

# THE CIVILIAN

VOL. II.

MAY 7th, 1909

No. 1

## The Civil Service Federation of Canada

### Official Report of First Annual Convention held at Ottawa, April 29 and 30, 1909.

*By request of the Convention, the CIVILIAN has pleasure in publishing the following as an authorized report of the proceedings of the recent Convention at which a Federation of Civil Service Associations throughout Canada was organized. The report contains the full text of all resolutions introduced at the Convention, and is in part a reproduction of the minutes of the two-days session.*

#### Introductory.

The idea of organizing the civil service of Canada into one central federated body is a comparatively new one. Since the idea was given birth, and even after it arrived at titular dignity and became arrayed in the swaddling clothes of a provisional constitution, there existed an uncertainty in the minds of its progenitors as to whether the result would justify the labour entailed. Many causes contributed to this uncertainty: the traditional slowness of large bodies, their geographical remoteness and the unorganized or only partially organized nature of many of the most populated districts of the Dominion. The meeting called by the Civil Service Association of Ottawa for the 29th and 30th of April was therefore looked forward to with some anxiety, though not without confidence. As the date for the meeting drew near, the responses from all over Canada poured in and several days before the 29th of April it became apparent that

the entire service would be represented. Had not the delegate from Winnipeg, representing the C. S. Association of Western Canada, fallen ill at the last moment, a unanimous representation would have resulted. The only organized body in Canada which did not respond in the most enthusiastic way to the call was the Dominion Postmasters' Association.

The Ottawa Association, as the convenors of the convention, had engaged the Board of Trade room in the Central Chambers, as the place of meeting. By 10.30 a.m. on Thursday morning some thirty-four delegates had registered their names, the record being as shown in the accompanying tabular statement, which sets forth in addition to the names of the representatives, the headquarters, officers and numerical strength of the several organizations deputing them. In connection with the estimates of membership given it may be pointed out that many of the associations are young, and that a



considerable addition to their numbers is expected in the near future.

### Opening Proceedings.

As soon as the registration of delegates was completed, Mr. J. A. Doyon and Mr. R. H. Coats were unanimously chosen to act as provisional chairman and secretary of the meeting respectively. After Mr. Doyon, as president of the local association, had tendered a warm welcome to the visiting delegates, Dr. Freeland suggested that Mr. Coats, who as chairman of the sub-committee of the local association, had prepared the literature in connection with the formation of the federation, should favor the meeting with some ideas as to the subjects to be dealt with, and the order in which they should be taken up. Mr. Coats thereupon read a paper dealing at some length with the subject of a Civil Service Federation. On motion of Mr. MacNaughton of Quebec, Mr. Coats' paper was accepted as a report and laid on the table.

### Federation Approved.

It was then moved by Mr. Payne, and seconded by Dr. Freeland, that the delegates present organize themselves into a body to be known as the Civil Service Federation of Canada. The resolution, as adopted, read as follows:

That this meeting of civil servants from many sections of the Dominion declares in favor of the immediate organization of an association to be known as The Civil Service Federation of Canada.

### Attitude of Government.

On enquiries being made by members of different associations as to the general attitude of the government towards organization in the ser-

vice, information was supplied by the Secretary and other members of the local association wherein it appeared that the government, so far from disapproving of organization, had given its assent and approbation. Correspondence from the Hon. Mr. Fielding and the Hon. Mr. Fisher was quoted to this effect. The Secretary read a letter from Mr. Fisher in which he expressed himself as favourable to the formation of the larger scheme of federation and as believing it would be of use to the government in elucidating the many questions to be dealt with.

### The Constitution.

In the plan outlined by the secretary it had been suggested that the meeting should deal in the first instance with the constitution. Before proceeding to the formal discussion of this topic, Dr. Smith of Windsor, in a few general remarks, emphasized the necessity of organization, especially in view of the results attained by the Ottawa association, and the elimination of personal grievances, urging that the discussion be placed on a broad basis. After some further expressions of opinion to the same effect, a proposed constitution for the federation was presented by the secretary. It was then moved by Dr. Freeland, seconded by Mr. Trant, that the constitution be taken up clause by clause, and that contentious provisions be referred to a special committee. The motion was carried.

### Discussion of the Constitution.

A copy of the constitution as finally adopted is printed as an appendix to the present report. The provisional constitution has already been printed in THE CIVILIAN, and by re-

(Continued on Page 4.)







ference thereto the changes made will be apparent. The discussion which led to this result occupied the balance of the first day's proceedings of the convention. Among the clauses which were debated at special length were those relating to representation and revenue. The several resolutions introduced during the various stages of the discussion were as follows:

Art. I, Sec. 2.—Moved by Mr. Mulcahy, seconded by Mr. Whear, that the words "as a whole" be omitted.—Lost.

Art. 1, Sec. 2.—Moved by Mr. Miller, that the section read as follows:

The objects of the Federation shall be:—

1st. To promote and cultivate a closer and firmer feeling of harmony and unity among the members of the service throughout all departments of the service.

2nd. To accomplish this, organization is the best means whereby the two great branches (the outside and inside) can be effectually welded together as an harmonious whole.

3rd. To deal with all questions which affect the entire service.—Withdrawn.

Art. I, Sec. 2.—Moved by Mr. Trant, seconded by Mr. Grierson, that the article read as follows:

Sec. 2. — The objects of the Federation shall be to promote organization among civil servants employed by the Government of Canada, to secure the abolition of the terms "inside service" and "outside service," and the adoption of a sound basis of classification and remuneration for the service as a whole, and generally to deal with questions which affect the interests of Canadian civil servants.—Lost.

Art. II, Sec. 2.—Moved by Mr.

Trant, seconded by Mr. Macoun, that the section be amended by adding the following:

When the delegates from any organization are more than one, but less than the total number to which that organization is entitled, the right to cast the additional votes to which the organization is legally entitled shall be vested in only one of the delegates and the credentials furnished by the organization he represents must contain his authority for the exercise of that right.—Carried.

Art. II, Sec. 2.—Moved by Mr. Smart, seconded by Mr. Trant, that Sec. 2 of Art. II. be amended to read: "Representation by proxy will not be allowed except in the case of the Dominion Civil Service Association in Europe."—Lost.

Art. III, Sec. 1.—Moved by Mr. Trant, seconded by Mr. Macoun, that the section be amended to read:

The Federation shall meet annually in the month of March and at such other times as may be determined by the executive. In the interims between meetings, questions may be submitted to the federated bodies by mail vote.—Carried.

