

# THE CIVILIAN

VOL. III.

JANUARY 27th, 1911

No. 20

## Interview of Civil Service Federation with the Prime Minister.

On the next following pages appears a copy of the memorial which a deputation representing the Executive of the C. S. Federation of Canada presented to Sir Wilfrid Laurier on Friday the 10th inst.

The deputation was very cordially received by the Prime Minister and was in every respect a pronounced success. Replying to the representations of the delegates, Sir Wilfrid stated that he was beginning to think it a long time since he had last received a deputation from the service and that he was glad to be put in possession of their views as to their chief needs. He spoke encouragingly as to the outlook for better salary scales in the various branches of the outside service, and for a system of superannuation for all. In various matters of detail he asked for explanations, and in every way evinced an active and kindly interest in the welfare of the service. Incidentally he paid a high tribute to its general efficiency as an administrative body. Throughout he was appreciative and sympathetic.

The members of the deputation were: Dr. J. A. Smith, of Windsor, President; Mr. A. E. Morin, Montreal, Vice-President; Mr. R. H. Coats, Secretary; and Messrs. F. Allen, Ottawa; W. G. Jessop, Toronto; R. Colvin, Hamilton; J. A. Doyon, Ottawa; A. E. Giroux, Montreal; I. A. Belleau, Quebec, and R. W. Dillon, Ottawa. The speakers were Dr. Smith, who presented the memorial, and gave a brief outline of the general principles on which it was based. Mr. Colvin then spoke on behalf of the Customs service; Mr. Allen on behalf of the Post Office employees; Mr. Doyon for the Inland Revenue, while Mr. Dillon dealt with superannuation. All were brief and clear, and produced a decidedly favourable impression. Mr. H. B. McGiverin, M.P., introduced the deputation, bespeaking the interest of the Premier in the memorial. At the close Mr. McGiverin also made a strong speech in favour of superannuation, and on the whole the interview was a pronounced success, both in the manner in which the matter was presented and in which it was received by the Prime Minister.

The interview was preceded by a meeting of the Executive held in the Russell House on the evening of the 19th, in which the memorial which had previously been submitted to the various constituent bodies of the Federation for approval was given its final form. The meeting, though nominally one of the Executive, was attended by several interested in the work of the Federation, including Messrs. B. C. McCann, London; J. J. Flynn, Niagara Falls; F. Pattison, Bridgeburg; J. Plummer, Sault Ste. Marie; Mr. Henderson, Victoria, B.C., besides several members of the inside and outside service resident at Ottawa.

For the entire service,—with its varying necessities,—the outlook is most promising.



# Memorial.

—————

*To the Right Honourable Sir Wilfrid Laurier, P.C., G.C.M.G., Prime Minister of Canada.*

Sir,—

It is now a year since you accorded to the Civil Service Federation of Canada the privilege of its first interview with you as Head of the Government. We desire to thank you in the first instance for the measure of relief afforded in the interval to certain members of the Customs, Inland Revenue, Canal, and other services. Existing conditions, however, in other respects remain such that we feel impelled to again approach the Government with a statement from the point of view of the most comprehensive organization in the service. We might add that the subjoined represents the views of 38 organizations of civil servants between Halifax and Victoria, B.C., aggregating about 5,000 in membership.

At the outset of our statement we desire to say that it amounts in the main to a plea for equal treatment throughout the service of the various branches and classes serving the Government.

## **Merit System of Appointment.**

We beg leave to request the consideration of the Government to the extension of the merit system of appointments and promotions over the entire service. While we make no representations as to a matter which still remains one of government policy, we desire to say that civil servants themselves are not unwilling to go on record as in favour of the principles of civil service reform.

## **Salaries and Classification.**

As on previous occasions we desire to place the claims of certain branches of the service for increased remuneration under two headings: (1) the increased cost of living, and (2) the need for an improved classification scheme. Throughout the entire service we believe much good would accrue through a thorough reorganization such as that contemplated by the Act of 1908.

On the subject of cost of living, it would appear unnecessary to adduce further evidence at this date. The report of the Department of Labour shows that prices were at least 37% higher last year than in 1897. Special pleas on this behalf, however, have been addressed by certain of our constituent bodies to their respective Departments. For example, the Canal employees have addressed a memorial to the Honourable the Minister of Railways and Canals; employees of the Marine Department have addressed the Honourable the Minister of Marine and Fisheries; the Penitentiary employees both of B. C. and the East have similarly addressed the Honourable the Minister of Justice; the Civil Service employees in Europe have presented a statement to the Honourable the Minister of Agriculture, while those of all classes in B. C. have similarly addressed yourself. The special plea of the Railway Mail Clerks was recently handed to yourself and the Honourable the Postmaster General. To all of these we give endorsement and would request favourable consideration on the part of the government

In more particular reference to changes in the classification



system we beg to submit the following suggestions, by departments, all of which pertain to the outside service:—

**Inland Revenue.**—This department consists of three main sections: Excise; Weights and Measures; and Gas and Electricity. The Department appreciates the improvements of the past year. We would point out, however, the need of extending the principle of classification, now enjoyed by the Excise branch alone, over the two remaining branches as well.

**Post Office Dept.**—The following scale is recommended for clerks in City Post offices, Office of Post Office Inspectors, and Office of Supt. Ry. Mail Service:—

Class.	Present scale	Proposed scale.
Stampers and Sorters .....	\$ 500 to \$ 600	\$ 500 to \$ 600
4th class Clerks .....	500 to 700	500 to 700
3rd class Junior .....	700 to 800	800 to 900
3rd class Senior .....	800 to 900	1,000 to 1,100
2nd class Junior .....	900 to 1,000	1,200 to 1,300
2nd class Senior .....	1,000 to 1,200	1,400 to 1,500
1st class .....	1,200 to 1,500	1,600 to 1,800
Specific duties .....	1,800	1,900 to 2,000

Annual increases to be \$100 instead of \$50.

A qualifying examination to be compulsory on entrance.

Sunday work to receive special consideration.

Offices west of Port Arthur to receive an extra provisional allowance of \$15%.

**Customs.**—The following schedule of salaries is recommended:—

Chief Inspectors .....	\$3,500 to \$4,500.
Inspectors .....	2,500 to 3,500.
Collectors .....	300 to 4,500.
Surveyors .....	1,600 to 2,800.
Chief Clerks .....	1,200 to 2,400.
Clerks .....	800 to 1,600.
Appraisers .....	1,000 to 2,500.
Asst. Appraiser and Guagers .....	800 to 1,600.
Tide Surveyors .....	1,000 to 1,800.
Chief Landing Waiters and Chief Lockers .....	1,000 to 1,500.
Landing Waiters, Examining Officers and Lockers .....	600 to 1,200.
Messengers, Packers and Tide Waiters .....	500 to 750.

It is also recommended that the benefits of classification as applied to the Outside Service of the Inland Revenue department or on similar lines be extended to the Outside Service of the Customs Department, under authority of Chap. 24, Sec. 23, of the Consolidated Revenue and Audit Act, with an annual increase of not less than \$50.00, until the maximum of their class is reached. We would further recommend that officials West of Port Arthur receive an additional allowance of not less than 15%.

**Immigration.**—The following schedule is recommended:—

Border Inspectors .....	\$ 800 to \$1,200
Inspectors in charge and Port Agents .....	1,200 to 1,800
Travelling Inspectors .....	1,500 to 2,500

### Superannuation and Insurance.

As you are aware, a report and draft bill on Superannuation was presented last Spring by the Senate Committee on the civil service, of which the Hon. Senator Power is Chairman. The spirit of that report and Bill has received the cordial endorsement of every civil service organization from the Atlantic to the Pacific. We would respectfully request the introduction of a similar measure into Parliament during the present session. For two years past a special committee of the service has made it their business to collect full data bearing on this important question, which data we feel sure would be of value to the government.



