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THE CIVILIAN

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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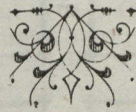
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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XI

NOVEMBER, 1918

No. 12

ONE OF THE OWNERS

(The Editors hereunder carry on their avowed policy of presenting to the readers of The Civilian one article each month from the pen of some public-spirited man who is not a civil servant. Major W. L. Grant, the contributor of the present article, is the Principal of Upper Canada College, and is known far and wide as a propounder of a strong and clean Canadianism. His comments upon Patronage will be appreciated.)

AS a great battle-ship lay in a northern harbour a burly Scot rowed out, climbed the ladder and stood on the deck. "Tell the captain I want to see him," he said to the nearest bluejacket. "Whom shall I say, sir?" "One of the owners," replied the undaunted Scot.

As a Canadian, born and bred, I feel that I am "one of the owners," and I should like to put on record my views of how I should like my servants, the Cabinet, to appoint their sub-staff known as the Civil Service.

The Patronage system will not do. It has been weighed in the balance and found wanting. It is bad for the patron, bad for the appointee, extravagant and degrading for the Dominion of Canada. That the Civil Service of Canada contains so many splendid men and women and that the general level of work is so high is a proof of the native vigour of our people; that it contains so many weaklings, so many square pegs in round holes, and so many cases of three poorly paid men or women doing the work of one, is a proof that our system is wrong. It is not a question of individual wickedness. If for the present Parliament and Cabinet were substituted the members of the Presbyterian General Assembly, or of the Methodist General Conference, or of the Anglican General Synod, or of any other such body, I do not think that Canada would be governed one whit more honestly and efficiently than she is at present. It is the system that is wrong; not the men who run it.

The Patronage system originated, curiously enough, in the struggle for reform. In the early days the ranks of our small Civil Service were filled either by place-men from Great Britain, or by the needy friends of the

Governor. "I can do nothing for you here," wrote O'Connell to a disgraced friend, "but, if you will retire from Parliament for the sake of the credit of our party, I will get you a place in the colonies." In the struggle for Responsible Government, the reformers, headed by Baldwin and Lafontaine, naturally claimed that such a system must cease and that appointments must be under their control; and it was over a Civil Service appointment that their breach with Lord Metcalfe finally came. Unfortunately, into the room swept and garnished of Colonial Office jobbery, came the seven devils of Canadian Patronage. It is an accursed thing, and stoning is the fittest meed for its defenders.

No system will give us perfection. In all that we aim at in this life, save perhaps in the choice of a wife, we must be satisfied with the second best. But the citizens of Canada have at least a right to demand in their civil servants a certain educational standard, and must place its enforcement in the hands of a non-partisan Commission. Such a body must of course construe the word "examination" in a very wide sense. It must insist upon certain moral and physical qualifications in the candidates. In many cases, and in all demanding technical qualifications, testimonials and interviews must form a part of the examination; advice must be sought from many quarters; but the absolute power of appointment and the absolute responsibility must remain in the hands of the Commission. I confess to a feeling of pleasurable excitement on the rare occasions when I am asked to help a friend in getting an appointment, but that excitement I am willing to forego, and so I fancy are most of us.

The Civil Service should have a general manager. Each department has a deputy minister, but the departments so interlock and overlap that a special co-ordinator is necessary. A separate minister for the Civil Service seems to me to be unnecessary, an addition of further adipose tissue to our already unwieldy Cabinet; I would prefer a deputy minister working directly under the Prime Minister of Canada.

One of the first tasks before this deputy minister would be to get into the closest possible touch with the Civil Service Commission, of which indeed he might fitly be made a member. Gradually the number of positions should be reduced and the salaries correspondingly raised. For the next five years at least, few if any appointments should be made to the Civil Service, save of occasional technical experts. As members leave the Service, for whatever reason, their positions should either be cancelled, or filled by the appointment of existing members of the Service, whose positions should then be wiped out. But not a cent less should be spent on salaries, which should steadily and permanently be raised. Too many and too poorly paid officials have been the curse of more than one country in Europe, and are a distinct nuisance in Canada. At present we have so many of them that even in the approaching days of reconstruction, even when the Militia Department becomes comparatively unimportant and yields pride of place to the Department of Soldiers' Civil Re-establishment, I think that with intelligent selection from the ranks of existing members, at least ninety-five per cent of the new positions can be filled from within.

Meanwhile the Commission should endeavour to get into even closer touch than it has yet done with the Schools and Universities of Canada, and endeavour to persuade their leaders and their students that a position in the Civil Service is not the

last refuge of the destitute, but an opportunity for a man's full work, all the nobler because it is in the service of the land we love. I have had pupils of mine talk of not wishing to enter the Civil Service in the tone in which the British workingman was

accustomed to speak of the work-house. To this pass has Patronage brought us. *Ecrasez l'infâme!*

W. L. GRANT.

Upper Canada College,
Toronto.

THE WAR BONUS

Civil Service Federation Interviews the Government. Sir George Foster, Acting Prime Minister, Promises Consideration. A "Shepherd" of Personnel Promised.

IN the last issue of *The Civilian* the memorial presented to the Government asking for a war bonus of \$350 for each member of the Civil Service was published in full. The meeting with the ministers of the Crown at which the memorial was submitted and statements in support of it made by chosen representatives was held on the afternoon of Tuesday, October 8. Though the subject is one of vast importance to every member of the Service, yet, in view of the fact that the results of the interview have been made known very widely through the daily press of Ottawa and other cities, and of the further fact that space is needed to chronicle later developments in this and other matters, only a summary of the proceedings is here attempted.

That the occasion was regarded as one of urgency by the Civil Service goes without saying; but, if proof were needed, it was given in the fact that the delegation was one of the largest to wait upon the Government this year and in the further fact that the memorial was signed by so many organizations representative of practically the entire Service. That the Government takes the question seriously and that it desired to recognize the importance of the occasion was proven by the large number of ministers in attendance, by the long time given to the hearing of the case, and by the close attention with which the proceedings were followed by practically every minister present. The following members of the Cabinet received the delegates: Rt. Hon. Sir George E. Foster, Acting Prime Minister, Minister of Trade and Commerce; Hon. C. J. Doherty, Minister of Justice; Hon. T. W. Crothers, Minister of Labour; Hon. A. L. Sifton, Minister of Customs; Hon. A. K. Maclean, Minister of Reconstruction; Hon. Arthur Meighen, Minister of the

Interior; Hon. Frank Cochrane; Hon. T. A. Crerar, Minister of Agriculture; Hon. C. C. Ballantyne, Minister of Marine and Fisheries; Hon. P. E. Blondin, Postmaster General; Hon. Gideon Robertson, Chairman of the War Labour Board.

Careful arrangements had been made by the leaders of the delegation to limit their spokesmen both as to number and as to the time they should severally occupy. The reading of the memorial was the main feature of the occasion. The addresses following were earnest, brief, and pointed. Though the whole interview lasted from four o'clock until after seven, not a moment was wasted. The members of the Government present nearly all took some part in the discussion, Sir George Foster and Messrs. Maclean, Meighen and Crothers being prominent in this respect.

A gratifying feature of the occasion was the presence of a delegation of women representing the Women's Section of the Civil Service Association of Ottawa. The spokesman on their behalf, Miss Tremblay, though speaking in English, which a delightful French accent showed to be not her mother tongue, made quite the speech of the occasion, and evidently created a most favourable impression; for Sir George Foster, in his answer on behalf of the Government, asked that any subsequent delegations should include the ladies and especially the one who had spoken.

The first speaker was President Frank Grierson, of the Civil Service Federation of Canada. It was his duty to explain the general position and to introduce the delegation. He said:—

Sir George and Honourable Gentlemen,—

If there should be any lack of facility of words or any lack of felicity of expression in the remarks

I am about to make, I beg you will attribute it to my deficiencies and not allow it to prejudice the case I am about to bring to your attention.

Before proceeding, permit me on behalf of all the associations of the Canadian Service to offer at once our hearty thanks and congratulations that the merit Civil Service Act of 1918 was passed at the last session of Parliament. In our opinion, a Canadian statesman can achieve no greater glory than to be a member of a Government that enacted the legislation which has abolished Patronage from the political life of this Dominion.

We have come before you to-day with one principal object in view, but before referring to it, I crave your indulgence that I may bring to your attention a matter which we have taken a sacred vow to mention upon every occasion that we have the privilege of coming before you. I refer to our request for the appointment of a Minister of Personnel or Civil Service Minister.

Sir George Foster.—“Do you want a brand new one?”

Mr. Grierson.—No, Sir, we have the names of two ministers in mind. We have mentioned this subject on every possible occasion during the past five years and we propose to continue mentioning it until we attain our object. On past occasions we have been met by two objections. The first is that the Government has deputed to the Civil Service Commission the duty of administering the personnel of the Service. If this statement were infallibly true, we would point out that the Commission is so congested with the work involved in the great task suddenly thrust upon it that it is, humanly speaking, impossible for the

Continued on page 327

OUR
VOLUNTEERS
IN KHAKI
4,465

Civil Servants Under Arms

OUR
DEAD - - 386
WOUNDED 580
PRISONERS 24

"FOR VALOUR"

AT the head of the long, proud roll of decorations and honours won by employees of the Dominion of Canada in this war may now be placed the *Victoria Cross*, that highest reward of valour in a British soldier having been won by the late Lieut. James Edward Tait of Winnipeg, in civil life an engineer on the staff of the Hudson's Bay Railway. Natural pleasure that a Canadian civil servant has won this supreme honour is damped by regret that he did not live to wear it, for Lieut. Tait was mortally wounded at the close of the operations in which his brilliant services had won him the Cross.

James Edward Tait was born in Scotland in 1888, and came to Canada from Dumfries in 1911. His military ambition had already had evidence in five years' service in the Yeomanry. After a short period of private employment, he joined the engineering staff of the Hudson's Bay Railway, with which he was connected until he joined the Canadian Expeditionary Force.

He received a commission in the 100th Regiment, Winnipeg Grenadiers, and was attached to the 100th Battalion, C.E.F., on February 4, 1916.

During the months of training, both in Canada and in England, Lieut. Tait won a high reputation, not only for devotion to his work as an officer, but also for his personal efficiency. He was an athlete of parts and at Seaford Camp carried off the revolver championship.

It was with the 78th Battalion that Lieut. Tait made his magnificent record in France and Flanders. No consecutive story of this stage of his career is available. It is known that he was wounded at St. Eloi, at Ypres, at the Somme and elsewhere,—five times in all,—but he was never off duty for an hour longer than was absolutely necessary.

From picked men of the 78th he organized and trained a section of specialists in sniping, bomb and bayonet work, and scouting. These were dubbed "Tait's Toughs" and

were famous for their daring successes.

At Vimy Ridge Lieut. Tait won his first decoration,—the Military Cross.

He was wounded at 6 a.m., one hour after going "over the top." All the other officers were either killed or wounded, and Tait, in spite of his wound and the fact that he was still troubled somewhat by a previous wound, rallied the men and by his splendid example eventually succeeded in getting the captured position consolidated. He was not relieved until noon, and then refused to go back with a stretcher party, staying with the relieving officer until two hours later, when he crawled back to the rear, arriving there at 3 o'clock next morning after painful work through mud, water and shell holes.

This heroic self-sacrifice was fully recognized in the award of the Military Cross, the order in the *London Gazette* of August 16, 1917, reading as follows:—

For conspicuous gallantry and devotion to duty. Early in assault he was wounded and all the other officers killed or wounded, but he led his company with great fearlessness and determination through intense fire to the objective, and although unable to walk, supervised its consolidation, finally crawling back alone to leave for others the four bearers.

Lieut. Tait wrote a vivid story of the morning of Vimy Ridge, which was published in an English magazine.

At Passchendaele he was again in the front of the assault, and his superior officers recommended him for a Bar to his Military Cross, and also for a captaincy.

In the great Allied drive during the past summer, Lieut. Tait shared all the tasks of the Canadian corps, up to the morning of August 11, when he fell, gloriously, in the fore-front of battle while repelling an enemy counter-attack. For his splendid conduct and leadership in his last battle, the supreme honour of the *Victoria Cross* was awarded. The cables quote from the order in the *London Gazette* of September 28, as follows:—

For conspicuous bravery and initiative in attack. An advance having been checked in intense machine-gun

fire, Tait rallied his company and led it forward with consummate skill and dash under a hail of bullets. A concealed machine gun, however, continued to cause many casualties. Taking a rifle and bayonet, Tait dashed forward alone and killed the enemy gunner. Inspired by his example, his men rushed the position, capturing twelve machine guns and twenty prisoners. His valorous action cleared the way for his battalion to advance. Later, when the enemy counter-attacked under intense artillery bombardment, this gallant officer displayed outstanding courage and leadership, and, though mortally wounded by shell fire, continued to direct and aid his men until death intervened.

Tributes from officers and men are no less eloquent than the official orders. Writing to the bereaved widow, Lieut. Col. James Kirkcaldy, officer commanding the 78th Battalion, says: "His courage and daring got to be taken for granted by all who knew him and he never seemed satisfied unless he was into something."

Lieut. Christie, 27th Battalion, writing to his sister, says: "I suppose you will have heard of Tait's death. He was widely known as the idol of the 78th and was said to be one of the bravest men over here."

Sergt. D. Milne of the 78th writes to Mrs. Tait:—

"He rushed practically straight from hospital so as to get back to his Battalion without loitering around with the Reserve Battalion. The manner in which he died was certainly worthy of the brave man that he was. He had reached farthest on with his company and was saying to one of his gunners, 'That's the stuff to give 'em boys,' when a shell fell near and got him."

Lieut. Tait's widow resides in Winnipeg. His only surviving child died after he went to France. Three brothers are in the army in France. One has been twice mentioned in despatches.

The Canadian Public Service will hold in highest honour the memory of this soldier, whose life was crowded with heroic service and who in death was crowned with the supreme award "For Valour."

OUR HONOURS WON

The Military Cross was won at Passchendaele by Lieut Harold Oakley Leach, further reference to whose military career and recent death will be found in another column.

A Bar has been added to the Military Cross of Lieut. S. H. Odgen, of the Department of Customs, who went overseas as an N. C. O. and won his spurs in the field.

Lieut. Henry J. Dunlop has recently been awarded the Military Cross. Regarding the decoration a London cable says:—"An interesting sidelight on the work of the Canadian Railway Troops is revealed in the conferment of the Military Cross on Lieut. Henry Dunlop, of Ottawa and Sydney, N.B. Forward rail had been abandoned but it became necessary to re-employ them, and Dunlop with a platoon section worked four days and nights under heavy fire within range of enemy machine guns to render these lines again serviceable. It was largely responsible for the success of subsequent operations."

Lieut. Dunlop was on the staff of the Special Surveys Division of the Topographical Surveys Branch, a division which has nine volunteers from its staff of twenty men. He went overseas in February, 1917, as a sergeant with the 256th Railway Construction Battalion, received a commission in the field, and won this honour some time later.

H. L. Broadbent, who was employed by the Topographical Surveys before he went overseas in 1914, has received the Military Medal.

OUR CASUALTY ROLL

The splendid career and heroic death of LIEUT. J. E. TAIT, V.C., M.C., are fully referred to in another column.

CAPT. HENRY AUBREY THOMPSON, died of wounds on September 27, was a Public Works engineer of the Chase, B.C., staff. He went to the front at the outbreak of the war and was one of the original officers of the 14th Battalion. He was wounded at Ypres.

J. B. HANWAY, died of wounds on September 30, belonged to the Customs staff at Moosejaw and was a recruit of the 249th Battalion.

EDWARD F. O'BRIEN, wounded, was a clerk in the Department of Customs, Ottawa, and a recruit of the 74th Battery.

JAS. D. LYNNESS, of the Department of Public Works, Ottawa, has been wounded. He was in the C. A. S. C.

ERNEST SILVESTER, a Public Works employee in Vancouver, who has been overseas for three years, is wounded. He belonged to the 6th D. C. O. R.

MAJOR JAMES J. STOCK, M.C., has been badly wounded in the legs, and one limb has been amputated. Major Stock belongs to the Topographical Surveys. He went overseas as a lieutenant of Engineers, and has won his decoration and two promotions by gallantry and efficient service in the field.

CAPT. GEORGE F. DALTON, wounded in the right leg, is an Engineer officer and belongs to the Geodetic Survey staff, Ottawa.

J. H. GRAY, a Toronto Customs clerk, died in a C. C. S. in France on September 28 of wounds in the chest.

JAMES DUNCAN, a Toronto letter carrier, has been wounded in the foot. He was a recruit of the 134th Battalion.

SERGT. V. D. THOMPSON, died of chest wounds in No. 30 C.C.S. on September 27, was a Toronto postal employee. He enlisted with the 35th Battalion and subsequently served with the 4th Mounted Rifles and the Postal Corps.

J. H. LAROCQUE, gassed, belongs to the translators' staff of the Department of Agriculture, Ottawa. He had been in the Princess Pats.