Art. III.—The following section was added on motion of Mr. Payne, seconded by Mr. Trant:

Ten members shall be a quorum at any meeting of the Federation, and five shall be a quorum at any meeting of the executive committee.—Carried.

Art. IV, Sec. 1.—Moved by Mr. Trant, seconded by Mr. Whear, that the section read as follows:

The revenue of the Federation shall be provided by a per capita tax of 10 cents upon the membership of each of the federated bodies. This tax shall be payable annually in advance to the Sec.-Treas. of the Federation,



and shall be computed upon the actual paid up membership in each of the federated bodies during the previous year. Whenever additional funds are required for the purposes of the Federation, the executive shall have power to levy a further per capita tax, not exceeding ten cents, upon the membership of each of the federated bodies. Failing payment of any assessment legally levied upon it, no organization shall be entitled to representation.—Lost.

Art. V, Sec. 2.—Moved by Mr. Pattison, seconded by Mr. Davis, that the section be amended to read: There shall also be elected at the annual meeting of the Federation an executive committee consisting of twelve members, who with the officers of the Federation shall form the executive.—Carried.

Art. V, Sec. 5.—Moved by Mr. Trant, seconded by Mr. Payne, that the section read as follows:

The election of officers shall take place at the annual meeting of the Federation, and shall be conducted by the absolute majority and second ballot system of voting.—Carried.

Art. VI, Sec. 3.—Moved by Mr. Trant, seconded by Mr. Coats, that the following be added:

He shall be required to furnish bonds on any guarantee company selected by the executive committee, and to any amount which the executive committee may direct, the cost of which shall be borne by the Federation.—Carried.

Art. VI, Sec. 6.—Moved by Mr. Payne, seconded by Mr. MacNaughton, that the section read as follows:

The expenditure of the funds of the Federation shall be in the hands of the executive officers under the direction of the executive committee.—Carried.

It was moved by Mr. Miller, seconded by Mr. Coats, that the constitution as amended be adopted as a whole.—Carried.

### Second Day.

The meeting was called to order at 10.15 a.m. On motion of Mr. Coats, seconded by Mr. Macoun, a committee consisting of Messrs. Payne, Trant and Freeland was appointed to draft a series of six resolutions on the subjects dealt with in the paper read by the secretary. For the discussion of these resolutions it was decided that the mover and seconder should be allowed five minutes, but that others should be limited to three minutes.

### Civil Service Reform.

The first subject under discussion was that of civil service reform. After an interesting debate in which the relations of the question to the general public as well as to the civil service were clearly defined, the following resolution moved by Mr. McCann, seconded by Mr. Macoun, was unanimously carried:

That this Federation expresses its approval of the general principles and reforms involved in the C. S. Amendment Act of 1908, and desires that its provisions be extended to the whole service.—Carried.

### Cost of Living.

In dealing with the salaries question, the convention was careful to differentiate from the outset the grounds on which the claims of certain parts of the service for increased remuneration are at present based. These fall generally under two heads, viz.: (1) the claim arising out of the enhanced cost of living during the past ten years, and (2) the necessity in the outside service for a revision of the



classification schedules, and in both services of a thorough reorganization in view of the recent rapid expansion of the work performed.

With regard to the claim based on cost of living, the following resolution moved by Dr. Smith, seconded by Mr. Dunn, was adopted.

That this Federation heartily approves of the provision made by the Government for an increase to members of the inside service to meet the increased cost of living during the past ten years in particular: that the Civil Service Commission of 1907 reported in very definite terms in favor of similar assistance being given to members of the outside service, since they are subject to precisely the same conditions; therefore, it is desirable that immediate effect be given by the government to the recommendation of the Civil Service Commission in that regard, as a matter of justice to a large body of its deserving employes.

#### **Re-classification.**

With regard to the schedules of salaries at present prevailing in the outside service, the following resolution moved by Mr. McCann, seconded by Dr. Smith, was carried:

That this Federation regards the scale of salaries paid to members of the outside service as wholly inadequate, and resolves that the executive be instructed to prepare and submit to the government suggestions which shall correct these unsatisfactory conditions.

#### **Superannuation and Insurance.**

The convention then took up in detail the question of superannuation in its application to the entire service. The action already taken in this connection by the inside service and by the outside service of Montreal was endorsed, and the memorials

presented by the former considered. The convention was greatly assisted in its discussion by a short address given by Mr. M. D. Grant, the Dominion Actuary, who explained the nature of the existing situation and the precise objects of the bill suggested by the Royal Commission. At the close of the discussion the following resolution was moved by Dr. Freeland, seconded by Mr. Payne, and carried.

That this Federation attaches great importance to the questions of superannuation and insurance and resolves to adopt in its essential features the memorial of the Civil Service Association of Ottawa on the subjects. — Carried.

#### **Income Tax.**

The exact situation with respect to the Income Tax fight in New Brunswick was explained at length by the Honorable Mr. Dunn, who pointed out that although the time limit within which it would be possible to appeal the case in which an adverse decision was recently rendered by the Supreme Court of Canada, it was possible up to June next to carry a new case to the Judicial Committee of the Privy Council. Mr. Trant explained the nature of the action taken in British Columbia, and the Ottawa situation was also dealt with. The feeling of the convention was expressed in the following resolution proposed by Mr. Dunn, seconded by Mr. Stockton, and carried.

This Federation expresses its sympathy with the civil servants of New Brunswick in their efforts to contest the legality of the income tax which has been imposed upon them; that this is a matter in which all civil servants in Canada are more or less concerned; and that it be resolved to take the opinion of



the whole service, through the various central organizations, as to the expediency of joint action in carrying a final appeal to the Judicial Committee of the Privy Council, the cost to be borne by an assessment upon the whole service; in the meantime, however, the executive committee is asked to appeal to the government to deal with this matter in the way deemed most expedient.

#### Memorial to be Prepared.

In connection with the treatment of the above subjects it was thought advisable that the executive committee should at the earliest moment practicable put on paper in extenso the full case of the service, inside and outside, as a preliminary move in the effort to secure the wished-for reforms. As a specific instruction to the executive in this regard, a resolution moved by Mr. Payne, and seconded by Mr. Mulcahy, was carried:

That the executive committee be instructed to prepare a memorial to government based upon the resolutions adopted by the Federation, and that the items as far as may be expedient or practicable, be in the following order:

1. Extensions of the provisions of the C. S. Act of 1908.
2. The cost of living question.
3. Scale of salaries in general and provisional allowance for the west.
4. Reclassification and reorganization.
5. Superannuation.
6. Insurance.
7. Income tax.

