

**PAGES**

**MISSING**



# THE CIVILIAN

VOL. IX.

SEPTEMBER 1, 1916.

No. 10

## Financial Scheme of Retirement

It is sometimes asserted that contributory schemes cost the Government less. All I shall say on this point is that the actuaries most experienced in both public and private pension schemes assert without reservation that of all systems the free pension system is the most economical for the employer. Salaries can be kept lower. Theoretically at least if a free pension scheme were introduced it would be necessary to make an adjustment in salaries, and, speaking in Irish, the most satisfactory way to make the adjustment would be to make the scheme contributory. Whether contributory or non-contributory, the employees do in one way or in another earn all the cost of salary and superannuation benefits. If an apparently liberal system of remuneration and pensions is introduced the Government will have the pick of the employment market, and, although temporarily there may be loss, an adjustment is bound to take place.

Under the free pension system it is difficult to make any claim for benefits to dependents,—a modern tendency. It is preferable to make a stiff contribution and in return get thorough-going and comprehensive benefits. It is never very satisfactory to get what does not meet our needs, no matter how cheap. Contributions should continue until retirement. If they cease at, say, thirty-five years of service, employees are almost certain to think they should be allowed to retire with full benefits' any time thereafter. Generally speaking, employees are better able to contribute after long periods of employment, as they then enjoy larger salaries and their dependent children have in the meantime grown up and ceased to be so dependent.

As to the proportion of the visible contribution which should be made by the employee it may be contended that as they in any event provide all the cost it does not matter what proportion is contribution. I think a good stiff contribution is preferable from the employees' point of view. The half-and-half basis has been consecrated by practice, and apparently this basis is as satisfactory as any other. I would, however, say it seems unsatisfactory, undesirable and unnecessary, either in public or private schemes, that the basis of contribution of employees,—or the benefits under the scheme,—should be subject to amendments due to exigencies of circumstances; that is due to fluctuations, or even more or less permanent tendencies in interest, mortality, etc. It would seem preferable to fix the basis of the employee's contribution well above the estimated one-half, and arrange that the balance of the contribution found necessary from time to time should betaken care of by the employer—the Government. The Government would thus accept the responsibility for adverse fluctuations and also profit by favourable ones, which seems to be reasonable. Under some schemes, however, the additional contribution which might thus be thrown upon the employer following a general increase in salaries would be very great, due to the method in which benefits and contributions are determined. It would, therefore, seem desirable that the benefits and contributions should



be so determined and related that such consequences could not arise. We cannot in any event consider contributions very far without taking a look at benefits.

The determination of the actual contributions and the actual benefits is usually based on some status, as, age, length of service, salary. So long as the difference in status of two employees is one of degree, I would say that the difference in benefits and contributions should be one of degree and not of kind. Further, for small differences in the determining status the difference in the contributions or benefits should proceed regularly and without arbitrary breaks. These principles are sound and I think commend themselves to one's reason, and I would follow them so long as they do not lead in practice to manifest absurdities. It is hard to understand why for a small difference in age, for example, two employees should be treated in a wholly different manner as to contributions and benefits. I shall refer to this again.

In general there are two methods in vogue in determining benefits. First,—the benefit at retirement is a fixed percentage of the final salary, or, more often, the average salary for the last three, five, seven or ten years of service. This may be called the "Fixed Salary Method" as distinguished from the second,—which bases the benefit on the average salary throughout the whole period of service, a percentage of the average salary being taken for each year of service. Basing the benefits on the average salary, though, does not limit the maximum benefit, for the percentage may be fixed sufficiently high to insure an adequate benefit.

An objection which has been urged against the final salary methods is that increases are sometimes made in salaries shortly before retirement for the purpose of giving a larger pension. This objection must be almost non-existent when the average salary for, say, ten years is used. An objection to the average salary method is that the benefits do not respond quickly enough to increases in salaries, and when general increases in salaries are made as, for instance, on account of increased cost of living, benefits on retirement do not bear the relation to fixed salaries which they should. For reasons which I shall endeavor to show I prefer the average salary basis for a composite service. I do not say that I would not use it pretty generally; but whatever system is used I think you will agree that the system of contributions should accord therewith and that a system of contributions suitable for the one would almost necessarily be inapplicable to the other.

Probably you will further agree that if the employees as a whole are to pay approximately one-half of the cost, then each individual should pay approximately one-half of his benefits. Under the final salary method, the basis of contribution is usually a percentage of salary, fixed as at age of entry, and formerly it was common to use the same percentage for all ages at entry. Now, under this basis, I may tell you there is absolutely no relation between benefits and contributions of the individual. One individual may instead of paying for half his benefits, pay for only one-quarter or less, while another may pay three-quarters or more. This will readily be apparent when it is remembered that the benefits are based on salary received for a few years immediately preceding retirement; whereas the bulk of the contributions will be made from the smaller salary of earlier years, but bearing no necessary relation to the salary on which benefits are based. Notwithstanding what I have said, I think this system of benefits and contributions may be defended in the case of a uniform service, such as a bank, where it may be reasonably asserted that the employees start the race of



life fairly, at about the same age, with about the same qualifications, etc. There it may be asserted that it is not unfair to fix the basis of contribution as at age of entry; but it could also with equal justice be asserted that a fixed annual payment would be fair to all. If this system of benefits and contributions is adopted, then the contribution should vary with each age at entry and not, as is sometimes done, charge four per cent for ages twenty to twenty-five, five per cent for ages twenty-five to thirty, etc. There can be no excuse for such a graduation of contributions. If anyone asserts that a matter of ten per cent of his salary is unimportant, just ask him for that amount. I notice in the Report recently published by the City of New York Pension Commission that a scale of contributions showing the different rate for each age at entry is given; and it is intended for those in the service that a different rate for each age and each period of service will be used. Three of the leading actuaries in America advised the Commission.

I have expressed a preference for the "average salary" while admitting its defect. For the same gross contribution I think on the whole the benefits are more satisfactory. A larger benefit will be given in the event of ill-health in early years, failing in which I think most superannuation schemes are weak. I would further supplement the allowance in the case of employees with children, as I shall explain later. My main reasons for favoring this basis is that I see no outstanding objection to it, and under this method it is possible in practice to arrange the basis of contribution so that it can be fairly asserted that the contributions are fair as between one employee and another, based on the known facts, no matter in what grade, class or department. In order to give a simple illustration of the principle, let us take a parallel case. An employer decides to pay the dependents of an employee one year's salary at his death, the employer bearing half the cost. The method which, perhaps, most naturally suggests itself of assessing premiums to employees is to charge an employee at time of entry half the premium at his then age for a life insurance equal to his then salary. If no increase is ever made in his salary, no change would ever be made in his contribution. If, however, an increase of, say, two hundred dollars, is made in salary at the end of, say, five years, evidently the amount payable at his death any time subsequently will be increased by two hundred dollars, and the natural course would be to charge him with half the premium at his then age, not at age of entry, for a new insurance of the two hundred dollars. Similarly for any subsequent salary increases. In a like manner when benefits are based on the average salary, it is known in advance what benefit will accrue in event of retirement at any age, based on the salary at entry. Consequently the employee's proportion of cost in respect to that salary may be equitably assessed in accordance with his age at entry. Similarly any increase would be treated as a new salary and the proper contribution assessed according to the age at which the salary increase is received. Likewise for all salary increases. On this basis equity is maintained between individuals at the same age and at the various ages, on the same principle as equity is maintained between the individual policyholders in an insurance company. It is important that employees feel that they are treated equitably on some basis which appeals to them. Equity is, perhaps, after all, a point of view, and it is essential to look at the matter from an average viewpoint and be guided accordingly. The evidence given before the Railway Superannuation Committee of England in 1911 goes to show that sometimes at least employees become most decidedly dissatisfied with a system of contributions fixed as at age of entry, when benefits are



based on the average salary. The objections to this method are, I think, less serious in the case of railway services than in a composite Civil Service.

