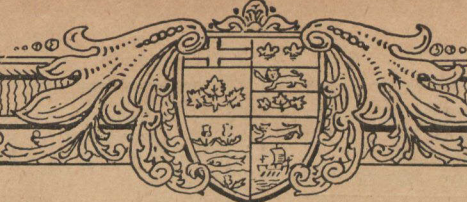


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VOL. XIII

THE

CIVILIAN

NO 8
Archives

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

HULL, QUE., JULY, 1920



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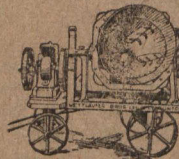
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No. 8.

CONTENTS

	PAGE		PAGE
1.—History of Maritime Railways.....	329	7.—Civil Service Federation of Canada.....	340
2.—Postal Journal	335	8.—What Our Women Are Doing, by Elian....	342
3.—Correspondence	335	9.—Mainly About People.....	344
4.—Editorial	336	10.—Dominion Customs Officers Association....	346
5.—At the Sign of the Wooden Leg, by Silas Wegg.....	338	11.—Canadian Civil Service Disability.....	348
6.—Open Letter to our Readers, by Miss Edna L. Inglis	339	12.—The Single Returned Soldier And The Bonus	348

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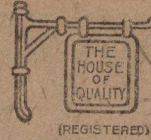
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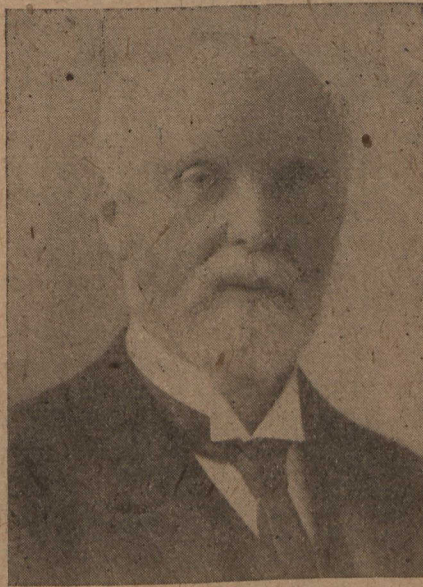
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History of Maritime Railways

Our generation has seen an extension of railways throughout the Maritime Provinces that viewed with reference to the population makes a remarkable showing of enterprise. The construction of railways on the English plan created by George and Robert Stephenson, involving a cost of \$190,000 a mile would have been totally impracticable in a country like ours possessing so little of reserve wealth, but the Stephensons' methods were so happily modified by American inventive skill, that railways quite as efficient as the English, have been constructed as low as one-twentieth the cost. Jervis' swivelling truck placed under the front end of the locomotive enabling it to run around the sharpest curves, produced a revolution in alignment. Tracks thus could be made avoiding hills or other obstacles, and following the contour of the country. The first English locomotives used on the Grand Trunk were constantly running off the track, until a Philadelphia inventor named Harrison invented the equalizing levers, whereby the weight of the engine is constantly borne by three of the four driving wheels. Ross Winans, of Baltimore, invented the four wheeled swivelling trucks for cars, enabling them to follow the engine on any track. These and other inventions, such as wooden bridges and wooden trestles and "loops" or zig-zag lines connected by curves, have led to the construction of railways at a low cost in places deemed almost inaccessible, and leading an engineer once to state: "where a mule can go, I can make a locomotive go."

When Lord Durham wrote his famous report in 1839, and suggested a Military Railway from Halifax to Quebec, the subject of railways was already agitating the public mind.

The agitation for railways in British North America began almost as soon as the success of George Stephenson's railway was assured. One of the earliest efforts was made in St. Andrews, New Brunswick in 1827, two years after George Stephenson had completed the first railway in England. In 1828, John Wilson convened a public meeting in St. Andrews, N.B., to discuss the question of a railway to Quebec. In 1832,



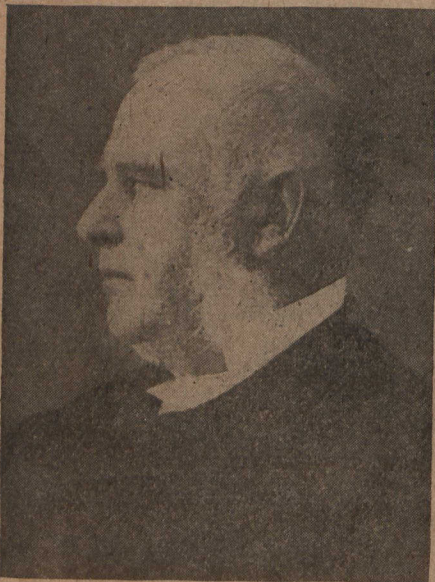
DAVID POTTINGER

"United Service Journal", turned the attention of the British public to the Mr. Henry Fairbairn writing in the necessity of a railway system for British North America. He said: "I propose first to form a railway for waggons from Quebec to the harbor of St. Andrews, upon the Bay of Fundy — a route which will convey the trade of the St. Lawrence in a single day to Atlantic waters." In consequence of his efforts, an asso-

ciation was formed by the inhabitants of St. Andrews; explorations were made and reports submitted. In December 1835, a deputation went to Quebec to bring the question to the notice of the Government of the sister Province. Resolutions favorable to the undertaking were adopted in the same month by both Houses of the Lower Canadian Legislature. The Board of Trade in Quebec and Montreal appointed a special committee to act in concert with the delegation. In January 1836, a delegation went to England, carrying with them a petition to the King. The Nova Scotia Legislature passed a resolution similar to that passed by the Lower Canadian Legislature, and the Legislature of New Brunswick passed an Act incorporating the St. Andrews and Quebec Company. The Imperial Government made a grant of £10,000 to be expended in the exploration and survey of the proposed line of railway from Quebec to St. Andrews. This survey was placed under the control of Captain Yule, an officer of the Royal Engineers, and the work was begun on the 23rd of July, 1836. At that time, the country through which Captain Yule prosecuted the surveys was held to be wholly British territory. In 1837, the United States Government made objections to the route proposed on the ground that they claimed part of the territory. Notification of the fact was given to the Governor-General of Canada, and to the Lieutenant-Governor of New Brunswick, and orders were given by the British Government to stop the work until the boundary line was settled.

In 1832, a charter was obtained from the Lower Canadian Legislature for a railway from Laprairie on the St. Lawrence river, to St. Johns on the

Richelieu. It was called the Champlain and St. Lawrence Railway and has the distinction of being the first passenger railway built in Canada. It was opened on July 23, 1836, by Earl Gosford, the same day Captain Yule began his survey of the Quebec and St. Andrews railway. The first train consisted of four cars, drawn by horses; locomotive power being adopted in the following year. The length of the line was sixteen miles, and the gauge 5 ft. 6 inches. The first railway return presented to any Legislature of British North America was presented by this Company. The operating expenditure was 77.7 per cent of the total receipts in 1844. Fifty years after, in 1894, the expenditure of all the railways of Canada



LEWIS CARVELL

was 71 per cent of all receipts. Thus the proportion of receipts, needed to meet working and other expenses, was considerably reduced in the half century.

In 1834, two railways were incorporated in Upper Canada: the Cobourg and the London Gore — being the first for the Upper Canadian Province.

Mr. Howe advocated a railway from Halifax to Windsor in a series of articles in the "Nova Scotian" in 1835, and Sam Slick, himself an ardent believer in railways, impressed his beliefs on the people in his humorous writings. He wrote: "An old woman at Windsor might fill her basket with vegetables and coming down on the railway reach Halifax as early in the day as the blacks get here from Preston with their berries.

A fisherman, who found Halifax market supplied, could take the contents of his flat boat to Windsor and return in time to row himself home to Ferguson's Cove." Mr. Howe did not foresee the time when the railway fare to Windsor and return would advance to a point likely to absorb not only the returns for the fish but the value of the fisherman's boat also.

In Nova Scotia, the first railway was built in 1837 (six miles in length) to connect the Albion coal mines with the leading grounds on the shores of the Gulf of St. Lawrence. The first locomotive used, is now in a museum in the United States. In 1850, there were, in what is now called the Dominion of Canada, 56 miles of railway, the results of fifteen years of effort.

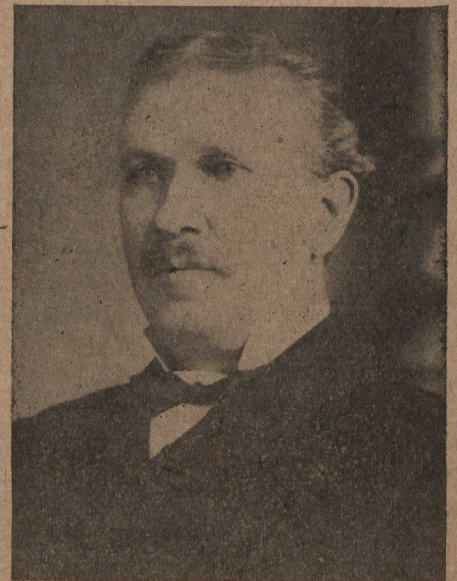
In 1845, the Governor of Nova Scotia applied to the Imperial authorities to authorize a survey, by competent military engineers, suggesting that the importance of the subject rendered it worthy of Imperial assistance. The Imperial Government appointed Major Robinson to make the survey, but declined to pay anything towards the cost. The survey was completed in 1848 and paid for by New Brunswick, Nova Scotia, and Canada.

