



Vol. XII.

THE

No. 4.

CIVILIAN

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DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

OTTAWA, MARCH, 1919



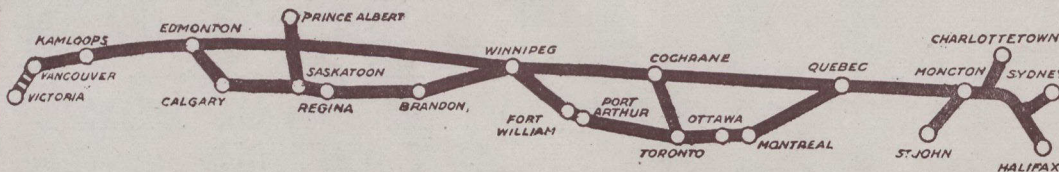
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MARCH, 1919

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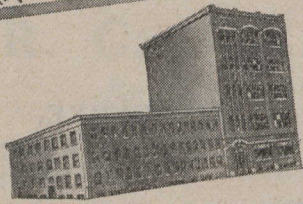
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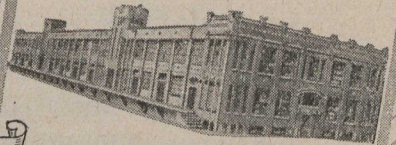
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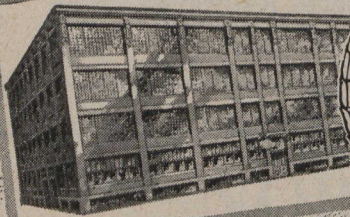


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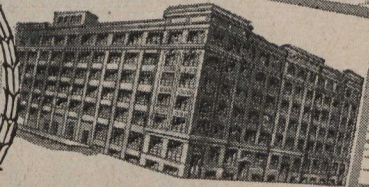


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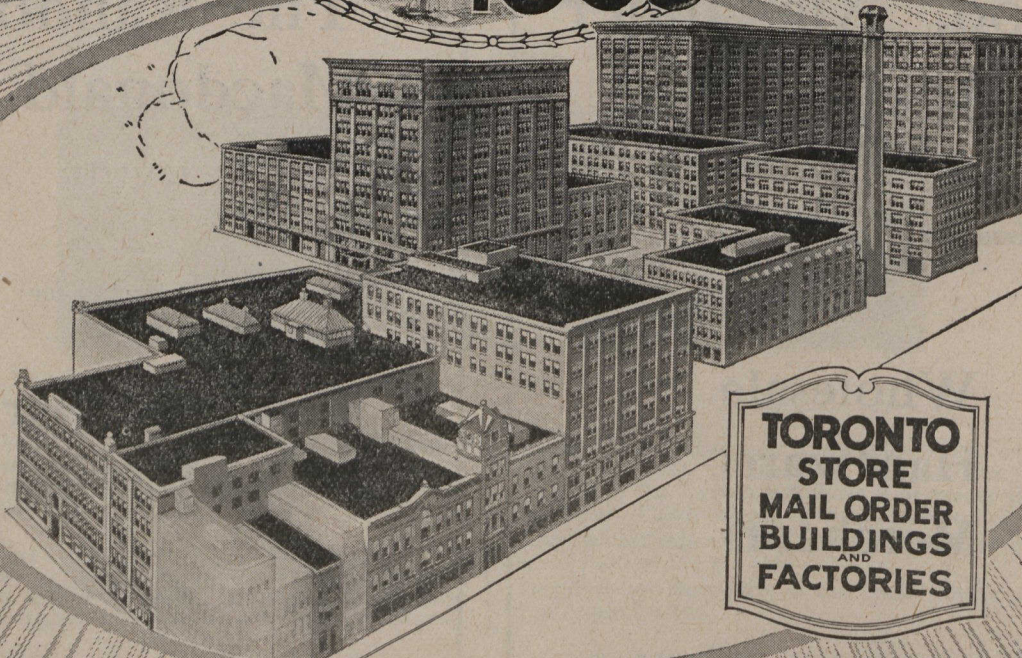
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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

MARCH, 1919

No. 4

Party Government and the New Era

(By *Fag.*)

Mr. Horton's Article

READERS of *The Civilian* were particularly favoured in having the opportunity of reading in the January issue of *The Civilian* the very fine article by Mr. Albert Horton on the subject of our system of party government. Mr. Horton is to be congratulated upon his careful selection of data upon which to build his review and the reasonable compass within which he contrived to keep a subject of such unlimited boundaries. The points taken up by Mr. Horton are treated in a most thorough manner and his article leaves little to be desired in order that the theory of government by the bi-party system may be disclosed. The present writing may perhaps be considered supplemental to Mr. Horton's article as it will deal with the practice and the result, rather than the theory of government by the bi-party system.

Theory and Practice

According to the theory of the bi-party system the people elect the representatives. In practice the authority of the people in the large affairs of the nation ends at the polls. As soon as the votes are counted the party elected forms a government under pluto-privilege administration and dictation. This is government by the bi-party system, but it is not government by the people. It is decimal fraction rule—a fractional rule that is also vulgar and improper. It is not even government by Capital, but of a small group representing special privilege. Working men, business men, manufacturers, and farmers, etc., produce the wealth, but the small privileged class controlling the economic resources control also the division of wealth. And the party that controls in economics also controls in politics. Seated upon this dual throne, economic and political, a

few autocrats issue their edicts, decide how few shall be benefited and how many shall be burdened, and they devise as well as enforce the iron law of wages which makes poverty a compulsory condition in a land flowing with milk and honey—wealth and plenty. How many of these autocrats there are in Canada may be a moot question. We have, however, the record of an attempt made to list the pluto-autocrats of Canada. Such a list recording the names of forty-two men who control one-third of all the wealth of Canada was published in the Grain Growers' Guide some years ago.

The right of every man or woman to a free-will initiative in order to compete in the open market for gain is a democratic postulate. The men who dominate Canada's politico-economic systems do not operate in a market, but in a preserve. Entitled to a generous reward for the use of their capital, their brains and their enterprise, they arrogate to themselves untold rewards and they strip the nation of its natural resources. On the other hand they set up an iron law of wages on a standard that does not permit of savings of reserves against the rainy day—the day of sickness—the day of non-employment. And so we must have slums and poverty and misery for defenceless women and children. It is the will of the pluto-privilege class and so it shall be.

It shall be until the great body of the workers, finding that Parliament enacts, or fails to enact, laws affecting human life and property, and finding that there is not a single representative of the workers in Parliament, shall organize as a class and elect representatives to the House of Commons.

It is the purpose of these articles to make a brief review of conditions ordained and maintained under our

present feudal system of government and to endeavour to point to a way by which the powers of privilege may be curtailed, the proportion of health, happiness and comfort increased, and involuntary poverty abolished from the land.

Three Great Democracies (So called)

There are three great democracies (so-called) well known to the readers of this journal, in which government is carried on by the bi-party system. In each case the wealth is produced by the "many," but it is distributed by the "few." By paying the election expenses of the candidates by contributions to the party funds, the dictatorship is established and maintained. Let us examine some of the conditions that exist in the three great democracies (so-called); the United Kingdom, United States and Canada. The contrasts and comparisons hereunder drawn have been ordained or maintained under the bi-pluto-party system.

The British Isles

"The British people do not generally realize that out of a total area of about 77,000,000 acres in the United Kingdom no less than 40,426,000 acres are in the possession of only 2,500 persons; that is, more than one-half the land is under the control of 1/18,000th part of the total population. Of this number there are 1,688 great landowners with estates averaging 8,400 acres each, and about 400 peers with land interests averaging 14,325 each. Some of the peers of the realm enjoy the ownership of many estates in different parts of the kingdom totalling several hundred thousand acres. The greatest estate is that of a well known duke who enjoys the unrestricted ownership of 1,358,000 acres."

The foregoing quotation is from "The Land and the Commonwealth," by T. E. Marks.

Look upon that picture and on this, —33 $\frac{1}{3}$ % of the people of the city of London are living below the poverty line—not quite enough food, not quite

enough warmth,—losing in efficiency and faith day by day. In other cities the average is as great and in some cases greater.

Mr. Lloyd George attempted to combat the octopus of land monopoly, and at Swansea on May 28, 1912, spoke as follows: "I will tell you what is the matter with this country. There is one limited monarchy here, but also 10,000 little Tsars. Who gave it to them? We mean to examine the conditions in a fight full of hope for the democracy."

The little Tsars who owned seats in House of Lords and opposed the reforms of Mr. Lloyd George, tooth and nail, paid their agricultural labourers 16 shillings a week, upon which they had to live and maintain and educate their families.

Some years ago the workers of the British Isles became wise as to the most effective manner to strike for the "right to live." They have been organizing, and as a result in the present Parliament there are 100 members representing the workers by brain and hand.

The United States

In 1908, when the late Theodore Roosevelt was fighting the trust epidemic of his country, he made the announcement that the capital in the trusts and other corporations of the country represented approximately \$60,000,000,000, and of this amount \$40,000,000,000 was originally of fictitious value, or what is generally called "water." At the same time 25% of the people of New York were living below the "poverty line."

During the war 971 more multi-millionaires sprang up than existed prior to August, 1914. The range of the wealth thus accumulated, varied from sums in excess of \$1,000,000 to sums in excess of \$20,000,000. Compare with this showing the state of the unskilled labourers of the country, numbering 10,000,000, who made the millions possible. Of these 5,000,000 were paid less than \$600 each and 2,500,000 were paid less than \$400 at a time when the minimum wage was set at \$800 a year. The movement on the part of Labour to obtain a little fairer recognition in the way of remuneration for service is still in its infancy in the United States. In the present Congress there are only four representatives of La-

A Great Canadian Gone.

Few finer tributes have been paid to the memory of the great Canadian chieftain who has passed to the Great Beyond than the verses composed on the evening of February 17th, by Mr. T. A. Browne, an Ottawa civil servant. These inspired lines are reproduced on this page. Mr. Browne with others is interested in the publication of a de Luxe booklet of commemoration which is being issued at cost price to all who desire to obtain a copy. Mr. Browne's poem follows:

Wilfrid Laurier.

He'll pass no more, nor shall we backward glance
To note again that loved, commanding form,
Like some fine figure of chivalrous France
Round which men rallied in old times of storm.

A Bayard, ever gallant in the fray,
Lute voiced, a man of magic utterance rare,
What was the spell the secret of his sway—
The noble life, the silver of his hair?

Unaging and majestic as the pine,
The evergreen of youth within his soul;
Tilting young-hearted with that soul ashine
He onward bore unto his purposed goal.

With her he loved through shadowed hours and gay,
In rare companionship the sunset road
He walked in such felicity; the way
Seemed rose hung, and the years a lightsome load.

With malice unto none, e'en in defeat;
With charity in triumph, he has stood,
Broad gauge Canadian, after battle's heat,
Speaking the language of wide brotherhood.

The inspiration of his service yet,
The charity, the brotherhood he taught,
Shall light our pathway though his sun be set,
And may we build as nobly as he wrought.

New tasks begin, new duties, new resolves
For Canada, his land and ours, we take;
And since such partings come as time evolves,
His spirit watching, we new pledges make.

Though mute his lips, the seal of death theron,
While men remember how he loved this land,
His voice will sound a trumpet leading on—
Great Heart, adieu—bowed at thy bier we stand.

* * *

Dear Lady, in the sadness of this hour
For him we honor as our noblest son,
If our affection and our love had power
To save thee grief, we'd bear it, everyone.

T. A. BROWNE.

Ottawa, Feb. 17, 1919.

(Copyrighted 1919)

bour, but Labour organizations are re-writing their creeds and re-forming their constitutions so that instead of standing aloof from politics as in the past they are announcing their

intention of taking direct and independent political action.

—CSFC—

[The next article, to appear in the April number, will open with a picture of Canada under the Feudal System.]

Tribute to Organization from Three Great Men.

PRESIDENT WILSON.

If there is not a right, on the part of the workingman, to organize, then there ought not to be a right on the part of capital to organize. It is the organization that makes capital strong, and it is not fair from the legal point of view, or any other point of view, to prevent the rest of men dealing with capital from getting strength with organization that only organization brings.

LATE EX-PRESIDENT ROOSEVELT.

If I were a factory employee, a workingman on the railroads, or a wage earner of any sort, I would undoubtedly join the union of my trade. If I disapproved of its policy I would join in order to fight that policy; if the union leaders were dishonest I would join in order to put them out. I believe in the union and I believe that all men who are benefited by the union are morally bound to help to the extent of their power in the common interests advanced by the union.

EX-PRESIDENT TAFT.

The right of workers to organize in trade unions and bargain collectively through chosen representatives is recognized and affirmed. This right shall not be denied, abridged or interfered with by the employers in any manner whatsoever.—*From Program of National War Labor Board, of which Ex-President Taft is one of the two chairmen, representing the public.*

Classification Nearing Completion.

(Statement issued by the Civil Service Commission.)

All the portents indicate that the classification of the Civil Service, which has been under way since last August, is now nearing completion. At the time of writing (March 6) a large number of the schedules defining duties, stating qualification requirements, setting forth principal lines of promotion, and giving the compensation recommended, have been completed. The remaining schedules are in such shape that the Civil Service Commission feels confident that the report will be ready for Parliament within a few weeks. Every effort is being made to have the report ready in time that the new titles and rates of pay may be used for the 1919 votes.

Many obstacles have been encountered, particularly with regard to compensation. In order to have the report ready in time for the coming fiscal year, the Commission has been obliged to omit a good deal of investigational work that would have been undertaken if more time had been available; it has proceeded on the basis that a classification imperfect in some respects is incomparably better than no classification at all, and it has every confidence that the new classification will remedy a large number of existing inequalities and injustices.

THE CONVENTION CALL.

The next convention of the Civil Service Federation of Canada will be held in Ottawa, March 17 to 22, 1919.

The number of members, the number of associations, and the number of cities represented in the ranks of the Federation is now so large that this convention will be truly representative of Canadian Government employees, and it will mark the beginning of a new era in Civil Service organization.

Delegates to the convention will represent local, provincial, district, or class associations as provided in the present constitution: one for the first 200 members or under and one for each additional 200 or majority fraction thereof up to 1,000, and one for each additional 1,000 or majority fraction thereof.

The agenda will include the following: affiliation with labour, classification and salaries, efficiency in the public service, *The Civilian*, superannuation, employers' liability, new constitution, court of appeal or trial boards, pooling of convention expenses, scope and activities of the Federation, organization, representation, and reconstruction.

Delegates are asked to come prepared to present the views of their associations on these topics, particularly affiliation with labour and the scope and activities of the Federation.

The chairman of the local committee of arrangements is Mr. C. J. Tully, Forestry Branch, Ottawa; the committee being composed of the presidents and secretaries of the associations resident in Ottawa.

The chairman of the committee on agenda is Mr. L. D. Burling, Mines Department, Ottawa.

A copy of the constitution is enclosed for your guidance. The provision that the names of delegates shall be in the hands of the Secretary 15 days before the convention will not be enforced. In the interest of uniformity it is asked that the district and dominion associations base their representation upon their total membership, but the voting power of delegates will be so allocated by the committee on credentials as to remove any inequalities that may arise because of the size of delegations chosen in different ways.

