



VOL. XIII

# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE  
CIVIL SERVICE OF CANADA

*Dr. Doughty,  
May '20. Archives*

HULL, QUE., AUGUST, 1920



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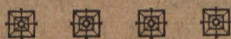
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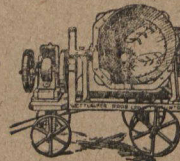
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# THE CIVILIAN

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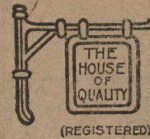
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*The Civilian* is a Made-in-Canada Magazine written for, by and in behalf of Canadians. It pledges itself to the work of Reconstruction, Affiliation and Re-organization among Federal, Provincial and Municipal employees; it advocates a broader democratic spirit in social, religious and political circles; it strives for higher wage standards and working conditions; closer co-operation between employers and employees; protection of the weak; equality of the sexes, and a strong national Canadian spirit.





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# THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

## The Associated Federal Employees of Ottawa Federal Union No. 66

(Last June, 78 civil servants of Ottawa applied to the Trades and Labour Congress of Canada for a charter, and a few days later secured the same under the above title. Their first Bulletin, announcing their momentous step and suggesting their high aims and objects, appeared on August 5, and is here reprinted for the benefit of *Civilian* readers. —The Editor.)

On July 19, the Canadian Civil Service awoke to find the A.F.E. of O. a *fait accompli* — a peaceful revolution had taken place in its midst. Like most revolutions for the social and economic welfare of the community as a whole, rather than for any particular group, it has not come to destroy the law but to fulfil it. Organization is strength — especially when cemented by necessity and leavened by justice, efficiency, fraternity. After every other effort had been brought to naught the Service was forced to step up abreast of the times and affiliate with Labour—that young giant of strength among Canadian manhood. No longer will it need to beg the bread of charity. What Appeal Boards, Political Patrons, Classification Experts, Commissions, have failed to do the A.F.E. will assuredly accomplish. Discouragement, injustice, want, will fall before a Federal Employees' Act, Superannuation, Whitley Councils, Committees on Grievances, Co-operation, etc., backed by a united Service, a hundred per cent efficient, a hundred per cent strong.

The Civil Service has had a long row to hoe, but it has come to the end of the furrow at last. And behold, Labour, the Man with the Hoe, stands waiting with a smile of welcome and an arm capable of easing the roughest task. With such a fellow beside it to share the heat and burden of the day the day's work should be materially lightened. Our eyes are at last clear of the pride and prejudice that would trick us eternally into calling ourselves "gentlemen" and "ladies", and holding us aloof from our co-workers in other fields of labour. High collars and silk stockings are all very well in their way, but not in the way of our own lights. Actors, teachers, printers, have organized and pulled themselves out of the economic fire now raging, while we, until to-day, have stood proudly aloof like some Casabianca on a burning deck.

### Affiliating With Labour

It is true that the Civil Service Association and the Civil Service Federation have patiently and persistently advocated reformation throughout the Service, and with undeservedly poor results. Why? Simply because they were always in the

position of suppliants instead of partners. In consequence they were invariably greeted with the utmost courtesy, listened to with the utmost tolerance and shown the door with the utmost politeness. Organized Labour is never treated in this manner. He is a man or weight, one whose friendship and co-operation is not only sought but is indeed necessary to the welfare of his employer. His status has risen with the rise of prices. He is able to keep his chin well above the highest tide, while the Federal employee (unorganized) vainly beats the air or else clings desperately to his straw of hope with the patience, but scarcely the reward, of a Job.

Surely the grievances of the Canadian Civil Service would, if written out, fill a "five-foot shelf of books". Those, however, who are "too proud to fight", or else too fearful, will continue to nurse their troubles in obscurity and eventually reap where they have not sown. But faint heart never won fair wages, nor fair anything else in this world, and the time for action has arrived. "Choose you this day whom ye will serve."



## MEN, WOMEN AND MORALE

The Metropolitan Life Insurance Company employs 15,000 workers in its Agency and Field Force, and 6,000 persons in the Home Office. All of these workers share the benefits of its Welfare Work.

The results of this social laboratory experiment in the care that is given working people will, it is hoped, not only convince employers that Welfare Work is worth-while, but will induce them to carry on similar work for their employees, many of whom are policy-holders in the Company.

In order to increase the permanency of a working force, and to secure loyalty and interest on the part of employees, all modern concerns must make use of the latest scientific information in the conservation of human material.

At the outset, any prejudice against making changes in the daily routine and in the facilities of the workshop must be scrapped.

This the Metropolitan has done without hesitation when the situation demanded it.

The office hours of the Company are from 9 a.m. to 4.30 p.m., daily, and 9 a.m. to 1 p.m. Saturday. This enables employees to use the transportation facilities of the city outside of rush hours; they have time after business hours to attend to their private affairs; they may live in the suburbs.

A five-minute rest period in the morning at 11 a.m. and in the afternoon at 3 p.m. was found by experiment to be successful in lessening the strain on clerks of the last hours of work in the morning and afternoon periods. Therefore, it was installed generally and permanently. Windows are flung wide and clerks encouraged to take active exercise.

Continued efforts to improve ventilation and sanitation of the Home Office have secured natural light from two sides for most work-rooms. Where artificial illumination is necessary, it is of the semi-direct variety.

There is no doubt at all that if Welfare Work is to be a success the best possible working conditions must be obtained.

So the Company's hint to employers is—scrap prejudice.

Of course, Welfare Work must be an addition to and not a substitute for wages. Efforts made for employees for improving working conditions or helping the worker himself are not substitutes for a reasonable wage, for opportunities for develop-

ment and advancement or the right of an employee to live his own life without undue interference.

With other corporations in the country, the Company is making steady progress in its care of employees, realizing that an employer is responsible for his employees beyond the payment of wages. The cost of Welfare Work for employees has proved to be an entirely justifiable expenditure, bringing results in increased efficiency, stability of the working force, and, most important of all, perhaps, in individual loyalty.

The application of scientific method in the Metropolitan Welfare Work begins with the entrance of the employees into the service of the Company.

The entrance requirement for clerical employees in the Home Office is, first of all, a psychological examination. This was prepared by Professor Thorndike of Columbia University, and measures the mental ability of the applicant. It was made from a careful analysis of the work required in the various Divisions of the Home Office. A successful applicant is placed by it as nearly as possible in the work best fitted for him.

If the mentality of an applicant is important, his physical status is naturally next in line for careful consideration.

A report on family and personal history gives the Company a sound basis for the physical classification of the subject. There follows a thorough examination of heart, lungs, sight, hearing and teeth. A urinalysis is also made.

The question blank in use for the medical examination is similar to the one used by the Company in examining applicants for Ordinary insurance.

By such thorough examinations, the Company is assured that its prospective employees are fit to meet the requirements of modern industry.

It is an accepted fact that, however favourable the mental and physical status of a worker, he is not a good worker if he is harassed by an impossible economic situation.

The Company has made every possible effort to meet the rapidly increasing cost of living by classifying, standardizing and increasing salaries.

There is no relaxation in the careful supervision of the health of the individual once the entrance tests are successfully passed.

Every employee of the Metropolitan receives a physical examination once a year.

These examinations are made in rooms set apart for the purpose under the supervision of physicians who devote their entire time to this work. The purposes of the annual examination are to detect disease in its incipient stage, to correct ascertained minor defects and prevent chronic disorders. It is, after all, the sanest method of reducing overhead that would otherwise accrue from illness and absence.

Metropolitan visitors usually express surprise at the extent and facilities of the Medical Clinic. They are shown a large suite, equipped with the most modern appliances, with physicians and nurses in constant attendance.

Here the employees come to be treated for all sorts of illnesses. The extent of the emergency medical care that is required by any considerable number of workers is best proved by the fact that in the course of the past year there have been 30,000 visits to the Medical Clinic.

Minor injuries are cared for on the spot. Serious troubles, when diagnosed by the Clinic's physicians, are referred to the family doctor. Many times, workers in incipient stages of tuberculosis have been discovered at the Clinic and sent to the Company's Sanatorium for further treatment.

Where clerical work predominates, an Optical Clinic naturally assumes first-grade importance. An eye and ear specialist is in charge, ready at all times, to conduct examinations. Glasses are prescribed, in many instances. The employees are able to purchase glasses through the Company at wholesale prices.

In the Medical Clinic are rest-rooms for men and women employees, where workers may come for complete relaxation.

The Company maintains a completely equipped Dental Clinic with X-Ray apparatus, and 7 chairs. Five dentists and 3 hygienists look after the work of prophylaxis and oral hygiene. The Clinic is free of charge to employees.

The interest of the Company in the physical well-being of its employees extends beyond the four walls of its offices.

In November, 1913, a Sanatorium was opened at Mount McGregor for the especial purpose of caring for the incipient tuberculous workers. The Sanatorium treats employees other than tubercular, al-



though the White Plague still remains its immediate concern.

The Sanatorium accommodates 325 patients. The treatment is free. Loss of salary is provided for by Health Insurance.

The Sanatorium has discharged 1,003 patients, not all of whom were originally tubercular. The number of patients discharged during 1918 was 192, of whom 115 had been admitted in the incipient stage of tuberculosis, 68 of whom had been moderately advanced, and 8 far advanced.

That the importance of this work is becoming generally recognized by the employees is evidenced by the steady increase in the number of those in incipient stages who apply for admission. Every inducement is made by the Company to encourage these cases to secure treatment as speedily as possible.

Home Office Clerks who are ex-patients of the Sanatorium report bi-weekly to the Medical Division to be weighed. They receive a thorough-going medical examination twice a month for a period of six months after their return. For a year thereafter, a physical examination is made every three months. If there is the slightest sign of the recurrence of the disease, the employee is returned to the Sanatorium.

After an absence due to illness, the Clerk, on his return, must report to the Medical Division before working. Thus the Company protects convalescents from going to work before they are really fit, and other Clerks in the Home Office are saved from danger of infection.

A Nurse is frequently sent to a Clerk's home in order to determine the extent of illness and to render nursing service, if necessary.

The work of those who are engaged in the supervision of the physical care of the employees is characterized by the absence of any attitude of patronage. The policy of the Company excludes all idea of philanthropy. Any other view-point would be fatal to the success of the entire scheme.

Completion of the physical care of employees is accomplished when each employee is furnished, twice a week, with individual towels, especially constructed individual lockers being provided in lavatories. Individual drinking glasses are, in these days, a matter of course.

And on stormy days, when it rains after the Clerks have left home, umbrellas are provided free, to be returned the following morning.

Every employer realizes the importance of the noon-day hour. It is a time of relaxation and rightly so. The danger is that the lunch hour may also prove to be a time of complete let-down, extending its

effects clear to the end of the working day, and seriously affecting the efficiency of the entire force. The beneficial effect of a well-balanced diet upon the worker's efficiency has become a commonplace in these days of highly-paid dieticians. While there is a general acceptance of this theory, there seems to be some hesitancy in putting it into practice, and it may be that the experience of the Metropolitan will prove valuable to other employers.

The Company feels that it has gone over the barriers of custom very far into the field of rational physical care of employees in furnishing, not the room or part of the meal, but the whole meal every day without charge.