As of kindred interest with Superannuation we beg leave to renew our request of last year re Insurance, namely, that the government extend the amount to \$5,000 from \$2,000 as at present.

In conclusion, though certain of the above suggestions involve questions of Departmental regulations, the Federation believes that the more important require your assent as leader of the government. We think that all on examination will be found to make in their tendency for more efficient administration machinery for this great and growing country.

J. A. SMITH,  
President.

R. H. COATS,  
Secretary.

### The Civilian in the House of its Friends.

In a certain Departmental Block at Ottawa *The Civilian* counts about 75% of the employees among its subscribers. This should satisfy us, and as a matter of fact does satisfy us. Still, with that yearning after completeness of achievement which characterizes all branches of this paper, we recently planned a campaign among the remaining 25%, resolved that it should not be fault of ours if any were depriving themselves of this paper. The result was encouraging. We whittled the non-subscribers down to about 20%. But perhaps the most profitable part of the harvest was the list of the unfavourable verdicts which our agent at our request collected and preserved. Here are twenty-six, an alphabet full, of them, barring a few repetitions. We show the class of the refuser in each case:

- |  |  |
|--|--|
| A and three others (II) — Has no use for it.   | N (II) — Neglects Second Division.   |
| B (III) — Run by a clique.   | O (II) — Should be more aggressive.  |
| C (Miss, III) — Brother subscribes.  | P (Miss, III) — Too much advertising.  |
| D (Mrs., III) — Too hard up.   | Q (Miss, III) — Doesn't want it.   |
| F (III) — Eyes too weak to read it.  | R (III) — Thinks it does all it can, but not enough.                                     |
| G (Messenger) — Does not like style or general get-up.   | S (II) — Cannot take food out of family's mouth to pay for literature.                   |
| H (1B) — Does not approve of it; thinks it would have been better for service had it never appeared. | T (II) — Because it is the organ of the Association!                                     |
| I (II) — Has too much reading matter now.  | U (II) — Doesn't do any harm but certainly does no good.                                 |
| J (II) — Does more harm than good.   | V (III) — Not worth \$1.00. Would sooner subscribe for a magazine the family would read. |
| K (III) — No good to the Association.  | W (II) — Writes up those who don't need it and ignores medium class.                     |
| L (IA) — Sees it at the office. One Deputy Minister, per private secretary — Does not wish for it.   | X (III) — Is no good.  |
| M (III) — Toadies to the powers that be.   | Y (III) — Daughter subscribes.   |
|  | Z (II) — Is too dead.  |

In addition to the above, a round dozen club with others to subscribe. Another dozen gave no objection. (These alone we count incorrigible.) One young lady cancelled her subscription because she is going to be married. We hereby place her free on the list for a year.

Though "too dead" sounds like rubbing it in, we are cheerful over the result. Most of the criticism is not damaging. We could do much better ourselves. Moreover, summing up, for every non-subscriber for reasons based on the imperfections of the paper we have on this showing about five who pay a dollar a year for it. We hope the latter have their reasons, too,—we are too modest to ask for them,—and that we shall more and more add to them.



## Annual Report of Post Office Department Mutual Benefit Association.

The Board of Management reports that during last year seventy-one new members joined the Association, five members died or withdrew, the present membership being 308.

The sum of \$308.00 having been drawn from, and the sum of \$2,231.87 added to the funds of the Association during the past year, the balance in hand on the 31st December, 1910, was \$14,399.32, an increase of \$1,923.87 as shown in the thirty-second Annual Statement.

The membership of the Association at the present date is as follows:—

Number of Members last statement .....	242
New Members admitted during past year.....	71
	313
Less number of Members withdrawn .....	5
	308
Present Membership .....	308

### Account for the Year ended 31st December, 1910.

Dr.	RECEIPTS.	EXPENDITURE.	Cr.
To balance in hand.	\$12,475 45	Dec. 27—Nominee of the late E. Tache .....	\$250 00
Monthly Contributions ..	\$1,664 42	Dec. 31—R. J. Taylor, Printing .....	8 00
Quarterly Contributions ..	206 58	Dec. 31—Secretary, year ended 31st Dec., 1910. ....	25 00
Interest .....	360 87	Dec. 31—Miss Crowley, year ended 31st Dec., 1910 .....	25 00
	\$2,231 87	Balance in hand in P. O. Savings Bank .....	\$308 00
	\$14,707 32		14,399 32
			\$14,707 32

### Financial Statement of the Association from its Organization to 31st December, 1910.

Total Deposits .....	\$29,838 82
Total Interest .....	4,683 97
	\$34,522 79
Total Withdrawals:—	
Beneficiaries .....	\$18,060 32
Expenses .....	1,063 15
	\$20,123 47
Amount in P. O. Savings Bank on the 31st December, 1910 .....	\$14,399 32

\*Certified:

W. H. HARRINGTON,  
 Superintendent Savings Bank Branch.  
 Post Office Department,  
 Ottawa, 10 January, 1911.  
 Audited and found correct,  
 W. J. GLOVER,  
 W. H. HARRINGTON, Auditors.

W. J. BEATTY,  
 Secretary.



# THE CIVILIAN

Devoted to the interests of the Civil Service  
of Canada.

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

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

Ottawa, Jan. 27th, 1911

## THE GARNISHMENT QUESTION.

It is apparently beyond the power of the Ottawa Free Press to catch the "point of view" in the matter of the exemption of civil service salaries from garnishment. Our contemporary insists on discussing this as a privilege which civil servants enjoy and exercise over other employees, whereas, as in the case of the similar exemption of civil servants from jury service, it is a privilege which the Government enjoys over other employers. There would be no great harm in a mistake of this kind, if the distinction were not fundamental and if it did not lead to further misconceptions in the working out.

The most palpable error of the Free Press, however, is that it seems to believe that exemption from garnishment absolves a civil servant from liability to pay his debts—that unless you can garnishee a man's wages he snaps his fingers at you. It actually writes:—

"Surely the civil servant cannot enjoy the distinction of being picked out among all the other wage earners of the country as a man who is debt-proof. The average man seeks to live within his income. If he is unfortunately compelled to ask for credit, under circumstances which come to all householders, he makes it his duty to get out of debt as soon as possible. Why should not the same principle apply to the civil servant? We can see no reason to the contrary, any more than we can see any reason why the people of Ottawa who pay their debts should be mulcted in order to protect those who will not pay."

Behind talk of this kind stands the open assumption that civil servants, many or few, are victimizing their creditors and that the latter are being prevented from proper means of recourse. Now the simple truth is that a civil servant can no more get out of paying his just debts than can the editor of the Free Press. A civil servant can be sued for debt in a division court and be ordered to pay it. If he has lands, house or goods they can be seized. If he has not and cannot discharge the debt in a lump he can be ordered to pay so much from his monthly cheque—the amount of which is known to the world and is absolutely sure of payment—till the whole is, with costs and interest, discharged. Moreover, as his position is a permanent one, this can be reckoned upon for the term of his natural life, and is unique security of its kind. If he fails to make one of these payments he is guilty of contempt of court and can be put in gaol.

It is true that his pay cannot be garnisheed. Where a position is permanent there would inevitably be trouble in garnishment for the employer, from the fact that the very security of the position renders its occupant peculiarly liable to be victimized by the creditor class. The garnishment exemption is nothing more nor less than an incident arising out of the peculiar situation of the government as an employing concern, and is conceived in the same spirit as the rule that if you wish



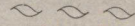
to bring suit against the government you must first obtain its consent and proceed through a special court.