I favor benefits to widows and orphans. These benefits should have much the same influence to benefit an employer as a pension to the employee himself. It is usual to grant one-half or some other proportion of the husband's benefit to the wife. As to the children's benefit, I favor a percentage of the father's salary before death,—say fifteen per cent for one child, twenty-five for two children, with an increase of, say, ten per cent for each additional child, but not exceeding forty per cent, and in this way are made roughly to fit the case. In the event of orphan children larger allowances might well be given. The foregoing principle is that followed in fixing benefits to dependents under very many workmen's compensation schemes.

I have already suggested that the benefits on retirement on account of ill-health in early life are usually inadequate, although better under the average salary system than under the final salary system. Even under the former system I think that something further might be done, and my suggestion is that an addition be made to the retired employee's allowance for each child in the manner already explained in respect to widow's allowances. In this way the needs of each case would be met approximately and the dismissal of any employee would depend less on account of his children than on account of his efficiency. It may be said that an employee's salary does not depend on the number of children he may have. True, but he is ostensibly paid his salary to keep him on the job, and given a superannuation allowance to get him off of it, and so the employer is justified in determining what that allowance is to be in order that it may be most effective practically.

Employees with children would of course contribute exactly the same as those without, notwithstanding the larger benefits. Mr. Lloyd George in his "Broad Back Budget" of 1914 provided abatements in the normal Income Tax depending upon the number of children in a family. This should be sufficient precedent for the granting of larger benefits to the employee with children, for the same contribution. The payment on account of children would cease at the same fixed ages, as, say from fourteen to eighteen. It may be added that the additional cost on account of children's benefits is small in comparison with the main benefits.

The admission of existing services under various schemes of superannuation and retirement, or under new, presents many very difficult problems. In general it will have to be voluntary on the part of employees. As nearly as may be practicable, the details should fit in with the general scheme, but it will be found that many and important exceptions must be made. It will, generally, not be practicable to adhere with any great rigidity to equity as between one employee and another in the groups taken over, and for that reason it is essential that employees take a broad and generous view, freely recognizing the difficulties.

From the employer's point of view it is most essential to recognize the advantage in getting the largest possible number under the scheme. From his view point the scheme is established to increase efficiency and economy by enabling him to dispense with the services of those advanced in years. Of what advantage or profit to him, then, is it to offer his aged employees a scheme of superannuation, of which they can only avail themselves after making payments they cannot or will not make? Would it not be more to the employer's advantage to pay into the Pension Fund, as a



part of his contribution, a portion of the salary paid to aged employees for services they are often unable to render, and then pay them a pension allowance? The "Free Pension" system is believed to be the cheapest for the employer. If, then, it were a question of establishing a free pension system, would it be considered unfair that aged employees should immediately, or within a few years, enter into a free pension?

While principles and theories must be observed, practical considerations are of first importance, but the efficient and economical administration of the country's affairs is supremely more important than adherence to anything however dear.

### DECORATIONS WON.

Captain Peregrine Palmer Acland, 15th Battalion, lately reported wounded, has received the Military Cross in recognition of his gallantry in battle. It is stated in Orders that he *"led his company, formed under very heavy fire, with great dash, and, though wounded, remained at his post and dug himself in."* Captain Acland belongs to the Department of Finance, and is a son of F. A. Acland, Deputy Minister of Labour.

Captain Joseph Alexander Keefer, of the 1st Pioneers, has also received the Military Cross. He *"kept in close touch with attaching infantry. His dispositions produced marked results."* Captain Keefer is assistant engineer of the Department of Public Works at Victoria, B.C., and is of the fourth generation of a family famous in engineering and public works construction all over Canada.

Of Major H. B. Verrett, who lately won the D.S.O., official orders say: *"Although wounded by shrapnel he stuck to his command in most trying circumstances and assisted greatly in strengthening the position and set a fine example to all under him."*

Major (temporary Lieutenant-Colonel) Denis Colburn Draper, 5th Mounted Rifles, a Montreal Customs officer) won his D.S.O. by *"conspicuous gallantry in the face of the enemy. He led reinforcements to exposed points and twice drove off determined counter-attacks. Though himself wounded, he carried his mortally wounded C.O. from the firing line."*

This was in the face of the German onslaught at Hooge. The C.O. was Lieut.-Col. Harry Baker, M.P. The remnants of the regiment are now commanded by Lieut.-Col. Draper.

Official report of the award of the D.S.O. to Lieut.-Col. H. J. Lamb says that it was for *"conspicuous gallantry and good work. During the operations he rendered as liaison officer to the three brigades of the division most valuable assistance to the brigadiers. When communications were broken by shell fire he displayed great courage and ability."*

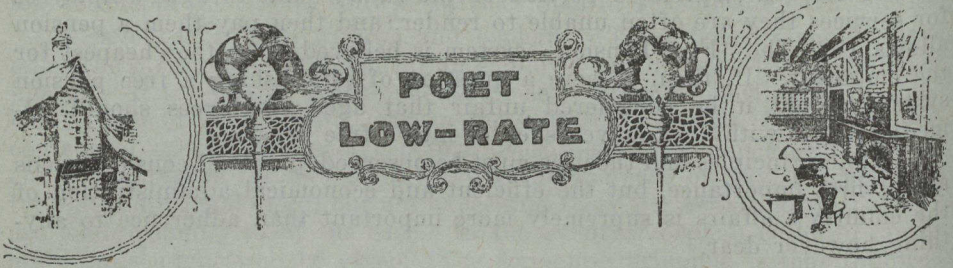
### BROTHER IN VICTORIA.

A. P. Fryatt, a city postman, living at Garden City, is a brother of Captain Charles Fryatt, whom the Germans shot at Bruges.

Shortly after the beginning of the war, Capt. Fryatt, who at that time was in command of the steamer Wrexham, encountered a German submarine. The undersea craft attempted to overtake the British steamer, but under Capt. Fryatt's skillful handling the British vessel escaped and landed all on board safely.

About nineteen months ago Capt. Fryatt again encountered a German submarine and again his ship was made the object of unpleasant attention. This time Capt. Fryatt again landed all aboard his ship safely, but not before he had done his best to ram the enemy submarine.





### THE SONG OF THE AIRMAN.

Earth, send forth a hero who by strength may vie  
 In mortal fight with the sacred might of eagles in the sky;  
 Far I fling my challenge,  
 Laws and oceans ring;  
 Rise from the moil of the reeking soil,  
 Come! behold your King.  
 Set in the sunset's dying gold, poised on the wings of pride,  
 In black relief on a misty reef,  
 Over a crimson tide.

Earth, send forth a hero; mountain, plain and sea,  
 Search your vale for the tempered mail that shall clash in the lists with me:  
 Comes there then a champion,  
 Bred by sea or land?  
 Stay your lance at my burning glance,  
 Die beneath my hand!  
 Fools, ye have heard a mocking word, and gripped your feeble sword,  
 Ye have dared to rise in the shrieking skies,  
 To battle with your Lord!

Even in peace I rule you, high o'er the hills in flight.  
 In lives I bid, for nought is hid from the range of my eagle sight.  
 Mine is the nation's conquest,  
 Mine is the ocean's fame;  
 Mine the control of flesh and soul  
 By the burning heat of flame.  
 By day I have flown thru the wide unknown, in sunshine's golden dew,  
 Taking my fare from the swirling air,  
 In a wave of glinting blue.

