

Dr. Doughty,  
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# THE CIVILIAN

VOL. XIV

JANUARY 1921

NO. 2

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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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No. 2.

## CONTENTS

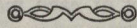
	PAGES		PAGES
1.—Platform of Principles . . . . .	35	14.—Professional Institute of Civil Service . . . . .	47
2.—An Open Letter to the Prime Minister . . . . .	37	15.—Records and Registration — Staffs Appeal.	48
3.—Board of Hearing Secretary Makes Serious Charges . . . . .	38	16.—Quebec Provincial Civil Service and Labor.	48
4.—Quit you like Men and Fight, by A. Philistine . . . . .	38	17.—Associated Federal Employees of Ottawa . . . . .	50
5.—The Cat out of the Bag (Cartoon) . . . . .	39	18.—Manitoba Railway Mail Clerks . . . . .	51
6.—Hints from New Zealand . . . . .	40	19.—Board of Pensions Commission — C. S. Fed. of Canada . . . . .	51
7.—Diversified Public Interests . . . . . 41 and 49	40	20.—Mainly About People . . . . .	52
8.—Editor's Viewpoint . . . . .	42	21.—Letters of Note . . . . .	53
9.—The Birth of a Griffenhagen . . . . .	44	22.—Commissions Orders and Decisions . . . . .	54
10.—Order-in-Council for Temporaries . . . . .	45	23.—Well Worth Reading . . . . .	56
11.—Classification, by R. Dorman . . . . .	45	24.—Postal Journal . . . . .	57
12.—Government approval of Labor . . . . .	46	25.—Shaking up the Service . . . . .	58
13.—The Whitley Movement in Great Britain . . . . .	47	26.—More Especially Women . . . . .	61
		27.—Get together and Stick, by T. R. Manning . . . . .	61

## PLATFORM OF PRINCIPLES

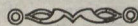
1. *Whitley Councils.*
2. *Classification. Under the Whitley Council plan, to devise a fair, simple and workable classification of positions in the public service; and (2) to provide a scale of salaries and wages commensurate with services rendered, with a minimum wage based upon actual living costs, not upon theory.*
3. *Reorganization of the Canadian Public Service, under the Whitley Council plan with the view of avoiding unnecessary labor turnover, while eliminating,— (a) duplication of work, (b) overmanning, (c) inefficient methods.*
4. *Adequate Superannuation, to be administered under the Whitley Council plan.*
5. *Trial Boards under the Whitley Council plan.*
6. *Adequate representation in Parliament.*



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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

## An Open Letter to the Prime Minister

(From F. W. Patterson, President Federal Union No. 66.)

*Readers of The Civilian will understand from the following letter that affairs at headquarters are in an upset state. The situation in regard to civil service administration is at this moment very confused and some time may elapse before events are fully developed. On this account material that had been prepared for this number in accordance with questions asked and promises made in the December number, are withheld for the present. The open letter from Mr. Patterson to the Prime Minister indicates that the Board of Hearing, of which Commissioner Jameson is chairman, is under fire. There is also printed a letter to the Ottawa Citizen from Mr. Geo. E. Bull, ex-secretary of the Board of Hearing.*

A board of inquiry, composed of three competent and independent men, to investigate the method of administration of the Civil Service is asked for by Associated Federal Employees of Ottawa in an "open letter" to Premier Meighen.

The sole object of such a request, says the letter, is to preserve the merit system, and it states that anything less "will only intensify the feeling that still more serious incompetency and maladministration remain unexposed." The letter follows:—

"Right Hon. the Prime Minister of Canada.

"Sir:—

On more than one occasion within the last three months, the Associated Federal Employees of Ottawa, Federal Union 66, have endeavored to secure consideration of certain charges made by them involving the impartiality and the competency of the Board of Hearing.

"In our communications to you, we stated that we had not the slightest desire to cause the least embarrassment to your government or to yourself, and asked, in a very respectful way, that the matter be given your early and most careful consideration.

"This consideration you promised to give, but so far, all that has been done is that the defendants in the case have been in possession of our memorandum to you preferring the charges, for some two weeks, have endeavored to sit as judges thereon, and have taken certain ill-considered steps which put the whole matter of civil service administration, as now carried on, before the public in a most undesirable light.

"Again, sir, we repeat we do not aim to cause the present government the slightest embarrassment; what has been caused so far has been by the ill-considered, contemptuous and tyrannical action of your civil service commissioners.

"We do demand, sir, a full, public and impartial enquiry into the whole method of administration of the civil service; the board of enquiry to be composed of three competent and satisfactory men, connected neither with the service nor with the government, assisted by a representative of the civil service selected by itself.

"The Civil Service of Canada and the people of Canada will be satisfied

with nothing less. Any private and partial enquiry, solely into the charges brought forward by us, can only intensify the Dominion-wide feeling that still more serious incompetency and maladministration remain unexposed, and the service will know that they so remain.

"In closing, may we say publicly, as we have already said to you in more than one communication, that the sole object we have in asking for an investigation as distasteful to us as it must be to you, is to preserve the merit system in the Canadian public service, to prevent the renewal of patronage in its worst and most insidious form, and to provide an administration of the service which will be able, democratic and fair to all. In this, we feel sure we shall have your sympathy and aid.

"Upon your return to Ottawa to-day, may we ask for immediate action looking towards the formation of this board. Before this board, the Associated Federal Employees of Ottawa wish to appear with counsel.

(Sgd.) "F. W. PATTERSON,  
President, A.F.E. of O."



# Board of Hearing Secretary Makes Serious Charges

The *Citizen* has received a copy of an open letter to the Prime Minister, from Mr. George Bull, who until his suspension last week, following notice of his resignation, was secretary of the Civil Service Board of Hearing. The letter, under date of January 1, reads as follows:—

Rt. Hon. Arthur Meighen,  
Ottawa.

Sir:—

On Tuesday evening last I was instructed by the Civil Service Commission, through its secretary, to hand over the keys of my office to a Mr. Payne and also that the alternative was open to me to consent to have my house searched by this gentleman, or to have a Royal Canadian policeman accompany me with a search warrant for documents that were assumed to be missing from that part of the Civil Service Commission known as the Board of Hearing.

My wife's house was thrown wide open and searched, and, of course, nothing was found. The following day I was suspended, although I had already handed in my resignation to date from March 1st.

Three months ago I refused to have anything further to do with the Board of Hearing or its chairman owing to its methods of administration. One month ago I tendered my resignation from the Civil Service Commission from March 1st, 1921, to take up work in opposition to a protective tariff.

Now, Mr. Meighen, was it really Board of Hearing documents — all of which are in the Hunter Building — Commissioner Jameson wanted, or was it the papers in preparation against your tariff policy that were to be purloined? I have since been informed that the reason for the search of my house was to secure the evidence necessary to refute grave charges brought by Federal Employees' Union 66 against the Board of Hearing.

This is the second attempt on the part of you and your officials to "frame" me, as it is termed in your circles.

Let me refresh your memory. In 1915-1918 I was engaged on investigational work. I learned and knew too much and every conceivable charge was brought against me. It became so bad I had to send my wife and family to Winnipeg in the summer of 1919. Strange to say she no sooner arrived than her brother's house, where she was staying, was brutally searched by the R. N. W. Mounted Police, and he — one of four brothers who had all served the Empire overseas, two with Botha, one with the Imperials, and one with the Fort Garry Horse — was thrown into jail, without cause, and released soon after. Mr. Meighen, were you in search of evidence against labor then, or looking for my reports?

Only yesterday information was sent me that every attempt was being made to obtain damaging evidence, but really, Mr.

Meighen, there isn't any. I have come to the conclusion that these attacks on myself are because I know that:

1.—The affairs of the civil service are in such a condition that it is impossible to do anything with them.

2.—The recent reorganization of the Printing Bureau is not as satisfactory as the experts claim, that there has been work done which requires immediate investigation, and that there has not been, or will not be, any such saving as has been reported.

3.—There has been political influence used in the work of the Board of Hearing.

4.—There is being built up in Canada by the work of the gentlemen from Chicago such a bureaucracy as has never yet been equalled in the world.

5.—Thousands of dollars are being wasted in supposed reorganizations, which cannot ever materialize.

6.—Increases out of all proportion are being given to the favored few by the Board of Hearing, while the lower grades of the service suffer.

After reading this you, whose desire for "purity in public life" is so well known, you who have also stated that no scandal has ever arisen during your governance of Canada, will no doubt take steps to have these matters remedied.

GEORGE E. BULL.

Ottawa, January 1, 1921.

## "Quit You Like Men and Fight"

By A. Philistine.

While the various organizations of civil servants that have been formed to promote their interests are deserving of every encouragement in their work it must be admitted with regret that the results so far achieved are comparatively easily measured. It could scarcely have been otherwise with the machinery at their disposal, which had not the necessary driving force or leverage to remove the obstacles encountered. The Magna Charta of the service, namely the Civil Service Act of 1918, turns out in practice to be for the most part a mockery and a veritable scrap of paper. Its first-born offspring — Re-classification — is a misshapen monstrosity and it still seems very doubt-

ful whether the expert surgeons who have been called in to operate can preserve its life, or whether a coroner may yet be necessary.

From a review of civil service conditions during the last five years the conclusion seems evident that civil servants are not even holding their own. The successive regulations that have been drafted in connection with the Bonus are enough "to make not only the angels but the very jackasses weep". There are well-authenticated cases of persons in the service who returned the Bonus rather than submit to humiliating conditions such as might have been associated with the funds of some charitable institution. Questions as to whether the female

members of your family use face-powder or hair-dye may be of great interest to those of an inquisitive turn of mind but serve to recall the story of a famous Cambridge mathematician who on occasions imbibed not wisely but too well. During one of these bouts his fellow students presented to him the following problem, "How many sticks does it take to make a magpie's nest provided that you have obtained your breakfast in the morning"? After due consideration he came to the conclusion that the facts were irrelevant!

The Minister of Personnel who was a useful person, at least in theory, has been quietly dropped overboard.



Messrs. Griffenhagen and Co., having obtained the necessary experience in the preparation of the swaddling clothes for Reclassification have been instructed to prepare the necessary habiliments for the arrival of his little brother Reorganization.

Altogether eight days have been deducted from the statutory holidays of civil servants without any corresponding increase in pay. As there are, after deducting the other holidays and Sundays, less than 285 full working days in the year this is equivalent to a reduction of about 3 per cent. in the salary. By way of contrast Mem-

bers of Parliament have increased their own salaries by 60 per cent.

The question of taxing civil servants' incomes and thus further reducing their salaries is the subject of legal action at present and the issue seems doubtful.

Civil service regulations continue to show an increasing veneration for red tape and a corresponding contempt for commonsense.

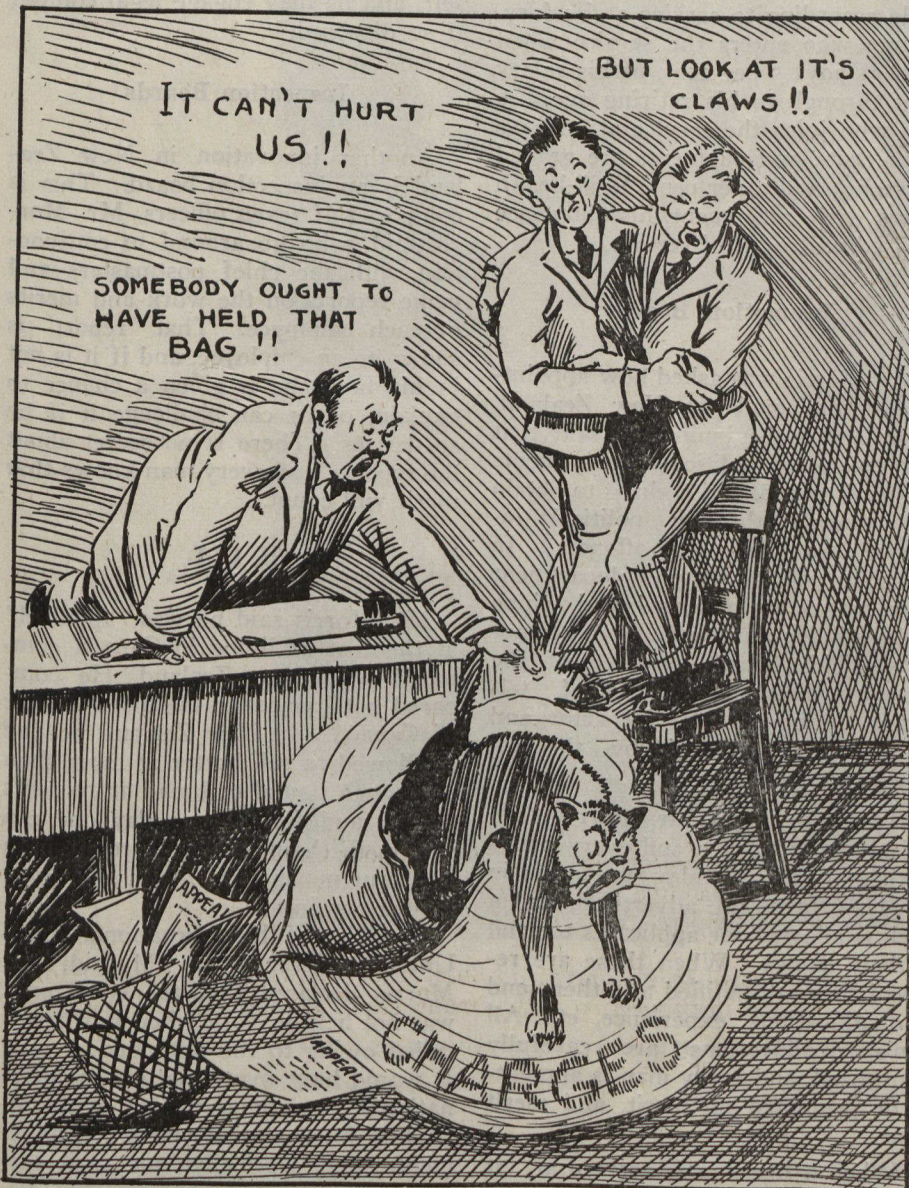
There are certain indications, however, that the worm has at length turned. The alliance with labor marks the first step on the path towards emancipation, but much more is necessary. So long as civil servants

content themselves with merely holding meetings and passing resolutions the government are apt to regard these as so much "sounding brass or a tinkling cymbal". What is needed is the presence of someone on the floor of the House of Commons to champion their cause and to back it up with votes. It is from this point of view that the alliance with labor gives promise of useful results.

