion of Mr. Power, seconded by Mr. Griffith, the following resolution was adopted:

That provision be made in the amendments to Bill 229 for railway mail clerks to retire voluntarily at 55 years of age and compulsorily at 60 years of age, owing to the peculiar nature of their occupation and working conditions which tend to under-

mine the constitution at an earlier age than the duties of some other departments of the Government.

On motion of Mr. Burling, seconded by Mr. Lisle, the convention adopted the following resolutions:

Resolved, that civil servants be allowed to accumulate their annual leave for two years.

Resolved, that it is the sense of this convention that one way of diminishing the number of temporary positions and of increasing the efficiency of the Service would be the appointment of permanent expert relieving staffs, and that travelling allowances be provided to enable the members of these staffs to go where they are needed for the purposes of relief or of assuming extra duties in times of special need.

Resolved, that it is the sense of this convention that persons residing outside of Ottawa should have a chance to compete equally with those resident in the City of Ottawa for positions at the Capital, and that in their opinion this can best be done by refunding the railway transportation of persons who come to Ottawa and successfully complete their probationary period.

On motion of Mr. Fraser, the convention adjourned at the call of the chair, after singing "God Save the King."



DEPARTMENT OF THE NAVAL
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, March 12, 1917.

Unauthorized publication of this advertisement will not be paid for.

Register of Delegates to Convention Civil Service Federation of Canada, held at Ottawa, Nov. 27, 1917.

OFFICERS AND DELEGATES	NAME OF ASSOCIATION	HEADQUARTERS	No. of members	PRESIDENT	SECRETARY
J. W. Green, <i>Vice-President, Manitoba</i>					
R. Holmes, <i>Vice-President, Ontario</i>					
A. Lovett, <i>Vice-President, Maritime Provinces</i>					
F. Grierson, <i>Sec.-Treas.</i>					
W. J. Cantwell, <i>Executive</i>					
R. Colvin					
A. E. Giroux					
F. Kehoe					
T. G. Mathison					
F. Somers					
W. Todd					
Dr. J. A. Smith, <i>ex-officio</i>					
J. A. Doyon					
R. H. Coats					
G. A. Clark	Customs Assn.	Bridgeburg, Ont.	34	W. F. Wilson	G. A. Clark.
F. T. Pattison	" "	" "			
A. Lovett	" "	Halifax, N.S.	50	J. Hewson	R. Colvin.
R. Colvin	" "	Hamilton, Ont.	60		
P. Keane	" "	Montreal, Que.	65	H. McLaughlin	J. Moore.
Charles Irwin	" "	" "			
W. S. Byers	" "	Niagara Falls, St. Catharines, and vicinity	50	T. F. Burton	A. C. Milne.
A. C. Milne	" "	" "	40	T. H. Burns	Geo. P. Booth.
T. H. Burns	" "	Ottawa			
F. Kehoe	" "	Regina	22	J. B. Shaw	J. S. Thompson.
J. B. Shaw	(New Brunswick and P.E.I.)	St. John, N.B.	115	C. B. Lockhart	Wm. W. Campbel
Geo. Watt	Customs Assn.	Sault Ste. Marie, Ont.			
W. S. Wilkins			unorg.		
M. Laughton			175	W. M. Maguire	A. Callow.
A. Callow	" "	Toronto, Ont.			
R. Ferguson	" "	" "	20	R. P. Hall	F. Weir.
R. Holmes	" "	" "			
M. F. Mogan	" "	" "	70	J. E. McRobie	H. R. Whalley.
F. Somers	" "	" "			
J. A. Smith	" "	Windsor, Ont.	unorg.		
A. J. Taylor	" "	Winnipeg, Man.			
T. F. Glenwright	" "	" "	unorg.		
L. O. Brown	Geodetic Survey (unorganized)	Ottawa, Ont.			
D. J. Fraser	" "	" "	unorg.		
Miles Argue	Immigration (unorganized)	Ottawa, Ont.			
C. Seebach	" "	Bridgeburg, Ont.	14	C. E. Willox	H. A. Hunt.
C. E. Willox	Immigration	Niagara Falls, Ont.			
J. A. Doyon	Inland Revenue (unorganized)	Ottawa, Ont.	unorg.		
O. Higman	" "	" "	105	P. C. Johnson	C. H. Hosterman.
M. J. O'Connor	" "	" "			
J. McL. Fraser	Marine and Fisheries Assn., Nova Scotia	Halifax, N.S.	120	R. Blair	J. McDonald.
H. E. R. Barnes	Militia & Defence Civilian Clerks, Association	Halifax, N.S.			
A. R. Dimock	Naval clerks, Assn	" "	74	Jas. Clark	H. Brownhill.
A. C. Blake	Post Office Assn.	Hamilton, Ont.	60	R. M. Guy	W. H. Way.
W. J. Cantwell	Postal clerks Fed.	Winnipeg, Man.	1600	S. H. Tease	J. W. Green.
A. E. Crate	" "	" "			
J. W. Green	" "	" "			
J. Hebert	" "	" "			
A. Jacques	" "	" "			
L. Pickup	" "	" "			