Yet war and strife is the only life that breathes in the hissing wind,  
 As I speed for light thru the smoking height, leaving the hills behind.  
 I have been born an eagle,  
 An eagle's death to die,  
 Seeking a joy that will not cloy,  
 Seared by the burning sky,  
 Till, flung with a speed so great indeed I can draw no parting breath,  
 I crash from the void, my wings destroyed,  
 And fall in an airman's death.



## The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.

### FIFTY-FOURTH LIST.

Frederick William Armstrong, Railway Mail Clerk, Winnipeg District.  
 Arthur Henry Austin, Post Office, Fort William.  
 William Axtell, Letter Carrier, Winnipeg.  
 George W. Blake, Letter Carrier, Vancouver.  
 Herbert Alfred Boggs, Post Office, Halifax.  
 George Alfred Bowtle, Letter Carrier, Brantford, 32nd Battery, C.F.A., C.E.F.  
 Thomas Bradley, Post Office, St. Catharines.  
 Edward Britton, Letter Carrier, St. John.  
 Michael Edward Broderick, Post Office Dept., Ottawa.  
 Ernest Ward Brown, Post Office, Toronto.  
 Charles Bryan, Letter Carrier, Winnipeg.  
 Frederick William Byers, Railway Mail Clerk, Winnipeg District.  
 Sidney Carder, Letter Carrier, Chatham.  
 George William Caunter, Letter Carrier, Toronto.  
 Robert Oscar Causton, Letter Carrier, St. John.  
 Charles Oliver Christie, Letter Carrier, Guelph.  
 Ernest George Chudley, Post Office, Calgary.  
 Thomas Richard Church, Letter Carrier, Toronto.  
 John Craig, Letter Carrier, Hamilton.  
 Cecil John Crane, Post Office, Moose Jaw.  
 Herbert Cunliffe, Post Office, Calgary.  
 Harold John Currie, Railway Mail Clerk, Winnipeg District.  
 Claud Davenport, Letter Carrier, Edmonton.  
 Fred. Mark Davis, Post Office, Calgary.  
 Humphrey Kebble Davis, Railway Mail Clerk, Winnipeg District.  
 Harry Dibble, Post Office, Toronto.  
 Cyriac Joseph Dionne, Railway Mail Clerk, St. John District.  
 James Duncan, Letter Carrier, Toronto.  
 Bert Reger Dunlop, Post Office, Toronto.  
 William Thomas Ellison, Parcel Post, Regina.  
 Robert Downey Ennis, Post Office, Toronto.  
 David William Farr, Post Office, Hamilton.  
 Robert Lewis Forbes, Post Office, Toronto.  
 Clarence Long Gibson, Post Office, Moose Jaw.  
 Ralph Allan Goodman, Post Office, Brandon.  
 Charles Alex. Gordon, Post Office, Toronto.  
 Carl Winston Grant, Railway Mail Clerk, Winnipeg District.  
 John Alex. Graydon, Post Office, Toronto.  
 Francis Ed. Gully, Post Office, Calgary.  
 Raymond Walter Hale, Post Office Inspector's Office, Edmonton.  
 Harry S. Hall, Railway Mail Service, Moose Jaw District.  
 Albert Harold Hammell, Railway Mail Clerk, Winnipeg District.  
 David Harrison, Letter Carrier, Toronto.  
 James Harrison, Letter Carrier, Peterboro.  
 Edward Hart, Railway Mail Clerk, Vancouver District.  
 Harry William Hawke, Chief P. O. Supt's. Office, Toronto.  
 Edward Hawkins, Letter Carrier, Winnipeg.  
 Hugh Allan Hayes, Letter Carrier, Fort William.  
 Charles And. Hislop, Supt. Railway Mail Service, Moose Jaw.  
 John Hopkins, Post Office, Regina.  
 Thomas Bell Hughes, Post Office, Winnipeg.  
 John Arthur Huntley, Railway Mail Clerk, Winnipeg District.  
 Charles Thomas Hutchinson, Post Office, Strathcona.  
 Elliot Michael Jamieson, Post Office, Winnipeg.  
 Delbert Ros Johnston, Letter Carrier, Toronto.



# THE CIVILIAN

Devoted to the interests of the Civil Service  
of Canada.

Subscription \$1.00 a year ;  
Single copies 5 cents.

Advertising rates are graded according to position  
and space, and will be furnished upon appli-  
cation.

Subscriptions, MSS intended for publication, and  
all other communications should be addressed  
to:

THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, September 1, 1916

## THE NATIONAL DUTY.

*I say that there is involved in this issue not only the safety and integrity of Canada and the Empire, but the freedom and liberty of the world. More than that, a man who joins the army will fight for humanity, civilization and religion, because the whole modern German system is an absolute negation of the ideals, liberty, freedom, justice, humanity and civilization of the world. No crusader ever went in a greater or holier cause than the men who go to fight the Hun to-day.*

—Sir Thomas White.

*You ask why did I come to France. It was just because someone has to do it. If we all stayed behind, where would we be in the end? But I think it is almost time for some of the slackers to come out and do a little bit.*

—From a letter written by Fred Laing, aged 15 years, a few days before he was killed in action.

*I can imagine nothing more despicable than the individual who stands beside a piano hollering "We'll Never Let the Old Flag Fall." The only way that the old flag can be kept flying is by means of the rifle in the hands of the soldier.*

—Rev. Father Minehan.

## OUR BOYS

Previously reported :

Dead . . . . .	74
Wounded . . . . .	123
Prisoners . . . . .	10

### DEAD.

EDMOND MILLAR.  
T. F. FITZGERALD.  
R. S. SALMON.  
WALTER C. ALEXANDER.  
ROBT. H. NICHOLSON.

### WOUNDED.

LIEUT. C. W. FINNEMORE.  
JOS. MOLVANEY.

### PRISONER.

ERNEST H. PALLISTER.

"JUST AS BRAVE."

From the West came recently another fine battalion, stopping off in Ottawa for review by our Royal Governor before proceeding to take its part in the great conflict in Europe. In its ranks was one whom the writer had known his lifetime before he had gone West, accompanied by wife and child, and there made good. The call to duty came and he donned the khaki. Of the heart-burnings of his wife and boy we are assured and do not seek to minimize them.

But here in the East is an aged mother who could not understand why *her* boy should go when she knew of so many (yes, civil servants) who seemed to prefer to stay at home. Yet it was my privilege to spend a few all too brief moments with them as they met to part again, overshadowed by a feeling that had never had a part in any previous farewell; and it was wonderful to see the proud, brave look in those dear old eyes, alas prematurely dimmed, and to hear her say, "Yes, it is W—— and he is just as brave." The first shock of what it might mean for him to go has pass-



ed and now she is prepared to bid him Godspeed.

Oh, mothers of Canada's bravest and best, you have given much that Liberty and Justice may yet have a place in the world; and when our boys come home it will be a proud time for you that you did not, through any selfish love, stand in their way of doing what was right. Above and beyond all others you have been "just as brave."

Oh, men, men, arouse yourselves from the apparent lethargy that has atrophied your sense of national duty. There is the call. You must have heard it. Then do not let any mistaken sense of duty or obedience to parental wishes hold you back. There may be, surely will be, that first sharp wrench of pain, then it will pass away and *your* mother, too, will be able to say, "He has gone, but, 'just as brave.'"

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#### ANDREW D. WATSON.

There are in every branch of humanity's activities men and women who quietly and unostentatiously go about their work and do what is there to be done very efficiently, yet who in the midst of a busy life find many, many things to do for others, perfectly satisfied to have as a reward a sense of something worth while, well done.