There are at least 16 large towns in Canada which return from one to six members to the House of Commons. If the labor party put forward a candidate in each of these constituencies he would be fairly certain to secure a large number of civil servants' votes. In this way the interests of the civil servants would be looked after indirectly and their grievances would certainly receive a more respectful hearing if the party espousing their cause was strong enough in numbers to threaten the defeat of the government by an adverse vote. A labor party in the House of Commons would of course have many other interests of their own to attend to besides seeing that the claims of civil servants were entitled to be treated with consideration.

At the present time labor does not seem to have a single representative in the Canadian House of Commons whereas in Great Britain, South Africa, Australia and New Zealand the labor element forms a strong party in parliament. The next election may not be for years or it may come suddenly like a thief in the night, and it is a wise policy to be prepared beforehand for any eventualities that may arise. It does not require a prophet to foresee that the next election will be different from any that has ever been contested in Canada before. Besides the two historical parties there will be in addition the Farmers, the Great War Veterans and the Labor Associations all claiming attention, but what the final outcome will be no one can tell.

If any civil servants are faint-hearted or think that those of us who have allied ourselves with labor are on the down-grade — let them pray. To the others my advice would be "Be strong therefore and quit yourselves like men, O ye Philistines; quit you like men and fight."



THE CAT OUT OF THE BAG



## Hints From New Zealand

Civil servants have a comparatively happy lot in New Zealand if one may judge from some of the things spoken of by Hon. R. B. Morris, secretary of the Post and Telegraphs Department of New Zealand, which is equivalent to the deputy post master general in Canada.

Political influence in civil service appointments is unknown in New Zealand, and the public employees also enjoy a generous superannuation scheme, appeal boards, an adequate bonus and an impartially worked merit system in promotion and appointments. Another innovation is an inspection board which goes about and reports on employees in the department. These reports are considered in promotion cases, and they are freely accessible to civil servants, so that if a report is unsatisfactory an individual may challenge it.

"We have the best little postal system in the world", said Mr. Morris smiling modestly. He is on his way to the International Postal Union conference which meets in Madrid, and he is going to look into the postal department of Canada and the United States to see if he can gain any pointers. So far he confesses he hasn't found much that can improve on the New Zealand post office business. He is impressed with the greatness of Canada, but is appalled at the cost of living over here, which he says is away in excess of New Zealand.

### Superannuation

Mr. Morris said that in New Zealand the postal employees participated in a superannuation scheme and in reply to a question said that if postal employees were to strike they would be liable to forfeit the superannuation for "insubordination". But throughout the service increases had been made to meet the higher cost of living. Just before he left New Zealand a commission had been set up to establish a bonus to cover the cost of living increase. Statisticians had fixed 62 per cent. over the prewar cost of living rates as the basis for a new bonus award. The bonus will be increasable or reducible as circum-

stances warrant, although few expect prewar conditions again to prevail.

There is a pro rata contribution by all employees to the superannuation fund, but the bonus is left out of calculations in superannuation contributions. A civil servant in New Zealand may retire after forty years' service or at the age of 60. There is no compulsory retirement age, but it is understood that a man is due for superannuation at 65. The rate of superannuation is two-thirds of a man's salary calculated on what he has received during the last three years of service. Contributions are made according to service and salary. A man who enters the service when he is 21 pays 5 per cent. of his salary right through to his retiring age. A man who joins the service at 40 pays 9 per cent., and payments are graded between 5 and 9 per cent. If ill-health causes early retirement, his allowance is based on length of service.

### Promotion Boards

Mr. Morris was asked how appointments were made in New Zealand. Right at the beginning he said that there were no political appointments in New Zealand, and seeking to obtain appointments through political influence is an indictable offence. In the post and telegraphs department there was a promotion board which made all appointments and promotions. This board consisted of the secretary (Mr. Morris), chief telegraph engineer, chief inspector and an officer nominated by the employees.

"This body", said Mr. Morris, "sits in judgment on each and every man's merits. Every Monday, vacancies in the department are advertised, and a week is allowed for applicants to send in their names. When these are received they are notified and then send in qualifications, experience, etc. All men's qualifications are carefully scrutinized, and every man is appointed or promoted on merit, and merit alone.

"When a decision is arrived at, it goes before what is known as the public service commission. If that

body does not agree on a recommendation it is referred to the minister."

### Appeal Boards

New Zealand has appeal boards, too. "We have an appeal board", went on Mr. Morris, "and a very excellent thing it is. The chairman of the appeal board is a magistrate, and there are two other members — an officer selected by the department, and an officer elected by the employees. The decisions of this board are final. Every individual has an opportunity to bring an appeal or to defend himself, and he may engage legal counsel if so disposed."

### Inspection Boards

Another innovation in New Zealand is an inspection board. This is composed of seven officers, Mr. Morris said, who go around in conjunction with the chief postmasters and make reports on the work and merits of each employee. That report is shown to an employee, and if it is not in his favor he is given a chance to explain, or he can challenge it if he so desires. There is no secret about the reports, and every man knows that merit will count.

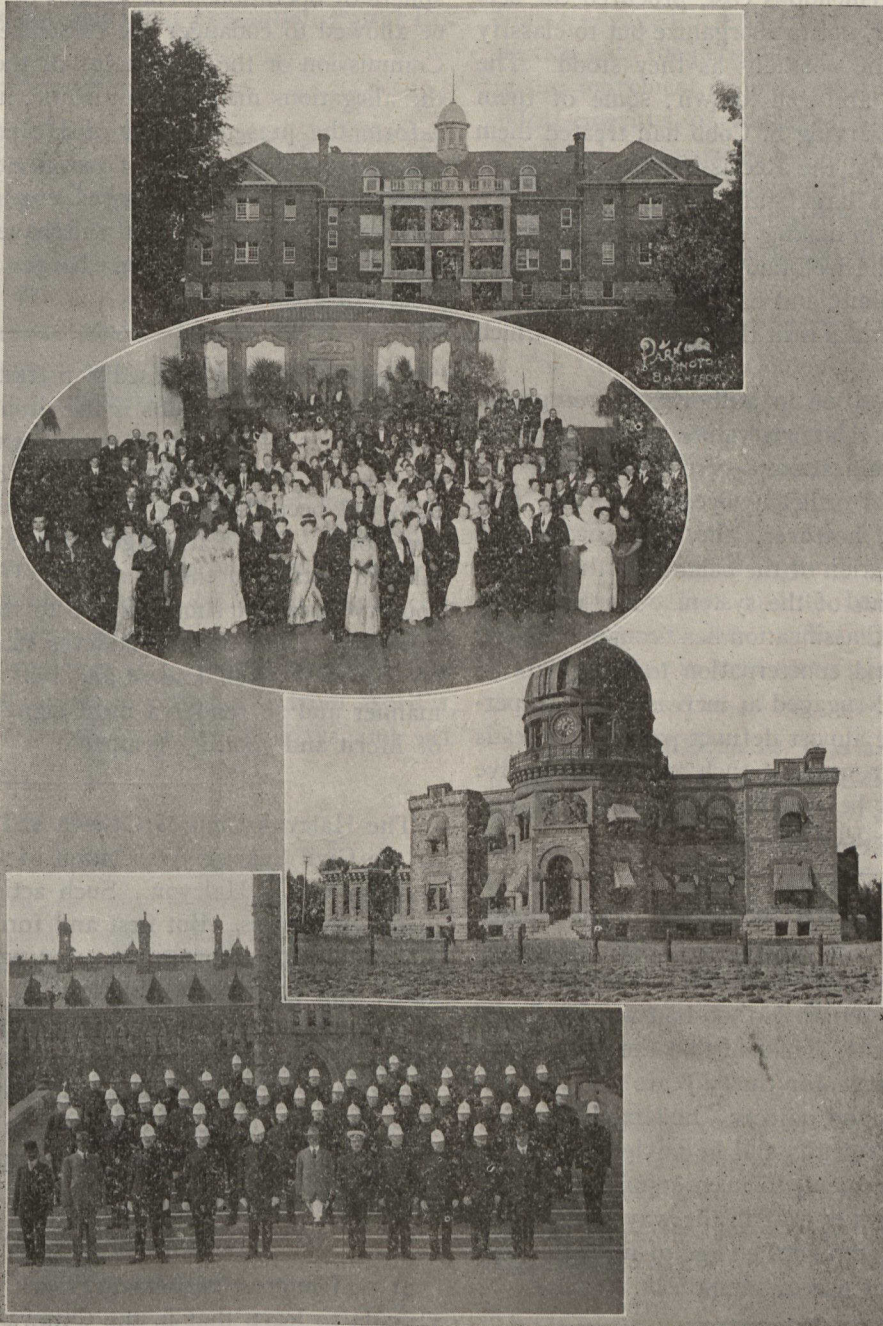
### H. C. L.

Mr. Morris said he was "appalled" at the cost of living in Canada compared with New Zealand. He compared hotel prices to the disadvantage of Canada. In New Zealand no one is allowed to sell butter at more than 40 cents a pound or bread at 10 cents a loaf, and for \$6.00 a day one can stay in the best hotel with room, bath and four meals a day, with afternoon tea thrown in.

Speaking of the International Postal Union conference in Madrid, Mr. Morris declared that the conference was not held in 1914 when last it was called owing to the outbreak of war. It would have many matters of international importance to deal with, including international postal arrangements, and especially air mail services which would be seriously discussed for the first time.



# "Diversified Public Interests"



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# THE EDITOR'S VIEWPOINT

The government, at tremendous cost, procured the services of a staff of experts, not to reorganize but to classify and assign a value to the positions as they stood. The results of this business are well known; some of them would be really funny if Irving S. Cobb had treated them in a story. Unfortunately, the Reclassification-Report is genuine legislation, and a large staff, at the Civil Service Commission is employed in making positions in the service fit the book, just as in the well-known case of the soldier who had lost part of a limb, and had five operations performed on the stump to make it fit the artificial limb which was supplied.

Did it not occur to anyone in authority to reorganize first and then classify and assign values to the positions resulting from the reorganization. — No doubt there was some reason, invisible to ordinary eyes, to reverse that logical sequence. Now, however, the Classification is applied, barring consideration of the balance of the appeals and now behold the genius of the system. The very firm of Young people, whose Classification has brought financial ruin to the individual and consternation to the chiefs of departments, has been re-engaged at increased pay to perform an operation on the almost defunct patient. It reads like the old days of Patronage — such as the Preventive Service. A reward will be paid to any reader who discovers the source of the PULL.

Mr. Tom Moore gave the audience in his Russell Theatre speech at Ottawa a valuable reminder regarding the strong path of progress and the need of patience. He pointed out that the new union No. 66 had not yet found a panacea for civil servants. He said that the Labor Congress had been in existence for thirty years and had not succeeded in all its aims and objects. Federal Union No. 66 has lived only a few months and he advised the members to stick to the movement, to keep supplying the organization with the sinews of war in the way of dues and the results will follow as surely as an age of liberal democracy will follow an age of narrow despotism.

Readers of *The Civilian* will find matters of tremendous interest in the reports on another page dealing with the administration of the Board of Hearing. Mr. Bull's letter to the Prime Minister and the correspondence made public by the Federal Union of Ottawa cast reflections upon one of the Civil Service Commissioners, who as chairman of the Board of Hearing is directly responsible for the revision of the Classification. If Patronage, or improper influence or other evidence of mal-administration is proven, then the chairman must remove himself to some other

sphere of operation. The actions of no commissioner may be allowed to endanger the existence of the Civil Service Commission or the firm status of the Merit principle. If the allegations made are authentic, it will be necessary to reform the present Board of Hearing including its personnel from the chairman down in order to save the Commission. Under the proposed enquiry suggested by the Commission the chairman will have the opportunity to defend himself against the charges made against the Board of Hearing.

*The Civilian* is confessedly distraught in regard to present conditions, for so serious is the situation that some of our best friends of the Merit system express the belief that we are fast drifting upon the rocks of Patronage. Somebody has been throwing the proverbial monkey-wrench in the works. The Patronage politician is on the scene to take advantage of the smash-up. If some Saviour of his country does not shortly come to the rescue, a wreck is imminent. *The Civilian* believes that Federal Union No. 66 will make itself known and felt in a most effectual manner and so render a most signal service to the cause of Merit and good government.

The Halcyon Club of Ottawa and the women members of the Civil Service Association of Ottawa are now one, and this one is Halcyon. Such action is significant from many viewpoints. But first and foremost seems to be the opportunity the women have for working for their own betterment throughout the service. When women doing exactly the same work as men, filling such responsible positions as secretaries to heads of branches and departments, overseers of rooms, superintendents of special lines of work, are paid but half the salary it would seem it was ample time that they took up the heaviest cudgels in their own defence.

It will interest readers of *The Civilian* in all parts of Canada to learn that in the Ottawa municipal election a by-law on the purchase of the Ottawa Electric Railway was defeated by a vote of 4,438 to 2,326. Thereby hangs a tale. The property owners of Ottawa have under observation day after day a system of public ownership by the federal government. They are aware of the folly and farce of management either political or semi-political as may be seen in the news department of this issue and they are not inclined to risk the demoralization of a good tram service for the "tragic joke" of public service as they see it in the Dominion government service.



A promising and encouraging development was reported in the December *Civilian* in the affiliation of the Dominion Postal Clerks Association and the Federated Association of Letter Carriers. Congratulations are extended to the new body with the hope that the unification of the whole postal service may shortly be brought about. Happy New Year to the Canadian Federation Postal Employees.

Let us suppose for a moment that it were possible to so exasperate the Government by a continuous stream of protests and supposing the government were thus animated long enough to ask "what does the Service want? Would not an unanimous reply be given: "establish Whitley Councils." Whitleyism is not an experiment. It is a fact. It has operated successfully in the British Isles and the United States. This is the answer to the problem. Let the Service raise a united voice to make the answer heard.

One of the good features of the passing of the O. in C. of Dec. 16 affecting Temporaries is the relief afforded a really serious problem in the outside branches of many of the departments and *The Civilian* desires to extend congratulations to the large numbers who have suffered for years from the disadvantages of temporary service. It is believed that pay will be made retroactive from April 1, 1919 with the added benefits of full holidays and sick leave and superannuation when it comes.