Register of Delegates to Convention Civil Service Federation of Canada, held at Ottawa, Nov. 27, 1917.

(Continued).

OFFICERS AND DELEGATES	NAME OF OF ASSOCIATION	HEADQUARTERS	No. of members	PRESIDENT	SECRETARY			
P. T. Coolican.....	P. O. inspectors. (unorganized)	Ottawa, Ont.....	} unorg.					
T. T. Hawkins.....	" "	" "						
B. O. Beland.....	Printing Bureau (unorganized.)	Ottawa, Ont	} unorg.					
J. E. Bélanger.....	" "	" "						
M. A. Bergeron.....	" "	" "						
Eugene Gourre.....	" "	" "						
R. Mackell.....	" "	" "						
Heliodore Fortin.....	Printing Bureau (Proof Readers)	Ottawa, Ont.....		50	Heliodore Fortin	A. D. Ramage.		
A. D. Ramage.....		" "						
T. G. Mathison.....	Public Works Association....	Hamilton, Ont...	13	Thos. Nicholson..	Thos. Butler.			
J. H. Rogers (unofficial)...	" "	Toronto, Ont....	71	W. Stringer.....	F. Simpson.			
T. J. Enright.....	" "	Hamilton, Ont.						
J. P. C. Giroux.....	Railway Mail Ck. Association....	Montreal, Qué... Ottawa, Ont.....	85	A. Methot.....	J. P. C. Giroux.			
F. S. Carruthers.....	" "	" "	} unorg.					
H. S. Ferguson.....	" "	" "						
G. Paradis.....	" "	Quebec, Que....	89	A. P. Audette....	G. Paradis.			
G. R. Jackson.....	" "	Toronto, Ont....	158	W. G. Jessop....	G. R. Jackson.			
W. F. Griffiths.....	Railway Mail Cks. Fed. (Dominion)	Halifax and Win- nipeg.....	} 1100	C. E. Power....	C. A. Hives.			
C. A. Hives.....	" "	" "						
Power, C. E.....	" "	" "						
H. W. Jackson.....	" "	" "						
F. D. Diamond.....	Railway Mail Serv. (unorgan.).	Ottawa, Ont....	unorgan.					
A. E. Mattice.....	Weights and Measures (unorganized)	Belleville, Ont....	"					
G. Bogue Smart.....	" "	Ottawa, Ont.....	"					
L. D. Burling.....	Civil Service... (Great Britain)	London, Eng.....		A. N. O. Kelly...				
Miss F. M. Burt.....	Civil Serv. Assn..	Ottawa, Ont....	} 2689	Walter Todd.....	E. Lisle.			
R. H. Hooper.....	" "	" "						
Miss Edna L. Inglis.....	" "	" "						
J. H. Ryan.....	" "	" "						
A. DeB. Tremaine.....	" "	" "						
F. D. Withrow.....	" "	" "						
E. Lisle.....	Civil Serv. Assn..	Victoria, B.C.....				50	W. Marchand.	
J. E. Philibert.....	" "	Quebec, Que....				} 200	J. E. Blondeau...	Chas. Robitaille.
P. E. Kindelan.....	" "	" "						

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Civil Service Association of Ottawa

ANNUAL REPORT OF THE EXECUTIVE, 1916-17.

On behalf of the Executive of the Association, the undersigned beg leave to present the following report of their proceedings during the Association year ended October 31st, 1917.

Eighteen meetings of the Executive have been held during the year, as against fourteen meetings last year, of which ten were regular monthly meetings and eight were special meetings.

The average attendance at these meetings was twenty. For detailed attendance record see appendix.