Providing a wholesome noon-day meal for 5,500 employees was no light task. It involved the construction of kitchens and dining-halls equal in dimensions to those of large hotels and the employment of a staff of dieticians, cooks, kitchen helpers and waitresses. This the Metropolitan undertook and to-day those who, at the outset, were most skeptical of success, have become whole-souled converts to the project.

From the coal-passers to the President, every Metropolitan worker has luncheon every full working day within the Company's building.

On the eleventh and twelfth floors are a number of large dining-halls where all grades of employees are served with food prepared in the Company's kitchens by Company cooks. In one of these as many as 800 can be served at a time.

By all odds, one of the most popular members of the Metropolitan's staff is the pastry cook, who presides over a domain that would meet with the spontaneous approval of the most critical housewife. Such quantity production as 1,800 puddings, 436 twelve-inch pies, and 400 quarts of ice-cream a day cannot conceal his individualistic touch.

With an array of utensils to be found only in the most modern hotels, the meat kitchens cook on gas 2,400 pounds of meat a day, prepare in the most appetizing manner 300 gallons of soup, and consume 14 bags of potatoes.

The food is served from pantries by white-clad waitresses and before it goes on the tables it must pass the most rigid examination. Every one who has anything to do with the preparation of the luncheon must receive frequent physical examination.

To avoid waste, the employees check off on the menus the food they desire for the following day. There is a range of choice at every meal and monotony is carefully excluded from the menu cards.

A supplement to wages and not a gratuity, the luncheon is of a far higher quality than could be purchased in the neighbourhood for any such sum as is expended. It has proved itself to be of outstanding benefit to the general efficiency of the working force.

When individuals have the benefits of thorough physical care, it is to be expected that their physical well-being will be reflected in ambition.

The Company offers training courses to promote the ability of its Clerks in their own work, and also a chance for workers for their personal development.

A correspondence course in the principles of life insurance has brought splendid results in teaching employees the fundamentals. The Company is constantly requested to supply this course for use in high schools and colleges.

The annual enrollment is 5,000.

Mathematics is a natural requirement of the Company's employees, and three classes are conducted under the direct supervision of the Actuary. These are essentially for preparation for the examination of the Actuarial Society, and they are open to employees in the Actuarial Division desiring to qualify as members of the Society.

Classes in stenography are open to employees having an elementary knowledge of the subject, and advancement is rapid from class to class, and ultimately to the stenographic forces of the Home Office.

Further advancement, in order of merit, is made possible, and many are transferred to the stenographic section as experienced stenographers.

To the Metropolitan's Library come experts in search of the latest insurance pamphlet and employees and tenants for the latest novel by H. G. Wells. Around a room as large as the reading-room of an average public library are 23,000 books and pamphlets. Two thousand five hundred of these come under the general heads of fiction, history, etc., the rest are devoted to insurance.

The Library is a much-frequented spot. Some 6,000 books a month are taken out. It is open at 8.45 a.m., and, with the exception of Saturdays, does not close until 5 p.m. During the noon-hour, its comfortable chairs are invariably taken by book-lovers.

Training other than for advancement in the Company is made possible for the women employees, for whom the Company organized, under a trained dressmaker, a sewing room containing six power machines. There are in this room, also, facilities for fitting and pressing.



Millinery classes, under two trained teachers, are also in high favour with the women employees. These classes are held after hours and there is naturally no compulsion to attend. The fact that they are always filled is evidence enough that they meet a real need.

To the casual observer, teaching women to sew their own clothes, and make their own hats, and the opening of the world of books to the workers may seem an adventure in altruism of doubtful value. Second thought points straight to the undoubted benefits of such a course. While there may be no immediate profit to the Company, there, nevertheless, accrues from such a policy a very considerable asset in the shape of better standards of citizenship among its employees. It provides, in its way, those opportunities for a life full of human interests that should be the natural heritage of every true American.

The high value of sufficient recreation and the right amount of social life is fully realized by the Company. Supplementary to the short working day are the vacations given all employees every year, and consisting, on the average, of two weeks with full pay. If the employee comes into the service after January 1st, and before March 1st, one week is allowed. Additional vacations are given with increasing length of service, according to the following table:

After 5 years of service.. . . .	1 day
After 10 years of service.. . . .	3 days
After 15 years of service.. . . .	1 week
After 20 years of service.. . . .	2 weeks

Instruction in gymnastics is given in classes for women from 4.30 to 6, and is made vital by additional instruction in physiology and anatomy. The result has been marked improvement in the posture of the employees attending and a very real interest in physical improvement. Special corrective exercises are given to correct spinal curvature and severe individual defects of the kind that gymnastics can help.

The Athletic Association composed of 1,000 members, arranges competitions between the employees and outside teams. The Metropolitan employees are justly proud of the caliber of the teams that wear the blue, white and gold colours of the Company. In basketball, baseball and track, they have carried off many hard-won honours. The fun of the year is brought to its high-water mark on the Annual Field Day, when every one has the jolliest time imaginable.

Games and plays are naturally conducive to further social gatherings and a minstrel show, a smoker and a ball are held during the year.

The Assembly Hall, with its Honour Roll of 1,492 Metropolitan men who served the colours, a prominent feature, is the social center of the Company. There come prominent speakers and lecturers and there the employees meet together to form life-long friendships.

Social gatherings are always filled with more real zest if there is music, and especially if the music is furnished by the employees themselves through their own musical organizations.

The Metropolitan Glee Club gives four concerts a year, two for Home Office Clerks and two for members of the Club, besides furnishing part of the entertainment at several of the Company's business conventions.

The Band is the largest in Greater New York. Its one hundred members, all of the Home Office Force, have made a great name for themselves, and get a hearty share of the applause given many a parade.

The Plectrum Club, as any one would guess, is a string orchestra, and a highly popular and able musical organization of the Company. It is composed of women clerks, and has given many successful concerts.

A Girls' Glee Club is another chance for employees to combine social life with self expression. Every one of these organizations is felt by the Company to benefit all employees and through them the spirit and organization of the whole Institution.

Unless the whole man has a chance at growth and expression, the part of the man working for the Company will never reach maximum production. Let him be a social being with a full range of happy activities, and the result will prove the effort made worth while.

Building up prosperity for one's employees is perhaps the best way to put the finishing touch to a sanely progressive and well-organized programme of Welfare Work.

The Staff Savings Fund means to a worker of the Company that if he saves during a year a certain amount and deposits it in the fund, the Company deposits one-half that amount to his credit. The employee's deposit may be withdrawn at any time, the Company's contributions standing to the credit of the remaining depositors. If the worker is retired honourably at the end of twenty years' service, the worker may receive, by vote of the trustees, the Company's deposits in his favour plus interest. A worker's death or permanent incapacity means the immediate release to him or his dependents of the Company's deposits and the interest accumulation thereon. During the year 1918, 7,901 employees' deposits with interest

amounted to \$2,392,000.00, the Company's deposits with interest amounted to \$1,729,000.00; a total credit of \$4,121,000.00.

Saving money is sound enough principle, but spending money is a high art in these days. The Co-operative Store, conducted by the Company's employees, is an attempt to affect the high cost of living. It is maintained and managed by employees, and is increasingly successful. All goods sold are of the highest quality, and sell as nearly as possible at wholesale cost. The Company pays the rent, and officers of the Co-operative Association assist in its conduct.

The Company feels that Disability Insurance, Life Insurance and provision for aged and disabled employees secure the bond between employer and employees.

Insurance providing against sickness and accident is worked out so that a clerk may be paid two-thirds of his salary during the first twenty-six weeks of illness, beginning with the seventh day of sickness, to the end of the fifth year. From this date until the employee reaches age 65, one-half of the original benefit is paid.

By a system of "absence credits", provision is made for full pay for absence up to 24 days in addition to the provision under Disability Insurance, etc.

The Company pays one-half the premiums on disability insurance, and how the whole plan is appreciated by the employees is shown by the fact that 14,500, or 70 per cent of those eligible have availed themselves of the Company's offer.

Provision is made for the aged and disabled employees who have been long in the service of the Company under the following rule:

"Any Home Office clerical employee insured under the Group Health Policy, having passed age 65, whether incapacitated or not, may, if he desires, be referred on the recommendation of the Section Head, to the Executive to be retired at one-third salary."

In this manner, the Company maintains the morale of its workers with a scientific programme worked out by specialists. Many of the activities noted here may seem remote from the business of conducting a large life insurance company. A social laboratory, however, like any other laboratory, must, in the long run, prove its usefulness to the community as a whole. Those in charge of the Welfare Work of the Metropolitan are convinced of its usefulness to the Company. If their efforts have succeeded in making the men and women in the employ of the Metropolitan better American citizens, they feel that the time and money devoted to this work has been indeed well spent.



# At the Sign of the Wooden Leg

Your  
Humble  
Servt:  
Silas  
Wegg

## My Kingdom for a Hobby-Horse

Messrs. Editors: — Herewith is as near a verbatim report as I can furnish of the address I made before the Rotary Club of Ottawa on July 19, which you thought should be reproduced for *Civilian* readers. I do not think it sporting on my part to omit any platitude or "favourite story" just because of its age. The only things neglected are the "laughter" and "prolonged applause", and the many sips of ginger ale taken during the speech in an effort to "meller the organ".

I have had very hazy ideas of what a Rotary Club is. I described "Rotary" graphically to my little girl the other night, when I confessed the proud fact that I was to speak before you, using the forefinger method by which you describe a spiral staircase, and she at once leaped to the conclusion that it was a kind of Indian club — and there is a good deal of swing to this organization. My boy amplified the definition into a "boomerang" — and I have noticed that you are all pretty good on the come-back.

As for myself, I thought of rotary ploughs, and rotary pumps, and rotary egg-beaters, and all other rotary things that suggest that menace of peaceful moods — Efficiency — and I have dreaded to come before you, belonging to the ranks of those so hideously smitten with the leprosy of inefficiency that Abanah and Pharpah, the rivers of Damascus, have been pronounced of no avail for our purification, and we have been told to bathe for our cleansing in the Jordan of American System, Griffenhagen and Associates being the modern healers who will present us undefiled, if at all, before the Throne.

But I am aware that I am not here as a civil servant — not as a successful civil servant — for there aint no such animal. When I was asked to come the reason given was because of some of my activities outside the Langevin Block, and that fact suggests the subject on which I wish to speak to you for a few minutes. My

own poor claim to recognition, that I have ventured on some very amateurist writing and talking after office hours, is my excuse for asking you to consider the place of a Hobby in one's life.

I am here to speak a word, not for the many-sided man — for nothing is more wearisome to the flesh than versatility — but for the two-sided man, the man who, in the better sense of the phrase, leads a double life — one life devoted, of necessity, to winning his daily bread and to being of use in the community, the other life entrapped by the irresistible lure of his real self—the thing that drives men, perhaps to drink, but in more favourable cases, to hobbies.

Ruskin expresses it thus: "We have certain work to do for our bread, and that is to be done strenuously; other work to do for our delight, and that is to be done heartily; neither is to be done by halves and shifts, but with a will; and what is not worth this effort is not to be done at all."