FRANK GRIERSON,
President.
L. D. BURLING,
Secretary.

Superannuation of Employees in Classified Civil Service

THE Government of the United States is about to launch its first Superannuation Bill. There has been submitted to a committee of the whole house a report on the subject, dated January 27 of which the following is an excerpt, taken from the official report:

Hearings and Conferences on Retirement Bills

Exhaustive hearings have been held in the past by committees in Congress, facts and figures have been marshaled in support of various plans and a great mass of matter has been contributed by competent actuaries and students of the subject. The principles of this bill were carefully considered at hearings held by this committee and the Committee on Civil Service and Retrenchment of the Senate.

The principles of this bill were unanimously indorsed by the American Federation of Labor in its last annual convention and subsequently have been indorsed by practically all

national and international labor organizations.

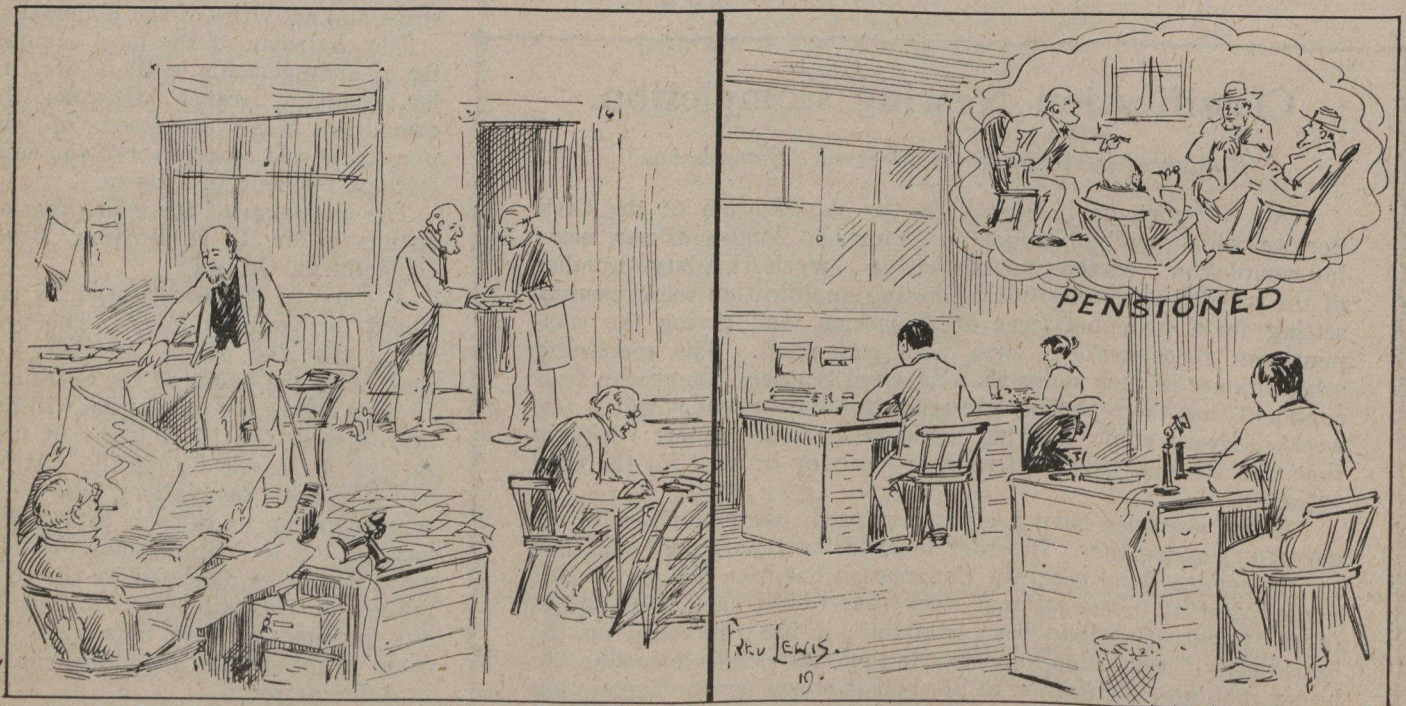
A Business Proposition

It is conceded that the Government is now maintaining, by indirection at least, a costly pension system, by retaining in the public service aged employees long beyond their period of usefulness, and whose services will not be dispensed with on humanitarian grounds. A report recently made on the civil service covering the subject of inefficiency due to superannuation demonstrated conclusively that the annual loss to the Government on this account was approximately \$3,000,000.

Industrial corporations and business organizations throughout the world have adopted retirement systems, or pensions plans for their aged employees, based solely upon sound business reasons. The adoption of such a plan by the Government of the United States would be in line with the trend of modern times.

Will It Pay?

The adoption by the Government of a sound and equitable plan for pensioning its aged civil service employees will prove a wise investment, resulting in the saving of hundreds of thousand of dollars annually now paid to inefficient employees, and will permit the employment of younger persons, thereby increasing the efficiency of the service as a whole. Such a plan will benefit the employees who have already reached the retiring age in humanely providing for their future after many years of faithful service. Those who will continue in the service and contribute a portion of their salaries in the creation of their own retirement annuities will be benefited by the system of compulsory savings provided for under the terms of the bills, and will in turn enjoy a larger measure of contentment with their service as the result of this provision for old age.



HUMANE BUT INEFFICIENT

HUMANE AND EFFICIENT.

OUR
VOLUNTEERS
IN KHAKI
4,775

Civil Servants Under Arms

OUR
DEAD - - 449
WOUNDED 622
PRISONERS 25

A COCK O' CUMBERLAND

When the "Highland Laddies" of the 15th Battalion (overseas unit of the 48th Highlanders of Toronto) went "Over the Border" into Germany they had a Nova Scotia Highlander at their head. This was Lieut.-Col. C. E. Bent. The Colonel is, like the battalion he commands, an "original" of the First Division and a blood-baptized brother-in-battle with all his "boys."

Charles Edward Bent was born in the little town of Pugwash in Cumberland county, Nova Scotia, thirty-nine years ago. He is a son of Captain Edward Bent, a Fenian Raid veteran, and when Charlie was yet a little fellow his father used to take him to the militia training camps at Aldershot. As soon as he was old enough he enlisted in the militia as a private. Subsequently he attended military schools at Fredericton and Halifax and took a commission in the 93rd Cumberland regiment. When the war broke out he was captain, commanding the Pugwash company, and was sub-collector of Customs in that town.

The 17th Battalion of the First Contingent of the Canadian Expeditionary Force absorbed the Nova Scotia Highland volunteers and Captain Bent was appointed a Captain and Adjutant of the corps on October 1, 1914. The 17th was not destined to see France with the rest of the First Division and Captain Bent was much disappointed. Promotion to the rank of Major did not satisfy him and he solicited leave to cross the Channel.

He was assigned to the 15th Battalion, but when he joined that unit in France the C. O. told him that he had not a place for another Major. The young Nova Scotian promptly reduced himself to the status of lieutenant and was taken on the strength. It did not take him long to climb up again. The 15th was a hard-fighting battalion and Ypres, Givenchy and Festubert, were occasions that gave a good officer opportunity for advancement if he re-

mained fit for service. "Mr." Bent was lucky in escaping death and wounds and by April 20, 1916, had attained the rank of lieutenant-colonel and commanded the battalion.

The counter-attack after the battle of Sanctuary Wood was the next big "show" in which the 15th was en-

gaged. The story of what they did there is told in "Canada in Flanders" and their history through the Somme, Vimy, Lens, Zillebeke, Passchendaele and the great struggles of 1918 is one long series of stirring tales.

Through it all, the quiet, short-sighted Cumberland chap led on. He was mentioned in Despatches in June, 1916, and again at the end of the year. On New Year's Day, 1917, he was Gazetted a member of the Distinguished Service Order. In June, 1917, he was "Mentioned" again and on April, 1918, received that recognition for the fourth time. On the King's Birthday, 1918, a Companionship in the Most Distinguished Order of St. Michael and St. George was conferred upon him.

When the Allies had finally stemmed the high-tide of the Hun advance and were smashing back, east of Amiens, Lieut.-Col. Bent and the 15th Battalion were in the thick of it. On August 8, the C. O. won a Bar to his D.S.O. by an operation that is described by the *Gazette* in the following words:

He, under difficulties of mist, led his battalion in close reserve to the three attacking battalions of this brigade, consequently, under the conditions of the day, he was engaged in personal leadership and fighting, helping to clear up the places where the enemy were still holding out. Next day, under another attack, he was severely wounded.

Coupled with this decoration was still another Mention in Despatches, and as a reminder that he is just a Canadian militia officer, the Colonial Auxiliary Forces Long Service Medal has recently been awarded to him, marking the completion of twenty years service in Canadian forces.

Lieut.-Col. Bent recovered from his wounds in time to lead his victorious men across the Rhine. When the armistice was arranged, he cabled to Toronto for the colors of the 48th Regiment and those old flags were carried at the head of the 15th Battalion in the land that was once ruled by a kaiser.

Down around Pugwash and Am-



LIEUT.-COL. C. E. BENT,
C.M.G., D.S.O.

herst the people say "Charlie Bent is a quiet fellow", — and, indeed, his splendid work overseas has been quietly performed, despite the splendid recognition it has received. The *Amherst News* remarks, — "There'll be a big time in Pugwash when Charlie comes marching home."

HONORS AWARDED

The D.S.O. has been added to the array of war honors of Lieut.-Col. John Girvan. He had previously received the Military Cross and the *Croix de Guerre*.

A Bar has been added to the D.S.O. of Lieut.-Col. Herbert Irving Stevenson, commanding the Fort Garry Horse.

Wallace Acheson Delahey, a Forestry official at Edmonton at the time of his enrollment with the 49th Battalion in 1915, has won a commission and the Military Cross. He transferred overseas to the 121st company of Canadian Engineers.

The Military Medal has been won by Frank Haworth of the Victoria staff of the Forestry Branch. He enlisted with the 143rd Battalion but served in France with the 47th Battalion.

Lieut. Frank B. Steers, of the Canadian Engineers, has won the Military Cross. He belongs to the Geodetic Survey staff and was wounded in August, 1917.

Major George Grassie Archibald has been appointed an Officer of the Order of the British Empire. Major Archibald was Emigration Agent at Aberdeen, Scotland, and joined the C.E.F. as a captain in the 17th Battalion. He is now with a battalion of the 1st Central Ontario Regiment.

Major Kenneth A. Murray, also gets the O.B.E. He went overseas in 1914 as O.C. detachment Canadian Postal Corps and has been three times mentioned in Despatches.

Information is received that Major Bruce Ross, whose winning of the Military Cross was announced recently, won a Bar to the decoration during the operations at the Canal du Nord.

The *Croix de Guerre* has been added to the war honors of Brigadier-General Dennis Colburn Draper, C. M.G., D.S.O. and Bar, now commanding the 8th Infantry Brigade.

A cable announces that Rolsa Smyth, M.C., has been awarded the D.S.O. Major Smyth was on the Welland Canal staff. He went overseas as a lieutenant in the 98th Bat-

talion, was wounded and won his Military Cross some time ago.

The *Croix de Guerre* with bronze star has been awarded by the French government to Major James G. Parmelee of the Canadian Corps. Major Parmelee belongs to the Department of Trade and Commerce and is a son of W. G. Parmelee, I.S.O., formerly deputy minister. He was an officer of the C. A. S. C. and went overseas in the early days of the war. His name was mentioned in Despatches for good work in directing transport in the field. In the Amiens operations in August, 1918, he was in command of a Mechanical Transport unit co-operating with the 31st Corps of the French Army. On the recommendation of the Corps Commander, the decoration is now awarded. The official report states that between August 8 and 22 Major Parmelee *displayed exceptional initiative and was untiring in his efforts to overcome the great difficulties encountered in handling vast quantities of supplies, which he managed with outstanding success. His personal example and the masterly manner in which he rose to every emergency was an inspiration to all ranks serving under him.*

Civil servants in the Canadian Expeditionary Force recently mentioned in the Despatches of the Commander-in-Chief included Major A. H. Bick, Brigadier-General D. C. Draper, Lieut.-Col. H. I. Stevenson, Lieut.-Col. E. T. B. Gillmore, Lieut.-Col. J. C. Stewart, Major A. A. Anderson, Lieut.-Col. H. L. Keegan, Major G. G. Archibald, Lieut.-Col. A. E. Dubuc, Lieut.-Col. Armand Laverdure, Major J. C. DeBalinhard, Major K. A. Murray.

Captain E. L. Rainboth was recently invested with his Military Cross by the King at Buckingham Palace.

The Order awarding the Bar to the D.S.O. of Lieut.-Col. Arthur Eugene Dubuc says: *This officer commanded his battalion in an attack on an important village. Twice during the morning the advance was checked by very heavy machine gun fire, causing serious casualties. On both occasions he went forward and personally led the leading waves during these critical moments. He was severely wounded before the Battalion reached its objective and it was greatly due to his fearless leadership that the attack was successful. (This operation took place in August, 1918.)*

CASUALTIES

W. E. PENNYLEGION, of Toronto post office staff, died in France about February 1. He had been overseas since 1916 and had been gassed twice.

MAJOR H. T. C. WHITLEY, now O. C. of the 1st Battery, 1st Brigade, C.F.A., was badly injured on January 6 by being thrown from his horse. The accident occurred in Germany.

J. H. O'GRADY, of the Money Order Branch, Post Office Dept., is reported to have been killed in a flying accident in England on December 24.

WILLIAM C. BARTLING, an employee of the Forestry Branch, Department of the Interior, serving in the 2nd Battalion, is reported killed.

JOHN JAMES HARRON, employed by the Forestry Branch at Entrance, Alta., is recorded as killed in action. He was a recruit of the 63rd Battalion, but fought in France with the famous 8th of Winnipeg. He was wounded in 1916.

MAJOR JOHN S. LEITCH, who enrolled for overseas service with the 25th Battalion, but served with the 6th Battalion of the Royal Fusiliers has been invalided as the result of wounds. He was a Forestry Branch man at Le Pas.

DAVIS WINANS LUSK, a Forestry Branch employee, died of influenza while serving in the United States Army.

HAROLD CHARLES BURTON SMITH, who was working for the Forestry Branch at Kamloops when the war broke out, and who enrolled immediately with the 31st British Columbia Horse, later to be transferred to the Strathconas, is now recorded as killed.

JOHN ANDREW WRIGHT was also on the Forestry staff at Kamloops. He signed up with the 102nd Rocky Mountain Rangers, fought with the 7th Battalion and was wounded.

FLIGHT LIEUT. J. E. SCHINGH of the Royal Air Force was killed in a flying accident at London, Eng., on February 7th. He was twenty-four years of age and an employee of the Government Printing Bureau.

DAVID D. McALLISTER, a clerk in the Dominion Land Office at Saskatoon, who enlisted at the outbreak of the war, served in the 2nd Battalion and was shell-shocked, is now recorded as having been killed in action on September 5, 1918.

LIEUT. WM. J. LAWRENCE of a Divisional Ammunition Park, in civil life a clerk in the Dominion Lands Branch, Ottawa, was wounded on November 18, 1916, but the casualty was not previously recorded in this column.

I. J. PERKINS, of the Topographical Surveys, who went overseas as a private in the Signallers, is now recorded by his Department as "reported dead."