The Executive sincerely regret to have to report the death during the last year of Mr. Charles J. Evans, representative of the Department of Inland Revenue.

Ten standing sub-committees were appointed at the beginning of the year as follows:—Audit, Patriotic Affairs, Legislation, Third Division, Sanitation, Insurance, Co-operation, Constitution, Membership and Representation, Publicity.

As will be apparent from this report, the past year has been eventful and the Executive feel that some practical results have been achieved and the way paved for further and greater efforts towards the improvement of conditions in the Service.

As instructed at the last annual meeting, the officers, with the approval of the Executive, approached the Government in December last with a request for some measure of financial relief for the Service which the excessive increase in the cost of living and the extraordinary conditions caused by the war rendered imperatively necessary. On several occasions subsequently the officers were in communication and conference with the Minister of Finance with reference to this question and in June a Bill amending the Civil Service Act was introduced by the Minister. The Bill as implemented by sums voted in the estimates has mitigated many of the most urgent cases of distress and has also finally removed the injustice created by Regulation 21 of the Civil Service Commission with regard to the promotion from the third to the second division of those who were appointed to the Inside Service before the 1st of September, 1908.

The more important matters dealt with by the Executive during the year are indicated in the following paragraphs.

Patriotic Affairs.

The extent of the Service at Ottawa makes it necessary for the Association to confine its activities to matters of general rather than of special interest. The latter are therefore not included in this report, though in many instances these have been of considerable extent and value.

The main effort of the Executive in this connection was directed to securing a suitable subscription from the Service at Ottawa for the Canadian Patriotic and Red Cross Funds. The sum of \$165,425.88 was subscribed. This generous contribution was undoubtedly due to two causes, first the unquestioned willingness of the Service to contribute to all worthy patriotic purposes and second to efficient organization. It is gratifying to know that these subscriptions are being paid as they fall due.

Women's Branch.

This branch has turned its energies entirely to Patriotic Work. The general monthly meetings took the form of Red Cross Socials with a few addresses thrown in.

The result of the year's work was an output of 477 pyjamas, 217 cords, 823 pairs socks, 125 ties, 736 pillow slips, 147 hospital shirts, 624 towels, 178 pairs shoes, 106 handkerchiefs, 100 comfort bags, 175 christmas stockings and 83 sundry articles.

The \$1,230 raised through the Emergency Fund, has been expended to the best advantage. Among other contributions to war work was \$100 to the British sailors Relief Fund, \$100 to Canadian Sailors in the British Navy, \$200 to the Returned Soldiers' Club House Fund, \$53 for Soldiers' Aid Commission, \$100 to Clarence House, and \$50 to the Clearing Station at Folkestone.

About 75,000 letters to Canadians in hospitals overseas have been sent since October, 1916, and through this medium which is financed by the Ottawa Women's Canadian Club, nearly 750 personal and business adjustments have been made.

In the greater production movement the Women's Branch partook to the extent of cultivating one of the lots apportioned by the Women's Canadian Club. Garden truck to the value of \$150 was marketed. It is interesting to note that this garden had the highest standing in the city—96 per cent— as a result of which the Women's Branch is the proud possessor of a diploma.

Legislation.

The Civil Service Amendment Act of 1917 (Bill 68) has now been effective for several months. This Act which was passed mainly as a measure of temporary relief, has removed some at least of the many difficulties under which the Service has been labouring. The provisions of the Act are briefly as follows:—

(1) Section 2 enacts that persons placed in the Third Division under the amendment Act of 1908 who had passed the qualifying examination, and those appointed under authority of Sections 37 or 40 of the Civil Service Act, R.S.C., 1906, shall be eligible for promotion to the Second Division without further examination.

(2) Section 3 raises the minimum salary of the Second Division and the minimum and maximum salaries of both subdivisions of the Third Division and of the Messenger class.

(3) Section 4 provides for a special increase of one hundred dollars to all persons in receipt of a salary of less than one thousand dollars.

(4) Section 8 provides that the annual increase in the Second Division shall be one hundred dollars instead of fifty dollars.

Supplementary estimates passed subsequently provided that the increased annual increments in the Second Division should date from April 1st, 1917, and also provided for any increase of salary under the Act not otherwise provided for therein.

As soon as it became apparent that under the provision of the Bill those in 3A between \$1,000 and \$1,200 would receive no immediate benefit a memorandum to that effect was presented to the Minister of Finance asking that an additional \$50 to be voted for each such person. Although the suggestion was received sympathetically the Executive regret that nothing practical has resulted therefrom.