Such a one is Andrew D. Watson, Actuary in the Insurance Department, whose address on "A Financial Scheme of Retirement" delivered before the National Assembly of Civil Service Commissioners is concluded in this issue of *The Civilian*. One cannot help but marvel at the multiplicity of detail touched upon in this address. Apparently every phase of a complicated, vastly important theme is dealt with. Yet all of this was assembled by Mr. Watson with the sole object of directing thought, of helping the serious-minded to reach some conclusion.

This is only one service. Many others have been done. It would have cost Civil Service organizations many hundreds of dollars to obtain the actuarial advice that they have received from Mr. Watson for a "Thank You." This, too, at the sacrifice of many hours of social activity and physical and mental relaxation.

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#### THANKS!

*The Civilian* thanks those friends who, in response to recent appeals, have sent in lists of enlisted men, casualties and other information. Some of the names received were already on record and will not be published again. These duplications are by no means valueless, as they enable the editors to check and verify or correct the former entry. Very often they add new details to the information on file concerning enlisted men. Several departments in Ottawa,—notably the Post Office, Naval Service and Inland Revenue,—do not keep records of the units with which their men enlist, and *The Civilian* is always glad to get that detail from other sources. It is better to have a man's name reported three times than to not have it at all. The Civil Service has done a great work for Canada during the first two years of the war. *The Civilian* is making up the only record of that work. It is to the interest of every civil servant to have that record complete and accurate. Co-operation of readers with the editors will insure the desired result.

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The Government has decided to admit to the Service men of more than thirty-five years of age, who were heretofore excluded by regulations under the Act of 1908. One more excuse for the employment of young slackers from the outside is removed.

Many Canadians have recently been decorated for gallantry at the front.



Numerous D.S.O.'s, D.C.M.'s and M.C.'s have been awarded. A number of the recipients are civil servants. *The Civilian* has learned of some of these and has proudly referred to them in its columns. Probably there are others. When the official statement refers to "John Smith, infantry," and the record of civil servants in the army shows three "John Smiths" in infantry battalions, it is manifestly impossible for the editors to decide, without further information, whether one of these three or some man who was not a civil servant has received the recognition of meritorious service. Our readers everywhere can help in this dilemma. If you know of a civil servant who has been decorated and whose honor *The Civilian* has not referred to, write to the editors about it.

The poet "Low-Rate" is with us again,—that is to say, his verses again adorn *Civilian* pages. When "Low-Rate" donned khaki and joined the Royal Naval Air Service, the editors expected to have no more of his spicy productions until the war was over. In fact, "Low-Rate" penned a farewell message to his admirers when crossing the Atlantic. However, even the constant duties required of a naval airman are insufficient to prevent "Low-Rate" from writing verse. Probably the muse flies with him through the clouds. Anyhow, the editors had the very pleasant surprise of a brief note from the poet, enclosing two brand-new products of his pen, one of which is printed in this issue. Good luck, "Low-Rate"!

#### FOREST FIRE SUFFERERS.

The horrors of the calamity in Northern Ontario out-horror even the dreadful news of war. We dare not allow our imagination to present the picture of a mother and father brought to the sudden, horrible reali-

zation of the fact that they, and not only they but their little children, are hemmed in by fire with escape impossible.

Aid is being called for. This is an unexpected call upon our sympathy and help, but it is as commanding as it is pitiful. Let everybody help to the full extent of his power.

But we have only to go back in memory for a year or two and to look forward by reasonable anticipation to future years to see that this is not a cyclone or an earthquake—a disaster unforeseeable and unpreventable. The conditions that set the holocaust of the last few weeks are man-made conditions, and they can be changed at a word. Think of it, and you will see that this is absolutely true. It does not matter whose fault it has been—we have all been to blame, for public sentiment rules in this problem.

If you want to prevent future sacrifices such as this, join with your neighbors to study the forest problem and to demand that the best means possible shall be taken to remove cause of future danger. Many of the best people you know have been working in an organized way for years to bring this question to the front and to influence governments to take proper steps for forest conservation, and so for the safety of dwellers in the forest area. Their organization is called the Canadian Forestry Association.

First, send all you can spare to T. Bradshaw, Commissioner of Finance, Toronto, Ont., Treasurer, for the benefit of the fire sufferers. Then dig down for just one more dollar and send it to the Canadian Forestry Association, 305 Booth Building, Ottawa. And tell your neighbors and friends about it. Let us develop such a public opinion in forestry matters that the summer shall not be made a nightmare for us all by the horrors of fire in the bush settlements.



**CENTRAL  
CANADA EXHIBITION****OTTAWA, SEPT. 9th to 16th, 1916.****THE FAIR OF MANY FEATURES.****BIGGER AND BETTER THAN EVER.****Unexcelled Industrial, Live Stock & Agricultural Display****MILITARY MANOEUVRES AND MUSIC** by Montreal Highland Cadets, the 207th Battalion, 230th Battalion, G.G.F.G. Band, 43rd D.C.O.R. Band, Hull City Band and others.**PROF. EMIL LAIRD**, daring American Aviator, will **LOOP THE LOOP** each afternoon and night.**C. A. Farley and Madame Farley** in double Balloon Ascensions and Parachute Drops.

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**CIVIL SERVICE CASUALTIES.****E. H. PALLISTER.**

Ernest H. Pallister, a clerk in the Edmonton post office, is a prisoner of war in Germany. He is twenty-five years old and entered the Postal Service in 1913.

**EDMOND MILLAR.**

Edmond Millar, a letter carrier attached to the Calgary post office, died on June 10th from wounds received in action. Millar was thirty-one years of age and entered the Postal Service in 1912.

**T. F. FITZGERALD.**

Thomas F. Fitzgerald, a Customs officer, whose mother lives in Montreal, was killed in action recently. He had been in the trenches but one day when the fatal bullet found him. He was a preventive officer of the Customs and had been stationed at different places. He was located at Edmonton when he enlisted.

**LIEUT. C. W. FINNEMORE.**

Lieut. C. W. Finnemore, transport officer of the Princess Patricia's Canadian Light Infantry, has been invalided home as the result of wounds received in action. Lieut. Finnemore is a veterinary inspector under the Meat Inspection Branch of the Department of Agriculture and was located in Toronto.

**R. S. SALMON.**

R. S. Salmon is reported killed in action. He was an employee of the Department of Indian Affairs at Fort Smith, Alberta.

**LIEUT. F. H. TINGLEY.**

Lieut. F. H. Tingley was reported wounded in the casualty list of August 22nd. Lieut. Tingley is an engineer on the staff of the Department of Public Works at St. John, N.B., and enrolled for the war in the

2nd Brigade Ammunition Column but was transferred to the 32nd Battalion. He holds commission in the 19th Field Battery (militia) of Moncton, N.B. He was first wounded in 1915 and was subsequently awarded the Military Cross.

**WALTER C. ALEXANDER.**

*The Civilian* regrets that, trusting in unreliable reports, it was led to state that Walter Alexander had been discovered in an hospital in England. F. J. Alexander, father of the missing man, has returned to Ottawa and reports that his search was unavailing. Hope that the son is alive has been virtually abandoned, as he has been missing since the great battle at St. Julien in April, 1915.

**R. H. NICHOLSON.**

Sergeant Robert H. Nicholson, of the Prince Edward Island siege battery (2nd Heavy Battery Depot) has been wounded in the back and is now in an hospital in England. He is assistant engineer of the Department of Public Works at Charlottetown. Sergt. Nicholson had been at the front since the beginning of June, when Lieut.-Col. Peake's crack battery of Islanders crossed the channel.