Anyone, moreover, who calls the civil service "debt-proof" on general grounds and as a matter of fact is talking ignorantly. Instead of the case being as the Free Press insinuates it is exactly the opposite. It is easier to get money out of the civil service than any other class of equal financial standing in the community, and any merchant who does business in a reputable way and not in the spirit of the money shark will tell you so. These are not *The Civilian's* words but those of three of the largest dealers in Ottawa, who were not speaking for publication to the service, but in response to a private outside inquiry. The Free Press is a near neighbour to several thousands of civil servants, and if it is going to discuss a question of this kind it should pay them the compliment of finding out the a-b-c of it. Up to the present its tone is just as absurd as if it were discussing the exemption of the judiciary from military service in the terms of the personal courage of judges, and on the underlying assumption that judges are cowards.

We feel that, first and last, we have given more space to this matter than it deserves. We have done so, however, because it offers a good illustration of the slipshod talk that so largely prevails on matters appertaining to the public service. In the old days and even at the present in rural districts all civil servants held and hold "fat jobs." Just as the ease and remuneration of the job are immensified, so the exemption from garnishment becomes transfigured into the Free Press' "debt-proof." With no work to do, plenty of money to draw, and no need to pay for anything, truly we civil servants lead happy lives.

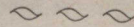
#### FOR THE THIRD DIVISION.

An announcement is promised very shortly by the Commissioners as to the result of the recent and prolonged discussion of the Third Division situation. An amendment of some sort in the regulations may be confidently expected. We predict at the least a modification in the standard of the examination. In any case, let the statement be soon.



#### MR. MACOUN'S RETURN.

Our readers will have noticed in the press the thrilling account of the adventures of Mr. J. M. Macoun, Asst. Dom. Botanist, and his party, in the wilds of Hudson Bay. Shipwreck, and a journey of 1,250 miles over the snows of the wilderness, with the thermometer registering as low as 51 deg. below zero make up the tale. Mr. Macoun, however, lost none of his new and valuable specimens of the flora and fauna of the west coast of the Canadian Mediterranean, and his expedition will have most important scientific results. In the new life that the opening of Hudson Bay to commerce will inaugurate in that vast region, civil servants are the pioneers and the pathfinders.



#### THE WATER SUPPLY.

Ottawa water is at the moment very bad. Over two hundred cases of typhoid attest it. No sensible person is drinking Ottawa tap water. Yet between the hours of nine and five, four thousand employees of the government have nothing but tap water to drink. Good business as well as humanity demands that a proper supply of drinking water be arranged for in the Departments without delay.



## THE PUBLIC LIBRARY AND THE CIVIL SERVICE.

The Ottawa Public Library has apparently reached a critical stage in its career. Thanks to the enthusiasm of one or two men, it has been brought to a high state of efficiency and public usefulness, but this has been done under the wearing handicap of aldermanic control. It appears from a statement in one of the local newspapers that the institution is governed, under a special act of the legislature, by a board of nine aldermen, with three citizens. It stands absolutely alone in this respect, all the other libraries of the province being administered under the general Library Act of Ontario, which provides an independent board, appointed by the council and the two school boards, but not subject to their control. It is common knowledge to many of us that this provincial act has been conspicuously successful in other Ontario towns. It has brought upon the library boards many of the ablest men of the province, — judges, lawyers, clergymen, men of scholarship, and also men of business ability. One man of this class was for years a member of the Ottawa library board, Dr. Otto Klotz, and a great deal of the library's success has been due to his scholarship and enthusiasm.

The service is glad to know that so much can be said in the way of good citizenship of one of their number. The aldermanic influence, however, was supreme in Ottawa, and consequently the library has lost the ablest member of its board. For some time there has been a growing feeling that the library should be relieved from the incubus of its special act, and brought under the operations of the Provincial Act; and this movement has been brought to a head by the recent treatment of Dr. Klotz. The friends of the library feel that the time has come for taking a decided stand, and all who have at heart the welfare of the institution should give their warmest support to the movement. Civil servants, individually and collectively, have every right to interest themselves in the matter. As citizens of Ottawa they cannot remain indifferent to the welfare of an important civic institution; as readers and students they are directly affected by the success or otherwise of the library; as a body they are bound to support a movement which must result in a very great increase in its efficiency. It is to be hoped that the Civil Service Association will take an early opportunity of putting itself on record as warmly favouring the transfer of the Ottawa library to the Provincial Act.

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## The Western Ontario Customs Mutual Benefit Association

The following is a list of the officers and members of this association to date:—

- Geo. Hess, President, Stratford.
- A. Farrow, Vice-President, Goderich.
- F. G. Neelin, Secretary-Treasurer, Seaforth.
- E. O'Flaherty (Chairman), Stratford; D. McPherson, Stratford; J. W. Cull, Mitchell; Geo. Smith, Southampton; J. McPherson, Kincardine, Executive Committee.
- H. E. Wilson, St. Mary's; Jno. Wiseman, Clinton, Auditors.
- A. M. Lyson, Warton.
- W. Robertson, Hanover.
- R. Hutchinson, Listowell.
- H. Davis, Wingham.
- D. Grant, Preventive Officer, Goderich.
- G. Goetz, Preventive Officer, Stratford.



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## At the Sign of the Wooden Leg

By "Silas Wegg."

### Otium cum Dignitate.

Which being translated, interpreted and paraphrased, means a soft snap with some class to it. This, we may say in the academic phraseology of Dr. Psychine (pronounced si-keen) is "the desideratum of the ages." There are soft snaps which are notoriously non-classy, and there are many of these. Some seek such snaps through modesty or lack of red blood corpuscles, or from some such physical or mental defects. Others accept these after long years of rebellion against the fates. But the true sons of Time are looking for something better. "*Otium cum dignitate* for mine," say they, with visions of roll-top desks, embossed letter-heads, and cabs at all hours to lure them on.

Dusty Rhodes, the eminent way-side philosopher, and Algernon Silverspoon, the son of his father, both enjoy a degree of *otium* but they go short on *dignitas*. Dusty's absence of collar about his neck and prominence of colour on his nose prevent him from qualifying, and he regrets it not at all, while Algernon's vacuous countenance alone, if he had no other deficiency, would go dead against him on a claim for dignity. These fellows bask in the sunshine, —I often envy their lots,—but the sun casts no halo about them. They receive heat from it without reflecting any of its light. Bodies can become hot without becoming luminous. So it is with Dusty and with Algernon. They have soft snaps, but there is no class to them.

I should speak here, of course, of

those who have *dignitas* without *otium*, but I am anxious to sing the real heroes of the day, so I must pass by the statesmen, the railroad presidents, and the orderlies who have to sweat gallons for every inch of the pedestal on which they stand. These have little chance of basking but many chances of shining. They are frigid lights, like the Aurora Borealis, incandescents whose glory seems as mysterious to us as the radiations of the "hairpin in a bottle" appeared to the yokel when he saw an electric light for the first time.

As a splendid specimen of the Real Thing, one of the few who can interpolate a preposition between *otium* and *dignitate*, a classy soft-snappist from Snapville, let me introduce you to Mr. J. Percival Mogull, Comptroller of Odds and Ends for the Commonwealth of Ungava. Mark you, I say Comptroller, and not Controller. You noted the slight twist I gave to the former. There is as much difference between the two as between a Lady with a capital L and a lady from the lower case, as between a wine clerk and a bar-keep, or between a clerk who rhymes with spark and a clerk who rhymes with work. I have known Smyth to forgive people who substituted an *i* for the *y* in his name; I have heard of folks living on Laurier Avenue East who spared the lives of those who addressed letters to them at Laurier Avenue West; yes, I have known a newly hooded D.C.L. of Wayback University to speak more in sorrow than in anger of those who called him Mister instead of Doctor; but I have never



heard of a genuine comptroller who left breath in the body of him who converted his *mp* into an *n*.

Such is Mogull. He has risen from soft snap to softer snap, bearing with him an unsullied name and spotless linen. He has held in succession the offices of Accountant-General of Treasure Trove, Chief Adjudicator of Flotsam and Jetsam for Hudson Bay and Contiguous Seas, Inspector of Dodoes, Annalist of Halley's Comet (resigned 1909), and is now, as I have said, Comptroller of Odds and Ends with hopes of promotion in the near future to the permanent chairmanship of the Royal Commission appointed to investigate What's What and How Often. Tried in so many high offices and difficult conjunctures, and found equal in all, as his tombstone will say, he has never felt moisture on his collar or borne ink on his hands.