The Act has been administered in the most liberal spirit and, within its limits, has proved acceptable to the Service. It is to be hoped that when the larger question of amending the Civil Service Act is again taken up it will be in the same spirit.

The sub-committee on Legislation spent much time on the consideration of the Civil Service Amendment Bill (No. 217) of 1914, and has presented a report which contains many valuable suggestions with regard to Civil Service reform.

Third Division.

The memorial regarding promotion to the Second Division, adopted by the Third Division at a meeting held in the Y.M.C.A. hall on January 29th, 1914, and approved by the Executive, was placed before the Government on several occasions, the last being in a memorandum presented to the Premier on January 15th, 1917, which was subsequently approved by Council and embodied in the Civil Service Amendment Act, 1917. By this legislation all and more than was asked in the memorial has been granted.

While the rectifying of the injustice covered by the memorial referred to must be most gratifying to all affected the fact cannot be overlooked that other serious problems affecting many in the Third Division still remain unsettled. These will undoubtedly receive full attention when the general revision of the Civil Service Act is under consideration, which may be at an earlier date than is generally anticipated.

Constitution.

Several amendments to the Constitution have been suggested by the sub-committee as shown on the enclosed leaflet. These amendments have been passed upon by the Executive after careful consideration and are submitted to the annual meeting for ratification.

Income Tax.

The Executive of the Civil Service Federation having decided to take an appeal in the Morson Income Tax case to the Privy Council in England, if the necessary funds are subscribed by the Service, have communicated with the Executive with a view of obtaining their assistance in regard to the distribution of circulars and the collection of contributions. While Dominion Civil Servants resident in Ottawa are for the time being exempt under a special agreement between the City and the Dominion Government, the Executive believe that full support should be given to the Federation in this

movement, for the purpose of assisting Civil Servants elsewhere, and of having the whole question definitely and finally determined.

Insurance.

The increase in insurance carried under the Civil Service Insurance Act has been very satisfactory.

The number of policies now in force is about 2,640, an increase of about 440 during the year, representing an insurance of \$6,800,000, an increase of approximately \$1,300,000 during the year.

Even greater efforts should be made to have this insurance brought to the attention of the Service. It is a real boon to Civil Servants and full advantage should be taken of its liberal terms.

Cooperation.

The sub-committee on cooperation have not been able to forward this essential movement in the Service as much as might have been desired. There are, however, several departmental or local movements in the Service which have proved of great value to those participating in them. If a feasible method of co-ordinating these movements could be found the benefit would be greatly increased. This question is respectfully referred to the incoming Executive as one of first importance.

Entertainment.

A new departure has been made from the ordinary activities of the Association, with a view to taking up work of a social nature. This is primarily for the purpose of establishing an esprit de corps in the Service, and to arouse greater interest in the Association. The programme for the present includes a Civil Service theatrical and a series of lectures on topics of interest to the Service. It is hoped the incoming Executive will further this new venture and extend it as much as possible.

Civil Service Organizations.

In extending its best wishes to sister organizations within the Service, the Executive would request Civil Servants to take a greater interest in these organizations. Recent events have proved the value, even the necessity, of co-operation amongst those who have common views and aims, and no more effective method of developing an esprit de corps can be found than in participating in the activities of these societies which are worthy of the confidence of the members of the Service.

Conclusion.

The Executive feel that they cannot conclude this Report without urging the members of the Inside Service to support and strengthen the Association by enrolling themselves as members during the coming year.

The key-note of all effective movements at the present time is organization and concentration.

If Civil Service reform in its best and truest sense is ever to be obtained, as sincerely desired by so many, the Service must be prepared to do its part; this is not the work of individuals, it can only be accomplished by effective organized effort. The great advantage of organization has been amply demonstrated by the work of the Executive during the past year in more instances than one.

For the attainment of its ideals the Association depends to a very large extent in the first instance upon the backing received from the Service, that is upon the extent of its membership.

For 1917-18, then, let every one who has the best interests of the Service at heart, as well as his own individual interests, endeavor by every means in his power to enlarge and improve the Association, and finally let the membership embrace, if possible, at least seventy-five per cent of the whole Service. It is membership that tells.

All of which is respectfully submitted.

WALTER TODD,
President.

J. C. O'CONNOR,
Secretary.

Ottawa, November 20th, 1917.