**JOS. MULVANEY.**

Joseph Mulvaney, 62nd Battalion, reported wounded, belongs to the Vancouver staff of the Department of Public Works. His wound is in the left arm and he was received at a Shorncliffe hospital on August 15. Mulvaney was a recruit from Vancouver's Irish regiment, the 11th Fusiliers.

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For persons using pencils almost continuously a clip has been invented to hold on the back of the left hand momentarily when the right hand is occupied for other work.



### SNIPER IS SNIPED.

"As far as I was concerned it was the case of a sniper sniped," said Private Hiram B. Cox, formerly of the Vancouver main post office staff, who returned recently. He was met at the train and seen off on the steamer for Victoria by as many of the staff as could conveniently get away. For two years before the Kaiser decided to walk through Belgium and capture France, Private Cox was a member of the 72nd Seaforth Highlanders, and he volunteered at once for overseas service and has just got back after two years at the front.

He was wounded at St. Julien, in April, 1915. As he describes it, he, being a bit handy with the rifles, was out doing some sniping at night. A flare shell burst above him and he involuntarily raised himself.

A second or so later a bullet got him in the arm, ploughed through the muscles and coming out at the shoulder tore a piece off his upper lip. He was in the hospital for over a year and will get further treatment for his arm at Victoria. "That flare may have betrayed me to the enemy," he says, "but at the same time if I had not raised myself to take a shot at the second I did that bullet would have caught me just in the middle of the skull and never would have come back to report."

### CARRIERS' OFFICERS.

W. H. Hoop, Winnipeg, was re-elected President at the convention of the letter carriers' organization of Canada, which was held in Vancouver on August 17th, 18th and 19th. Other officers are: Vice-president, Victor Beaupre, Montreal; Secretary, Alex. McMordie, Toronto; Provincial Vice-presidents: Nova Scotia, J. S. Day; Quebec, E. Borgeie; Manitoba, J. A. Erlick; Saskatchewan, W. E. Buckle; Ontario, Q.

A. McDonald; Alberta, A. D. Campbell; British Columbia, R. Wight; New Brunswick, E. D. Carr.

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DEPARTMENT OF THE NAVAL  
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

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

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

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

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

G. J. DESBARATS,  
Deputy Minister of the Naval Service,  
Department of the Naval Service,  
Ottawa, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.



**CHIPMAN HEARD FROM.**

A telegram was received recently in Ottawa by the Geological Survey Department from Kenneth G. Chipman, of the Topographical Branch, Ottawa, the only one of the leaders of the Stefansson expedition who had not been heard from. Mr. Chipman's telegram was handed in at Peace River Landing.

He came out from Coronation Gulf, in the Arctic regions, by way of Great Bear Lake, Fort Norman (where the Great Slave River enters the Mackenzie River), Mackenzie River an Peace River to Peace River Landing, where he reached telegraph connection. He will arrive in Edmonton in a few days.

Mr. Chipman would have a party of men with him, but no other leaders, all the rest of them having gone round by boat, while he came overland. He reached civilization, or, rather, to the wire, about two days later than his companions; but he will reach Ottawa ahead of his companions, because they have to take boat from Nome, Alaska, to Seattle, Wash.

**NAVAL NOTES.**

A valued correspondent, now serving his country aboard a warship in Pacific waters, writes that H.M.C.S. "Rainbow" has probably travelled a longer distance since the war commenced than any other ship in the navy. Evidently she has been on continuous patrol duty.

He adds that the only "blood ship" in commission, flying the white ensign, when the war broke out was the old sloop "Algerine," well known on the North Pacific station where she has been on duty since 1908. She had a prominent part in the reduction of the Taku Forts in China years ago.

**CENTRAL CANADA EXHIBITION**

The Civil Service at Ottawa makes up such a large and important portion of the city's population that anything dependent at all upon popular support and community enterprise is to a very great extent indebted to the Service. That this is so is recognized in the fact that on its Board of Directors no less than six are civil servants.

Hence the Service this year is more than ever before interested in the success of the Exhibition, because John Bright, Live Stock Commissioner, President; Jno. Brant, Live Stock Records; Prof. Grisdale, Experimental Farm; George Robertson, Poultry Division; J. C. Stewart, Live Stock Records, and Controller Kent, directors, are civil servants.

The many excellent things to be seen, details of which may be learned in the local press, cannot be appreciated in one visit. Certainly a well-

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conducted Exhibition as this year's promises to be is a liberal education in itself and serves a great urpose in bringing together all classes that go to make up our composite society. Get a good supply of tickets and get them early.

The time to buy tickets is now when the six for a dollar strips may be secured at the exhibition office or in various stores. These will not be available after the fair opens. It means six regular admissions to the grounds at any time or to the grand stand in the afternoons for one dollar, a saving of fifty cents.

#### STEFANSSON'S SUCCESS.

Six members of the Canadian Arctic Expedition, under Vilhjalmur Stefansson, have arrived at Nome, Alaska. Stefansson remained in the Arctic to continue his work of exploring newly discovered land north of Prince Patriek Lland, and probably will not return to civilization during the present season.

The party aboard the Alaska was under Dr. Rudolph Anderson, Stefansson's chief subordinate, who had been exploring and charting the coast line bordering Union and Dolphin Straits and the Coronation Gulf region, far east of the mouth of the Mackenzie river.

All of the party which left in July, 1913, returned with the exception of Daniel Blue, engineer, who died at Bailey Island in May, 1915. The members of the party are: Dr. Anderson, J. J. O'Neill, geologist; John Cox, surveyor; Dr. Jenness, anthropologist; J. Johnson, oceanographer and entomologist, and George Wilkins, photographer.

Most of the time since the spring of 1914 the party has been in quarters at Bernard Harbor, on Coronation Gulf, east of the Mackenzie river, one of the least known sections of the habitable earth.

The last member of the party to see Stefansson was the photographer, Wilkins, who was one of those who departed from the ill-fated Karluk shortly before that vessel was carried away in the grip of the northern ice in the fall of 1913 and later crushed near Herald Island. Wilkins was with Stefansson last winter, having rejoined him last year. After spending some time with the Stefansson party, Wilkins made the trip over the ice to Coronation Gulf and joined the Anderson party.

Most of the scientific work of the ex-

pedition has been carried on by this branch party.

Mr. Wilkins learned from Stefansson that the new land which the explorer discovered may be described as a second Greenland. Up to the time that Stefansson left the new land, after his memorable trip across the frozen sea with Stoker S. Storkerson and Ole Anderson, the explorer traced about two hundred miles of its short line, and found high mountains upon it. Mr. Wilkins says that it was Stefansson's intention to return to the new land last spring to continue the work of exploration.

The Alaska brings about thirty tons of specimens gathered during the years spent in the north, in addition to a mass of data of great value from a scientific standpoint. They have been unloaded and will later be shipped to Ottawa where the final results of the expedition will be completed.

### Personals.

#### Obituary.

Louis Joseph Arthur Dubé, for twenty-six years a clerk in the Department of the Secretary of State, dropped dead in the Holy Family church on August 23rd. He was fifty-two years of age and leaves a widow, two sons and four daughters.

Donald McDonald, district passenger agent of the Canadian Government Railways, died in Montreal on August 18th. He had been in the Service for thirty-five years.

#### General.

John J. Healey, assistant accountant of the Department of Public Works at New Westminster, B.C., has been East on a trip. He visited Ottawa and Toronto, and at the latter place participated in the celebration of his parents' golden wedding.

George A. Lindsay, of the Office of the Auditor General, was married on August 16th, at Glen Robertson, to Annie, daughter of the late Philip and Mrs. Hambleton.

Bessie Frances Margaret, eldest daughter of Mr. and Mrs. Richard Patching, was married in St. Matthew's church, Ottawa, on August 15th, to Harold Miall Barton.