LIEUT. EDWARD E. BOUCHETTE, missing, believed killed, belonged to the Public Works Department, Ottawa, and was a son of the late Errol and Mrs. Bouchette. He served at first with the 178th and afterwards with a battalion of Grenadiers from Montreal.

LIEUT. W. T. DENISON, died of wounds, October 3, belonged to the Customs staff at Port Arthur. He was a captain in the 94th Battalion, but reverted in rank in order to get to France.

ALLAN JOHN MACMILLAN, reported wounded in right arm and thigh on October 6, is an employee of the Special Surveys Division of the Topographical Surveys Branch of the Department of the Interior. He originally held a commission in the 80th Battalion, but reverted to go to France with the P. P. C. L. I.

J. GEORGE REYMOND, of the Department of Customs, was killed in action in the region of

Cambrai on September 28. He was not yet twenty years of age. He enlisted with the C. A. S. C. but transferred to the infantry in England and was in France with the P. P. C. L. I.

LIEUT. DONALD ARCHIBALD McQUARRIE, M.C., is reported killed in action early in October. Lieut. McQuarrie had a most brilliant career. He was a Public Works engineer at Nelson, B.C., and went overseas with the 30th Battalion. Subsequently he was with the 54th. He was mentioned in despatches, received the Military Cross, and was wounded in October, 1916, and again last April.

V. T. K. WAGNER, wounded in the thigh, October 7, is an employee of the Department of Militia and Defence. He is but nineteen years of age and enlisted with the 53rd Battery.

LIEUT. T. LOUIS BRENNAN, Royal Air Force, died in Toronto on October 16 of influenza. He belonged to the Customs staff at North Sydney, N.S., joined the flying service in 1915, and received his commission in England. He was wounded at the Somme in 1916. Recently he had been an instructor at Leaside aviation camp.

H. L. BROADBENT, M.M., now training for an artillery commission in England, was shell-shocked some time ago.

CREIGHTON A. FORDE, who has been missing since May 27, now writes home from a prison camp in Germany. He was formerly engaged in Canadian Government survey work, and served in France with the British A. S. C., Mechanical Transport Branch.

LIEUT. EDWARD MCGILL RICHER, died of wounds on September 3, belonged to the Department of Agriculture, Ottawa. He enlisted as soon as the war broke out and went overseas with a field battery of the First Division. He received a commission while at the front. Lieut. Richer was a young man of high purpose, ambition and energy, and his death is much regretted by his friends in Ottawa as well as by his kin in England.

GEORGE LOWE, of the Department of Public Works, is back on civil duty after doing his bit in France. He was with the Skilled Railway Operatives and spent three months in the fire zone. On June 17 a burst of shrapnel filled his legs with scrap-iron and brought about his discharge.



LATE LIEUT. J. E. TAIT, V.C.

R. A. GOODMAN, of the Brandon post office staff, has been slightly wounded. He has been at the front about 18 months with the Army Medical Corps.

F. B. SHIELS, of the Customs staff at Fort William, has been wounded.

GEORGE VANZANT, of the Trade and Commerce staff at Port Arthur, was killed in action on August 1. He was a recruit of the 94th Battalion.

LIEUT. G. H. BURLAND, M.C., of the Auditor General's Office, has been wounded again.

ALLAN HUGH BOWLAND, railway mail clerk, North Bay district, has been wounded. He was with the Engineers.

ACTING CAPT. G. W. GIROU, M.C. and Bar, wounded, belongs to the Post Office Department, and went overseas with a re-inforcing company for the Princess Pats.

LIEUT. JOHN LABATT SCAT-CHERD, an officer of the staff of the Board of Customs, who entered the army in 1915, with the 47th Battery, C.F.A., C.E.F., was wounded on September 3 and subsequently died of his injuries. He held a com-

mission in the 6th Field Battery of London, Ont.

V. A. TAIT, a Winnipeg Customs officer, who enlisted with the 184th Battalion, has been wounded.

R. E. STEWARDSON, of the Customs, Fort William, is again wounded. He enlisted with the 44th Battalion and was first in the casualty list in September, 1916.

F. B. EAGLESON, gassed, belongs to the Department of the Interior, Ottawa, and is a son of J. S. Eagleson.

W. T. BUSH, of Toronto Customs, is wounded. He was with the 33rd Battery as signaller.

E. J. WILLIAMS, gassed on September 3, is a Toronto letter carrier. He enlisted with the 92nd Battalion and was afterwards in the Postal Corps.

LIEUT. HAROLD O. LEACH, M.C., killed in action in September, belonged to the Hydrographic Survey Branch of the Department of the Interior. He went overseas as machine gun officer of the 184th Battalion and had seen eighteen months' hard work at the front. At Passchendaele he was wounded and won the Military Cross. When he met his death, he was just about to go on leave and expected to marry a nursing sister of the C. A. M. C. His mother, widow of the late Rev. John J. Leach, lives at Neepawa, Man.

JOHN HAY, gunner in the 4th (Lowland) Howitzer Battery, Royal Field Artillery, who died of wounds on August 20, after suffering the amputation of an arm and a leg, belonged to the Canadian Emigration staff at Glasgow, Scotland.

—CSFC—

WAR PERSONALS

Frank Chamberlain, serving with the United States Navy in French waters, wounded on August 17, is a son of H. W. Chamberlain of the Post Office Department.

William P. McCoy, killed in action late in September, was a brother of Miss McCoy of the staff of the Public Archives. Miss McCoy has two other brothers "somewhere in France."

Lieut. Harry Daubney, M.C., is home from the front.

Capt. "Bob" Viets is home on convalescent furlough.

E. T. Edwards, of the Post Office Department, received notice that his son, Harry, is seriously wounded.

Philip U. Blaylock, killed in action, September 28, was a brother of John Blaylock of the Department of Customs.

Lieut. W. B. Steers, wounded, is a son of C. J. Steers of the Surveys Registration Branch.

Cables announce the promotion to command a Brigade of Artillery in the field, with the rank of Brigadier General, of C. H. L. Sharman, of the Department of Agriculture. This officer went to the front in 1914 and has been holding important administrative posts and commands ever since. He was wounded at Ypres in 1915 and has been "mentioned in despatches" and created a C. B. E.

PERSONAL POINTS

Edmund Groves, son of Samuel Groves of the Department of Mines, and a veteran of the war, was married recently to Edna, daughter of Robert Denison.

On the eve of their departure for Oshawa, where they will reside, F. S. Browne, lately of the Central Experimental Farm staff, and Mrs. Browne, were entertained by officials of the Department of Agriculture at the University Club and presented with testimonials of regret at their leaving the circles of which they have been valued and popular members.

Edgar Stansfield, M.Sc., of the Department of Mines, has been attached to the Lignite Utilization Board laboratories in Montreal.

L. E. Westman has resigned from the Department of Trade and Commerce to become editor of the *Canadian Medical Journal*.

Pte. F. L. Cook, formerly railway mail clerk, Calgary district, has been admitted to the Norfolk Hospital, Thorpe, Eng., suffering from gunshot wound in the leg.

Pte. G. W. Gronvold, whose name appeared in recent casualty list as gassed, was a railway mail clerk in Winnipeg district.

CSFC

The Civil Service Federation of Canada

(ANNIVERSARY STORY)

(Concluded)

The First Convention.

As narrated in the anniversary number, the first convention of the Federation of Dominion civil servants was called for April 29, 1909. The convention met in the Board of Trade rooms, Elgin street, and thirty-four delegates attended; embracing all the known societies of civil servants with two exceptions. As the Inside Service Association had taken the initiative, it was fitting that the temporary officers of the new organization should be chosen from that body, and accordingly Mr. J. A. Doyon and Mr. R. H. Coats, president and secretary of the Ottawa association, were appointed temporary chairman and secretary respectively. The resolution bringing the Federation into existence was moved by Mr. J. L. Payne and seconded by Dr. Freeland (since deceased), of the Inland Revenue service. Some delegates made inquiries as to the attitude of the Government on the subject, and were informed that two Ministers had written expressing approval, viz., Hon. W. S. Fielding and Hon. Sydney Fisher. The constitution was adopted and a memorial presented to the Government dealing with the following subjects:—

- (1) Civil Service Reform.
- (2) The cost of living question.
- (3) Scale of salaries in general.
- (4) Reclassification and re-organization.

(5) Superannuation.

(6) Insurance.

(7) Income tax.

The first president elected was Dr. J. A. Smith, of the Customs, Windsor, who retained the position for several years; and the first secretary was Mr. R. H. Coats.

Second Convention.

The second convention met on April 21, 1910, at the rooms of the Civil Service Club. A great deal of the time of this convention was devoted to classification, and resolutions were also adopted on the following subjects:—Endorsation of *The Civilian*, Insurance, Superannuation, and Organization.

Third Convention.

The third convention was held on April 20, 1911, at the Board of Trade rooms. A very important memorial on superannuation was prepared and presented to the Hon. Mr. Fielding, who in reply suggested that the Federation undertake to educate the public on the subject. Important resolutions were adopted, among which was a specially favourable one on the work of *The Civilian*.

Fourth Convention.

The fourth convention was held on Nov. 15, 1912, at the Civil Service Club. Attention was again given to

superannuation, and a delegation was authorized to call upon the Hon. Mr. White, Minister of Finance. The report of the Executive Committee reviewed very fully the progress of affairs during the year; regret being expressed that no new Civil Service legislation had been introduced. The Federation called in delegation upon the new Prime Minister, Sir Robert Borden.

Fifth Convention.

The fifth convention was held on Dec. 4, 1913, at the Civil Service Club. Two very important memorials were prepared. One of a general nature was presented to Sir Robert Borden, dealing with extension of the Merit law to the whole Service, and other important subjects; the other, on superannuation, was presented to the Minister of Finance. The modest and bashful attitude of the employee of this time in treating with his employer is indicated in this quotation from the memorial to the Premier on the all vital subject of reform,—“Especially are we in sympathy with those portions of Sir Geo. Murray’s report in which he advocates the extension of the merit system of appointment throughout the entire Service.” At this convention Mr. R. H. Coats retired from the secretaryship after long and most effective service, and Mr. F. Grierson succeeded him.

Continued on page 332

EDITORIALS

"So far, therefore, as the mere publication of new principles is concerned, and so far also as merely self-regarding action goes, one who has the keenest sense of social responsibility, and is most scrupulously afraid of doing anything to slacken or perturb the process of social growth, may still consistently give to the world whatever ideas he has gravely embraced. He may safely trust, if the society be in a normal condition, to its justice of assimilation and rejection."

JOHN MORLEY.

EMANCIPATION

Second in importance only to the war and the placing of all our possible means in Victory Bonds, is the necessity that all civil servants realize that a new era has dawned in Canada in the present year 1918. A very special feature of this new life we are to live is the fact that we have been endowed with all the rights and privileges of *free speech*. We hasten to correct a wrong impression that possibly may be taken from this remark, and to state that we think that civil servants always enjoyed the right of free speech, but for special reasons it has been popularly supposed that they did not. The Von Fripps patronage-committee-masters-of-the-hounds used to crack the whip and all of us, victims of a Prussian serfdom, went to kennel. The system as engineered and applied was worthy of the ingenuity of any Von-Vampire which has metamorphosized the German people into devils. The Civil Service was insidiously named the "Silent Service," a term originally meant to convey the idea that members of the Service had to deal with confidential matters of a political nature and that they must be worthy of that confidence. This was developed by the "system" into the idea that "civil servants must not speak." We venture to express the opinion that the Service has been much in error in accepting such a debased status and that this error is due entirely to the fact that the members of the Service have not joined their class or local organization so that the voice of protest might be unanimous and overpowering, instead of individual and inoperative. Let us forget the vulgar past for the time and take a glance at the future.

By the passing of the Civil Service Act of 1918 Patronage has been stripped of its powers so far as the law is concerned. It is a pathetic fact that civil servants have not yet realized that the shackles have been removed. This is perhaps particularly noticeable in Ottawa, where the

system held undisputed sway in the appointments and promotions of the thousands employed there. We have in Ottawa leaders in our organizations who still have their necks bowed to the weight of the yoke. The roof has been removed from their aviary, but they will not fly forth. The great Inside Service association is in great need of a renaissance. So little spirit of class consciousness has been inspired in the Inside Service that the members are asked to appraise it at the association's own valuation of twenty-five cents a year. *The Civilian*, which has risked its existence in battling for merit and fair-play, has as many subscribers in one post office as it has in the whole Inside Service with its 10,000 permanent and temporary employees. Many Outside Service associations are adding *The Civilian* club rate to association fees. These references are not intended to be either insidious, personal, or offensive. We have been bold enough to speak the truth in referring to our relations with our masters and we venture to pursue a like policy in regard to our relations with each other in the great struggle for existence as men and free citizens of a great country.

We send a message to the whole Service, that not all the slaves in the world were liberated by Wilberforce and Lincoln, and that all civil servants have been liberated in the year 1918 from the bondage of slavish silence. *The Civilian* is your mouthpiece and for so long a time as fate may ordain that this journal shall continue its existence, it will publish the grievances of Canada's civil servants, and express the aspirations which all good men entertain for a better and a still better state of idealism.

—CSFC—

THE INFLUENZA EPIDEMIC AND THE SCHOOLS.

Word has just gone forth in the Capital City that because of an enforced vacation of a few weeks, which teachers and children alike have

spent in their share of the suffering which has stricken our country and the world, there are to be no more school holidays, with the single exception of Christmas Day.

We understand that any such action will have to be taken by the provincial authorities, but for fear it may be in contemplation and in the hope that our magazine will reach the public soon enough to check the further spread of so mistaken a policy, we wish to submit our views upon the subject.

First, if such an order is aimed at the school teachers and is to be drawn up because those who are in control fear that school teachers will not do enough for their money, or that they have not already met this obligation by the burdens they have borne during the present epidemic, let these "controllers" sit down and compare the average salary which they are paying to the persons who are part and parcel of the successful development of our coming manhood and womanhood with the wages paid to the men who sweep our streets and collect out garbage.

If they still desire to further penalize these essential and unjustly paid members of our communities, let them do it by requiring the teachers to report for work and sit at their desks every day for two weeks after the scholars have gone home next June, or during the Christmas or Easter holidays. But don't let them punish the children also. Speaking frankly, we should like to see teachers receive a week of rest with full pay after the worst of the epidemic is over, or after their period of activity as nurses is over, before they are asked to resume the work of teaching.

Second, if such an order is aimed at the children and is to be drawn up because those in control are afraid that the children will not learn enough, let these "controllers" write to the superintendent of education in a progressive city, describing the length of the school term, the hours per day, and the fact of required home work in, say, the Capital of Canada. They will find out that children who go to school a month or so less a year, who are in school no more hours per day and sometimes less, and who are never allowed to do a bit of home work, enter college fully as young and as well-prepared as do the children of the city where the other conditions prevail.

Then let them tell the children that somebody made a mistake, and no one ever thought of keeping them away from home on the day before Christmas, or New Year's, or any other of their usual school holidays.

If any change is to be made, it should be for the better, not for the worse. Inquiry could discover, for example, and one can write almost anywhere for this information, that cities which are within hailing distance of the times do not reserve high school or collegiate education for those who can buy it. The addition of this charge to the general tax rate enables a family to secure an inalienable privilege, which the State can not afford to have them miss, by the contribution of an insignificant yearly sum, and the family can take advantage of this privilege for four or more years, depending on the number of children, without additional expense.

It can also be found out that many cities have come to the conclusion that any feature which should be so universal as education should be so handled that no retail book store can pocket ten or any other per cent of the cost of the necessary tools. Some cities are in the unenviable position of having recognized the truth of this principle without applying it to all the schools within their jurisdiction.

The running expenses of all schools, particularly those of common or collegiate grade, and we hope the day will come when it will be true of universities as well, should be charged to the general tax-payer; and the cost of the necessary books and tools should be charged to the same source. The general tax-payer cannot be unwilling also to pay enough to enable the teachers of his children to secure a decent wage. It is simply up to those in control to decide to pay decent wages, and to run the schools in accordance with the better spirit of the times.

—CSFC—

A FLAG AT HALF MAST

A flag at half mast on the Parliament building this morning—we do not ask nor do we know for whom it flies, but we can tell you something of our thoughts. They may be yours.

A flag at half mast—and we see a thousand homes, not one; a thousand forms laid low while sitting at the loom or desk, while standing at the lathe or by the bed of others, while prattling over dollies or beating baby drums. The fearful toll of years of war told off in weeks. Does this not seem to you the tragedy? Were these not partners in our commonwealth no less than those who bear the panoply of war?

A flag at half mast—and we see lonely women, hungry babies, wide-eyed children, spared by war and stricken in the very dawn of surcease from that vigil by an unseen hand. Did the waiting loved ones who have gone merit less of health

than we strive hard to give their soldiered husbands, fathers, sons, and brothers? And do the ones who still remain? Is freedom from disease not vital to the State, and is the State not here for all? Is it nothing to us that soldiers bare their heads before casualty lists from us far larger than they send?