I will go farther and stand as champion for the lop-sided man, for him who, finding himself cabined, cribbed, confined by his daily life, takes to his hobby — the fitting medium for the expression of his being — and lets it carry him whither it will, so that his day's work becomes a phantasm, and serious-minded folk point the finger of scorn at him as an idler — when, in fact, he is the busiest of men.

Let us be clear on our definitions. I appreciate good definitions, like that attributed to the boy who said a lie was an abomination in the sight of the Lord, and a very present help in the time of trouble. Now a hobby, to define it negatively, is not an avocation. It is not "something on the side", some peddling business which you pursue in the evenings to keep the pot boiling. A hobby-horse is a noble animal that carries its rider like Mazzepa bound he knows not and cares not where. An avocation is a dead thing, a makeshift, "a bed by

night" that was "a chest of drawers by day" — the merest mechanical trickery of existence.

Nor is a hobby an excrescence, or something plastered on one's life, as, for instance, motor-riding by people who have no love for their machines, no care for their cars, who can't tell whether it's the spark-plug or the carpet-beater that makes all the noise, who might say, like Jack riding round the countryside on his broom-stick, that if it weren't for the fashion of the thing they would just as soon walk.

Something one does for a pastime because everybody's doing it, doing it, is not a hobby, but a properly taxable worry. Keeping up with the Joneses is not the same as letting yourself loose. Not one of you who does things because the people next door are doing them, or your wife insists on your doing them — there is no necessary connection between a hobby and a hubby — takes the second side of his life seriously.

And that's what a real hobby-rider always does, sometimes too seriously, like the man, all honour to him, who made polar explorations his hobby, even though he had to be on 'change all day. If you could not say of him, as Tennyson wrote on Franklin's cenotaph, "Not here, not here, the white north hath his bones", you could say, "the white north hath his thoughts". What to him were the stocks and bonds of Lombardy street — stocks in which his heart was clamped, bonds on his soul's freedom? Well, one day he met the great Sidney Smith and told him of an interview he had just had with an editor over an article the amateur explorer had written on the North Pole. "Do you know", said he to Sidney Smith, "that editor said to me, 'Oh, damn the North Pole!' " "You don't surprise me", said Smith. "I have heard that he has even spoken disrespectfully of the Equator."

Yet even here, laugh as we may with Sidney Smith, we have some-



thing that for keeping a man alive and young beats buttermilk and Bulgarian bugs all hollow. We need not follow Lodge and Doyle to realize that we have two souls — if not two bodies. Browning — I can try Tennyson, or Walt Mason, or even Ella Wheeler Wilcox on a Kiwanis club — will Rotarians stand for Browning? — well, Browning, who was a sane man, between editions at any rate, sang the praises of the Other Self, this second of our two soul sides, picturing Moses in the wilderness, the prophet with “*emphatic warrant*”, able to draw water from the rock to quench the thirst of the thirsty thousands, yet longing to be like “*yon dumb patient camel*” if only he could lay down his scanty store of water for one and one only, “*be she Jethro’s daughter, white and wifely, be she but the Ethiopian bond slave.*” Browning longed to make use of some other art than verse with which to express his devotion to Mrs. Browning, but could not. He could only shift the key. As he says, “*he that blows through brass may breathe through silver.*”

That is not quite what I wish to leave with you, though, as the ideal of hobby-riding. I spoke of Browning mainly because I know a few of his verses, and wanted to find a place for them, like the fellow who was taught to repeat “*Peter Piper picked a peck of pickled peppers*”, etc., as a cure for stuttering. He learned the words, and could say them fine, “*only*”, he remarked, “*it is p-p-pretty h-hard to w-work them into or-ordinary co-con-versation.*”

Well, I have worked in my Browning, but have I made clear to you the need of having a hobby, the duty of self-determination? The Rotary Club is made up of selected types — the Capitals of the Capital, one may say — and you are all well known as men who stick pretty closely to business. Some of you — hit me if you dare — may subscribe to “*Success*” and read books on “*How to Influence Others*”, and all that sort of thing. Do any of you really forget your jobs?

If there is one who doesn’t, to him I would say, “*Get a hobby*”. Can I quote Browning again? He makes a monk — the very antithesis of a hobby-rider — a monk who is condemned to colour missals and such things, he makes him throw down his pencils, loop up his skirts, and jump the wall to find food for his starved

self. And this monk exclaims, “*Oh, it makes me mad to think what men will do and we in our graves!*”

That is the main apology for the hobbyist. We’re a long while dead. “*Shakespeare is dead*”, said the soulful orator, “*Milton is dead, Newton is dead, Gladstone is dead — and I’m not feeling very well myself.*” Let every twinge of pain, “*each sting that bids nor sit nor stand but go*”, remind us that boots and shoes and canal boats, and street-cars, and typewriters, and bank-accounts, though demanding some attention, are not worth while if they smother the soul that calls for its perfect expression — it may be in exploring dark continents, or little rivers, in scouting behind the sun as he follows his appointed path through the tangle of the Milky Way, or in collecting old door knobs, or running after fire-engines — who knows whither the spirit may lead us.

Abraham went forth not knowing whither he went — and established the Jewish race. Herschel was a musician, an oboe-player, who made a hobby of telescopes, and no one ever cast the sounding lead of discovery so deep into the abysses of space as he. For him his hobby became a career, and when it lifts men so far

out of the ordinary as that, it almost fulfils its highest function.

Just a step more, and the hobby-rider becomes inspired. Ordinarily his is a friendly sort of frenzy, but when his enthusiasm rise to certain heights, we drop the name of “*hobby*” and say it is the man’s “*religion*”. Such was the case of the great apostle Paul, who abode with those of his own craft for a while, “*for by their occupation they were tent-makers.*”

Who ever thinks of Paul as a maker of tents — the man who became so engrossed in the pursuit of his second calling that he exclaimed, “*Woe unto me if I preach not the gospel!*” I am not here as an evangelist, but we must not pull in our thoughts because they lead us beyond this little day called life. Tent-makers at times, and house-builders at times, for we must have shelter from the winds, we still must heed the higher summons—

Build thee more stately mansions, O my soul!

As the swift seasons roll,

Leave thy low-vaulted past!

Let each new temple, nobler than the last,  
Shut thee from heaven with a dome more vast,

Till thou at length art free,

Leaving thine outgrown shell by life’s  
unresting sea.

## Another Ex-Civil Servant Makes Good

It may not be generally known to the patrons of the New Idea cafeteria in the Union Bank building, Ottawa, that the man who caters so generously to their physical needs is an ex-civil servant. On October 1, 1919, this restaurant business was taken over by Mr. John F. Lyons, a former member of the staff of the Department of Mines. Mr. Lyons had received an appointment to a minor position in this department in 1909 and had been promoted until at the time of his resignation he was Purchasing Agent, a position which he had held for about two years. Then came the discouraging re-classification and when the desired opportunity for entering the business world came, Mr. Lyons seized it. Although he had had no experience in restaurant work, the exercise of the same energy, tact and good judgment that characterized his work in the Government service brought him marked success in his new enterprise.

The New Idea is the favourite cafeteria of the civil servant. Deputy Ministers and

others who find their lunch hour limited are pleased with the opportunity it affords for quick service, members of Parliament find it convenient, and women have learned to appreciate the courteous treatment they receive and the cleanliness of the service. Mr. Lyons believes that the secret of his success lies in his desire to please; the satisfaction of the patron is his best guarantee.

Mr. Lyons always has a welcome for his old friends from the Government departments. More than once the executive of the Civil Service Association has availed itself of his kind offer of the use of his spacious dining hall for its meetings.

All members of the Ottawa Service who have a fellow feeling for their old comrades who have had the courage, in the face of a disastrously low classification schedule of salaries, to resign their positions and go out into the world of economic strife, will not doubt co-operate on every possible occasion with men in the position of Mr. John F. Lyons.



His  
Majesty's  
Mails

# POSTAL JOURNAL

Postal  
Clerks'  
Forum

## The Toronto Trend of Thought

The civil servants of Toronto at this time of writing are waiting for the application of Classification to their various ranks, and while they wait the cost of living soars higher and higher every day. They have been given to understand that the salaries quoted in the Classification Act, soon to become law, are like the laws of the Medes and Persians. Provided that is true with the dollar losing daily in value, is there not a possibility of an elasticity in the vexed question of the bonus which is a make-weight, as it were, to supply deficiencies of salary value?

"In order to acquaint the Government with the attitude of the civil servants of Canada with reference to the High Cost of Living Bonus, as expressed through... the annual Convention of the Civil Service Federation the following representations are herewith presented:— The Bonus provisions... have not met the increased cost (of living) save only in a partial measure... It is our urgent request that the present... civil status limitations in the application of bonus should either be removed entirely or materially modified and that the amount of the bonus should be substantially increased... It was decided that Mr. Grierson should be the spokesman for the Convention... Sir George Foster, in his reply, stated that he was not in a position to make a definite statement regarding the exact amount of the Bonus, the Government not having as yet come to any final conclusion. He intimated, however, that the *Bonus would not only be continued, but would be somewhat more favourable than in the past.*"

The foregoing is copied from *The Civilian* of April, 1920. After two months of patient waiting for more favourable bonus increases, and relying on the spoken word of a Cabinet Minister, himself, apparently, in favour of an increase in the Bonus makeweight—for always has Sir George Foster turned a sympathetic ear toward Civil Service deputations — the civil servants of the Dominion have faithfully continued at their duties.

Again referring to the April issue of *The Civilian*, in an editorial, the following statement is made:—(a statement to this date not denied in print).

"The report of the Arthur Young Company shows that in order that the Service should receive a fair remun-

eration, based on business principles, each member of the Service should be provided with a bonus equal to salary since the salary is computed in normal time dollars, of which the present value is fifty cents apiece. These are facts, obvious and incontrovertible. In most other walks of life employees have *had their pay doubled and in many cases more than doubled to meet present requirements.*"

That there is unrest in the ranks of all civil servants, and Toronto is not singular in this respect, is an undoubted fact. That this unrest has grown to serious proportions is recognized by many influential bodies of business men who from Toronto have sent deputations to interview the Government upon the matter. This serious unrest, growing out of a depreciated dollar, can easily be remedied. Provided, as has already been written, the salaries of all civil servants are fixed arbitrarily, the Government, who make the laws of this country, can make laws regarding the Bonus which by a reasonable — civil servants are not impossible persons — increase will cause unrest to disappear.

Mr. Clarence Jameson is stated to have said, addressing a deputation from the ninth convention of the Civil Service Federation of Canada, that:—

"I want to see the Civil Service recognized as a life career and not a life job. You (the whole body of Canadian civil servants) can place it on that high plane by adopting policies of moderation." To that, without one doubt, earnest and truthful reply to a deputation, urgent, but respectful, for proportionate increases in salary, and Bonus. I venture to ask: "Where is there a body of men and women, who have been more moderate in the policies, they have through their several representations to Government, presented to their employers, than the civil servants of this Dominion?"