Criticism of the Board of Hearing under the present circumstances is not destructive. It is a frontal attack in public upon alleged abuses within the citadel of Merit in order to save Merit and the Commission rather than the political idea of administration. To eliminate a possible evil in order to sustain one of the greatest principles in Canadian law is believed to be the purpose of the action being taken. If this is not done by friends of the Merit System, advantage will almost certainly be taken of the situation by the enemies of Merit, *in secret*, by an attack from the rear, to undermine Merit in favor of political Patronage.

Some individuals in public and private life, who are uninformed as to the serious moral principles involved, have declared in favor of a return to the Patronage or Spoils System in appointments and promotions in the civil service. Among those is a prominent member of Parliament, who introduced a resolution in Parliament to that effect. Another prominent man, Mr. W. T. R. Preston, has publicly announced his determination to secure the pledges of active political workers all over Ontario to oppose all candidates in favor of the "Merit System". Mr. A. O. Chalfoux, before the Progressive Club of Montreal, in ex-

plaining patronage said: — "Political Patronage had been a large factor in politics and was no great danger to the country, and also the Commission administering the Merit Law is a great menace to the political life of Canada." In the United States for years there has existed a National Civil Service Reform League, with branches in all the States, engaged in a fight against the Spoils System in connection with the personnel of the civil service. The leaders in this movement included such men as Charles Eliot, president-emeritus of Harvard University, Joseph Choate, Charles J. Buonaparte and Seth Low. The formation of such a body of public-spirited business and university men is urgently required in Canada to safeguard a great ethical principle, and an effort in this direction will be made in the near future.

The Civil Service Commission would find in the goodwill, confidence and trust of the civil servants as the employees, a great advantage and boon in maintaining and perpetuating the Merit System, (as opposed to Patronage), and the enduring stability of the Commission as the administrator of the Merit Act. Therefore the influence of the Commissioners is urgently required to encourage civil service associations and to harmonize and compose as much as possible any conflicting and divergent interests that may occur in staff associations.

In Industrial Councils, it is assumed by the authorities to be obligatory that Trades Unions exist to represent the case of each craft. In the Civil Service Councils, a similar opinion is strongly expressed in the report as a *sine qua non* of Success in these words:—"Before a Joint Committee (Civil Service) could satisfactorily be established it may in some cases be necessary that inquiries should be made in consultation with the Minister of Labor to ascertain if the staff is sufficiently well organized to admit of satisfactory representation by associations.

The basic importance of organization on both sides is recognized to such an extent that industries are divided into groups according to the extent to which the industry or class is organized into associations in order to meet the requirements of the Whitley plan.

It is generally acknowledged that the economic conditions prevailing among civil servants are the most important causes of unrest in the public service. That is to say, the feeling aroused is due, not to the classification per se, which is freely acknowledged to be desirable — the dissatisfaction seems to arise in a very great degree from the fact that the salary schedules in the Classification, even though augmented by the Bonus, fail to provide a living wage under the conditions of living of the past five years, and the accumulative deficit in this period has become a heavy burden.



# The Birth of a Griffenhagen.

(The Famous Order in Council May 31.)

The Committee of the Privy Council have had before them a report, dated 28th May, 1920, from the Minister of Trade and Commerce, submitting as follows:—

The contract made with Arthur Young and Company by the Civil Service Commission is about to expire and the work therein contracted for has been very nearly completed. This work included the production of a system of classification of the Civil Service and the reorganization of the Department of Public Printing and Stationery. The question now arises as to whether or not the work of organizing other Departments of the Public Service shall be proceeded with.

The matter has been discussed by a small committee consisting of Sir George Foster, the Honorable J. A. Calder, the Honorable N. W. Rowell, the Right Honorable A. L. Sifton and the Honorable M. Burrell, which has given careful consideration to the work already done and more specially the Department of Public Printing and Stationery. Arthur Young and Company have transferred to Griffenhagen and Associates, Limited, that branch of their work which specially has to do with the reorganization of municipal and governmental civil service and the organization and plan of work of the Arthur Young Company upon the same plans and with the same efficiency as the original company and is prepared to continue the reorganization of the public departments of the government along the lines pursued in the Department of Public Printing and Stationery. The committee referred to has no hesitation in commending in the strongest possible way the work of Arthur Young and Company in connection with the reorganization of the Department of Public Printing.

As a result a total saving in labor alone of \$500,000.00 per year has been made which, during next year will be increased by an additional \$200,000.00 making a total saving of \$700,000.00 a year in that establishment alone, with the result that a larger output and a more efficient product per man and per machine has been attained under the reduction effected. The Company, itself, basing its statement

upon its previous experience, and the work actually accomplished in the Department of Public Printing, is of the opinion that many millions of dollars can be saved in the operation of the Government Departments by an application of up-to-date and scientific principles of organization and operation.

The Committee after careful consideration is of the opinion that a very substantial saving, together with much more efficient and orderly work, would result from the reorganization of Government Departments on the lines pursued by that Company. They are of the opinion that the services of Griffenhagen and Associates, Limited, should be retained and that the reorganization of the Departments at Ottawa should be proceeded with, taking up for commencement the two Departments of Post Office and Customs, the former of which has some 24,000 employees and the latter some 4,000 odd.

The Company is of the opinion, and the Committee sees no reason for disagreeing therewith, that commencing the reorganization of these two Departments, savings will begin to be realized gradually after two or three months of work, which, in the end, in respect to the Post Office Department, may well reach many hundreds of thousands of dollars per year, with proportionate savings in the Customs Department, and the Committee believes that based upon the results already obtained, and the expenditure already made in respect to the classification of the whole Civil Service and the reorganization of the one branch which has now been nearly completed, it is wise, if not imperative, that the work should be carried on and the benefits extended gradually to the other Departments. They therefore recommend that the services of the above named Company be retained and that they proceed to reorganize the two Departments mentioned above and that, whilst engaged in that work they also make their observations and examinations with a view to preparing a general plan for the reorganization of the Departments as a whole which may, at the option of the Government, be undertaken and carried out.

It is thought also, that under the circumstances, the Company's opera-

tions should be carried out under the supervision of and in connection with, a Committee of the Cabinet in order that quicker despatch may be had than would be attainable if they worked under the supervision and direction of the Civil Service Commission. Besides the work already pressing upon the Civil Service Commission in carrying out the classification of the service is quite as much as they are able to handle with efficiency and despatch.

The staff that would be necessary in order to carry out the above programme would consist of seven principal experts and four associates of the Company. These would work on the general organization referred to above, with one principal and one associate; on the plan of accounting and financial control, which would be applicable to all Departments, with one principal and one associate; on standardization of clerical work, with one principal and one associate; which would also be applicable to all Departments; two principals and one associate for the organization and system of the Post Office Department; and two principals for the organization and system of the Department of Customs and Inland Revenue; these making up the total above referred to.

Associated with and under the supervision of these experts the Departments would be asked to furnish some members of its staff who have a knowledge of the constitution and technique of the Department, who would work in conjunction with the experts and in the course of the work would not only give clerical assistance to the experts, but would themselves acquire a knowledge of the methods and plans which would enable them afterwards to undertake a large part of the organization work of the future and render it unnecessary to have a large amount of expert work for future operations.

The Company would be prepared to organize and commence their work on June 1st, and they have submitted to the Committee a statement of the expenses which would be incurred in respect to the work above mentioned. The Committee are strongly of the opinion that the work outlined above should be undertaken at once and carried to completion, leaving the matter of further reorganization for future consideration and action.



As to the costs of the above work carried on with the staff indicated therein, the charges would be \$10,000 per month, including all fees and charges, except actual travelling expenses, based on the assumption that the work would cover at least a period of not less than twelve months, that the Government would furnish office facilities and supplies and clerical help, and that the Company would be reimbursed for the actual out-of-pocket and subsistence travelling expenses incurred by members of the staff in travelling to and from Ottawa and from point to point outside of Ottawa, as rendered necessary in connection with their work on the Post Office and Customs Departments. The

above estimate, as compared with the unit charges, for the Printing Bureau work, is from ten to fifteen per cent. lower.

The Minister therefore recommends that contract be entered into with Giffenhagen and Associates, Limited, for the above mentioned work and on the terms as indicated therein, and that a Committee of Ministers consisting of the Minister of Trade and Commerce, the President of the Privy Council, the Minister of Labor, and the Minister of Immigration and Colonization be appointed to oversee and direct the preparation of the contract and the execution of the work therein provided for.

## Order in Council For Temporaries

### TEXT OF THE ORDER

"Whereas the Civil Service Commission reports that by section II (2) of the Civil Service Amendment Act, 1919, it is provided that no temporary employee shall be given a permanent position as a result of classification except upon examination under the provisions of this Act, or without examination under the regulations made by the commission and approved by the Governor in Council:

"Therefore His Excellency the Deputy of the Governor General in Council, on the recommendation of the Secretary of State, is pleased to instruct and doth hereby instruct and direct the Civil Service Commission to submit to His Excellency in Council lists showing the temporary employees who are now occupying positions regarded by the Civil Service Commission and by the Department concerned as of a permanent nature, whose services are certified as satisfactory by the Department and approved as such by the Commission and who conform to the following regulations:

(1) Such employees shall have been assigned to the said positions prior to November 10, 1919, being the date on which the Civil Service Amendment Act, 1919, became law.

(2) Such lists shall not include for the present, any temporary employee of the Soldier Settlement Board, the Department of Soldiers' Civil Re-Establishment or the Income Tax Office, inasmuch as these departments are operating under the exemption from the Civil Service Act in so far as their temporary employees are concerned.

(3) Such lists shall not include any temporary employee whose age or physical condition is such as to merit his retirement from the service.

(4) Such lists shall not include any male temporary employee who was of military age during the recent war and who is not a returned soldier or sailor, as defined by Civil Service Act, 1918, unless such employee can furnish reasons satisfactory to the department and to the commission of his failure to enlist for such service in the war.

"His Excellency in Council is further pleased to order that such of the above employees as may be granted permanent status by the Governor in Council shall have their rates of pay determined as follows:

"Group 1. The rate of pay for employees receiving the minimum of the classes in which their respective positions are placed shall be advanced to the minimum wage of the class, effective April 1st, 1919, or if the employee entered the service since that date, the date of such entry.

"Group 2. The rate of pay for employees receiving rates of compensation which are either at the minimum or maximum or intermediate between these rates for the classes in which their respective positions are placed shall be at the rate which the employee is then receiving, or if such be not an established classification rate, then the next higher classification rate shall be paid, effective April 1st, 1919, or if the employee has entered the service since that date, the date of such entry. If an employee in this group has received an increase since April 1st, 1919, the corresponding classification rate shall be effective only from the date of such increase.

"Group 3. The rate of pay for employees receiving rates of compensation

more than the maxima of the classes in which their respective positions are placed shall be the maximum of the said class effective from the date the permanent classification of the position has been confirmed by the Civil Service Commission under these regulations."

## Classification

By R. Dorman

Classification, like charity, covereth a multitude of sins. In its name may be, and have been, perpetrated many crimes against fairness and honesty! It has been used as a fetish which all must worship in order to be progressive! It has been offered as a panacea for all the ills to which officialdom is heir! Let a man desire to live softly and easily whilst others toil to support him and he enters the lists as an expert on classification! Governments have angled with the word as bait, officials have persuaded further action out of tired workers by the always-in-the-future Eldorado of classification, and men and women whose better selves have striven to escape out into the world of progress and ambition have lulled these selves to slothful rest with the drug of classification! And lo! classification, or its counterfeit, is with us of the civil service, and behold the last state of our house is worse than the first!

Our worthy Civil Service Commission secretary notified the good people of Halifax some months ago that the service was eminently satisfied with the result of the Arthur Young Co's. labors and its application to the organization of governmental workers. We should like to think that he was misreported — we should like to think so for the sake of our appraisal of his sincerity. For, in so far as one is able to gather from the discontent and dissatisfaction evidenced in resignations and appeals registered with the Civil Service Commission, there is just one party to the classification supremely satisfied, and that is the erstwhile Arthur Young Co. I say erstwhile, for while these experts still linger in the gothic shades of the Capital, like Jacob their name has been changed.

To be brief, to be concise, every one in the service is cognizant of the inconsistencies, injustices and irregularities rampant in the work of art that has emanated from the studios of our



imported classification experts. Everyone realizes that a reorganization built up with an essential arch missing — that of consultation with the organization reorganized — is not stable and cannot be dependable. But there is something else we all must realize! To suggest, now, reclassification upon the present chaotic conditions, to permit remodelling of a structure already patched and changes made from even the original fantastic plans, will be "sewing new cloth on old garments" and "putting new wine in old bottles"! We must get back to status in existence at the inception of this so called classification, in order to rebuild upon modern, safe and satisfactory specifications. A little study will show every civil servant who hasn't a private axe to grind the sound logic of this con-

clusion. We must not accept a classification distorted, if that be possible, from its original hideousness, to a low class comedy by additions and subtractions and divisions made in individual cases. We must go to the ground and rebuild with the understanding that those who are to occupy the house must have a say in the decorations and plumbing fixtures!

Above all, let no civil servant feel, as we have felt too long, that we are begging favors! What we ask is a right acknowledged and granted long ago in industrial life outside our narrow walls! We have ranged up alongside our fellow laborers; let us show that we, too, can keep the dignity of poise and feeling that belongs to honest toil!

## Government Approval

On numerous occasions members of the Government have spoken with frank appreciation of the influence of the labor movement in bettering social and industrial conditions in this country, and in counteracting the ultra-radical elements that make for anarchy. The following quotations are significant:

### Co-Operate With Labor

"Not a country in the English speaking world had suffered less from labor troubles than Canada since the war", said the Rt. Hon. Arthur Meighen, "and this was due in large degree to the fairmindedness of labor itself in Canada. It was the experience of the government, working in co-operation with acknowledged heads of labor and through a minister who understood the labor viewpoint, that labor is not more unreasonable than the rest of the country, and we've got the best results from that method."

### A Bulwark Against Bolshevism

(Extract from *Canadian Associated Press*.)

Ottawa, Aug. 31. — A striking tribute to the saner elements of trade

unionism, as represented by the American Federation of Labor and the Trades and Labor Congress of Canada, was paid by Hon. Senator Gideon Robertson, Minister of Labor, at a private luncheon at the Rideau Club August 30, given to the commissioners attending the conference on the uniformity of legislation in Canada. After speaking of the work accomplished by the International union toward harmony between the workmen and the employers, commonly described as capital, Senator Robertson declared that if the labor situation was not established in the near future, it would not be the fault of those organizations. He pointed to the International unions as being one of the strongest factors in combatting Bolshevism on the North American continent. The fact that out of 380,000 organized workingmen in Canada, 260,000 were members of International trade unions, gave the speaker grounds to hope that the saner element would assert itself sufficiently to bring stability to the labor situation.