A flag at half mast—and we see mothers giving life, or all but life, for life. No unwounded soldier yet has faced for months a certain plethora of pain. Isn't there a better word than bravery? Is not France right, and casualty lists of those who suffer at the front alone too partial to be just.

A flag at half mast—and we see the misty evening dimming of a stranded storm-bound people in distress and with the watchers wonder, through the long long night, whether even a Lieutenant Craven could have saved them.

(Our spirits rise before heroism such as his, a man who dared, four times, to bring his little vessel where the cruel waves could help him. We see men dropping to the smaller deck as if jarred loose from the beleaguered vessel at the instant of impact. We cheer with those who have to stay, the braver man who has to give the word to go, and watch a little broken vessel staggering off beneath its load.)

Morning tells us that it is too late; for every precious one the draperies of darkness have become the mantle of oblivion. And we see the restless eddy of Alaskan waters round a mast that yesterday bowed proudly to the seas and spoke into the sky, that forms the cross above a tomb to-day.

—CSFC—

WE MUST PRODUCE MORE COAL

We sit in the theater and witness a sudden burst of light, and we read of an explosion in a coal mine when we get home. We might recall both facts at the same time, but only a child, and this is to the child's credit, would ask why the air in a coal mine should explode any quicker than the air in a theater. We cannot stop to answer all of the child's question, but the powder used for artificial lighting on the stage is frequently one made up of tiny spores (like the dust in a dry puff-ball) and some coal beds happen to have been formed from plants with similar spores and these are still explosive when released as dust in the process of coal mining.

Few would be expected to recognize such a connection between the two explosions mentioned, but even the ability to put 2 and 2 together and get 4 is becoming a lost art.

We depend on the papers, on the magazines, or what the barber or the cigar vendor tells us. We even read as we walk to work—are not willing to let our brain do what it was created to do for the few moments that we are out of doors.

We read that the coal miners of Pictou county have been on strike for over a week for increased wages. But does this mean anything to us? Do we stop to realize that this means less production and do we know what less production really means?

Oh, of course we remember getting coal in half ton lots for our own particular little coal bin last winter, but this action on the part of the coal dealers could have been prevented by the use of a little brains. No, a strike in Nova Scotia and a shortage in domestic coal in Ontario or the West are neither 2 and 2 nor do they make 4. They have nothing to do with each other.

We mean the real seriousness of a shortage in coal production. Let's look at some of the twos and twos that do make four:—The 2 of a shortage of ten million tons in the output of the Nova Scotia mines (the shortage in the West is still greater) and the 2 of an adverse trade balance between the United States and Canada. Have you ever stopped to put this cause and effect together? This 4 explains 50 millions of this adverse trade balance, and the western shortage increases the amount.

The 2 of a shortage of 36 million tons of coal for this year alone in the mother country, 27 million tons more than their controller can see in any form of rationing, 27 million tons which they must have, and the 2 of winning the war. Marshal Foch says these make 4 in this stirring message: "Coal is the key to victory. Miners of Britain, help me!" On August 22 essential blast furnaces in England were at a standstill for coal, and shortly before August 21 it was necessary for the Government to suspend all coal deliveries to railroads in order to supply the military needs of Italy. Shouldn't we get in this?

The 2 of a shortened production in Canada and the 2 of this 27 million ton shortage in Great Britain. This 4 is serious. Our own production is steadily decreasing, Great Britain must have this 27 million tons, and it must come from this side of the water. If Canada does not send it, the United States will, and we who have coal are already depending on her to help us out in the matter of coal for ourselves.

The 2 of closed mines and shortened production and the 2 of fixed prices for coal. We wonder whether the fuel controller has ever added these together. As Mr. Gray has so strongly pointed

out in the September and October numbers of the Bulletin of the Canadian Mining Institute, the fixing of a price for coal by our fuel controller in a world where everything else is allowed to increase so cuts the possible profit of a coal operator as to make it hardly worth his while to continue in business. We leave to private initiative the decision as to whether mines, the treasure houses of a nation and the world, shall be run or not, and sit back when the decision is to stop. A coal operator does not get enough profits and he can turn the key on a natural resource that Lloyd George, Marshal Foch, President Wilson, Admiral Beatty, and Sir Douglas Haig all say is vital, and Government does nothing; a group of employees do not get enough of the profits to live and they can not turn the key of refusing to work for an industry without setting the whole machinery of Government in swift action.

The 2 of men in unessential occupations, of miners in uniform, or of men in internment camps (British prisoners have had to work the Belgian coal mines) and the 2 of shortened production. The connection between these two is perhaps the most serious of all. Great Britain is taking miners of all but the highest category out of her Army and sending them back to the mines; she is considering the same step for miners in the Navy. Canada has refused to exempt even the specially skilled miners from the application of the Military Service Act, and mine managers have had to struggle hard to prevent the Government from making the mistake of putting them in uniform.

Canada must not only release its miners, but it should draft additional workers for the mines. President Wilson has said that the need for coal is the most serious problem which confronts the Allies to-day, and more can not be said.

—————CSFC—————

NOTES.

Of all arguments advanced by the Civil Service Federation in their memorial to the Government and in the evidence supplied to the press there is perhaps nothing so conclusive as the action of the United States House of Representatives on September 24. On that date this legislative body passed the Nolan Minimum Wage Bill by a vote of 252 to 16, establishing a minimum wage for Government employees, including labourers, of 37½ cents an hour, \$3.00 a day, \$90.00 a month, and \$1,080.00 a year. This information had reached the officers of the Federation in the exchanges of *The Civilian*; but,

on account of the many committee meetings and other engagements in connection with the bonus, the fact was not disclosed until after the conference on October 8. A statement of the fact was at once forwarded to the Acting Prime Minister and also placed in circulation for distribution to the press. It is hoped that a brief item may be inserted in this number at the last moment reporting the decision of the Government. *The Civilian* cannot see how the Government can fail to grant the request of the Federation in full on the merits of the case. Any unthought of reduction made by the Government in arriving at its decision will simply have the effect of emphasizing the fact that the Federation was too modest in its request. Secretary L. D. Burling of the Federation has been electrified and in his program has done everything that could be done so far as the Government, the public press, and the affiliated associations are concerned.

—————CSFC—————

One of the most interesting features *The Civilian* is offering its readers is the contribution of articles to our pages by writers who are not civil servants. The progress made in educating the public in our affairs is thereby truly placed on exhibition for our inspection. Last month we had an article from the pen of Professor G. M. Wrong, who gave us a contribution very germane to the new conditions which have been brought into effect by law. In the present number Major W. L. Grant convinces us that in the many duties devolving upon the principal of a university, he has not failed to give more than a passing thought to the problems of public ownership. That he has kept in touch with events in the Public Service is well shown by his remark that "for the next five years at least, few if any appointments should be made." This is the crux of the situation. For years and under all governments, appointments have been made without the least justification, and some of the estimates made as to the extent to which the machine is overmanned, are staggering. The evil results of such a vicious system are manifold. Just to mention two of these, let us point out: (1) the disorganization involved in having too many people for the number of positions or tasks means that some are not doing anything or are not doing something all the time, and that in this way the best capital of the country,—manpower, is becoming depreciated in value. This loss is twofold,—to the individual and to the State. Let us point out: (2) that to-day the

Government is suffering from the sins of their predecessors in that they are confronted with the problem of paying public servants not only the pittance they have been paying, but millions of dollars more in order to mitigate to some extent the economic situation in the Service. Part of these millions will be paid to those who do not and cannot give the best that is in them.

The Federation should embody this sentence of Major Grant's in a resolution in their agenda for the next convention, and urgently press the Government to put the policy into effect that "for the next five years at least, few if any appointments should be made."

—————CSFC—————

We love peace and harmony in the great public family to which we belong, but will some kind friend come to our assistance before it is too late and explain the logic of the decision of the Justice Department regarding the war bonus to the Outside Service of the Department of Public Works? After paying the bonus to this Service for the first quarter of the fiscal year, the Department of Justice, (the whole of it or some part of it) picks up the Act and reads,—“ ‘Civil Service’ means and includes all officers, clerks, and employees in the Service of the Crown.” Then this wise authority, personal or impersonal, as may be, analyzes the term “employee” and determines for one thing that a labourer is not an employee. That's all. In the army they would call that “Swinging the lead” in order to avoid a duty or a parade. The saving of a few dollars to men who are now almost panic-stricken at the outlook for food, fuel, and clothing for the winter will not help much to win the war, and brings us no certificate the the horrors the Hun has brought upon us have mellowed the official mind that can menace us with a gas attack such as this. We venture to predict that the judgment will not stand, and certainly we do not expect that the Honourable Mr. Carvell will permit his great staff to be excluded from the Act and thrown to hyenas of Patronage as will be the case if this ruling stands. Champions of Merit may well tighten their belts, for the war, it seems, is not yet over.

—————CSFC—————

The appointment of more men and yet more men to the already over-manned Civil Service of Canada fills our souls with doubts yearning for satisfaction. The most notable appointment of recent date is that of Mr. C. H. Cahan to a position in the Justice Department in connection

with the alien enemies within our borders. There is something in this appointment to cause mistrust of the good faith of our Commission. Mr. Cahan's name conjures up a horrible nightmare suggestive of names like Weldon, Acres, etc., for Mr. Cahan also played a part in the last election. Moreover, Mr. Cahan takes over duties previously performed by Sir Percy Sherwood. When was the name of Percy Sherwood ever associated with the word “inefficient.” And still further Mr. Cahan is to get a salary \$1,000 in excess of that paid to the man who is head of the department that has attended to the alien enemies. There is something about these several correlated facts which tends to give us pause in our oft expressed feeling of security in the good faith of our Commission. Must we add another fact and point out that there is a rumour of the resignation of Sir Percy Sherwood. We do not know, we cannot tell yet, but if it be that the Civil Service Commission has done for Percy Sherwood for the sake of a Patronage appointment, well it is so much the worse for the Commission.

If events prove that our worst surmises are warranted, it will then only remain for the Commission to bring in some way-faring stranger who never heard of the office of Chief Commissioner of Dominion Police to fill Sir Percy's shoes. We would point out, however, that there is an acting and assistant Chief Commissioner of Police in the person of Mr. A. J. Cawdron who has on many occasions and for protracted periods carried out the duties of Sir Percy during his absence. *The Civilian* will observe the sequel of the foregoing incidents with more than ordinary attention.

—————CSFC—————

The publication of the changes in the personnel of the Service has been omitted for several months; the last reported having been for the month of May. The delay in keeping up this department is due to the fact that in future this information is to be supplied by the Civil Service Commission and that the Commission, on account of the great pressure of work, has not been in a position to make up the lists. A promise has been received by the Editors, however, that there will be a list of appointments, promotions, etc., for the December number.

—————CSFC—————

It is reported that the editorial and financial control of *The Veteran*, the official organ of the Great War Veterans Association, is vested in a

small group of men who are not in close contact and sympathy with the wants and necessities of the N. C. O's and men of the rapidly increasing mass of returned soldiers. To *The Civilian* this is nothing more nor less than a tragedy. We had hoped for great things from *The Veteran*,—great things for the "other ranks" more particularly. We expected *The Veteran* to take a strong stand for the expropriation of land in suitable localities at a valuation within the means of the "other ranks," and not at the valuation of that great privileged class which has under all governments syndicated the public domain. That value should be the present productive value of the land, not the enhanced and unearned increment wrought by the sweat and blood of the pioneer. There are many such problems *The Veteran* might take up on behalf of the "under dog" or "other ranks" who are sure to meet with many obstacles in the attempt to get a square deal. We think that colonels and majors, necessary as they are and amiable as they may be, do not stand in need of a direct channel of publicity, and therefore *The Civilian* goes out of its way to make these comments based on the fear that, as matters stand, the cause of the sapper, gunner, and private is not to receive the attention from *The Veteran* which they have a just right to expect.

The Civilian has as a rule not attempted to report the great doings of our soldiers in Europe except in the case of actions performed by the men and women belonging to the class it represents. The war is well reported by news agencies which do not represent the interests of a special class. Events, however, have happened

since our last issue which cause us to make a few comments upon the state of the war and the policy of the Allies. The greatest event of the weeks recently passed is the announced policy of the Allies of "unconditional surrender." Fear that a less just policy might be adopted by the Allies was experienced by not a few. Analyze the motives that may inspire such a policy, and will you not find it amply justified? Will anyone declare that a thesis may not be prepared justifying even the perfectly human instinct of revenge upon a breed which has created the unmentionable record of the past four years. The metaphysician and the pacifist may controvert such an idea to their hearts' content. There is yet left to us the perfectly absurd hypothesis that the unmentionable race is really a part of the human family. Ethnology is lost in bewilderment and can find no place in the science of races for such a breed, and descendants of the Turanian, Semitic, and Aryan families disown them with a shudder. If there may be anything human about this race, let discipline be applied. On the public streets of some cities in Canada there are municipal orders fixing a fine of \$50.00 against those who spit on the sidewalks. Ratio the crimes of the Hun on the basis of this civic ordinance and estimate the punishments that should be meted out to him for his unspeakable offences.

Fellow civil servants, help to remove this menace from our planet by devoting as much as possible of the anticipated war bonus to the buying of Victory Bonds.

C S F C

Shall We Not Give Our Gold

From every grave in No-Man's-Land,
From every stricken hearth,
From every son whose valiant hand
Keeps freedom o'er the earth,
There comes a cry across the world:
"Stand firm with might and main!
And help the flag we have unfurl'd
Thro' sacrifice and pain!"

By every grave that keeps us free,
By every pledge and bond,
By all we are and hope to be,
We must, we *shall* respond!
No grander purpose ever claimed
Our service to its own,
No brighter beacon ever flamed
From Freedom's starry throne.

To-day on us the task is laid:
Each pledge we must renew,
Sincere and strong and undismay'd,
We have our part to do.
If, in this toil of epic strife,
Our worthy course we hold,
And they in France give limb and life,
Shall *we* not give our gold!

—Jack Cadden.

Obituary

The death is recorded of one of the members of our Montreal Customs staff, A. M. Latouche, who had been in the Service for thirty years. The late officer was taken off suddenly by heart disease on September 24, a few hours after leaving his work, and without having taken to his bed. Mr. Latouche was chief clerk in the Manifest Branch and was respected by all members of his staff and the public. He left a widow, daughter, and son. The last shortly followed his father in death, having been on October 15 one of the numerous victims of the influenza epidemic.

—CSFC—

Miss Norma F. Johnston died on Oct. 15 at Ottawa. Miss Johnston was private secretary to the assistant to the chairman of the Commission of Conservation, having been connected with the commission since 1911, prior to which she was employed by the Department of Justice. Besides her mother she leaves to mourn her loss a brother, Lieut. Charles F. Johnston, of the Canadian artillery, now in France, and a sister, Miss Vera, a V.A.D. nurse at Plymouth, England.

—CSFC—

There is wide regret at the death, which occurred on September 28, of Lily, wife of Lieut. Norman Keys, M.C., of the Department of the Secretary of State. Mrs. Keys was a daughter of Frank Denton, K.C., and Mrs. Denton, of Toronto, and had just finished her education in Europe when the war broke out. She devoted herself to patriotic work, qualified for the Massage Corps, and was so highly valued as a member of the staff of the Sir Sanford Fleming Home that she was persuaded to continue her work after her marriage, last February. In the course of her nursing duties she contracted the illness that resulted in her death.

—CSFC—

REED—On October 4, 1918, A. Reed of the office of the Superintendent of the Railway Mail Service, Ottawa, aged 76 years.

LESLIE—On October 15, 1918, C. W. Leslie, railway mail clerk, formerly of Calgary, lately of Prince Edward Island district.

PARENT—On October 19, 1918, J. Emile Parent, of the Department of Militia and Defence, in his 29th year.

BERRY—On October 17, 1918, Miss Eva Berry, of the Department of Public Works.

JOBIN—On October 18, 1918, Paul Jobin, of the Hydrographic Survey, aged 41 years.

DOUCET—On October 20, 1918, Polycarpe Doucet, of the Government Printing Bureau, aged 35 years.

DUPUIS—On October 19, 1918, Hector Dupuis, of the Department of Public Works, aged 33 years.

LAMBERT—On October 20, 1918, E. M. Lambert, M.D., son of F. X. Lambert, aged 51 years.

FRASER—In Toronto, on October 17, 1918, J. Gordon Fraser, of Postal Station "D," son of the late Joseph R. Fraser, of the General Post Office.

SMALLPIECE—In Toronto on October 19, 1918, Henry William Smallpiece, in his 95th year, from 1879 to 1894 on the staff of the Post Office Inspector.

DOWLING—On October 22, 1918, Helen Bogart, daughter of D. B. Dowling, of the Geological Survey.

GATES—The death occurred on October 20 of J. C. Gates, a railway mail clerk of the London Division. The deceased was born at Niagara Falls in 1884 and entered the Service in 1904. His visit to Ottawa as delegate to the conventions of the Civil Service Federation will be recalled by many on account of the interest he displayed in all matters connected with the Civil Service.

GILLIES—A. Gillies, for thirty-one years a railway mail clerk in Toronto district, died at his home in Belleville on the 17th inst. a victim to influenza.