LIEUT. JOHN EARL RATZ, of the Signallers, was wounded on October 23. He belongs to the Geodetic Survey.

J. BOWES, who was on the Port Nelson staff before he enrolled with the C.E.F., was wounded in the left arm, neck and right shoulder by shrapnel on October 11.

ROY FLEMING, of Hamilton Post Office, is now recorded among the killed in action.

HENRY PHILIP ROGERS, of the Money Order Branch, Post Office Department, Ottawa, who enlisted in May, 1916, is reported as having died on October 15, 1918.

LIEUT. CLAUDE WILLIAM HULL died in Ottawa on February 20 as the result of injuries sustained while on active service. He was a clerk in the Department of the Interior and a veteran of the South African war. When the late war broke out he went overseas as a sergeant of artillery. He was gassed at Vimy, and, later, was awarded a commission. He returned to Canada as unfit for further service some time ago.

ALBERT HARLE HALL, 209th Battalion, in civil life a clerk in the Dominion Lands Office at Swift Current, is recorded as having died on October 30, 1917.

CARRIERS' ROLLS

Several Rolls of Honour from local Branches of the Letter Carriers' Association have been received. All the names and other data are carefully entered in the Civil Service Roll of Honour. The editors hope to receive many more responses to their recent appeal.

FREE,—AND HOME

Lieutenant Donald Angus McDonald, of the 39th Squadron, Royal Flying Corps, a prisoner in Germany during the latter period of the war, is back in Canada. He is a Forestry Branch man.

HAMILTON MOURNS

(Contributed.)

The staff of the Hamilton Post Office join with the sorrowing relatives and friends of Pte. Roy Leeming and Sergt. Howard McKay, who paid the supreme sacrifice to further the cause of justice and freedom for humanity.

At this time, when our hearts have been glad through the news that the terrible struggle has ended, and everybody united in giving the boys coming home a right royal welcome, yet we must not forget the many sad hearts of those who are thinking of their boys, who are sleeping their long, last sleep on the battlefields of France and Flanders.

Pte. Roy Leeming was beloved by every member of the Hamilton Post Office staff. He started in the service as a special delivery boy, and through faithful performance of duty was promoted to a clerkship on Dec. 11, 1912, and to the permanent staff on Dec. 1, 1913.



Pte. Leeming.

Sergt. Howard McKay was also a general favorite with the staff, who could not help but be drawn to him through his kind and amiable disposition and good friendship. He was appointed to the staff in Dec., 1913, and made permanent on June 1, 1914.



Sergt. McKay.

The Hamilton staff deeply mourns the loss in battle of these two comrades.—W. J. W.

A FIGHTING FAMILY

Splendid records of "fighting families" are frequently reported, but it would be hard to find one among them more notable than that of Thomas Digby, an Immigration inspector at the Queenston, Ont., bridge. Every male relative of Mr. Digby is, or was, in the army or navy during the war. There are nine of them,—and Mr. Digby would have made the tenth had not the examining officers of the 116th Battalion declared him too old by ten years. He offered to serve in any capacity but the best he could get was "AR". He is an old sergeant of the militia.

Mr. Digby's eldest son was with the American navy in the North Sea. His second son is in the Royal East Surrey regiment and was wounded and gassed. His third son, a Royal Artilleryman, went to the front with French's "contemptibles," was wounded in the retreat from Mons, recovered, went to the Balkans and was killed in action near Monastir. The youngest son, barely nineteen years old, went to the front with the 12th Essex and was killed at the Somme.

One of Mr. Digby's brothers is in the New Zealand Rifles and another in the Canadian Railway Troops,—the latter having been wounded. Of three nephews, one is an officer in the Grand Fleet, one came from Australia to enlist in the South Wales Borderers and a third is in the New Zealand Rifles.

If any civil servant has a family record approaching this, the editors of *The Civilian* request that details be forwarded for publication.

—CSFC—

"MOUNTIES" IN SIBERIA

A draft of two hundred men of the Royal N.W. Mounted Police were included in the Canadian contingent assigned to duty with the Siberian expedition of the Allies. The draft was commanded by Captain Frank H. French, who held the rank of Inspector in the Police and whose name goes on the Civil Service Roll of Honour.

EDITORIAL

"We must stop at no sacrifice of interest or purpose to stamp out unmerited poverty, diminish unemployment, mitigate suffering, provide decent homes, improve the nation's health and raise the standard of wellbeing through the community. We shall not achieve this end by undue tenderness toward acknowledged abuses."

(KING GEORGE.)

TRIAL BOARDS IN THE PUBLIC SERVICE.

There is a growing tendency throughout the world to recognize the rights of the worker in all forms of employment. The labourer's right to a living wage is now undisputed and his right to tenure of office—to hold his job subject to good behaviour. In some of the largest private corporations to-day, heads of departments are not accorded the right to dismiss employees coming under their supervision, but are obliged to report all causes deserving of dismissal to a superintendent of employment, whose function it is—besides making original appointments—to investigate complaints and to decide on what action is necessary. The continual changing of employees is not considered good economy, for the simple reasons that every new employee is paid at first to learn the particular methods of his new employment. It is largely becoming the practice to transfer employees from one department to another until they are found altogether unsuitable. In many progressive public services, the same principle is followed; thus laws and regulations providing that Civil servants be first given a trial or hearing and an opportunity to "make good" before dismissal.

Strange as it may seem to the uninitiated, this principle—which is the very embodiment of British fair-play—has never been incorporated in the Civil Service laws of this country. The right to dismiss has always been in the hands of the Governor-in-Council or of particular Ministers, without any recourse whatever by the employee. Under the regime of patronage, this was considered quite the thing, but now that a new era has dawned and the evil monster is all but gone, the Canadian Civil Service has the right to expect the same progressive legislation as is in operation in other countries. There is doubtless an inclination in some quarters to suppose that the strangling of patronage is a panacea for all Civil Service ailments, but it must not be forgotten that less militant, but none the less formidable, are the forces of evil within the Service itself. Injustices perpetrated by one civil servant upon another less fortunate are not usually given publicity outside a small and limited sphere. The only protection in such instances is to be had in an amended law which will provide for a hearing of both sides before final action is taken, and likewise for appeal against decisions not coming under the scope of a "hearing."

The present Session of Parliament will have the task of completing the work begun last year on the re-modelling of the Civil Service Law. This is a task of momentous importance not only to the Service, but to the country at large, for is not the Civil Service the mainspring of

government and do not the ramifications of government extend to the outermost boundaries of the nation? There are several vital reforms needed, the most important of which—now that political patronage (theoretically) is gone—is undoubtedly the establishment of a Trial Board, otherwise known as a Court of Appeal.

The principles which underlie this reform may be briefly summarized as follows: No person holding a permanent appointment should be degraded, removed, or discharged except for cause upon written charges and after an opportunity is given him to be heard in his own defense. The hearing should be public, and the person charged given the right to call witnesses in his defence and to have the aid of counsel. He should be furnished with a copy of charges and a list of witnesses against him not less than say, five days previous to trial. No charges other than those furnished in writing should be preferred against him, and no charges should be entertained which are not made within, say, ninety days of the date on which the violation or offense was committed. Charges should be heard, investigated and determined within, say, thirty days after filing by the Commission or such board as they may appoint, and their decision should be final and duly enforced. Where the charges are not sustained, the person charged should be reinstated and no deductions in pay made for time lost while under suspension or during the hearing. The regulations governing the conduct of trial boards should be framed so as to prevent the procedure followed, being of such a judicial nature as to defeat the primary object of the boards. Their purpose should always be the prevention of injustice to subordinates, and should aim at increasing the usefulness of persons who tend towards stagnation and inefficiency, but above all, at giving the employee a chance to "make good," where there is evidence of such a desire.

Perhaps the most interesting fact bearing on the subject of trial boards is the experience of one progressive Civil Service in the neighbouring republic. This service was saved from the spoils system and all its attendant evils by means of the trial feature in their Civil Service Law. A classification that ranks among the highest was saved to the Service and a good and efficient personnel was held in office to carry on the business of the public service—because the Supreme Court of the State ruled that no person could be dismissed without being first given a trial.

The Civil Service Federation of Canada has had "A Board of Appeal" upon its agenda for several years. There is no subject coming before the convention on March 17 more important than the establishment of the principle of appeal for each and every employee of the government. The time has struck for the attainment of this object and the Government should be asked to place itself on record as being in favour of an amendment to the act providing for the trial of cases of injustice.

SUPERANNUATION

Nothing could be more unsatisfactory or discouraging than the situation as respects superannuation. For twelve years past the matter has been in suspense. The Government has made several moves of a more or less positive character, but always there has been postponement. Thus time has passed, and to-day, the service would seem to be no nearer to this measure of plain justice and genuine

economy than it was a decade ago. Procrastination has slowly strangled the good purpose which from time to time promised definite results.

There has never been the slightest attempt to question the soundness of the principle involved. The Government could not very well take up an attitude contrary to the judgment of all the banks, the larger railways and scores of other business institutions throughout the Dominion. Even the Corporation of the City of Ottawa, especially in the education branch of municipal administration, is more progressive in this regard than is the Government.

When Mr. Catherwood of Chicago was addressing the Canadian Club recently on efficient methods in the public service he was asked by Mr. Lambert Payne what value he attached to superannuation. He replied with the utmost positiveness that it was fundamental; that without it the best superstructure would fail. He could not, as a capable student of service development have said otherwise.

The long delay which has occurred has produced a situation in the Civil Service which cannot last much longer. There are hundreds of old men in the various departments whose places should be filled by youthful clerks as a matter of both efficiency and economy; but they must either be kept on or turned out to starve. The Government is vitally concerned at this time in stopping all forms of waste, and there is much of it in its worst form. Humanity and good business cry for action.

There are no obstacles in the way—not one. Every detail of a comprehensive superannuation measure was worked out years ago. Civil servants stand ready to pay whatever abatement is shown to be necessary by the actuarial calculations. All that is needed is the presentation of a bill to Parliament. The good sense of the people's representatives would give approval. There is abundance of time for the matter to be taken up during the current session. It would not provoke controversy. If it is not done the whole situation will to that extent be aggravated.

Than superannuation nothing in the category of civil service reforms is more vital or more urgent. The smart of injustice is growing daily more intolerable. This is not a threat; it is the mere statement of a fact. How could it be otherwise? Civil servants are human beings, with the material needs which are common to all other rational and prudent human beings. They are not asking for anything for which they are not willing to pay. Their claim is not void nor irregular. It is consistent with the highest interests of a properly administered public service. It is just. It is the obvious duty of Government to meet it.

Can civil servants themselves do anything to stimulate action by Government? They can. Disheartened as they may be by persistent indifference to their earnest plea in this regard, they still have behind them the full force of a just cause. They still have the power to assert, in the exercise of that spirit of democracy for which millions have given their lives in the great war, their right to reasonable consideration. They could, once more, present their appeal, accentuated by the strength of numbers, either in the form of a petition signed by every man and woman concerned or by an impressive public demonstration on Parliament Hill. From such displays they have always shrunk, probably too easily; but desperate situations demand exceptional treatment, and the duty which employees of government owe to themselves and their dependents should impel them to depart from those

measures of appeal which have hitherto been ineffective and to try something new.

SORROW AND ANGER.

The attention of our readers and especially of those who profess to make a study of the principles of public ownership is drawn to the Railway Mail Clerks' Federation section in this number. We experience extreme difficulty in adequately expressing the sorrow and anger which alternately arise as we read this story of persecution of a fine old man like Mr. W. G. Jessop who at the age of sixty-two years is following the hazardous life of a Railway Mail clerk. Sympathy for Mr. Jessop is mingled with regret that in this connection such a serious charge of unjust treatment is laid against an official of the age and length of service of Mr. B. M. Armstrong, controller of the Railway Mail Service. Nevertheless the issue must be faced and *The Civilian* in giving publicity to this story of injustice couples with it the firm belief that reparation should not only be made to Mr. Jessop, but to the whole Railway Mail Service by the elimination of the present Controller from a position where he may exercise administrative acts of this kind. We have no hesitation in stating it as our opinion that unless Mr. Jessop receives reparation to the fullest extent for his injuries it would be well for the Civil Service Federation to pass out of existence as an organization.

THE EIGHTH CONVENTION

In our January number we referred to some of the problems to be dealt with at the forthcoming convention on March 17. The Call for the convention is published in this issue and some of the principal items down on the agenda are mentioned in it. The classification now under preparation by the Organization Branch of the Civil Service Commission will not be finally ready and there was some discussion regarding postponement of the Convention on that account. The conventions of the Dominion Postal Clerks and Customs bodies had been called to take place immediately before the Federation convention and it was thought to be expedient to carry out the original plans. It was pointed out that the classification would have to be referred to a committee representing the various services in any case. It is expected that the principles of the experts' findings will be laid before the convention for discussion. All past conventions of the Federation have been remarkable for the harmony and unity maintained throughout. During all the conventions of the past ten years there has never been a jarring or discordant note. This fine tradition and precedent of the Federation will furnish the basis for another great contribution to those causes upon which depend good government and a contented and happy body of public employees. The convention will assemble in the congenial atmosphere of the beautiful Ottawa home of the G. W. V. A. The Assembly Hall of the Veterans' club has a gallery which may be useful for the accommodation of visitors who desire to follow the events of the delegates who will assemble from all parts of the Dominion.

AN APPRECIATION

In the death of the Dominion Auditor General, Mr. John Fraser, the public service loses a most worthy and faithful public servant. He was a man of marked ability with an abiding sense of honour. Duty was to him, not a

task, but an opportunity and a joy to faithfully and loyally fulfil every trust. "Be just and fear not," aptly expresses the trend and spirit of his official life. When by appreciated merit and recognized fitness in 1905 he was appointed Auditor General, the staff of the Finance Department honoured him with a token of their regard and goodwill. In the responsible and onerous position that he filled for the past fourteen years, he evinced the same excellent qualities that have marked his long official career. Amid the many diverse and clashing interests that day by day he was called to meet, unperturbed he kept the even tenor of his ways, guided by the pole-star of Duty. Without frigidness, without parade, he knew his path, he knew his obligation, and loyally and faithfully fulfilled the trust reposed in him.

EDITORIAL NOTES.

We publish to-day an interesting report of the committee on "Retirement" in the Congress of the United States. Latest advices from Washington are to the effect that a final basis of agreement has been arrived at between committees of the Senate and House of Representatives. That basis is called colloquially the "50-50" basis, that is the Government and the civil servants each contribute 50 per cent to the cost of the scheme.

—CSFC—

The Service organizations are indebted to the Hon. A. K. Maclean, Minister in charge of the Civil Service, for the recognition by the Government of the principle of leave of absence with pay for all delegates attending conventions. A letter from the Minister to the Secretary of the Federation authorizes this special leave for the convention on the 17th instant. The Minister advised the Federation that the Government did not desire to interfere with National Railway Board in regard to a half-rate for delegates, but suggested that the Federation take the matter up with the General Manager and an application has been forwarded accordingly.

—CSFC—

Conditions in the Canadian Government Service are such that an expert appraisal may surprise, if it does not shock, those who have considered Canadian civil servants to be well paid and the Service to be well administered.