When any person enters the ranks of the Civil Service, naturally he supposes that he enters on a "life career". And he, or she, devotes a lifetime to a service which, no matter how faithful his or her service may be, does not qualify the most faithful of servants for other and possibly more remunerative work. I have touched briefly this matter of disqualification for advancement to civil servants in other walks of life in the May issue of *The Civilian*. Faithfulness to duty is not in the sole possession of Canadian civil

servants; other servants are quite as faithfully inclined as they, but, other faithful servants have, and are having, by their employers, attention paid to a serious fact, the question of a depreciated dollar which, owing to the continued High Cost of Living, appears to be on the point of a greater depreciation.

Again, with regard to the fixed arbitrary maximums of salaries as stated in the Classification Act soon to become law, a civil servant may not engage himself or herself in any other occupation to increase a salary which is proven by incontrovertible facts, and figures of *living* expenses, — not luxuries! — to be inadequate. Should any man, or woman, engaged in prosecuting faithfully a life career, be forced to engage in two or more, perhaps, occupations? There have been those, who, from the moment of their entrance to the Government service, have been compelled to disobey secretly the laws of this land. What were these secret disobedients to do? Their wives, and children, demanded an increase of salary; supporters of households found themselves compelled to furnish increased monetary supplies; even the bachelors and the spinsters engaged in Government employment have been compelled by the force of circumstances, the increased cost of living, to secure other sources of income to supplement that which no longer supported.

The solving of all the unrest present in the ranks of the employees of the Government can be settled speedily and efficiently by an increase in the Bonus granted by the Government. This increase can not be hoarded. It must be spent as soon as it is received. It will return immediately to circulation because, provided the present cause of Civil Service unrest is allayed by an increased Bonus, the High Cost of Living, an evil bird, will swiftly dispose of the moderate increase asked.

This most serious matter of an increase to allay the present Civil Service unrest is presented, I hope, with all moderation. It is a fact, unfortunately, that delay, also unfortunate but stated to be unavoidable, has occurred in the passage of the Classification Act; it is devoutly to be hoped, and by thousands of Government employees, that when the Act is applied to their devoted ranks, patient, without doubt, their patient waiting will receive a due reward, an increase in the present Bonus.

GEORGE F. MILLNER.



# THE EDITOR'S VIEWPOINT

## A Peaceful Revolution

Since the last number of *The Civilian*, events have transpired which have been long pending and long overdue, and, as a result an open rupture has occurred between two elements in the Civil Service Association of Ottawa, and thereby the present dominating officers in the Civil Service Federation are affected and their policies and attitudes impugned. These elements, for lack of better terms, may be called "progressives" and "conservatives". The fact that this break has been so long delayed, to the injury and prejudice of the Civil Service cause, is due to the very laudable desire on the part of the participants to postpone indefinitely and if possible to avoid the appearance of internal friction in the ranks of Civil Service organizations.

For twelve years civil servants, organized in a Dominion-wide Federation, have presented to three different kinds of governments, modestly and moderately drawn up memorials of conditions, and requests for remedial action. The nett result of this course may be partially summarized as follows:—

(1) Salary averaging \$1,071.00 for 60,000 employees, \$800.00 or less for 31%, and \$1,600.000 or less for 90% of all these employees.

(2) A bonus that was not granted until 1918, after four years of war, and which has been notoriously inadequate since that time.

(3) These low salary schedules coupled with the inadequate bonus form a combination that spells economic distress, privation, almost starvation for thousands of civil servants and for their women and children during the coming winter.

(4) A classification (a necessary and desirable scheme) has been applied in haste and therefore without investigation in many cases; resulting in very many deplorable situations,

(5) A re-organization plan (also a very necessary scheme) has been launched, the serious objections to which have been pointed out in *The Civilian*.

(6) There is no outlet to the objections that may be forthcoming on account of such matters; there is no independent appeal or trial board; there is no arbitration or conciliation; there is no democratic consultation with the employees as to their conditions of employment.

The present leaders of the Civil Service Federation, with such a situation confronting them, are content to pursue the course which has proven so unavailing in the past. The recent developments which are indicated elsewhere in the pages of the present number of *The Civilian*, mean in effect a revolt of civil servants against leaders who, it is claimed, have retarded progress in the past and have proven unequal to the present occasion.

Readers of *The Civilian* in the far distant provinces of the Dominion, in truth nearly all members of the Service outside of the Capital, are uninformed as to the "politics" of Civil Service organizations at headquarters during the past two years. This is unfortunate, but the atmosphere has been clarified by the events of the past few weeks, without any thunder or lightning and, *mirabile dictu*, without bloodshed. *The Civilian* ventures to aver at this serious and indeed solemn period in Civil Service affairs that the revolt in the Ottawa association will prove to be a most valuable intrinsic, economic and ethical contribution to a renaissance in the life of Civil Service organizations generally. What is meant by these words will become more and more apparent as the situation develops in the very near future, and *The Civilian* has no doubt as to the issue both in the provinces and in the city of Ottawa when that time comes.

Having referred in brief to some past and present considerations, *The Civilian*, insofar as the future is concerned, simply lays down at this time a few planks in a progressive and more idealistic platform, the adoption and consummation of which are made possible by what may be called a peaceful revolution,—

(1) Affiliation with the Trades and Labour movement. This is fundamental. According to the *Montreal Star*, the window cleaners, organized and affiliated with Labour are paid \$40.00 a week. School teachers, who call their incomes, salary *not* wages and who are not organized, receive \$40.00 a month. Mr. Tom Moore is recognized by the Government as the representative and spokesman for all peoples who have to sell their services as a means of livelihood, and Mr. Moore pointed out to a meeting in Ottawa of Federal Union No. 66, the importance of the bread and butter issue for civil servants and their families. For twelve years the leaders of Civil Service organizations have presented their memorials and many of these have never been honoured even to the extent of an acknowledgment. *The Civilian* believes that the president of the Trades and Labour Congress will



obtain for us not only the acknowledgment but the necessary action.

(2) Democratic representation, i.e., a voice in determining conditions of employment, such as the Whitley scheme.

(3) Appeal Court and Arbitration boards. Civil Servants are the only class in the Dominion deprived of this means of judicature.

(4) Superannuation.

(5) A voice in Parliament.

(6) Organization and affiliation in a Dominion unit of federal, provincial and municipal civil servants, (all affiliated with Labour), in the interest of good government.

(7) Organization of a Civil Service Reform League of prominent, public-spirited business and university men to inform and educate the people of Canada,—the actual employers of all public servants.

## Reformation Begins At Home

To start at the beginning we will quote from our editorial of September, 1919:—

"A year ago editors made extensive plans to develop the literary side of the magazine. Execution of those plans has been unavoidably deferred. The past year has been one of storm and controversy. The battle for re-classification and just bonuses has been of first importance to civil servants. *The Civilian* has devoted a very large proportion of its space to information and propaganda along these lines. The battle for Civil Service rights is still going on, and *The Civilian* is in the fight to a finish. Within the next twelve months things should clear up, somewhat, and permit of more attention being paid to other matters than classes and bonuses. Then some of those pigeon-holed plans will be brought to light again. Meantime, *The Civilian's* motto remains as before,—'Carry on.'"

Well, we "carried on" fairly strenuously, for another year, we think our readers will admit, with such bright weapons as Whitley Councils, Government Insurance, Superannuation, a just Bonus and Re-classification, a Civil Service Disability Policy, a Board of Hearing and Recommendation, etc., and now, although Utopia has hardly arrived there are many reasons for believing that it is moving in our direction and that the time is ripe for venturing forth into broader and deeper waters. From now on, then, we will begin gradually to expand our scope, purpose and activities with a view to giving our readers a magazine that will be a credit not only to the Service from coast to coast but to the country at large. The circulation of a magazine is in proportion to its appeal. As our appeal increases so will our number of readers more readers will bring more advertising; more advertising means greater financial backing and the

greater the financial backing the better the magazine will be. Thus a periodical expands—its welfare depending upon the closest co-operation between all connected with it. Each will be expected to do his or her bit in *The Civilian's* upbringing, sharing in the responsibilities and taking a paternal or maternal pride in the succeeding good results.

Our next issue will contain a number of suggestions as to how our child might be handled in future, and in the meantime you are invited to lie awake o' nights and concoct schemes of your own. If after daylight breaks, you will write down and forward your suggestions to the Editor he will not only gratefully acknowledge the same through these columns, but endeavour to put them to the best account. You might be reassured to hear that with all our modern ambitions we have no immediate intention of boosting the price per issue, out-of-date as the price is!

## Sir Robert Borden

An epoch of Canadian history has closed —Sir Robert Borden has retired from the Premiership.

History will assign to him his place, and the political opinion of to-day will praise or blame him according to its several standards. *The Civilian* represents a body of men and women in whose official lives a change of individuals in the Prime Ministership is but an incident, — the Service carries on. If we have been true to ourselves, we have given to the people under Sir Robert Borden's leadership the best that is in us, and under his successor we shall do the same.

But we cannot be blind to the fact, nor are we called upon to ignore it, that we have taken part in great events under the leadership of the man who now lays down the heavy burden of office. Under him Canada has done wonders. Experienced only in the arts of peace, nevertheless Canadians took an effective part, even a leading part, in winning for democracy the world's greatest war. Also they have developed the immense territory which they hold in charge for civilization to an extent never before known.

Had things gone wrong in this time, had Canada failed at any point, Sir Robert Borden would have been blamed



for that failure. For what has been achieved he is deserving of thanks, and all the more so because it is now known that throughout his administration he has been not only the nominal, but the real leader, in the government of Canada.

Thrust into prominence before the world by the rush of events, Canada has had reason to be proud of her leading representative. Personally he is a man acceptable anywhere and worthy to represent even so aspiring and well-intentioned a people as Canadians; a clean man, earnest, brave, courteous, and a leader.

We of the Civil Service are the beneficiaries of Sir Robert Borden's effort to reform the Service. To say that reform has been accomplished would be to say that we live in an age of miracles. These changes are not wrought in a day. But, to the extent of his powers, and to a wonderful extent considering the life-or-death matters he has had in charge, Sir Robert Borden has effected changes for the betterment of the Service. For what he has done, and for what he would have done had conditions been less unfavourable, he is entitled to honour and gratitude.

That he would have done more if he could is indicated by his individual work as head of a department. Our craft, like every other, has its inner life which it must not reveal, which, in fact, cannot be revealed, for only those who are inside can really know these things. But it is no improper revelation to say that those members of the Civil Service whose duties have brought them into direct contact with Sir Robert Borden found him, even under the awful strain of war, a man fit for administration and leadership, a man who won confidence, inspired loyalty, and brought out the highest serviceable qualities of the entire organization.

Sir Robert Borden has earned his discharge. He goes into honourable retirement and carries with him the good wishes of all Canadians, especially including the members of the Canadian Civil Service.

### Editorial Notes

It is stated that, if the Civil Service Savings and Loan Society had more funds, it could greatly extend its business. This organization should never lack for funds when

Ottawa civil servants have money in the savings banks. It was organized for purposes of the purest philanthropy and it has splendidly achieved its objective. For about twelve years it has been doing excellent work among civil servants of all classes. Its management has invariably been characterized by marked skill and success; not a cent of loaned money has ever been lost and shareholders have always been paid comfortable dividends. To its depositor the Society offers most attractive conditions. No civil servant who has the five dollars necessary for the purchase of a membership share should neglect to enroll with this organization.