Private Charles Courtman, son of John Courtman, of the Department of Militia and Defence, has been wounded again, but not seriously.

Heroes are sometimes merely fools who rush in where angels fear to tread.



**OTTAWAN PROMOTED.**

(Contributed.)

Captain Rayside Hearnden, of No. 5 Company, C.A.S.C., Ottawa, was one of those whose name appeared in the daily papers on August 13th as having been promoted while on active service.

He has been a member of No. 5 Company, C.A.S.C., since 1910, having transferred from the ranks of Captain Pinard's Company of the 43rd at the time Colonel George P. Murphy took command of the Ottawa company of the C.A.S.C. He showed marked ability for system and organization at both Petawawa and Valcartier camps, and his promotion to higher ranks of responsibility followed in due course. At the close of the training camp at Valcartier, 1915, where he acted as Assistant Supply Officer, he was appointed to Kingston under Major Hamilton, and from there went to the Overseas Training Depot at Toronto, where his draft from No. 5 Company were preparing for service overseas.

Upon his arrival in England he was at once appointed Supply Officer for Bramshott Camp, and held that responsible rank until his promotion as a Captain in the Fourth Divisional Train, C.E.F.

Captain Hearnden is an employee of the Immigration Branch, Department of the Interior.

**AUSTRALIA CUSTOMS HERE.**

Frauds on customs whereby Australia has lost a large amount of revenue are to be prevented in future by despatch of Australian customs officers to the United States and Canada. A special staff is being recruited for the work, which will be chiefly that of verifying invoice values.

The action has been taken since it was found that by means of checks established on European visitors by Commonwealth customs officers in London \$5,000,000 in duties had been saved to the Government.

**PATRIOTIC "PORTAGE."**

Portage la Prairie, Manitoba, has a customs staff of five men. One is at the front, one in a Canadian training camp with an overseas unit, and one has received an honorable discharge from the army. The other two and the collector are above military age. "Portage" customs has sent every available man to the army.

**DECLINED HIS PAY.**

Captain H. B. Collett, of Calgary, has a wide interpretation of what is meant by national duty in these days of war. In civil life Capt. Collett is an inspector in the Meat Inspection Branch of the Department of Agriculture. After he went to the front he wrote to the Department asking that his civil pay be cancelled while he was on military service as he did not need the money and did not wish to put the country to unnecessary expense. He was informed that, as other men had leave with civil pay, he need have no scruple about accepting his own. Capt. Collett thereupon wrote again insisting that his civil pay be stopped,—and his request has been complied with.

Blessed is the man who, having nothing to say, abstains from giving us wordy evidence of the fact.—*Eliot.*

German naval casualties are not known in England, but it is rumored that an epidemic of housemaid's knee has worked ravages.

CANADA'S LARGEST MANUFACTURER of Telephones, Police and Fire Alarm Equipment, Wires and Cables; also largest Electrical Supply House in the country.

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**CAPT. FRANK GRIERSON.**

There is hardly a civil servant in Ottawa who doesn't know Frank Grierson. From the day, fifteen years ago, that he entered the Service, he took a prominent part in its activities. Of enthusiastic temperament, everything that he undertook he went into with all his might. For a long time he was especially prominent in Civil Service athletic circles, and those who remember the long and bitter struggle concerning professionalism can testify that he was ever a stalwart champion of the amateur undefiled. A few years ago he became prominently connected with the Civil Service Federation of Canada, and when R. H. Coats resigned the secretary-treasurership Mr. Grierson was chosen to succeed him. That position he still holds. He is also the elected representative of the Department of Finance to the Executive Committee of the Ottawa association.

Captain Grierson is a militant Imperialist. When the war broke out he threw himself into the work of military organization and the raising of patriotic funds. The first Dominion-wide Patriotic Fund collection under the auspices of the Civil Service Federation was directed by him.

In the first month of the war Captain Grierson advocated the formation of a Civil Service unit for the Expeditionary Forces, but other counsel prevailed.

Failing in his efforts to have an active Civil Service unit established, Captain Grierson took part in the recruiting of the overseas forces and in the maintenance of home militia units in effective strength. He joined an Ottawa infantry regiment, but his old love of the big guns, dating from his long-ago service with the Halifax garrison artillery, led him to return to that arm and he was given a commission in the 2nd Battery, C.F.A.

A course in the artillery school at Kingston, during which he was conspicuous for his hard and thorough work, was followed by his decision that, despite family ties and other handicaps, his duty called him overseas, and, in December, 1915, he was appointed to the command of the 53rd Battery, C.F.A., C.E.F.

The efficiency shown by this unit in the great artillery camp at Petawawa was tribute to Captain Grierson's thoroughness, but fate decreed that he should not take the 53rd overseas. An accident placed him *hors de combat* for two months and the necessities of the Service required that a new C.O. be appointed to the battery.

On regaining his health, Captain Grierson was appointed to the command of the new 74th Battery, and is now in charge of it at Barriefield Camp. It will go to Petawawa early in September. Though this may not be known as an "Ottawa" battery, it is sure to have a large number of Ottawa men and civil servants in its ranks. Captain Grierson's wide acquaintance and popularity would assure this, and, in addition, his subordinate officers are well-known Ottawa men. Every effort is being made to recruit the battery from men of good class and intelligence, and those who enroll in it will be assured of congenial companionship and rapid advancement in the art of war.

Captain Grierson's patriotic activities have further endeared him to those who know him best and who fully appreciate what a power for good he is in the Civil Service. That he may have a distinguished military career and come safely home to resume his civil work in "piping times of peace" is the hope of his myriad friends and admirers.



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# THE POSTAL JOURNAL

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VOL. I.

SEPTEMBER 1, 1916

No. 24

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## ACCOMPLISHMENT.

What does our association accomplish?

Probably this is the most asked question among the members of our organization and probably it is the most difficult to answer. Go to any big firm in your city, some firm that you know spends a lot of money each year on advertising, and ask them how much business they get through advertising. Of course, they cannot possibly tell you, but they will be sure of one thing, viz., that the more advertising they do the more business they do. The only method they could employ in order to ascertain just how much was due to their keeping in front of the public through the medium of advertising would be to cut out all advertising for a certain period and watch the result. There isn't a substantial firm or corporation in existence to-day that would dare to do such a thing; they positively cannot afford to. Now let us revert back to our own problem, likening it to the above, and we shall see that the only way in which we could determine how much this association accomplishes would be by disbanding the entire organization. We have been in existence now some four years and we all know that conditions and salaries are better now than before we were in existence. It is quite impossible to say how much of this improvement is due to the association. We do not want to pretend that it all is, but, on the other hand, we know that some of the improvements are the result of the efforts of our organization. Now, when a firm advertises in a paper or a magazine, you are often asked, when writing to that firm, to mention where you have seen their advertisement. By this method firms are able, to some very slight extent, to calculate what ads. are bringing the best results. Now, we cannot expect to have this advantage, as it is not to be supposed that the Department will ever acknowledge, if they can possibly help doing so, that we, as an association, are responsible for any benefits which may from time to time come along. Knockers should not be quite so certain that we accomplish so little. When a promotion, increase or improvement takes place which cannot immediately be traced to the efforts of our association, it doesn't necessarily imply that the same would have been received without our association. The amount that we accomplish rests entirely in the hands of the members. Your officers will see that all is done that you allow to be done. If you require more done, you yourselves must do more ere your officers can go forward.