The worse the conditions shown up by the report of the experts the more reason for the immediate adoption of their recommendations. Such a course would remedy for the present only, conditions which civil servants have had to face for several years. The bigger the salary changes recommended by the experts the quicker the new schedules should be put into operation. The forty-five millions it would cost to double the salaries should not cause a Government of eight million people to hesitate for one moment. If such an increase is recommended it will simply mean that the forty thousand civil servants contributed almost as much out of their own few pockets last year and will continue to do as much until the recommendations of the experts are adopted.

—CSFC—

The opening article in this number is the first instalment of a series of articles in which an effort will be made to analyze and elucidate the causes of the conditions in the world to-day. Attention will be drawn in a succinct manner to the failures of Democracy under Party Govern-

ment systems as they have prevailed. It will be claimed that the labouring and salaried classes, both those following manual and those following sedentary pursuits have not shared in the Government of their countries even under the system of representative assemblies. The party system as it at present obtains, will be dissected and its abuses exposed. Control of the party machines by the ultra-plutocrats of three countries will be set out. A practical scheme to win by constitutional means a more ethical administration of the lives and interests of the Canadian people will be proposed without injury or prejudice to any class or interest but for the greater welfare and happiness of all. Our readers are advised to follow these articles which will be inspired by the impelling motives of idealism and altruism.

—CSFC—

Why all this controversy about the representation of the grotesque in the architecture of the new Parliament building? Surely we are used to the grotesque, if not in connection with architecture, at least—in connection with Parliaments.—The annual field day in the Commons on Civil Service affairs should, if properly advertised, outbid in popularity the Mardi Gras and all other carnivals. It is one grand event in the grotesque, a calithampian parade of the wildest ideas concerning the management of a great business that ever visited the minds of men. The Lord of Misrule supplants our Fine Lord of the Treasury on that occasion. The leaders of this nation, who have raised armies, and linked ocean to ocean with bonds of steel, and made the desert blossom as the rose, appear to be under the influence of some sorcerer as soon as Civil Service matters come to be discussed. They think Canada is Topsy-turvydom and reason accordingly. The awarding of the War bonus to officials of a year's service while withholding it from men who had served the state for thirty and forty years was quite one example of the grotesque in administration. Walls have ears. Let them have mouths also, mouths that will laugh long and heartily over the fate of Civil Service legislation. Long live the Gargoyles!

—CSFC—

In an editorial in the January number of *The Civilian*, entitled "Labour and the Federation," the Editors affirmed that the Federation had definitely associated itself with the Labour movement in accepting into membership bodies such as the Federated Association of Letter Carriers. This we desire to say is not strictly correct and the word "definitely" should be withdrawn in this connection. The final settlement of this question must be made by the convention on March 17 in adopting its new constitution. There are some representatives of large Service Dominion-wide organizations who consider that we are strong enough to stand alone, that we should first perfect our own organization and so forth. In discussing this subject we desire to express the sincere hope that, though individuals in our organizations may differ on a question of policy, we shall never jeopardize our cause by a quarrel. Evidence, reason, experience and logic must decide this and all issues arising.

We would, however, just at this opportunity ask those who think we are strong enough, whether the Government considers our organized strength of any serious moment in view of the history of the Bonus or the equalization of salaries and whether the politicians who entered that holy of holies the Finance Department and

forbade Civil Servants to organize as a class consider Civil Service organizations of any account. Let us ask these good friends how they view the action of the Post Office Department in failing to provide copies of Dr. Roche's report on the Western strike for the use of the Postal organizations, how they view the crime committed by a Post Office official against the life and liberties of Mr. W. G. Jessop as disclosed in these pages to-day. We might quote from an interminable list of such cases to indicate that the organized strength of the Service is

held very lightly by the bureaucracy. We will just mention a case lately brought to our attention in the Customs Department. We are credibly informed that the Commissioner of Customs, no doubt, acting under instructions, insisted upon a new appointee signing an agreement never to ask for an increase in salary as a condition of ratification of his appointment. The respect and admiration the trustees of public employment have for the organizations of Civil Servants are wonderful to behold.

 C S F C

MINIMUM WAGE BILL ARGUED BEFORE SENATE COMMITTEE

Washington.—That the human being has as much right to a decent living wage as he has to protection against burglars; that it doesn't pay society to allow its workers to receive less than a living wage; that \$1,500 is the minimum living wage for a family of five, and that the minimum should be fixed upon the same basis for women as for men, because working women, like working men, usually have dependants—these were some of the points developed in the testimony and arguments presented at the hearings on Jan. 28, 1918, before the subcommittee of the Senate Committee on the Johnson-Nolan minimum wage bill for Government employees of the United States.

OTTAWA FRATERNAL SOCIETY

(Now in its Fortieth Year.)

The year 1918 was eventful in the history of the Post Office Department Mutual Benefit Association inasmuch as during the year fifty-six members were added to the list, making a membership of 502 on December 31, 1918, as against 461 on the same date in the previous year.

The number of deaths was the largest in any one year since the organization of the Association in 1879, — forty years ago, — there having been eleven; two dying on active service, four from influenza, three reaching the allotted span of life, and two dying owing to sudden attacks of illness which had fatal results.

During the year 1918, \$2,854 was paid in death claims, \$104 of this amount being bonus-additions, a new feature recommended by Mr. A. D. Watson, Actuary of the Insurance

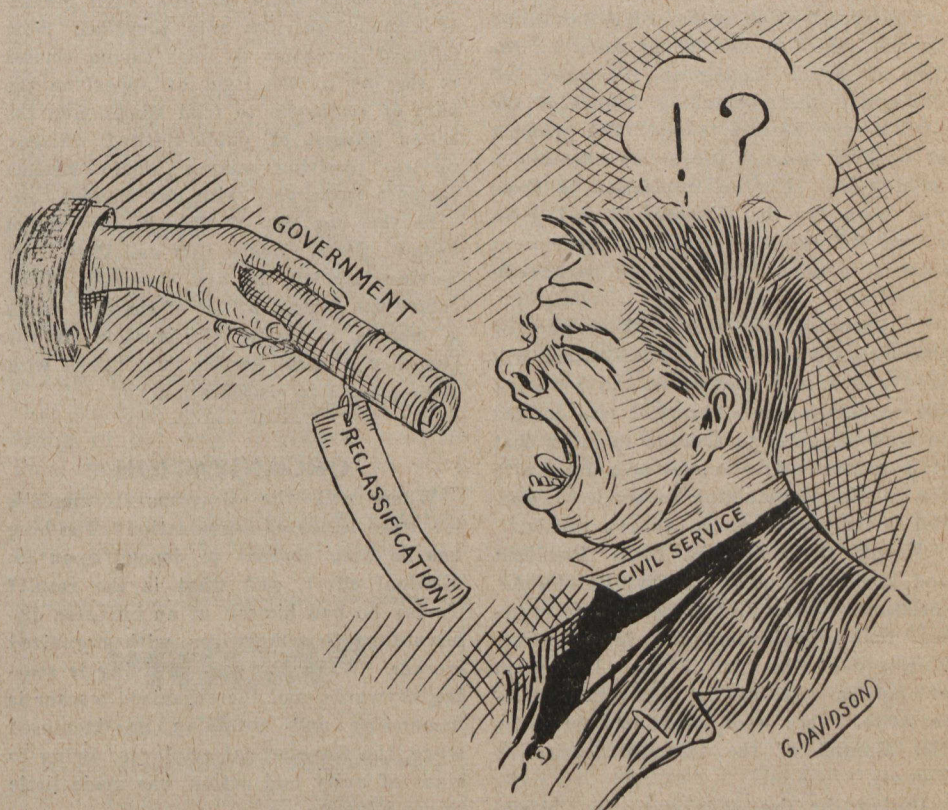
Department, who has been for some years a good friend of the society. These bonus-additions have been added to all policies in existence on July 1, 1914, when the association was placed on an actuarial basis by Mr. Watson, the sound financial position of the organization warranting such action. Those joining since also get bonus-additions

An idea of the prosperity of the association may be had when it is stated that bonds and debentures to the par value of \$26,848.59 are held by it, and together with this \$1,000 was on deposit with the Civil Service Savings and Loan Society, this amount drawing interest at 4% and being

available in cases of emergency. A surplus of \$6,552 was declared by the actuary on December 31, 1918, this being considered a splendid showing after a year which made a heavy call upon the funds.

At the annual meeting, recently held, Mr. W. T. Wilson was re-elected president and Mr. W. A. Code re-elected secretary.

In a newly born weekly, the Dear-born *Independent*, Mr. Henry Ford, its parent, attacks the men in his rank for "regarding the workman as factory fodder."



CLOSE YOUR EYES AND OPEN YOUR MOUTH.

"IT MAY NOT BE A PILL BUT A SUGAR PLUM."

The Federated Association of Letter Carriers and the Winnipeg Investigation

THE postal organizations have been unable to procure copies of the report of Dr. Roche in connection with his investigation at Winnipeg last year. The postal organizations applied to *The Civilian* for a supply of copies, and in accordance with an established custom *The Civilian* applied to the Secretary of State a few days after the report was issued and was informed that the type had been "pied." The F. A. of Letter Carriers applied through their Secretary, Mr. McMordie, to the Minister of Labour, and the Minister's reply furnished the Government's attitude, which is as follows:

Minister of Labour,
Canada.

Ottawa, Ont.,
January 29th, 1919.

Dear Mr. McMordie,—

Replying to your favour of the 27th inst.,

calling attention to the fact that the report of the Civil Service Commission in the matter of the investigation of the grievances of the Post Office employees in Western Canada, held in the City of Winnipeg on August 20 and 21 has not appeared in the Labour Gazette. Also that the report of the sub-committee of the Cabinet, appointed August, 1918, to hear the demands of letter carriers, railway mail clerks and Post Office clerks, has not yet appeared in the Gazette.

In connection with the Winnipeg investigation: So far as I am aware, the Commission's report has not been made public, it being found that all of the complaints were departmental matters and have been dealt with and adjusted as such.

With reference to the report of the sub-committee of the Cabinet: It was not deemed necessary to include this in the Labour Gazette, because of the fact that it had been fully and extensively published by the press throughout all Canada, and there-

fore had reached a very much larger circle of readers than would have been possible through the pages of the Gazette.

Therefore you will recognize that the general public and the members of your organization to which you refer have been given full knowledge of the facts through the press, so far as the report of the sub-committee of the Cabinet is concerned, and the result of the Commission's findings at Winnipeg, on account of the grievances being departmental matters and should be dealt with as such, it is not necessary to regard this as a matter of public concern, the grievances having been wholly, or at least generally, adjusted by the Department.

Yours very truly,

(Sgd.) G. D. ROBERTSON.

Mr. Alex. McMordie,

Secy-Treas. Federated Assn.
of Letter Carriers,
Toronto, Ont.

CSFC

CLASSIFICATION

The classification of the Civil Service of Canada, which is now being made by the firm of Arthur Young and Company, of Chicago, is the outstanding feature on the Civil Service horizon to-day. The prospect of working under a proper classification is nothing less than an inspiration to those who work for the Government, and gives reason for believing that the Government intends to assume the role of model employer.

So important an event in the history of Canadian Civil Service administration will receive due consideration at the hands of the coming convention, and it was decided to send delegates to Chicago in order that civil servants might become acquainted with the conditions obtaining in services classified in the way in which our own will be.

Messrs. O'Connor and Lisle, President and Vice-President of the Civil Service Association of Ottawa, were selected to represent that organization, and Mr. Burling, Secretary of the Civil Service Federation of Canada, went as the Federation representative. They were joined in Chicago by Mr. Morgan of the Customs Service at Toronto.

During the five days spent in Chicago these representatives were able to see the inner workings of services classified and unclassified, services just classified, and

those classified a dozen years ago, single services larger than the total Civil Service of Canada, services only prevented from political disruption by such saving clauses in the law as the right of appeal on the part of employees to trial boards and the active interest of public-spirited citizens, services receiving salaries whose minima compare favourably with our maxima, etc.

In this one city of Chicago they found Federal, State, County, City and Park Civil Services, all but the first classified. They visited the general offices of the firm which is making a similar classification of the Canadian Federal Service, and talked with other experts in classification.

ORGANIZATION

When will the Government employe learn the lesson of organization? Too long has he been content to depend upon individual effort, and what is the result? To-day he find himself at an immense disadvantage in comparison with organized worker. While the cost of living is soaring skywards, and the organized worker is demanding and obtaining an increased wage, the Government employe, owing to want of unity and action, has made little or no advance.

The best awards have been obtained in trades having powerful unions. The representatives of the workers in these cases,

speak on behalf of solid bodies—speak as with one voice, while the poorly paid workers, as a rule, belong to unions lacking in strength with the result that the success achieved is less than that obtained in the case of unions with more numerous membership.

—Public Service Journal of Victoria, Australia.

The Bright Spot

IN TORONTO

HOTEL CARLS-RITE

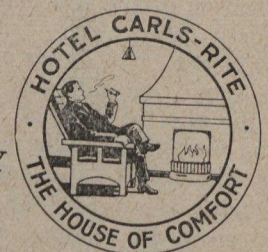
THE HOUSE OF COMFORT

Particular attention paid to the comfort of Ladies and Children travelling alone.

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PER DAY
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European plan if desired

The
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Comments

Dominion Customs Association

The
Unofficial
Surveyor

It would seem that the time has arrived in Civil Service organizations when the question of affiliation with Labour should be discussed and some definite line of action arrived at.

With this object in view, I think the delegates to the D.C.A. convention should come prepared to discuss this very vital subject, having regard to the potential power it would have with any representations that would be made affecting their future welfare. In these days of mergers and trusts on the one hand, as representing "Big Business," it seems to me the logical course, for all workers to come together and pool their interests, or in other words, join forces, so that we may have a fighting chance to secure for ourselves some share in the "good things" of which we know so little at present. We hear a great deal about reconstruction and new democracy, but, after all, it will have no meaning to us if we are satisfied to go on in the old way, and have not imbibed some of the new ideas born of this world war just over. It is a vital question, and one worthy of our very best endeavour, so let us grapple with it, and have a free exchange of thought in order that we may so shape our course in a wise and prudent channel to the end that we may be better citizens of the new commonwealth now in the making, for, after all, has it not been Labour that has borne the weight of the load in this mighty struggle to rid the world of Autocracy and Prussianism, and having finished their task wherever they have been called upon, is it too much for them to expect the right to enjoy their fair share of the prize so dearly won? Co-operation is the only logical course for all workers to adopt, for through it unity of action is an accomplished fact and we may, with confidence, look forward to "better things" in the immediate future. In this spirit let us reach out the hand of fellowship to one another, so that by co-operation and unity of action we may share in the benefits of the new order of things which we anticipate will follow the many sacrifices made by Labour in the interests of the new democracy, and the over-

throw of "divine right" and "privilege." It matters not whether you work by brain or hand, the traffic in human beings, as exemplified by the law of supply and demand fixing your wage or salary, is monstrous and inhuman, and should have no place in the economic fabric of a people supposed to be free and living under democratic institutions.