### BUSINESS IS BOOMING

The Civil Service Savings and Loan Society is doing business right up to the limit of its available funds, reports Manager F. S. James. If present or new members will increase their share holdings or deposit accounts, still more will be handled and the Society's beneficial work in the Civil Service will be increased.

The Society offers to shareholders and depositors substantially greater returns than can be obtained from the savings banks and is playing no small part in the economic life of the Civil Service in Ottawa.

Mr. James's office is now at Room 3, Second Floor, Royal Bank Chambers, Sparks street. Office hours: 5 to 5.30 p.m. daily except holidays and Saturdays.

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Postal clerks will "bless" the editors who are giving space in their newspapers to the rules of the silly old "postage stamp flirtation". There is only one proper place for the stamp on a letter and that is on the upper right hand corner of the front of the envelope. Placing it anywhere else involves extra handling of the letter by the clerks and possible delay in delivery.

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It is said that civil servants are taking prompt advantage of the increased maximum amount of Government life insurance that they may carry. This is as it should be. The Government insurance is a bargain. Holding a \$10,000 policy in this, with one for \$250 or \$500 in the Civil Service Mutual Benefit Society of Ottawa, the average civil servant has done something worth while for his wife and family.



# RETIREMENT

## TEXT OF THE LAW RECENTLY ENACTED

The following is the text of "An Act to Provide for the Retirement of Certain Members of the Public Service":—

1. In this Act, unless the context otherwise requires,—

(a) "deputy head" means the Deputy Minister of the Crown presiding over a Department, the Clerk of the Privy Council, the Clerks of the Senate and House of Commons, the Auditor General, the Librarians of Parliament, the Commissioner of the Royal Canadian Mounted Police, the Superintendent of Insurance, the Dominion Archivist, the Assistant to the Chairman and Secretary to the Commission of Conservation and the Commissioner of Patents during the continuance in office of the present holder of that office;

(b) "officer" means any officer, clerk or employee who is employed in the public service, and who receives a stated annual salary, but shall not include any person appointed for a temporary purpose or on part time.

2. (1) The Civil Service Commission shall, immediately after the passing of this Act and after consultation with the deputy heads, prepare and submit to the Governor in Council a report upon all officers of the age of sixty-five years and over, and all such officers who are not reported to be rendering good and efficient service for the remuneration that is being paid them shall be retired from the public service.

(2) The Civil Service Commission shall, when requested by the Governor in Council and after consultation with the deputy heads, prepare and submit to the Governor in Council for approval the names of all officers who, being under sixty-five years of age and, by reason of advancing age, failing health, physical disability, lack of experience or ability or lack of employment, are not capable of rendering, or do not render, efficient service, and who should therefore be retired from the public service, stating in each case the date recommended for retirement. The Governor in Council may order that any such officer shall be retired accordingly, or on such other date as He may prescribe.

(3) When it is decided to retire any person under the provisions of this Act, notice in writing thereof giving the reasons for such retirement shall be sent to such person, and he shall have a right to appeal to the Civil Service Commission,

and the Commission, after giving such person an opportunity to be heard, shall make a full report upon the matter to the Governor in Council, and the decision of the Governor in Council thereon shall be final.

3. (1) Every officer who is retired from the public service under the provisions of this Act shall receive thirty days' notice to that effect (during which time he shall be paid his regular salary), and shall receive at the time of his retirement one month's salary; provided, however, that the Governor in Council may, in his discretion, allow two months' salary in lieu of the said one month's notice and one month's salary.

(2) Every officer retired under the provisions of this Act who is not less than forty-five nor more than fifty-nine years of age who has served continuously in the public service for not less than twenty years, and every officer retired under the provisions of this Act who is sixty years of age or over and who has served continuously in the public service for not less than ten years, in addition to the payments authorized by subsection one of this section, shall receive an annual retiring allowance, payable to him during his life, equal to ten-sixtieths of the average annual salary received by him during the last three years of his service, and in addition one-sixtieth of such average annual salary for each additional year of his service, but not exceeding in all thirty-sixtieths of such average annual salary.

(3) Every officer who is so retired who has served continuously in the public service for not less than five years, but who is not entitled to the retiring allowance mentioned in subsection two of this section, shall receive in addition to the payments authorized by subsection one of this section,—

(a) if he is fifty-five years of age or over, an amount equal to one month of his salary at the time of his retirement for each year of continuous service in the public service, but not exceeding in all an amount equal to eight months of his salary;

(b) if he is not less than fifty years of age and under fifty-five years of age, an amount equal to one month of his salary at the time of his retirement for every two years of continuous service in the public service, but not exceeding in all an amount equal to

six months of his salary; and,

(c) if he is not less than forty-five years of age and under fifty years of age, an amount equal to one month of his salary at the time of his retirement for every four years of continuous service in the public service, but not exceeding in all an amount equal to four months of his salary.

Provided that, in the case of an officer who is retired under the provisions of this Act on account of physical disability or protracted illness, the payments authorized by this subsection may be increased by the Governor in Council to any amount not exceeding twice the amounts of such payments if the deputy head under whom such officer has been employed and the Civil Service Commission jointly recommend such increase. The Civil Service Commission shall not join in such recommendation unless it is satisfied from the medical evidence submitted to it that such physical disability or protracted illness actually exists and justifies the granting of the increase recommended.

Where an additional amount is granted hereunder the Governor in Council may prescribe at what time or times and in what instalments or otherwise such amount shall be payable.

(4) In computing the number of years of service for the purposes of this section, if the actual period of service includes a fraction of a year, the fraction, if equal to or greater than one-half, shall be counted as a full year of service.

(5) In computing the average annual salary of any officer for the purposes of this section such salary shall include the estimated value of any allowance made to such officer for housing, light, fuel or rations as determined by the Governor in Council upon the joint recommendation of the Civil Service Commission and the Deputy Head of the department concerned.

4. Any moneys payable under the provisions of this Act to any officer retired under its provisions shall be paid out of the moneys provided by Parliament for the salary of such officer.

5. Every retiring allowance payable to any officer under this Act shall cease and determine upon the death of such officer.

6. When an officer who is retired under the provisions of this Act is also entitled or eligible to receive and is granted any allowance, gratuity or pension upon retirement under the provisions of Part I



of the *Civil Service Superannuation and Retirement Act* or under any other statute, he shall only be paid such amount, if any, under this Act as will be sufficient to make the total of the allowance, gratuities and pension paid to him equal to the maximum amount that he might otherwise be paid under the provisions of this Act: Provided that the provisions of this Act shall not affect the power to grant to any person any annual allowance which he may be eligible to receive upon superannuation under Part I of *The Civil Service Superannuation and Retirement Act*, nor shall it affect the right of any officer to any interest he may have in the retirement fund.

7. An annual report shall be made to Parliament within thirty days from the commencement of each session, by the Civil Service Commission, giving the name, age, and salary, and length, nature and place of service, and reasons for retirement of every person who is retired under the provisions of this Act, and the amounts paid or to be paid to such person hereunder.

8. No person shall be retired under the provisions of this Act after the first day of July, one thousand nine hundred and twenty-one.

### TAKE DE GEMMUN'S WORD

A colored U. S. detachment under a white lieutenant was making its way through the shattered territory near Dunsur-Meuse during the thick of the Argonne drive. At a crossroads it encountered a traffic directing M. P. who hailed the column.

"Sorry, sir", he said to the officer in charge. "You are not allowed up that road. We have information that it is about to be shelled by the enemy."

The officer carefully examined his orders. "My instructions read differently", he declared. "I cannot believe that this is the road to be shelled. Have you any verification?"

At this moment a shell burst within a hundred yards, tearing up the earth and sending debris flying in every direction. The entire landscape was obliterated, and a dead silence, broken only by the crash of falling stones, ensued. Then, out of a cloud of settling dust, arose one faint terrified voice:

"Fo' Gawd's sake, lootenant, please take de gemmun's word fo' it."

## Special Announcement

On the 3rd of August announcement was made in the public press by the Executive of the Civil Service Federation of Canada to the effect that *The Civilian* is not to be in the future the official organ of the Federation. Differences of opinion as to principles and policies have existed between some of the members of the Executive of the Federation and the undersigned for nearly two years and the action just taken is the culmination of a long series of events.

The reason stated by the Executive in its public notice is "the anomaly created by Mr. Grierson's connection with Federal Union No. 66, declared an outlaw organization by the Executive, who were not in sympathy with affiliation with Labour at this time."

In reference to this statement of the Executive of the C. S. F. C., the undersigned is able to make but a brief comment for the August number of *The Civilian* on account of the little time available for the purpose.

At the convention of the Federation in March last the undersigned relinquished office both as president of the Federation and as editor of *The Civilian*; retaining only the office of business manager of *The Civilian*, but without any connection or influence whatever with the Federation or the editorial policy of *The Civilian*. When the organization of Federal Union No. 66 was mooted, the undersigned anxiously enquired from friends prominent in Civil Service affairs, whether, although business manager of *The Civilian*, any breach of honour would be involved if he became associated with the newly formed Civil Service organization known as the Associated Federal Employees of Ottawa. The advice tendered by persons of matured judgment was invariably in the negative. As the undersigned has during a long period of time, in various capacities, advocated the affiliation of Civil Service organizations with the Labour movement, he gladly availed himself of the opportunity to associate himself actively with the development of this idea and he therefore became a member and an executive officer of Federal Union No. 66.

Under these circumstances the undersigned pledges himself to the members of the Canadian Civil Service to the following effect,—

(a) To hold *The Civilian*, for the present, as trustee and to transfer it to a Dominion-wide federation of associations which may be depended upon truly to serve the public and the Service interest and uncompromisingly to support "Merit".

(b) Pending such transfer, to place the management of *The Civilian* in the hands of an organization which will carry out a strong and independent editorial policy, will organize departments to represent the needs of our associations all over Canada and will make *The Civilian* a stronger and more influential medium of publicity than ever before.

FRANK GRIERSON.

NOTE:—Since the above was written a letter from the Secretary of the Federation has been received. This letter was unavoidably delayed in transmission and will be published in the following number of *The Civilian*.



Newsy  
Personal  
Notes

## Mainly About People

What  
We all are  
Doing

### OBITUARY

**MACOUN** — At Sidney, B.C., on July 18, John Macoun, F.L.S., F.R.S.C., of the Geological Survey, aged ninety years.

**O'GRADY** — At Killaloe, Ont., on June 27, Martin O'Grady, father of William J. O'Grady, of the Department of the Interior, Ottawa.

**CUSSON** — In Ottawa, on July 1, J. Edmund Cusson, of the Central Records Branch, Department of Public Works, aged fifty-six years.

**SPROULE** — In Ottawa, on July 7, John P. A. Sproule, father of W. H. Sproule, of the Department of Customs.

**REINECKE** — At Loando, Portuguese West Africa, on May 30, Teddy, son of Dr. Leopold Reinecke, lately of the Geological Survey, Ottawa.

**SCOTT** — In Ottawa, on June 28, David Elliott Scott, father of Alfred Scott, of the Department of Public Works.

**GIRARD** — At Iberville, Que., Louis Girard, of the Customs, Montreal, aged seventy years, father of Capt. Rodolphe Girard, of the House of Commons staff and of Donat Girard, of the Department of Public Works.