It was not until 1848, that the Nova Scotia Legislature took any practical steps to secure a railway to Windsor, when the Government was authorized to obtain an exploratory survey. Mr. Howe and Mr. Desbarres, later a Judge of the Supreme Court, were Commissioners appointed for the purpose. The survey was made by Mr. George Wightman. This proposition was laid aside for the time being, giving precedence to the Halifax-Quebec scheme. In 1849, the Nova Scotia Legislature voted to the Halifax-Quebec scheme the right of way, 10 miles of Crown Lands on either side of the railway and \$100,000 subsidy forever. New Brunswick and Canada made similar proposals, but the scheme failed, Earl Grey wrote out stating that the Imperial Government declined granting any aid. This refusal came like a thunder bolt to the people, as they had anticipated an Imperial loan.

The year 1850 witnessed a great impetus given to railway agitation. (1) The memorable Portland convention took place. (2) Railway meetings at St. John and Halifax passed resolutions for a line from Halifax to the New Brunswick boundary, and from there to the

Maine boundary. (3) Howe's resolution adopted in Nova Scotia Assembly to build the Windsor branch. (4) Howe commenced his English campaign.

A railway convention was held at Portland, Maine, on the invitation of John A. Poor and other railway magnates. Nova Scotia was represented by Hon. Mr. Uniacke and Hon. J. W. Johnston, New Brunswick by Judge Gray, Judge Fisher, Moses H. Perley, James MacFarlane, (Governor) L. A. Wilmot and Robert Jardine. Governor Wilmot delivered two addresses that are still quoted as brilliant and impressive. On the return of the delegates, public meetings were held at St. John and Halifax. The St. John

GEORGE TAYLOR
Gen. Freight Manager.

meeting was presided over by Hon. John Robertson and resolutions were moved by Hon. W. J. Ritchie, S. L. Tilley and Robert Jardine and carried in favor of the E. & N. A. railway from the Nova Scotia boundary to Bangor.

On their return at the Halifax meeting, Mr. Howe carried by storm a resolution at a meeting in the Mason Hall, asking the Government to construct a line from Halifax to the frontier of New Brunswick. This resolution became a plank in the platform of both political parties in Nova Scotia, in which a fierce party fight was waged for the next five years. Sir John Harvey sent a despatch to the Imperial Government asking for a guarantee of \$4,000,000 for the railway. Earl Grey replied refusing any aid.

A conflict arose between the Imperial authorities, who desired a Military road from Halifax to Quebec and wanted the financial resources of Quebec, New Brunswick and Nova Scotia to be devoted to that purpose, whereas a large section of the people of the Maritime Provinces favored a line to Portland, Maine. The latter formed the most influential element in the Legislature and Government of New Brunswick and agitated for direct connection with the American system of railways. Neither was far-seeing enough to understand there was business for both lines and that the construction of both would not only tend to consolidate the Maritime Provinces with the Western ones, but draw together, in bonds of trade and friendship, the people on both sides of the boundary line.

The New Brunswick Assembly decided against the North Shore route and in favor of the St. John Valley one. Messrs. Hincks and Chandler, representing New Brunswick and Canada respectively, were sent as delegates to England to obtain the Imperial assent to the change to the central route. They failed to obtain the Royal approval. Earl Grey sent a despatch in which he repudiated the idea he intended any guarantee for the line to Portland, Maine.

The year 1851 is a year to be remembered in the railway annals of the Dominion. (1) In that year, an act was passed by the Canadian Legislature, making provision for construction of a main trunk line through the two Canadas. (2) The Canadian Railway Committee had under consideration, a bill providing for the construction of a railway through British territory in North America to the Pacific Ocean. (3) The battle royal of the gauges was fought before the Canadian Railway Committee. (4) Delegates from the British North American Provinces went to England to arrange for the construction of the Intercolonial Railway. Thus in 1851, began the movement which resulted in the Dominion possessing (a) a general system of railways, numbering 192; (b) the Grand Trunk Railway system, by the amalgamation of twenty-five of these, with a mileage of 3,162 miles of line; (c) the Canadian Government Railway system with 1,725 miles; (d) the Canadian Pacific Railway system, in which are consolidated 22 railways with 12,823 miles; (e) 76 other separate railway organizations.

The Canadian Governments could not borrow money except at a high rate of interest, but with the Imperial guarantee behind a loan, the interest charge would be at the lowest rate. Earl Grey, then Secretary for the Colonies, expressed himself willing to guarantee a loan for the Halifax-Quebec railway, but his conditions were so exacting as to practically end the project. Times have changed since the days when the Colonial Office halted and hesitated in guaranteeing these millions of pounds, and the day—sixty-six years after—came when Canada could loan the Home Government one hundred and forty millions of pounds and make no fuss about it either. The Assembly discussed and rejected Earl Grey's terms in toto.



GEORGE TRUEMAN
Conductor

During the summer of 1851, Mr. Chandler representing New Brunswick and Mr. Howe, Nova Scotia, visited the Upper Provinces. The former had a proposition to offer as a guarantee for all the ungranted lands of his Province, within ten miles of the railway, to provide right of way and charge the revenues with \$100,000 per annum, for twenty years after its completion. The other province promised to pay for their portion of the railway, passing through their territory. At the session of 1852, the Lieut.-Governor, Sir Edmund Head, expressed himself enthusiastically in favor of the Halifax-Quebec scheme, which was followed soon after by the Colonial Office disallowing the E. & N. A. Railway bill—to connect Halifax and St. John

with Maine. Such line, it being feared, would interfere with the Halifax-Quebec project.

It speaks volumes for the enterprise and public spirit of the New Brunswick people, that at the session of 1852, a bill was passed authorizing the Government to impose a burden on the Province to the extent of five-twelfths for the Halifax-Quebec railway, while the upper Provinces assumed four-twelfths and Nova Scotia three-twelfths.

Mr. Chandler was sent to England to arrange the terms of a loan. Sir Francis Hincks also going to represent Canada. The Earl of Derby was then Colonial Secretary. Their mission was a failure. It was the fashion for Imperial magnates in those days to treat Colonials much in the light of poor relations. Howe was probably the first one who awakened an Imperial Minister to the fact that he was dealing with an equal. As it was, Chandler and Hincks were kept for days kicking their shins in the ante-room of the Minister for the Colonies before he deigned to see them.

When the Colonial Office failed them, Mr. Chandler turned his attention to the St. John and Shediac line and obtained from Messrs. Peto, Brassey, Jackson & Co. a proposition to build it. He returned to New Brunswick with it. It was accepted by the Government and ratified by the Assembly. Mr. Jackson came out in September and the bargain was ratified. The first sod turned was the occasion of a tremendous outburst of enthusiasm.

At the general elections in 1851, St. John elected for the first time S. L. Tilley to the New Brunswick Assembly, which granted aid to a railway from St. John to Shediac. The work was commenced by Messrs. Jackson, Peto, Brassey and Betts. A Company, called the European and North American Railway Company, was duly incorporated to deal with the work. Many of the leading men of the Province were directors of the company, but it does not appear that they invested any money in it. Robert Jardine, a prominent and wealthy merchant of St. John, was president.

After a year's work, the Jackson Company failed up, and relinquished the job, whereupon, the Government took it in hand and placed it in the hands of a Commission consisting of Messrs. Robert Jardine, Chairman; Robert Reed and R. C. Scovil. The first sod was turned at the St. John

end, September 14, 1853, by Lady Head, wife of the Lieutenant Governor. At the Shediac end the first sod was turned by Mrs. T. E. Smith, mother of the late Sir Albert Smith. There probably never were such rejoicings in the City of St. John. A public holiday was proclaimed, all the trades turned out in procession and marched to the "Valley" where the demonstration took place; addresses, salutes, bands playing and a universal hurrah relieved the feelings of the people; seven hundred guests sat down to dine in the Custom House. A grand ball closed the day. The railway to Shediac was opened for traffic in 1855. Many delays ensued before the railway west to Bangor was got under way. The first passenger train out of St. John was run on St. Patrick's day 1857. The train consisted of a number of flat cars, and started from Mill street. The "station", at first, was a small wooden building, just large enough for the accommodation of the ticket agent. The train ran across the mill pond (near the old works of Harris and Allen) on a trestle, and ran half a mile beyond Coldbrook Station. That was then the train terminus. The train was patronized during the summer by the residents as far up as the Nine Mile House, as Rothesay was then called. There were many prominent city people on the train.

Mr. Howe was sent to England (1850) and commenced a brilliant campaign there, in the press and on the platform, for a railway from Halifax to Quebec, picturing the great future of the British North American colonies and the necessity for connecting them. His speech at Southampton, on this subject, is one of the gems of Canadian literature.

He received such assurances from the Colonial Office, that he returned, convinced of his success. South Shore interests rose in alarm at the proposals involving a huge debt, and Hon. H. Huntington resigned his place as Financial Secretary. The general elections took place in 1851, and Mr. Howe's government was returned.

The Canadian Assembly voted \$16,000,000 as its share of the line. The sentiment in New Brunswick was altogether favorable. In the new assembly, Mr. Howe carried a resolution pledging Nova Scotia to construct a line to the boundary and thirty miles beyond. All this was the result of Mr. Howe's enthusiasm, a qualification without which no great project can be carried forward to success. Its superabundance on Mr. Howe's part can be estimated, when it is considered that he proposed the survey of Crown Lands to prepare them for occupation by railway laborers, who might settle them after the construction of the railway.