I am in receipt of circular letters from the Customs Associations of Manitoba and Saskatchewan which are too lengthy to appear in their entirety as our space is limited, but they show conclusively that the Customs men in the West are alive to the many problems confronting us, and are prepared to do their share in the solving of them. They have selected their very best men to office to look after their interests, and I regret that space does not permit a more lengthy review of the proceedings of their meetings and publication of some of the speeches delivered by them. However, they fully realize the aims and objects for which we are organized into a Dominion-wide Association and any movement they may inaugurate looking to the bettering of conditions in the Customs service will receive the undivided support of their co-workers in the East. There can be no problems affecting the West which are not of vital importance to the whole body, and it is only by unity and co-operation that we can hope to remove the abuses and anomalies that still obtain in the public service. It is only by presenting a united front that we may hope to accomplish anything in the way of reform, and no local issues should be allowed to cloud the greater and more important ones affecting the Dominion-wide membership. Now is the time to justify and

prove our worth as a Dominion-wide organization by meeting the problems that will be presented to us for discussion and action.

British Columbia Branch

Provincial associations now exist in all the provinces but Quebec and Ontario, British Columbia having been the recent addition. A meeting was held at Vancouver on January 28 with the following British Columbia branches represented by delegates: *Vancouver*—Messrs. A. Brown, J. Brown, Geo. Sewwt, P. Hart, D. H. Elliot, R. Cosgrove, W. V. Green. *Victoria*—Messrs. A. Calderwood, C. A. Trevor, P. Shandey and D. McLean. *Nanaimo*—Mr. Lamont Ross. *Prince Rupert*—Mr. H. M. Dunn. *New Westminster*—Mr. J. Ferguson, of White Rock. *Rossland*—Mr. P. R. McDonald. *Kamloops*—Mr. J. Howelling was to have been present, but sent word of being unavoidably detained.

Constitution, resolutions regarding conditions and salaries were adopted, and copies forwarded to the D.C.A., Ottawa. The meeting was of the most harmonious character, and the successful formation of a Provincial Association was assured, all promising to aid in making it 100% strong within the near future.

The per capita tax was fixed, and other details of organization were completed. The election resulted in the appointment of Messrs. R. Cosgrove, President, and D. H. Elliot, Secretary-Treasurer; 1st Vice-President, A. Calderwood; 2nd Vice-President, Lamont Ross; Executive, P. R. McDonald, and one each to be named by the Branches of New Westminster, Abbotsford, and Prince Rupert, and one from the (C.P.R.) Northern Interior.

The new Provincial has got away with a flying start, and its success is assured. Already the Secretary-Treasurer has issued a lengthy and interesting circular to the branches of his balliwick, and much information will be obtained of the interests and activities of the B. C. Association which is now composed of twelve ports and sub-ports.

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25 Cents per Bottle.

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Your
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Every Doc Has His Day.

THERE are some who believe that the Civil Service, like Lady Macbeth, more needs the divine than the physician. Be that as it may, and with all due reverence for those immaculate heads of departments and branches, who would be our ghostly comforters—not to say wet blankets,—we regard more kindly those who inquire about our health than those who seek to improve our morals. I will talk for hours with the man who is interested in my weak heart, but let him suggest that I have a heart that is not weak, but bad, then the diameter of the earth is measure of the distance he should be away from me. Health, my friends, is the only personal subject on which we can hold decorous conversation. Let him that has words to utter about his soul keep away from the housetops. But, in the most select circles, and at any hour, one may prostrate himself and cry out: "Create within me a new liver and renew a right digestion!"

Disraeli, it is said, hardly ever took chances on calling comparative strangers by name, lest he should make a mistake by identity, but he would put his hand on one's shoulder and ask, "Well, how is the old complaint?" It worked. Every man thus addressed was certain he had been remembered in an intimate way. It is with some such delicate diplomacy that the Civil Service Commissioners have framed their new regulations regarding sick leave. The old method of dealing with clerks who were ill lacked consideration. You came back after a week's agony with intercostal neuralgia, and reported the fact to your chief. "Mark him ill!" he would say to the time-clerk, and the incident was closed.

All is changed now. They that watch over the Service, slumber not, or sleep. "Ill?" they ask. "Dear me! Dear me! You must see a physician at once." You tell them that you have had your family doctor, and

a specialist from Montreal, and two graduate nurses in attendance at your bedside. "So far, so good," they say, "but your life is too valuable a thing to the State to be trifled with in that way. Come, my man, brace up and see one of our specialists in Civil Service diseases. We will pull you through yet in spite of yourself."

How comforting it is to know that there is a last asylum for the most hopeful cases, that, when the medical authorities of two continents have pronounced you sane and sound, you can turn to the Civil Service specialists and be cured. When the family doctor has deserted you, then the Civil Service physician will take you up. They that devote themselves to ministering to the needs of lepers and other incurables are answering the call of sympathy and mercy. We yield them all honor. New heroes arise, however, and they must have their meed of praise, for their work is in a field hitherto neglected. They that are whole need no physician. So we thought. But the scope of philanthropy broadens with the years. The sick were once left to die. Then came casual help for them, then hospitals, then homes. Then we had nurses to look after the convalescents. Now we have physicians to cure the cured.

Of course there may be peculiar features about the illnesses of government officials requiring special treatment. It may be argued that we are not as other men either in our normal or abnormal state, and that when we appear in good health we may be dying on our feet, and that our times of sickness are the most healthful days of our lives. Our office duties may be wearing on us in a way not appreciated by ourselves and others, and so it may be necessary to have about us men "inquisitive," as Browning puts it, "what pricks and cracks befall the flesh through too much stress and strain." Let the bonus-hunters develop this line of thought, however, for it is evident

that we need stronger facts than those presented by the high cost of living and the diminishing value of the dollar to arouse the Government to a sense of our needs. Surely, if the high cost of living does not impress their minds, the high cost of dying may touch their hearts.

Why not by the way, have a physician patrol the offices every week, as they have the children's throats and teeth examined in the public schools? If a clerk who has been certified by his family doctor, and by whatever experts in osteopathy, chiropractic or chiropody he may be able to call in, as fit to resume his duties, is not cured until the Commission's specialist has passed upon his case, and may in fact be at death's door at the time and not know it, how much more should we have compassion on those who, exulting in their health and strength, have not consulted a physician at all. By having the office hours begin at a quarter to nine, enough time could be saved to allow for a thorough diagnosis of every civil servant's disease, or health, without having the affairs of state too dangerously dislocated. Jones, apparently in the pink of condition, may be suffering from ptomaine poisoning, complicated with a fractured hip, and who is to tell him about it? There is Brown, a stout citizen, florid of countenance, enjoying his meals, and all the time he is the victim of pernicious anæmia. Surely we are not so bound hand and foot with red tape that Jones and Brown must go the rounds of surgeries and hospitals before they are allowed the privilege of consulting one of the Commission's experts.

Prevention is better than cure. Is it? We have a doctor at the head of the Civil Service Commission and he ought to know. Will he not give this suggestion of mine a fair trial? There is the matter of expense to be considered of course, but a charge of ten cents a week, or five dollars a year paid in advance, would not be a

grievous burden to be imposed on clerks who have only rent to pay, and clothes to buy, and flour and coal and other such things that are hardly worth mentioning to spend their money on. I would willingly pay fifteen cents a week to know that I was sick at the end of the fiscal year when the books have to be balanced.

There is the danger, not to be overlooked, that in their enthusiasm the visiting doctors might declare the whole service unfit for work on their first round of inspection and there are not enough returned soldiers hard enough up to take jobs in the service at present. That difficulty may be overcome, however, by limiting the number of allowable pathological cases at any one time, to, say ten per cent of the staff. If this further suggestion be adopted it will be the part of wisdom for anyone seeking sick leave to get fed up as plump as possible, for if our main argument on this case holds good, it is the one who looks the healthiest that has the chance of being rated the lowest in the scale. Doctors differ, but they all agree that there is more revenue to be obtained from a live healthy man than from a corpse.

Should these preventive, or rather anticipative, measures here proposed not be accepted, there is only one

course to be followed by wise civil servants, and that is, since their family doctor is not expert enough to satisfy the Commission, to have one of the Commission's experts as a family doctor. There may not be enough of these specialists to go round, but the knowledge that one is officially and unofficially sick or well, as the case may be, should offset any discomfort that may arise from finding that there is such an epidemic of ingrowing toe-nails in the Customs department on a certain day that you can only have a three minutes' call from your physician. The big point is this, you have done all that the Commission requires you to do. If you die without your doctor in attendance you can at least breathe your last in the happy knowledge that some fellow civil servant is at that moment getting the certificate that will hold his name for another month on the pay-roll.

Which doctor should you call in? I think it would be best to have the one who lives farthest away from you. He will know less about you and so be unprejudiced. You may have more mileage to pay, but on the other hand there is less chance for him coming to see you. A miss, you know, is as good as a mile, and *vice versa*. There are physicians, to be sure, whom you can-

not endure near you and you may not be able to choose one from the Commission's college of specialists to suit you. You may not like one for his looks, another for his religion, or another for his politics. Try to conquer these aversions. The fact that you have them is evidence of your ill health, and the best thing for you to do is to call in the one you have the least liking for. You will thus, perhaps, both save your body for the further service of your country and develop your soul for the coming of that day—

When leave long overdue none can deny;
When idleness of all Eternity

Becomes your furlough, and the marigold
Your thriftless, bullion-minting Treasury.

In conclusion: when I take a sedlitz powder I know who it was that put the fizz in physic; when I try some simple old-fashioned remedy I know who put the home in homoeopathy; when I get a doctor's bill I know who put the pill in pillage; but the worst is yet to come,—When my pay is stopped because the Commission's experts do not think me ill enough to stay away from the office, then shall I attain the fulness of knowledge and spot the guy who put the dock in doctor.

CSFC

CIVIL SERVICE BONUS IN FRANCE

The following press dispatch from Paris dated February 3 will create some "moments of impressive silence" among the members of the Governments,—

The newly-formed Union of Employees of the Post Office and Telephone department met today at the office of the General Labor Confederation to hear the report of a delegation which had been sent to the ministry to demand an increase in wages of 100 per cent. When the report was heard the surprise was so great that there was some moments of impressive silence.

The report announced that the ministry of posts, telegraph and telephones has a bill prepared for parliament by which all wages would be raised 200 per cent up to 4,000 francs yearly, which latter salary would become 12,000 francs annually. Wages above that figure also would be raised on a graduated scale.

Under the bill, women's wages would be the same as for men for the same kind of work. The 200 per cent increase provided for in the bill is provisional and may be increased by 50 per cent successively if the cost of living continues to

grow dearer, or the amount may be reduced if the cost of living decreases, but not to an amount less than an increase of 100 per cent over the present scale. A special allowance of 10 francs daily is to be given workers until the bill is passed.

—CSFC—

MERIT PROMOTIONS AT NEW WESTMINSTER AND OTTAWA

P. R. Peele, collector of customs at Abbotsford has been appointed collector at New Westminster, succeeding the late N. M. Matheson. Mr. Peele will assume his new duties immediately. William Turnbull, at present overseas, will be appointed collector at Abbotsford on his return. In the meantime an officer from Vancouver has been appointed acting collector.

Mr. Peele, who is a native son of New Westminster, has spent the past twenty-four years in the customs service. His first appointment was with the New Westminster office, starting in December, 1914. Later, he went to the Yukon territory,

where he spent ten years, mostly at White Horse. On his return he was given the appointment at Abbotsford, and assumed those duties in 1912. He is a member of the well-known Peele family, who are famous for their lacrosse performances on the Salmonbellies.

COMMONS PROMOTIONS.

Mr. Lionel Dansereau, Clerk of French Journals of the House of Commons, has been promoted Chief Clerk of French journals, votes, proceedings and orders, vice Dr. R. E. Chapleau, superannuated. The vacancy caused by the death of Mr. F. X. R. Saucier, Clerk of Votes, Proceedings and Orders, French Section, has been filled by the promotion of Mr. Jules Tremblay, of the blue book staff of translators. Both Mr. Dansereau and Mr. Tremblay were journalists before entering Civil Service.

Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

TO THE CORPS RESERVE

The retirement from active service of two more veteran civil servants is announced. Fred. Colson has been granted superannuation, and Lieut-Col. W. P. Anderson has asked for the same privilege.

Fred. Colson entered the public service in 1885, after some years in the Montreal newspaper field. He was always connected with the Department of the Secretary of State, and for many years past had been accountant and chief clerk. He served under sixteen different Ministers and had acquired a knowledge of the intricacies of state affairs probably unexcelled in Canada. Both the present Minister and the Deputy Minister have expressed their appreciation of Mr. Colson's services in no meagre terms.

William Patrick Anderson, C.E., C.M.G., has been in the Civil Service since 1874, and since 1891 has held the highly responsible post of chief engineer of the Department of Marine and Fisheries. He has been prominently identified with militia and educational affairs and is one of the best known men in Ottawa.

—CSFC—

PASSED TO REST

(Contributed.)

It is with deep sorrow we announce the death of Mr. Thomas Burns, formerly in charge of the Money Order Department of the Hamilton Post Office, but for the last fifteen years superannuated, after forty years of faithful service to the department.

Mr. Burns, who was 79 years of age, came to Hamilton fifty-five years ago. He was the son of the Honourable Mr. Justice Burns, of the Supreme Court, Toronto.

He was one of the oldest members of the Church of St. Thomas, filling the office of superintendent of the Sunday School, delegate to the Synod, Rector's warden, and vestry clerk.

His later years have been spent in an enjoyable tranquillity, beloved by his family and a large circle of friends. He was a model husband and father, a devoted member of the Church of England, and, altogether, lived the life of a Christian gentleman.

He leaves to mourn his loss his wife, one son, Mr. Easton Burns, of Toronto, and two daughters, Mrs. Florence Elwell and Miss Ada Burns, at home.

The funeral took place from St. Thomas' Church. The choir met the body at the door and his favourite hymns were sung during the office for the dead. The interment took place in the Hamilton cemetery.

—CSFC—

PERSONAL

After serving in the Railway Mail Service for thirty-seven years, William Stokes, of Toronto, has retired. Colleagues presented him with a gold-headed cane when he wound up his long trip.

Walter P. Archibald, Dominion parole officer, Department of Justice, and one of the most skilled criminologists in Canada, has been appointed Judge of the Juvenile Court in Ottawa.

The 1918 Gzowski medal, for the best paper on any engineering subject, has been awarded to B. F. Haanel, of the Department of Mines.

On severing his connection with the Department of Immigration and Colonization, E. Blake Robertson was presented by the staff with a handsome club bag. The presentation was made by W. W. Cory, acting deputy minister, who expressed appreciation of Mr. Robertson's long and efficient service and the regret of the whole staff at his resignation.

Charles P. Claxton, of the Department of Justice, was married on February 15, to Gabrielle, daughter of Mr. and Mrs. E. R. Faribault.

Dorothy Eunice Putman, formerly of the Department of Trade and Commerce, was married on February 18, to Stanley O. Roberts, R.N.C.V.R.

—CSFC—

DIED AT THE POST OF DUTY

Two railway mail clerks gave their lives in the discharge of their duties, and two others were injured, when the Maritime Express on the Intercolonial railway pitched headlong into a freight train at Flat Lands, N.B., on January 17.

Joachim Blais and Joseph Emile Bernier were killed and Joseph Labrecque and C. E. H. LaRochelle were injured.