He has accepted each new position as a partial recognition of his merits and has impressed on each fresh staff over which he has exercised authority the need of a due humility. He considers humility and self-abnegation the chief tests of his subordinates' efficiency. He has been known to smile on them, but never to laugh with them. He knows them all, for their names are inscribed on the call bells. They come to him through a green baize door.

I have introduced you to Comptroller Mogull because I wished you to meet a prime Number One *otium cum dignitate* official, but I would not have you deceived concerning him. I will tell you then that Mogull does not himself aver that he has a soft snap, although he never abdicates any of his claims to classiness. Should you meet Mogull, being his equal,—in fact you have to be something above that to be on speaking terms with him,—he will not let you away until you are possessed of a sense of the responsibility of his position.

"You don't know," inquires our Comptroller, "do you, where one may find a first class stenographer?" You may take it from an old observer that the easiest way to make an impression is to advertise for a secretary. "I am looking for some person," continues Mogull, "in whom I may place implicit confidence. I need a man,—I have no work for women,—of some education, you know. Ah," he sigh, "I never know when the Premier will be after me for some special report." (This is a fact, I think). "I suppose, though, he expects me to do all this confidential work myself. I wish we could exchange places for a day. He would appreciate the needs of my office then I consider."

It grieves Mogull much that he does not have C.M.G. after his name. I for one do not know why he has never obtained it. He says that he knows men who have done nothing for the state, men who hold sinecures in the service, who have been recognized by the Sovereign. As for himself he would decline such petty distinctions, he says, preferring to be known to the public as the director of a special work than as the holder of an empty title. I must say, however, that he always has an expectant look on his face as the birthday of His Britannic Majesty comes around.

I was interrupted here by a visit from my old friend Mercutio. He came on some municipal business,—about a sewer or a school house, I forget which just now. I promised to vote for it anyway on condition he would write a sonnet as a tail-piece to this dissertation of mine. Thereupon he wrote the following, which I think is very fine, considering that it cost me only two pipefuls of tobacco and a half-gross of matches:

Mogull, Comptroller of the Odds and Ends,  
And eke Comptroller of the Ends and  
Odds,  
At Wegg's solicitation, and the gods',



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A humble bard his humbler greeting sends.  
 Though unfamiliar be thy face, thy friends  
 Have made thee known to me by winks  
 and nods.

"He knows a thing or two," says  
 Richard Dodds,  
 And William Jones replies, "He never  
 bends."

What nobler tributes can a poet bring  
 Than these on thee bestowed by Dodds  
 and Jones?

"He knows a thing or two!" could  
 Shakespeare sing  
 His heroe's virtues in more loftier  
 tones?

"He never bends!" I trow nor sage nor  
 king  
 Claim such inflexibility of bones.

I must state here that I do not think Mercutio appears at his best in writing sonnets. The necessity of finding rhymes has, in this instance, compelled him to introduce two entirely fictitious characters, as the names would denote, viz., Messrs. Dodds and Jones, whose remarks do not appear to me to have that measure of originality which the invidious references to the late Mr. Shakespeare implies. If Mercutio could only find one of these soft snaps himself I think he could make money on the side-writing lyrics in the praise of Moonlight Soap.

## A Statement on the Co-operative Ice Business and the Action Relating thereto of the C. S. Co-operative Supply Association.

By A. McNeill, Vice-Pres. C.S.C.S.A.

For two years, as readers of *The Civilian* doubtless know, a committee of civil servants have been working with coal and ice for the purpose of securing better rates for the civil servants than could be obtained from private dealers. The coal arrangements were carried on for two years and the ice for three. In both cases material reduction was made in the cost, and it was demonstrated beyond a doubt that the co-operative method of handling at least these two necessities of life could be made a success.

Unfortunately, however, the formal incorporation of the Co-operative Supply Association, in anticipation of which this experiment was begun, was not secured as soon as was expected. Indeed, it has only been completed within the last few weeks. The work, therefore, of the original committee fell, as is usual in such cases, upon one man. In this case Mr. A. E. Caron, who has worked untiringly in the interests of the civil servants. Mr. Caron's time and strength, however, were not equal to

carrying on both the coal and ice businesses. The coal business was practically dropped.

The newly formed Civil Service Co-operative Supply Association, therefore, found only the ice business in running order when their incorporation was secured. Investigation of the coal and ice business showed that there remained a small balance of less than \$100 after last year's business.

In the anticipation that the Supply Association would take over the business, Mr. Caron had undertaken engagements for the putting in of ice for the present season, and in doing so had incurred obligations to the extent of over \$3,000, for which amount he became practically personally responsible to private parties. The directors of the Supply Association found themselves, then, face to face with the question of immediately raising \$3,000 and of engaging a manager of sufficient ability to carry on this ice business, as Mr. Caron could not undertake longer to conduct the business. This



was more than the Directors felt able to assume. The capital required to run the ice business would more than absorb all their anticipated capital, and would prevent the Association from dealing in any other commodity. The price of ice for the present season had been fixed, before negotiations were undertaken, at a rate that would leave little or no margin if the expenses of an adequately paid manager were added to the cost of the ice.

Under the circumstances, the directors were obliged to refuse to take over the ice business from Mr. Caron, and accordingly Mr. Caron, with the consent of the Co-operative Supply Association, looked about to secure some private individuals who would assume the responsibility. After some difficulty, he has succeeded in interesting a number of private individuals who have entirely relieved the Association and Mr. Caron of the ice business. A new company of private individuals, in no way connected with the Civil Service Supply Association, has been formed, and will conduct an ice business entirely independent from the C.S.C.S.A. The C.S.C.S.A. retains no control whatever over the ice business. The directors have, however, secured for the members of the Supply Association a reduction of 12% on current ice prices after the present year. The present year was exempted inasmuch as the prices were fixed upon the co-operative basis before the Supply Association was organized. The Association has also secured an option to take over the business after a period of five years, if they so desire, at a price to be determined by independent arbitrators.

Though it is to be regretted that the civil service no longer has any connection with the ice company, it must be admitted that it would have been exceedingly indiscreet for the newly formed Association, without sufficient capital, to have attempted

to assume the heavy liabilities that would have been necessary. For capital and running expenses not less, probably, than \$6,000 would have been needed, and this money must be forthcoming at once.

The C.S.C.S.A. will now be able to devote themselves to other lines, and in time will undoubtedly secure sufficient capital to take up both the coal and the ice business under more favourable auspices.

---

### CIVIL SERVICE CLUB NOTES.

This institution is now firmly established, and is making rapid strides in its new quarters on Bank street, opposite the Supreme Court. It offers one of the cosiest club premises in the city and is being well patronized. A spirited bridge whist tournament is now in progress, and is creating much interest.

Among those who have joined the club or have applied for membership are:

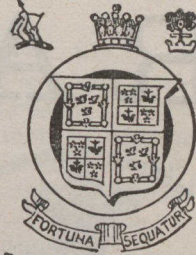
- John Fraser, Auditor General.
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- Dr. W. F. King, Chief Astronomer.
- Dr. Otto Klotz, Dept. of Interior.
- Agriculture Dept.—Messrs. A. E. Caron and J. L. Hudon.
- Customs Dept.—Messrs. Geo. H. Cook, C. P. Flynn, R. M. Persse, F. J. Shannon.
- Interior Dept.—Messrs. A. J. Brabazon, W. R. Burrill, W. F. King, Jno. Macara, H. S. Mussell, E. Blake Robertson, C. C. Smith.
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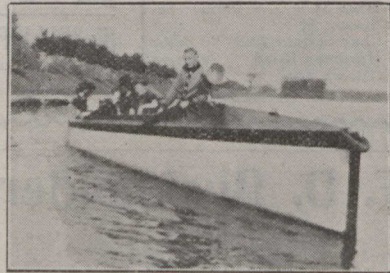
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## Superannation — Some General Considerations.