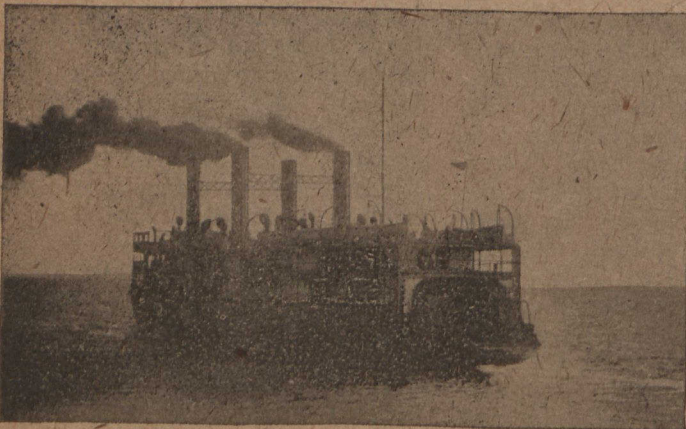
The Engineers were Messrs. J. B. Forman, J. Moses and William Smilie. The following year, Mr. James Laurie took the place of Mr. Forman. When later the Pictou branch was decided on, the names Sanford Fleming and Collingwood Schreiber made their first bow in their debut on the railway stage of Canada. In addition to the Railway Board, a Railway Committee was appointed by the Assembly, whether to better masticate the accounts, or as a measure of assurance to the public that the public money was being well and truly spent, cannot now be determined, but their appointment was to relieve the board of half of their responsibility.

The first appointees were Hon. Benjamin Weir, Alfred Whitman, J. C. Wade, Thomas H. Davison and E. L. Davison. The pay of all the officials was extremely moderate — grotesque in comparison with later day rates. Mr. Howe received 700 currency and his colleagues 200 each. The highest paid conductor received 10 shillings per day; driver the same; fireman six and three pence; station agents ranged from 100 to 120 currency. The accounts were all signed by Mr. George Taylor, who later on became Superintendent of Operation, and after Confederation, Traffic Manager of the system.

The first conductors were William Murray and James Hunt.

When Mr. Howe, leader of the Nova Scotia Government, decided to enter upon railway construction in Nova Scotia on the credit of the Province without Imperial assistance, his plan was to issue provincial bonds at 6 per cent interest. These he negotiated with Baring Bros. This was regarded at the time as a financial coup, as Nova Scotia securities were then unsaleable in England. After Confederation they commanded a premium. Mr. Howe was voted by the Assembly 500 pounds for this service — a sum that some of our later day railway promoters would have treated with scorn.

All preliminaries being settled, and a number of contracts made, ground was broken at Richmond, Halifax, on the 12th June, 1854. It was prosecuted so rapidly, that business was commenced on the first four miles the following February, and to Bedford, 8 miles, the following June. In November succeeding, it was finished to Shubenacadie and on the 15th of December to Truro.



The Car Ferry — S.S. Prince Edward Island.



30,000,000 feet of Lumber on the Can. National Rys.

On Thursday, February 1, 1855, the first section of this railway was built and opened for traffic. The trains carried the people free. A grand banquet was held at the Four Mile House at which Mr. Howe presided. At the invitation of the Railway Commission, both branches of the Legislature, the Mayor and Corporation, heads of departments, representatives and prominent civilians assembled at the Depot, Richmond, and embarked on board the cars for the Four Mile House at 2 p.m. It took just seven minutes for the train to reach its destination, where a salute of thirteen guns was fired by a party of Halifax Artillery, under the command of Lieut. William Cogswell. A dinner was provided, toasts were drunk and the party returned to the city by train at 5 p.m. After that date, notices appeared in the local papers from the Nova Scotia Railway Office to the effect that "Trains will leave this Station every five days."

The construction of the Windsor branch was contracted for in 1855 for 180,000 pounds currency. It was commenced in June and work was rushed that year; about 1,200 men being on the pay sheets. On June 3, 1858, it was opened for business. The steamer "Emperor" connected the railway with St. John.

An Act was passed in 1865 to provide for the extension of the Nova Scotia railway to the New Brunswick boundary, and from Windsor to Annapolis, and a contract was made with George Knight and Company.

The Pictou line was commenced in 1864 and opened for traffic in May, 1867. Oxford Junction to Pictou was commenced in 1887, and opened in July, 1890. The Cape Breton Railway from Point Tupper to Sydney

was opened in 1891. In November 1875, the line from Moncton, north to Campbellton was opened and in July of the next year (1876) the line from Campbellton to St. Flavie was opened. From St. Flavie to Rivière du Loup was completed in 1874. In August 1865, a contract was entered into between the Governments of New Brunswick and Nova Scotia and the International Contract Company for the construction of a line between Moncton and Truro. This was cancelled by the Nova Scotia Government after Confederation. The Assignees of the Company — Clarke, Punchard and Company — commenced construction of that portion of the line between Painsec and the boundary, which later was taken over by the Dominion for the sum of \$894,000.

In 1869, a survey was made of the country between Annapolis and Yarmouth for a railway, by Mr. Fleming. His estimate of the cost was \$2,958,598 or \$39,752 per mile. Mr. Schreiber made a survey of the same, by the shore route. His estimate of cost was \$30,200 per mile.

In 1866, a contract was entered into between the Government and Clarke, Punchard & Company — the assignees of the International Contract Company — for the construction of the Windsor and Annapolis Railway for a subsidy of 186,000 pounds sterling, in Provincial bonds bearing 6 per cent interest, they to organize a company, called the Windsor and Annapolis Railway Company. They commenced work in May, 1867, and terminated it in December, 1869, the Government paying them 180,000 pounds. In 1881, the Eastern Extension from New Glasgow to the Strait of Canso was completed by the Glasgow and Cape

Breton Railway Company. It was later on purchased by the Province and still later became part of the I. C. R. In 1886 the Windsor and Annapolis Railway and the Annapolis and Yarmouth Railway were consolidated.

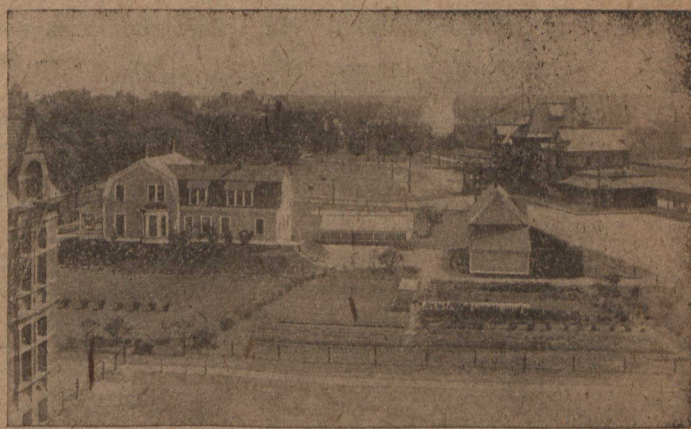
On November 11, 1873, the first regular trains were run between Halifax and St. John, the train going east from Moncton being in charge of Conductor George H. Trueman and Engineer John H. Hunter, and the one going west from Truro being in charge of Conductor George H. Dunkin with Engineer John McDowell.

When the New Brunswick and Nova Scotia railways were joined by the completion of the line from Truro to Moncton, the united lines were rechristened the Intercolonial. The first Manager was Mr. Lewis Carvell. He possessed great force and energy and was undoubtedly honest, but was charged with winking at overcharges for car springs supplied the railway and was displaced. He was succeeded by Mr. C. J. Brydges, a former General Manager of the Grand Trunk. Mr. Brydges' qualifications were never doubted, but he was a non-resident manager and the people of the Maritime Provinces were not then accustomed to private cars and the lordly manners of railway potentates. He fell under popular opprobrium and was removed when Sir Charles Tupper became Minister of Railways in 1878.

In 1879, the active management of the road devolved upon Mr. David Pottinger, the veteran of the system, to whose intimate knowledge and sound judgment, such success as the Railway enjoyed for many years was mainly due. Always beset by clamorous politicians on one side, and on the other by the claims of various classes



The Steel Works — Sydney, N.S.



The Can. Nat. Rys Station and Grounds, Moncton, N.B.

of employees, and continuously over-ruled even in petty details by a Deputy Minister at Ottawa, he developed the patience and philosophic calm of a martyr.

In 1913, after fifty years of service, he was retired and Mr. F. P. Gutelius was appointed General Manager. Labor difficulties then appeared, which were not tactfully handled and after a brief service he was succeeded by Mr. F. P. Hayes, whose energy and skill, tested in a trying period, secured for him public confidence.

Company railways built exclusively by private or company funds do not exist in Canada. Not one of the 192 railways on the Government lists in Canada, but has been built, in part or wholly out of cash or land subsidies. The Dominion contributed (1917) over 184 millions of dollars, besides

with a loan of thirty millions of dollars. No individual or group of individuals in any community, can raise capital on equal terms with the Government, and immense economy is, therefore, secured by a public-owned over a company railway.

The basis and foundation of financing the construction of Canadian railways were public bonuses and loans. A confidence was thus established in their soundness, in the minds of foreign capitalists, that otherwise could not have been secured. Such investors naturally sought a steady income, because not being able to participate in the management or manipulation of their stocks, they were disqualified from taking speculative chances.

Is it not conceivable that such investors would regard Government

was no capital that could be diverted to railway construction. Such capital was absorbed in the ordinary business of the country. Therefore, the community at large had to furnish the credit for the necessary capital. In consequence, public ownership became established. Thus, imperious conditions of life and not ideal principles determined the problem of railway construction in Canada. Without public subsidies, it is doubtful if a hundred miles of railway would ever have been constructed. Private versus public ownership is not a live question in Canada and is not likely to be until the growing wealth of the country yields a superabundance of capital, seeking investment outside the ordinary channels of activity, prepared to relieve the Government from the responsibilities of an enormous debt.