### ECONOMICS WITH U. S.

The following resolution was adopted by the St. Louis Convention, as recommended by the Committee on Legislation, as a substitute for a number of resolutions bearing on the same subject:—

Resolution No. 80 (By Federal

Employees Unions Nos. 89 and 105):

Whereas, The United States Government in all its branches throughout the country employs men and women in many kinds of work, including trained specialists in various departments of science, engineering, medical service, economics, library

work, accounting and other clerical occupations, in many kinds of skilled and unskilled labor, but pays them for the most part according to an antiquated, inefficient and inconsistent wage scale; and

Whereas, We are convinced that it is only by united intensive effort both in Washington and throughout the states that Congress can be persuaded to remedy the evils of the existing government systems; therefore, be it

Resolved, That the National Federation of Federal Employees concentrate upon a just reclassification as the measure of foremost importance to the civil servants in the next session of Congress, such reclassification to be extended to the entire United States and its possessions.

### CIVIL SERVICE IN POLITICS

In order that civil servants may be enabled more effectively to use their vote for the purpose of advancing civil service movements, it has been suggested that arrangements be made for every Parliamentary candidate to be approached and asked his views on civil service questions, and for the information to be impartially communicated to the civil service electors in the constituency, with or without a recommendation as to the candidate most deserving of votes from a civil service staff standpoint. For this purpose it was originally proposed to set up special Constituency Committees of civil servants, but it is thought that the need would be more fully met by the establishment of one Civil Service Joint Parliamentary Committee in London, on which all the principal civil service groups and associations would be represented. The duties of the All-Service Parliamentary Committee would include: (a) The establishment of a civil service group of members of the House of Commons; (b) the enlistment of parliamentary sympathy and support for civil service movements; (c) forming and conducting deputations to ministers of the Crown; (d) watching legislation likely to affect civil servants as such; (e) securing parliamentary support for, opposition to, or amendment of such legislation; (f) ascertaining views and obtaining pledges on civil service questions from all parliamentary candidates during election campaigns, and communicating such information to the civil service electors in the constituencies concerned; (g) endeavoring to secure the execution of the candidates' pledges, after their election.

—*The Civilian* (London).



## The Whitley Council Movement in the British Civil Service

(From a London Correspondent)

Most of the members of the Canadian civil service at Ottawa and elsewhere throughout the Dominion will be familiar, in a general way at least, with the progress which is being made in the United Kingdom in the development of harmonious relations between employer and employed through the operation of the councils associated with the name of the Right Honorable J. H. Whitley, M.P., — progress which is none the less real because it is an undercurrent of which little is heard in the din thrown up during the struggle between the government and the railwaymen, miners and other operatives to which "Whitleyism" has not yet been applied. It has always been an argument in the mouths of social reformers in the United Kingdom that the Government should be a model employer, — an ideal, however, very imperfectly lived up to in many directions; and it is hardly surprising that when the Government of the 'day assented to the proposals made by the Whitley Committee for the staple industries of the country and took active steps to secure the establishment throughout the industrial world of Whitley councils and Whitley committees,

those in the public service whose function it was to argue the case to both employers and employees saw immediately its relation to their own situation as servants of a none too benevolent state. It is hardly necessary to state that the attitude taken up by governmental authorities to the new and previously unheard-of claims was in the first instance hardly sympathetic, but their reluctance was vanquished step by step and Whitleyism is now firmly entrenched in the British civil service. In its varying degree of success in the departments concerned much depends, of course, upon the personality of the representatives chosen by the official and staff elements, and some of the testimony to the work of the committees is lacking in enthusiasm. The Whitley Council at the Admiralty, for instance, has in its personnel some of the best known men in the civil service both from an official and a staff side point of view, and its effectiveness as a Whitley body has been the envy of most other government departments since its institution towards the end of 1918. The spirit which exists between the two parties was amply demonstrated at a dinner given by the Admiralty council on Friday, November 19th,

at which function there were present not only the chairman and vice-chairman of the national council for the civil service, but also the secretary of the Treasury, who is the ultimate authority in matters affecting the British civil service. Mr. Beamish, the staff side secretary, in proposing the health of the "Treasury", made notable mention of "new methods which were undoubtedly being exhibited by the Treasury, methods involving much closer appreciation of the human factor."

The Whitley councils in government departments have played a considerable part in solving the vexed problems connected with the reclassification of the civil service in London, — no less difficult a matter than that going forward in Ottawa, and by voicing collective and individual grievances of members of the various staffs and securing unprejudiced consideration of particular cases have conferred much benefit in departments where both sides have honestly worked together to secure just decisions. The war bonus scheme worked out by the civil service Whitley council was accepted by the Treasury, and is a generous measure of relief to men and women struggling with a cost of living.

## Professional Institute of Civil Service

The first annual meeting of the Advisory Council of the Professional Institute of the Civil Service of Canada was recently held in Ottawa. A number of addresses were given by members of the institute, and in addition Dr. Roche, chairman of the Civil Service Commission, spoke at the afternoon meeting on the history of the civil service reform.

The Professional Institute was formed last spring to promote the welfare of its members, to maintain high professional standards, and to enhance the usefulness of the service to the public. Active organization was entered upon in September, and already about three hundred members have been enrolled. Membership in this institute is open to those officers in the public service of Canada who are engaged in a professional capacity, in engineering, in technological, in scientific or legal work, or in the direction or administration of such work, and already the institute numbers in its membership the leading

members of these branches of the civil service of Canada.

The plan of organization adopted by the institute is that of group representation according to profession. Under this arrangement all the chemists in the different branches of the government service, for instance, form themselves into one group and elect representatives to a central advisory council, which in turn chooses an executive from the membership to conduct the affairs of the institute. The various branches of engineering and other scientific work find their representation in a similar way. The whole plan is most democratic and has been found to be very satisfactory and effective.

### Election of Officers

The business of principal interest at the meeting held lately was the annual election of officers, and the ballot which was taken resulted in the election of the following officers:

President, Dr. M. Y. Williams; first vice-president, K. M. Cameron; second vice-president, Dr. J. M. Swaine; third vice-president, Thomas Shanks; honorary secretary, S. J. Cook; honorary treasurer, A. M. Beale (all of Ottawa).

Regional vice-presidents — Maritime, A. R. Crookshank, St. John; Quebec, Lt.-Col. A. E. Dubuc, Montreal; Ontario, Lt.-Col. H. J. Lamb, Toronto; Manitoba, E. Brydone-Jack, Winnipeg; Saskatchewan and Alberta, Fred. H. Peters, Calgary; British Columbia and Yukon, J. A. M. Dawson, Vancouver.

Executive committee — T. W. Dwight, Dr. A. E. Macintyre, L. Sherwood, R. J. Burley, C. P. Edwards, Dr. E. A. Watson (all of Ottawa).

### Civil Service Reform

The address given by Dr. Roche was listened to very attentively. The speaker traced the history of civil ser-



vice reform through its various phases in the British civil service, pointing out that the abolition of patronage and the establishment of examinations and a merit system, had now built up a civil service in Great Britain which is second to none. Continuing, he traced the history of the similar movement in Canada, dating from the Civil Service Act of 1908, and pointed to the parallels between this evolution and that of the plan followed in Great Britain.

He stated that the Civil Service Commission welcomes constructive criticism but deprecated the fact that the usual criticism in the press indicated little desire to assist the commission, but rather to criticize its every action, whether good, bad or indifferent. In time he hoped that the commission would be able to effect reforms and revisions in the civil service of Canada such that practically all would be satisfied and the history of civil service reform in Canada

would repeat that of similar reforms in Great Britain and the United States.

The examinations held by the civil service prior to the passage of the act (1918) had been criticized, the speaker said, as being too academic and not dealing with the duties which would be required of the candidates passing the examinations, but this was now being remedied and practical examinations were being set for each competitive position.

Dr. Roche dwelt briefly on the new system of promotions now in vogue and showed how the commission had made every possible arrangement to favor the applications of returned soldiers for positions in the service. The incentive toward dismissal in the service has now been largely removed since patronage was abolished, and it was no longer necessary to open a large number of positions to make place for friends of the party.

## Records and Registration Staffs Appeal Against Classification.

(A digest of an appeal signed by the senior officers of 25 different Records and Registration branches located in Ottawa, which was presented by a deputation to the Board of Hearing and Recommendation on November 16th last. The deputation was assured by the Civil Service Commission that the case would receive the usual consideration!)

We, the undersigned, representing the united Records and Registration Staffs of His Majesty's Civil Service employed at Ottawa, beg to submit for the consideration of the Board of Hearing and Recommendation, the following carefully weighed appeal with regard to:—

*The classification accorded to the various Records and Registration Staffs of the Dominion Government, together with the salary schedule pertaining to the respective classes as laid down in the classification of the Civil Service of Canada, and subsequent addenda.*

When the Re-Classification was taken up its avowed aims were the standardization of work, salaries, and all other phases of the Government service and to create a new era for the conscientious man of ability. In the opening words of the "Re-

port of Transmission" its purpose was defined as follows:—

*"WITHOUT an efficient personnel in the public service the most carefully constructed organization and highly perfected methods of procedure will NOT serve their purpose. An efficient personnel cannot be secured or retained unless the principle of fair-play as exemplified by the maxims 'equal opportunity for all', 'reward only for merit', 'the same pay for the same work', are given practical day by day application."*

We contend that the policy thus negatively implied has not been carried out, in so far as the Records and Registration branches of the service are concerned, and although the undersigned do not request a better classification than other branches, we do consider that we are entitled, as an integral and important class of public service employees, to equal recognition.

Official data available from the various departments show that the status of the different Records and Registration branches is inferior to that of Accounts, Purchasing, Stores, Statistics and others. Why this discrimination?

Even in the Records Service itself glaring inconsistencies obtain, and the principle of

"equal pay for equal work" is not recognized in numberless cases, showing that the application of the Act to our particular work has been unsystematic and subject to ambiguous interpretation.

We contend that the average classification of Records employees is so low, and the lack of appreciation implied by such classification so evident, that it cannot fail to exercise a detrimental effect upon the execution of their duties; and will, further, make this very important phase of Government service even more distasteful to prospective candidates of the desired type, than it is to those who have borne "the burden and the heat of the day", thus defeating the very aims of the re-classification at the outset.

We ask you, as the Government representatives responsible for the fair application of the Government's new standard of classification — will not the morale of the staffs represented by us suffer by the present unjust interpretation?

In leaving this our appeal with you, we would epitomize our contentions in the statement that the Records Service is of necessity, the HUB of every Departmental WHEEL; and we would respectfully request that the whole question of classification of the Records and Registration Staffs of the Service be re-considered, together with the salary schedule attached to said classification.

### QUEBEC CIVIL SERVANTS UNITE WITH LABOR

A charter has been issued by the Trades and Labor Congress of Canada to the Provincial Civil Service Association of Quebec. This is the fifth provincial association to affiliate to the Trades and Labor Congress of Canada besides the Associated Federal Employees of Ottawa, Federal Union No. 66. The Quebec union will be known as the Provincial Civil Servants' Association of Quebec, Federal Union No. 36. Officers have been elected as follows: — President, O. E. Talbot; vice-president, A. R. Brunette; second vice-president, J. E. Regan; secretary-treasurer, J. E. Beauchamp.

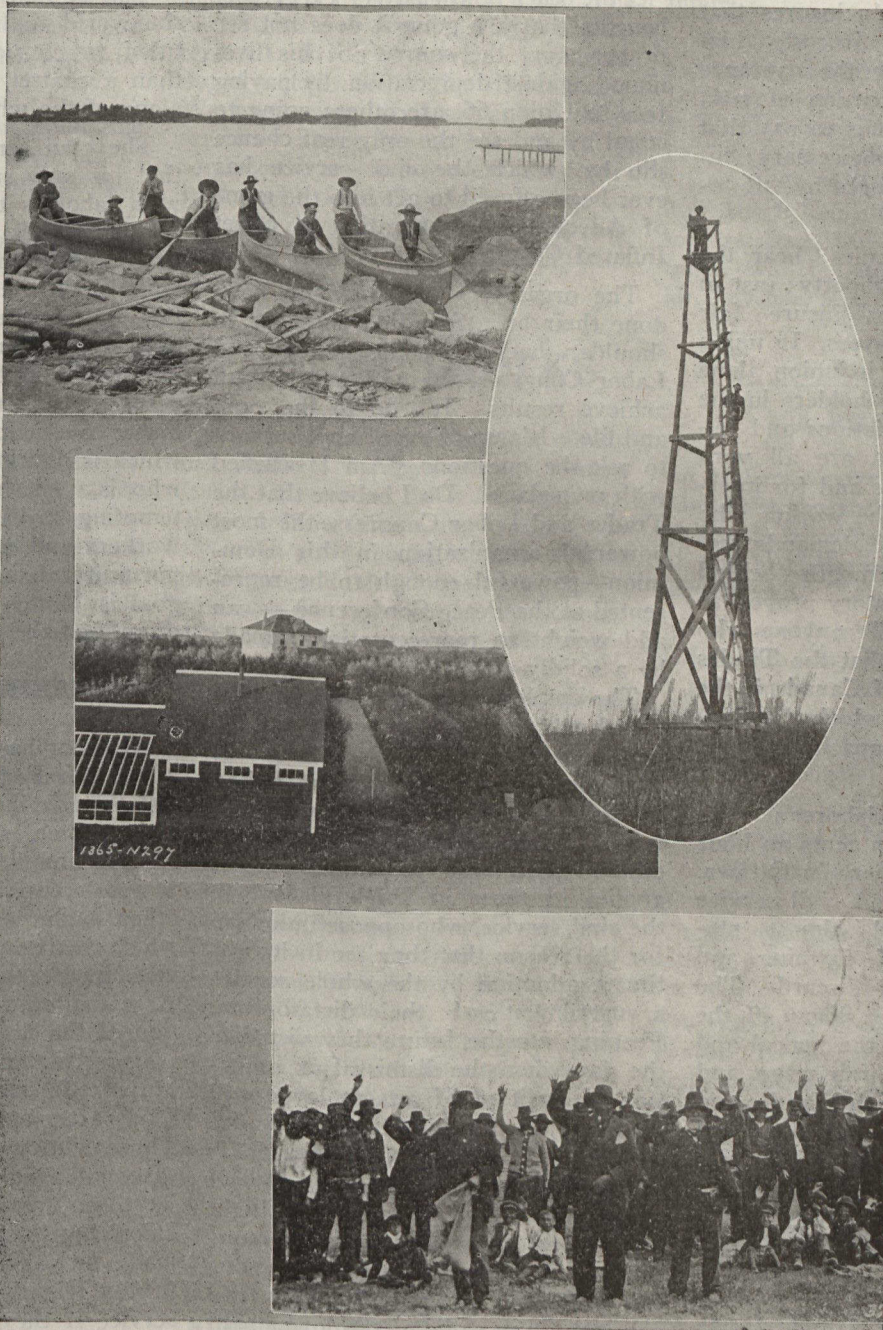
The Quebec civil servants have a combined membership of 975 with branches in Montreal and Quebec.