The United States is perhaps the only great nation left—except Canada—that does not take kindly to the idea of a superannuation system for its civil service. The claim of the soldier and the sailor is freely admitted. Their occupations are extremely hazardous. The remuneration which they receive in no sense equals that which they might earn in peaceful life. They are confined to stated places by the necessities of their work and subject to strict discipline. It is in a measure impossible for them to provide for their own future, and the impossibility is grounded on the fact that they are giving undivided service to their country. But when it comes to pensioning those who serve the country in a civil capacity, the United States has been slow to follow in the wake of other enlightened nations.

As the United States is in many cases a powerful example to Canada let us examine what is the explanation of this tardiness. It is threefold:

In the first place, the objections to extending pensions to others than the fighting force have a solid basis in experience. Experience with political graft, chicanery, fraud and carelessness in the pension lists make the average American sincerely afraid of it, and the honest veteran ashamed of his country's political representatives.

In the second place, civil service reform is of very recent growth in the United States. Those in middle life can remember when an election changed the entire complexion of the public service. In those days all offices were party spoils. A change of administrations resulted in a change of public servants from the head of a department in Washington to the postmaster in an obscure hamlet in Texas. There could be no civil service pensions for the very sufficient reason that there wasn't

any civil service. Nobody remained in office long enough to give him excuse for a pension.

There is much of this objection left, although, thanks to the growth of better ideals, the United States now has a civil service which is rapidly extending.

The third objection urged to civil service pensions is that the would-be recipients do not, or rather should not, need pensions. Their hours are short. They have many vacations. Their remuneration is fully as large on the average as they would receive in any other vocation. Those who are in the classified service are assured of permanent employment during good behaviour. In short, they have every opportunity to provide for their own future that comes to people of their caliber in this country.

Why pension them, therefore?

The best answer is the example of England, whose splendid civil service testifies to the influence which pensions have upon the efficiency of public servants. And with England in this view, stands nearly every one of the important European countries. There is the same answer at home in the great railroad and other corporations, which find that a pension system materially adds to the efficiency of their men.

It seems to have been demonstrated in practice that with his "rainy day" provided for, the average worker is worth more. He is free to devote undivided attention to his task. He is careful to avoid failure that would justify discharge. He is willing to retire when retirement is indicated by failing powers, rather than to be carried on the rolls as a matter of charity. The tendency of the civil service pension is to encourage the best work during the best working period of life, and only that.

This spells efficiency.



Is this added efficiency worth what it would cost? In the light of experience elsewhere, the question is not to be answered in the negative. The thoughtful will rather incline to approve of a pension plan, which places a measure of the proposed pension burden upon the recipients themselves. It is an experiment that would at least put civil service pensions to a test without involving the country in considerable expense.

## Personals.

### Appointments.

(When not otherwise specified the following appointments are permanent.)

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Inland Revenue Dept.:—Alfred Francoeur to Dep. Coll., Sorel; J. H. Walker to Dep. Coll., Wetaskiwin, Alta.

Interior Dept.:—R. Leferriere to be Messenger at Ottawa.

Justice Dept.:—Edgar Fontaine to be Messenger vice Jos. Lynch, resigned.

Marine Dept.:—J. H. Castley, officer in charge Cowichan Lake Hatchery, B.C., vice Jas. Norcross, deceased.

Militia Dept.:—F. Wells to be Messenger at Ottawa.

Naval Service:—F. X. Talbot to Div. 2A.

Public Works Dept.:—O. A. Williamson to Div. 1B; G. W. Scannell, Asst. Engineer, St. John, N.B.

Railways and Canals:—E. E. Gagnon to Div. 1B; D. W. McLachlan, Div. 1B.

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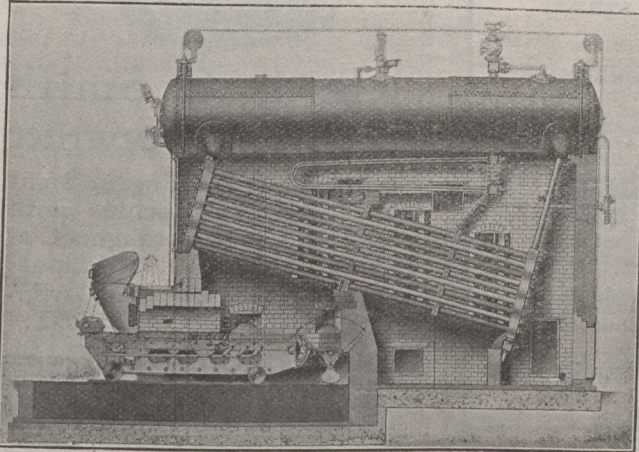
M. Service, Winnipeg; J. W. Watson, Ry. M. Service, Vancouver; P. C. Smith, Ry. M. Service, Winnipeg; A. Hunt, Ry. M. Service, Winnipeg; J. Z. C. Matte, Ry. M. Service, Quebec; Miss H. Jeffrey, 4th Class, Victoria.

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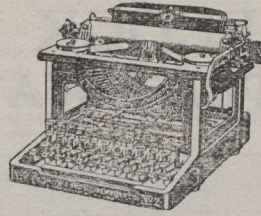
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Interior Dept.:—J. R. Gayton to Dominion Lands Agent at Regina; A. Tremblay, Topo. Sur., Ottawa, to Div. 3A; C. R. Binks, Acct. Beh., Ottawa, to Div. 3A; F. T. Ellis, Regis. Beh., Ottawa, to Div. 3A; W. N. Champagne, Dom. Asst. Observatory, Ottawa, to Div. 3A; E. Desjardins, Secy. Beh., Ottawa, to Div. 3A; R. W. O'Hanly, Ry. Lands, Ottawa, to Div. 3A; Miss A. J. Phoenix, Secy. Beh., Ottawa, to Div. 3A; E. F. Stephenson to Chief Inspector Crown Timber Offices; Andrew Freeman to Crown Timber Agent, Winnipeg.

Post Office:—Stanley Nash from Letter Carrier to a Clerkship; G. H. Clarke from Sr. 2nd to 1st Class; A. S. Hubley from Mail Transfer to Ry. Mail Clerkship; H. Mahoney from Letter Carrier to 4th Class Clerkship; 68 Letter Carriers and Porters promoted to Grade D and C in December.

Secy. of State:—M. J. Birdwhistle to Div. 3A.



**Transfers.**

I. M. Creelman from Customs Inside to Outside Service as Special Prev. Officer.

L. Rankin, Dom. Lands Agent, from Regina to Winnipeg.

Michael White from Outside Service to Inside Service in Div. 2B.

Fredk. J. Alexander from Marine Dept. to Naval Service.

A. L. Gorman from Div. 3B to Ry. Mail Service.

J. H. Deruchie from Post Office to Public Works.

**Superannuations.**

Jas. Henderson, Post Office Inspector, Toronto.

Jas. Parrett, Toronto Post Office.

C. E. D. Chubbuck, Dept. Railways and Canals.

**Resignations.**

A. Beauchesne, Dept. Agriculture, Ottawa.

C. H. Parsons, sub-coll. Customs, Golden, B.C.

A. L. Zimmerman, Customs Dept., Toronto.

E. S. Lopatecke, Excise Officer, Vancouver.

Hon. Edward J. Hodgson, Supreme Court, P. E. I.