**ROTHWELL** — In Ottawa, on July 27, Thomas Gainsford Rothwell, lately law clerk, of the Department of the Interior, aged sixty-nine years. A civil servant for thirty-five years.

**SCAFE** — In Ottawa, on July 23, R. E. G. Scafe, of the Department of Militia and Defence.

**CHARLESON** — In Ottawa, on July 24, J. B. Charleson, formerly Superintendent of Dominion Buildings, in his eighty-fourth year.

**BOULAY** — At St. Hyacinthe, Que., on June 6, Pierre Elzear Boulay, of the Post Office, aged forty-five years.

**BROSSEAU** — In Montreal, on June 7, Ulric Brosseau, of the Post Office, aged fifty-three years.

**POWER** — In Montreal, on June 12, John Power, letter carrier, aged sixty-seven years. A civil servant for thirty-eight years.

**POIRIER** — In Montreal, on June 29, Adéland Poirier, postal clerk, aged thirty-nine years.

**GENEREUX** — In Montreal, on June 29, L. A. Genereux, postal clerk, aged forty-three years.

**ISBISTER** — At Saskatoon, on June 30, Malcolm Isbister, postmaster, in his seventieth year.

**BRIGGS** — In Toronto, on June 24, J. R. Briggs, postal clerk, aged seventy-three years.

**BUELL** — In Ottawa, on June 27, Miss M. C. Buell, of the Savings Bank Branch, Post Office Department.

### LATE JOHN MACOUN

The grand old man of Canadian botany is dead. At the home of his daughter in Sidney, B.C., on July 18, John Macoun, F.L.S., F.R.S.C., breathed his last, at the age of ninety years.

Born in Belfast, Ireland, he came to Canada as a young man and located at Campbellford, Ont. First a farmer, then a country school teacher, then professor of natural science in Albert College, Belleville, his constant application to the study of botany opened one door after another to him until finally, in 1872, he joined a surveying and exploring party in the West, under Sir Sanford Fleming, and the field of a naturalist's conquest was at his feet.

For years he travelled back and forth across the unknown lands, testing the soil and climate of the prairies, the Peace River country and the Pacific slope by the sure gauge of their natural productions and by his discoveries giving the first hints of the vast potentialities of Canada's then newly-acquired territories.

In 1882 he became connected with the staff of the Geological Survey, with which he served for thirty-eight years. He made vast collections of plant and bird specimens for the government museum and for various educational institutions and compiled monumental catalogues of Canadian fauna and flora. His list of Canadian plants included a hundred thousand species and his catalogue of birds has gone through several editions.

Prof. Macoun was assisted in much of his work by his son, James M. Macoun, C.M.G., who predeceased him by a short time. He is survived by his widow, three daughters and one son,—W. T. Macoun, of the Central Experimental Farm, Ottawa.

### PERSONAL

Charlie Olmsted, D.C.M., M.M., C. de G., etc., of the Land Patents Branch, Department of the Interior, is likely to add a life-saver's medal to his string of war-decorations soon. On July 13, when he was passing Hartwell's Locks in the Rideau canal, near Ottawa, in his motor car, he heard cries for help coming from the water. Throwing off only one or two articles

of clothing, he sprang into the churning water below the gates and rescued a Mrs. Ross who had sunk for the third time after being upset from a canoe.

Captain H. R. Pousette has been appointed to the position of Commissioner of Commerce. This post, the occupant of which has the rank of a deputy head, has been vacant since the death of Richard Grigg. The new Commissioner was an officer of the Canadian Militia, went to South Africa in 1901 and served there in military, constabulary and judicial capacities until appointed to the Canadian Trade Commissioner Service in 1909. He acted as Trade Commissioner in South Africa and in the Argentine Republic and also toured South America in the interests of Canadian trade. He went to the front in 1914 and served to the close of the war. Since then he has been on special duties as inspector of trade commissioners' offices, visiting Newfoundland, Japan, China and Eastern Russia. He is now completing a special investigation of Canadian trade possibilities in India.

Lieut. Col. J. H. Knifton, Collector of Customs at Parry Sound, Ont., has just retired from the command of the 14th Infantry Brigade, with the rank of Colonel, after fifty-one years' service in the Canadian Militia.

Fred Cook, lately Assistant King's Printer, has been appointed permanent chairman of the Editorial Board. Rodolphe Boudreau, C.M.G., has been appointed a member of that Board. The other members are F. C. T. O'Hara and F. C. C. Lynch.

Byron Wilson, of the Customs, formerly of Ottawa, now of Bridgeburg, was married in Buffalo, on June 30, to Miss Jessie Ingersoll.

The retirement is announced of Abraham Shaw, inspector of Customs ports, of Kingston. Mr. Shaw is seventy-one years of age and is one of the few remaining appointees of the Mackenzie administration. He was appointed in 1875 and has served under every one of the Dominion's nine premiers.

### ENDING THE INTERVIEW

"Do office-seekers take up much of your time?"

"Not as much as they used to require", said Senator Sorghum. "All I do now to end the interview with an office-seeker is to show him a list of the salaries paid by the Government."



Equal Pay  
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Work

## What Our Women Are Doing

By Elian

In Honour  
Preferring  
One Another

### The Women's Memorial

The following memorial, based on a resolution passed by the Women's Branch of the Civil Service Association, was circulated throughout the various departments of the Government, and was signed by over 2,500 of the women employed in the Service.

Copies of the memorial with signatures were submitted to the Hon. Mr. Rowell, President of the Privy Council, and to the Civil Service Commission. Letters containing the resolution were also addressed to each of the Cabinet ministers.

Up to the present no definite result has been announced, but acknowledgment was made together with promises that the resolution would be considered by the Commission and the Cabinet.

In conjunction with this memorial several newspaper articles were published by the courtesy of local papers, in which were shown the cost of living conditions in Ottawa for women in the Service as compared with an official budget of a woman civil servant in Washington.

#### MEMORIAL

We, the undersigned women, employed in the various departments of the Civil Service at Ottawa, beg to represent that, in view of the fact that the cost of living has greatly increased since the present minimum and maximum salary range of \$600 to \$1,000 per year was fixed for the lowest class of clerical, stenographic and sortation work as shown in the Civil Service List of 1918, the proposed minimum and maximum salary ranges of \$600 to \$900 and \$960 for the said class of work are entirely inadequate, and strongly urge that the minimum of the lowest class for full time service be not less than \$800 per year and the maximum not less than \$1,200, exclusive of bonus.

### Prison Reform Advocated

After serving a term in the penitentiary at Jefferson City, Mrs. Kate Richards O'Hare has resolved to devote her time to prison reform. The story she tells of the conditions imposed on women federal prisoners at Jefferson City indicates that some reform is needed, and who is better qualified to institute such proceedings than a woman who has had practical experience of those conditions. One can only hope

that Mrs. O'Hare will be successful in her efforts.

### First Woman Judge

Judge Jean Norris, of New York, recently paid a visit to Toronto where she was the guest of the Women's Press Club, and also attended the Big Brothers' and Big Sisters' convention. She is the first woman judge of a criminal court in America; her jurisdiction being the largest in New York City and her duties being in both the Women's Court and the Domestic Relations Court.

Judge Norris's administration of justice always errs on the side of mercy, for she is a firm believer in a second chance, so the girl who has stumbled receives gentle and long-suffering treatment at her hands. That the fallen are reclaimed by friendship is proved by statistical records, which show that eighty per cent of these rise again, return to the paths of rectitude, and become honest and law-abiding citizens.

### Extract from the Senate Debates, June 17, 1920.

Hon. J. G. TURRIFF: — Before the Bill is reported I desire to ask the Government what is their policy with reference to salaries of men and women doing the same class of work. My attention has been drawn to the case of a young lady in one of the departments who passed through college with the very highest honours as a mathematician. She has been for several years working in a department and has been drawing a fairly good salary. Under the classification she is put in a lower grade than all the men in the same branch of the department who are doing the same class of work, and whose qualifications, to put it mildly, are no better than hers. The only reason that can be found why she is put in a lower class is the fact that she is a woman and the others are men. I think myself that that is rather an injustice. A similar case occurred here in Ottawa the other day. Under like circumstances a school teacher resigned her position, and the school authorities of Ottawa were compelled by public opinion to re-instate her and give her the same salary as a man would have received for doing the same class of work. I would like to ask what is the policy of the Government in this connection?

Hon. Sir JAMES LOUGHEED: — No distinction or discrimination is made at

all in the classification of employees of the Government. I might say it is sexless.

Hon. Mr. TURRIFF: — If that is the case, this young lady should get the same salary and be in the same grade as the others in the office who are doing the same class of work.

Hon. Mr. FOWLER: — I know of an instance very similar to that mentioned by my honourable friend (Hon. Mr. Turriff), in which promotion has not come to a woman who was much more capable than some in the office who have been promoted.

### Canada's First Woman Architect

Miss Esther Marjorie Hill, of Edmonton, has blazed the trail for Canadian women in the profession of architecture. The degree has just been conferred upon her by Toronto University by which Miss Hill becomes Canada's first woman architect.

A native of Gulph, Ont., where she received her early education, Miss Hill's home is in Edmonton. After two years' work in Arts at the University of Alberta, she completed her course in Toronto.

As a course for a young woman to follow, Miss Hill thinks that architecture is by no means one to be rashly entered upon. "A good training in mathematics and a firm determination to persevere in spite of difficulties are two essential elements of equipment for the woman who would qualify as an architect", she asserts. She has, however, found her own course full of interest, though exacting both in its mental and physical demands.

Three of the most successful architects in New York are women. Miss Alice Durkin, the *doyenne* of her profession, designed some of the tallest of New York's sky-scrapers, including a big hospital. The handsomest structure in Manhattan, the Hall of Records, was designed by Miss Fay Kellogg, whose work also abounds in other parts of New York. Miss Josephine Chapman started practice in Boston, and made a reputation as designer of offices. She tired of this kind of work— "turning out huge cubicles upon strictly mathematical lines", as she terms it — migrated to New York, and announced: "Hereafter I am going to build houses and leave my impress on the homes of America". It is said that each of these architects enjoys a practice worth from \$50,000 to \$75,000 a year.



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### The Stranger Among Us

Just lately a somewhat general complaint has been made that new-comers to the Civil Service at Ottawa find it difficult to make friends, and consequently are experiencing the unhappy loneliness of a stranger in a strange land. That such an experience should be the misfortune of anyone is regrettable and especially so since the women of the Service have their own club rooms.

The progenitors of the club have always had the desire that the club should serve all the women of the Service, and if their organization hasn't been perfect enough to successfully carry out this object, that has been their misfortune rather than their fault. The work that produced the club was all voluntary and the thought and energy that have kept it running have been supplied by the women who have a vision beyond their own small interests. The club has a paid superintendent and a chaperon, whose duties are to look after the members and their friends when they are in the club; but the administration of the club's affairs is carried on by the members, who, in assuming office, are willing to relinquish their own recreation in order to provide it for other people and so carry out one of the original ideas which led to its formation.