The following increases in traffic on the I. C. R. between the periods indicated are of interest,—

Lumber (feet) 50,000,000 720,000,000

1876 - 1877	1916 - 1917
Grain (bushels)	292,000 6,537,000
Flour (barrels)	254,000 2,822,000
Fish, fresh and salt (tons)	5,000 30,000
Sugar (tons)	340 690,000
Lumber (feet)	50,000,000 720,000,000

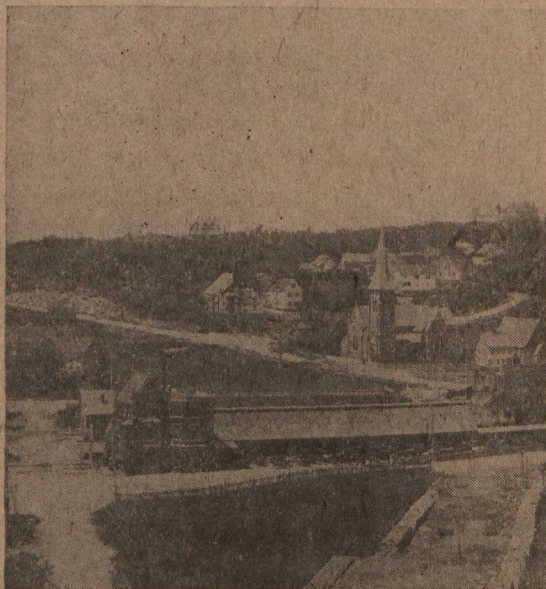
—CSFC—

INSURANCE PREMIUMS ARE INVESTMENTS,—NOT EXPENSES

Life insurance sold by private companies in Canada is nearly always a "good buy", but a portion of the premiums or profits must go to pay dividends on stock, agents' commissions, staff salaries and other charges. Civil servants can buy \$5,000 government insurance free of all this "overhead" load and \$500 mutual protection under the same conditions. That is why the premium rates are the lowest obtainable anywhere.

—CSFC—

There can be little doubt but that, whether the United Kingdom or the United States first adopts the metric system, the other would rapidly follow and, having regard to our relatively greater dependence upon our export trade, it is obviously incumbent upon Great Britain to make the first move, although it would not be surprising to find the less conservative Americans taking the lead. — The Metergram.



The Original Station, St. John, N.B.

25 millions in loans. The Provinces have given 37 millions and the Municipalities 17 millions, while the amount of capital invested by Canadian subscribers bears no comparison to the above figures.

Many evidences can be produced of the overwhelming importance in Canada, of Government assistance to railways. The most conspicuous is the case of the C. P. R. Before that highly organized and successful company had been able to realize on its immense land grants, its liabilities had brought it to the verge of bankruptcy. If it went bad, it would have carried with it a big banking institution that was financing it. The Government of the day came to the rescue,

management, that involved steadiness and security, with more satisfaction than the management of any group of Canadian Railway men, however able?

A wide difference marks the construction of railway as between Canada and England. In an old settled and rich country like England, the abundance of private capital, available for investment in speculative undertakings, removed the railways from the sphere of public ownership. Private capital and business enterprises, eagerly entered upon this new investment field, and hundreds of millions were put into newly organized companies. In the Maritime Provinces, and in all Canada, there

POSTAL JOURNAL

Organization or dis-organization. Which?

After the 1918 Postal Strike, the Government adjusted working conditions, to a large extent satisfactorily, deputed the Civil Service Commission as a substitute for a Board of Arbitration, and promised to adjust salary schedules, same to become effective April 1, 1919. This schedule was to be based on the normal increase in the costs of living 1914 to 1919 (assuming no war). The Government admitted this would be insufficient to meet abnormal living cost, and proposed to offset this by a cost of living "Bonus". In September, 1919, Parliament passed the salary schedule to date from April, 1920, breaking the Government's pledge of a retroactive bill. Protests by the various organizations within the Service, resulted in the assurance that the bill would become retroactive. The "Bonus" for 1919 was fixed at \$420 and for 1920 at \$420 for married men only, and from a maximum of \$252 to a minimum of \$162 for single persons without dependents. Living costs increased about 20 per cent between April, 1919, and April 1920 (and are still increasing), yet

the "Bonus" remains stationary for persons with dependents, and considerably reduced for others. The transfers from old to new salary schedules are so regulated as to rob most employees of the benefits of a retroactive bill. After waiting from 1918 we are still receiving 1918 salaries, and 1920 bonuses. Civil Service Commission recommended transfer from old salary schedule, at approximately \$120 per annum higher than the regulations adopted by the Government, and a bonus for 1920 of \$564 to all. In effect, the Government turned down the findings of an arbitration board, created by themselves, without an employee representative on it, and recommend to employers and labourers to co-operate. Can it be possible that the above injustices are the result of the multiplicity of organizations, and lack of co-operation among the postal employees? Duality of organization among the postal employees, stands condemned in the face of the above facts. Is it too late to become wise? One Dominion-wide organization of Postal Employees is a necessity, or injustices will continue. What are you going to do about it?

(WESTERNER.)

CORRESPONDENCE

IS IT A SWEAT SHOP?

Editors *The Civilian*,—

The following item appeared in our local paper *The Province* of June 17, Winnipeg, June 17. — "I have no sympathy with employers who underpay employees in positions of trust", said Sir Hugh John Macdonald in police court when he sentenced Frank H. Revell to six months in jail for stealing from the Northern Life Assurance Company. Revell, an accountant for the company, pleaded guilty to taking \$500.

According to evidence he was only receiving \$100 a month salary. He was arrested in England and brought back here

for trial and sentence dates back from the time of his arrest, May 7.

The tragedy related above, an employee in a position of trust succumbing to temptation, forced no doubt by circumstances induced by starvation wages to take what did not belong to him, is not an uncommon event, but the judge's scathing indictment of the employer is one which will find an echo in the heart of all honest men.

Whilst there may be extenuating circumstances attending the payment of "sweat shop" wages where the struggle for commercial existence is particularly keen and the grade of

labour very inferior, what excuse can be offered for the Government of this great Canada of ours — who should be a model employer, and an example to all employers of labour throughout the entire country—underpaying men in trusted positions?

Where can a more glaring example of trusted employees being underpaid be found than those men termed "computers" in the Dominion of Canada Assay Office, Vancouver, B.C., and under the jurisdiction of the Department of Mines. Here you have heavily bonded men handling gold direct from the prospector and miner, from the smallest mining company to the largest corporation, gold in all its various forms, — retorted, unretorted, nugget, dust, ingots, bars, etc. These computers who receive it, weigh it, issue Government receipts for it and after assaying compute its value. These men disburse millions of dollars annually for the purchase of it, ship it to the Royal Mint, sell the refined gold to the manufacturing jewellers and keep all the records of the various transactions from which the official Government records are compiled; men who any time of the day have temptation thrust upon them to the extent of thousands of dollars, but who are expected to be of such moral and mental calibre as to be entirely above dishonesty. What does Canada pay these men from whom she expects so much? The brilliant brains behind classification, classified these men as "Account Clerks" — with a maximum of \$105 per month.

All means so far have failed to effect any remedy in the situation, and this classification apparently stands.

But think of it, men on the accuracy of whose work millions of dollars are disbursed by the Government annually being remunerated at the rate of one hundred odd dollars per month. "Trusted employees should be well paid" so says Judge Sir Hugh John Macdonald and so says every honourable man. Let it be so in this case. The people of Canada do not wish it otherwise.

"JUSTICE."

Vancouver, B.C., June 17, 1920.

—CSFC—

Despite efforts of the government to reduce the cost of living, retail cost of 22 staple food articles showed an average increase of two per cent in November as compared with October, the bureau of labour statistics of the United States has announced.

EDITORIAL

Board of Hearing and Recommendation

The announcement that the Board of Hearing and Recommendation will suspend hearing for the remainder of July and August prompts *The Civilian* to make some comment on the work of the board up to the present time. It will be unnecessary to review the circumstances under which the board was created or to deal at length with its powers and functions, as these have been the subject of discussion from time to time during the past year, and are generally understood by organized civil servants. In undertaking to review the classification, to hear appeals referred to the board by the Civil Service Commission and to make recommendations as to the adjustments required, the Board of Hearing and Recommendation undertook one of the biggest tasks involved in the classification. When the board was created it was thought that it would be possible to hear all appeals and make the necessary corrections before the autumn session of Parliament in 1919. This was found to be impossible, and it was decided with the approval of the committees of both the House of Commons and the Senate that the hearing of appeals should be resumed after the passing of the Civil Service Amendment Act of 1919. On June 6 the board therefore resumed its sittings, which have continued for the past six months with but few interruptions. The fact that the classification had not been fully applied and that all the appeals of any one class were not ready to be heard at any one time did much to delay the work of the board. Even more difficult to overcome was the fact that members of the board had their regular duties to perform and consequently could not devote as much time to the work of the board as the importance of the work demanded. Other causes of delay have also been mentioned, but we will not comment on these until more authoritative information is available. A list of appeals heard would convince even the most skeptical that the duties of the board were of the utmost importance. It will not be claimed that the recommendations of the board have overcome all the anomalies in the classification, as the board did not undertake to set up a new scheme of classification but merely to correct the inequalities and even absurdities in the present scheme. If there is any dissatisfaction with the decisions of the board, there are a few points which must be taken into account in considering its decisions. In none of its decisions did the board attempt to provide salaries which would be fully adequate under present economic conditions. The object of the board was to provide that the salaries set for each

class should be equitable as compared with other classes. In theory, and the board was not authorized to discard the theories upon which the classification was based, the bonus was to take care of the extra increase in the cost of living above that taken into account in setting the salaries for the "theoretical normal" of 1918. Then, too the Government last year provided a flat rate of six thousand dollars per year as the salary for deputy ministers, which had the effect of setting an upward limit on the salaries which could be provided for the higher classes in the Service. If the decisions of the board are considered in the light of these limitations, it will be seen that its decisions are relative, not absolute. In any future re-adjustment of salary scales, in the event, for instance, of the elimination of the bonus and the raising of the salaries of deputy ministers, these facts which were given consideration by the board, may be allowed and will consequently have a different bearing on the question of compensation, so that further adjustments can be made which were impossible under present circumstances.