**Statement of Receipts and Expenditures of the Civil Service Association of Ottawa,
for the Year ending October 31st, 1917.**

<i>Receipts.</i>		<i>Expenditures.</i>	
Balance from 1915-16—		Rent of Halls	\$ 22.00
Cash in Bank	\$ 110.69	Honorarium to Secretary	200.00
C. S. Saving and Loan Soc. Ac.	620.30	Grant to Women's Branch for Christmas Boxes to Civil Ser- vants at Front	50.00
Fees, 1916-17—		Clerical Assistance	54.00
Members.		Printing, Stationery and Postage	109.25
Agriculture	267 66.75	Civil Service Federation	51.43
Archives	19 4.75	Amount Advanced to Income Tax Committee of C.S. Federation, to be Refunded	36.00
Auditor General	71 17.75	Sundry Expenses	38.50
C. S. Commission	9 2.25		<hr/> 561.18
Com. of Conservation	30 7.50	Balance—	
Customs	192 48.00	Cash in Bank	200.89
House of Commons	71 17.75	C.S. Saving and Loan Acct... ..	645.27
Indian Affairs	3 .75		
Inland Revenue	60 15.00		
Interior	506 126.50		
Justice	25 6.25		
Labour	27 6.75		
Library of Parliament	12 3.00		
Marine	96 24.00		
Militia and Defence ..	79 19.75		
Mines	138 34.50		
Naval Service	45 11.25		
Post Office	417 104.25		
Public Printing and Stationery	34 8.50		
Public Works	267 66.75		
Railways and Canals..	49 12.25		
R.N.W.M. Police	7 1.75		
Secretary of State... ..	1 .25		
Senate	33 8.25		
Supreme and Exchequer Courts	11 2.75		
Trade and Commerce..	69 17.25		
Women's Branch 10.00		
	<hr/> 2,538 644.50		
Interest C. S. Saving and Loan Society	24.97		
Interest Bank	6.88		
	<hr/> 31.85		
Total Receipts	\$1,407.34		<hr/> \$1,407.34

E. LISLE,
Treasurer.

Ottawa, November 10th, 1917.

The Treasurer's accounts as above have been examined and found correct.

G. A. LINDSAY,
N. B. SHEPPARD,
Auditors.

OFFICERS.

President: WALTER TODD (House of Commons).

Vice-Presidents: { E. F. DRAKE (Interior).
A. DeB. TREMAINE (Marine).

Secretary: J. C. O'CONNOR (Post Office).

Treasurer: E. LISLE (Naval Service).

EXECUTIVE.

Auditor General's Office	G. A. Lindsay.
Conservation Commission	F. C. Nunnick.
Customs	H. O. McCurry.
“	W. J. Welsh.
House of Commons	O. Paradis.
Indian Affairs	Philip Phelan.
Inland Revenue	C. J. Evans.
Interior	N. B. Sheppard.
“	E. P. F. McCabe.
“	W. B. Armstrong.
Justice	A. J. McGillivray.
Labour	F. J. Plant.
Library of Parliament	M. C. MacCormac.
Marine	W. C. Surtees.
Militia and Defence	R. W. Kinsman.
Mines	L. D. Burling.
Railways and Canals	R. H. Hooper.
R.N.W.M. Police	G. T. Hann.
Post Office	Miss J. M. Hayes.
“	J. H. Ryan.
“	D. G. Courtney.
Public Printing and Stationery	A. T. Snow.
Public Works	John Johnstone.
“	P. E. Gagnon.
Public Archives	Norman Fee.
Senate	C. H. Jones.
Supreme Court	C. H. Masters, K.C.
Trade and Commerce	C. S. Birtch.
Women's Branch	Miss G. B. Reynolds (Auditor General's Office).
“	Miss Dewar (Department of Interior).
“	Miss Leyden (Department of Agriculture).

APPENDIX.

Attendance record.

This record should be studied by the members of the Service, as it is evident that some departments are without representation while in others the representation is only nominal. As the Executive is constantly dealing with matters affecting the whole Service, every department should have full representation at every meeting.