During an address at the Russell Theatre on Sunday night, President Tom Moore, of the Trades and Labor Congress, intimated that the time was not far distant when a civil servants' federation would be an established fact. The affiliation of the Quebec civil servants to the Labor movement brings this event closer to hand.

—Ottawa Citizen.



# "Diversified Public Interests"



Forest Rangers of Norway House District, Manitoba  
 Deepdale Lookout Tower Government Nursery Station, Indian Head, Saskatchewan  
 Norway House Indians taking a Pledge to assist in the Prevention of Forest Fires



# Associated Federal Employees of Ottawa.

(Federal Union No. 66.)

## JOB INSURANCE

By A. F. McEachern

When a man erects and furnishes a home, he immediately insures that property against loss. It costs him comparatively little to let the insurance company carry the burden of risk. The commonsense idea is to pay that little. Argument is unnecessary: insurance policies are sought by "up-to-the-minute" men.

As insurance companies bear the risk of fire loss upon property: just so truly do trades unions insure fair dealing for their employees. In union there is strength, and in union alone is there safety for job-holders in the modern world. Associations and fellowships of employees are all very well for social purposes and for interchange of ideas, but the worker who wishes to have his just demands recognized must have strength behind those demands, and history proves, as commonsense will tell anyone who considers the matter, that the Trades and Labor Congress of Canada is the only medium through which the Canadian worker in any capacity will get justice.

We have seen the laborer's wage rise gradually from ten cents an hour to fifty-five cents here in Ottawa. During the same period civil service salaries have remained almost stationary. The age of fawning and cringing is cast in the discard. The right to live is the slogan of the worker. Unionism is the logical and proven medium of the fair wage, and through affiliation with the Trades and Labor Congress of Canada alone will Canadian civil servants achieve recognition.

Federal Union No. 66 has grown within the few months of its existence with encouraging rapidity. With the exception of an occasional fossil, placidly awaiting the day of superannuation to don the carpet slippers, members of the civil service know in their hearts that unionism is their only salvation — the only medium through which they will be able to walk abroad, looking their fellow-workers in the eye, secure in the knowledge that they are being paid adequately for what they do.

Are we going to allow the few to effect the eternal slavery of the many? Just because a crank or two, or some senile exemplification of the idea of "let the other fellow pay — I'll get any benefits that are going", does not see fit to insure the source of his livelihood against depreciation, by paying fees to Union 66, are others going to stand by and see the only real chance slip by, which the civil service has ever been offered to get into the game of Adequate Remuneration to offset Inflated Cost?

The organizers of Union 66 have done their bit. Standing shoulder to shoulder, backed by the Trades and Labor Congress, the civil service can achieve results. It's up to the rank and file. It's up to every civil servant to ask the questions, "Am I satisfied with my salary? Do I believe that the Trades and Labor Congress, the most powerful organization in this Dominion—powerful enough to be represented at the Peace Conference — can add weight to representations made by a solidly-united civil service?"

The employer is psychologically impelled to control, to dominate, as far and as often as he can. He would dominate everywhere today if it had not been for unionism. His opposition is dictated by egoism, rather than by ethics. This trait of human nature applies to those in "high places" in the civil service, who oppose unionism for the reason that they see in its ultimate adoption by the whole service a curtailment of their dictatorship. Peeping into the future they visualize the day when the dismissal or reduction in position of an employee will be a subject for investigation by the Trades and Labor Congress. Self-satisfied smirkers who loll in swivel chairs, and view the world with a pitying leer at a salary of four thousand or so, view the spread of unionism in the service cynically. That type obtains still in some of the lower paid ranks as well. Last survivals of the civil service Family-Compact, patronage engendered, and pap-fed parasites are dying hard, but giving up the ghost just the same, however grudgingly.

Events have shown us the futility of attempting to obtain justice for the rank and file of the civil service from governments which reply with equi-

vocation and even with insult. The measure of our success depends solely and entirely upon our numerical strength. To join Union 66 is an assertion of manliness: a declaration to the world that one knows he is entitled to consideration, and is more than a chattel, juggled and "kidded" along at the whim of a "master".

The civil servant who fails to see that his only salvation is affiliation with labor is to be pitied. If there are such, they have been thrust upon us, and in generosity let us carry them along upon the tide of progress. But the civil servant whom common sense tells that Union 66 is the one certain pathway to better conditions, and who refuses to insure his future bread and butter by contributing to the union which is fighting his battle, is the one who is, (perhaps unwittingly), attempting to throw down his fellow workers and deprive them of the opportunity of asserting themselves. Our goal is Justice: Union 66 is the medium, and the time is NOW.

## RISKING YOUR JOB?

A rumor has been circulated to the effect that Federal Union No. 66 has lost over six hundred of its members. This rumor, which undoubtedly originated among enemies of the union, is absolutely false, and is simply another evidence of the malice with which reactionaries in the civil service, regard the apostles of progress. As a matter of fact, from the inception of the union to the present time, just forty-nine members have withdrawn; the majority of these immediately after applying for membership. Those who withdrew were in most cases young girls, whose withdrawals were the result of representations amounting practically to intimidation, made by their superiors. They naturally feared for their future in the service if they disobeyed. While we regret their lack of independent spirit, our regret is overwhelmed in our contempt for the superior who would descend to such petty tyranny in the vain attempt to injure this union and to hinder the progress of the Canadian Civil Service toward conditions where greater self-respect is possible.

The following extract from the minutes of the Civil Service Commis-



sion should reassure any who have been thus intimidated:

"The assistant secretary having submitted to the commissioners a question as to whether there were any objection to employees of the staff of the Civil Service Commission joining either of the civil service organizations, the commissioners expressed an opinion that this was a matter in which the commissioners should not interfere."

It should also be borne in mind that discrimination against a member of any trade-union is illegal, and punishable by a heavy fine.

Federal Union No. 66 does not seek to extend its membership by catching

the unthinking members of the service either through intimidation or through reduced fees, which are contributed in the same thoughtless way that one buys a hospital-tag or "keeps the pot boiling". Federal Union No. 66 aims to extend its membership by making every civil servant think. The person, male or female, who is not interested in civil service problems, ought not to be in the civil service. We want every civil servant to think seriously about his or her working conditions; we want every civil servant to be so well informed that no one will dare to make empty threats, or to tell you that in joining the union you are risking your job.

deration, an interesting evening passed all too quickly.

We had — what few have ever had — the pleasure of hearing representatives of Federal Union No. 66, also one from the C. S. A., expound their views of both parties' actions in the past and aims for the future.

The officers as elected for this organization are as follows: — Hon. president, Col. J. Thompson; hon. 1st vice-president, Col. J. W. Margeson; hon. 2nd vice-president, Lt.-Col. E. G. Davis, C.M.G.; president, Major D. L. McKeand, M.C.; vice-president, Mr. J. Keith; treasurer, Mr. J. Lawson; secretary, Mr. F. J. Jamieson; executive, Mr. H. Gates, Miss E. Anderson, Mr. J. White, Miss Ogilvy.

F. J. JAMIESON,  
Secretary.

## Manitoba Railway Mail Clerks

One of the most successful smokers ever held by Manitoba Railway Mail Clerks' Association took place in the A. O. U. W. Hall, Winnipeg, on Saturday evening, November 27. During the evening the retiring president, Mr. W. McPherson was presented with a club bag suitably initialled, while Mrs. McPherson was given a beautiful gold pendant.

Mr. McPherson during the past has done yeoman service for the association, leading it through the troubleous time of the strike, and also during that anxious period of the framing and passing of the *glorious* re-classification bill.

A short address was given by Dr. M. R. Blake, M.P., and the balance of the evening was taken up with songs, recitations, orchestral music, boxing and wrestling, all the talent being furnished by the Railway Mail clerks.

During one of the wrestling bouts Mr. John Barbour suffered a dislocated arm, which was attended to immediately by Dr. Blake.

The result of the election of officers for 1921 was announced, the following being declared elected: — President, R. E. Pariseau; vice-president, J. L. McKenzie; secretary, T. J. Kneebone; treasurer, H. J. Currie; representative to Federation, W. McPherson.

J. G. Norris

J. G. Norris, 63 years of age, 213 College street, Winnipeg, pioneer Manitoba railway mail clerk, died Friday afternoon, November 26. He complained early in the afternoon of not feeling well and left his office at 2 p.m. He died immediately upon entering his home.

Mr. Norris was one of the first railway mail clerks to be appointed for western Canada. He entered the railway mail service in 1879 in Ontario and came west in 1888. Ten years ago he was appointed to the Winnipeg R. M. S. office staff.

He was first president of the Railway Mail Clerks' Association and held this position for many years.

Mr. Norris was a noted amateur photographer and was at one time president of the Winnipeg Camera Club. He was successful in capturing first prize in a world competition held in England before the war for the best amateur exhibition of photography. His exhibit was entitled, "A Lonely Cot".

He is survived by a widow and two brothers, one in Regina and one in Ontario. Funeral services were held Monday, November 29, at 4 p.m. from the A. B. Gardiner funeral home to Elmwood cemetery. Rev. Dr. R. C. Johnston officiated. Those present included C. E. Kavanagh, Supt. R.M.S.; Mr. Phinney, P. O. Insp.; Isaac Campbell, K.C.; Jos. Fahey, and a large number of the office staff and railway mail clerks.

### BOARD OF PENSION COMMISSIONERS CIVIL SERVICE FEDERATION OF CANADA

Editor *The Civilian*:

The annual meeting for the election of officers of the above organization was held in the Carnegie Library on the evening of November 22, 1920, at Ottawa.

The weather not being "top hole", as it were, the attendance left something to be desired, but everything taken into consi-

### A REAL MAN

A real man never talks about what the world owes him, the happiness he deserves, the chance he ought to have, and all that. All that he claims is the right to live and play the man.

A real man is just as honest alone in the dark, in his own room, as he is in public. A real man does not want pulls, tips and favors. He wants work and honest wages.

A real man is loyal to his friends and guards his reputation as his own.

A real man is dependable. His simple word is as good as his Bible oath.

A real man does a little more than he promises.

A real man does not want something for nothing, so the "get rich quick" people cannot use him.

A real man honors a woman. Any woman. He cannot hurt a woman, physically or morally. He sticks to his wife. He can be loyal even if love is impossible.

A real man minds his own people. He does not judge other people.

A real man always has excuses for others, never for himself. He is patient and charitable to them, to himself he is strict.

A real man is glad to live and not afraid to die.

A real man never hunts danger, and never dodges it when he ought to meet it.

A real man's love is like a dog's, and that's saying a great deal.

A real man is — well he is a real man, the finest, best, noblest, most refreshing thing to find on all the green earth, unless it is a real woman.



Newsy  
Personal  
Notes

## Mainly About People

What  
We all are  
Doing

### NEW CERTIFICATES

The new membership and insurance certificates of the Civil Service Mutual Benefit Society are now being issued to the members. Heretofore the society has issued only notices of acceptance of applications; now each member will have a document of the character of a policy.

The new certificates are handsomely engraved and are of a design appropriate to their purpose and to their importance to the holders. The preparation of the large number required to furnish the members (for all members, both old and new, are to receive them) throws a lot of work upon the officials, who are already very busy men in connection with the steady flow of new business to the society, and it will be some time before all the policy-holders receive the new documents.

### VETERANS RETIRE

Three distinguished veterans of the Canadian Civil Service retired during December.

"The Daddy of them all", Adam Brown of Hamilton, postmaster in that city for nearly thirty years, at last admitted that he found active life a little fatiguing and would like to rest up. He is ninety-five years of age.

Dr. Eugene Haanel, Ph.D., F. R. S. C., director of the Mines Branch for the past thirteen years, also superannuated. He is in his eightieth year and has served nineteen years.

Genial "Bill" Mackenzie, with the snows of sixty-nine winters whitening his head, will go to California where there will be no snow to chill his seventieth birthday, next April. After many strenuous and eventful years as a journalist, he became secretary for Imperial and Foreign Correspondence in the Privy Council Office in 1908. In organization circles he will be remembered for his long and able presidency of the Savings and Loan Society.

Mr. Archie N. MacTavish, Actuarial Examiner for the Insurance Department, has resigned to accept a position with the Dominion Life Assurance Company, Waterloo, Ont. Mr. MacTavish has been a

valued member of the department since May 1907. He leaves with the best wishes of the staff.

### OBITUARY

EDMONSON. — In Toronto, on November 16, E. Edmonson, senior postal clerk, aged sixty-two years.

LACHANCE. — On November 11, Numa Lachance, railway mail clerk, Quebec District, aged twenty-eight years.

McGUIRE. — In Ottawa, on November 19, L. A. McGuire, of the Post Office Department, aged forty-two years.

PEDLEY. — In Ottawa, on December 14, Frank Pedley, formerly Deputy Superintendent General of Indian Affairs, aged sixty-two years.

GRISDALE. — In Ottawa, the wife of Dr. J. H. Grisdale, Deputy Minister of Agriculture.

HOLCOMB. — In Ottawa, on December 1, R. T. Holcomb, brother of Miss Minnie Holcomb of the Geological Survey.

MUNRO. — In Ottawa, on December 9, W. C. S. Munro, father of Miss Margaret Munro of the Civil Service Commission and of Miss Agnes Munro of the Patent Office.

NORRIS. — On November 26, 1920, J. G. Norris, of the Railway Mail Service, Winnipeg District, aged sixty-three years; a civil servant for forty-one years.

GIBSON. — In Ingersoll, on December 2, Joseph Gibson, in his seventy-ninth year; postmaster since 1882.

CONSTANTINEAU. — In Windsor, Ont., on December 10, Napoleon Constantineau of the railway mail service, aged thirty-seven years.