Post Office:— R. Aldrich, Ry. M. Ser., Calgary; J. Barbour, Clerk, Winnipeg; Miss M. Dorwin, Clerk, Montreal; J. W. Flatt, Ry. M. Ser., Winnipeg; A. Grant, Ry. M. Ser., Calgary; F. W. Hindson, Clerk, Regina; K. D. Ireland, Clerk, Win-

nipeg; A. B. Jackson, Clerk, Ottawa; G. H. Kerr, Clerk, Brantford; B. A. Holgate, R.M.C., Toronto; C. A. Barton, 4th Class, Toronto; R. M. Burns, R.M.C., Vancouver; L. Barlow, S. & S., Hamilton; L. H. P. Marlatt, R.M.C., Winnipeg; W. J. Welsh, Clerk, Inside Service; G. Dennedy, 4th Class, Winnipeg.

Trade and Commerce:—H. A. Robertson, Messenger, Ottawa.

**General.**

Miss A. McLeod and Miss H. McPherson, of the Public Works Dept., are leaving the civil service to be married. Both were made the recipient of presentations on their departure. Miss V. Bennett of the same department was recently married.

Mr. Stewart Witten, of the Forestry Branch, has been elected Secretary of the St. George's Society of Ottawa.

The death of George Johnston, ex-Statistician of Canada, is announced at Grand Pré, N.S. Mr. Johnston had been on superannuation for some years, which he had spent fruit farming in the Annapolis valley. He had a wide circle of friends, and in his time was one of the best known and popular men in the Ottawa service.

Mr. R. M. Persse, of the Customs Statistics staff, is suffering from an attack of typhoid fever.

Mr. R. L. Fuller, of the Militia Dept., has contracted measles and will be off duty for two or three weeks.

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On the bookshelves of Nature they stand, thousands upon thousands of them: bound in cloth and calf and buckskin; everyone of them true. They may not be judged by their titles nor rejected for the coarseness of their language. Spending their years as a tale that is told; a wise man of old has said. What tale, of what author, shall vie in interest, in vitality, in influence with these human documents, that even the most learned of us cannot always read as we run; though they may readily be deciphered by the children at their play? Do you doubt all this? Then it will be good for you to follow Longfellow and "read the things that are still unread in the manuscripts of God" — the original author of them all. And whether it be prose or poetry, tragedy or comedy you desire, you shall find them all here. Come, let us to the bookshelves.

**The Story of Mary.**

"Wedding in High Life." This is a favorite headline in society papers, and a frequent topic of conversation amongst certain people. Such weddings are usually characterized by a great deal of splurge and show. To be in a fashionable set and not to be invited to the wedding of one of its members is to be insulted, if we judge aright the conversation of two ladies on a Bank street car the other evening. They were speaking of the wedding of a certain Geraldine to which they thought they ought to have been invited. I sympathize with them. I have received no invitation to the wedding of Geraldine myself, — indeed the name is sufficient to indicate that. But there has not been altogether wanting in my life the most that there is in a wedding, for I have been at the wedding of Mary. And so have you, gentle reader, have you not?

You remember how you, and most of the other young men and women for miles around, drove up to her father's home that afternoon, dressed in your best. It was only a cottage at the top of a hill, but the old man had got a new coat of paint on it; white, with the window blinds in light green; and the burdocks had been mown in the door yard, and there were half a dozen new hitching posts near the grindstone, under the rafters where the turkeys used to roost. The grape vine over the door was trimmed, and even the heavy plank floor of the great woodshed had been swept. In the best room, with its rag carpet smiling in bright colors, its little old sacred melodeon over in the corner, its gilt-frame steel engraving of the Queen, its immaculate curtains of muslin waving softly in the breath of the hay that came in at the window, you found most of your neighbors' young people with Mary's father looking important and her mother half inclined to be tearful. A half dozen young girls giggled when they saw your first real kid gloves; your hands weighed about a ton apiece

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and didn't seem to belong anywhere. Your new calf skins pinched your corns awfully. You grew red in the face, perspired a facial flood, and of course had forgotten your handkerchief.

Mary was led in by John, the groom. She was plump, strong-armed, freckled, red and sweet in her womanliness. He was big, angular, shock-headed, big-handed, big-footed, browned and scarred. They stood up before the minister and swore to love and honour each other, to share the trials, the losses, the joys of life, till death parted them. Then there was a supper of fried chicken and apple butter, boiled potatoes and home-made bread, and any quantity of home-made cake, and away they went on a trip to the city, about thirty miles off. They visited the fire engine house and saw a team of horses hitched up in ten seconds. They stood an hour in the park, gazing in open wonder at the swan pond. They narrowly missed being run down by a street car. They ate at an hotel. They were crowded aside in the push of a busy city. It was not in their world. Then they went back to the farm. Year after year he ploughs his fields, sows his garden, plants his corn and reaps. Year after year she works her churn, weaves her clothes, and carries a hundred household burdens. Some children she bears and rears; others she bears and loses. They live and love.

Birth, wedding, some fussing to live, mostly hard work, and then,—and then you help to lower Mary into her grave, a well worn ring upon her finger; beside her white wrinkled cheek a baby's little stocking which she had kissed and cried over in secret, almost since that long ago year of her wedding. Of course I do not deny that there may be love and all that in the wedding of Geraldine, but somehow I prefer the wedding of Mary. The love that lasts till death is born when woman says to him: "I give all myself to

thee; which is all I have"; and he replies: "It is enough and more than all else in the world to me." And this is the love that leaves scars on the heart, but makes an eternal Heaven possible to belief; while the love that is born in pomp and sparkle and ceremony may starve; for it is of the nature of men who have more than enough to take great risks for much more.

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### OTTAWA CUSTOMS ASSOCIATION.

The employees of the Ottawa Customs House recently formed an association, called the Ottawa Customs Association. The new organization is affiliated with the Civil Service Federation of Canada, and it contributed some advice on the preparation of the memorial presented to the Premier on January 20. A constitution is in course of formation similar to the one governing the Montreal Customs Association.

The officers of the new Ottawa unit are: Hon. Pres., Collector F. M. Journeaux; Hon. Vice-Pres., Surveyor R. A. Clarke; Pres., P. E. Ryan; Vice-Pres., A. M. Routhier; Secretary, W. Gilchrist; Treasurer, W. J. Fairbairn; Delegate to the Federation, Frank Kehoe.

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**The Canny Scot.**—"I read that Glasgow people were badly scared by a recent spell of darkness. Can it be that they are so ignorant?"

"Ignorant, nothing! Glasgow people are wise in being afraid of each other in the dark."—Titbits.

Winnipeg, Man., Jan. 9.—Considerable dissatisfaction exists among some of the local post office employees over the rush of Christmas business, the men complaining that they are compelled to work overtime with no extra pay.

One employee claims he worked fourteen hours' overtime and was then docked for being a quarter of an hour late next morning.



## *Athletics.*

Everyone is talking hockey; everyone is thinking hockey; all the papers are full of hockey. Enter a tonsorial artist's premises and it is the sole topic of conversation. Each artist has his own views on the results of the various matches to be played, and is usually prepared to back them with coin of the realm. Even the hardworking government officials find time to discuss the subject.



One of the features of hockey which seems unaccountable is the fact that a team which made a very poor showing in the previous season will play a remarkably fine game this year — with almost identically the same personnel,—while inversely last year's champions almost unchanged, will be roundly beaten on their own ice this season. The only explanation is, of course, improvement on the one hand and deterioration on the other. Hockey is essentially a game in which "condition" is everything. The tippler and the cigarette fiend cannot stand the pace for more than a brief period.



And this is one of the incidental (if not one of the chief) benefits accruing from athletics, viz., that a condition precedent to success in any line of sport is that its devotees should absolutely abjure loose living. The Spartan method is bound to have a beneficial effect on the rising generation. This is largely the reason why our great universities usually make participation in athletics compulsory in their curricula. It stimulates ambition; creates a power of self restraint; inculcates an aversion to dissipation, and infuses a love of fair play.