#### Election of Officers.

The convention then proceeded to the election of the officers for the coming year. For some of the positions a spirited contest took place. The final result was as follows:

President—J. A. Smith, Windsor, Ont., Customs.

Vice-President — L. J. Gaboury, Montreal, Post Office.

Secretary-Treasurer—R. H. Coats, Ottawa, Labour Dept.

Committee—Hon. A. T. Dunn, St. John, N.B., Customs; Hon. J. F. Whear, Charlottetown, P.E.I., Post Office; Harry McLaughlin, Montreal, Customs; Dr. A. Freeland, Ottawa, Inland Revenue; J. A. Doyon, Ottawa, Inland Revenue; J. R. Greenfield, Vancouver, Post Office; J. A. J. McKenna, Winnipeg, Indian Affairs; F. G. Allen, Ottawa, Post Office; F. M. MacNaughton, Quebec, Post Office; J. M. Macoun, Ottawa, Geological Survey; D. Garrow, Toronto, Customs; F. Jacques, Montreal, Post Office.

#### Concluding Proceedings.

Following the election of officers as above, the appointment of standing committees on Ways and Means, Audit, and Constitution and Laws, was proceeded with. The nominations resulted as follows:

Committee on Ways and Means — the President, Vice-President, the Secretary, and Messrs. Freeland and Allen.

Committee on Audit — Messrs. Stockton and Grierson.

Committee on Constitution and Laws—Messrs. Whear, Macoun and Trant.

In order that a full and authoritative account of the proceedings should be at the disposal of the delegates and members at as early a date as possible, THE CIVILIAN was requested to give as much space as possible in its forthcoming issue, and the Secretary was instructed to place the official report of the proceedings at the disposal of THE CIVILIAN with this end

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# THE CIVILIAN

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Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, May 7th, 1909

## CIVIL SERVICE FEDERATION OF CANADA.

It is reported that Sir Robert Bond was thrown into the ocean at Western Bay because he was suspected of having whispered the word "confederation." In the Board of Trade rooms in the Central Chambers on the 29th and 30th of last month, the word was used, not with bated breath but with outspoken confidence, and Sir Robert if present there, might have freely expressed his thoughts on the significance of the meaning of the word in a general or a particular sense.

\* \* \*

It is not possible in cold type to

convey to the service a full sense of the proceedings of the convention. The minutes of the meetings but feebly convey to the mind the animating spirit, the atmosphere which pervaded the committee room during the deliberations. From the earnestness of the deliberative chamber to the revel and applause of the banqueting room there was not a selfish or sectional point of view expressed. The "conscript fathers" of civil service federation were well chosen by their constituents for the work they had to do.

\* \* \*

The high plane of the discussion was, in truth, its notable feature. It is no doubt true that the subjects which are relegated as duties for the newly elected executive of the federation to undertake, relish of this world and not of the next. The claim will be quite properly advanced that men who are naked or hungry cannot do efficient work. But neither personal nor class greed suggested itself. Those present took a calm review of the whole field of the public service in order to find what is lacking in its establishment. The delegates expressed themselves, one and all, as true Canadians desirous of co-operating with the government in elevating the chiefest of Canada's public institutions upon the most efficient and most dignified basis possible. There will be found many abuses and disorders that have attached themselves, as barnacles to the public service of the country. These must be grappled with by the federation in a properly tempered, but at the same time fearless manner.

\* \* \*

It will probably be granted by all the delegates present at the meeting that to the association last named in the list on account of its geographi-



cal position, viz.: the association of British Columbia, may be ascribed the highest praise for ambition and esprit de corps on account of the expense incurred in a very long journey; also for the spirited interest taken by their delegate, Mr. Trant, in the proceedings, which indicated a very careful study of situation by the civil servants in the Western province.

\* \* \*

Le "CIVILIAN" a été prié de publier, en français, le compte rendu de la Convention tenue à Ottawa les 29 et 30 avril dernier, dans le but d'organiser une fédération du Service Civil du Canada, sous le nom de "Civil Service Federation of Canada."

Nous regrettons que le temps ainsi que l'espace à notre disposition dans ces colonnes ne nous permettent pas d'acquiescer, pour le moment, à cette demande; toutefois qu'il nous soit permis de porter à la connaissance des fonctionnaires publics fédéraux de la Province de Québec un court résumé des travaux de cette convention.

En réponse à une circulaire adressée à toutes les organisations connues du Service Civil, soit locales, provinciales ou fédérales, 35 délégués se réunirent à Ottawa pour étudier le projet de cette fédération.

Cette réunion, la première de ce genre dans l'histoire du Service Civil, a eu d'abord pour effet d'amener un rapprochement entre les personnes des différentes provinces, les employés des diverses divisions du service public. Par l'échange de leurs idées ils ont appris à se mieux connaître et à s'apprécier; aussi un résultat des plus satisfaisants s'est-il produit si l'on en juge par l'harmonie et la largesse de vue avec lesquelles toutes les questions ont été traitées.

Les premiers sujets soumis à la considération des délégués ont été:

1. L'Opportunité de fonder une fédération du Service Civil comprenant tous les employés fédéraux du Canada.

2. L'Adoption d'une constitution.

Ces deux articles ont formé le programme du premier jour. Ceci établi, il fallait dès le second jour s'entendre sur un certain nombre de questions fixant le champ d'action de la fédération. C'est dans la discussion qui suivit que l'on a pu constater le choix judicieux fait par les nombreuses organisations dans la personne de leurs délégués respectifs.

Pour conclure, le programme adopté par la fédération se résume, pour le présent, dans les articles suivants:

1. L'Application générale des dispositions de la loi du Service Civil de 1908.

2. Problème du coût de l'existence.

3. L'Echelle des salaires en général et l'application de l'allocation provisoire dans les Provinces à l'ouest des grands lacs.

4. La Classification et la Réorganisation.

5. Fonds de retraite et Assurances.

6. Impôt du Revenu.

De plus amples détails sont consignés dans la version anglaise des délibérations de la Convention que l'on trouvera à une autre page.

An interesting article on the subject of Papers and Inks, which was omitted from the last issue through inadvertence, will appear in the next issue.

## THE CIVIL SERVICE FEDERATION OF CANADA.

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in view. The convention then adjourned.