### OUR BIRTHDAY.

A child is usually wise enough to inform you when his birthday is, some little time in advance, in order, we presume, that one may have a suitable opportunity and no excuse for obtaining a gift. This "Journal" is but a child and celebrates its first anniversary with the next issue. "Please, we want a present." A very large majority of the western postal readers' subscriptions run out with this issue. We have during our first year done the very best possible with the space at our command, and we now look with every confidence to a renewal in every case. If there are some who didn't think it worth while, but who have watched us critically for the past twelve months, and who are now more satisfied regarding these pages, now is a suitable opportunity to start taking *The Civilian* regularly. We were recently informed that the western postal subscriptions were among the most welcome owing to the fact that they were always paid up and that there were no bad debts. *The Civilian* will be sent you unless you positively state that you no longer take any pleasure in its contents. Please, therefore, while it is fresh in your mind, run round and get a postal note or pay your local agent who will, we know, be pleased to renew your subscription for you. Remember, the extent of our pages to some extent rests with the number of readers which we have in the Service. COME ON NOW, REMEMBER OUR BIRTHDAY.

### NOTES BY THE WAY.

Copies of the convention report have been mailed to all addresses received up to August 20th. We have a few copies still on hand for the use of men overseas.

We are pleased to have had several inquiries recently in connection with Bill 217. This very important measure should be studied by every postal clerk and will be by every good member of our association. On the invitation of the Minister in charge of this Bill, the Civil Service Federation are prepared to make several proposals which we believe would vastly improve conditions in the Service and our organization has one or two additional ones. We are pleased to be able to announce that this organization will publish in these pages some explanations and suggested amendments to the Bill during the course of this year. In the meantime, it behooves every live postal clerk to get acquainted with a proposition which is intended to affect him materially.

City men throughout our association will be glad to learn that the minimum salary for both temporary and permanent clerks in the Lethbridge office has been raised one hundred dollars. We sincerely hope and expect that this arrangement, which dates from August 1st, affects all semi-offices. This places the male staff on the same footing as a minimum as prevails in city offices, which fact is worthy of notice. Should any of those affected not be members of this association, we are sure that they will now be able to see their way clear to come in.

Mr. Black, of Vancouver, at convention, explained in detail the system that is used in that office to insure every clerk on active service getting a letter "from the boys" at least once a month. A large sheet is posted in the office, containing the names and addresses of the men down the right hand side. The remaining space is divided into squares and at the top the months are written, one for each square. When a clerk has written somebody at the front, he initials the square denoting the month and the clerk he has corresponded with. At the end of the month whoever is in charge of the system notes the empty spaces and makes it his business to get someone to write each of these men. This is without doubt one of the finest pieces of work we have ever heard of and much credit is due to Vancouver and whoever instigated the scheme. Branch notes in this issue show that Calgary has been quick to accept such an excellent idea and we should like very much to hear that the system or some equally efficient one is in practise in every one of our branches.

If there are any points in the convention report which our members consider worthy of special explanation in our pages, we shall be glad to hear from them. We may say that Bill 217, Mutual Aid, the Legislation Committee, will be dealt with in subsequent issues.

"The postal service men in the West are the liveliest, most patriotic and most energetic class of civil servants in Canada." No, these are not our words, but the words of one of the best informed men on such matters in Canada. We have to thank *The Civilian* for those words, but we want to be careful that we don't rest on what is a splendid reputation. Let us all continue to show that we intend to keep this foremost position in every respect, not forgetting the "patriotism."

Many a man is so public spirited that he tries to mind everybody's business except his own.



**POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.**

**Balance Sheet, 1915-1916.**

**RECEIPTS.**

Balance brought forward.....	\$401 53	
Per capita tax—		
1914-1915:		
Prince Albert .....	3 25	
Port Arthur .....	2 75	
Lethbridge .....	9 00	
		15 00
1915-1916:		
Regina .....	37 50	
New Westminster ....	9 00	
Vancouver .....	70 50	
Winnipeg .....	113 25	
Calgary .....	32 25	
Fort William .....	9 00	
Edmonton .....	31 50	
Brandon .....	9 00	
Prince Albert .....	9 75	
Victoria .....	34 50	
Moose Jaw .....	21 00	
Lethbridge .....	5 25	
Medicine Hat .....	7 50	
Port Arthur .....	8 25	
		398 25
1916-1917:		
Sydney, N.S. ....	6 00	
Ottawa .....	37 50	
St. Thomas .....	5 25	
Port Arthur .....	5 00	
		53 75
Sale of stationery .....	13 45	
Sale of buttons .....	26 80	
Sale of constitutions .....	7 50	
Interest on bank account.....	5 20	
<b>Total.....</b>	<b>\$921 48</b>	

**EXPENSES.**

Convention expenses for 1915—		
Vice-President .....	72 00	
Secretary .....	90 55	
		\$162 55
Civil Service Federation of Canada per capita tax .....	42 00	
Postal Journal account—		
Typewriter .....	35 00	
General .....	15 38	
		50 38
Stationery .....	12 55	
Postage .....	18 87	
Honorarium to Secretary.....	100 00	
General expenses .....	17 69	
Balance, May 31st, 1916—		
Cash, Secretary .....	32 25	
Cash, Treasurer .....	10 28	
In bank .....	474 91	
		517 44
<b>Total.....</b>	<b>\$921 48</b>	

We have examined all books, vouchers, etc., of the association and hereby certify the above statement to be correct in all details.

(Sgd.) F. H. MIDDLEMISS,  
(Sgd.) H. S. LYON,

Auditors.

Vancouver, June 29th, 1916.

**POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.**

**Report of the Finance Committee.**

Regina, July 13th, 1916.

Gentlemen,—

Your committee beg to report that they have gone into the question of finance for the forthcoming year and have pleasure in submitting the following estimates.

After deducting the expenses of this year's convention, which will be about \$250.00, including the assistance granted to three semi-staff offices, \$70.00, from the total balance on hand, viz., \$517.44, it leaves us with the amount of \$267.44 to commence the year with.

Owing to extra expenses proposed by this year's convention, we find that it will be impossible to suggest any reduction in the per capita tax.

As it is considered necessary that the Editor attend convention, we recommend that his expenses be paid by the association. Further, it will be noted that the expenses of the Organizing Secretary have been allowed for in the estimates.

**ESTIMATED REVENUE.**

Balance on hand .....	\$267 44
Per capita tax on last year's basis, 615 at 75c	\$461 25
Less amount already credited .....	53 75
	407 50
<b>Total.....</b>	<b>\$674 94</b>

**ESTIMATED EXPENDITURE.**

Convention expenses for President, Organizing Secretary and Editor .....	\$195 00
Per capita to C.S.F. ....	42 00
Postages .....	30 00
Stationery and general .....	50 00
"Postal Journal" .....	40 00
Organization .....	30 00
Estimated balance .....	287 94
<b>Total.....</b>	<b>\$674 94</b>



N.B.—It will be noted that the expenses of the delegation to the P.M.G. at Ottawa will have to be met out of this estimated balance.

Respectfully,  
 E. SIMMS,  
 G. HUTCHINSON,  
 F. R. SUTTON,  
 Finance Committee.

### BRANCH NOTES.

#### Brandon.

The monthly meeting of this Branch took place on July 30th, and was fairly well attended. One item of business not very well liked by many of us was accepting the resignation of our President, Mr. W. B. Bain, who has obtained leave from the Department for overseas service and who leaves to join the 107th Battalion at Camp Hughes. The best wishes of those of us who are left go with him and hopes for a speedy and safe return. The delegate to the recent convention held in Regina gave us a splendid account of the proceedings and we are now in possession of the detailed report. One thing that all here are sure of, and that is that it will only be by the united efforts of all our members throughout the Dominion that we can hope to attain the success we are aiming at. So, fall in, boys, attend your meeting, one and all. Don't leave it for the few who go 'anyway,' and then when our comrades who are at present on active service return we can show them that we have not been idle during their absence.