That great Empire builder, Cecil Rhodes, had this in his mind's eye,

when in devising and arranging his unprecedentedly great scheme of scholarships throughout the world—to which he devoted his immense fortune—he insisted that the selection of candidates should be governed as much by athletic proficiency as by academic attainments. Hence we find the Oxford University hockey team, all Canadian Rhodes scholars hailing from Newfoundland to British Columbia, touring Europe and "astonishing the natives" by their wonderful work on the ice.



The local professional and amateur hockey teams are certainly making a great showing this winter. The former are bidding strongly for the recapture of the Stanley Cup, while the Allan Trophy, emblematic of amateur championship, also looks destined to come to the Capital from the "Limestone City" where it now reposes in Queen's University. The Ottawas and Cliff-sides are both playing splendid hockey. Last Saturday night's match between Ottawa and the Canadiens of Montreal was a record in attendance and excitement, and constituted the fifth win for the home team without a defeat. The amateur clubs are providing the recruits for the senior leagues, and it appears difficult for the youngsters to resist the "coin" when it is offered. There have been one or two notable instances of late, however, in which members of the amateur league have refused to sacrifice their amateur standing.



Almost every week an advance is chronicled in the progress of the science of aviation, — while, *pari passu*, the inevitable death roll goes up with grim regularity. The latest achievement of note is that of the Californian aviator, Ely, who flew from San Francisco 12 miles to sea, landing on the deck of a U. S. battleship, and then flew back to land. It



is a pity that our Canadian "bird-man," McCurdy, who first conceived the above feat, delayed his attempts until the honour had gone to another. However, to McCurdy belongs the kudos attaching to the initial experiments in aerial wireless telegraphy, which have now reached the stage of successful accomplishment.



It is somewhat a far cry from athletics to romance, but it is interesting to note that probably the first lady Canadian to take a trip aloft in a flying machine was Miss Gertrude Mackenzie, of Toronto, daughter of one of our most recent Knights, Sir William Mackenzie. Her pilot on this occasion was the Count De Lesseps, of Paris, a professional aviator, son of the late Count Ferdinand De Lesseps, who was designer and engineer of the Suez Canal. The lady has now decided to fly through life with her gallant conductor, and their marriage took place in London, Eng., on the 24th inst. Thus are the families of two great captains of construction united, — the one the builder of one of our great transcontinental railroads, the Canadian Northern, and the other of one of the principal waterways in the world—the Suez Canal.



Following is the standing and averages of the contestants in the Ottawa Bowling League, computed to January 24. The records of the Secretary show that 120 bowlers have taken part in the different matches to date, thirty or exactly one-quarter of the number have an average of 50 and over per game:—

**Team Standing.**

TEAMS	WON	LOST	AVERAGE
Interior I .....	12	0	3220
Statistics .....	10	2	3010
Bureau .....	9	3	3074
Agriculture .....	9	4	2970
Mint .....	8	4	2979
P. M. Dept.....	8	4	2957

Interior II .....	6	6	2809
P. O. D.....	4	8	2773
E. Block .....	2	10	2836
Militia .....	2	10	2738
Customs .....	2	10	2633
Ry. Com'n.....	1	12	2562

**Averages.**

NAME	GAMES	AVFRAGE
Edwards .....	12	577
Douglas .....	12	577
Reardon .....	11	546
Hutton .....	11	546
Kilgallin .....	13	545
Clendinnen .....	9	536
Jordan .....	8	534
Reynolds .....	11	532
Archambault .....	10	530
Shore, D .....	12	530
Stewart.....	12	528
Allen .....	12	528
Turcotte .....	12	528
Shore, H.....	11	527
Lindsay.....	12	524
Jobin.....	12	521
Payne.....	10	521
Goddard.....	8	520
Hull.....	12	515
Stevens .....	11	512
Patterson.....	12	510
Foster.....	13	509
Baker .....	13	508
Thomas .....	13	507
Butterworth .....	11	506
Shaw.....	12	505
Lapointe.....	13	504
Howe .....	13	503
Morin.....	11	503
McKnight .....	12	503

High Cross Alley, Douglas, 650

High Single String, Douglas, 257  
Lapointe, 257

"You have been in your Department a long time?" said a man to his old school-fellow.

"Yes," answered his friend, with a patient expression of countenance.

"What's your position?"

"I am in IIIA."

"Yes, but what do you do?"

"Do? I do everything. I am the doer and the others are tellers. It's like this: When the Minister wants something done he tells the Deputy Minister, and the Deputy tells the Chief of the Branch, and the Chief of the Branch tells the Chief Clerk, and the Chief Clerk tells the Head of the Room, and the Head of the Room tells me."

"And what then?"

"Well, I haven't anybody to tell, so I have to do it."



## Canada and Hudson Bay

For a generation past the only Canadians who have known anything at first hand about Hudson Bay were civil servants—members of the staff of the Geological Survey. Now it has been “discovered” by the people at large. Incidentally it may be noted that one of the few persons that Earl Grey fell in with on his recent trip was Mr. J. M. Macoun of the Mines Department, and his party, at Fort Churchill. With the opening up of this vast area, new fields of duty for the government and the civil service will be discovered. It may interest the service, therefore, to read the following attempt on the part of Collier's Weekly to put “Hudson Bay in a nutshell” and to appreciate just what means this latest virtual extension of Canada's domain:

*“Status—*The latest award of the Hague Tribunal seems to leave no doubt that it is a closed sea and belongs wholly to Canada. Its history is British. The navigators who discovered and explored it from 1610 to 1660 were Englishmen. Charles II. deeded it in 1670 to Prince Rupert and the Hudson's Bay Company, his rake-off being ten per cent. of the profits. France had rival claims, but never took practical steps to confirm them. By the treaty of 1818 United States fishermen were given the same rights on the western Newfoundland seaboard and northwest indefinitely along the coast of Labrador, but ‘without prejudice to the rights of the Hudson's Bay Company.’ In 1903 the Canadian Government sent a cruiser there to assert our rights. Captain Bernier overhauled several American whalers and took toll. Possession is nine points of the law. Outside of American whalers, Captain Bernier's *Arctic*, and H.M.S. *Pelican*, about the only ships that ruffle these waters are the supply boats of the Hudson's Bay Company.

*“Fish Wealth—*In fifty voyages in eleven years, American whalers took out of Hudson Bay \$1,371,000, or \$27,500 a voyage. Last summer one whaling ship took out \$70,000. A single adult bowhead Greenland whale is worth \$20,000. The white whales are valuable for their hides and oil, also the porpoises, great schools of which churn these waters into foam. Walruses are numerous. A walrus hide is worth \$30, the ivory tusks \$20 more. The bay is the mating place of the fur seal—seal skins are getting scarcer and dearer. There are thirty species of edible fish, ranging from halibut, cod, and salmon down to perch, herring, and whiting.

*“Navigability—*Hudson Bay proper is clear of ice seven months in the year. It has few shoals. It is freer from fogs than the Strait of Belle Isle. With ice-breakers such as there are at Montreal and Port Arthur the harbors might be made accessible all the year round. Hudson Strait presents some difficulty. It has four months of clear navigation, but there is always a wide, safe channel, either on the north or the south shore, according to the prevailing winds and tides. With steel-work towers, beacon lights, fog-bells, and the wireless, it should be an easy matter to inform vessels in any weather where the open channel or the nearest, safest harbor is. The Hudson's Bay Company boats have been doing without any sort of help for two hundred and forty years.

*“Other Sources of Trade—*The surrounding country has timber and mineral wealth to support a population as large as Sweden and Finland. The trend of Canadian population is northward. When the grain area has spread west as far as it can, it will spread east toward Hudson Bay. There will be trade in coal from Nova Scotia and return trade from Hudson Bay in wood, pulp, reindeer carcasses, fowl, and fur. British tramp steamers could land enough merchandise at Churchill in four months to keep a Hudson Bay Railway busy for six months after. The return freight to Churchill would be grain for storage to next opening of navigation.