DAVIS. — In Halifax, on November 3, J. C. Davis, postal clerk, aged twenty-seven years.

O'GORMAN. — In Ottawa, on December 2, John O'Gorman, of the Board of Pension Commissioners. He served in France with the 43rd Battalion and was formerly in the Saskatoon and Vancouver pension offices.

YORKE. — In Ottawa, on December 15, Alexander Yorke, formerly of the Post Office Department in Winnipeg and Ottawa.

### PERSONAL

Frederick Charles Collier, of the Department of Health, was married in Montreal, on December 11, to Dr. Louise Alberta Pennington, C.M.

### AN OFFICIAL ORGAN NEEDED

My recommendations are that the publication of a weekly magazine be continued as at present, and that a copy of each issue be furnished members in good standing as an incident to the payment of their per capita tax. In support of these recommendations, I have to submit the following:

1. The referendum vote on the magazine question indicated that the membership wanted a weekly magazine, and I believe we should give it a trial under conditions which would place it in the hands of all of our members on exactly the same basis.

2. No organization of this kind can expect to accomplish anything worth while unless it has an attractive official organ through which its policy can be brought before the public.

3. We need it to hold our organization together, to keep our members informed as to what we are doing, and to foster that spirit of cooperation which is of vital importance to our movement.

4. We need it for propaganda purposes, to let the non-members know how the organization functions and to advise them as to what we are trying to accomplish.

5. We need it to tell affiliated organizations what government employees want and to explain the legislation we are pushing before Congress.

6. We need it to place before the employers of Congress, namely, "the folks back home", the actual facts concerning conditions of employment in the federal service.

—Federal Employee.

Science seems to me to teach in the highest and strongest manner the great truth which is embodied in the Christian conception of entire surrender to the will of God. Sit down before fact as a little child, be prepared to give up every preconceived notion, follow humbly wherever and to whatever abysses nature leads, or you shall learn nothing.

—Huxley.



# LETTERS OF NOTE

## LO! THE POOR AUTHOR

Editor *The Civilian* :—

It is hard to tear the petals from a rose — or the leaves from a cabbage, if you will — but I've deleted, at your bidding, 24 immortal lines to make room for the tail-piece. Think of it! Sacrificing the head to the tail! Sorry I couldn't chop it all out at one place, but a surgeon must take care not to touch vital spots. I did not wish to sever the jocular vein. Please laugh!

Yours,

(SILAS WEGG.)

## BLANKETING IN

Editor, *Citizen* :— I would like to draw the attention of your readers to what I term an injustice to returned soldier civil servants who are at present temporarily employed. It has been brought to my attention that a large number of temporary male and female clerks are to be made permanent, without a competitive examination, by some wonderful process called "blanketing in", which has, I understand been under way since November 10th, 1919.

This so-called "blanketing in" process is a fine thing for the "stay-at-homes" who have proved themselves invaluable to the department during the past five years when they should have donned the uniform and fought like true Canadians. In a number of cases a clever piece of camouflage is employed and the statement is used, "Served in the C. E. F., retained in Canada." After holding down the position for a number of years and making it safe, Mr. Stay-at-home gets caught in the conscription net about September or October, 1918, but too late to be of any assistance to his country, he, however, is quickly demobilized and returns to his post in the department and proceeds to get "blanketed in", as it is called.

The true patriot returns home to a grateful country with five years' overseas service with a fighting unit to his credit. After applying to the Civil Service Commission for about six months is finally given a six months' appointment as a clerk to Mr. Stay-at-home. The Civil Service Commis-

sion start their usual propaganda about examinations, stating that no temporary employees can be made permanent without an examination and also quote the Civil Service Act of 1918 to back them up. The returned soldier gets very busy, after this ultimatum being served on him, brushing up his education for the examination. About four months after, he is informed that he is one of the successful candidates with standing so and so, but in place of being a senior clerk as stated on the examination papers, he is automatically demoted to clerk by some hidden powers. In a short time he is absorbed into the permanent staff of the department. Mr. Stay-at-home is given entirely different treatment, he gets "blanketed in" with a rank of senior clerk and salary of \$1,360 without overseas service and without examination. He is the returned soldier's chief and superior officer for the rest of his natural life.

The Civil Service Commission are insisting on temporary employees passing examinations in one branch and in another are making them permanent in wholesale style without the shadow of an examination.

The Civil Service Commission should be called upon to explain these very apparent anomalies of the Civil Service Act of 1918, which every day appears to look more like the Ontario Temperance Act of 1918. Get a good job in the government, be made permanent without examination and keep quiet about it, is much the same to me as getting a good bottle and keeping it dark. —*Returned Soldier, Ottawa.*

## VANCOUVER FOR UNITY

Editor *The Civilian* :—

I am pleased to see by *The Civilian* that the spirit of "get together" is rapidly making itself felt throughout the length and breadth of Canada. Who would have thought a short three years ago that the question now would be, not "shall we unite?" but "how shall we do it?" Can it be denied that this growing feeling for unity of action has been largely brought about by those who declared for "One Dominion-wide organization for all postal workers?"

Broadly speaking there exists among federal civil servants two movements. One for uniting by federation all existing organizations, and the other for a form of amalgamation by local and national councils with one central fund.

The time has come now for the employees themselves to decide what they want, and to this end I propose that a referendum vote be taken throughout the whole Dominion as to which of these two forms of organization they favor. Such a vote would settle the question and bring us all together on a common ground. I would suggest that not less than three months' notice be given of such referendum so that the advocates of both forms of organization shall have plenty of time to put their claims before the rank and file. We have been taking a secret ballot here on the question of "one association for all federal civil servants" and the vote so far has been ten to one in favor.

The members of the civil service should perhaps be asked to vote on three questions :—

- (1) Unity of action by federation?
- (2) Unity of action through one organization?
- (3) Are you in favor of affiliation with the Dominion Trades Congress?

If the employees of the Dominion government are awake to their own interests they will at once demand that such a referendum be taken. They are the ones who "pay the piper" and it will be their own fault if they do not "call the tune".

I would like to reply to a statement which appeared on page 425 (October) that one large civil service union would be too unwieldy. If organizations with a membership of from one to three millions can function successfully, one with fifty thousand ought to get along nicely. Another statement that with a big organization the interests of the smaller grades (groups) would suffer, allow me to say that they suffer now, but under the form of organization which has been drafted by the civil servants of Vancouver, the most isolated individual and the very smallest department are fully taken care of and can quickly and effectively lay any grievance before the proper authorities at any time.

In conclusion I would like a little information.

First, why do you call affiliation with the Dominion Trades Congress "affiliation with



Labor"? Is not the D. T. C. a department of the government; if not, what is it, and why?

Second, on page 440 (October) it mentions that seven members of Whitley Council shall be appointed by the staff. What is meant by the "staff"? It does not mean the employees for it says further on that the main purpose is to bring about greater co-operation between the "staff and employees".

Let me state that if our employer appoints seven representatives to co-operate with a like number to represent the employees that the employees representatives

must be nominated and elected by referendum vote of all government employees. Nothing else would be democratic. The employees themselves will accept no other method.

You will be pleased to know that as far as we are concerned in this burgh the spirit of unity continues to grow and we can assure our brothers throughout the country that Vancouver will not be the last to subscribe to the principles of "one Dominion organization for all federal civil servants".

Yours fraternally,  
W. A. SQUIRES.

## Commission Orders and Decisions.

### SUCCESSFUL CANDIDATES

For position of Gen. foreman of bindery, Pub. Prtg. and Stat., salary \$2,400, F. W. Johnston, Ottawa.

For position asst. supt. Exper. Farm, Summerland, B.C., salary \$1,320, J. Man, Penticton, B.C.

For position of jun. C. S. Examiner, C. S. Comm., salary \$1,800, A. C. Kemmis, Ottawa.

For position of asst. director of technical education, Labor Dept., salary \$3,480, A. W. Crawford, Hamilton.

For position of stockyard agt., Agric. Dept. Calgary, salary \$2,400, C. B. Nourse, Indian Head, Sask.

For position of jun. stockyard agt., Agric. Dept., Montreal, salary \$1,620, N. Curtis, Montreal.

For position of insp. dairy products, Agric. Dept., salary \$1,620, W. W. Charbonneau, Ottawa.

For position of female jun. zoologists, Agric. Dept., Ottawa and Hull, salary \$1,260, Miss M. M. Whalley, Mrs. M. N. Dixon, Ottawa.

For position of fruit insp., Agric. Dept., B.C., salary \$1,200, B. M. Whyte, Okanagan Centre, B.C.

For position of poultryman, Exper. Farm, Agric. Dept., Morden, salary \$1,080, F. H. Bailey, Morden, Man.

For position of superv. seed analysts, Agric. Dept., Calgary and Winnipeg, salary \$2,520, W. H. Wright, Guelph, F. Foulds, Clinton.

For positions of stockyards agts., Agric. Dept., Moosejaw and Prince Albert, salary \$1,920, F. J. Bridel, Toronto, D. A. MacKenzie, Prince Albert.

For position of sr. eng. clk. Topo. Sur., Interior Dept., salary \$1,680, G. E. Morency, Hull.

Yours fraternally,  
W. A. SQUIRES.

*Note:* — In the issue of the *Canada Gazette* for Sept. 18th, the following list of successful candidates should have read "Timber Testers, salary \$1,260: — M. J. Brophy, D. D. McQuat, Montreal, R. S. Perry, J. T. Lee, Vancouver.

### PROMOTIONS

*Agriculture.* — C. Sweet to chief seed insp.; C. A. Mitchell to animal pathologist; Miss E. Buckels to clk. sten.; H. G. Jeffrey to head plotman; A. Gibson to Dom. Entomologist and consulting zoologist; Dr. L. J. Demers to dis. vet. insp. Montreal.

*Customs and Inland Revenue.* — J. F. Rogers, L. L. Verdon, H. T. Pratt to cus. statistical clks.; M. McDougall to sen. clk. sten.; A. B. Stroud to cus. exp. and postal clk.; W. A. Jacques to cus. invest. off.; J. Fortin to excise cashier; D. Murphy to hardware appraiser; T. C. Maloney to coll. of cus.; A. Ruel to file clk.; L. Feik to sub-coll. of Inl. Rev.; J. Mulvaney to cus. exp. and postal clk.

*Immigration and Colonization.* — C. M. B. Chapman to asst. secy.; N. R. Linton to Imm. guard Quebec.

*Interior.* — W. A. Blue to sr. clk. corres. div.; C. Olmstead to sr. clk.

*Justice.* — P. D. Chapman to clk. book-keeper.

*Labor.* — W. J. Rump to sr. supplies clk.

*Marine and Fisheries.* — S. LeBlanc to keeper of front breakwater light and new back light on breakwater at Grand Etang; P. Kuhring to jun. eng.; C. R. McKee to fog-alarm eng. and lightkeeper at Cape Spence.

*Naval Service.* — Miss P. Slonemsky to clk. sten.; E. A. Botterell to sr. clk.

*Post Office.* — C. H. Stuart to sr. clk.; W. Jones-Williams to clk.; W. J. A. Hanson to clks. Toronto.

*Public Works.* — G. Lovell to fireman-laborer; F. Wilson to asst. mech. eng.

*Railways and Canals.* — J. O. Hodgkin to acct. clk.

*Trade and Commerce.* — G. E. Shortt (Rotterdam), E. L. McColl (Rio de Janeiro), Trade Commissioners; F. L. Horning to chief Internal Trade Div.

### TRANSFERS

C. H. Weaver, vet. insp. from Ottawa to Hull; M. V. Gallivan, vet. insp. from Lethbridge to Ottawa and Hull.

Miss K. F. Bayne from P. O. Dept. to Auditor General's office.

Miss L. MacDonald from Pensions Board to Customs Dept.; Maj. S. Hobart from Dept. Indian Affairs to Inland Revenue; R. J. Jones from Melfort to cus. clk. Prince Albert; H. E. Beetlestone, from Vancouver to Cus. patrol off. Aldergrove, B.C.

C. Baylie, from Kingston to Dorchester Pen.

E. Foisy, from P. O. Insp. off. Montreal to Ry. Ml. clk. Montreal; H. L. Smith, Ry. Ml. clk. from Vancouver to P. E. I. district; C. R. Mead, Ry. Ml. clk. from P. E. I. dis. to Vancouver; C. T. H. Bishop, letter carrier, from Toronto to Regina; J. D. Atkinson, (L.C.) from Regina to Toronto.

Miss H. McKibbin from Privy Council to Child Welfare Br., Health Dept.

G. B. Johnson, Trade Comm., from Rio de Janeiro to Glasgow.

The astounding statement was made, the other day, by the president of the American Chiclet Company, that from 1914 to 1919 the consumption of chewing gum in the United States increased 250 per cent. Today the people of the United States spend \$100,000,000 a year for chewing gum, or three times as much as for school textbooks. This is highly indicative of the tendency of the times. It certainly is time to get down to business and eliminate such foolishness.

A certain alderman was lying ill. One morning a friend sent a jar of brandied cherries, and later called to see him.

"I want to thank you for these delicious brandied cherries", said the alderman.

"I thought you would like them as well as anything", said the friend.

"Yes, yes, indeed" he asserted, with his characteristic smile, "and how much more I appreciated the spirit in which they were sent!"





18¢ per package  
Two for 35¢

My "Snug Harbor" Cigarette

*Enjoy them to-day*



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NAVY CUT  
**CIGARETTES**

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OR A

Turn-over Toaster

One of these for

**Christmas**

and the happiness lasts for years.

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Fortnightly Mail and Passenger Service  
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## WELL WORTH READING

### A FAMILY BUDGET FROM THE QUAKER CITY

How much does it cost to run a family, just a family in the ranks of "the common people", in the city of Brotherly Love? Here is the answer of the Philadelphia Bureau of Municipal Research, taken from the columns of the old reliable *Public Ledger*:

House rent . . . . .	\$360
Heat and light . . . . .	100
Food . . . . .	700
Clothing . . . . .	450
Car fare (for wife and children) . .	10
Cleaning supplies, etc., (for laundry and home) . . . . .	55
Renewal of furniture and furnishings for home . . . . .	60
Doctor's bills, etc. . . . .	50
Church, Lodge, etc. . . . .	30
Newspapers, stationery, etc. . . . .	20
Insurance . . . . .	55
Personal expenses, 20c. a day . . . . .	73

\$1,963

"Nothing allowed", adds the Bureau, 'for incidental expense — the things that are bound to crop up unexpectedly; nothing allowed for amusement or diversion; and there you are.