In the largerview of the situation it will be readily admitted that the Board of Hearing and Recommendation has been a useful institution in providing an outlet for the objections to the classification. It has brought the members of the Service, the representatives of the departments, and the Civil Service Commission into conference on some of the important matters which require only such a conference to secure their adjustment. It has been the means of bringing out many interesting and important facts regarding the Service. It has solved some of our problems. But we should be lacking in candour if we concluded our comment on the board with only these remarks. Civil servants have been assured that they had the right to appeal and that their appeals would be heard. It must be pointed out that the only appeals heard by the board are those against the classification, and that no machinery has yet been provided for hearing appeals against the application to the individual. The result is that those who are classified in special classes have had an opportunity to appeal, while the great bulk of the Service, not knowing how the application would be made, have not had this opportunity. True, many appeals have been made against the final application, but these have not been referred to the board by the Civil Service Commission and we are credibly informed have not yet been dealt with by the Commission itself. This is a matter of vital importance to the individual members of the Service; and it is time that the Commission made some announcement of policy regarding it. Civil servants in agreeing to the formation of the Board of Hearing and Recommendation did not agree to the setting up of a tribunal to hear a few hand-picked appeals and to the exclusion of the great body of the Service from the right to appeal. If the Commission has in mind a better or a more equitable way of hearing the appeals against the

application, a statement to this effect should be made at once.

Some months ago it was stated that all the recommendations of the board had been accepted by the Commission and, with a single exception, had been approved by the Governor in Council. Since then many recommendations have gone forward, and, so far as we are aware, have been accepted. This proves that the board is carrying out its functions in an impartial manner, which must be a source of gratification to the Service. Not indeed that the decisions themselves are always satisfactory to the individuals concerned, but that they are made on a uniform and standard basis and have so far proved unassailable by the authorities who have the power to pass upon them. We cannot conceive of any reason why the board should not be consulted regarding basic salary rates, bonus and many other matters. If the board can deal effectively with the appeals against the classification itself, there appears no reason to believe that it could not deal with other phases of the conditions of employment in the Civil Service, which are no more difficult or important. At the dinner given by the Dominion Customs Officers Association last March, the Minister of Labour looked forward hopefully to the time when such matters would be settled by agreement between the parties concerned rather than by present day ineffective methods. The Board of Hearing and Recommendation is endeavouring to do just that in regard to the classification. Why not extend its functions, give it legislative sanction, and refer other matters to it in order to have these matters settled by agreement and on an equitable basis? The Service looks for an answer to these questions. It is over two years since the duty of classifying the Service was imposed upon the Commission by the Civil Service Act of 1918 and it is not yet completed. The Service will not be satisfied with a *laissez faire* policy on the part of the Commission. They look for progress, and are prepared to authorize their representatives to co-operate in progressive policies.

The New Government--the Old Loyalty

At this writing the successor to Sir Robert Borden as Prime Minister has not been chosen. Whoever he may be, he may feel assured of the entire loyalty of the Civil Service.

This is a fitting time to state once again the position of the Service. In what is said we do not speak for individuals or classes, but we interpret and express the heart of the Service as we understand it.

The Service has suffered because people, both those inside and those outside its ranks, have insisted upon regarding it from the point of view of the individual. John Smith got a good position; then it is a good Civil

Service. William Brown was denied deserved promotion;—then it is a bad Civil Service. Thomas Jones, of the Sealing Wax branch, was found reading a paper at his desk by Hon. Ebenezer Nonsuch when that most important gentleman happened to pass through on his way to an interview with the Minister;— then to hades with all civil servants for a bunch of incompetents, loafers, and grafters!

It is a great comfort to be able to reach conclusions in this step-and-fetch-it fashion. There is some disadvantage, however, in the fact that the conclusions so reached are never correct.

The Civil Service of Canada is an organization, and like any other organization, if it is to be understood it must be regarded not merely in its entirety but as a working system — a machine complete and running.

So regarded, the individual is seen to be of no importance — just as any given bolt or pinion in a machine is of no importance, for it can be taken out and a new one put in its place with little trouble and no injury.

Alas, so regarded, it is seen that the machine is there to turn out a certain product, and nothing really matters except that it shall work efficiently.

So it is with the Civil Service. The object is to carry on the public affairs of the people of Canada, not to reward or repress Smith, or Brown, or Jones.

We who form the Civil Service see this point much more clearly than does the average citizen or the average representative of citizens. But it would be better if we saw it still more clearly and insisted upon it more constantly.

But this is the mind, we are perfectly confident, of the Service as a whole. If we ask for improved conditions, it is not with the idea solely of benefiting those affected by those conditions. To say that individual interest sways us is only to say that we are human. But back of every request is a belief that efficiency is impossible if conditions are not right, and we want to give efficiency.

At any rate, the Civil Service of Canada is glad to have all its problems, all its petitions, all its representations, appraised and dealt with according to that sole standard—efficiency. Anything that will promote efficiency we not only accept in advance, but strongly declare for. We want a Civil Service made up of sound material, well organized and with the highest morale. Leave individuals, however numerous, wholly out of account, and see to the organization as a working unit.

That has been the position of the Canadian Civil Service under former governments, and that will continue to be its position under the new government that is about to don the robe of office.

At the Sign of the Wooden Leg

Mr. Griffenhagen Keeps the Home Fires Burning.

Your
Humble
Serv:
Silas
Wegg

Quidnunc, as you know, is not a civil servant. He loves life, with its contradictions and ironies, too keenly to accept the strait-jacket of officialdom as a permanent garb. He prefers overalls, or even the tuxedo when in season. So I welcome him always to my fireside, or back piazza these summer evenings, as I sit with my pipe in my mouth trying to forget the rancorous strife which mars our days on the Hill. He does not pretend to see life steadily or see it whole, but rather as "shadow-shapes that come and go", fantastic and deformed, on that strange curtain which some would call his mind. He calls it his spare-room, meaning, I suppose, that it is ever ready for any stray guest.

We sat and talked along pleasantly the other evening, Quidnunc entertaining me with this and that bit of gossip, all colored by his telling, until I happened in an off moment to mention "Re-organization". The word was a match applied to the fuse of his fascies. I will try to reproduce the flashes — and smoke — that followed.

Quidnunc, unlike me, is an *in medias res* man. A wooden leg often infects the head, so that one has to do a lot of shifting and squirming before he gets settled to a line of thought. Quidnunc springs like a grasshopper from one idea to another. He has no lines of thought, a line being something of one dimension. All the three dimensions are his at one and the same time.

"The Government knew what they were about when they selected a man of the name of Griffenhagen to act as high executioner to the inefficients", said he. "They were not desirous of doing cold-blooded murder. They planned to stupify the Service before they operated on its members. Those who were not scared to death by the terror of that ominous name would be in such a state of torpor that their decapitation would ensue without any unseemly struggling."

"But what is terrifying in a name?" I asked.

"You have no sense of these things, Silas, as I have", he replied. "Those smooth names borne by the re-organizers of other days—Courtney, Fish, Murray — reminiscent of ancestral halls or old established commercial houses, could not, and did not, starve the Service. Neither could the names of the Government's regular practitioners — Roche, LaRoche, Jameison — convince one that there was more than a minor operation under way. But Griffenhagen! It has a sound like the rattle of machine gun fire or the shriek of bursting shells, or at least the 'melancholy, long-withdrawing roar' which Arnold heard as the ocean retreated down the naked shingles of the world."

"Surely", I interrupted, "you do not think that the Cabinet considered the sound of a man's name when engaging him any more than they thought of his ancestry. A dose by any other name would taste as sweet."

"The Commissioners", replied Quidnunc, "made their big mistake when they introduced Mr. Griffenhagen to us as Arthur Young. There's a certain friendliness about the latter cognomen. You thought of Arthur and his Knights redressing human wrong — your wrongs — and Young has a good old country sound to it. The Service did not tremble and gasp for breath when the name first smote on their ears. They kept their faculties all through the dread days of the re-classification and were able to struggle under the knife. That is why the operation was a failure. Not now, however. The limbs are paralyzed, and you will never feel the stroke that will end your troubles. Arthur Young is a name for a family doctor. Griffenhagen suggests Blunderbore and those other Cornish giants who had only to look at their victims to overcome them."

"Another mistake", he continued, "that the Commissioners made was in employing a Chicago firm to do

the work in hand. Americans are not terrifying, neither Irish Americans nor German Americans. Plain Americans, like Arthur Young and Company, were less so. Now the Government, when they took the task out of the Commissioners' hands, decided to employ Canadians, knowing that the deadliest work can be entrusted only to one's kith and kin — 'a little more than kin and less than kind' you know. A brother makes the most efficient slayer — witness Cain for instance."

"There is some doubt, is there not", I suggested, "about Griffenhagen and Associates being Canadians?"

"Are you one of those", asked Quidnunc, "who judge a man's patriotism by accent and etymology? Was there ever a greater Englishman than Disraeli? Did not Napoleon have a marshal named Macdonald? What makes a better rhyme than Foch with Bosche?"

"But Griffenhagen, Meyers, Wolff and Nilsen?" I interrupted. "It is against the law of averages that all these are U. E. Loyalists."

"Not Nilsen — the name is Nelson — there goes one of your props. The people to the South might spell the name carelessly, for they make directories by the yard in Chicago, and nothing but the first letter counts. Here we are more particular. 'Of Nelson and the North sing the glorious day's renown'. We know that a true Britisher has a British name if only we seek it out. Among uncultured folks it may degenerate into Schmidt or Schumacher, but the circumcision of patriotism will avail to make it appear as Smith or Cobbler."

"How about Wolff?" I inquired, knowing that Quidnunc was ready for me.