STANTON—A. H. A. Stanton, mail transfer agent, Toronto district, died on the 14th inst.

FOX—On October 8, 1918, Thomas Fox, of the Department of Inland Revenue.

PERRON—On October 8, 1918, Willie, son of W. C. Perron, of the Department of Immigration and Colonization, and Mrs. Perron, aged 13 years.

McDONALD—On October 11, 1918, Peter McDonald, of the Depart-

ment of Customs, formerly of Montreal, aged 58 years.

KAVANAGH—On October 10, 1918, Thomas Kavanagh, letter carrier, aged 35 years.

DOODY—On October 14, 1918, William J. Doody, of the Post Office Department, aged 24 years.

FOWLER—On October 9, 1918, Catherine Cox, wife of George Fowler, of the Department of Inland Revenue, and mother of G. B. Fowler, of the Customs, F. C. Fowler, of the Interior, and Robert Fowler, of Public Works.

SHORE—On October 13, 1918, Samuel Hamilton Shore, of the Department of the Interior, aged 32 years.

HAYES—In Toronto, on October 15, 1918, the wife and daughter of John J. Hayes, of the Post Office staff, formerly of Montreal, now overseas with the Canadian Expeditionary Force.

HICKSON—On October 15, 1918, Hilda C. Hickson, of the Department of Finance.

JOHNSTON—On October 14, 1918, Norma F. Johnston, of the Commission of Conservation office.

SMITH—On October 12, 1918, Edward S. J. Smith, of the Fuel Controller's office.

McDERMOTT—On September 30, 1918, Emmett S. McDermott, formerly of Ottawa post office, aged 64 years.

ARTZ—On October 1, 1918, Mrs. Letitia A. Artz, mother of G. J. Artz.

DONALD—At Niagara Falls, on October 16, 1918, Gordon Donald, letter carrier.

GLIDDON—On October 3, 1918, Julia Agnes, wife of W. S. Gliddon, of the Department of the Interior.

ANDREWS—At Belleville, suddenly, on October 17, 1918, Angus Andrews, railway mail clerk.

—CSFC—

If you've got a thought that's happy—

Boil it down!

Make it short and crisp and snappy—

Boil it down!

When your brain its coin has minted,
Down the page your pen has sprinted;
If you want your effort printed—
Boil it down, and send along.

At The Sign Of The Wooden Leg

Your
Humble
Servt
Silas
Wegg

Ham and Eggs and Others

IN my scrap-book are two sonnets rescued years ago from the devouring maw of that oblivion that waits upon the daily press. They are by an unknown author and are addressed "To Ham and Eggs." They have given me so much pleasure that I pass them on to you. The poet sings,—

"Unto the vulgar eye thou mayest appear
A simple, common article of food,
Loved of plebeians, not by those imbued
With gentle taste in what concerneth
cheer;
A combination wherein doth inhere
Substance, perhaps, but never such as
wooded
The staler palate from its sombre mood
To new excess and deep potatoes dear.

So to the vulgar! But the poet thinks
Of how the mind of man forever links
You two together an immortal pair!
Even as Aspasia and great Pericles
Are joined in fame; Abelard and Eloise,
Paola and Francesca, in despair!

Which sprang to being first from out the
void,
Or ham or eggs? Which had the elder
birth,
And waited, darkling, on the desolate
earth,
With Ruth-like yearning sick, grief, un-
alloyed,
Until it saw, with spirit overjoyed,
Come its affinity to fill the dearth,
And make existence all the trouble
worth,
One grand, sweet song, with sorrow never
cloyed.

Ah, no man knows, and none shall ever
know!
But now, should adverse fate with cruel
blow
Dissever you, how would you seek each
other,
As Sappho followed Phaon, or as she,
The Egyptian goddess Isis, tearfully
Went searching for Osiris, spouse and
brother."

Those lines were written in the friendly days before the war, when hyphens were unknown to the proletariat, or, if known, were disregarded; in the days when we harboured no distrust of combinations, either in restraint or in aid of trade; in the days of Easter beef and Christ-

mas turkeys, of breakfasts that now would be dinners and of dinners that now would be banquets. We thought then and spoke then of

HAM AND EGGS.

But the tragedy dreaded by the seer has come to pass. "Adverse fate with cruel blow" has dissevered the lovers at last, and we think now and speak now of

HAM and EGGS.

There was a disaster in the heavens once which appears to me to be the only true parallel of this catastrophe of the kitchen. Biela's comet was observed to cross our orbit once in every six or seven years, but in 1846 the astronomers were astonished to find two comets in place of one. Some jealous god had smitten the wandering world with his mailed hand, and henceforth, it seemed, twin souls were to traverse space known in memory as one but doomed to travel on as two. Such an existence, however, became intolerable to them, and, after one or two appearances in this sad plight, they never were seen as comets; but in November, 1872, we passed through a zone of shooting stars at the time that the stricken wayfarers should have been crossing our path. Some November night you may see a meteor gleam in the eastern sky—a remnant of Biela's comet, an asterisk on the page of time calling your attention to a tragedy in a footnote, a matter of secondary importance to deities who have to look after the German Empire.

And is this to be the fate of Ham and Eggs? Languishing for each other, are they destined to endure a nebulous existence, a scrambled state of coma, so that our children's children shall ask of us if these were real entities or are we "just telling a story?" If only for once I could see the two of them together again, I

might have faith in the stability of the universe. Many have been the unions dissolved in our lifetime, false unions such as Austria-Hungary and Efficiency and Economy. They have gone their separate ways and no one, except an Emperor Karl or some benighted reformer, grieves. But there are other marriages to which, like that of true minds, we will not admit impediment. What a noble galaxy they form—the blessed affinities of the pantry-shelf, the love-linked lords and ladies of the larder! Let us lisp their honeyed names! Pork and Beans! Hog and Hominy! Doughnuts and Cheese! Toast and Marmalade! Beef and Greens! Liver and Bacon! Bread and Butter! Beefsteak and Onions! Ham and Eggs!

Breathes there a man with soul, or stomach, so dead that never to himself has said when nearing his home at six p.m., "I wonder what we are going to have for dinner to-night?" And if he gets far from the noble list above, you can mark him well as fit for treasons, stratagems and spoils. Life is rendered livable by its dualisms, its ups and downs, its actions and re-actions, its day and night, its light and shadows. And so it is that nature has yoked together these spirits of the culinary world. Celibacy for the cloisters, but marriage for the home. Each meat should have its helpmeet. Inscribe that on your banners and march with me against the profiteering Prussians who have decreed the divorce of Ham and Eggs, and of other members of the food family.

Do you remember the breakfasts of 1913? Grapefruit—a cereal—ham and eggs—toast and marmalade—coffee with cream in it—and the *Morning Citizen*! The Glebe were paradise enow. But it is for Ham and Eggs that the heart yearns more than for all others. "Without thee, what is all the morning's wealth?" Sometimes now I have a thin slice of ham, some-

times an egg. How forlorn and apologetic they each look, sundered from its mate! The ham seems conscious of its porcine lineage, a blot on its escutcheon which even the high prices of the butcher shop and the stars and ribbons of Sir Joseph Flavelle cannot atone for. And the egg, on egg mornings, sits in its china cup like a death's head at the feast, the nearest approach to inanity this side of the Crown Prince's army. Who was the guy that put the egg in egotism?

How dear to my heart are those meals of my childhood, when fond recollection presents them to view, the ham and the eggs, and the rich-scented biled food, which was known and beloved as the Old Irish Stew. I would not let this occasion pass without paying tribute to some of those noble culinary combinations, which, while lacking the harmonious simplicity that inheres in those other twin-souled viands of which we have been speaking, yet possess a certain high estate because of their superior organization. I do not refer to hash, that fortuitous concourse of atoms, well likened by one to faith as "the substance of things hoped for, the evidence of things not seen," nor to haggis, "great chieftain of the pudding-race," although it drew music from the heart of Burns,—they are

the democracies of the dinner world,—but to those oligarchies at the head of which stands Irish Stew. There is a dignity about that grand old conconvocation of corned beef and potatoes and carrots and parsnips, not to forget the dough-boys, that is akin to the glory of a planetary system. Hash is nebular, formless, inchoate; Ham and Eggs are the Heavenly Twins, Castor and Pollux; but Irish Stew is founded on the solar plan, with potatoes, large and small, taking the place of Jupiter and his moons, with great sliced turnip for Saturn, the Sun himself being the corned beef around which the others revolve and without which there would be no system at all. I have used the present tense in speaking of Irish Stew. Regard it as what the grammarians term the historic present, a form used merely to heighten the effect but without strict temporal reality. For the system has melted into air, into thin air.

"Ghostlike I paced round the haunts of my childhood.
Earth seemed a desert I was bound to traverse,
Seeking to find the old familiar faces."

Deep as is my affection for the oligarchy of Irish Stew, the chosen few that reign supreme on rainy days, it is still to Ham and Eggs, the partners

of the dual monarchy, the two kings at Brentford sitting on a single throne, that I must pay my heartiest homage.

"When shall we three meet agin?
In thunder, lightning, or in rain?
When the hurlyburly's done,
When the battle's lost and won,
That will be ere set of sun."

Yes, there is hope. As I write now, the black snake that stretches its length across my war map is turning its head near Antwerp in preparation for a scuttle back to the Rhine, from which it issued, and above the shriek of shells I hear the grunting of pigs and the cackle of laying hens. Terrified no longer by the snake, the Poland Chinas and the Berkshires, the Plymouth Rocks and the Leghorns will hie themselves back to our hearts and hearths, although in using that word "hie" I do not wish anyone to imagine for a moment that I am giving any encouragement to a further re-adjustment of prices upward. As yet the war bonus hovers only as a glow-worm on the horizon of my dreams; so Ham and Eggs must come back to me, if not humble for their long absence, at least considerate of the fact that "I am shepherd to another man and do not shear the fleeces that I graze."

—CSFC—

THE WAR BONUS

(Continued from page 314)

gentlemen who compose the Commission to give rulings upon the current problems of the day. We have nothing but praise for the Commission. We are glad they are busy upon such a great task, but the fact remains that two years, probably, will elapse before the congestion of work will be overcome. Now, even if the Commission were operating under normal conditions, we claim that it is not the employer. We claim that the Government, in the final analysis, is the employer; otherwise we should not be here to-day. The Government is responsible to the people for the formulation of a wise policy respecting the Civil Service, and it is responsible to the people that such wise policy is carried out. In July last the Government suddenly found that their policy was not being carried out, but that owing

to persistent neglect on the part of those acting on their behalf, civil servants felt themselves compelled to resort to the "strike" in order to draw attention to the lack of supervision. If at that time any one minister of the Crown had known what we knew, there would have been no strike and the annals of our country would not have been discoloured by a record of the fact that in order to attract the attention of their employer, the Government, civil servants were reduced to the necessity of the strike. But we cannot intrude day after day upon the busy hours of our ministers to inform them of the many causes of complaint throughout the Service. Ministers are invariably courteous in their reception of our representations, but we need one minister whom we can call our own and to whom we may have access without the danger of intrusion.

The second objection made to our request is that ministers will not

care to have interference in their departments. Permit me, Sir, to point out that for fifty years, six months and thirteen days ministers have tolerated interference in their departments—an interference that was at once tyrannical and vicious. Political Patronage has dictated to and interfered with all our ministers for fifty years. We ask for a nice clean man to take the place of an abusive system, who will help to undo the terrible wrongs committed.

I desire to refer briefly to a few of the many cases which would rightly be brought to the attention of a Minister of Personnel. The first case, I regret to say, refers to the department presided over by the acting Prime Minister. (1) There appears to be non-conformity between headquarters, Ottawa, and the Board of Grain Commissioners regarding holidays for the Inspection and Weighing staffs of the Department of Trade and Commerce;

the difficulty being due to the necessary delay in issuing the regulations of the Commission. (2) The map engravers are a small body of draughtsmen who are unable to discover to which department they belong, and they have had only fifty dollars increase in four years. (3) A deputy minister issues an order that no meetings of civil servants were to be held in his department, though all such meetings were held after official hours. In consequence, this department is not represented in its class organization. (4) Conditions of cars used by railway mail clerks have long been unsatisfactory, and no relief for this condition is apparent. (5) The anomalies in the Customs Service due to the abuses of Preventive Service appointments cry out for immediate adjustment. This is such a great problem, and would take up so much time, that the representatives of the Customs Service present to-day have considerably decided to waive their right to make a statement on the subject, and thereby have earned the appreciation of the officers of the Federation. (6) Anomalies in regard to the bonus so far paid will be seen by turning to page 9 of the memorial. Notwithstanding the great deal of time spent upon this table, errors were discovered since the matter went into type and so complicated has this matter become that we are not certain that the table is now wholly correct. (7) In the Western provinces there are civil servants in different departments on the same basic salary schedule. In one department, the clerks receive \$480.00 in addition to the schedule, while in another department the amount so received is only \$150, a difference of \$330.00. Yet they have one and the same employer. (8) A report from the Interior Department reads as follows:—

"Many employees of the Interior Department are receiving, all told, a salary of \$720, which is very much below the minimum salary paid to postal strikers at the time of the strike.

"In the last two years, with a staff of 14, we have had 46 different persons on the staff and only two of the old original number, because men will not work for *starvation wages*. A certain married man, with ten in family, very industrious

and conscientious, receives only \$70 a month, and the Minister of Finance says Canada was never so prosperous.

"Every effort so far to secure this information has only resulted in an evasive reply, shifting responsibility over to someone else. In view of the foregoing facts, I may say *we mean business*."

(9) One case more. Two days ago I met on the street a man from a distant part of the Dominion. He told of the chief in his office receiving over \$3,000, who could hardly sign his name, certainly could not spell correctly words of four letters. He was a recent Patronage appointment and knew nothing of the work, but received regular increases in salary. He stated that he had had the responsibility of the office for years, but was unable to obtain a salary increase. As he told his story with a tongue swollen with bitterness, there came to my mind that Ciceronian example of the figure of Climax: "It is an outrage to bind a Roman citizen, to scourge him is an atrocious crime, to put him to death is almost a parricide, but to crucify him, what shall I call it?" If any minister thinks I exaggerate the seriousness of such a case, let me ask if such conduct towards a human being is not crucifixion, spiritual and moral if not physical.

We ask for co-ordination of Civil Service administration. We ask that ministerial supervision of the personnel of the Service be centred in one individual minister. This will be the answer to the riddle of the sphinx, the panacea of all the ills which to-day are festering in the Civil Service body politic due to fifty years of political patronage.

In referring to the main object of our visit to you to-day to ask for a war bonus of \$350, I will be brief, as it is fully dealt with in our memorial.

Civil Service organizations would be fulfilling their most natural function could they devote their time wholly to ethical values, to appraise all the accumulated Civil Service knowledge, to analyze it, to synthesize it and allot each man to that task to which by temperament or education he may be best fitted. But we are compelled to speak of material things. There could be no greater commentary upon the loy-

alty of civil servants to the King, the war, and the Union Government than the fact that they have patiently endured the economic predicament which will be laid bare before you this afternoon. If all Canadians were confined in a palisade and were all living on the same rations, civil servants would accept their lot cheerfully, if not more cheerfully than any other class of citizens. But all are not living on the same rations. "Lucullus still sups with Lucullus" in Canada as he did on the shores of Campania in the declining days of the Roman Commonwealth. By way of contrast I will read the following telegram received from British Columbia:—

"Esquimalt, B.C., Sept. 28.

"L. D. Burling,

"Sec. Civil Service Federation,
"Ottawa.

"May we suggest following point for Tuesday's interview, instancing injustice towards civil servants. First class clerks here with several years' service and carrying out responsible duties are being paid less than common labourers in this dockyard. Situation obviously impossible and feeling growing that affiliation with labour only recourse unless needs recognized and relief provided."

The Minister of Finance says that "Canada was never so prosperous." Another minister says "the Government was never so poor." Co-relating these two statements, we beg to cite an axiom in economics to the effect that a government is as prosperous as are the people who constitute that country, because the Government has a conscriptive right over the wealth of the people as it has over the bodies of the people, especially at a time of national crisis.

We are not pointing a pistol at the head of the Government. We are driven by a pistol in the hand of Economic Stress to seek the sheltering wing of the Government, and we hope to find in the Government a protector and a friend.

Sir George, with your approval, our programme is that Mr. Burling, our secretary, read the memorial, to be followed by three-minute speakers, not many, from several of our associations.

Mr. L. D. Burling, secretary of the Federation, then read the memorial as

published in *The Civilian* for October. The memorial, as all will agree, is a masterly presentation of the case. For its preparation the whole Service is indebted to Mr. Burling, who originated the form and composed its features, and also made the drawings from which the cuts for the illustrations were made. He also drew the charts which were so useful as illustrations during the reading of the memorial. His reading of the document left nothing to be desired. He avoided the mistake of hurrying the reading, for that would have failed to bring out the points and would have conveyed the impression that the delegates themselves regarded the whole affair as merely perfunctory. In his replies to questions put to him, he showed complete command of himself and his subject, and by brevity and directness kept the discussion close to the practical points involved.