Name.	Department or Office.	Meetings Attended	
		In Person.	By Proxy.
Walter Todd	President	17	—
E. F. Drake	Vice-President	10	—
A. de B. Tremaine.....	Vice-President	12	—
J. C. O'Connor.....	Secretary	17	—
E. Lisle	Treasurer	12	—
W. B. Armstrong.....	Interior	5	4
C. S. Birch.....	Trade and Commerce	10	5
L. D. Burling	Mines	6	3
D. G. Courtney.....	Post Office	4	1
Miss Dewar	Women's Branch	5	7
C. J. Evans.....	Inland Revenue	8	—
Norman Fee	Public Archives	1	—
P. E. Gagnon	Public Works	9	—
G. T. Hann	R.N.W.M. Police	—	—
Miss J. M. Hayes	Post Office	5	4
Dr. Geo. Hilton.....	Agriculture	2	3
R. H. Hooper.....	Railways and Canals	3	1
John Johnstone	Public Works	11	—
C. H. Jones	Senate	5	1
R. W. Kinsman	Militia and Defence	9	—
Miss Leyden	Women's Branch	5	4
G. A. Lindsay.....	Auditor General's Office	7	1
M. C. MacCormac	Library	17	—
E. P. F. McCabe	Interior	2	6
H. O. McCurry.....	Customs	9	—
A. J. McGillivray	Justice	7	—
F. McVeigh	Naval Service	4	—
C. H. Masters, K.C.	Supreme Court	7	—
F. C. Nunnick	Commission of Conservation... ..	4	4
O. Paradis	House of Commons	2	—
Philip Phelan	Indian Affairs	1	1
F. J. Plant	Labour	8	1
Miss G. B. Reynolds.....	Women's Branch	15	2
J. H. Ryan	Post Office	15	—
N. B. Sheppard.....	Interior	6	1
A. T. Snow.....	Public Printing and Stationery.....	9	—
W. C. Surtees	Marine	4	2
W. J. Welsh.....	Customs	15	—
F. D. Withrow.....	Agriculture	13	—
Total attendance.....		301	51

PERSISTENCE.

Supposin' fish don't bite at first,
 What are you goin' to do;
 Throw down your pole, chuck out your bait,
 And say your fishin's through?
 You bet you ain't; you're goin' to fish,
 An' fish, an' fish, and wait
 Until you've ketched a basketful
 Or used up all your bait.

Suppose success don't come at first,
 What are you goin' to do;
 Throw up the sponge and kick yourself,
 And growl, and fret, and stew?

You bet you ain't, you're going to work,
 And work, and work, and grin,
 Until success does come your way—
 For "grit" is sure to win!

U. S. CIVIL SERVICE DOUBLED FOR WAR.

If the United States Government is not compelled soon to build barracks to accommodate the army of clerks it has called here, Washingtonians will miss their guess, writes the Washington correspondent of the Boston Transcript. It has been the prophecy all summer that the Government would need to supply tents for some of its workers in the fall, and, although these have not yet materialized, they ought to be set up on all the Government lawns, for hundreds of clerks, men and women, know not where to lay their heads from day to day.

It is estimated by the Civil Service Commission that within the last year the clerical population has doubled, which means that nearly 80,000 persons are on the payroll.—*Exchange.*

18,000 MILES FOR 2 CENTS.

This is what the Post Office did for a penny in order to deliver a letter to a soldier:

Sent it first to the Topographical Section, R.E., East Africa.

Forwarded it to Dodoma, 100 miles inland.

Transmitted it to the Military Hospital, Capetown.

Sent it back to home address.

Forwarded it to a camp in England.

Returned it home again.

Delivered it at Carnlough, Antrim.

The letter, posted in January, was received in August, and Mr. R. Martin, Woodvale road, Belfast, who has forwarded the envelope for inspection, estimates that it has journeyed 18,000 miles. Back and front, the envelope is covered with addresses.

VIMY RIDGE.

(By J. Sydney Roe.)

This is his room, the room where he
 was born,
 My blue-eyed bonny boy who marched
 away
 And left me to my dreams of yesterday
 To wear the mother's crown of pride
 and thorn!

This little room—how full of him it
 seems;
 How full of him, his laughter and his
 song,
 The weighted days turn slowly, and
 the long
 Long lonely nights, too dark for hope
 —and dreams!

He loved his Canada, he fought and
 died
 That she might still be great and
 strong and free.
 He was my all—the very heart of
 me,
 And nought is left but memories and
 pride.

He passed the sentry-gate and crossed
 the bridge,
 (The bridge that's drenched by count-
 less mothers' tears).
 To-day he stands erect among his
 peers,
 My boy, my boy, who fell at Vimy
 Ridge.