The accident was due to the express taking the switch to the sidetrack where the freight was standing.

OBITUARY

O'CONNOR — On February 6, Rose O'Connor, of the Department of External Affairs.

ETHIER—On February 6, J. B. Ethier, father of Alfred Ethier, of the Department of Public Works.

O'MEARA—On February 5, William O'Meara, of the Government Printing Bureau.

MAHONEY—On February 6, Captain Patrick Mahoney, formerly of the Post Office Department, for fifty-three years a soldier in the British and Canadian forces.

WADDELL—On February 6, Benjamin C. Waddell, of the Department of Railways and Canals, aged thirty-four years.

HOBART—On February 4, Sidney Hobart, father of Captain S. Hobart, of the Department of Indian Affairs.

GILMOUR—At Brockville, on February 1, William A. Gilmour, collector of customs, aged sixty-eight years.

MACMILLAN—On February 9, Kathryn Maud, daughter of A. M. MacMillan, Department of Customs.

GROUT—On February 11, George Grout, only son of F. E. S. Grout, Post Office Department, aged twenty years.

STANTON—At Port Dalhousie, on February 9, Gunner Harry Stanton, son of Postmaster Stanton, from the effects of gas poisoning suffered in France.

EPTON—At St. John, N.B., on February 5, Private Robert J. Epton, late of the 77th Battalion, son of George Epton, of the Post Office Department.

MCCABE—On February 16, Annie Rideout, widow of the late Thomas McCabe, of the Patent Office.

ARCHAMBAULT—On February 16, Alfred P. Archambault, of the Archives, aged 52 years.

TRUDEAU—In Montreal, on February 17, L. E. Trudeau, son of the late T. Trudeau, Deputy Minister of Railways and Canals.

JACKSON—At Egmondville, George E. Jackson, postmaster for sixty years.

JOHNSTON—On February 23, James Johnston, electrical engineer, Department of Public Works, aged sixty-seven years.

DALGLISH—On February 24, James Burton DalGLISH, of the Department of Public Works, aged twenty-three years.



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POSTAL JOURNAL

Postal
Clerks'
Forum

MR. J. W. GREEN, Secretary of the D.P.C.A., has issued a call for a convention to be held at Montreal on March 12, instead of in July as was previously intended. Mr. Green's circular deals with all the important phases of the problems affecting postal clerks. One of these items of business with an outstanding interest at this time relates to the affiliation with other groups of salaried people. It reads as follows:

There is no doubt in my mind that the question of affiliation with the Trades and Labour Congress of Canada will be one of the big questions at this Convention, and as such a question should not, and cannot, be decided by the Convention, but only by the total membership, I would particularly ask all Branches to send in the result of the referendum without delay. Where there is any opposition to such affiliation it is not sufficient to say that your Branch is either in favour or against such affiliation, but the full number of votes both for and against must be stated. With further reference to this question I herewith quote a paragraph of a letter which I received from the President of the Trades and Labour Congress of Canada under date of December 21st, 1918:

"Affiliation with the Congress does not take from you any of your own autonomy as to the management of your organization. You retain absolutely the decision as to when you desire to better your conditions; as to what methods of negotiation you pursue, or as to whether you desire or intend to strike to achieve your object if unobtainable otherwise. The Congress has no power to assess its affiliated membership for any purpose, or to call them to take part in any strikes of a local or general nature."

The information contained in the above paragraph should be of use to you and your members in deciding this important question, and therefore should be communicated to your members before any ballot is taken.

The Convention

"Oh, Boy!" wait till you see the line-up of destroyers that are being sent out by the Toronto Branch, to protect the good interests of the clerks by warding off anticipated submarine attacks on the good old brig, "Trades and Labour Congress," loaded down with possibilities of good things to come for the suffering members of the P.C.A. They will be well supplied with ammunition with which to sink the detestable vermin that are abounding in the path of our good relief ship. This ammunition has a wonderful effect on the crews of these submersibles. It causes them to become

pliant in the hands of a skilful manipulator, or gunner, they become just as ready to support the good cause as they had been to fight against it.

The armour plate of these destroyers is proof against any known projectile. The destroyers are being sent out solely to see that the relief ship is docked without delay.

The Merit System

Is this to be a change of name or method? Unless given gloved handling it is going to be one hundred times worse than patronage ever thought of being. Who will award the merit? An outsider, or an official in the Service? If an outsider, all well and good. Allow a man in the Service to handle it and what a graft for some of these "patronage blighters."

Competitive examination, seniority and character of work in the office should compose, we think, the main items, with no great differences in the par value of each. But see that an outsider does the judging and awarding.

General Meetings

There are many premature gray hairs on the heads of men holding down seats on executive committees, caused from lack of attendance at general meetings. The P. C. A. is no exception. When there is to be an election of officers, or some other vital matter is before the chair, a good turn-out may be counted on, but when a quarterly meeting is called the outlook for a fair representation is very gloomy, even though a personal canvass is resorted to. They all want to know "what's coming off," and when they are told, have numerous excuses.

Is there no way that interest can be aroused in our meetings? Is there no way to make them desirable and interesting? We must have our regular meetings or the members are bound to break away. If the business of the day has been thoroughly gone over by the executive and the summary of results made known to the meeting by one of the officers, we think all members would be satisfied so long as no important matters were in the way. This would take but a very short space of time and the work could be carried on more systematically.

Social evenings are woefully few and far between, and much dissatisfaction is felt by

those working on night staffs who are unable to attend, when one finally does loom up.

If a wider scope were given to the planning of these all important events, many an interesting hour could be enjoyed after the routine work was finished.

Members gifted with the "gab" should be taken by the executive and put in touch with some authority on good live subjects, so that they might give the members enlightenment on different matters of interest. This would also help to put our speakers in good fettle for their big game hunts in the wilds of Ottawa.

Could it not be managed somehow, for the day men to give the night men an opportunity for having a social evening or two? If this was done, better results would be forthcoming. Everybody must make known their grievances if they are to be rectified, and the way to do this is to attend all meetings, large and small, and voice opinions when the opportunities present themselves. Every member who is at all loyal should see to it that he attends all general meetings. When the bumper meeting comes along we do not want to be held up by "When did this happen," etc. Learn for yourself everything that is taking place. Small things now may loom large later on. Turn out, everybody.

Toronto Branch

At a quarterly general meeting of the Toronto Branch of the P.C.A.D. of C., held on February 16th, when Mr. W. J. Gallagher presided over a large gathering, it was unanimously resolved that the meeting was strongly in favour of the P.C.A. of the D. of C. affiliating itself with the Trades and Labour body, and of like action being taken by the Civil Service Federation of Canada, and of our delegates to the next convention of this body being instructed to inaugurate a movement to that end at the said convention, or to support the same if introduced by some other delegate.

Capt. Frank Grierson honoured us with his presence at this meeting, and his address on different matters of interest was much appreciated by all, and whereas his name heretofore has been a byword in our ranks, it is now two bywords in Toronto at any rate.

RED HEADITOR.

Kingston Branch

The dance given by the postal employees in the City Hall last month was a great success. A large number attended and voted the "Posties" the best of entertainers. It is hoped to make this dance an annual affair.

The revenue of the Kingston office has been going up by leaps and bounds. It is now well over \$110,000, while fifteen years ago it was in the neighbourhood of \$40,000, and although a great deal of difference was noticed owing to the proximity of the military district, still it allows for a large margin of increase for the city proper.

We sincerely hope the convention will be a huge success and productive of good results, as we believe there never was a better time to offer suggestions. The workers are taking advantage of this so-called period of "reconstruction" to demand better working conditions, and unless all signs fail they are due to get them.

W. WHITE.

—CSFC—

WESTERN FEDERATION

A dispatch from Saskatoon, dated February 13, contains the following report of their important convention held at that city:

The following demands were placed on the programme to be carried out by the incoming executive of the Western Postal Men's Association in convention here:

"The right of free speech in its entirety.

"A minimum wage of \$24.00 a week, or \$1,250 a year, for all employees of the post office department except special messengers. The wage is to include salary bonus, etc.

"The creation of a staff of special delivery messengers uniformed as carriers at a salary of \$600 per annum.

"The abolition of all work in basements.

"For the purposes of taking Civil Service examinations, that the age of the employee when he enters the post office service shall be considered as his age when applying for his examination.

"Leave of absence with pay and free transportation for all officers and all delegates attending annual conventions.

"Same recognition and treatment of members in the railway mail service as that given the members of other branches of the postal service."

A telegram wording these demands was sent to Ottawa that the post office department might consult with the recognized organization of the employees before instituting and putting into force any changes in rates of pay or in working conditions.

THE LATE JOHN FRASER

John Fraser, Auditor General of Canada died on February 27, in Dayton, Florida, as the result of an attack of Pneumonia.

The late Mr. Fraser was born at Loch Garry, Glengarry, on December 1, 1852.

He entered the public service in May, 1875, and rose through various grades from that of temporary clerk to that of Auditor-General, with the rank of deputy head, to which later office he was appointed on August 1, 1905.

A Capable Official.

Mr. Fraser was held in the highest esteem by the entire official body in Ottawa. He was most conscientious and painstaking in his work. In his scrutiny of the public accounts, he expressed in frank terms anything he detected not in order. Frequently he earned laudatory references in Parliament and in the press for his watchfulness over the public funds.

Tribute of the Deputy Minister of Finance.

All who knew the late John Fraser will appreciate the following tribute by Mr. T. C. Boville, Deputy Minister of Finance,—

"Mr. Fraser was one of the oldest servants in the employ of the Crown. He entered the government service in 1875 as a clerk in the Finance department, and

was in that department continuously until appointed auditor-general in 1905. He passed through all the various stages of departmental office, and won his way to the top through sheer merit and force of character.

"Mr. Fraser belonged to the old school of departmental officials, and worked quietly but effectively. He left his mark on every kind of work entrusted to him. His personality endeared him to all with whom he had business relations and as an auditor he was exceedingly effective without being irritating. Few officers in the government service at the present time were so well acquainted with all the complex features of the different varieties of government business. He was a keen disciplinarian, but possessed the esteem and affection of his staff, and also of the staff of the finance department, with whom he was so long connected. All we who knew him deeply regret his passing, and we shall ever cherish the memory of a man of such sterling worth and character."

—CSFC—

A MODERN MEASURE

A bill respecting the superannuation of civil servants has been introduced in the British Columbia Legislature. It sets 65 years as the age for compulsory retirement from the public service and provides for the creation of a superannuation fund by the deduction of four per cent of the amount of the salary of each person employed by the Government.



"PAIN"-FUL DISCRIMINATION.

Railway Mail Clerks' Federation.

ON Dec. 20, 1918, Mr. W. G. Jessop of the Toronto Division Railway Mail Service was suspended under extraordinary circumstances. This story of tyrannical injustice is herewith given publicity as to the facts up to the time of writing.

Memorandum from the Civil Service Federation to the Postmaster General regarding W. G. Jessop, Railway Mail Service

The conference in August, 1918, between the Government and Postal Employees was attended by a delegation from the Railway Mail Clerks Federation. Among those who attended was Mr. W. G. Jessop of the Toronto Division. Mr. Jessop was not a delegate from the R. M. C. Federation, but attended as a special representative at the conference from the fact that he was appointed by the Toronto Association to represent that body and he was granted permission to attend by the Postmaster General. After the conference, during an interview held between the Postmaster General and Messrs. Jessop and Sharman of the Railway Mail Clerks Association who were accompanied by Mr. F. Grierson, President of the Civil Service Federation of Canada, the Postmaster General promised that the railway fare of Mr. Jessop expended for the purpose would be paid by the Department and that his time while so engaged would not be charged to his annual leave. A cheque for the railway fare was duly paid Mr. Jessop as promised. The Controller, Mr. B. M. Armstrong, of the Railway Mail Service, however, has charged to Mr. Jessop's annual leave the time he was absent from duty attending the Conference. Desiring to avoid an appeal to the Postmaster General, Mr. Jessop carried on a voluminous correspondence with his immediate supervisors in the endeavour to get his just rights. His efforts have proven unavailing.

During this correspondence Mr. Jessop made use of the following words,—“I should like to call attention to the fact that organizations of Railway Mail Clerks were made necessary by the autocratic and domineering conduct of officials of the Post Office Department, because individual Railway Mail Clerks were unable to have grievances redressed or injustice removed.”

Mr. Jessop received orders from the Comptroller regarding the above quoted paragraph, which reply is embodied in a letter dated Dec. 5, from the Comptroller to J. E. Marrs, Esq., Superintendent, Railway Mail Service, Toronto, as follows:

“As all instructions in connection with the Ry. Mail Service are issued by me or by my assistant the absolutely incorrect statement made by Mr. Jessop in the above mentioned paragraph must refer to me or my assistant. It is natural to infer that Mr. Jessop must have some grounds for making such a statement and he must through your office furnish proofs of the statements he has made on or before the 20th instant or else withdraw his statement and apologize therefor. Otherwise he will be suspended on and after the 20th instant.” Mr. Jessop was suspended on December the 20th, having declined to apologize. He bases his refusal to justify his statement to which objection was taken on the grounds that in order to obtain justice he must be allowed to plead his case before a higher authority.

Mr. Jessop's grounds for taking this stand will be understood by perusal of the following facts regarding a previous experience of his in the Department, which case he also desires to bring before the attention of the Postmaster General for adjudication.

On January the 7th, 1911, Mr. Jessop wrote the Deputy Postmaster General as follows:

“I have been asked to call attention to the fact that a grant of \$2,000 which Railway Mail Clerks were assured would be paid to the heirs of a Railway Mail Clerk killed in accident while on duty has not been paid to the family of the late Mail Clerk Curran who was fatally injured in an accident at Owen Sound two years ago.”

In reply Mr. Jessop was asked the following question by the Comptroller,—“who was the person who asked you to call the attention of the Department to this matter? Give name in full and address.”

Mr. Jessop replied that he could not as a man of honour answer this question as he had not received the permission of his informant to supply the name. For this refusal Mr. Jessop was suspended and suffered loss of pay and injury to his record in the Department until he was reinstated by Sir Wilfrid Laurier.

The Civil Service Federation of Canada consider that Mr. Jessop has been the victim of unjust treatment and has taken upon itself the responsibility of presenting the facts of the case to the Postmaster General in the belief that the Postmaster General will see that justice is done.

F. GRIERSON,
President,
C. S. Federation.

Ottawa, Ont., Feb. 10, 1919.

The following is a copy of resolution unanimously adopted at the February meeting of the Toronto Railway Mail Clerks Association. Mr. Jessop had been carrying on his own negotiations and just recently asked assistance of his Association when action was immediately taken.

Resolved—

That whereas Railway Mail Clerk W. G. Jessop was suspended on and from the 20th of December by the Comptroller of the Railway Mail Service and his salary withheld from that day and because that suspension was inferentially for an alleged personally offensive remark contained in a letter written by the said W. G. Jessop dated 29th Nov. last.

And, whereas, it was immediately pointed out by the said W. G. Jessop in reply to the inference that it could refer only to the Comptroller or his Assistant, that absolutely no reference was made to the instructions issued by the Comptroller or his assistants and that therefore there was nothing for the said W. G. Jessop to withdraw, and whereas the said W. G. Jessop has now suffered humiliation of suspension together with, to him, hardships due to financial loss thru the misinterpretation by the Comptroller.