Hon. Mr. Maclean, and other ministers as well, sought to find out for what classes of employees the proposed war bonus was asked. This point came up several times. Mr. Burling referred the ministers to the memorial itself, which asked that the bonus should be given to all members of the Civil Service, whether Inside or Outside, who give their entire time to their duties. Examples were quoted by the ministers, with the question whether the classes referred to would or would not be included. The instances given included the skilled workers in the Printing Bureau, who are supposed to have benefited by re-adjustments of wages in their several trades; the women in the mechanical branches of the Printing Bureau, who, as a class, have not hitherto been recognized as part of the Civil Service; postmasters in small offices, and officers in charge of sub-agencies of Dominion Lands who must be in constant attendance but are not kept constantly busy.

It was obviously impossible for Secretary Burling, or any other member of the delegation, to answer offhand as to the exact line to be drawn in instances of which they were not completely informed. But the effect of the answers given was to make clearer the meaning of the memorial, and to emphasize the fact that the intention was to make it inclusive rather than exclusive. The great point was that during the war every other class of employer has given increase of wages, but the Dominion Government still

pays on the pre-war scale; and contrasted with this was the fact that the increasing cost of living has been a burden upon civil servants as well as upon every other class of the community.

Another question brought forward both during the reading of the memorial and in connection with the remarks of the speakers was as to the total charge that would be laid upon the Dominion treasury by the payment of the proposed war bonus. This, of course, was a mere matter of multiplication—so many civil servants at \$350 apiece, total so much. But the difficulty is in the first factor in the calculation, for, as was pointed out by Mr. Burling and others, nobody knows how many civil servants there are. The Civil Service Commission is carrying on at this moment a most elaborate inquiry partly with the object of ascertaining exactly what persons are to be counted as belonging to the Service. Hon. Mr. Maclean, upon whom, possibly, will rest the duty of working out the financial side of the affair, seemed a good deal disappointed that a compendious answer was not given to his questions on the point. But the memorial was drawn to call attention to facts, of course, not to invent them. Secretary Burling and other delegates suggested that the question involved was one of justice to each of a large number of persons, and that the claims of each person were made neither greater nor less by the fact that a large number were involved.

The annual advance given to large classes in the Civil Service was suggested by one minister to be an annual increase of salary, but Mr. Burling very properly pointed out that the civil servant who was fit to hold his position must necessarily grow more efficient as he became more familiar with his work, and that his annual increase in salary was, therefore, only a partial reward for better service. One minister wanted to know whether an annual increase applicable to the members of the Service generally was a wise provision, but the delegates quite properly refrained from discussing that point. Even if the law on this subject ought to be changed, the claims of the Civil Service to a war bonus under present conditions are not affected, and that was the point under discussion.

Other minor points were raised during the reading of the memorial, all

of which were satisfactorily dealt with. Mr. Burling, having finished his reading, proceeded at once to advocate the bonus from the point of view of the technical and administrative officers of the Service. His address on this phase was greatly broken by the continuance of discussion on points raised in the memorial, but he held both his theme and his auditors and made it clear that to grant the same amount of bonus to both high-salaried and low-salaried employees was to grant a higher percentage of bonus to those who needed it most, while not denying those of better salaries some relief from conditions which affected them as well as others, and thus the proposed bonus was a plan of substantial justice.

The next speaker was Mr. E. F. Drake, Vice-President of the Civil Service Association of Ottawa. As the spokesman direct for the thousands of employees connected with the Association and by consent for all the members of the Inside Service who are to benefit by the proposed bonus, Mr. Drake was listened to with careful attention. He said the association was in no sense a labour organization, but had for its object the promotion of the general welfare of the Inside Service. It had taken a wide view of its responsibilities and had devoted much attention to legislative reforms believed to be in the interest of the country as well as of the Service. Referring to what had been said about the annual increases of salary, he pointed out there were very many who received no benefit from this provision because they stood at the maximum of their class and were not granted promotion. He expressed the personal opinion that it would not be unjust to exclude from participation in the bonus many persons brought in recently to serve the several new Commissions that had been created, for the reason that these people were hired by the Government in competition with private employers and their salaries were on the present-day scale of business, whereas the mass of the Service are paid on a pre-war scale which even in 1914 had been generally admitted to be inadequate to the relatively small increase in living costs of that year. He pointed out that the discrimination against the Inside Service was aggravated in many cases by the bonuses already granted to certain branches of the Outside Service. Illustrating

the point, he cited the cases of two stenographers doing practically the same work. One was employed at Edmonton under the legislation of last session, at \$900, and this supplemented by a bonus of \$150, a total of \$1,050. The other was employed at Ottawa under the old law, which still governed her case, at \$600 and with no bonus. There was thus a difference of \$450 as between two people equally competent and doing equally important work. This kind of thing must necessarily make for dissatisfaction and so for inefficiency in the Public Service. "The real grievance," continued Mr. Drake, "is this, that the commodities we have to buy have doubled in price, and our salaries have not increased. It has been said to us that civil servants should consider this as their part of the general sacrifice to be made for the war. We are just as loyal as any other class, and as willing to bear our fair share of the general burden, but it is unfair to make a rule of sacrifice which shall apply to civil servants only, while all others are relieved from it by increases in their wages."

Hon. Mr. Maclean.—"Considering salaries aside from what are commonly called wages, have there been general increases?"

Mr. Drake in reply cited the case of an accountant in the Civil Service who had been kept at a low salary notwithstanding the effort of his chief to secure better pay for him and who had left the Service to take a position in commercial life at a higher salary than he was getting, and, inside of six months, had been given increases aggregating \$300 a year, increases which, in the Civil Service would, at best, have come to him only after years of faithful labour. "The trouble is," continued Mr. Drake, "we entered the Service young and without realizing what was involved. But knowing what I know about it now, I would rather have a boy of mine seek employment outside, even if he had to begin as a wood-chopper, than enter the Civil Service under the conditions that prevailed up to the passing of the Civil Service Act of 1918."

Hon. Mr. Meighen.—"Do you think that any government service can be set upon a basis that will make impossible all such cases as that you have given?"

Mr. Drake.—"No; but I do think

that, if throughout the Service there were properly graded salaries and reasonable prospects of promotion for diligence and ability, good men would see in the Service a future for themselves and would make it their life work, instead of looking for positions outside."

Mr. J. C. O'Connor and Mr. M. F. Plant also spoke on behalf of the Inside Service. Mr. O'Connor dwelt upon the anomalies in the Service which would be partly righted by the war bonus and upon the fact that in many cases civil servants were not receiving pay equal to that given for the commonest of labour. Mr. Plant called attention to the fact that many in the Service had obligated themselves to buy their homes, and, owing to the high prices of the barest necessities, were unable to keep up their payments. The fact that the rise in prices was in effect a reduction of salary was forcibly illustrated by such cases. He pointed to the loyalty to the public welfare shown by civil servants in their self-sacrificing contributions to patriotic funds as well as by the devotion of many in the field of battle. While not objecting to the deductions from salary on account of the Retirement Fund, he showed that, so far as meeting the strain of existing prices was concerned, the deductions were, in effect, a reduction of salary.

Miss Tremblay was called upon to speak for the women of the Service. She said: "It would seem at first rather idle to press our claims as women, because the Civil Service Act makes no distinction between male and female employees. It has been said—and I am ashamed to repeat it, but am in duty bound to do so—that when the bonus was granted to the Outside Service in the summer, the same would have been granted to the Inside Service, had it not been that there are so many women in the Inside Service. That is rather hard on us. Women have always proven their loyalty and devotion, their ability and good-will in doing the work entrusted to them. After four years of war Canada would hardly be in her present position but for the great army of women behind our fighting men. It is said that men have obligations upon them from which women are free—the man has to marry and support a family. The man very often leaves sisters at home who stay and look after the family he is leaving,

and for that reason never have a chance to marry. Many of the women in the Service have very heavy obligations. These are moral obligations, it is true, and not recognized by the law—the law was not made by women. The support of a mother is a moral duty resting upon many women, and many others have invalid sisters to care for. They say that women dress too well, that it is a shame that they spend so much upon dress in these war times. Well, it is a woman's duty to look as pretty as she can. And in many cases the expense is not so great as it would seem to be. Very few men can mend their own clothes, though tailoring is a man's profession. But almost every woman is not only dressmaker, but milliner in her spare time, and by turning an old dress, varnishing last season's hat, even carefully mending her shoes, she comes out like a new rose, and it does not cost much. But the high cost of living affects women as well as men. We pay the same rents as men do. The storekeeper does not say to one of us, 'You are a woman and so we will let you buy bread at ten cents a loaf and butter at fifty cents a pound.' A father may provide for a wife and large family, but, if he dies, it is found that he has provided his wife with a large family which she must care for. After a time old age comes upon her, and her daughters must support her. We all know that it is more expensive to care for an old person than for a young one, and that position is not made easier by the alarming increase in the price of medicines. Women have to bear their share of the burden of increased prices, and they must equally bear their share of the expense of the war. Women contribute to the Patriotic and other funds, and many give their labour to Red Cross work in their spare time. The great majority of women in the Civil Service are in the lower grades, with salaries of from \$600 to \$1,300. Many of them are capable of performing a higher grade of work than they are allowed to aspire to. They would be glad to have more opportunities afforded them to rise to higher position and to use in public duties the abilities with which they are endowed.

The Dominion Postal Clerks Association was represented by Mr. A. Jacques, president, and Mr. W. J. Cantwell, vice-president. Mr. Jacques spoke more particularly on

behalf of the application of the bonus in the higher grades, and presented a number of strong arguments in that regard. Mr. Cantwell confined himself to the equalizing of the present difference in salaries paid to members of the Postal Service in different portions of the Dominion who were working for the same Government and performing like duties. He produced statistics to prove that the difference in cost of living which formerly existed between the West and the East had completely disappeared.

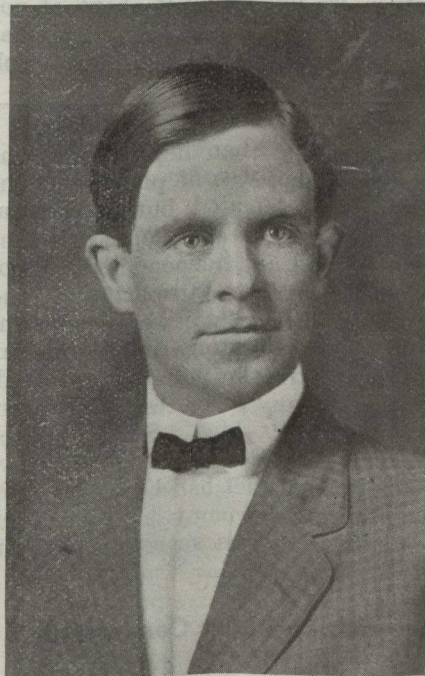
Mr. T. H. Burns, secretary of the Dominion Customs Association, spoke with great reserve and explained at the request of the officers of the Federation that his organization intended to forego the privilege of discussing problems relating to the conditions in the Customs Service. He dwelt upon the number of officials in his department who were receiving less than \$1,200, stating that about 2,300 out of 3,000 were living on a wage which in the year 1914 was equal to only \$600.

Mr. McDonald, president of the newly formed Money Order Exchange Association, referred to the discrimination against his branch in the granting of previous bonuses on account of transfers of the staff from the Outside to the Inside Service. Mr. Martin Rowen presented the case for members of the Mechanical Staff Association of the Department of Public Printing and Stationery. The Hon. Mr. Meighen and the Hon. Mr. Maclean entered into discussion with Mr. Rowen as to the rate of pay to the Mechanical staff being regulated by the rates paid in Montreal and Toronto for similar work, and that such rates were fairly well kept up to the cost of living. Mr. Rowen claimed that the rates paid represented the minimum of rates paid outside, but not the average. Mr. Britton presented some very strong features relating to salary conditions in the Railway Commission.

President Grierson informed the Acting Prime Minister that he had been requested by the Executive of the Great War Veterans' Association of Ottawa to present the case of returned men who are in the federal employ.

He stated that fortunately Col. Purney, Dominion president of the G. W. V. A., happened to be in town and would address the ministers. Col. Purney made a forcible plea for the returned men, stating that in

Ottawa for example, very many married men were getting only \$600, and that the average was only \$900. He thought the Government should amend an impossible situation. Comrade Jarvis, secretary of the Ottawa branch of the G. W. V. A., instanced a very pathetic case of a returned man receiving a paltry salary, and commented very strongly upon the injustice of such a policy on the part of the Government. Comrade Phillips cited a number of cases of hardship within his knowledge, and expressed a very strong opinion that men who had done their bit should not be employed at all if their employer, the



L. D. BURLING
Secretary Civil Service Federation
of Canada

people, could not treat them better. Comrade Rigby went over the top in a breezy and unconstrained expression of his righteous indignation at the poverty-wages paid to returned men.

The vehement and spontaneous warmth of his remarks drew from Sir George Foster the comment that "You can talk as well as you can fight." Comrade Rigby replied, "the men in uniform put the Government in power and you have a right to treat us better."

President Grierson.—"Sir George Foster, it only remains for me, on behalf of the organizations here represented, to thank you and your colleagues for your kind attention to our

requests. I venture to remind you of our first appeal, and I would ask you to let us know this afternoon or to-morrow morning that you will appoint one minister to whom we may have access in regard to matters of our common interest to which we ask attention. As to your reply to our request for a war bonus, we trust you will arrange to give us your reply as soon as possible.

Sir George Foster.—"Ladies and gentlemen, on behalf of my colleagues and myself I thank you for your attendance and for presenting your case in such a plain, sensible and moderate way. When you come next time, bring the ladies with you, and do not forget the one who spoke this afternoon. You, Mr. President, have spoken of an answer 'this afternoon,' or 'to-morrow morning,' and I think I understood you to say 'immediately.' These were good words for normal times, and we take it that you use them now with certain allowance for the conditions under which we live. I cannot tell you whether you are to have a minister or not, but I can promise you that there will be some one in the way of a shepherd to look after the stray flock and help those in need of guidance. Just what his powers are to be, I shall not now attempt to say. There was a word spoken here that I did not quite like, as it was deprecatory of the Public Service. I did not like the sentiment expressed by my friend here (Mr. Drake) that he would rather have a boy of his do almost anything than enter the Public Service."

Mr. Drake.—"I spoke of the Service as it has been."

Sir George Foster.—"I understand. I believe that the Civil Service of a country like Canada could be made the finest in the world. I believe it could be made a Service that the ablest men and women would be glad to enter. Of course a Civil Service that has grown up in the way ours has during the half century of Canada's existence must be full of anomalies of all kinds. But a better day is dawning. We have to-day a Service based upon the principle which you yourselves have advocated as a proper one. It is surely a great tribute to the Service that those who are actually members of it approve of the principle upon which it is based.

"Now, you must have patience. The Government at this time is very

hard-worked. You have your work to do, but you have not the least idea of the work and worry of ministers of the Crown. You must think of that, and you must be a little bit patient.

One other thought I want to leave with you. The Government of Canada is not an autocracy; it is based upon a constitution and must work by constitutional methods. We act for the people as a whole. The people are represented in Parliament, and in some matters Parliament must be consulted as to measures to be taken. You may say that in war times many things can be done that cannot be done at other times. That is true. But it still remains basically true that it is Parliament that entrusts the Government with money, and that the

Government can make expenditures only on proper authorization. That puts us in a position of some difficulty, and we want you to remember that. And we want you, in remembering it, to exercise patience. (At this there was a murmur as of protest.) I have said a word that you do not wholly approve. You think you have exercised patience for a long while, and you have. But a little more patience. As a member of the Government I can assure you that the Government does not want its employees to work for pay that is not a fair and living wage; and if we can simply work along patiently together, we will bring it about, if not immediately, in a very short time, that the Government will be able to look

all honest, diligent employees—and I hope you are all of that class—in the face and acknowledge their good work and give for that good work a fair and reasonable remuneration. We will give you an answer just as soon as we can. I don't say 'to-morrow morning,' for it may not be to-morrow; but it will be as soon as possible."

President Grierson.—"Sir, I should be recreant in my duty did I not ask you to be a little more specific. Could you not promise us that by October 20 you will give us an answer?"

Sir George Foster.—"I think you had better just trust us and we will give you an answer soon."

The delegation then withdrew.

—CSFC—

THE CIVIL SERVICE FEDERATION OF CANADA

(Continued from page 318)

Sixth Convention.