### "PROFESSIONAL" SERVANTS

The well-informed correspondent on Civil Service matters to the *Daily Telegraph* says that: "It is understood that the Professional Civil Servants, who have now an association of their own, have made direct approaches to the Treasury in regard to their position, notwithstanding the fact that they are represented on the National Whitley Council, and also that the latter contemplates setting up another sub-committee to deal with their particular class. We cannot help thinking that such action on the part of the Professional Civil Servants is regrettable. If every grade and class followed their example, the Whitley Council would simply cease to exist. It is yet too soon to pass a final judgment on the working of the Whitley scheme, but it is at least entitled to fair play, and this can be said for it so far, that it has conferred more benefits on the civil service in the

short time of its existence than have been obtained from treading the worn and heart-breaking path of direct approach to the Treasury." We entirely associate ourselves with his appeal to give Whitleyism a chance.

—*The Civilian* (London)

### WHAT HAVE THE UNIONS DONE?

Now and then you hear some man say: "Why should I join the union? What has the union ever done?"

When a man asks those questions he displays his ignorance. He demonstrates plainly that he has not even attempted to inform himself as to the accomplishments of the labor movement. As a general rule such a man is one who pays more attention to what the boss says than to anything else and feels that he is pleasing his employer by berating the union. If he would but spend a little time in looking into the subject he would find that the union has done everything for him and that if it were not for the union he would still be working under the same old system of industrial oppression that prevailed until the unions came along and made his condition better.

What has the union done? It is a foolish question, but it is one that is easy to answer. All that is necessary is for the man who asks the question to look about him, and he will find the answer written on everything he sees or does and on every condition of his life and work.

The union has broken down the brutality of that class of employers that always has regarded a laboring man as a mere bit of machinery. It has reduced his working day from 10 to 14 hours to eight hours, thus giving the worker more time for rest, for recreation, for attention to his family and his home. It has made the worker's home brighter and more cheerful. It has lightened the terrible burden that rested on the shoulders of the worker. It has brought him increased wages with which to support himself and his family. It has made it possible for the worker to educate his children and give them advantages that were impossible before the union

came to his rescue. It has put more and better clothing on his wife and his children and more food on the table. It has given him a better house to live in. It has forced the employer to abolish the old-time hovel in which he compelled his employees to live. It has brought about better sanitary conditions in his home. It has given the worker a new vision of life and its duties and glories. It has pointed out to him the way to industrial justice. It has aroused the public conscience to a realization of the real worth of the common worker.

Besides it has brought about better working conditions. Mines, workshops and factories are now safer and more sanitary than ever before, and this is due to the never-ceasing demand of the unions for justice for their workers. There is less oppression and driving and tyranny in industry today than before the unions came. In other words, labor found itself when it learned the value of organization.

Compare conditions among the organized workers with conditions among the unorganized workers and note the difference. On the one hand you find free men, combined together in a union for the purpose of making themselves better workmen, of bargaining collectively for their services. On the other hand you find a mass of men who are not free to deal with their employers on even terms. They must accept what wages and conditions their employer, in his generosity, sees fit to allow them and they cannot do better because they are unorganized.

The union has done much — in fact, it has done everything — for the working people of this country. The labor movement has set new standards and placed labor on a new level. It has made labor respected by the public. Labor, today, occupies a higher place in the mind of the American people than it ever did before. Labor keeps the world moving. It fights the battles for humanity. It feeds the millions. Without labor there would be nothing. It protects the weak against the strong.

—*Canadian Labor Press.*



His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal'  
Clerks  
Forum

(Some time ago it was suggested in these pages that a special department be instituted in *The Civilian* wherein news and views of special interest to the Canadian Postal Service could be collected, disseminated and discussed to the great advantage of the whole Service. The following article, by the vice-president of the Federated Association of Letter Carriers, raises the curtain, and *The Civilian* is confident that every postal man who has the Cause at heart will contribute toward making this new feature a success. The Editor.)

## ALL FOR ALL

By F. G. Bushell

Some time ago a letter carrier, member proposed that a page of *The Civilian* be devoted to a Postal Forum. We are commencing a new year and we are faced with an economic somersault. We have met during the past year, and in calm deliberation have drawn up facts and figures to substantiate claims to meet the figures placed upon necessities of life by those in possession. We are neither anarchic, socialistic, or republican in framing these demands, and are simply following the iron laws. Now, there is always in parliament, or trades unions, various and different shades of thought. There are those who favor the line of least resistance, and those of the Celtic breed who will fight at any time of the night to obtain just dues, or prevent injustice. Why such a paradox? Why should the inquiring member be so slow to voice his complaint, and the man who is invariably complaining so slow to enquire? Is it because we are on the selfish path, are too prone to judge conditions by our own personal conditions? Are we in touch with our brother? Do we work from our local or from the headquarters of all the locals? I am of the opinion that the local correspondence between branches, are invariably enquiries to substantiate claims of the enquiring branch. We are, at least, outside of the large branches; as far from amalgamation and co-operation as the stenographer and the coal heaver. Yet the one is a necessary accessory to the other. I am a firm believer in the exchange of opinion. You cannot govern a country from Yapps crossing. You must get out of provincialism or sectionalism. No one can lead democracy with a monocle.

Now, can we obtain a page, each month, devoted to the doings of the

postal services, and can we through the secretaries of our various locals (combined locals) or separate locals, obtain the monthly discussions and findings of their bodies (clerks or letter carriers) upon the various themes discussed by them? A good number of papers are read from time to time on various subjects, and it would be to the benefit of the whole service if these papers were sent to the Postal Forum for publication. Any member conversant with the movement of the trades union admits that the simple desire to assist the more unfortunate was the germ of birth. The various struggles of the pioneers in the cotton strikes of 1854, and the old original Chartist movement are beacons to the humane man who believes that "The child is the father of the man". The co-operative movement is the salvation of the world. It started with the twelve disciples, but sad to say, today, the eye is on the Golden Calf (the dollar) rather than the Kingdom of Heaven, and most co-operation is toward the dollar rather than humanity in these days. Surely, the civil service can contribute its quota to the remedy of the social and economic evils of today. We are conversant with all the glaring injustices of the present financial system. We must come out boldly for our demands for the child—for the child of the street as well as our own. We are willing to suffer the sins of the past, but the onus is upon us to see that our child has not such a grievance as we of today are burdened with. Let us, having agreed that the demands of posterity are justified, see that we work for the emancipation of the worker, and incidentally a fair opportunity for each child. What are you doing toward co-operation? Can you assist your fellow employee to see a little further along the line? Can you put a branch resolution, or discussion into *The Civilian* that will enlighten your fel-

low members? Can you give us examples of local co-operation that will be of benefit to other branches? Have you a learned member who can contribute opinions on the labor movement, the postal employees' relation thereto, or their reasons for isolation? Let us have them. Let us have a Postal Forum that will be eagerly read by all members of the civil service. Let us hear from you any time you can show the light. Let us know you before you come to convention.

## PRES. CANTWELL ON POSTAL DUTIES

That the problem of distributing mail to all parts of Canada is a stupendous task, was the statement made by Wm. J. Cantwell, Dominion president of the Postal Clerks, at the Ottawa Rotary Club luncheon recently. Mr. Cantwell pointed out that Canada, with its area thirty-one times greater than that of the United Kingdom and almost as large as the whole of Europe, must have regular deliveries of mail to every centre of population. There are, he said, between 12,000 and 13,000 post offices in this country, served by a network of railway post offices and side services extending from the offices of the railroads to the suburban districts.

"The organization of a postal service", stated Mr. Cantwell, "is largely a problem in transportation and distribution. The problem of distribution is vastly different from and more complicated than that which any other public utility, not excluding the great railroads of this country, has to grapple with.

"The success or efficiency of this system must necessarily depend upon the employees who handle the mail. If these distributors are one hundred per cent. efficient, then the service given the public is what it ought to be.



If the service is only fifty per cent. efficient, then the public is not getting the service to which it is entitled. It is the postal clerk's duty not only to know the routing of the mail addressed to the 12,000 Canadian offices, but he must know the best route by which they can be reached. This involves, in hundreds of cases, different routing of mail matter for the same post offices, depending on the time of day the mail is posted. In addition to his knowledge of domestic distribution, he must also be familiar with the proper distribution to be given mail matter addressed to all other countries. It must be patent to every thinking man that the type of employee who can assimilate knowledge of this kind must possess a high degree of intelligence."

Mr. Cantwell pointed out that all routes of distribution must be memorized. No reference to postal guides can be made, since a proficient distribution clerk will sort mail matter at the rate of one letter per second. He also said that the distribution is made even more complex by the fact that new offices are being opened continually, while others are either closed or their names changed, yet mail continues to come into the distribution offices addressed to the old offices and must be re-directed by the postal employees.

### SPEED AND ACCURACY

In addition to a thorough knowledge of distribution, a postal clerk must have speed and accuracy, Mr. Cantwell stated. The latter is the more important because, as he pointed out, knowledge without accuracy would be of little value. In spite of all the care exercised by the clerks, errors cannot be avoided, and these, Mr. Cantwell said, cause serious embarrassment and monetary loss to the public more frequently than is realized.

So frequent are the changes in distribution that clerks are given an annual examination on routes of distribution, on which they are required to make from eighty to ninety per cent.

The speaker then outlined many postal laws regarding the distribution of various classes of mail matter, particularly relative to letters and post cards, as these were of more general interest. Regarding ordinary letters, Mr. Cantwell stated that the average man knows less about the laws governing these than he should for his own protection. He mentioned the different rates of postage charged for the class of matter contained in the letter, and the fact that the address of the sender is frequently omitted on the envelope, which results in the loss of

the letter if anything is incorrect about either the address or the postage.

### CARELESS MAILING

"It is our experience", he continued, "that nine out of ten business men assign the stamping and posting of important business letters to the office boy. Office boys cannot be expected to know the postage required for different countries.

"It is the duty of the public, unless they wish the service to deteriorate, to offer such inducements as will bring into the service young men who will keep the present high standard of the service from deteriorating. The apparent indifference of the public in this respect is evidenced by the compensation paid to postal employees today, which is resulting in men with years of training in this technical service severing their connection with it to accept more lucrative employment with private concerns who are apparently more appreciative of their talents."

Mr. Cantwell mentioned the fact that more than 500 postal employees in Toronto left the service during 1919 to go into a more remunerative line of work.

## Shaking Up the Service

("The Mace" in *Toronto Saturday Night*)

When the mantle of Elijah Borden fell upon the shoulders of Elisha Meighen, one of the heirlooms which went with the job was the reorganization of the civil service. This was one of those "uplift" things which Sir Robert started and tired of very speedily. His faithful ally in the cause of a nobler and better service was Mr. Rowell. The movement started in a burst of enthusiasm, and bids fair to end in chaos, for the much maligned and often misunderstood gentlemen who fill the departmental blocks at Ottawa, have just lately bolted almost unanimously in the direction of affiliation with labor! Apparently they have more faith in Tom Moore — just plain Tom — than in the Right Honorable Arthur Meighen, Prime Minister and Imperial Privy Councillor. By a large majority the thousands of federal employees at the capital decided, by secret ballot, to

cast in their lot with Tom and his merry gang of butchers, bakers and candle-stick makers, on the ground that in union there is strength. The chief reason for this upheaval is undoubtedly the purblind policy of the Borden Government, which its successor has not reversed so far, of handing over the service to a company of gentlemen adventurers from Chicago, some of them with simon-pure Teutonic names, who, under the guise of efficiency experts, have been, for some time past, running wild, classifying not the men but the jobs, bringing everything to the dead level, on the brilliant assumption that pigs is pigs anyway! Hundreds of Canadians have been summarily fired from Canadian jobs by these Chicago wizards of efficiency, and unless little Arthur bestirs himself, and endeavors to put a stop to the thing, he will have a sorry mess on his hands.

Take a backward glance at the history of Civil Service reform in Can-

ada. For years it has been that elusive thing known, for want of a better name, as a "political football". The platforms of both parties have had it as a foremost plank — something to get in on, and then discard and ship to the neglected woodpile, where most party planks go in the long run. When Sir Wilfrid came in in 1896 there was a very hungry horde of gentlemen to be looked after. They had been away from the trough so long that they wanted to wallow in it when finally it came in sight. To provide for these patriots at the public expense, and fit them out with nifty jobs, it was necessary to use the sword of the executioner on the person who had been appointed during the long Conservative reign of Sir John and his successors. Heads fell into the basket with a sickening thud. Not only the large field of the outside service but the Ottawa departments were thinned by the avenging sword. The Grits made two jobs grow where one had



been before. This was made necessary by the army of office seekers. It was a case of "where the feast is spread there will the vultures be gathered together."

In 1908, however, a change came over the scene. By this time the service was stuffed with Liberal appointees so that it bulged. Not another could be crammed in, and the Laurier Government, probably feeling that its hold on the reins of power was weakening, became virtuous. Either that or it tried to sew the inside service up so tightly that when the Tories did come in they would find it a difficult matter to dislodge the Grits. So they handed over to gentle and lady-like Sydney Fisher the task of putting through the House a new Civil Service Act, providing for classes and grades in the inside service at Ottawa, to which no one could be appointed without passing an examination. They created a Civil Service Commission at the head of which they put Professor Adam Shortt who believed that no civil servant was worthy the name, and could not serve the Crown properly and efficiently, unless he could translate the Koran at sight, do a couple of binominal theorems before breakfast, and read Livy and Ovid as he would the sporting page! All this was very choice in its way, and very commendable, but whenever a vacancy arose for a filing clerk or junior stenographer, or something of that sort, Professor Shortt would send along a high-browed bespectacled chap, who was very expert in Greek roots, but to whom the simplest filing system was Double Dutch. The departments soon became thickly populated with these genial blokes, with super-classical educations, who were of no use to themselves even, much less to the country that paid them. And so things drifted along until 1911.

Then came reciprocity which was defeated, but the price of defeat was Borden. Wow! Borden, wearing the Halifax platform as a halo, descended like a benediction upon a somewhat bewildered country. Civil Service reform and the abolition of patronage was one of the planks of that fearfully and wonderfully made piece of workmanship, but the only attempt at reform which went on for years was to turn out the Grits and put the Tories in. The outside service naturally got the worst of it, as the inside was pretty well secured by the

new Act of Mr. Fisher's. The doings of the Laurier executioners were as nothing to the sanguinary efforts of the Borden cut-throats. Many a nifty little Grit craft in a snug harbor was sunk without warning. The tumbrels rolled to the guillotine night and day, and expert assassins disguised as Royal Commissioners, and armed with orders-in-council appointing them as such, went through the length and breadth of the country and chopped off all the Grit heads in sight.