### Dinner to Visiting Delegates.

A very pleasant feature of the con-



vention, and one that proved of material assistance in furthering the good work of union and co-operation was the dinner tendered to the visiting delegates by the Ottawa Association on the evening of the 29th. It was held at the Grand Union Hotel and thirty-five sat down at the tastefully arranged tables of the small dining room. The menu was excellent and a most enjoyable evening was spent. Mr. Doyon presided most ably, and the vice-chairmen were Messrs. Coats and Payne. The toast list was the King, and the guests of the evening, proposed by Mr. Doyon, who in connection with the latter made a strong appeal for breadth of view in the treatment of all civil service problems. The policy of the Federation according to the chairman should be based at all times upon full knowledge, and should then be carried out with the energy worthy of a just cause. The Federation it was further pointed out would be exactly what its members chose to make it. Replies to the toast were made by Messrs. Dunn, Freeland, Hayne, Trant, Whear, all of whom voiced their appreciation of the undertaking in hand.

Mr. Dunn then proposed a toast to the hosts of the evening to which Mr. Payne, at the request of the chairman, replied. The rest of the proceedings of the evening was of an informal nature. Speeches were made by Messrs. MacNaughton, Thompson, Macoun, McCann, Miller, Allen and others. Songs were contributed by Messrs. Payne, Allen, and Norman-din.

A very pleasant incident of the evening was the presentation of a locket, suitably engraved, by the visiting delegates, to Mr. R. H. Coats,

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in appreciation of his services rendered in carrying out the initial work of the Federation. The presentation was made by Dr. Smith, to which Mr. Coats made a brief reply, expressing his thanks.

A speech made in the course of the evening by Mr. Hayne, one of the delegates from Sarnia, Ontario, represents the note that was frequently sounded in the course of the convention. Mr. Hayne pointed out that the service in asking for a re-adjustment of the salary scale was mindful that the request involved consideration of the nature of the work done. The duty owed to the country of efficient service from the lowest class to the highest was one that must be emphasized by the Federation, which should endeavour from the outset to inspire a spirit of patriotism and esprit de corps in its members. The cleavage between the inside and the outside service must be completely obliterated. Let the civil service strive to be able to say in its negotiations with the government that it renders the country its best and desires nothing else in return than that the country should deal with it in kind. Certainly the civil servant should be considered as worthy at the least of comfortable support.

#### Notes.

The Federation will be large or small, strong or weak, as the service wishes to make it.

The possibilities of this Federation may not have dawned in the minds of the service at large, but they are well known to the thirty-four delegates who have organized it.

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laid. Let all hands join in building the superstructure.

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The great difficulty in selecting the executive was the abundance of good material at hand.

The business of the convention went through so harmoniously that it elicited both the delight and surprise of the delegates who, with very few exceptions, were unknown to one another.

Every subject discussed at the convention was approached in a broad spirit. Not a narrow idea was expressed.

All known civil service organizations were invited to the convention. There may be more, if so they are invited to declare themselves.

### Constitution of Civil Service Federation of Canada.

#### ARTICLE I.

##### Name and Objects.

Section I.—This organization shall be known as "THE CIVIL SERVICE FEDERATION OF CANADA."

Section II.—The objects of the Federation shall be to promote organization among civil servants employed by the Government of Canada, and to deal with all questions which affect the interests of the Canadian civil service as a whole.

#### ARTICLE II.

##### Representation.

Section I.—The Federation shall consist of delegates duly elected and

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accredited from local, provincial, district or class organizations of civil servants employed by the Government of Canada.

Section II.—The basis of representation shall be as follows: Local, provincial, district or class organizations shall be allowed one delegate for the first 200 members or under; and one for each additional 200 or majority fraction thereof up to 1,000, and one for each additional 1,000 or majority fraction thereof. Organizations whose aggregate membership does not exceed 300 may unite to send one delegate. Representation by proxy will not be allowed, but an organization entitled to more than one delegate may be represented by a less number than that to which it is entitled, in which case the delegate or delegates shall be allowed to cast a number of votes equal to the number of representatives to which the organization is entitled. All delegates must be members in good standing of the bodies they represent. When the delegates from any organization are more than one, but less than the total number to which that organization is entitled, the right to cast the additional votes to which the organization is legally entitled shall be vested in only one of the delegates and the credentials furnished by the organization he represents must contain his authority for the exercise of that right.

Section III.—In cases where an organization which is a branch of a provincial or district organization is represented by a delegate or delegates in the Federation, the provincial organization shall not be allowed to include the membership of this branch in estimating the number of delegates to which it is entitled. In any case, however, a provincial or district or-

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ganization shall be entitled to at least one delegate.

Section IV.—Organizations of civil servants which are affiliated with national or international trade unions or other labour organizations shall not be entitled to representation. This shall not prevent members of such unions or organizations from having representation through organizations not so affiliated.

Section V.—Each delegate will be required to produce credentials signed by the presiding officer and secretary of the organization he represents. Where two or more organizations have united to send one delegate, his credentials must bear the signatures of the presiding officer and secretary of each organization.

Section VI.—Notice of the election of delegates, together with their names and addresses and the number of members in the organization they represent shall be forwarded to the secretary of the Federation at least fifteen days before the date of meeting of said Federation. Credentials must be made out in duplicate on forms furnished by the secretary of the Federation — one to be forwarded to said secretary and the other presented at the meeting to the chairman of the committee on credentials.

Section VII.—The executive officers of the Federation shall appoint a credential committee of three duly accredited delegates to meet one day prior to the opening of the Federation and pass upon the credentials.

#### ARTICLE III.

Section I.—The Federation shall meet annually in the month of March and at such other times as may be determined by the executive. In the interims between meetings, questions

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may be submitted to the federated bodies by mail vote.

Section II.—Ten delegates shall form a quorum at any meeting of the Federation, and five members of the executive committee shall form a quorum at any meeting of the executive committee.

Section III.—The secretary in calling meetings of the executive committee shall give ample notice to each and every member of the committee.

ARTICLE IV.

Revenue.

Section I.—The revenue of the Federation shall consist of a per capita tax of four cents per member for the first 200 members, two cents for each additional member up to 1,000, and one cent for each member over 1,000. In cases where an organization is made up of a central body and branches, the tax shall be payable by the central body. The tax shall be payable yearly and shall be forwarded to the secretary treasurer in advance. Failing payment no organization will be entitled to representation.

ARTICLE V.

Officers.

Section I.—The officers of the Federation shall be a President, a Vice-President, and a Secretary-Treasurer.

Section II.—There shall also be elected at the annual meeting of the Federation a committee consisting of twelve members who with the officers of the Federation shall form the executive committee.