When it is considered that all of this work must be done in the evenings; that the Service embraces a great number and variety of women; that the officers while supposedly on the Hill are really scattered over a large area; that in the Service as elsewhere there are many who are temperamentally opposed to any kind of club work, that some people rather pride themselves on minding their own business to the extent of knowing nothing (and caring less?) of the people they work next, it is not to be wondered at that the advisory council and the Women's Branch have a huge task in trying to reach all the women of the Service who not only could benefit by the use of the club but would benefit the club by their ideas and enthusiasms.

In no sense is the club exclusive. The membership is open to any woman who draws her salary from the government treasury, pays a fee of five dollars, and complies with the rules. So long as the club is there to be used as the members desire, there is no reason why anyone should feel lonely and strange in the Service.

It is hardly likely that this will meet the eye of the stranger, but you who do see it make use of it to help her. You may be a stranger yourself some day.

### What the British Women are Doing

The Federation of Women Civil Servants recently organized the Equality Procession in order to rally the forces of professional women in support of the demand for equality of pay and of opportunity and to keep the question before the public eye. With a keen eye for effect, and a realization of the value in propaganda of any kind of an appeal to the artistic sense of the community, a colour scheme had been arranged for the numerous sections of the Civil Service and other contingents of women employed in national concerns, which earned for the demonstration the name of the "Rainbow Procession". Hundreds of pennants and streamers in a great variety of colours marked off the various sections of marchers, and mottoes of all kinds announced the reasons for the demonstration. "Women ask a fair field and no favour", "One Job, One Wage". The contingents joined up in Hyde Park and proceeded, headed by a standard-bearer and accompanied by three bands, from Marble Arch through Oxford street, Holborn, Chancery lane, Strand and Kingsway to Kingsway Hall, where a mass meeting was addressed by Lady Rhondda, and representatives of the various organizations declared the determination of the women to pursue their claim to equal treatment and status.

The National Federation of Women Teachers were in strong force, and Miss Agnes Dawson gave a stirring account of the fight for equal pay for equal work at present being carried on in connection with the revision of salaries undertaken by the Burnham Committee.

### No Scramble for Government Jobs

According to the *Border Cities Era*, of Windsor, returned soldiers are not breaking any limbs to get to the place where they issue application forms for men desiring to become employees of the Government, and particularly on the postal staff. Many men even when assigned to positions take one look at the salary attached to the office and immediately turn down the offer. "We did our bit for a low salary and now if they want us they will have to pay more money; they cannot get any man who has been overseas to peddle mail or collect customs fees for \$100 a month, — no, they will have to offer something better than office boy's wages", is the way one veteran puts it. Because they worked for Canada for four and a half years on an income that would barely buy the real necessities of life, they expect that their salaries now shall be sufficient to enable them to enjoy the comforts to which they are justly entitled.

### PROSPEROUS

Thirty-nine new members were accepted by the Civil Service Mutual Benefit Society during the first six months of 1920. Of these, twenty-three took the limit of \$500 insurance and sixteen took the \$250 policies. Twenty-one old members who had been carrying the \$250 policies took out second policies for like amounts. The total amount of new policies issued was \$20,750.

The Society is carrying on a quiet educational propaganda in the Ottawa service, placing cards of inquiry in the hands of non-members and circulating the last annual report. Anyone who desires information regarding the Society and who has not received an inquiry card should write or 'phone to Mr. W. J. Lynch, I.S.O., chief of the Patent Office.

The abolition of privilege will make "Getting a Living" easy for all and thus put the merit incentive in control of human actions.—(The Equitist.)

### BROCKVILLE P. O. CLERKS

At a meeting of the Brockville branch of the Dominion Postal Clerks' Association, held on March 30, officers were elected as follows: — President, J. G. McLennan; secretary, A. Wooding; treasurer, J. Simpson; executive committee, G. Robinson, G. O'Hara, J. Simpson, W. Singleton, J. Simpson was elected chairman of the finance committee. A. Wooding presented a report of the Dominion convention held at Ottawa, which he attended as a delegate of the local branch.

Total disbursements by banking and stock broking firms in the financial district of New York for salary bonuses in the past year, including Christmas gifts, have been estimated at \$25,000,000. It is estimated that 100 banks and trust companies will distribute from 20 to 60 per cent in salary bonuses for the year. Between 300 and 500 stock exchange firms and other dealers in stocks and securities also have made liberal allotments to their employees. The average gratuity of these institutions in the course of the year is said to be 50 per cent including the Christmas bonus.





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# Disgraceful---Humilating---Unjust

(Contributed)

I have read with deep interest articles and editorials contained in *The Civilian* relative to the pitiful condition of civil servants, and after careful analysis of same have arrived at the conclusion that government employees are well-named "civil" servants. Personally I think we are so civil that we are afraid to assert our manhood. We claim to be a body of men possessing intelligence above the average, but we might also lay claim to being a little below the average so far as possession of back-bone is concerned. The treatment we have received and are receiving from the Dominion Government is so shameful, disgraceful and unfair that one blushes to mention the matter in good society, and I think it is high time we asserted our rights and demanded fair treatment, — treatment that white men should expect in a civilized country. In every issue of *The Civilian* are to be found complaints of injustice to civil servants, and I marvel at the patience of the editor, notwithstanding that he goes after the offenders occasionally and handles them without gloves. So little attention is being paid to our demands that we wonder if this thing is to go on forever.

Good men are quitting the Service in disgust every day, — not exactly quitting but being forced out by the tyrannous system under which they worked. It is true that it is a man's privilege to quit if he is not satisfied, but is it fair to men who have given in many cases the best years of their lives to the Service to make it necessary for them to withdraw in order that they may make sufficient wages to keep square with the world and pay their honest debts? Many there are who still remain hoping against hope that some day, — some time in the future, the spirit of justice will prevail and fair play will be shown them. But alas for their hopes! These men are occupying positions of trust and responsibility, — positions that call for certain educational qualifications, and they are working for salaries actually less, yes considerably less, than

our railroads, and call-boys occupy the bottom rung in the ladder of railway promotion. Isn't that fine? Just think of it! And our government spending money hand over fist, — in fact as fast as it can be collected for those who occupy positions where the public purse is at their disposal. And wearing a long face they keep telling our representatives of the "good" days to come. As fiddlers they have got Nero backed completely off the stage; yes, and for general disregard for public opinion they could give the aforesaid Nero a great run for his money. Apparently our government has no sincere intention of giving its employees anything like an even break in the matter of fair wages — wages that will enable them to pay their honest debts and live like white men are supposed to live.

*The Civilian*—and it is our best friend—has done fine work for us. For years it has been throwing hot shot into the ranks of those who were and are pleased to ignore our needs, but it is just as the editor states, we have got to get properly organized and get back of *The Civilian* and press our demands for justice and fair play. We must find means of getting decent treatment other than going with hat in hand begging for the crumbs that fall from the official table. Where is our red blood? Have we got any? Organization is what we need, — thorough, determined organization, — organization that will not be denied, and then for enforcement of our just demands! *The Civilian* mentions the success of railway employees in the matter of getting results from employers. They are successful. Why? Because they are properly organized and work in harmony. Moreover they are always ready to dig down and pay for service, — for the sort of organization that counts. They are in their just demands are ignored they have the power to enforce them; yes, a position to command and whenever and the grit to stand behind them. There is absolutely no reason why civil servants should longer be the

that paid to call-boys employed on victims of a vicious system of under-pay and discrimination. Surely we are as intelligent as railway workers and our work ought to be about as important. Let us then get busy. We have nothing to lose. The Good Lord knows we can easily find employment paying a higher wage than we earn. *The difficulty would be to find employment paying less.* Why then stand around like a flock of sheep waiting to be fed out of the hands of those who would starve us to death. The longer we put off presenting our demands with force the longer we can wait and the money we should be getting will continue to drift into other channels.

Parliamentarians tell us that now they have nothing at all to do with us; that all matters are in the hands of the Commission, but anyone with half an eye can see just where the Commission gets its orders. What the government wants it gets. Witness the appointment of a collector at Vancouver and other *high-handed steals of jobs that really belonged to men years in the Service.* Do they expect red-blooded Canadians to stand for such things without protest? Isn't it about time we threw our hats into the ring and climbed in after them? We have so many abuses to correct that it would take a specialist to catalogue them all. First we need a proper seniority system so that favourites and blood relations shall not be permitted to walk rough-shod over our cold remains to higher positions and advanced salaries. Oh, don't be surprised! This is done very, very often.

Then we need a real grievance committee with sufficient power to act. That's the kind of committee railway employes have. They see to it that injustices are righted and the offenders punished. Every man gets a square deal and no favourites step in ahead of men already in the Service. There is no royal road to the throttle. It matters not if a man should happen to be a brother to the general.



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ager he would have to take the scoop in hand and go to it if he ever hoped to become a locomotive engineer. That's what we need. Returned soldier or anyone else coming into the Service should take his place and work his way up — that is unless it might be a position calling for a specialist, and even in cases of this kind men already in the Service should be given the preference. Special favours to none and fair treatment to all, would go a long way towards quieting the unrest to be found in poverty circles — or in other words among government employees.

I believe that most every man in the Service will agree that where vacancies occur they should be filled from the Service and returned men in turn be chosen to fill in. Then again is the question of married and single men. Just imagine the discrimination against the single men in government employ! *Good Lord, were we hired to raise families or to work for the government!* Imagine what would happen on our railroads were such a system put in effect. The railroads pay for the work done and

it matters very little to them whether the men doing this work be married, divorced or single. If a man be fortunate enough to be married that's his business, but that particular qualification does not figure in the salary schedule, and why should it? Away with this childish stuff and pay for work performed and responsibility entailed in connection with the work! Let us get busy then and properly organize as recommended by *The Civilian* and let the organization be backed by a determination that will obtain results. Either that or the eternal blacklist, — the fate of a few civil servants who went on strike in Winnipeg and who were told that *forever and one day after* their names would not again appear in decent government circles. With *The Civilian* to back us we can get results but we must be prepared to back *The Civilian* all the time. Let our motto be "en avant" and if we cannot go forward as civil servants let us obtain positions as janitors or window cleaners, — positions that pay decent wages and give a man a chance to pay his way in the world and keep out of jail.

L. Enborg, Hornepayne, W. R. Val-leau, Prince, Sask., W. Moore, Brancroft, Mrs. A. E. McIntosh, Jenner, Alta., M. T. M. Beaulieu, Five Fingers, rainfall observers; F. Poirier, Bonaventure River, Mrs. E. Munroe, Cole Harbour, W. B. Faulkner, Burncoat, T. Sheaves, Annacis Island, Fraser River, B.C., lightk'prs; M. Johnson, volunteer boatman, Duncan's Cove; I. T. Sabeau, Port Lorne, I. P. Smith, Port Hood, G. Fitzgerald, White Point, J. J. LeBlanc, Buctouche, harbour masters; J. Houston, New Westminster, P. H. McCurrach, G. F. Nicholson, Assiniboia, meteor. observers; H. M. Cotter, Cumberland House, H. Taylor, So. Athabasca Landing, A. I. Thomas, Entrance Island, climatological observers; G. B. Henderson, Creston, chief telegraph obs.; C. J. Gregson, Quebec, D. W. Lowe, Port Dover, signal agents; P. W. Lyon, insp. boilers and machinery, Collingwood; Miss A. Marmen, jun. clk.; W. F. Milne, Burwell, storm signal agent; A. J. Vale, Hay River, observer; E. E. Arnold, Nelson, A. T. Spear, Emerson, J. A. Barr, Lloydminster, weather observers; C. Levesque, wharfinger clk., Riviere Quelle.