Nothing was done by the Conservative Government to implement the promise of reform, and patronage bloomed like the rose. In the same way that he forgot his friends Sir Robert forgot his pre-power promises. They were as nothing, and he proved himself to be one of the best little all-round forgetters in the business. All went along merrily until 1917, when Sir Robert formed his Union Government, and made preparations to go to a war-bewildered people. He raked out his civil service promise from the pigeon hole where it had lain covered by the dust of years. Then a gleam of something almost resembling intelligent inspiration came into his eyes, and handing it to his new President of the Privy Council who was just aching to lift up something or somebody, said: "Here Rowell, here is something suited exactly to your remarkable bent. I promised this six years ago, but I could not get Frank Cochrane, Jack Reid, and Louis Pelletier to keep their hands from the throats of those poor unfortunate Liberal office holders. Why, as Hansard will show, my bosom friend the Doctor, my Fidus Achates without whom I could not possibly carry on, even fired a poor old Uncle of mine who unlike his nephew remained true to the Borden family Liberal traditions."

In this way civil service reform came to the surface again. Mr. Rowell was the high priest at the abolition-of-patronage altar, and in the early part of the following year his spirit of purity began to move. The Civil Service Commission was reorganized, Professor Shortt was told to pack his little bag, and in order to show that political patronage was a thing of the past and buried forever, the Government went to the ranks of the professional politicians, and Doctor Roche an ex-Cabinet Minister, was made chairman of the re-

juvenated Commission, and Clarence Jameson, ex-Member for Digby, was made Commissioner. Sweet, wasn't it? Such a step forward from the darkness into the light. Doctor Roche is a kindly enough family practitioner in the prairie town of Minnedosa, who for geographical reasons was included in the first Borden Cabinet (if there were other reasons they have not so far been discovered). Mr. Jameson brought to the elucidation of the great problem of Civil Service reform the experience he gained as town clerk of Digby, and his gallantry on ladies' days at the Ottawa Country Club. Mr. Michael Larochelle was the third member of the Board, but he was there with Professor Shortt, and was quite harmless with a distinct ability of crawling into the recesses of the last syllable of his name. To these three gentlemen Sir Robert said:

"I here resign my Government to thee,"

and he handed them a brand new Act with the admonition to go into the corner and play with it and not bother him with civil service reform any more.

When they looked at the new Act the Commissioners found that the control of all appointments to both inside and outside was vested in them. Heretofore members supporting the Government had recommended a party henchman (there were always some on tap) when a vacancy arose. This privilege was taken away from them, and the reign of political purity began. True the members asked the pertinent question as to how the boys were to be kept in line if there were no plums, but the wails of grief soon died down. The Commission found they were authorized by the new Act to classify the entire service, and the "Manitoba medico" and the "Digby chicken" were all at sea. So they conceived the brilliant idea of turning the job over to a firm of Chicago efficiency experts. The Government supported them in this, and so the spectacle was witnessed of an administration preaching the gospel that exports were better than imports, actually permitting the importation from Chicago of these foreign accountants to the exclusion and ignoring of home brewed talent. No wonder the movement of the service to organized labor started from the hour



these gentlemen commenced their work. And civil servants looked extremely pained, and murmured to the Government

"You rub the sore  
When you should bring the plaster."

The Arthur Young Company of Chicago put in a force of men to do the classification. The House of Commons did not feel too easy about the whole thing, and there were animated debates thereon, but the theory that Canadians should be employed on a purely Canadian job was set aside by the Commission. For over two years these foreign wizards in the field of efficiency fiddled about, at a cost of some half million dollars. Even now the classification is said to be in an extremely raw condition—half baked as it were. The poor old Printing Bureau was ransacked and over four hundred employees let out by these gentlemen from Chicago. It must not be thought that the Civil Service is made up of slackers. The departments at Ottawa are filled with earnest hardworking chaps, but they have been given a bad name by reason of the actions of a very small minority who look upon the service as a "life job" not their "life work".

The trouble with the classification is that the human element has been disregarded entirely, and the result is some thing like a crazy quilt. The Commission is now trying to apply the inapplicable.

And what of Messrs. Griffenhagen and Associates, Limited? Some of these gentlemen worked on the classification, and the Government has hired them to reorganize the departments at a princely contract of ten thousand dollars a month for not less than one year. They will stretch out the year all right. At the present time they are, if reports are correct, engaged in their work which could very well be done by any intelligent deputy minister with the assistance of his chief executive officers. But these foreigners are given full power to chop off any heads they may choose, and a paternal sub-committee of council, headed by that hale and hearty old relic of the past, Sir George Foster, is there to give them every assistance. And when it is remembered that Sir George Foster holds the belief that a civil servant who gets more than ten dollars a week is grossly overpaid, one can imagine the feelings of the ser-

vice. Dissatisfaction is rife, and affiliation with labor is openly advocated. Already there is a Federal Employees Union with a charter from the Trades and Labor Congress. In the recent vote some of the most conservative departments almost to a man wanted to affiliate with labor. Mr. Meighen has been left in a pretty mess by Sir Robert with respect to this Griffenhagen contract. He has it in his power to cut the thing short, and put a stop to this un-Canadian proceeding of permitting Canadians in the service of His Majesty to be summarily fired by these Chicago adventurers on the seas of efficiency. The attitude of the service seems to be that if there is overmanning let the winnowing process be set about in a humane way by the constituted Canadian authorities. The service is peeved, there is no question about that. Tom Moore appears to them to be the light on their horizon, and to him they are turning. Will they down pens in a sympathetic strike when their comrades in the plumbing trades, or the casket makers down tools? That is a question for the future, but as far as Griffenhagen and Associates are concerned there is only one feeling and it is this (the lines are to be found in the Merchant of Venice):

"There is not one among them but I dote on his very absence, and I pray God grant them a fair departure."

#### FARMERS AGAINST PATRONAGE

"This organization stands firmly by its declaration for the abolition of patronage", stated one resolution passed at the U. F. O. convention at Toronto, on Dec. 16.

Further the resolution stated: "It strenuously opposes the creation of offices or the vacation of existing offices as a reward for supporters of the government of the day. It is opposed to the principle of confining appointments to office to government supporters. At the same time it feels that individuals should not be denied because of their membership in the U. F. O. from receiving consideration from the U. F. O. government when appointments for public service are being necessarily made."

"He who knows only his own side of the case, knows little of that."—  
J. Stuart Mill.

"Prejudice, which sees what it pleases, cannot see what is plain."—  
Aubrey De Vere.

## Time Flies

Are we any nearer a satisfactory solution of Ottawa's traction problem than we were a year ago? In January, 1920, the O. E. R. made its contribution to the settlement of the question by proposing a definite plan of operation which would retain the services of the experienced management under which the system had been developed and, at the same time, give the public through the appointment of an independent commission the right to control all matters of services, extensions and rates of fares.

The Board of Control dismissed the proposition rather bursquely and proceeded during the year on the assumption that there was no solution favorable to the electors outside of municipal ownership.

The vote on January 3rd, although the by-law had the full endorsement of the Mayor and the two daily papers in the Capital, left no doubt that as a concrete proposition the purchase of the road by the City was not a popular move. All this would indicate, at the first glance, that we were, at the beginning of 1921, just where we were at the beginning of 1920. But this is not quite the exact state of affairs. In the meantime discussion has been proceeding, in the daily papers, in *The Civilian*, and on the street, regarding the Company's proposal, so that now Service-at-Cost has a definite meaning in people's minds.

The features of the plan were outlined in the December *Civilian*, and it is not necessary to go into them fully again just now. What is more important for the civil servant to aim at at present is not that any one plan for the operation of the utility so essential in his life should be adopted, but that there should be an end to the uncertainty about the transportation future of Ottawa. With the growth of governmental activities, the City must grow both in density and in extent. The present service, satisfactory as it is when compared with that furnished in other cities, will prove inadequate if capital is not obtained to finance extensions and improvements.

You cannot order cars from a hardware shop and have them delivered in a day. The whole business demands forethought and foresight, and no business man can be found who will embark in a venture when he is not reasonably certain of the conditions under which he is to work. If we are to maintain Ottawa's good name for transportation advantages we must find a solution of its transportation problem, and that without delay. The O. E. R. recommends Service-at-Cost. Do you know of anything better?

(Advt.)



## More Especially Women

### HALCYON CLUB NOTES

The 'One New One' membership campaign is progressing very favorably and a circular has been prepared by Miss Agnes Kennedy, the membership convener, and is being placed in every department of the government. This sets out in detail the qualification for membership and the benefits to be derived as members of the club.

\* \* \*

Over two hundred guests were present at the tea on Saturday afternoon, December 4th, and were entertained by members of the Department of the Secretary of State, convened by Miss Guilbout. The Ionian Quintette furnished music for the dancing and throughout the afternoon vocal solos were rendered by Mr. Raoul St. Denis and piano music by Miss Cecile Godbout. The tea-table, which was prettily adorned with white chrysanthemums and ferns, was presided over by Miss Elsie Dent and Miss Patricia Jerome.

\* \* \*

A most enjoyable affair was the tea given on Saturday afternoon, December 11th, by the members of the club in the Immigration Department, convened by Miss Edith O'Connor. The

tea table, which was decorated with a basket of pink baby 'mums, was presided over by Mrs. Charles Robson and Mrs. A. H. Flindt. The spacious lounge, as always, was very attractive and was decorated with plants and ferns.

Those assisting were Miss M. B. Richardson, Miss Helen Gould, Miss Joan Bristow, Miss Louise Lunney, Miss Catherine Morrice, Miss Marian Affleck, Miss Mary Tubman, Miss Gldays O'Boyle, Miss Leone O'Connor, Miss Kaye Howe, Miss Lena Davis, Miss Jessie Hopkirk, Miss Edna E. Cavers and Miss Eleanor Gilhooly.

In the evening the Morning Music Club repeated its concert to a good audience. The artists were Mme Antonio Tremblay, Mrs. A. J. Horning and Mr. Alan R. Thomson.

\* \* \*

At a meeting of the executive committee of the club, held Thursday evening, December 16th, it was decided to hold a combined "poster" and "Children's party" on Monday, the 17th January, for the pleasure of the members and their friends. Miss Jessie Grant, the secretary, and Miss Florence Burt are joint conveners for this affair.

It was decided to hold a "lingerie sale" for the benefit of the club funds, some time during the Easter holidays.

\* \* \*

The dancing classes, under the supervision of Prof. Sinclair, commenced on Tuesday, 11th January, at the Racquet Court, with a very large attendance. Those joining the classes registered at the club between Monday, January 3rd and Friday, January 7th.

\* \* \*

All club activities were suspended during the Christmas holidays, but members availed themselves of the privilege of having parties in the rooms and it has been a very busy time in that respect.

### WOMAN'S INTEREST

From this point of view — the maternal relation of woman to the race — there is no question of human interest that is not hers, no sphere of human thought and endeavor which does not need the woman's interest and the woman's help, for woman is not only mother of men, she is mother of Man. It is the race in its childhood that she holds in her protecting arms.

—Annis Ford Eastman.

## Get Together and Stick Together

By T. R. Manning.

The measure of intelligence as well as efficiency of groups is largely the ability of the members thereof to get together and agree on propositions of betterment and a course of action. This quality is based on the ability of the members to first comprehend and then to solve their problems, individual and collective, and it shows, too, how much they will permit individual interests to interfere with the common good. We read and hear a great deal about this principle today as to Russia and Germany, in fact, as to all the countries affected by the war in their struggles of reconstruction.

"CRAZY MEN DON'T ORGANIZE"

The story of the man guarding six lunatics, several of whom were as large and robust as he himself, is apropos. A friend asked the guard if he were not afraid to

undertake to guard six such men out in the open. "Oh, no", he replied; "I can handle any one of them." "Yes, but suppose two or three of them should jump you at the same time", rejoined his friend. "They won't do that; crazy men don't organize", was the reply. In other words, crazy men have not the intelligence to organize for the purpose of securing their liberty or other advantage.

The Federal Employees Union has increased in membership with each drive or campaign. The movement is still advancing. More and more the employees are realizing, in the double meaning of that word, the benefits of concerted action. The idea of organization is, however, still new to many. They have received substantial benefits without fully realizing what has made them possible. The Federal Employees Union has again and again been

confronted with hard problems, never once has it done anything of which any member need be ashamed.

BELIEVES COOPERATION IS ONLY SOLUTION

The federal employees should realize that they are all members of a well defined group, namely, Government workers; that there are many problems common to all, and that they should therefore use their intelligence and get together to solve them, and be it remembered that the Federal Employees Union is the only available and effective organized agency for such concerted action. It behooves all Government workers to unite in this movement. The highest grade of intelligence is needed to solve the problems. Join now; stick together; solve the problems. It is better to come in and work than to stand outside and knock. Come in! Join now!



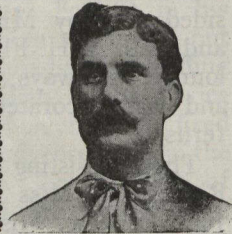


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## STIMULATING

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—Ottawa Citizen.

## Editorial

## Announcement

The *Civilian* has been endeavoring for some time to obtain from the Griffenhagen and Associates, an announcement that would define their interpretation of the Order in Council of March 31, 1920 which is published for the first time in this number and concerning which there has been general dissatisfaction expressed from all sides. In reply to a request for a statement for the December number, Messrs. Griffenhagen advised that it would not be possible to do so but promised to comply with the request for a later issue. The Editor took the liberty of promising the statement for the present number, though not warranted in so doing. A letter received from Mr. Warren G. Bailey states that the preparation of the memorandum is in charge of Mr. Goodell, who on his return from Chicago would take the matter up. *The Civilian* hopes to present the views of the Messrs. Griffenhagen on the O. in C. in a later edition.

## AN OPEN MIND

A business man tells me that his office boy, given a letter to index, could not spell "Admiralty", so the document was eventually discovered under the heading "Contract with the almighty". Perhaps he had some experience of that Department's conceit of itself.

—Daily News.

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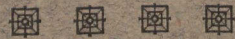
G. J. DESBARATS, Deputy Minister of the Naval Service.  
Unauthorized Publication of this advertisement will not be paid.  
Ottawa, February, 1920.



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