Section III.—The Executive Officers of the Federation shall consist of the President, Vice-President and Secretary-Treasurer.

Section IV.—If any officer by reason of his resignation or by his ceas-

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ing to be an active member of an organization affiliate with the Federation or from any other cause has ceased to be an officer of the Federation, his place shall be filled as soon as possible by the Executive Committee.

Section V.—The election of officers shall take place at the annual meeting of the Federation and shall be conducted by the Absolute Majority and Second Ballot system of voting.

#### ARTICLE VI.

##### Duties of Officers.

Section I.—The President shall preside at all meetings of the Federation and of the Executive Committee, shall call the Executive Committee for business at his discretion, or upon requisition of five members of it, and shall perform such other duties as are usually within the province of a presiding officer of a deliberative body.

Section II. — The Vice-President shall perform the duties of the President in case of the absence or resignation of that officer.

Section III.—The Secretary-Treasurer shall keep a correct account of the proceedings of the Federation, and shall at the close of each session, pre-

pare and have printed a report which shall contain a record of the business transacted; he shall receive all money payable to the Federation and deposit the same in a chartered bank to the credit of the President and Secretary-Treasurer of the Federation, giving his receipt for the same, and shall, under the direction of the executive officers, expend it in payment of the just debts of the Federation, shall issue to all organizations of civil servants eligible for representation, circulars notifying them of the session of the Federation, together with blank forms of credentials, at least eight weeks prior to the date on which it is to meet. He shall be required to furnish bonds in any Guarantee Company selected by the Executive Committee, and to any amount which the Executive Committee may direct, the cost of which shall be borne by the Federation.

Section IV.—The Executive Committee shall meet at the call of the President at such time and place as he may select, and shall act for the Federation during the intervals between its sessions; they shall at all

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times exercise a vigilant supervision of all matters which may specially affect the interests of civil servants, and shall, as far as possible, endeavour to further any action decided on by the Federation at each session, or such other action as shall by them be deemed advisable.

Section V.—All documents issued by and under the authority of the Executive of the Federation shall bear the signatures of the President and Secretary. The expenditure of the funds of the Federation shall be in the hands of the Executive Officers under the direction of the Executive Committee.

Section VII.—At each session of the Federation the following committees shall be appointed and their term of office shall expire at the adjournment of the Federation for the year: Committee on Ways and Means, Committee on Audit, and Committee on Constitution and Law, whose duties

shall be as follows:—

COMMITTEE ON WAYS AND MEANS.—This Committee shall consider the financial standing of the Federation and recommend the per capita tax for the following year, and also any extraordinary expenditure not provided for in the constitution.

COMMITTEE ON AUDIT shall carefully audit the books and vouchers of the Secretary-Treasurer and report to the Federation.

COMMITTEE ON CONSTITUTION AND LAW. — To this Committee shall be handed all amendments to the Constitution and By-laws of the Federation for consideration and report to the Federation.

#### ARTICLE VII.

Amendment of Constitution.

Section I.—This constitution or any of its clauses may be amended at any meeting of the Federation, one day's notice being given, on a two-thirds vote of the delegates present.

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# Regulations of the Civil Service Commission

## With Reference to Entrance to the Service and Promotion in the Service.

[As the following Regulations of the Commissioners are of interest, to each and every Member of the Service, THE CIVILIAN has pleasure in publishing them in full herewith ]

(Approved by His Excellency the Governor General in Council, on the 19th day of April, 1909.)

In accordance with section 10, clause 2 of the Civil Service Amendment Act, 1908, requiring that the duties of the Civil Service Commission 'shall be performed in accordance with regulations made by the Commission, and approved by the Governor in Council,' the following regulations have been prepared by the Commission:—

### Examinations for Entrance to the Inside Service.

1. In order to comply with section 13 of the Civil Service Amendment Act, which states that 'except as herein otherwise provided, appointment to positions in the Inside Service under that of deputy head shall be by competitive examination, which shall be of such a nature as will determine the qualifications of candidates for the particular positions to which they are to be appointed, and shall be held by the Commission from time to time in accordance with the regulations made by it and approved by the Governor in Council,' the Commission will provide for general competitive examinations for entrance to the following divisions and subdivisions of the Inside Service:—

- (a) Clerks for Subdivision B of the Third Division.
- (b) Clerks for Subdivision B of the Second Division.

2. In accordance with section 15 of the Civil Service Amendment Act, the number of competitors to be selected, for appointment to the Service, from those taking the examinations for the above divisions, shall be computed by the Commission on the basis of the reports from the several departments as to their probable requirements for the ensuing six months.

3. The general competitive examinations shall be held twice a year, in the months of May and November. Forms on which applications for these examinations shall be made will be provided by the Commission, and may be had on application to the Secretary of the Commission. General competitive examinations shall be held at the following places: Halifax, Yarmouth, Sydney, Charlottetown, St. John, Fredericton, Moncton, Quebec, Montreal, Ottawa, Kingston, Hamilton, Toronto, London, Sault Ste. Marie, Port Arthur, Winnipeg, Brandon, Regina, Saskatoon, Calgary, Edmonton, Nelson, Vancouver and Victoria. The examinations may also be held at such other places as may be selected by the Commission for the convenience of candidates applying for examination.

2. Where competitive examinations are required involving technical or scientific subjects and necessitating the use of scientific apparatus, it shall not be necessary to hold such examinations at each of the above places, but the



Commission shall, as far as possible, arrange for at least one place in each province where such examinations may be taken.

4. Any examination may be taken in the English or French language, at the option of the candidate.

5. A general examination for messengers, porters, sorters and packers shall be held at the same times and places as the general examinations for the Second and Third Divisions, and shall include the following subjects of the ordinary public school standard:—Reading, writing, spelling, and the first four rules of arithmetic. The minimum percentages of qualification shall be fifty per cent. on each subject and sixty per cent. on the whole examination.

6. Where messengers, porters, sorters and packers require certificates of qualification and fitness under section 22 of the Civil Service Amendment Act, the Commission may require any or all of these to pass an examination which shall be as nearly as may be of the same standard as that set for those who take the general examination for entering that grade of the Service.

7. The general competitive examination for clerkships of Subdivision B of the Third Division shall include the following subjects of the average high school standard: Writing, spelling, arithmetic, geography, history, composition, copying manuscripts, typewriting. No candidate shall be selected for appointment to a position in the Third Division who secures less than fifty per cent. of the marks assigned to each subject, and sixty per cent. of the marks assigned to the whole examination.