#### Brantford.

An interesting little ceremony took place on Saturday, August 5th, when the Assistant P.M., in the absence of the Postmaster, presented on behalf of the staff a wrist watch to Sergt. Chas. E. Carlin of the 215th Battalion. Sergt. Carlin, replying to the good wishes extended to him, thanked the boys for the useful token of their esteem and assured them that he would be glad to get back again among them as soon as the Germans were licked.

#### Calgary.

This Branch held its delayed annual meeting this month, and although there might have been a few more present, it was, as the Secretary described it, one of the best and most enjoyable meetings seen in Room 309 for many a day.

The new officers are: President, W. L. Tuck; Vice-President, O. Goode; Secretary, G. Boothman (re-elected); Treasurer, R. Hill.

Much business which if carried through will be of a very profitable nature was commenced. An organization committee, composed of Messrs. Tuck, Venables, Boothman and Cunningham, has been appointed which will endeavor to put things on a well established basis for the coming winter session. We have also started the correspondence scheme as in use in the Vancouver office so that the boys at the front may get a letter from one of us each month. An invitation from the Trades and Labour Council to affiliate with them was read and ordered filed. We believe that an invitation of this sort goes to show that we are making a name for ourselves. The tobacco fund is now in working order again, a dime a pay-day, boys, not for those who can't afford it but for those who have absolutely no other means of getting a smoke which many a time they'd give anything they possess for.

We are after "real fraternity" in our Branch. Watch our smoke! It will most certainly pay all who can to attend the next few meetings, anyway. If you don't, you'll be the only loser, and please don't say that you were not told.

#### Edmonton.

We welcomed back our delegate from the convention at our August meeting held on the 10th inst. We never recognized before what a health-giving resort the Saskatchewan Capital is until we beheld our President's improved physical appearance.

The testimony of our President as to the generous qualifications of our brothers in Regina has been the means of placing the name of that fair city on our stop-over list.

After discussing the convention report we came to the unanimous conclusion that for the amount of business put through the time allotted was far too brief.

We desire to congratulate Mr. and Mrs. Henderson on their marriage and we hope that they will have a happy time, even though there are signs of coal famine and increase in the price of foodstuffs.

The south side office has sent its quota of warriors to the Empire's battlefields, but notwithstanding this fact Miss Clowe of this office is busy and most enthusiastic in the work of the Women's Volunteer Reserve of this city.

We have received word that another of our boys, George Beaton, has been seriously wounded; he is at present invalided in a Liverpool hospital. George has seen a great deal of active service, having enlisted with the old 101st Fusiliers (Edmonton) at the outbreak of war. We



hope to hear of a quick recovery and a six months' leave for our gallant exporter.

Our late committeeman, Charles Perry, has also been wounded in action. He was wounded by shrapnel in the leg. We wish a speedy recovery, Charlie, and a safe return to the old town.

#### Saskatoon.

In the terrible toll taken of the Canadians in the fighting of the last few weeks we have news of F. D. Stewart wounded and Harry Hardy prisoner of war. The former, who is chief dispatcher when at home, we are glad to say is improving. Harry was our representative at the Edmonton convention two years ago. More power to your elbow, VICTORIA, a touch of fellow feeling, etc.

Further, there has been a lot said and written this last two years of shirkers, but they are not by any means confined to one line of inaction. There are a number of fellows whom we all know and whose brains are full of splendid excuses as to why they are not down at meetings. Wake up, boys, you would be very indignant were you accused of accepting charity. Yet, boys, you are doing that same for charity is but getting something for nothing. You stand aside and let the other fellow do the work and then step in and share gladly in the reward, which smacks rather of charity. Surely, after the splendid efforts at this year's convention you cannot hold aloof any longer. Come in and help. Think of what those gallant fellows are doing for you on the firing line. Back them up; don't be a shirker. About that visit to P. A. on Labour Day. The boys up North promise us a great time. More the merrier. John A. says he's going, rain or shine, so there's sure to be a wee bit of Scotch. No, no, John's from Paisley.

#### Lethbridge.

One of our lady members, and a REAL member at that, recently paid a fraternal visit to the Medicine Hat office, where she was warmly received and shown around by the President, Mr. Lees. We have favourable reports both as to the office and the conductor of the tour. Crow Nol. Leth.—M.H.

#### Usually So.

Knicker—Life is queer.

Bocker—Yes, by the time you have the money for a grand stand seat the home team gets licked.

#### CALGARY POSTAL CLERKS' PATRIOTIC FUND.

The local association has just completed another year of its successful existence and the report of their patriotic fund is a very interesting and commendable one.

During the twelve months just ended their receipts have amounted to the sum of \$1,260.00. The committee in charge of this fund made arrangements with the Patriotic Fund Committee to donate not less than 75 per cent of the monthly receipts to their body. The disbursements over this period amount to \$1,108.70, donated as follows: Calgary Patriotic Fund, \$983.70; the Red Cross Society, \$75.00; Belgium Relief, \$25.00, and the Servian Relief, \$25.00. The cash in hand, therefore, at present is \$151.30. There are 60 names on the books of the fund, although some of these are not as regular in their giving as they undoubtedly should be.

As the Calgary Patriotic Fund has recently started upon another big canvas in order that they may meet their requirements which, as everyone knows, are growing immensely month by month, and as that committee look to the P. O. fund for their subscriptions from the local clerical staff it is earnestly hoped that the staff will all endeavor to donate more regularly in many cases than has been their custom, and if possible more generously, too.

Vancouver, B.C., August 21st, 1916.

The Editor of *The Civilian*, Ottawa:

Dear Sir,—In the issue of *The Civilian*, dated August 4th, there appears, among other items of the business of the Postal Clerks' Association of the Dominion of Canada, certain statements regarding Mr. Weedon of the Moose Jaw office. In order to correct any erroneous impression that may arise, I wish to state that the action taken by the Executive Committee of this association was entirely in regard to business of the association, and should not be construed to mean that Mr. Weedon was a party to the misdeeds of others. Since the publication of the statement (which was published without my knowledge and consent) further information has reached me which shows that all the facts were not adduced, and I am quite convinced that no stigma whatever attaches to Mr. Weedon.


I regret very much any annoyance that may have been caused him and his friends, and in justice to them I wish the same publicity to be given this letter as was given my former statement.

Fraternally yours,

A. S. BLACK.





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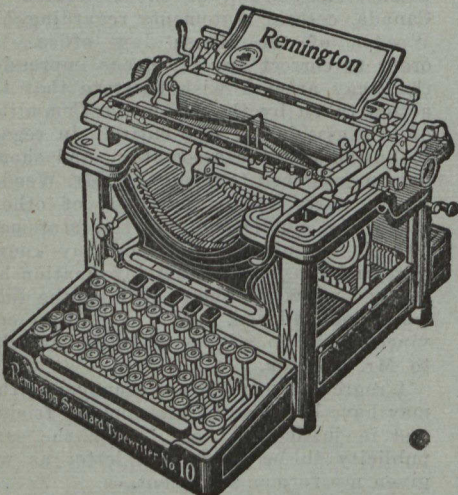
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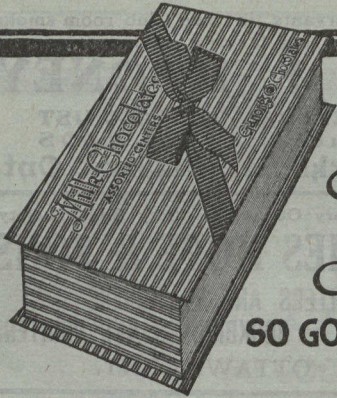
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