"Mr. Griffenhagen has settled all that", said he. "Mr. Wolff's maternal forbears were French Canadians. I am inclined to think, but of this I have no direct proof, that they were of the name of Montcalm. Wolff and Montcalm! Sir Robert is letting

Laurier finish his work of reconciling the British and French Canadians. How appropriate it is that one who has in his veins the blood of those who conquered and of those who were defeated on the Plains of Abraham — we must have the inevitable Semitic touch — should be entrusted with the remodelling of Canadian institutions! Entente cordiale and all that sort of thing, you know."

"May be a wolf in sheep's clothing", I ventured, "or *loup garou* perhaps."

"Don't trifle with serious things, Silas", said Quidnunc, who was plainly nettled because I had anticipated him in his fancies.

"You never can tell", he continued, "how sensitive some people are about their names, and you have your little job on the Hill to consider. Many a man of higher rank than you has lost his head because of a sly joke at the expense of some king's favourite. Remember that you are not twitting members of Parliament who may lose their influence at the next election, but permanent dictators who owe their elevation to an Order-in-Council."

"Permanent?" I asked. "Where did you get that notion?"

"My dear man", said Quidnunc, "are you a stranger in Israel that you don't know how hard it is to pry an efficiency engineer away from his meal ticket? Does a nerve specialist cure a wealthy neurasthenic in a fort-

night? Does a lawyer wind up a millionaire's estate in a month?"

"You mean", said I, "that the camel once having got his head inside the tent the master may as well move out?"

"Exactly", said Quidnunc, "you are brightening. When the Arthur Young Company first invaded Ottawa they should have been met by a band playing, 'The Camels are Coming' or words to that effect. We are in for a long siege of efficiency. This is a growing country, and our mistakes have been many. All through the war and before it we saw the tares springing up amid the Civil Service wheat, but the Cabinet always said, 'Let them grow together until the harvest'. Griffenhagen and Associates, as long as they were regarded by you as mere botanists who gave technical names to the varieties of wheat and tares in the grain fields, were objects for amusement. But they have laid aside their text books and taken up their sickles. What a difference!

"All history", said Quidnunc with one of those interruptions of himself so common to him, "is to be found in the Book of Genesis. Civil Service history is all there. Adam in the garden naming the animals as they passed by him — there is a perfect picture of the Arthur Young classification."

"And what is the Griffenhagen re-organization?" I asked, not wishing to be led through an endless series of Bible scenes.

"That — oh, that", said Quidnunc, "is the story of the Ark. Mr. Griffenhagen is Noah, the Associates are Ham, Shem and Japheth. You are the animals to be saved two by two or left to be drowned by the thousands when the windows of heaven are opened and the waters rise out of the deeps. I am afraid that one-legged creatures will have a poor chance of reaching Ararat, unless their wooden legs or heads keep them afloat."

"This is getting personal", I remonstrated.

"Well, that is the trouble with the whole business. As long as reports and re-classifications were impersonal, dealing with classes and positions, not with men, no one on the Hill worried much. The word has gone forth now to sift the wheat. It is an anxious time for the tares, and for those who used to go on them. At any rate the sport costs only \$10,000 a month, with accessories, and our good Canadian friends from Chicago may as well play with the hearts and lives of their fellow countrymen in the Service as with the dollars in the Treasury. Good Night. Remember me to Mr. Griffenhagen when you see him. I knew him quite well when he lived in New York, P.Q."

"By the way", he called back as he crossed my little lawn, "why did these re-organizers not call themselves Griffenhagen and Allies? It would have cinched their hold on our affections. Associates! That has a Wilson smack to it!"

Open Letter to Our Readers

To the Members of the Federation:—

"There is a gift beyond the reach of art, of being eloquently silent", and perhaps as the first woman vice-president of the Civil Service Federation of Canada it might be more becoming for me to follow the ideas of St. Paul regarding women in the church. The last few years have wrought so tremendous a change in the attitude of the public mind towards women in public life and this change has been accelerated so greatly by the war that now a woman may take any position at all without exciting more interest than a passing comment. Among my acquaintances is one of the first, if not the first woman who entered the Civil Service — she is just in the

prime of life — and to-day, according to a rough estimate, between ten and twelve per cent of the Service throughout Canada are women. At all events a woman now finds herself 2nd vice-president of your organization, and this opportunity of addressing you directly must not be overlooked.

First of all let me thank the Federation delegates not only for the honour they have conferred on me personally, but on the women of the Service generally in electing a woman to the office of vice-president. It was the logical outcome of the spirit of co-operation that permeated the convention; the same spirit of appreciation for work well done that is meeting

the women in every path of life to-day; and I may say on behalf of the women that it is greatly appreciated. I can only hope to prove faithful to the trust that has been placed in me.

In every executive office are combined two responsibilities; that assumed by the incumbent of the office of carrying out the directions and policies of the electors and that resting on the electors themselves in selecting a person to represent them and execute their policies. I do not know which is the greater. The acceptance of office involves many things which are not easy of accomplishment, such as the subjection of one's personality to the composite personality of the organization. On

the other hand the electors must furnish their executive with a policy to be carried out. Of the two acts that of executing a policy is infinitely easier than that of formulating the policy. It is not unusual for executives to formulate the policies of an organization as well as to carry them out, but that, I submit, may be carried to the extreme and should be resorted to only when immediate action to meet an unforeseen contingency may be necessary.

The convention of an organization is the arena where the merits of different policies are pitted against each other in turn and the March convention not only evolved an extensive program, but it also supplied the momentum of enthusiasm to carry out that program. However, there is apt to be a hiatus between a convention and the consummation of its policies, and it is just here that the executive has to assume not only the responsibility of execution but often of initiation of policies as well.

It is in this particular that I would beg for the executive all the support possible from its constituents. Otherwise many ideals will be impossible of accomplishment. To a less extent this is experienced amongst the members of the executive themselves and they try to offset it by regular weekly meetings as well as by many committee and extra meetings, but the thing of paramount importance is for the affiliated organizations to keep in touch with the secretary treasurer of the Federation. *The Civilian* to a great degree reports to you the progress that is being made by the executive. It doesn't always report the obstacles surmounted nor the trials and tribulations of soul experienced. Such would not make happy reading. So it is not much to ask that the executive be kept informed of the component parts of

the Federation, and given repeated assurances of their support; and that the component parts should feel a personal responsibility for embracing in their organization all the civil servants in their district.

Unless Civil Service groups have a complete organization — strong and thorough down to the last minutest detail — the Federation can not have the effectiveness it ought to have. Back us up with thorough organization and I promise you the best possible results through your executive. Some one has said that a good executive is one that decided quickly and once in a hundred times is right. The Federation necessarily makes haste slowly; but the more perfect the organization the greater will be its speed of action.

No executive has any right to fear criticism, but it has every reason to resent it if it takes its usual destructive form. Let us have constructive criticism and plenty of it.

Let us have faith — we promise to keep it with you; let us have hope — we would not be here in office unless we were optimistic and not unduly so; let us have charity — not the "Paternal Bonus" kind, but the charity that strives to understand and has patience with the foibles and weaknesses of human nature and above all patience with the Civil Service Commission and the Re-classification; and finally let us have work. Eternal vigilance is the price we must pay for advancement and remember the executive cannot do it all. Then, having all these things, we shall fail if we have no publicity. Therefore it rests with each individual member to make the Federation a success.

EDNA LOUISE INGLIS,

2nd Vice-President,

Civil Service Federation of Canada.

Civil Service Federation of Canada

The executive of the Civil Service Federation has held twelve regular meetings and one special meeting since the last convention. The meetings have been very faithfully attended, and much business of a constructive nature has been discussed.

Four of the largest problems have been the Bonus, the Superannuation Bill, Classification and the future of *The Civilian*.

The executive, a few days after the convention, commenced a campaign for a larger bonus. The general policy of the Federation had been laid down at the convention. The executive, by every means in its power, endeavoured to carry this policy into effect. Several conferences were asked for, and obtained, with the Civil Service Commission, with the Hon. N. E. Rowell, and with representatives of

the Cabinet. Although at first there was every hope that a substantial increase in the bonus might be anticipated, the final decision is in some measure forecasted by the cool and highly non-committal reception given to the executive by Acting Prime Minister Sir George Foster and the Hon. Messrs. Meighen and Burrell. The executive continued, however, to press for certain amendments to the regulations when finally decided upon, resulting in some modifications which are enumerated in this issue.

The executive deemed it advisable to concentrate its efforts as much as possible, and with this end in view, and knowing that the Civil Service Association of Ottawa intended making a study of the Superannuation Bill, they gladly availed

themselves of the offer to leave the major part of the work in the hands of the Association.

With regard to the classification, the executive has been pressing for a speedy decision as to exactly where the Service stands. The bill antedating the application was carefully considered; but beyond expressing the opinion that it would be preferable to have the necessary money a charge against the Consolidated Fund, rather than against funds to be voted by Parliament, no criticism or suggestion was offered. The executive in this instance, as has often occurred in the past, was seriously handicapped by the lack of copies of the bill. It would be most desirable, and in the interests of all concerned, if the representatives of the Service could be supplied with an adequate number of copies of bills that so intimately concern them.

Classification has been under discussion a great deal, but the question is so broad, and presents so many different phases, all requiring close study, that no report is as yet prepared. An active campaign for a permanent Board of Hearing competent to decide appeals against the application, and whose decision will be final, will probably be undertaken, but the exact manner in which this will be carried out has not yet been decided.

Although the committee has devoted much time to the future status of *The Civilian*, it was deemed a matter of such importance that action should be deferred until everything bearing upon it could be fully considered.

The question of better organization of all civil servants has been given much thought. A central committee has been appointed, whose duty it will be to keep in touch with all organizations, assist them in any effort towards better and closer organization, and, by advice and co-operation, encourage the organization of all civil servants who are not now either organized into associations or affiliated with the Federation. A circular on this subject will be issued very shortly, and the executive appeals to all those interested in the welfare of civil servants generally to actively assist this central committee in its most important work.