8. Candidates may take, in addition to the foregoing subjects, either or both of the subjects of stenography and book-keeping. While the marks obtained for these extra subjects shall not affect the standing of the candidates in the compulsory subjects, yet, where a knowledge of stenography or book-keeping is required for any position in the Service, those having these qualifications and otherwise on the list of successful competitors will be given the preference.

9. Persons employed in the Civil Service in the Third Division may take the competitive examination for entrance to the Second Division under the following regulations:—

2. Such persons must have been employed at least one year in the Third Division before competing in such examination; also their records in the reports to be furnished under the Civil Service Amendment Act must be good.

3. In case of failure in such examination any person so failing shall not compete again within a year.

4. Persons so failing may, if their records for conduct continue good, present themselves for examination a second time, but in case of failing a second time they shall not again be allowed to take the said examination.

10. To insure the availability of a sufficient number of competent typewriter and stenographers, the Commission may appoint a special competitive examination for typewriters and stenographers, for Subdivision B of the Third

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Division, which shall include the following subjects:—Typewriting, stenography, writing, spelling, composition and copying manuscripts.

2. Where a sufficient number of typewriters and stenographers are not available among those who have taken the full examination for Subdivision B of the Third Division, the requirements of the departments may be supplied by appointing, in order of merit, those who have taken the special examination for typewriters and stenographers.

3. No one appointed as the result of such special examination shall be considered as eligible for promotion to Subdivision A of the Third Division who has not subsequently qualified in the additional subjects of arithmetic, history, and geography as required for the regular examination for entrance to the Third Division.

11. Where candidates for employment as temporary clerks require certificates of qualification and fitness under section 23 of the Civil Service Amendment Act, the Commission may require any or all of these to pass an examination which shall be as nearly as may be of the same standard as that set for those who take the general examination for entering that grade of the service.

12. Candidates for the general competitive examination for clerkships of Subdivision B of the Second Division shall take all of the subjects in group A of the following list, any two in group B, and any three in group C:—

**A.**

Writing,  
Spelling,  
Composition,  
Literature,  
Arithmetic,

Typewriting,  
French (for those taking the general  
examination in English).  
English (for those taking the general  
examination in French).

**B.**

Algebra,  
Geometry,  
Physics,

Chemistry,  
Geology (including mineralogy),  
Biology (animal and vegetable).

**C.**

Latin,  
German,  
History (modern),  
Political Science,

Economics,  
Geography (general, physical and  
commercial),  
Philosophy (scholastic or general),  
Law (English or civil).

2. No candidate shall be selected for appointment to a position in Subdivision B of the Second Division who secures in Group A less than 50 per cent. of the marks assigned to writing, spelling, composition, literature, arithmetic and typewriting, 40 per cent. of the marks assigned to French and English and 60 per cent. of the marks assigned to the whole Group.

3. No candidate shall be selected for appointment to a position in Subdivision B of the Second Division who secures in Groups B and C less than thirty per cent. of the marks assigned to each subject and forty per cent. of the marks assigned to the subjects selected from the two groups.

4. The standard of examination shall require a good general knowledge of the subjects selected from the above groups. In order that due regard may be had to the different university systems in Canada, a curriculum shall



be prepared by the Commission showing with as much detail as possible, the ground to be covered under each of the subjects in the above groups, A, B and C. A copy of this curriculum shall be supplied to any person on making application to the secretary of the Commission.

13. Candidates may take, in addition to the foregoing subjects, either or both of the subjects of stenography and book-keeping. While the marks obtained for these extra subjects shall not affect the standing of the candidates in the compulsory subjects, yet where a knowledge of stenography or book-keeping is required for any position in the Service, those having these qualifications, and otherwise on the list of successful competitors, will be given the preference.

14. Where the Deputy Head of a Department applies to the Commission for a nomination to a clerkship in Subdivision B of the Second Division in such department requiring special competitive examinations in technical or scientific subjects, these may be provided by the Commission, instead of the general competitive examinations for Subdivision B of the Second Division. The subjects for such special examinations shall be arranged between the Commission and the deputy head of such department.

15. Where the deputy head of a department applies to the Commission for a nomination to a position above that of Subdivision B of the Second Division, which requires to be filled by appointment from without the Service, the Commission shall, after consultation with the deputy head of the department in which the appointment is to be made, provide a special competitive examination or test, which may or may not involve written answers to questions, but which shall be of such a nature as to secure a person well qualified for the position to be so filled. In determining the qualifications of candidates for such positions, the examination or test shall have special reference to executive ability and tact, such special or professional training as may be required, and a successful experience in duties similar to those pertaining to the position to be filled.

16. Where the appointment is one which is to be made under section 21 of the Civil Service Amendment Act inasmuch as the person to be appointed

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requires to obtain from the Commission a certificate that he possesses the requisite knowledge and ability, the Commission, with the consent and cooperation of the head and deputy head of the department in which the appointment is to be made, may arrange a form of examination or test, by which to determine whether the person is qualified. On satisfying the Commission that he is duly qualified, such person will receive the certificate of the Commission.

17. When the selection is made by the head and deputy head of the department without reference to the Commission, the Commission may make such inquiries and appoint such an examination or test to determine the qualifications of the person so nominated, as it may deem necessary for an intelligent and responsible discharge of its duties.

#### Promotions in the Inside Service.

18. A candidate who is recommended by the head of a department for promotion, other than from the Third to the Second Division, in order to receive the prescribed certificate of qualification, must satisfy the Commission of his ability to perform the duties of the position to which he is to be promoted. For this purpose the Commission, if it considers an examination necessary, may, after consultation with the deputy head of the department in which the promotion is to take place, prescribe a promotion examination, having regard to the requirements of the Subdivision to which the promotion is to be made, and the special duties of the position to be filled.

19. Where there are two or more persons in the employment of a department who are eligible for promotion to any vacant position, the Commission may, on the request of the head of the department, provide a competitive promotion examination limited to those who are declared eligible for promotion. Such an examination shall have regard to the requirements of the subdivision to which the promotion is to be made, and the special duties of the position to be filled. Upon the results of this examination, if satisfactory, the Commission shall issue the required certificate of qualification.

20. Candidates who, under sub-section 2 of section 26 of the Civil Service Amendment Act, 1908, are nominated by the head of a department for promotion from the Third to the Second Division must, in order to receive the prescribed certificate of qualification, satisfy the Commission that they are qualified to enter the Second Division. To this end the Commission, after consultation with the head or deputy head of the department in which the promotion is proposed, shall prescribe a non-competitive promotion examination which, while having special reference to the requirements of the position to be filled, shall nevertheless insure a qualification substantially equivalent to that required in the open competitive examination for entrance to the Second Division.