*Naval.* — N. E. Mazerall, Richibucto, H. E. Dixon, Buctouche Lobster Hatchery, L. J. AuCoin, Eastern Harbour, caretakers; P. Williams, Devil's Island, M. Johnson, Duncan's Cove, T. Evans, volunteer boatmen; C. B. Oakes, Bobcaygeon, river observer; D. Robillard, jun. hyd. recorder, Ste. Anne de Bellevue; M. A. Merier, clk. typist; W. R. Reid, Hatchery supt., Rivers Inlet; M. Wadden, Scatarie Island, boatman.

*Mines.* — Miss K. B. Cosgrove, clk. sten.

*Public Works.* — A. Payette, Hull, caretaker; D. Birston, St. Andrews, lockman; E. Cox, Esquimalt, labourer.

*Railways and Canals.* — J. O. Hodgins, jun. acct. clk.

*Secretary of State.* — M. M. Stapleton, jun. clk. sten.

*Trade and Commerce.* — Miss G. S. Lewis, library asst.; Miss E. Gabler, jun. clk. sten.; H. Shore, A. E. Elliston, deputy grain inspectors.

#### Promotions

*Agriculture.* — S. W. Knights to senior clerk.

*Customs and Inland Revenue.* — W. Ryder, W. G. Teaffe, John W. Young, G. O'Connor, to entry check-

## Commission Orders and Decisions.

The following lists of appointments, promotions and transfers for the period May 1 to June 19, 1920, have been furnished by the Civil Service Commission:—

#### Appointments

*Air Board.* — H. O. Kipp, clk. sten.

*Agriculture.* — A. Chambers, C. R. Boast, R. H. Lay, vet. inspectors; G. A. Dedman, R. McGuffin, lay inspectors; C. H. Holland, poultry insp.; D. C. Scafe, file clerk.

*Board of Pension Commissioners.* — E. M. Dunn, J. W. Diguer, M. Y. LaRoche, E. Marshall, jun. clks.

*Customs and Inland Revenue.* — R. V. E. Conover, sub-coll., Brampton; E. N. McQuarrie, examiner, Summerside, P.E.I.; S. C. Hood, examiner, Yarmouth; H. E. Sawyer, patrol officer, Port Medway; A. A. Trembley, jun. clk., Montreal; W. H. Stubbs, exciseman, Winnipeg.

*Civil Service Commission.* — Miss J. Otter.

*External Affairs.* — Miss A. Walker.

*Interior.* — J. H. Curry, forest ranger; A. Truesdale, park caretaker, St. Lawrence Islands Park.

*Indian Affairs.* — Miss J. Lucas, Sarnia.

*Immigration and Colonization.* — F. Pare, guard Imm. Buldg., Montreal; J. J. White, Sydney, B.C., C. R. Day, East Poplar River, Imm. inspectors; F. L. Hong, interpreter, Winnipeg.

*Justice.* — Miss E. L. Jamieson; R. Parkinson, guard, Manitoba Pen.

*Marine.* — Miss S. B. Campbell, St. George, N.B., G. A. Robinson, Mount Uniacke, D. A. Strate, Caldwell, Alta., N. G. McCormack, Heron Bay, J. Jardine, Hardwood Ridge Crossing, N.B., F. Johnson, Carcross, A. E. Gilbert, Ruel, Ont., Col. Wil-mot-Eardley, Shawanigan Lake, A.



ing clerks; O. McMurray, to Customs examiner, Vancouver; W. F. McRae to sub-coll., Ridgetown; G. I. Boreham to sen. clk. sten.; C. S. Pinsonnault to cashier and computing clerk, St. John; A. Hubbard to Cus. cashier, Regina; F. M. Burns, to asst. insp. Cus., Ottawa; F. B. Lynch to asst. Cus. appraiser, Moncton; E. D. Lennie to insp. Cus., Ottawa; C. L. Bendeler to Cus. apraiser, Regina; F. C. Salmon to cashier and computing clk., W. Toronto; F. A. Chadwick to chief Cus. clk., Sault Ste. Marie; F. R. Grant to asst. Cus. appraiser, Toronto; N. F. Mechin to asst. Cus. appraiser, Ottawa; E. A. Johnson to exciseman, Toronto; I. R. Lawrence to Cus. clk., New Westminster.

*Governor General's Secretary.* — Miss E. Stothers to clk. sten.

*Health.* — W. M. Vincent to jun. purchasing agent.

*Indian Affairs.* — G. Armstrong to file clk.

*Immigration and Colonization.* — W. B. Rose to sen. imm. insp., Coutts.

*Interior.* — J. A. Reid to land agent, Lethbridge; J. W. Berry to forest ranger, Pasquia reserve.

*Justice.* — W. Meighen to warden, Alberta Pen.

*Marine.* — P. W. Lyon to steamship insp., Toronto; E. E. C. Lawson to district engineer, Charlottetown; H. E. Hawken to Asst. Deputy Minister of Marine and Fisheries.

*Mines.* — M. Y. Williams, H. C. Cooke to geologist; J. Paradis to principal translator; W. B. Timm, to chief ore dressing and metallurgical laboratory.

*Naval.* — R. J. Fraser to hydrographer, Great Lakes branch.

*Pensions.* — Maj. E. J. Buchanan to district supt. of pension agencies, Toronto; J. W. C. Rose to district supt. pension agencies, Halifax; S. V. Paterson to head clk., Ottawa; S. H. Elliott to dis. supt. pension agencies, Montreal.

*Public Printing and Stationery.* — J. O. Patenaude to purchasing agent; E. Ryder to supt. stationery.

*Public Works.* — J. B. Mulligan to pub. bldg., engineman.

*Railways and Canals.* — G. W. Yates to Asst. Deputy Minister of Railways and Canals.

*Reclamation.* — C. C. Chalmers, J. Cawthorne to sen. engineering clks.; E. J. Switzer to jun. irrigation engineer; M. H. Marshall to asst. hydraulic engineer; V. M. Meek to office engineer; W. Wotherspoon to asst. hydraulic engineer; C. M. Nettleton, C. McGavin to jun. hydro-metric engineers.

**Transfers**

*Health.* — T. J. Daley from Immigration and Colonization.

*Immigration and Colonization.* — R. A. Gerrie, imm. insp. from Coutts to North Portal; C. G. Davis, imm. insp. from Winnipeg to North Portal.

*Marine.* — Capt. H. St. G. Lindsay from Montreal-Quebec district to Halifax.

*Pensions.* — G. Moberly from Ottawa to Montreal.

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## Letter Carrier's Budget

The eighteenth bi-annual convention of the Federated Association of Letter Carriers of Canada will convene at Peterboro, Ontario, September 2nd and will continue until the business of the convention is concluded.

Ottawa letter carriers will be represented by W. E. Palen, secretary of the local branch, and Edmond Lemire. Both are fluent speakers and debaters.

It is expected that the Federated Association of Letter Carriers will withdraw from the Civil Service Federation. This question will no doubt be dealt with at the convention and a concrete policy formulated in this regard. The Dominion Postal Clerks withdrew some time ago and since then the "inside service" have formed themselves into a union known as the Associated Federal Employees of Ottawa, Local Union No. 66. The Letter Carriers, Postal Clerks and the Federal Employees now speak with authority for the Civil Service and have economic strength as well as the moral support of all the organized wage-earners in the Dominion.

The 1920 Convention agenda is as follows:—

### BENEFICIARY DEPARTMENT AMENDMENTS

A. (10) Article 1, Section 5, first and second line be dropped and the following replaced to "paid" in the third line: (All delegates shall be), and the words "President and Sec.-Treasurer" be taken out in the seventh line; also all after the word "fund" in the eighth line be taken out.

B. (10) Article 2, Section 4, to be discussed at Convention.

C. (10) Article 2, Section 7. All after the figures \$150.00 on the ninth line to be struck out.

D. (13)-(1) Article 2, Section 3, be amended to read 18 to 45 years. (Rates to be increased accordingly.)

### GENERAL CONSTITUTION AMENDMENTS

A. (10) Article 2, Section 4. That the words "up to 50 members" in the second line be struck out.

B. (1) Article 2, Section 1. Strike out the word "Biennial" and insert the word "Annual".

C. (10) Article 2, Section 5, to be struck out and the following inserted: "All delegates to Convention must be members of The Federated Association of Letter Carriers for one year preceding their election."

D. (10) Article 2, Section 5-A. Any members being nominated must be present at the meetings (both Nomination and Election).

E. (13) Article 2, Section 6-A. Any member transferred to Sorter, Clerk, etc., etc., shall be allowed full privileges to retain or acquire any office in the Federated Body, or any Branch thereof.

F. (13) Article 7, Section 4, amended by striking out the word "delegates" and inserting the word "delegate".

G. (10) Article 9, Section 4. Add after the word "qualified" in the last line: "All officers must be present at the meetings for such Nominations and Elections."

H. (15) Article 9, Section 9. Any member suspended for non-payment of dues and assessments may after the payment of such sum as the by-laws of the Branch may provide as to the fee for reinstatement, be reinstated by a two-thirds vote of members present. Voting shall be by ballot.

I. (3) Article 9, Section 13, be carried out on any Branch calling a strike without the endorsement of the Federated Executive.

### NEW LEGISLATIVE AMENDMENTS

A. (1) and (20). That an organizing Secretary be appointed, with full powers to adjust all disputes and grievances between Branches and the several Post-Office Departments, same to give his whole time to the welfare of the Association.

B. (2) That it be hereafter forbidden for any Federated Executive Officer to correspond on any Association subject, with a member of any Branch—unless through the proper Executive Officers of the said Branch, and with the full understanding that said correspondence be read in presence of membership. Any Executive Officer found guilty of disobeying this rule shall be immediately suspended from his office and pay, if any, attached thereto.

C. (1) That we revoke the present system of representation to Trades Congress.

D. (2) That Convention hereinafter be held annually in the City of Ottawa, and same be held during the session of House of Commons.

E. (2) That hereinafter the Federated Executive shall be composed of six instead of three, namely: One President, one Vice-President, one Insurance Manager, one Assistant Insurance Manager and two Business Agents.

F. (2) That hereinafter the price of the Association Button be added to the admission fee of the member; that a written understanding shall be given to the Branch by the member that in case of suspension, dismissal from the Association or the Service, same shall be returned to the Branch of which he was a member.

G. (2) That hereinafter no collection of dues shall be made at the office but at the regular meeting of the Branch.

H. (2) That hereinafter the President and Secretary of Branches shall be automatically elected as Delegates to all Conventions.

I. (2) That Constitution be changed; that in future each Branch be allowed to send delegates to the Trades and Labour Congress—expenses to be met from Branch funds.

J. (1) and (20). That a Round Table Conference be held by all Post-Office Employees (organized) with a view to closer amalgamation.

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