And, whereas, this Association has been kept in touch with the correspondence and as no consideration of the defence of Mr. Jessop seems to have been given.

And as the said suspension was not in accordance with the Civil Service Act assented to, 24th day of May, 1918.

It is hereby resolved that this Association humbly approach the Postmaster General and respectfully ask him to right the wrong already done to the said W. G. Jessop by rescinding the order for his suspension and restoring him to his former status without loss.

G. B. JACKON,
Sec. Tor. R.M.C. Assn.
Toronto, Ont., Feb. 18, 1919.

On February 27, the following letter was addressed to the Postmaster General:

Ottawa, Ont.,
February 27, 1919.

Dear Mr. Blondin,—

The case of Jessop really requires action which you alone can initiate. We await the implementing of your pledge to us to reinstate and reimburse Jessop. The atrocious injustice against one of our number has aroused very strong feelings, and I would like to have a line from you to say that reparation will be made to Jessop for both his unjust suspensions.

Yours faithfully,

F. GRIERSON,

President C. S. Fed. of Canada.

Hon. P. E. BLONDIN,
Postmaster General,
Ottawa.

The Postmaster General's reply follows:

Ottawa, February 28th, 1919.

F. Grierson, Esq.,
President,
Civil Service Federation,
Ottawa, Ont.

Dear Sir,—

I beg to acknowledge receipt of your letter of yesterday's date, in regard to the case of W. G. Jessop, Railway Mail Clerk, Toronto, and to say in reply, that prior to the receipt of your letter instructions had been issued for Mr. Jessop's reinstatement.

As regards paying Mr. Jessop for the time he was under suspension, I beg to say that the Department has no power whatever to pay any person for any portion of the time during which he may be under suspension. Section 29 of the Civil Service Act, 1918, provides that no person shall receive any salary or pay for the time or any part of the time during which he is under suspension unless the Civil Service Commission is of the opinion that such suspension was unjust or made in error, or that the punishment inflicted was too severe. Under this section Mr. Jessop is at liberty to appeal to the Civil

Service Commission if he feels that he has been unjustly treated, and the Department has no objection whatever to his doing so.

Yours truly,
P. E. BLONDIN.

The following is Mr. Jessop's letter of explanation to the Postmaster General, which has resulted in his re-instatement:

Toronto, Feb. 18, 1919.

Lt.-Col. Hon. P. E. Blondin,
Postmaster General, Ottawa.

Sir,—

A paragraph in a letter of mine to the Department (Nov. 29th) has been construed as pointing specially to one official, whereas I made only a general statement.

In my letters of Dec. 23rd and Jan. 15th to you, I called attention to this and stated that I had made no reference to instructions from the Controller R.M.S., or his Assistant, and in my letter to the Department, Dec. 15th, I made the same specific statement.

Yours respectfully,

W. G. JESSOP.

—CSFC—

Civil Service Association of Ottawa

Statement on Classification presented by Mr. E. Lisle, Vice-President, at the General Meeting of the C. S. A. on February 3rd, 1919.

THE question which holds the greatest interest for Civil Servants just at present is the classification of the Service now being worked out by the experts engaged by the Civil Service Commission. Under the circumstances the feelings of interest—and there is evidence of its existence everywhere—is only natural. Certain things are being done which we all more or less feel will shape our future as civil servants. The Sub-Committee on Legislation have therefore endeavoured to keep in close touch with the progress of the work. Everything possible has been done, and if the labours of the Committee have not been entirely successful in obtaining more specific information, a general knowledge of the broad principles of the classification has been secured, which at the proper time will enable the members of the Committee to grasp the details of the scheme brought down and recommend necessary improvements, if needed, to make the scheme more satisfactory and more effective.

From the information available, we feel that classification as it is now being worked out is the greatest advance ever made towards obtaining desirable results. Classification will not, however, remove all

the injustices and grievances of civil servants for one reason, if for no other, that it cannot be made a 100% classification in the comparatively short time at the disposal of the experts. The very worst we can say of it, however, is that it is a step in the right direction and as such deserved the whole hearted support of the Service. For this reason, the Executive is desirous of assisting in every way possible to make the classification a success and to get it into operation with as little delay as possible.

Under the new system, the whole Service will be divided into services—perhaps some twenty or thirty. Different systems of classification have established different services, some better than others. In the present classification we understand each service will represent as nearly as possible a function of government. We will therefore assume that there will be an investigational service, an inspectional service, a clerical service, an engineering service and so on. Within these services there will be classes of positions, which will be defined to show not only the duties, but also the qualification requirements, principal lines of promotion and salary ranges. These specifications will be clearly

set forth so that when there is a certain vacancy, the applicant will know exactly what is required of him. This in a very brief way is the work the experts are now engaged on and which will be the main subject of their report to the Civil Service Commission and of the Commission to the Government.

A very essential part of the classification will be the salary schedules which go with it. Each class will be given a minimum and maximum salary, to take the place of the present schedule. All that is known on this point is that salaries will be based on living conditions. The present high cost of living is as everybody knows due entirely to war conditions. Generally speaking, we feel that the 1908 schedule was reasonable in 1908, but that in 1914 it had fallen far behind the cost of living. If salaries are based on the probable normal for 1918—or perhaps 1919—the Service should have little fault to find. We are informed that the experts will recommend the continuation of the bonus during the abnormal period. If this recommendation is favourably received, all will be well. Otherwise, while we may accept the principle that permanent salary schedules should be based upon normal

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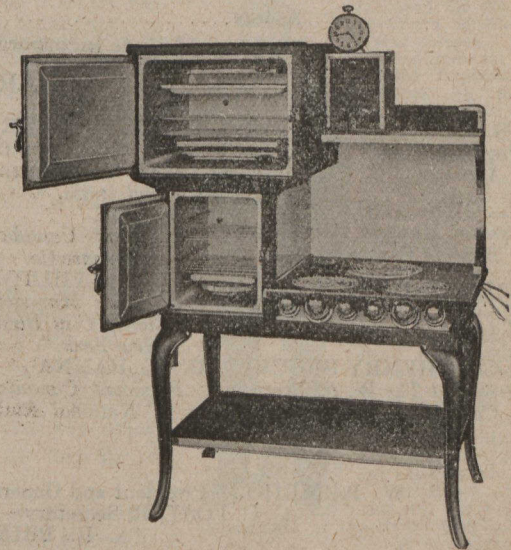
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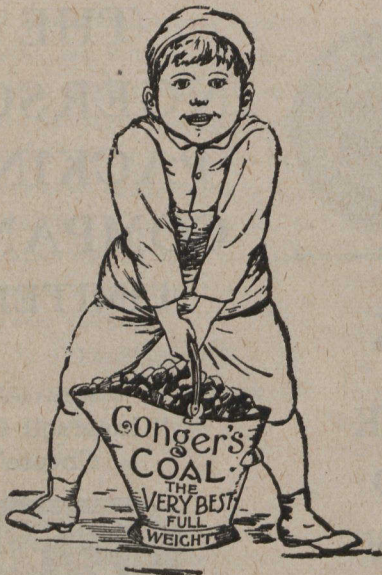
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living conditions, we will not be satisfied so long as the cost of living index keeps on soaring beyond our reach. This brings us onto the fringe of another bonus campaign. Further discussion on this point would be somewhat premature at this juncture, since we do not know the extent to which the classification will offset the cost of living, nor what action the government will take in the matter of continuing the war bonus. The service generally may rest assured, however, that when the time comes, this matter will not be lost sight of by those who look after their interests.

Another feature of the classification will, we understand, be what is called "lines of promotion." By this is meant the indication of some of the positions which may be aspired to from a given position, taking into account the qualification requirements for all such positions. There will of course always be a "line of promotion" upwards within each service, besides which there are to be certain lines of promotion from, say the first group in one service to the second group in another service. All these intricacies of classification are to be worked out sooner or later, so that every person in the Government employ will know his status and what is before him for the future.

The work of the experts, we understand, is progressing favourably, and a report will be ready when Parliament meets. The completeness of their report is all a matter of time. The original programme of the experts was given out by themselves at the general meeting of the Service held on September 17th in the Victoria Memorial Museum. The cards are now all in and the major part of the work done, that is, the cards have been arranged in such order as to show the present organization of Departments and a chart has been prepared of this organization for the assistance of the experts. Some of this work has been done by members of the different Departments most familiar with their own particular organization. The experts next proceeded to examine the cards individually and assign tentative titles of positions according to services and classes. As soon as this work is complete, it is their intention, if time permits, of submitting each service to an employee's committee representing each particular service. In addition to the employee's committees, the Legislation Committee is in touch with the experts and have been able to gain this information and to follow the progress of the work. In the event of there being time to carry out the policy of submitting each Service to a personnel committee, the Commission has promised that they will accept a

nominatoin for each committee from the Association to hear our criticism and receive our suggestions. In this way, we hope to secure sufficient information on which to base the Executive's approval or disapproval of the classification, at least until such time as the report of the experts is made public. Then, and then only, will the service at large, be in a position to criticize.

With regard to the effect the classification will have on the individual, under present day conditions when salaried persons are struggling against the ever increasing cost of living, questions of this nature are viewed by individuals in the light of dollars and cents. Certainly, if the classification goes through, persons now doing important work will receive the pay their work is worth under normal conditions. There are undoubtedly some civil servants who are getting more money than their jobs are worth. These will not receive additions to their incomes. However, the Act of 1918 is their protection since according to section 9, subsection 5, such persons cannot be deprived of their present status as regards salary and right to future increases up to their present maxima. The next incumbents of their positions will, however, come under the new classification and receive only the pay attached to the position. The other class of civil servants, viz, those who are underpaid for the work they are doing under present conditions, will it is confidently expected receive emoluments more in keeping with the difficulty, importance, and responsibility of their work than they now receive. It would certainly seem, therefore, that the Service as a whole has everything to gain and nothing to lose in classification. The individual's interest in the classification can only take root after its adoption, and the "fitting-over-the personal" process begins. No very definite information can as yet be obtained as to the exact method which will be followed in transferring from the present system to the new classification. In this connection, all that can be ascertained is that some practicable and uniform method will be worked out and applied to the whole Service in such a way that all branches will receive uniform treatment. In other words, so that the object of classification will not be lost in its application.

It is not anticipated that the scheme will be wholly satisfactory in every detail. Neither the experts nor the Commission expect a perfect classification; hence, the Organization Branch of the Commission has been established. It will be the duty of this Branch to follow up

the work of the experts and to add to, or subtract from, their work as the constantly changing conditions in the Service warrant. This is but one added evidence of the Commission's sincerity to give effect to the new classification.

—CSFC—

WESTERN CANADA INTERIOR ASSOCIATION.

Moose Jaw Branch

At a meeting of this organization held December 20, 1918, Mr. Watson Helm was elected Vice President of the branch, Mr. T. J. Oliver, Secretary of the Executive and President. The latter although having resigned his position of Senior Assistant of Dominion Lands, Moose Jaw, very kindly consented to retain office as President until the Association holds its convention at his city about April 20, at which time election of officers will take place.

The Moose Jaw Branch of the Organization has become affiliated with the Trades and Labour Council of this city and has also sent the necessary fee to the Trades and Labour Congress of Canada at Ottawa.



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The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Candidates must be between their fourteenth and sixteenth birthdays on July 1st following the examination.

Particulars of entry may be obtained on application to the Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Ottawa, January 8, 1918.

Unauthorized publication of this advertisement will not be paid for.

The Western Federal Grain Employees Association

Editors, *The Civilian*.

Now that the sounds of strife have almost ceased, and the clamourings of some thousands of Federal employees have been almost stilled through the whole-hearted generosity (?) of the Government, it may not be amiss to draw your attention to some of the causes which lead us to support your agitation for higher wages for civil servants.

In the year 1915 all increases in salary in the Western Grain Inspection Division were stopped, the Government justifying its action on the grounds of economy. The war was costing enormous sums of money, and the watchword was "SAVE," and we know that as far as this department is concerned it has been carried out very effectively; the policy evidently being to keep the wages of the staff at as low a level as possible. During the years of 1916 and 1917, the cost of living steadily rose, and wages of members of trades unions and kindred organizations were, after threats to dislocate the commerce of the country by means of the strike, given a considerable increase. The Government, through its Minister of Labour, had upon more than one occasion to adjust the differences between employer and employee on the question of wages. The decisions of the representative of the Government were invariably in favour of Labour, in every instance the worker securing almost everything for which he asked. Signs of unrest were not lacking in different branches of the Civil Service, while in the Outside Service the postal clerks and mail carriers were compelled, after months of fruitless correspondence, to take matters into their own hands, and force the Government to accede to their very reasonable demands. This was probably the reason of the Government reviewing the rates of pay in the various departments, and causing them to grant a ten per cent war bonus, which has been paid to us monthly since May, 1917. In April of the same year, the minimum salary was raised to \$75.00 per month. A wage which was proved in the exhaustive memorial presented to the Government to be absolutely inadequate to keep a man with a family of three or four in any degree. They existed—had sufficient to keep body and soul from dissolving partnership, and that was about all. You will observe then, Sir, that we civil servants were not overlooked in the question of wages. We received, through the war bonus to which I have referred, monthly increases ranging from \$7.50 to \$15.00, according to our respective salaries. It would appear, however, that the Government was much more generous than this to men not in its employ, the awards granted through arbi-

tration boards having made a difference of \$20.00 to \$30.00 per month to the pay cheque of individuals who were fortunate enough to have the Government arbitrate for them. It is difficult to understand the attitude of the Government in its dealings with its employees and those employed by private firms. It seems to us that we are entitled to as generous treatment in our capacity as civil servants as the authorities extended to those whose grievances they were called upon to arbitrate.

In connection with the \$3,000,000 bonus, which was passed by Order-in-Council, we believe that we have as much right to benefit by such a fund as have the mail clerks and letter carriers, and along similar lines. We made repeated efforts to find out why we were not allowed to participate, but these efforts have proved abortive, or almost so. Only eight of the youngest employees have received any benefit under this fund. These men have received \$37.50 per quarter, or \$150.00 per year, although our contention is that about 114 more of our men are entitled to it. In an interview which we had with the Honourable Gideon Robertson, during the summer of last year, we brought this matter to his attention, and he assured us that in his opinion all the members in this department who were receiving less than \$1,500.00 a year were entitled to this bonus. He gave us to understand that he would take this matter up upon his return to Ottawa, and it is to be assumed that he did so, but that his efforts to secure fulfilment of our requests were unavailing, as we have heard nothing further from him in this connection. I should like to call your attention to the curious, and somewhat unjust, conditions that arose out of the failure of the Government to grant the \$150.00 bonus to all members of our staff who were entitled to it. When the minimum wage was raised to \$75.00 per month, those who chiefly benefited had been on the staff a comparatively short time, and were placed, as far as salary was concerned, on the same footing as those who had been in the Service for three or four years. It is true that those who had been on the staff prior to April, 1917, secured the ten per cent war bonus, but those who had not received such bonus were those who participated to the extent of \$150.00 a year in the war appropriation of \$3,000,000. Thus it will be seen that we have men of long service, who are receiving \$75.00 plus ten per cent war bonus, or \$82.50 in all, while others comparatively new on the staff receive \$75.00, and a monthly bonus of \$12.50, or \$87.50 in all. Men at the end of three or four years' continuous service, having discharged their duties with faithfulness and care, discovered

they were worth just \$5.00 a month less to their employers than were men of a few months' service. Does seniority and length of service count for nothing in the Civil Service?