An appeal will shortly be made to all members of the Service for further funds to carry on the Morson appeal. The executive will issue a full statement of this case within the next week or so, and most sincerely hopes for a generous response. The importance of the case, the magnitude of the interests involved, make it essential that no stone be left unturned to carry it to a successful conclusion.

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Preferring
One Another

From a Woman for Women

Much interest and not a little admiration have been aroused lately by the magnificent gift to Dalhousie University by Mrs. E. B. Eddy of Ottawa. Three hundred thousand dollars for a residence for Dalhousie women students! Just think of it! The men are so accustomed to having things endowed for them that they accept them as a matter of course, but with the women it is different and not a woman in Canada could help a warm heart throb on hearing of Mrs. Eddy's generosity.

The Fees Others Pay

In Toronto they have an up-to-date club for Domestic Employees, and at a meeting a few days ago they decided to raise their yearly membership fee from \$3 to \$5. What do you think of that? To get a dollar fee for association purposes from civil servants one almost has to use forceps. When one remembers that it is only within the last two years that household workers have made an attempt to form a union and that for the benefits derived from so immature an organization they are willing to pay the princely sum of five dollars, one must admit that the civil servants have a long way to go to reach the same standards of co-operation, loyalty to class, and esprit de corps.

Do it now

The membership campaign of the Halcyon Club has done quite as well if not better than usual this year. It should be pointed out that intending members should join at once in order to give the club the benefit of having its fees paid up early in the year.

In planning a summer holiday the women of the Service should first of all set aside five dollars, the club fee. It is our very own institution and we should support it first of all.

An Outpost Carried

An important concession was given by the Cabinet in connection with the recent award of increased War Bonus. The differentiation as between men and women which formed an objectionable feature of previous awards has been wiped out, and the Whitley Council Cost of Living Committee has been able to announce that the percentages of salary forming the basis of the new bonus scheme will be the same for men and women. This is an impor-

tant outpost carried, and carries the campaign one stage nearer to a successful conclusion.

Miss Corrigan Greatly Missed

Miss Corrigan, the superintendent of the Halcyon Club, who was suddenly taken ill early in June and was operated upon in the Water Street Hospital, has made a speedy recovery, so it is expected that before long she will be back at her post in the club. Although the arrangements during her absence have been admirable, the girls will be glad to welcome their superintendent back again.



MISS MARY D. DOYLE,
President, Halcyon Club, Ottawa.

A Public-Spirited Woman

In presenting to the House of Commons his report of the Committee on Pensions and Re-establishment, on June 22, the chairman, Mr. Hume Cronyn, (London) eulogized the work of Miss Helen R. Y. Reid, of Montreal, who gave valuable evidence to the committee. Not only have Miss Reid's services been available to the Canadian Patriotic Fund Committee, but she is considered an authority on the many problems dealt with by Social Service Workers. Her articles, contributed to the Journal of Public Health, show a great amount of study, and the conclusions reached are the result of the calm judgment of a well ordered mind.

At the Canadian Public Health Association convention in Vancouver, June 24, Miss Reid was elected one of the vice-presidents. The public always stands to gain by having Miss Reid on any board or executive committee dealing with public affairs.

Mr. Cronyn expressed himself in the following terms:—

"Personally, I was impressed by the evidence of Miss Helen Reid, of Montreal, who since August of 1914 has done continuous and splendid work for the Patriotic Fund. It was apparent to me from her evidence, and the material submitted, she had made an exhaustive study of this question. Her statement showed that both Canadian and American investigators thought a single man should be allowed \$900 a year upon which to live; and her recommendation was that the average family of five should receive \$1,575 per annum. The suggestion of this committee fixes the allowance of the single man at the figure mentioned, but surpasses those for the family by \$65.

"There is much talk of the high wage to-day to the workingman; too often is it forgotten that an hourly or daily rate is not a fair test upon which to base an annual income, as, so frequently is his occupation seasonal, or if not is broken into and thus lessened by holidays and other interruptions. During the course of the committee's session a questionnaire was directed to 56 of the larger cities in the Dominion to ascertain the annual remuneration allowed to the rank and file of the police and fire brigades of these municipalities. Replies have been received up to dates from 43, covering every province in the Dominion. These returns show the average allowance to the civic employees named is \$1,347 a year. Police and firemen begin with an average salary of \$1,237 and attain a maximum average of \$1,456. As is to be expected, the amounts paid vary with the province; they are larger in the most populous cities and reach their low point in the smaller places. If we take the figures of the 12 largest cities, from Halifax in the East to Vancouver in the West, we find the mean average to be \$1,430, the maximum average or starting point being \$1,309, rising to a maximum average allowance of \$1,551.50.



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Personal
Notes

Mainly About People

What
We all are
Doing

COL. TOLLER DEAD

Lieutenant-Colonel Frederick Toller, who died at his home in Ottawa on June 15 at the age of seventy-nine years, was formerly a prominent figure in Civil Service and military circles in the Capital. He was a native of England and had lived in Victoria, B.C., before coming to Ottawa, about fifty years ago. He was a civil servant for nearly thirty years, and when he retired on superannuation was holding the position of controller of currency in the Department of Finance. He took a leading part in militia affairs for many years and rose to the command of the Governor General's Foot Guards.

Colonel Toller is survived by his widow, four sons, and three daughters.

NEW DEPUTY MINISTER OF MINES

Charles Camsell, B. Sc., has been appointed deputy minister of the Department of Mines in succession to R. G. McConnell, who has retired on superannuation.

The new deputy head entered the service of the Geological Survey in 1904 and has a wide reputation as a geologist. He is but forty-four years of age.

Richard G. McConnell, B.A., F.R.S.C., F.G.S.A., the retired deputy, entered the Civil Service in 1879, and was appointed to the chief position in his department in 1914.

OBITUARY

SIMPSON. — In Montreal, on May 16, John Simpson, letter carrier, aged forty-three years.

McIVOR. — In Winnipeg, on May 22, D. K. McIvor, postal clerk, aged twenty-eight years.

SAMSON. — At Lauzon, Levis, Que., on April 25, Alfred Samson, sr., aged seventy-three years; for twenty-one years superintendent of the Levis dry dock, Dept. of Public Works; president of the Dockmasters' Association; father of J. E. Alf. Samson, secretary of the Dockmasters' Association.

TOLLER. — In Ottawa, on June 15, Lieut.-Col. Frederick Toller, formerly controller of currency, De-

partment of Finance, aged seventy-nine years.

WILSON. — In Ottawa, on June 1, Miss Elsie Emily Wilson, of the Department of Soldiers' Civil Re-Establishment.

LOUCKS. — In Ottawa, on June 2, Henry Hamilton Loucks, formerly of the staff of the House of Commons.

VANCE. — At Millbrook, Ont., on June 14, William Vance, aged eighty years, postmaster of Millbrook for fifty years.

STEELE. — In Ottawa, on June 21, Vivian Henry Steele, formerly of the Department of Marine, aged seventy-three years; a civil servant for forty years.

COUGHLIN. — In Ottawa, on June 25, Mary A. Coughlin, formerly of the Post Office Department, aged eighty-four years.

BROWN. — In Ottawa, on June 19, Lieut.-Col. Robert Brown, of the Department of Militia and Defence, aged sixty-six years.

McCALLUM. — In Hamilton, on June 19, Thomas McCallum, senior clerk of the Customs, aged sixty-eight years; a civil servant for twenty-two years.

PERSONAL

Messrs. J. de L. Tache, who has been transferred from the position of King's Printer to that of Librarian of Parliament, and Fred. Boardman, who leaves the Civil Service after ten years as Superintendent of Printing, were presented by the employees of the Printing Bureau with silver-mounted umbrellas when they left their former positions. Mr. Fred. Cook, Assistant King's Printer, was spokesman for the employees. The recipients gracefully acknowledged the tributes of their former subordinates.

John McLennan, deputy postmaster at Brockville, has retired on account of ill health, after forty-two years' service. W. E. Manhard, formerly senior clerk, has been promoted to fill the vacancy.

Percy Farnsworth has returned to duty in the Brantford Customs house after spending a month in England for the benefit of his health.

George A. Craig, sub-collector of Customs at St. George, N.B., is back at his desk after a year's absence on account of ill health.

Charles Wilbur Carvell, of the Customs staff at St. John, N.B., was married recently to Eva Gertrude, daughter of Mr. and Mrs. W. J. Nagle. Mr. Carvell was a member of the 25th Battalion and was wounded at Lens.

Arthur L. Goodall, of the Dominion Bureau of Statistics, was married on June 10 to Norma Ethel, eldest daughter of Mr. and Mrs. E. Dawson, of Britannia.

Miss Loulou LeMoine, daughter of J. D. St. Denis LeMoine, sergeant-at-arms of the Senate, and Mrs. LeMoine, was married on June 17 to Naulon Cauchon.

Walter S. Field, of the Customs, Niagara Falls, formerly of the 4th Mounted Rifles, C.E.F., was married on June 2 to Jessie E., daughter of Mr. and Mrs. James R. Woodruff, of St. Davids.

Captain Gerald Wallace Guiou, M. C. and Bar, of the Post Office Department, was married on June 24 to Huldah, eldest daughter of the late W. S. Howe and Mrs. Howe.

Miss May Turner, lately of the Post Office Department, was married on June 16 to Ernest Appleyard.

—CSFC—

SCIENCE AND INDUSTRY

The Scientists of the whole world including those now working in the so-called "non-metric" countries have already adopted the metric system. The experiences of war have proved the advantages of close co-operation between the scientist and the industrialist, and to that end it is desirable they should both work in the same system.—The Metergram.