The sixth convention was called on January 7, 1915, at the New Russell. As the ministry were engaged upon many vexed questions in connection with the war, no delegations were appointed to wait on the Government; but representations were made and submitted in writing. Many progressive resolutions were adopted setting forth in an emphatic manner the policy of the Federation as regards the early attention by the Government to the interests of the Public Service. The "Merit System" resolution dealt with the following subjects:—(1) that over 40,000 persons were still under the Patronage System, (2) provided for the signing of a mammoth petition throughout the whole Service as a protest against the delay of the Government in carrying out the pledge for reform embodied in its pre-election platform, (3) that the time had come for the Federation through its branches to ask each political party for a declaration of policy in regard to reform, and for a promissory date for the consummation of same, (4) that each candidate for a federal seat, where one or more of our branches have an organization, should be asked to express his attitude in regard to Merit as opposed to Patronage for admission to the Service. The last section (4) seemed to be too swift for members of the old brigade who were willing to suffer all

things rather than depart from the well-trodden paths of platitude. The section was defeated, but the remaining sections were adopted. "The principles of an Independent Court of Appeal" and "transportation and leave for delegates" were made the subjects of resolutions and became incorporated in the policy of the Federation. Many other resolutions were adopted. Dr. J. A. Smith retired from the presidency, where his native geniality and tact had been factors in maintaining harmony and good fellowship. He was succeeded by Mr. R. S. White.

Seventh and Last Convention.

The seventh convention met on Nov. 17, 1917, at the House of Commons Chamber. The president, Mr. R. S. White, having resigned from the Service, Mr. R. Holmes, senior vice-president, was elected chairman of the convention. The interest in this convention centred in the fact that the Union Government had placed in its pre-election platform a plank relating to reform, and also had re-organized the Civil Service Commission. The usual business of the convention took second place to the responsibility of making a report to the Commission in respect to salary schedules and other conditions in the Outside Service. Delegates laid on the table reports relating to their various departments, which were referred to a co-ordinating committee to deal with and present to the Commission. Mr. Walter Todd was elected president to fill the vacancy in that office.

In conclusion.

Since this convention the Federation Executive has been continuously and intensively engaged and has achieved results both of an ethical and a material nature. The forces of reaction, who, like the poor are always with us, made a direct attack upon the Civil Service reform plank of the Union Government, and there can be no doubt that these subterranean forces would have won the day, as they did in the year 1911, had it not been for the energetic representations made by the members of the Executive of the Federation, both collectively and as individuals. The complete story of the battles with the Patronage forces may not be told at this time, but it may be stated that it is generally admitted by all who know the circumstances that the passing of the Order-in-Council of February 13 and the enactment of the Civil Service Act of 1918 are achievements which may be attributed to the public interest roused in the subject of reform by the Federation and its official organ, *The Civilian*.

As regards the material interests of the Service, the Federation played an important part last winter and spring when the pinch of the "cost of living" made necessary a request to the Government for a "war bonus." It was decided that the Civil Service Association of Ottawa would act in this regard for its own constituents in the Inside Service, and the Federation therefore concentrated all its energies upon its branches belonging to the Outside Service. The result was a

vote of \$3,000,000 for the Outside Service, and while the application for the Inside Service was not granted, it is hoped that they will benefit from the appeal now being made for a bonus of \$350.00.

By way of benediction, therefore, at the close of this inadequate review of our Federation, it will surely be accepted as a truism that those men who set the wheels of this machine in operation builded better than they knew. The thanks and appreciation of all civil servants and of all good citizens interested in improved public morals is due to these pioneers and to others who took up the work with the passing of the years.

—CSFC—

The Story of *The Civilian*

IN bringing to a conclusion the Story of *The Civilian*, commenced in the anniversary number, it may be well to draw attention to the fact that this is not the most suitable time in the history of the world or of the Service for a protracted story of this kind. Moreover, the story of the Federation is the story of *The Civilian*, as they have gone forward hand in hand. As has been remarked in the case of the Federation, the founders of *The Civilian* builded for the future and builded wisely and well. The contribution *The Civilian* has made to the publicity campaigns of the Federation in its various battles with Patronage has been distinguished by an aggressiveness which the exigencies of many a crisis demanded. There are many amiable personages among *The Civilian's* clientele who have lived all their lives, speechless, listless, and apparently happy under the iron heel of the Prussian system of Patronage. It seems not to matter to them that the Order-in-Council of February 13, and especially the Civil Service Act, 1918, severed their manacles and opened the prison doors. They seem to prefer the bars and the handcuffs. And so it was that on one occasion shortly after *The Civilian* had made a vicious onslaught upon the Patronage mongers, a subscriber met one of the editors with the exclamation, "My God, you will have us all in jail!" One of the great services rendered by *The Civilian* to the members of the Service is to let them

know that they have a tongue and must use it.

Since its foundation, *The Civilian* has been published 272 times. If any reader of these lines has kept a file and if he will look over the "Features" on the title page, he will be surprised at the mass of matter contributed on a great variety of Civil Service subjects. A good illustration of this fact may be cited. In co-operation with the Federation, *The Civilian* has been engaged in a campaign for the "Merit Law," and at the present time the two are jointly engaged in an appeal for a war bonus of \$350.00. The next task to be taken up will be that most vital problem of superannuation. Within the pages of *The Civilian* will be found practically all the data necessary to enter into the subject with the Government, and so with oft-reiterated arguments to bring the matter to a successful conclusion.

Probably the best service rendered by *The Civilian* was performed during the present year when it was necessary to oppose force to the reactionary elements bringing influence to bear upon the Government with the object of destroying the Civil Service reform plank in the platform of the Union Government. Rightly or wrongly, *The Civilian* assumed to believe that this great war was not solely for the purpose of winning Democracy for the Hun, but that also a little of this same precious article might be salvaged for the civil servants of Canada, who have been interned for 50 years in so far as freedom of speech is concerned. *The Civilian* therefore broke loose and opposed the venom of a poisoned pen to the violators and despoilers of Canada's pledged word, who in order to feed the capacious maw of the pot-hunters of special privilege were content to allow the Public Service of their country to remain a by-word in the land. The *Ottawa Citizen* performed a great public duty in supporting the propaganda of protest, and the Associated Press and prominent papers outside of Ottawa took up the cry. The result is a matter of history.

In the year 1913-14 *The Civilian* brought out a special edition, which received favourable comment from all who saw it. Again in 1916 a special edition, "Two Years of War," was issued. A copy of the latter work is now being sent to the secretaries of all organizations affiliated with the

Federation. Any organization which has not received a copy should send a line to P. O. Box 484, Ottawa.

In the near future it is the intention of the editors to have an index of the first ten volumes of *The Civilian* prepared, which will be duly advertised and made available for any who may care to have it.

—CSFC—

AGED DEPRAVITY.

The Woman Who Scolds about sweaters has had her hopes brightened. Frivolous young things may find it too much to give up those fascinating little coats that are "just too perfectly sweetly pretty," but a certain grey-haired mother appears to have been pricked by what deluded ancestors used to call conscience. "When I went to see her the other day," reports the Woman Who Scolds, "she tucked a purple sleeve into a knitting bag, but then said guiltily, 'Oh, yes, I'm knitting it for a soldier. Poor man, you see he's a widower and I'm getting his second mourning ready!'"

—*Toronto Telegram*.

—CSFC—

WHAT ARE YOU WORTH DEAD?

According to a scientific investigation made recently for *Leslie's*, the ingredients of a man are about as follows:

Fat enough for seven bars of soap;
Iron enough for a medium-sized nail;
Sugar to fill a shaker;
Lime to whitewash a chicken coop;
Phosphorus enough to make 22,000 match tips;
Magnesium enough for a dose of magnesia;
Sodium to neutralize a pint and a half of water;
Potassium to explode a toy cannon;
Sulphur enough to rid a dog of fleas;
Albumenoids enough to make a case of eggs.

This collection of junk is worth about 98 cents, so that you see it is highly improper to refer to any man as being entirely "worthless."

It is really too bad that a man who is worth twenty to sixty thousand dollars to his family while he is living isn't worth more than 98 cents when he is dead, *unless he has had the forethought to provide for that day when his activities cease.*—*Ex.*

Lilting
Lines

Brickbats and Bouquets

By
Blackie
Daw

It Pays to Advertise

MOST any old place one generally finds the same classes of people—there are six different kinds; there's Joe McGlucke, he's an awful bore, he rants and raves and makes his friends sore; for it doesn't matter what you may do, Joe knows of a better way than you, and according to him, if he'd been boss, the war 'd been won without Allied loss. But he is still here, and likely to be, for Joe McGlucke doesn't like khaki; yet strangers who hear him, they all seem to think if e'er patriot lived, Joe McGlucke is the gink. Then there's Bill B. Binks who has tried his best to get into uniform 'long with the rest; he was tried twelve times, but the M.O.'s state Bill's nervous, rheumatic and 'way underweight. Bill doesn't talk much, but he works like sin to help out the boys who did get in. Still those who don't know, say Bill's N. G. or long before this he'd be in khaki. Matilda McLair knits from morn 'til night; not socks

but sweaters; not khaki but white. Says Matilda dear "There's no one of mine that's over in France on the firing line, and if those over there need wool goods in a hurry, let them want, I'm busy; just why should I worry?" So she knits all day and people declare "What a wonderful girl is Matilda McLair." Still another case is Claudina Betters, she knits socks for soldiers, but doesn't knit sweaters; she's a Red Cross worker; helps the C.S.C.'s pack boxes to send to the boys overseas. She's the busiest girl that ever was, but she doesn't say much of the work she does. Her neighbours don't see her and so they surmise she's wasting her time for she won't advertise. Let's consider the guy who got a position in the Service before there was a Commission; he's not a member of the C.S.A.; he won't buy *The Civilian*—no, that's not his way—he tells his friends there's a cabal strong for they passed him by to boost Jinks along, and says he "I'm in Dutch with the

powers that be, so what chance have I got? Ah, woe is me!" He grouches and growls, but that's all he'll do; when there's help or work needed, he won't come through. He rants, people listen, then they freely admit if there's a goat in the Service, by golly he's it. While our old friend Patrick O'Reilly McGooh pays his dues and subscriptions and works mighty hard, too, to try and improve the conditions that are, but "Don't mention my name, if you please" says P. R. "I'm quite willing to do what I can for the boys and contribute my money, but please can the noise. I'm as bashful as blazes and the less people see of the work that I do, the better pleased will I be." "*Natura lo fece*" his friends all say," but she mislaid her pattern, thank the Lord, let us pray." To succeed as you wander through this world's stubbled ways, advertise if you're wise, for, believe me, it pays.

BLACKIE DAW.

—CSFC—

The Dominion Railway Mail Clerks Federation

PROCEEDINGS OF THE SECOND ANNUAL CONVENTION

Held at the Hotel St-Roch, Quebec, Que., Sept. 3, 4, 5, and 6, 1918

The President, Mr. C. E. Power, of Halifax, occupied the chair.

The President expressed his thanks to the members of the Quebec Division, for providing the fine accommodation for all attending the Convention and for the very suitable room provided for our deliberations. He was very pleased to meet quite a number of new delegates in addition to those who attended last year's Convention, and hoped that our meetings would be successfully conducted and that all would have the opportunity of expressing their opinion on the many subjects to be considered.

Strike question.

The Secretary read a letter received from the Toronto Association, with regard to the recent strike, and while the Toronto Division had not been affected by the strike, there was a general discussion by the members who had been interested in their respective Divisions.

Sub-Committee of the Cabinet.

Mr. Griffith gave a verbal report of the business laid before the Sub-Committee of the Cabinet on the 6th of August.

Secretary's Report.

Mr. President and members:—Since the last Convention your Ex-

ecutive have been called together twice as a Committee, and once as a whole to deal with financial and other matters of importance pertaining to our Branch of the Service, which have been advanced on account of the peculiar economic conditions existing, and the policy of the Government in placing the entire Civil Service under the Civil Service Commission.

The minutes of the Convention and Executive meetings were despatched to all Divisions and contained a good account of the business transacted, but I can assure you that every time any of your Executive have been called to Ottawa, they have accomplished a very great deal for the members of this Federation, and while this is being realised at the present time, I very much regret my inability to give every Division more information during the past year. I was so instructed by the Executive who were convinced that every member would approve of our work; however, any information desired will be readily given upon

any subject by your Executive.

On account of these extra meetings, the assessments levied have been somewhat higher, or about \$1.00, per member over and above the Convention assessment; however, we hope to receive all amounts owing to the Federation as soon as convenient.

I have prepared a statement and balance sheet to-date, which shows a total of \$210.82 on hand by cash and accounts receivable, to which must be added the per capita tax still due from seven Divisions, so that I consider this a very good financial condition when we are only in our second year of organization, and the amount of \$60.00 paid for a mimeograph machine and the expense of telegrams during the last year, par-

The Agenda has been prepared according to subject matter received; the most important question affecting the Constitution is the representation. This must necessarily be adjusted, and I would strongly recommend that in addition to the present representation, the Executive be increased by three members, thereby giving each Division the same representation. The Division where the next Convention will beheld, will require your consideration. I think everyone must admit that the movable Convention, is the only system, it is beneficial to every member to meet the Officers and Executive of our organization, and for them in turn to see for themselves the working conditions in the various Divisions of

Moved by Mr. Amirault, seconded by Mr. Giroux, that the Secretary's report be received and fyled.
Carried.

Civil Service Commission classification form.

We, your Committee appointed to consider the classification form of the Civil Service Commission, beg to report as follows:—We have carefully gone over the form and find that the questions submitted thereon will be totally inadequate to assist the Commission to classify the Railway Mail Service, as answers to these questions would furnish no adequate description, 1st, the degree of responsibility, 2nd, the character of work performed, 3rd, the educational



ticularly the last two months, which was unavoidable.

We unfortunately forgot to determine the rate of the per capita tax for 1918, at the last Convention, so your Executive could only levy the minimum amount of 25 cents, which while adequate enough for ordinary expenses, the rate should be 50 cents until a fund is established to defray expenses until an assessment can be levied.

our Service. I am personally very sorry to report the temporary withdrawal from the Federation of the Saskatoon Division, and hope they will soon see their mistake and return stronger than before. In the meantime we will have to make provision for a number of Saskatoon clerks becoming members of other Divisions tributary to their Division.

Respectfully submitted.

(Signed) C. A. HIVES.

training and practical experience, 4th, the hazards of the position we occupy.

We therefore recommend that the Civil Service Commission be requested to secure from our Federation the detailed information necessary for a proper classification of the Railway Mail Service, which differs from all other branches of the Civil Service with regard to the above features contained in subjects, 1, 2, 3 and 4.

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DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Candidates must be between their fourteenth and sixteenth birthdays on July 1st following the examination.

Particulars of entry may be obtained on application to the Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Ottawa, January 8, 1918.

Unauthorized publication of this advertisement will not be paid for.

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BROWN OR OX-BLOOD SHOES. PRESERVE THE LEATHER.

The F. F. DALLEY CORPORATIONS, LIMITED, HAMILTON

Respectfully submitted,
W. G. JESSOP,
W. F. GRIFFITH,
A. E. CAIN.

Moved by Mr. Brownell, seconded by Mr. Sharman, that the committee's report be adopted. Carried.

Civil Service Federation.

Moved by Mr. Cromwell, seconded by Mr. Barringer, that this body affiliate with the Civil Service Federation of Canada. Motion lost.

Affiliation with O. R. C. and B. of R. T.

Moved by Mr. Cyr, seconded by

Mr. McLellan, that the Secretary be instructed to write the order of Railroad Conductors or the Brotherhood of Railway Trainmen, to ascertain under what conditions and terms they would affiliate our Federation, and if favourable answer be received, that the Secretary be authorised to send a copy of their answer to all Division Associations, asking them to consider and vote on the question before the next Convention.

Carried.

After the agenda and amendments to the constitution had been con-

sidered, the election of officers was proceeded with; resulting as follows:

President, W. F. Griffith; 1st vice-president, E. C. Bell; 2nd vice-president, Mr. Methot; 3rd vice-president, A. E. Cain; Secretary, C. A. Hives; Treasurer, M. H. McLellan.

Executive committee:—Messrs. Audet, McLeod, Sharman, Ferguson, Power, and Barringer.

Calgary was chosen as the meeting place of the next convention. After singing the National Anthem, the convention adjourned.

—CSFC—

Public Works Association, Ottawa, Protests

THE Department of Justice recently issued a ruling that has dealt a serious blow at a body of civil servants who hold membership in the Civil Service Federation of Canada. The ruling is to the effect that the members of the Public Works Outside Service are labourers and therefore cannot be considered as "employees" under the Act. They are still wondering from which book of rules such logic was deduced, but, in the meantime on account of this ruling, the bonus which had been granted them by the Appropriation Act passed on May 24, has been cancelled. The organizations affected have headquarters at Winnipeg, Hamilton, Toronto, Montreal, and Ottawa. The last named body took the initiative on behalf of all their fellow sufferers and presented a memorial on the subject to the Minister of Public Works, immediately on his return from the West. The memorial is as follows:—

The Honourable F. B. Carvell,
Minister of Public Works,
Ottawa, Ontario.

Honourable Sir,—

May we, on behalf of the employees of your Department, known as the Mechanical, Repair and Labouring Staffs, be permitted to present to you for consideration the following memorial.

Before proceeding further, we wish to take this opportunity to express our sincere appreciation of what you have already done for us since you have become head of the Department.