*“Distance Saved—*There are eight different charters for railways to Hudson Bay. One of them ought to go through. The West has set its heart on this ‘shortest way to Europe.’ Canada needs this back door for her grain and cattle. Among other things, it is cooler for the cattle. The haulage distance, saved between Edmonton and Liverpool will be 1,110 miles, between Prince Albert and Liverpool 1,241 miles.”



## Superannuation. — The

The Contribution Question is an all Important one for Civil Servants in  
 following Statement as Tentative

Our present purposes assuming it to be a foregone conclusion that superannuation is to be granted during the present session of Parliament, it becomes necessary to decide what shall be the contributions by civil servants. This is a question which civil servants should think out for themselves in a common-sense and unbiased manner; and, if possible, form an opinion to which each civil servant could subscribe, and at the same time an opinion bearing the impress of broad mindedness and essential fairness and justice.

The new superannuation measure is primarily intended for the present contributors to the Retirement Fund and for future entrants to the service, as there is now no provision for these at all. The contribution to Retirement Fund is 5% of salary. It is, therefore, very natural (the equity of the case not being too closely scrutinized) that 5% should be taken as the standard contribution, as by this means over 5,000 civil servants will be automatically placed under the new measure with all the rights and privileges appertaining thereunto. It has recently been stated that this rate of contribution would pay for about 5/11ths of the benefits provided under the proposed Senate Bill. This is probably not far wrong, and will herein be assumed to be correct. The balance must be paid by the government.

Any measure which will be brought forward will, no doubt, be of a more comprehensive character as to benefits granted than either of the old schemes; and it is not probable that in this respect legislation will differ materially from Senator Powers' proposed Bill. In respect to bene-

fits, it has received general approval and does not differ materially from the more improved and modern comprehensive schemes. This being the case it will be necessary to establish a basis of transfer from the old funds to the new. From date of transfer the contribution will, of course, not be less than 5%; but as the extra benefits under the proposed measure are based on the period of service for which contributions have been made, and as these extra benefits are considerable, the extra contribution of 3% (Fund No. 1) and 1½% (Fund No. 2) during future service will not pay for a fair proportion (5/11ths) of the extra benefits. The question now arises, what further contribution should be required and how should it be made?

Akin to the foregoing, and in a measure subsidiary to it, is the question what contribution must employees, now permanent, make in order to have prior temporary service counted? The settlement of this question will probably open up the way to a solution of the former, and also give a satisfactory basis for contributions on account of "added service" in the future.

In thinking out this problem the following considerations should be constantly kept in mind: (1) one of the immediate objects for granting superannuation is to enable the government to replace, by younger men, old and faithful employees who have given all the strength of their youth to their country's service, without at the same time hustling them into the street; (2) in order that this may be accomplished and the measure made generally beneficial, the incidence and amount of the extra contribution should not be such as



## Contribution Question.

any Discussion of Superannuation. The Civilian puts forward the following and Invites the Fullest Comment.

to make the benefit prohibitive in any individual case; (3) administrative considerations demand that the method of ascertaining the deductions should not be too complicated nor require too much searching among old records, as would be the case if past salaries should enter into the computation,—the computations should be of such a character that the Act could immediately come into operation; (4) the principles of the deduction should be easily understood and the amount thereof readily ascertained by the civil servant himself; (5) the substructure of most superannuation schemes is, generally speaking, framed without the introduction of any great degree of refinement as to equity. This being the case, it is of little use to unnecessarily introduce refinements into minor details of the superstructure, especially with regard to something which will not be a permanent feature of the scheme; (6) the multiplicity of interests involved — often conflicting interests — and the innumerable special and exceptional cases which will arise demand that a broad and somewhat liberal view be taken of the whole matter.

The foregoing considerations may very well be summed up by saying that we must steer our course between what may be theoretically desirable and what is practically expedient. If anything in the nature of an elaborate or little understood process be adopted it will jeopardize the prospect for legislation; and even if so-called "equity" is thereby dealt out, one of the main objects of the measure will, *ipso facto*, be defeated.

Keeping in mind what has already been said, the following is offered as a reasonable solution of the problem:

For each year of added service make a deduction of, say,  $\frac{1}{4}\%$  from salary beginning at date of transfer, such percentage deduction to continue to be made from salary, superannuation and widow's allowance, until all payments thereunder cease; but in no case should an extra deduction of more than, say, 3% be made, even though the period of added service is more than twelve years: Provided, however, that after the ordinary deduction ceases the extra deduction of  $\frac{1}{4}\%$  will be made for each year of added service, but in no case should the total deduction be more than, say, 8%.

The foregoing briefly states the solution, and seems roughly to satisfy the requirements enumerated. The maximum amount of deduction is 8% and this is probably as high as it could reasonably be made. If not it is an easy matter to make it higher. In most cases this deduction will considerably more than pay the interest on the total accumulated past contributions; but it must be borne in mind that the employee should not be expected to pay the total accumulated amount of past contributions inasmuch as he cannot enjoy the benefits that these contributions would have secured to him had he been under the scheme from the beginning of his service. In many cases, no doubt, the full amount would eventually be made up; the deductions may be adjusted to secure this, and in all cases there would be a substantial abatement. In the case of an employee who has 35 years' temporary service to his credit, he is granted a superannuation allowance and 8% is deducted as his contribution, which is, of course, inadequate, and the same thing will arise but in a



lesser degree in the case of those who have shorter periods of service to their credit; but if he be asked to pay 5/11ths of the future benefit granted him he simply cannot do it. And at any rate it is not his fault that there was no fund to contribute to.

Now, assuming that the foregoing is satisfactory with respect to temporaries, how may the general principles be applied to the transfers from the old funds?

Consider first Fund No. 1. These employees each have at least 17 years' service to their credit. The deductions made have been 3% less than standard. A considerable portion of the extra benefit is lost to them already, owing to the fact that these benefits have not been secured to them and their dependents during all these years. On the other hand only those will avail themselves of the new measure who see a chance to profit thereby, and as they are advanced in years the value of future contributions is much reduced. Taking everything into consideration, there does not seem any reason for changing the percentage deduction nor the maximum from that in the case of temporaries.

In the case of contributors to Fund No. 2 the deductions are only 1½% below standard. Periods of service will range from 12 to 17 years. The average age will be considerably lower than in the case of Fund No. 1, and the value of future standard deductions considerable. So it would seem reasonable to make a reduction in the percentage deduction for each year added, say, to 1/6% or even to 1/8% might seem proper. The remaining details would be the same as for Temporaries or Fund No. 1.

The foregoing is only a rough outline of the principles of the solution, but is probably sufficiently in detail to enable anyone to judge of its merits or demerits. Leaving out of account exceptional cases, a rough sort of equity may thus be worked

out, quite as equitable, probably, as the method assumed for the main contributions. It is simple, easily understood, and not complicated in application. The government may by this means secure in the aggregate as large a compensation as by any other, and without making the cost prohibitive or burdensome in any individual case.

The committee of the C.S.A.A. on superannuation are no doubt giving this matter attention from every point of view, and will, as is generally understood, receive more or less authoritative information on any points that may arise. They will, therefore, be in a position to judge of the value of this suggested solution.

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### Correspondence.

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

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#### A Real Friend.

To the Editors of *The Civilian*:

In compliance with your card of Dec. 21st, I beg to enclose you one dollar in payment of my subscription to Sept., 1911.

I regret having caused you the trouble to have to write for it, as I think all *we* subscribers should lighten your many troubles and labours by thinking of this ourselves.

Yours sincerely,  
J. W. JOWETT,  
Acting Indian Agent.

Gleichen, Alta.

#### One Who Appreciates.

To \_\_\_\_\_

You wrote some time ago in reference to getting legislation through the House with regard to Superannuation and other matters. I have never made any contribution towards this work, so now enclose \$5.00, as no doubt the matter may want further attention.

Your obedient servant,  
G. C. LAWRENCE.

Port Hastings, C.B., Nov. 18, 1910.