—CSFC—

TECHNICAL PROGRESS

The ordinary rate of evolution in many industries has been accelerated by the experience of war to such an extent that "the best practice" of pre-war days is already obsolete. Extensive "scrapping" of patterns, etc., is inevitable, and a unique opportunity of starting afresh on the metric basis is thus provided.—The Metergram.

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The invitation extended to the secretaries of Branch Associations for news items, finds the west in the forefront in getting into line in this regard. The following from Provincial Secretary D. H. Elliott is a very interesting contribution and more of the same will receive a warm welcome.

Vancouver Customs Association

That civil servants should not keep exclusively to themselves, concerned only with salaries and bonuses, but should share in the activities of other good citizens, is an idea that has found lodgment in the minds of many of the Customs staff of the Port of Vancouver, including Collector Carey.

In approaching the government for concessions, to have a reasonable prospect of success, it is necessary to have behind civil servants the weight of popular approval and sympathy. Sometimes, in the past, this sympathy has not been evidenced and among the causes for the lack of it, that may be mentioned, are the gruff or abrupt manners towards importers and shipping men indulged in sometimes by a few officials and officers, the occasional tardiness of others in giving service required, as well as mutual misunderstanding arising from aloofness of public servants and their apparent lack of public spirit.

The recent celebration of the 250th anniversary of an institution whose growth has been co-temporaneous with that of Western Canada afforded an opportunity to the Customs staff to put itself on the map as a civic institution, expecting consideration as such. The celebration was opened with a pageant and the staff decided to take part in this.

Upon an auto truck loaned, with driver, by the Hayes-Anderson Motor Co. was placed a large magnet, constructed by Dixon & Murray, within whose arch sat Miss Vancouver, represented by Miss Hart, daughter of Officer Hart, holding lines leading to various transportation agencies. These transportation facilities were represented by various models borrowed for the occasion,—A six foot model of a ship, loaned by the Robson Transfer Co., of the Empress of Asia, loaned by the C. P. R. Ticket

Office, and of the Ruthven; loaned by the captain,— represented commerce with the Port by water. From Mr. Watson, toy and model builder, came a fully equipped nine foot freight train loaded with B. C. toothpicks. This model goes under its own steam ten miles per hour and is valued at \$1,700, and with passenger train supplied by David Spencer, Limited, land commerce was typified. Two aeroplanes from the Canadian Export and Import Co. stood for our future aerial trade.

The idea of the float was to represent the commerce of the port of Vancouver by sea, land and air. The whole was decorated with Vancouver's floral emblem, the blossoms of the dogwood. To protect the firms who were kind enough to loan the models an insurance policy amounting to \$3,000.00 was taken out.

In the carrying out of the undertaking the following officers devoted their talents: H. J. Hörner, Gordon Smith, F. M. Burns, P. Hart, S. B. Kemp, and W. M. Cullin. While the product of their efforts did not win the prize it was sufficiently ambitious in design and execution for the debut of the Vancouver Customs Association.

About the first of May an Overall Brigade was organized among the staff which kept for five or six weeks its silent campaign of protest against the high cost of clothing.

The fourth annual picnic was held at Bowen Island on the King's Birthday and a very enjoyable time it was—up to the time for returning, when it was discovered that the boat which was to have brought us back had run out of oil and as a consequence the hundreds of picnickers were left stranded until other boats were sent up from the city. Some reached home about 2.30 a.m., some at 6 and some the following afternoon. Curses not loud but deep were uttered against the Terminal Steamship Co. which, by its mismanagement, gave a disagreeable ending to a perfect day.

Officer V. Brombley is at present on a trip to England with his family. After passing through Toronto and

St. John, N.B., he wrote back flattering reports of the courteous attention shown him by the staffs of those Ports.

There recently left the Service J. W. Y. Jarvis, to open up business as an accountant; Officer Campbell, who entered the Service three months ago, returns to banking life.

Owing to the sensational turn of affairs in Civil Service reform, it is difficult a fortnight before the publication of this article to write with any degree of intelligence of the problems before us, as matters may take a different turn any day, and confusion or duplication of ideas would result. As a consequence we are depending on our confidential bulletins, issued from time to time to the members generally, through the secretaries of local or provincial branches for the disseminating of news or information as it develops, and in the meantime will devote this space to matters of general interest only.

The passing of Bill No. 120 means removal at an early date of a number of officers whose faithful and efficient service will provide the retirement so long deserved and delayed. Let us hope in dealing with these veterans of long service through the lean years and economical (?) administration that an endeavour will be made to give the maximum allotment in appreciation of the silent, patient service of many years at starvation wages.

In the matter of the re-organization of the public service, there is no doubt as to our stand in the matter. Re-organization, intelligently carried out, has been wanted for years. The Civil Service has been the foremost in pointing out its necessity. Elimination, however, is a problem requiring careful study and advice of those whose experience and interest in those matters should be sought. Re-organization should not necessarily mean a wholesale dismissal of employees, but rather a re-adjustment of methods, whereby the disposal of surplus help, if any, may be considered. In the final analysis, some are bound

THROUGHOUT THE WORLD

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to be in the discard, and a reasonable provision is to be made; but to make haste slowly should be the guiding principle of those in charge of this important work, and we await the result with interest, sustained and grim.

During our convention, Mr. Calderwood, who visited the East for the first time, had an opportunity of testing our real Canadian winter and, although he expressed entire satisfaction with our climate, the following lines, penned upon his return, indicate where his affections lie.

SUNSET AT VICTORIA, B.C.,
March 21, 1920.

(With apologies to *Our Lady of the Snows*)

Peace, and a golden splendour,
O'er snow-capped peaks and sky;
When the waters flow in a radiant glow,
To where far off forests lie.
And the deepening flush
Of the twilight hush
Makes up a perfect whole;
Till the peace of the scene,
Like a soothing dream,
Creeps into the listening soul.

A. E. CALDERWOOD.

Canadian Civil Service Disability

A new departure has been made in Accident and Health Insurance in the form of a "Canadian Civil Service Disability Policy", issued by the Continental Casualty Company. This policy is designed to meet the needs of the Service and is issued only to employees of the Civil Service. It provides for payment of a principal sum to the estate of the insured in case of death by accident, a monthly indemnity in case of accident or sickness, payable as long as disability exists, 25 per cent additional indemnity during confinement in a hospital for a period of ten weeks, an allowance of 50 per cent of indemnity for a period of two months during convales-

cence, a very liberal "double liability" provision while travelling, including electric street car accidents.

As provision is made for allowance of "sickness absence" to all Government employees, of eighteen days per annum, the Company have eliminated that period of time during each policy year, and in consequence, have materially lessened the charge.

This policy has been approved by the Insurance Department and by the officers of the Civil Service Federations of Canada, and we predict that it will find general favour in the Service.

The Single Returned Soldier and the Bonus

Some they went, and some were sent, to fight with all their might.
The aggression of the Prussian, and for justice, freedom, right.
They cheered them to the echo, as they embarked upon the train
And promised "a better world to live in", when they returned again.
They went and fought and conquered, away in Flanders mud
And some returned, mid'st greetings of "nothing is too good".
Nothing is too good it seems, on return to "Civil" life
If the soldier on returning, returned without a wife.
A generous employer, the Government to wit,
Shows how to treat the soldier, who went and "did his bit".
His pay check, is "bonused" back, a couple of hundred dollars,
And old H. C. of L. steps in, when buying eats and collars.
"A better world to live in", once the cry upon the taper.
Then there was another cry, who said it? "scraps of paper".

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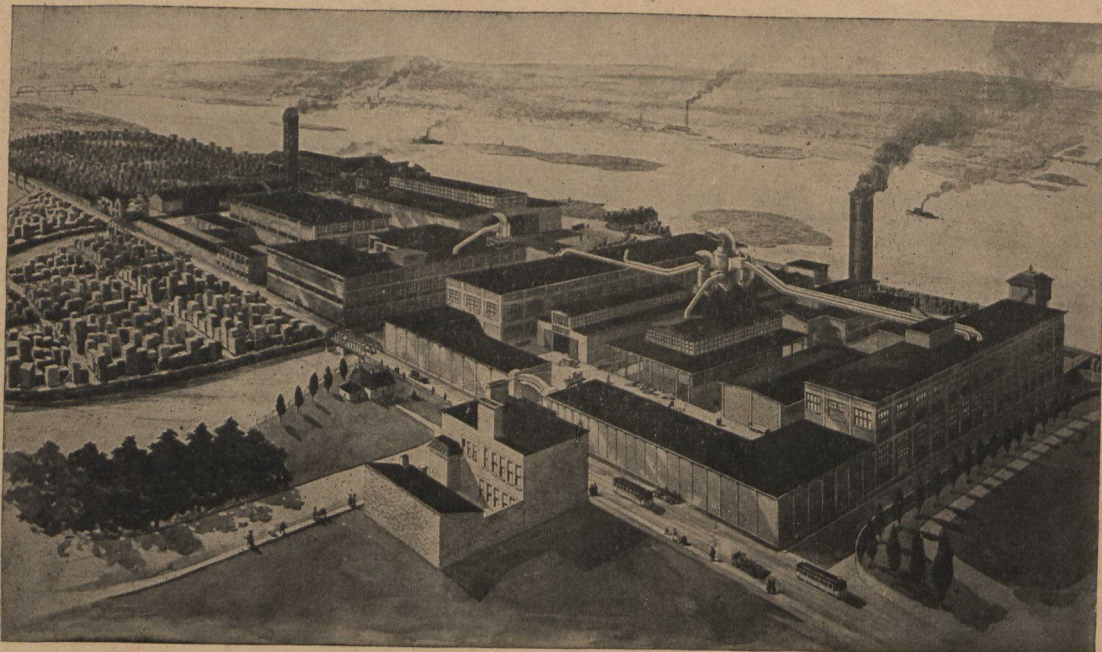
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