As you are aware, Sir, at the last

session of Parliament a bill was passed granting to all employees of the Government who devote their whole time to the Service a bonus of \$150.00 whose salaries are \$1,200.00 or less, and a bonus of \$100.00 to those whose salaries are between \$1,200.00 and \$1,500.00. Since then an Order in Council has been passed giving an additional bonus of \$100.00 to all those East of Sault Ste. Marie, and \$50.00 to all those West of that point. On the seventh of September, last, we received one quarter of the \$150.00 bonus and were led to believe that on the last of September we should receive another amount equal to one quarter of the \$150.00 bonus as well as half of the \$100.00 bonus that was voted by Order in Council; but, owing to an objection by the Auditor General, the question of the legality of the payment of these bonuses to us was handed to the Justice Department for their decision. Their decision was against our receiving the bonus, as they classed us as labourers and stated that we did not come under the term "employees" as mentioned in the Act. We therefore make this appeal to you, Honourable Sir, as we consider ourselves in the same category as others in the Outside Service who have benefited by this bonus. We were represented by men from Ottawa, as well as representatives from other cities, when we met the Cabinet asking that a war bonus be granted us owing to the high cost of living. Upon receiving part of these war time allowances we therefore felt justified in making arrangements for fuel, provisions, etc., to be paid for at the end of the month, and

we were placed in a very unenviable position on account of not receiving the second installment of this allowance. It became necessary for us to cancel orders for coal and other necessities, and now with the present severe epidemic visiting our homes and taking some of our loved ones away from us, as well as the heavy expenses of doctors, drugs, etc., we are placed in such a position that, unless you can in some way, by Order in Council or otherwise, overrule the decision of the Department of Justice, we shall hardly be able to exist, let alone obtain necessary food and comforts of life. We may say, Honourable Sir, that 95 per cent of your employees are married men with large families, and it is in the country's future welfare to be able to give those whom Providence has given to us, good substantial food, clothing, and education. At present these things are impossible. We may state that of all the employees of the Government we work the longest hours. We work whenever called upon, Sundays, holidays, night or day, without any extra remuneration. Permit us to cite one instance of the difference in salaries. The Corporation of Ottawa pays the labourer who cleans the streets of our city \$3.35 per day and has voted a bonus of \$250.00 besides. The labourers of your Department are in receipt of \$2.25 per day. This condition just cited also applies to the other tradesmen of your Department. We are asked, and expected to give to all Patriotic, Red Cross and Belgium Relief Funds, and buy Victory Bonds. We have done our best by these calls

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For further particulars write W. F. Campbell, Grand Organizer, or apply to any Officer or Grand Officer of the Order, who will give the information desired.

DR. J. W. EDWARDS, M.P.
 Grand Councilor,

Cataraqui, Ont.

J. H. BELL, M.D.
 Grand Medical Examiner,
 Hamilton, Ontario.

WM. F. MONTAGUE,
 Grand Recorder,
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upon our pocket. There is an oft repeated saying which says "Give until it hurts, and then more." We have done this, Honourable Sir, and consider it our privilege to do so.

A large number of your employees' families have not been able to get butter for months past, and meat is almost an unknown luxury. We find according to Government figures that it takes \$1,550.00 per annum for a family of five to live on.

We feel confident, Honourable Sir, from your past record of not knowing what defeat is, that you will be able

to obtain equal justice for your employees as enjoyed by the rest of the Service.

If, Honourable Sir, you find after due consideration and investigation that the ruling of the Department of Justice will have to stand, we pray that you may grant to us an increase in salary equal to the bonus under the War Measures Act. If the latter request meet with your approval, could it be arranged that this increase in salary be dated back from the first of April, 1918.

On behalf of the Public Works

Civil Service Association, Ottawa.

D. A. HICKMAN,
President.
FRED JACQUES,
Secretary.

Mr. Carvell in his reply was most sympathetic. He promised Mr. Hickman and his delegation that, if the war bonus was finally lost to the members of his Outside Service, he would do the best he could to give them equal compensation by additions to salaries.

—CSFC—

Civil Service Association of Ottawa

The annual convention of Departmental representatives, and Advisory Boards of the Civil Service Association of Ottawa, which was to be held on the 15th inst., has been postponed indefinitely owing to the order of the Ottawa Board of Health prohibiting public meetings. Therefore the amendments to the Constitution and the election of officers for the coming year are unduly delayed. This seems unfortunate, as there are many subjects of importance to the Inside Service requiring the attention of the new executive.

One of the proposed amendments to the constitution provides for the nomination and election of officers by all members of the association, instead of by the annual convention as heretofore. Should this amendment be adopted, nominations for officers will be received at a general meeting. And it is hoped that any members of the Service who have been dissatisfied with the work of the association, or with previous methods of electing officers, will avail themselves of this opportunity to nominate their candidates. This and other amendments providing for fuller representation on the executive are proposed with a special object in view, that is, to awaken more interest in the Service generally with regard to the work of the association, which is to promote the common interest of civil servants. Therefore it is the duty of civil servants to rally to the call. First, elect the officers and representatives they think best suited for the work, and then give them every measure of support.

All should realize that a new era has been reached in Civil Service affairs; patronage has been abolished,

and a number of conclusions beneficial to the Service, or otherwise, may be reached in the course of a year. Everyone can help bring about a satisfactory result by using the association as "a means to the end" and by hearty co-operation.

—CSFC—

Bonus for all Ranks

Editor *The Civilian*:—

I should like to ask through *The Civilian*, by what process of reasoning and analogy has the Government arrived at the conclusion to eliminate from participation in the provisional allowance and war bonus due to the high cost of living all Civil Service officers drawing salaries over \$1,800 per annum. Are not the higher paid men amenable to the extraordinary living costs we are up against to-day? What is the meaning of this discrimination? As a matter of absolute fact the awful increase in the cost of living falls with redoubled force on those who have for years borne the burden and heat of the day in the form of pittance of salaries and pitiful increases until they have at last arrived (with the best years of their lives behind them) at the still glaringly inadequate salary of say \$1,800 or slightly over. Surely these men who have for years held important positions and given of their best for salaries that would seem ridiculous to-day are entitled to some consideration.

As the purchasing power of one dollar is to-day only sixty-two and one half cents, the \$1,800 officer is really on a salary of \$1,125., hardly a princely reward for a man who has spent the best years of his life from an earning capacity in the Service. It must be remembered that there have

been several lapses in the ordinary increases that the officers referred to had every right to expect. Had these increases come through, the older officers would not be in their present unenviable position. I should like to say that not one of the officers in whose interests I write is the least bit jealous on account of what is now being paid out in the form of war bonus and provisional allowance to officers under \$1,800. My point is purely as to the equity of the distribution. An unmarried man on \$1,200 or \$1,500 gets both allotments where his absolute increase in cost of living is not over 20 per cent, while married men with dependents on \$1,800 or over are penalized to the tune of about 40 per cent or more. We are unable to understand on what principle the adjustment was arrived at.

Although our salaries have been higher our responsibilities have been greater. I might mention special positions which from the nature of the work deserve special attention from the powers that be. I am sure that there are officers on the staff of *The Civilian* and the Dominion Customs Association who can grip my points and may be able to press them home in the proper quarters.

A WESTERNER.

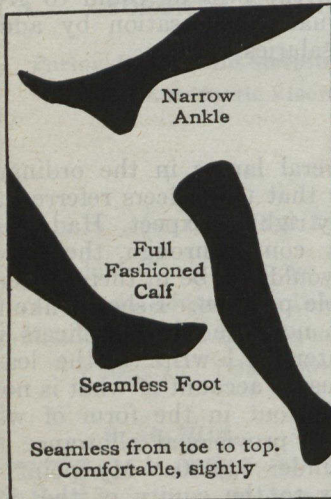
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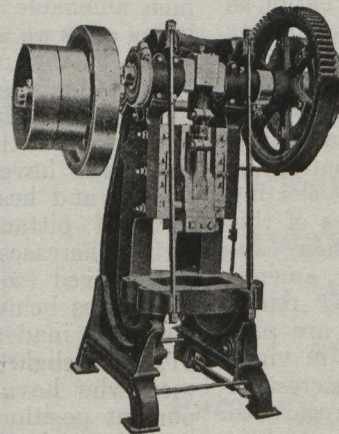
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POSTAL JOURNAL

Postal
Clerks'
Forum

Amalgamation

(A Western View)

AMALGAMATION of the different forces of postal employees is a reality in the West. In certain quarters it has been felt for a long time that there should be closer relationship between postal employees organizations. The proposal of a Joint Committee mooted some time ago was only carried out in a few localities. On general principles employees of all postal branches have everything in common. And how well this was demonstrated during the recent strike. The declaration of identity of interests among postal employees developed a strong desire for amalgamation of forces. On more than one occasion it has been found that one organization would attack a purpose or the general standing of another organization within the same branch of the Service. Should the department have a lust for permanent warfare with postal employees with a certainty of an all time victory, it cannot do better than encourage an increase in the number of employees organizations. King Capital is never happier than when he perceives a skirmish among his slaves. He knows that their minds are not then wholly centred upon their common enemy. It is highly improbable that the department will be so foolish as to conduct a submarine attack upon those who but recently displayed a little moral courage and backbone. But if it be so disposed, the Western postal employees will be prepared and will meet the attack with united force, and not with a divided army. It is strange how a coming together will cause difficulties to vanish. The material submitted by postal letter carriers and railway mail clerks to the Civil Service Commission was not contradictory and was fully approved of by all the Western representatives. One fails to observe any fundamental reason why there should not be amalgamation among all postal employees (outside of officials). The day of sectionalism is passing quickly. Capital is concentrating its forces against Labour's organization

of human power. Metaphysicians are sinking their religious traits and are shouting for Union. In almost every organization one hears the cry: "Close up the ranks." Amalgamation will make possible the establishment of a business-like administration of postal affairs by concentrated effort being made to educate the people and their representatives in Parliament in matters of public concern.

Toronto Branch

The Civil Service Commission has sent out the classification cards to be filled out by each employee, giving your Civil Service record or history.

We are told, the Commission is classifying the positions, not the employees. This is done simply because at the present time, it has no other means of identifying the position the employee holds and as stated by the secretary: "because we think the best means of getting a good idea of the duties of each position, is to let the employee tell us in some detail what work he is doing."

The funny part about this is, that each employee has to fill out a card. Now the work in any one department is the same for each clerk or nearly so, hundreds of clerks in each department will give exactly the same answers, therefore the reply on one card would cover all the clerks in that department.

It is re-organization rather than classification of the entire Service that is most needed, good standard up-to-date business methods adopted and the work in each department systematized; a uniform system of carrying on the work put in force, that would be operative clear through the Service.

At the present time each office has a system of its own—no two alike.

Here are a few points we hope the Commission may not overlook, which work an injustice to men in certain departments. A man working in the money order department dealing with the public selling money orders and handling money; if he makes a mistake or he checks short in his cash, he must make it good. Again, if in the registration department, registered matter which consists of valuable parcels, money packages

and letters containing hundreds of dollars, is lost, it is traced back to the man who handled it and he is held responsible for the loss.

The same thing applies to the men in the branch offices where they deal with the public, handling money orders and registered matter, and yet these men under present conditions are classed and paid the same rate as sorters and clerks who handle ordinary mail only, and have no such responsibility and no losses to make good. Is there anything fair or just about this? A clerk working in these departments should be graded higher and paid at least two hundred dollars per year more than clerks that handle only ordinary mail. Then the men who claim there is no difference and say the work is all alike, but at the same time always dodge and object to being placed in these departments,—for which we should not blame them, as there is nothing to be gained except added responsibility—if they want more money, will have a chance to get it, but only by accepting the added responsibility. Now do not misunderstand this. It is not a boost for the men already in these departments, but the idea would be to urge that these departments be graded up where they should be, and then any man who desires promotion would have a chance by qualifying for one of these departments. This would be a benefit not only to the men, but also to the Service, as the best men in the Service would be attracted to these departments.

Another point is that there should be a "Money Bill." When express companies handle bank packages of money, they are entered on a "Money Bill," on which nothing can be entered but money. The bill is even a different colour from ordinary bills and has printed on it in large type the words "MONEY BILL." The minute a clerk gets his eye on that bill, he knows there is money to be checked, because a clerk dare not use that bill for anything else, and the first thing he will do is to check that money carefully so as to make sure that he receives it O.K. Now how about *our* system? A clerk sends in a bill with twenty or twenty-five entries, probably eight or ten of

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them being for money packages, which may be scattered among the other entries on the bill. As an illustration: There may be letters entered addressed to Bank of Montreal, Bank of Nova Scotia, Royal Bank, etc., and the money package addressed just the same way, and the clerk will have difficulty in becoming quite sure that he has them checked right. Now can you imagine such a system, where money packages, containing thousands of dollars, are handled, where just an ordinary registered letter bill is used? The same bill you would use if you were sending out a piece of casting, or a package of John Hallam's Animal Bait. The department will tell you that it advises against and does not care to accept valuable packages through the mails, and that it gives them the same consideration as other registered matter, and that it is only liable to the amount of twenty-five dollars in case of loss; but, if a mail clerk ever has the misfortune to lose a registered package, he will have the time of his young life trying to convince the department that he should not be held responsible for the actual value of the package. A man should have some idea as to what his liability would be. Of course we know there is a guarantee fund, but what that guarantee is a question; and we should be pleased to have the experts explain to us what it is used for. At the present time the only thing we really know that it does guarantee is that each year there is a certain amount deducted from the salary of each clerk.

That fact stands out very clearly. Yes, we believe we could explain to the Commission in some detail what work we are doing. They can get this information all right, but they must come a little closer, as they cannot re-organize or classify the Service from Ottawa, nor can the Commission get a working knowledge of any man's position or work from a card. They are too far away from the firing line. In order to do this it will be necessary to go through the Service, at least the larger offices, come in contact with the men and become familiar with their working conditions.

The same remarks would apply to the railway mail clerks. We venture to state that one trip on a mail car from Toronto to Fort William would give the Commission more real practical knowledge of a mail clerk's work, and a better understanding of what that work consists of, and of what hours the men work, than could be

got from a *carload of cards*; and it would not be necessary for them to ask the question "Title of Position with rank." After they have bumped along for twelve hours or so, they will be in a position to give it a "title" all right, and be quite willing to rank it up pretty high also. This route is 813 miles each way, including four hours' preparation, on duty 73 hours, with 11 hours' rest. Regularly this trip is made every eight days, but for about a fourth of the year it is made every seven days, and during the Christmas rush every four days. At the end of one round trip as far as the work of a mail clerk is concerned they would be about the wisest commission the Government ever appointed. The mail clerk in charge receives the maximum salary of \$1,400 with \$200.00 bonus and about \$12.00 mileage per trip. Comparing this with the conductor's work on the same run, we find as follows: Mileage, about even, one hour preparation or advance time, they make 860 miles every five days in 46 hours with 16 hours' rest.

The conductor receives a minimum salary of \$1,932. He is also paid for all overtime and delays about as follows:—His train must average 20 miles per hour. He can only be warned for duty one hour before leaving, or he is paid for the extra time. If required for extra trip, he is paid the regular rate. His guarantee is of 2,800 miles per month whether his services are required or not. Some months last winter the mail clerks on this run were on the road 33 hours beyond schedule and nearly as much time before leaving. Both railway mail clerks and conductors have superannuation in prospect. Here is how one old mail clerk figured it. He has paid 2 per cent of his salary, which would be a total loss if he died in the Service; he is considered only for what he pays for and this is only about 60 per cent of his earnings, while a conductor receives a free superannuation at the same age on the average of all his earnings. This mail clerk is earning a maximum that can be earned by a mail clerk living at Toronto; but the train baggageman on the local train between Cartier and North Bay running the same number of divisions a month, makes \$18.00 a month more and is guaranteed a monthly minimum of 2,800 miles, even though his services may not be used to that extent. This old mail clerk has been thirty years in the Service and considers the management and efficiency of the railway mail service will com-

pare favourably with that of the train service or express companies.

There are times when we almost believe we can see the wisdom of the Commission in remaining at a distance and making this classification from cards. The following scale was submitted to the Commission by a railway mail clerk and refers to how, in his opinion, mail clerks should be graded. We do not know how this would meet with the views of other mail clerks, but we believe the present would be a good time for anyone having ideas or a plan as to how the Service should be graded to make it public. Here is the plan as submitted:—

1.—That railway clerks be graded into three classes.

(a) Clerks in charge of through cars with several clerks and doing interprovincial work.

(b) Assistance in such trains.

(c) Clerks on local routes.

2.—That a basis of minimum and maximum hours of service be fixed. It is now possible that a clerk could be required to run 24 hours a day 7 days a week indefinitely.

3.—That all time on actual duty be shown on reports, and clerks given double mileage rates for actual time on duty after the usual maximum is reached.

4.—That superannuation be made on full earnings and after 30 years of service.

5.—That examinations be discontinued after 20 years.

There are a great many things that could be placed before the Commission, if the men could get in touch with the Commissioners. Conditions exist with which they should be familiar before an attempt is made at grading the Service, because the men realize from past experience that, when once grades are established, it is a very hard matter to have them changed.