#### General Regulations.

21. All competitive examinations for entrance to the Service shall be advertised in the *Canada Gazette* at least four weeks before the examinations are to take place. Such advertisements shall state the number of positions to be competed for, the conditions to be complied with by the competitors, the subjects to be covered by the examinations, and the places at which the examinations may be held.

22. Within one month after the publication of the results of a Civil Service examination any candidate who considers that his answer papers have not been correctly valued may make application to the Commission to have his papers re-read. Such application must be accompanied by a fee of \$3 in the



case of Third Division or lower examinations, or \$5 in the case of Second Division or higher examinations. In cases where the appeal is sustained the fee will be returned.

2. The answer papers of all candidates at any Civil Service examination, after being valued by the examiners, shall be retained by the Commission for a period of six months from the date of publishing the results, and at the end of that period they shall be destroyed.

23. Every successful candidate, before receiving a permanent appointment to the Inside Service, must furnish the Commission with a certificate of good health, which shall be filled out on standard forms to be furnished by the Commission.

2. There shall be appointed by the Governor General in Council in each place where an examination is held one or more medical examiners, from whom such certificates shall be obtained.

3. The fees for the health certificate shall be:—For messengers, porters, sorters, packers and for temporary clerks, two dollars (\$2); for clerks of the Third Division, three dollars (\$3); for clerks of the First and Second Divisions, five dollars (\$5).

24. Every successful candidate, before receiving an appointment to the Inside Service, must furnish the Commission with references to at least three reputable persons who may be able to give adequate information as to the candidate's character and habits.

25. The following shall be the schedule of fees to be paid by the candidates at the several examinations held under the direction of the Commission:—

Examination for the Lower Grade positions, a fee of .....	\$2 00
Examination for clerkships in Subdivision B of the Third Division, a fee of .....	4 00
Examination for clerkships in Subdivision B of the Second Division, a fee of .....	8 00
Extra examinations which may be authorized from time to time for positions requiring special qualifications, a fee of	10 00
Promotion examinations:—	
In the Third Division .....	2 00
To the Second Division .....	3 00
In the Second Division .....	4 00
For higher divisions .....	5 00

2. No fee shall be required for the privilege of taking optional subjects.

3. The fees for the regular Third and Second Division examinations shall be payable by the candidates when presenting themselves for examination. The fees for the extra examinations shall be payable at the time of making application to take such an examination.

26. Copies of the reports of the 'conduct and efficiency of all officers, clerks and employees below the First Division' which, in accordance with section 40 of the Civil Service Amendment Act, are required to be made in each department, shall be furnished to the Commission by the deputy heads of the various departments every three months.

2. To insure uniformity these reports shall be made out on forms prepared by the Commission which may be procured by the departments upon requisition to the Government Stationery Office.

27. As soon as practicable, after the coming into force of these regulations, the Deputy Heads of the several departments shall furnish to the Commission, for the purpose of its Establishment Books, returns of the officers of



their departments, with such particulars as to their past service and present employment as are provided on the form prepared by the Commission.

28. The Secretary of the Treasury Board shall notify the Commission of all changes which take place in the organization of the offices in the several departments in the Inside Service, whether these changes result from the creation of new offices, the division or combination of existing offices, or the abolition of offices; also of all changes in the personnel of the officers holding respective offices in the several departments in the Inside Service, whether these changes result from original appointment, promotion, transfer, death, resignation or dismissal.

29. The Commission shall select examiners duly qualified to prepare the necessary examination papers and to value the answers of the candidates, in connection with the general and special examinations provided for in the Civil Service Acts and in these regulations.

2. Each of the examination papers for the First and Second Divisions of the Inside Service shall be prepared and the answers valued by two examiners.

3. In the case of promotion examinations, and of special or technical examinations for the First and Second Divisions, as far as possible one of the two examiners shall be selected from within the Department in which the appointment is to be made, and the other from without.

30. Examiners for the Inside Service shall be paid in accordance with the following scale of fees:—

To each examiner for setting a paper for the general competitive examinations for the First and Second Divisions... \$15 00

Where the examination is one of a special or technical character for the First or Second Division of the Inside Service, and where not more than five candidates are taking the same examination, each examiner shall be allowed \$20.00 for setting the paper and valuing the answers.

To each examiner for setting a paper for the Third Division examinations ..... 10 00

To each examiner for setting a paper for the lower grade examinations ..... 5 00

To each presiding examiner at the various centres where the examinations are held:—

Per day ..... 10 00

Per half day ..... 5 00

Where the number of candidates at any centre exceeds twenty-five, an assistant examiner may be appointed for such additional number up to twenty-five, and other additional assistants may be appointed in like proportion, where the number of candidates exceeds fifty.

To each assistant to the presiding examiner:—

Per day ..... 5 00

Per half day ..... 3 00

For valuing the answers in the case of the general competitive examinations, the compensation shall be as follows:—

For each paper in the examinations for the First or Second Divisions ..... 0 50

For each paper in the examinations for the Third Division ... 0 20

For each paper in the examinations for the lower grades ..... 0 10



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We do not hold ourselves responsible for opinions expressed under this heading.

To the Editors of THE CIVILIAN:

On the occasion of the first anniversary of the child of your brain, I reach out a hand to you and bid you step out into the future with a full and complete assurance that civil servants, those for whom you have laboured so hard and unselfishly during the past year, will aid and encourage you to continue your efforts looking to the betterment of the Service along the line which your wisdom dictated in the past, or may direct you to take in the future. I feel sure that every subscriber to THE CIVILIAN has appreciated the high and hopeful tone of the articles which have appeared from the pens of the editors, and I wish to add my mead of praise and congratulation as a personal tribute to gentlemen whose words and worth the service has reason to listen to and to value. Without attempting a résumé of the many questions discussed in THE CIVILIAN during the year, let me say that all have been treated with a dignified tone, a conscious realization of the responsibility involved in the utterances voiced from time to time, and with a statesmanlike breadth of vision that must inevitably bring better days for the civil service of Canada. I wish you continued success, and pledge you my sympathy and support.