That is the reason they are so skeptical regarding this classification, as they know it would be a very easy matter to establish grades that would not benefit the Service, the working conditions or the men. At the present time civil servants have a great deal of faith in the Commission and expect great things of it, but this classification business has the most of them guessing and they are just sitting tight, waiting and watching, but they are not overlooking anything.

Our advice would be "Come a little closer, Gentlemen. Correct your range, it is over our heads."

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Preferring
One another

A lull in our usual activities.

THE epidemic of Spanish influenza has created a lull in all the usual activities of the Women's Branch and the Halcyon Club. At this time of writing, everything is suspended; but just as soon as the autumn programme may be resumed, means will be found to notify all interested.

The Hallowe'en party is only postponed, if necessary, and the dates of the masquerade and sale at the Club just moved on a week or so.

As soon as the call went forth from the city hall for emergency workers, the response from the women in the Service was most gratifying. Practically all the V.A.D.'s in the Service reported at once and have been on duty continually. Then many others have been working at the city hall in every line of relief work.

Our president, with the assistance of Miss Robinson, Miss Reynolds and Miss Darcey, organized the Red Cross workers and others into shifts to keep the many machines in our Red Cross rooms busy from early morning to late at night.

Lack of space prevents us printing the names of those who helped in the emergency work—the list is so long—and it has already appeared in the daily papers.

A woman's living expenses.

A propos of the war bonus that is being asked for all civil servants, and because of a tendency on the part of some people both within and without the Service to discriminate against at least some of the women getting it, it is interesting to read the schedule of the cost of living of a young woman wage-earner printed below.

This schedule was a feature of the documents presented by the representatives of the employees, before the Board of Conciliation and Investigation which was in session at Peterborough on August 20, dealing with the dispute between the Canadian General Electric Company and its employees. A number of employees are young women belonging to the Bro-

therhood of Electrical Workers' International Union. Two young women drew up separate schedules, and they arrived at totals which varied less than \$20. One total was \$709.90, and the other \$725.90 for a year.

Boards of Conciliation have been accustomed to statements on the cost of living based upon the requirements of a man, his wife, and three children. The following document is perhaps the first of its kind officially presented in a dispute in Canada:

Cost of Living for a Young Woman— a Wage-earner.

Board (\$6 per week)	\$312.00
Laundry (averaging all) \$1.75 per week	91.90
Suit at \$35 to last two years, and \$5 for alterations, cleaning, etc..	20.00
Winter coat to last two years, \$35.	17.50
Sweater coat to last two years, \$10	5.00
One serge skirt to last two years, \$10	5.00
One white skirt	3.00
Summer dress at \$30, to last two years	15.00
Three waists to last with suit at \$3.50 each	10.50
Four working waists at \$2 each ..	8.00
Three working aprons at \$1 each.	3.00
Boots	27.00
Rubbers, and repairs to boots, rubber heels, etc.	8.00
Hats (summer and winter)	38.00
Underwear, undershirts, night-gowns, etc.	29.00
Corsets	15.00
Hosiery and gloves	10.00
Collars, etc.	5.00
Handkerchiefs (20c each)	2.40
Thread and mending wool	1.00
Umbrella	2.00
Toilet accessories, such as hair-pins, combs, tooth paste, etc..	4.00
Stationery, stamps, and evening paper	14.00
Church expenses (25c a week)	13.00
Sick benefits (40c a month)	4.80
Other insurances (15c a week) ...	7.80
Car fare (to work only)	20.00
Furs to last five years at \$65	13.00
Rain coat to last three years at \$15	5.00
Total.....	\$709.90

One could write at length on what different people have had to say about this schedule, but at any rate all are agreed that the prices are Peterborough prices and this thing cannot be done in Ottawa.

The right person in the right place

Generally speaking, we civil servants are prone to accept whatever is done for us without even a "Thank you," especially when it is done by the association. Many of us take the attitude that the members of the executive must like the work they are at or they would not do it, and we fail to take into consideration the time and energy expended, to say nothing of the heart-burnings and disappointments that frequently fall to the lot of our hard-working officers.

The women of the Service have every reason to be thankful that they were so well represented in the delegation that waited upon the Cabinet to present the memorial requesting a war bonus. We were more than lucky to have as our president Miss M. Tremblay, who quite made "the hit" of the afternoon in her clever, witty speech. The women's viewpoint was presented in a masterly fashion and one not soon to be forgotten. Other women present were Miss M. Darcey, Miss Grace Reynolds, Miss Putman and Miss Edna Inglis.

How about it? The minimum salary in the Civil Service is \$600, and our memorial shows that the average salary for men and women alike is only \$1,125. It is needless to say that most of the women are away below the average.

The Government should bear in mind that this minimum of \$600 is worth only \$300, as compared with the year 1914, also that the Order-in-Council of July 11. enjoins upon all employers the duty of paying to women equal pay for equal work. The best argument yet to hand in regard to the justice of a war bonus of at least \$350 is that the House of Representatives in the United States has just passed the Nolan Minimum Wage Bill providing for an all-round minimum wage to civil servants of \$1,080 per year.

GIFTS FOR OVERSEAS

Once more, with the advance of Christmas, our minds turn to the Boys "Over There" and the little Cheery Gifts which we anticipate sending this year.

No better medium for this purpose can be found than the Mappin Gift Catalogue, which will be ready for distribution this month.

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Secretary of Labour Wilson has appointed Miss Florence C. Thorn assistant director of the Working Conditions Service in the Department of Labour, whose function is to examine into the working conditions in war industries, determine the standards that should be maintained, and adopt rules and means for enforcing such standards. The appointment of Miss Thorn, who is a graduate of the University of Chicago, to such a responsible position, encourages the women of organized labour to think the Federal Government is coming to take a broader view than formerly.

—From *The Public*, Aug. 10, 1918.

The Masquerade Dance

Under the auspices of the Women's Branch a Masquerade Dance will be held at the Racquet Court on Tuesday, November 26, at 8 o'clock. All the women of the Service are invited to come and bring their women friends. No spectators will be allowed. It is not necessary to dance in order to enjoy this frolic, as the costumes have always been well worth seeing. An orchestra will be provided, and refreshments will be served in the supper-room. The committee has arranged to have ice cream cones for sale. Prizes will be awarded the handsomest, the prettiest, the funniest, and the most original costumes. The number of tickets at 50 cents is limited, so secure yours early from any member of the Advisory Board or from the Superintendent at the Halcyon Club.

The Halcyon Club Bazaar

The date of the Bazaar to be held in the Halcyon Club rooms has been fixed for Saturday, December 7, afternoon and evening. An orchestra will be in attendance, and tea will be served from four o'clock. The various committees are busy at preparations now, and, while all plans are not yet completed, it is safe to predict success to their efforts. Besides tables of fancy and useful articles and the usual home-made cookery, some interesting novelties will be included. You may have your silhouette made while you wait. There will be a table of dairy products, and we are promised all kinds

of entertaining features. Posters with fuller details will be distributed throughout the departments, and it is earnestly hoped that the Service generally will support this effort of the Halcyon Club. The committee guarantees that it will cost nothing to get in and *very little* to get out, and an enjoyable time for every one.

The programme convener;

It was with deep regret that the executive of the Women's Branch had to accept the resignation of Miss Balfour as programme convener.

Since accepting office in May, Miss Balfour has been a valued member of the executive, and much regret was expressed that, in severing her connection with the Pensions Board and accepting a position in the Civil Re-establishment, her new duties would not permit of her retaining her office.

Miss Lillian Salt, of the Geological Survey, has kindly consented to act as programme convener, entering on her new duties at once. Her first effort will be the masquerade dance.

The Civil Service garden

From early spring till after the frost came, each day saw a group of women of the Civil Service, under the able convenership of Miss Florence Burt, busy gardening at their lot on Argyle avenue.

On May 11 the potatoes were planted after a good deal of difficulty had been experienced with the ground, which had been ploughed but not harrowed. The results of their work in food production amply repaid the workers, who deserve unstinted praise, as they got nothing but exercise for themselves out of the garden, the produce of which was sold and the money turned into the treasury of the Soldiers' Comforts committee of the Ottawa Women's Canadian Club.

The first of the harvest was gathered on Monday, July 15, when three bushels of beans were picked. Ultimately the harvest included 60 bushels of tomatoes, 90 dozen corn, 33 bushels beans, 13 bushels peas, 8 bushels potatoes, 40 vegetable marrow, 25 Hubbard squash, 8 gallons chard, 1 dozen bunches summer savory, besides a quantity of nasturtiums, mignonette and sweet alyssum.

How to avoid the 'Flue

(1) Do not ride in crowded street cars. If there is no room on top, ride in the bumper.

(2) At the first pain in your toe or tooth, decide you have it. Phone the office. Call a doctor. If you do not get one, take a quart of whisky and a "Jack Canuck," and keep quiet, if possible.

(3) Never kiss, rub noses instead. If you must hold hands, be sure to wash them in carbolic solution afterwards.

(4) If a doctor cannot be obtained, get a pretty nurse and let nature take its course.

—CSFC—

HE RAISED 'EM.

(*Utica Observer.*)

Food Controller Hoover told at a meatless-wheatless banquet a story about a poultry profiteer.

"A lady entered his shop," said Mr. Hoover, "and asked the price of chicken.

"'Them birds in the winder?' said the profiteer. 'Waal, they're very fine quality stock. I can't let 'em go for less than ninety-four cents a pound.'

"'Indeed!' said the lady. 'Did you raise them yourself?'

"'Yep,' said the profiteer, absently. 'They were seventy cents yesterday.'"

—CSFC—

LABOUR AFFILIATIONS IN ENGLAND.

The threatened split in the Labour Party raises a peculiar problem for the Customs and Excise Federation in view of the General Council decision to take a vote of the members regarding proposed affiliation, especially as the trend of Labour events forbodes domestic differences of the kind that nobody can hope to conciliate. It is altogether out of the question that civil servants should openly associate with the pacifists in whose ranks are gathered persons who are more than suspected of sedition; but it is useless to take a vote in any organization on such a proposal unless it is clearly indicated with which section affiliation is desired. Further, in all the circumstances, it is extremely unlikely that members will learn the minds of the men who are forcing the affiliation scheme.—*Civilian*, London.

How the Wind is Blowing

"The test of the health of a people is to be found in the utterances of those who are its spokesmen, and in the actions of those whom it accepts or chooses to be its chiefs."

—John Morley.

Fuel "Controllers".

"I have been asked scores of questions in reference to the duty and powers of Fuel Controllers, which I have to confess my entire ignorance of. The questions all tend to the one point, and that is why Fuel Controllers fail to Control? Personally, I have always held the opinion that when a man was appointed to a certain task, his duty was to perform it; but apparently I am labouring under a grievous error, as the press quotes the Provincial Fuel Controller as giving utterance to the statement that if coal is sold at a higher price than he says is fair 'he cannot help it.' To the inquirers I have merely to state, that if the Fuel Controller cannot manage his very own 'job,' their obvious duty is to agitate for a controller who can control".

"Argus" in *The Halifax Echo*.

We have commented editorially on the fuel situation in this number of *The Civilian*.

Women of New York believe in the Initiative.

One woman is running for governor of New York, a position which has been a stepping stone to the presidency, two are running for lieutenant governor, two for secretary of state, two for justice of the supreme court, eight for the national congress, eleven for state senator, and twenty-three for the state legislature. In addition to the forty-nine women mentioned, sixty-seven others aspire to various local and county offices.

Women in the States have just been denied nation-wide suffrage, and they had already nominated 116 of their number for office in one state. Civil servants in Canada have had the suffrage for years (civil servants at the capital of the United States do not vote) and they have never tried, so far as we are aware, to elect one of their number to Parliament. We may not elect one the first time we try, but we shall never succeed without trying.

Salary increases to civil servants.

"The employees of the Dominion Arsenal at Quebec have received

during the war period an increase of 15 per cent. The cost of living has advanced at least 80 per cent during that time; therefore I consider a 40 per cent increase in wages to be very conservative under the circumstances and should be further supplemented before long if price conditions continue to prevail." Hon. Gideon Robertson to the Minister of Militia, Sept. 7, 1918; a report followed by action granting the increase under Order-in-Council of September 19.

Civil servants have had increases during the war period of approximately 8½ per cent. Disregarding, in this emergency, the fact that this 8½ per cent increase bears no relation to the increased cost of living, it will be seen that civil servants should receive a war bonus of 31½ per cent if they are not to be treated differently by the same employer than the employees at the Dominion Arsenal. Such action would give them \$350, exactly what the civil servants have asked for.

This seems at first glance to be a striking confirmation of the justice of placing the bonus at \$350, but it must not be forgotten that the Hon. Gideon Robertson recognized the fact that *the action he proposed would only meet one half of the situation and that further supplementary action would have to be taken before long.*

Victory loans in New Zealand.

The last war loan in New Zealand was offered for general subscription, but the people were officially informed that any deficiency would be raised by compulsory levy.

Victory loans in Australia.

The last war loan in Australia was secured under a compulsory scheme which endeavoured to link up the size of one's contribution with one's ability to contribute.

—CSFC—

Equal suffrage bigger than the United States.

Thirty-one United States senators have voted against, and by so

doing have defeated, the Federal Suffrage Amendment.

Such action, in the face of a personal appeal from the President, who correctly grasped the war seriousness of any refusal of the suffrage, and a wave of public opinion which is unmistakably in its favour, bespeak either downright courage and an unwillingness to sacrifice a sincere conviction or utter stagnation. We regret to say that our experience with politicians inclines us toward the latter view.

We are reminded of an incident which happened in the Canary Islands. Our captain had agreed to tow a small boat from Teneriffe to one of the other islands, and we started out of the harbour. (The biggest parallel lacking is the fact that there were only three men in the boat instead of 31.) In a very short time the men were under the thwarts hanging on for dear life and the boat was simply whipping the sea, a result they had been warned to expect. The captain megaphoned to them to cut the rope, it was his rope and that would let him keep most of it; but not a man ventured to leave the protection of his particular plank. Since they wouldn't cut themselves loose, and their situation was becoming more desperate every moment, the captain cut the rope, and they had to cut it at their own end to have a boat left to row ashore in.

Since these particular rip-van-winkle senators will probably not resign, the ship of state will simply throw them overboard and 31 "lame ducks" will have to make shore as best they may.

—CSFC—

Hard Hit

On October 21, Toronto post office officials reported 185 members of the staff ill of influenza and pneumonia.

SELF-RELIANCE.

In battle or business, whatever the game,
 In law or in love, it is ever the same.
 In the struggle for power or the scramble for pelf,
 Let this be your motto, "Rely on yourself."
 For whether the prize be a ribbon or throne,
 The victor is he that can go it alone.

—John G. Saxe.

—CSFC—

Little Economies that Count.

The following racy appeal for economy has been placed in every room of the National War Savings Committee's building, Government departments and employers of labour are invited to do likewise:—

There is a war on. There is a paper shortage. Every piece of paper you waste counts. Waste none. Do not use a big envelope if a small one will do. Do not use a foolscap sheet of paper if a quarto sheet will serve.

Do not let paper lie about, becoming soiled and unusable. Type letters without double spacing and use both sides of the paper to avoid the use of a second sheet. A message from one individual to another on the staff need not have an envelope. Envelopes cost money. There is a war on.

Yet paper is, we fear, still wasted.

—CSFC—

A member of an Egyptian Labour unit went home on leave, but when his leave expired he failed to rejoin. The day after the C.O. received the following explanation:—

To the Managing Director of the British Army:

Dear Sir:—I am sorry not to be able to return to your army, but when I returned to Cairo I found that some devil had uprooted my wife. Good God! I am annoyed.—(EveningNews)

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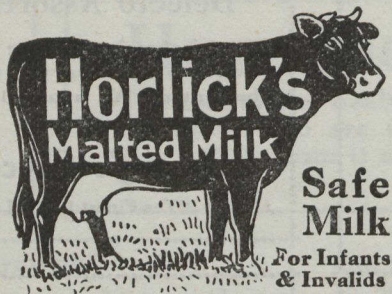
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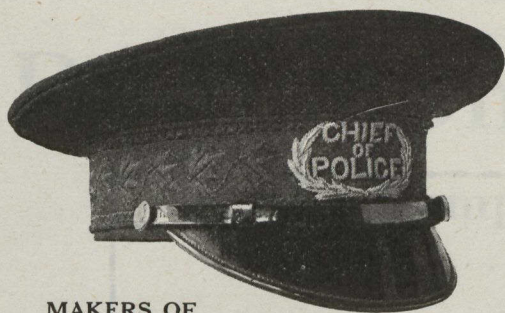
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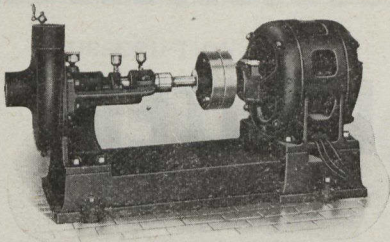
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