Sincerely yours,

W. A. CODE,

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**AN INTERESTING HISTORICAL  
DOCUMENT BEARING UPON  
THE INCOME TAX  
QUESTION.**

The Income Tax question seems to have withdrawn itself, at least temporarily, within its shell. It may emerge, however, at any moment, and it will always possess an academic interest for civil servants, involving as it does their whole status in relation to the rest of the community. By the kindness of a friend who unearthed it from amongst some family papers, THE CIVILIAN is enabled to print below a very interesting historical document bearing upon the whole subject. The document is a Petition of the date of 1869, from the "Officers, Clerks and Servants of the Civil Service of Canada," addressed to the Ontario Legislature.

Its point is well worth having in mind in the present juncture. The text in full follows:

To the Honourable the Legislative Assembly of the Province of Ontario:—

The humble Petition of the undersigned, on behalf of themselves and others, members of Her Majesty's Civil Service of Canada, and officers, clerks, &c., of the Senate and House of Commons,

SHEWETH:—

That your Petitioners have learned, through the medium of the public Press, that Petitions have been presented, on behalf of the Corporation of the City of Ottawa, and the Board of Trade of the City of Ottawa, praying for the repeal of that clause of the "Assessment Act, 1869," of Ontario, which exempts from taxation the annual official salaries of the

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officers and servants of the several Departments of the Executive Government, and of the Senate and House of Commons, resident at the Seat of Government at Ottawa, and of the officers and servants of the several Departments of the Government of Ontario, resident at Toronto.

That your Petitioners are unwilling to believe that your Honourable Body will seek to disturb the exemption which was granted in the first instance to your Petitioners by the Legislature of the late Province of Canada, and subsequently recognized by the Legislature of Ontario, in the year 1869, and the equity of which exemption was on those occasions so obvious as to obtain its enactment, and which no subsequent circumstances, in your Petitioners' humble opinion, have occurred to change.

That even if it should appear to your Honourable Body that the official salaries of the Civil Service of Canada should not be exempt from taxation for the municipal purposes of Ottawa, yet, your Petitioners beg very strongly to urge the great injustice which will be done to them

by the practical operation of the Assessment Act, as compared to the effect on other residents of the City of Ottawa.

That your Petitioners beg to refer to the 21st clause of the Act under which the Assessor is to prepare an Assessment Roll in which, after diligent inquiry, he shall set down, according to the best information to be had, amongst other things, the taxable income of such resident, and that by subsequent sections, the Assessor may require certain particulars respecting the real and personal property assessable against such person, as required in the Assessment Roll.

That in respect to Her Majesty's Civil Service, and the Senate and House of Commons of Canada, the Assessor will, in all probability, as has been done before, take as the basis of the assessment of each person, the amount of his salary as appearing in the Blue Book Return laid before Parliament in each Session. Whereas your Petitioners venture to state that in respect to the assessment of other residents the annual income is guided by no specific rule, and is put down virtually, and in ef-

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fect, at a nominal sum, which is not in truth the annual income, and does not express correctly its amount.

That in proof of this suggestion, your Petitioners crave leave to refer to the Schedule "A" hereunto annexed, showing the amounts appearing returned on the last revised Assessment Roll for the City of Ottawa, as the taxable income payable by the several members of the Corporation of the City of Ottawa.

This Corporation consists of the Mayor and fourteen other members, and it will be seen that the taxable incomes of five of them (embracing in addition several partners) amount, in the aggregate, to (\$6,000) only six thousand dollars; one of them (the Mayor) lives out of the limits of the city, and, it is presumed, is assessed in a Township Municipality at a

trifling sum, whilst your Honourable Body will hardly believe that as to the remaining nine, they do not appear as assessed for any annual income whatever, and your Petitioners appeal with confidence to this fact to show that unless they are protected by the Legislature in some way, they will stand at a very serious disadvantage in respect to other residents of Ottawa in general, and to the Corporation of Ottawa in particular.

Your Petitioners crave permission to refer to Schedule "B" which shows a similar return in respect to the members of the Board of Trade of Ottawa.

That Board being composed of the leading and wealthiest commercial residents of Ottawa, your Petitioners believe that the sum set down against such members as are assessed for in-

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come, do not truthfully and adequately represent the annual incomes of such members.

That your Petitioners forbear to call specific attention to the names of such as are in that Petition, but the honourable representatives of the County of Carleton and the City of Ottawa in your Legislative Body, as long residents of the City of Ottawa, are cognizant of the reputed standing and wealth of the various parties named, and your Petitioners are satisfied to refer to them and to their testimony for a simple expression of opinion as to whether the sums there set down represent, in their belief, the truthful incomes of the parties named.

That a leading firm in business, of high standing and repute in the commercial world of Ottawa, embracing, it is believed, four partners, is put down at the aggregate sum of four thousand dollars (\$4,000), and

That another leading man of business, of equally high repute, is put down at the sum of six hundred dollars, and

That a leading firm of Barristers is put down for the two partners, at the sum of six hundred dollars (\$600) which would give to each partner an

annual income of three hundred dollars (\$300), and

That another leading firm, in commercial business, is put down for self and partner at a similar sum of six hundred dollars (\$600).

Whilst seven members of the Board of Trade are not assessed for any income whatsoever, most, if not all of them, are assumed as amongst the wealthiest residents in the community.

Your Petitioners have referred to these two bodies, as being the Petitioners for the repeal of their exemption clause, but they would crave permission to refer to the Assessment Rolls of the City of Ottawa generally (a brief statement whereof is hereto annexed in Schedule "C,") to show the lamentably small sums at which the residents of Ottawa are assessed for annual incomes, which sums vary from one hundred (\$100) upwards, whereas your Petitioners cannot believe that, amongst the leading commercial men and other residents, such a state of destitution can possibly exist, as is shown by the statements of annual incomes, which, in accordance with the wording of the Act, can only have been obtained *after diligent inquiry*, or by a state-

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ment in writing from each person himself.

Your Petitioners beg to remind your Honourable House that they pay largely in the assessment of their real and personal property, and contribute each his quota to municipal assessments, and come under all the provisions of law in respect to taxation, with the one exception of their official incomes, and if that exemption is now to be cancelled, your Petitioners are apprehensive, as will be seen by the foregoing statements, of the great

disadvantage at which they will be placed with the other residents of Ottawa.

Your Petitioners humbly pray that such legislation may be had as to insure practically an equitable system of taxation of annual incomes, which shall apply to all the residents of Ottawa, or that some limit may be placed, or some safeguard taken in respect to the taxation of the annual incomes of the Petitioners, as your Honourable House may seem fit.

And your Petitioners will ever pray.

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