About December 20th, last, cheques for \$25.00 arrived from Ottawa, covering a war appropriation for six months from April, 1918, for employees receiving less than \$1,800.00 a year—less than a dollar a week. In fact, some received only \$16.00 for six months, or \$32.00 a year, because including the ten per cent war bonus granted in 1917 they had reached the salary limit. We trust none of our employees will plunge into reckless extravagance through having an extra dollar a week to spend.

On behalf of this Association, I beg to tender you our sincere thanks for the whole-hearted efforts made by the Federation for the betterment of civil servants. Your memorials to the Government, in their exhaustive survey of conditions under which we work, show the result of long and close study of the subject. We heartily appreciate the work of those who were engaged in framing them, and we believe that, although the results were not as fruitful as were anticipated, there is no need for discouragement. They have benefited many, and won the gratitude of all.

Yours sincerely,

P. V. WRIGHT,

Secretary.

—CSFC—

The Whitley System in the Navy

The adoption of the Whitley system of joint control by employer and employee in the British Navy is a remarkable development in the social affairs of the British peoples arising out of the war. The following dispatch from Plymouth is dated February 28,—

(Reuter)—The success of the joint conference of the officers and men to consider the questions of pay in the navy has so impressed the Admiralty that the latter has decided to make permanent arrangements on the same lines for bringing to its notice matters affecting the well-being of the men.

The Admiralty will call upon three home ports to elect representatives from the various branches and authorized subjects for discussion include pay, allowances, promotion, accommodation, messing, canteen, uniform and clothing arrangements, pension and retirement and similar matters affecting the general interest of the service.



CORRESPONDENCE



THE WESTERN WAY

Editors, *The Civilian*:

In the February issue is an article under the Postal Journal section from J. M. Green. It was my intention to reply to this but, however, on reading further I discovered that it was quite unnecessary. A letter from A. C. Campbell, Ottawa, answered it in full.

Mr. Campbell it appears, would allow himself to be kicked from pillar to post by the heads of the various civil service departments, with never so much as a word of protest. Well, well, that is not the Western way. We have a habit of coming back, to the great discomfort of the kickers.

He loftily notices that in Britain and other countries there are a lot of what he must conceive vulgar persons who dare to strike.

Its a most degrading and disgusting spectacle to see men stand up as such and fight.

Of course they may have wives and families, just as a lot of us in the West have and in all probability they will need something to eat and wear once in a while and possibly too, their employers may have refused to supply sufficient money (pardon my using such a wordly term) to enable these people to procure them.

But that is no reason why they should strike. Certainly not.

Being a Western striker myself I have a little feeling for others in the same boat, and that, Mr. Editor is why East and West broke. The policy of the West is,—Do it first and talk later. Mr. Green is also fully award of that, or he would not have written: "For Auld Langs Syne."

Yours, etc.,

INCORRIGIBLE,

Saskatoon.

—CSFC—

HOUSING SCHEME.

Ottawa, Feb. 21, 1919.

Editors, *The Civilian*.

I am not familiar with the personnel of the Housing Committee, so cannot say if the following suggestion is warranted, viz., that three members (additional if necessary) be appointed with the following qualifications: (1) an architect, (2) an engineer with municipal experience, and

(3) an accountant familiar with company finance.

Yours, etc.,

E. G. TIMBRELL.

Mr. George N. Boivin, of the House of Commons Department, Chairman of the Committee on Housing, to whom Mr. Timbrell's letter was referred, writes:

The Housing Committee is glad to be advised of Mr. Timbrell's excellent suggestion. It is our hope that, as soon as the preliminary work in which we are now engaged is finished, the Committee will be enlarged for the greater work that is soon to follow, and that its membership will include experts of the several kinds whose advice will be needed in organization, planning and construction.—*Editors*.

—CSFC—

ROBERT FOWLER

Editors, *The Civilian*:

In an article appearing in the issue of November, 1915, the "Civilian" hailed the appointment of Mr. Robert Fowler as an Assistant Deputy Postmaster General.

After occupying that important office for over three years civil servants are much distressed to hear that, apparently on account of some technicality, the office which Mr. Fowler has filled with so much success has been abolished by Order-in-Council. When this appointment was made it was considered as a conspicuous example of recognition. His office was never too small to admit the most humble official desiring help and assistance regardless of race, or creed. These were always received with a courtesy which is so much appreciated though too frequently missing.

His administration has proved his constant loyalty to the Service, whose battles he has fought, whose grievances he has in many cases been instrumental in alleviating and amongst whom his reputation for fair play and justice is no secret.

It is to be hoped that notwithstanding the course taken, the officials of the Post Office Department will still

have the privilege of seeking the advice of an official who has gained his position in the Service by his experience and recognized ability.

FAIR PLAY.

Ottawa, Ont., Feb. 22, 1919.

—CSFC—

A REPLY TO MR. CAMPBELL

Editors, *The Civilian*.

I notice in your February number that one of our members is opposed to our Association affiliating with the Trades and Labour Congress, one of his objections being that he could not serve two sections of the public. If he is in a position where he comes in contact with the public, he must purpose giving one class better service than the other, which is going to take a lot of his time and which will finally result in neither sections getting service. To my mind that argument is absurd.

As to going on strike, our brother states if he were in private employ he would be quite willing to go on strike to gain justice for his class. Now if he can suggest a better course for civil servants to take in order to get justice, I wish he would let us know. It will save both the Government and our officers a lot of trouble.

My opinion about going on strike is that it is a disgrace to the Government of Canada to allow its employees to become so dissatisfied with their lot that they have to resort to such measures in order to get justice, especially at this time when Canada has done so much towards winning the great war against injustice.

I only wish that the people who rule Canada to-day were a little more anxious to serve the public justly. It they would, it would not be necessary to have an organization, and the time that we put in, trying to perfect our organization could be spent, as it ought to be, in recreation, which would help to make us more fit for our daily task.

As to glorifying our work and improving its qualities, the first thing for the Government to do is to make its employees as content and satisfied as possible by paying them a salary sufficient to provide the necessities of life, and in doing so they will be setting a splendid example to all employers of labour.

IRISH.

Toronto Post Office,
February 22, 1919.

LIVING ON \$900

To the Editor of the *Civilian*:

In a recent edition of a local paper it was stated that Members of the House of Commons claim that with the cost of living doubled throughout the country, etc., etc., they are unable, if the session is prolonged, "to make both ends meet." Their sessional indemnity is \$2,500 per annum and the average length of a session is three months. Hence if the members of the House of Commons cannot live on a salary of \$2,500 for 3 months how do they expect a civil servant to do so on a salary of \$900 for 12 months. A reply through your columns will oblige.

900.

Ottawa, February 28, 1919.

—CSFC—

HOUSING AND RETIREMENT FUND

Editor, *The Civilians*—

Let me thank you for the publication, in the last issue of your paper, of my proposal for the administration of the Civil Service Retirement Fund in the best interests of the contributors; I duly appreciate your kind words and those of Mr. Campbell.

I realized from the beginning the vastness of my proposals; I have not thought for a moment that they would be looked upon as beyond the ability of our Government and the great body of civil servants to deal with them in a business and fair way. I am rather encouraged by what I have read and heard so far and am more convinced than ever that the principle underlying my proposals is unassailable and shall be adopted if we can prove ourselves worthy of being emancipated from all sorts of humiliating tutelage.

Will you allow me, Mr. Editor, to give, "seriatim," a brief answer to Mr. Campbell's remarks? they may easily be answered more fully if future events warrant it.

1.—I do not, at present, take side with any particular housing scheme except so far as the financing of same is considered; my proposals afford means to finance individuals as well as groups.

2.—Mr. Campbell asks: "Would Parliament even consider such a proposed change (of the law) except at the request of the Government?" I never intended to suggest that it would; there is a constitutional way which has always been recognized by

the Civil Service: we approach the Government and endeavour to convince them of the necessity of a change in the law; should we be successful, the Government may be expected to ask Parliament to consent to the amendment. If we were unable to convince the Government any member might test, by way of resolution, the feeling of Parliament and indirectly of the public on the matter.

Mr. Campbell asks also: "Would the Government ask for alterations of the terms of its trust except at the unanimous request of the trustors?" To this I answer most emphatically that it could. Did the Government consult the trustors when it framed the law? Did we willingly entrust it with that Fund? Had the Government any marked regard for the wishes of the trustors in the administration of that law? I may say, without the least intention of offending anybody, that this piece of legislation is the most striking example of debasing tutelage to which the Service was condemned by the legislators. The Service has no voice in the administration of this trust fund and the Government apparently never stopped to think, for instance, that it lamentably failed in its duties as a trustee to administer the fund in the interests of the contributors and their heirs or dependents in not amending the law so as to allow them the rate of interest it has had to pay for several years on its borrowings.

I might say much more on this subject, but enough for to-day. These remarks from Mr. Campbell have greatly disappointed me, not because they suggest formidable obstacles in my path, as he says, but because they are of such flimsy texture, in my humble opinion, that I could not conceive they could alarm a man of the standing of Mr. Campbell.

—If I understand this remark correctly, Mrs. Campbell still prefers his method of financing the acquisition of homes for civil servants which is that the Government supplies them with its own credit. To this I answer by a question: Is it not preferable that the credit given us appears plainly as based on our own fund built up with our own contributions, not on the general revenue of the country? If civil servants stop to think of the sentimental and business advantage of my proposal they will surely not hesitate to answer yes.

When we obtain a loan from our fund we will not feel ourselves dependents of the Government and country; besides we should not be called upon to pay as much as 5% which the other wage earners using the general fund devoted to them will have to pay.

Thanking you for publishing this article.

Yours very truly,

ARTHUR PARE.

Ottawa, Ont., Jan. 26, 1919.

—CSFC—

CIVIL SERVICE ASSOCIATION OF BRITISH COLUMBIA

The annual meeting of the above Association was held in the Orange Hall, Vancouver, B.C., on February 11th. There was a good attendance. Mr. E. A. Burns occupied the chair.

The following officers were elected by acclamation:

President, E. A. Burns; Vice-President, A. Kaye; Secretary, H. E. Warburton.

Executive: R. H. Cairns, G. A. Stevens and A. M. Scott.

Auditors: E. R. Costello and R. G. L. Clarke.

The appointing of a Treasurer was left over until the next meeting when a motion will be put before the Association to the effect that the position of Secretary and Treasurer be a combined office.

A vote of thanks was extended to the retiring Officers and Executive, in recognition of their hard and good work during their term of office.

The retiring Treasurer, Mr. W. L. Dence, spoke briefly, stating that he would be unable to hold office this year as he was leaving the Service in the near future. He said he was going into business for himself, mainly for the reason that he was unable to live on his salary.

It was unanimously decided to include *The Civilian* in the yearly dues.

It was moved that a small gift be given to our retiring Secretary, Mr. A. Kaye, of the Dominion Assay Office, and the meeting decided that a set of pipes would be the real thing (Mr. Kaye being a great man with pipes).

Mr. Kaye has certainly worked hard for the welfare of the Civil Service, and, as everyone knows, the office of Secretary is no snap.

Mr. D. Robinson said that he had been in the Dominion Assay Office for 18 years, but had not received an advance of one cent in salary since 1910. He stated that others had received magnificent increases since that date.

GOVERNMENT INSURANCE

Furnished by the Department of Insurance.

One effect of the war has been to render necessary a careful review by business men of the amount of insurance carried on their buildings, factories and plants.

The cost of replacing a building destroyed by fire during the past year has been at least fifty per cent greater than it would have been five years ago and this increase in replacement values has led to large increases in the amount of fire insurance carried throughout the country.

In life insurance the same tendency is apparent. Men who a few years ago were satisfied that their life insurance was sufficient to protect their dependents are today revising their calculations in the light of the present high cost of living.

If the amount of insurance carried was such that the *income* from the proceeds would provide for the dependents' needs, the additional interest now obtainable on good investments would go far to counteract the depreciation due to increased cost of

living, but such a case is the exception rather than the rule. How many readers of this page would wish their families to be compelled to carry on with only the income from the insurance they carry for their protection? In the majority of cases, the *principal* must be drawn upon for the family's maintenance and the education of children. In such a case, insurance deemed sufficient a few years ago may be wholly inadequate to-day. The result may be, for those who are left behind, dependence instead of independence, privation instead of comfort, misery instead of happiness.

It is opportune now for insured men to take pencil and paper and figure out just how changing conditions have affected their insurance protection. Uninsured men might consider how much greater the injustice to dependents now than a few years ago.

Life insurance is one form of investment which always appreciates on realization. It never slumps. Don't wait until normal conditions are restored. It may be some time. When the time does come you may not be here. If you are here you may not be insurable. Can you afford to take the chance?

Cut out the coupon TO-DAY.

Application Form

To the Superintendent of Insurance,
Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

I contribute to Superannuation Fund No. 1.

I contribute to Superannuation Fund No. 2.

I contribute to Retirement Fund.

Name.....

House Address.....

Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.

NAVAL SERVICE ASSOCIATION, HALIFAX

The annual general meeting, adjourned from 29th January, was held on February 10th, at the Church of England Institute, by the Naval Clerks' Civil Service Association of Halifax. The election of officers for the coming year were as follows: President, J. Creighton; Vice-President, W. T. Peckham; Secretary, Thomas Rogers; Treasurer, Wm. Crook. Executive Committee: Miss Harrington, Miss Conway, Jas. Mulcahy, J. W. Davison, C. Barnhill, E. Ward, J. Noonan.

Mr. Austin Aishe was elected delegate to the Federation Convention to be held on the 17th March.

In order to keep pace with the material results, achieved in matters of interest to the Association, it was concluded to hold quarterly meetings in future.

EUGENICS AND JUSTICE

(By Rev. W. E. Baker, Ottawa.)

The day will come when our civilization will demand of young men and women a certificate of health and morals before it allows them the privilege of setting up a home and taking upon themselves the responsibilities of parenthood.

This change in the marriage laws, the preacher said, would be one of the preliminary steps toward ridding the world of the shadows out of which the pessimist weaves his philosophy.

How many dollars is society adding to the multi-millionaire's accumulated treasure that might better be expended in turning some of our slum swamps into blossoming gardens, radiating sweetness and beauty, rather than stench and ugliness?

How long has society been content to let the saloon-keeper or the distiller slip into his oven the finest roast from the butcher shop, while his victim called his half-starved family to a ration of liver?

How often have we lifted our hats to our titled neighbour when our hands would have been better employed in lifting our less exalted neighbour out of the gutter?

How often have we bowed in awe, indeed in something approaching reverence, before the man who has stayed at home and made his fortune out of the war, while we left the returned soldier pass us without a hand-clasp of greeting, a word of sympathy for his crippled condition which will leave him handicapped in the competitions of life?

FOR
CLEANLINESS AND ECONOMY

USE

The "Frost King" All Metal Refrigerator
AND
The "Daisy" Ash Sifter

The All Metal Refrigerator is a really desirable piece of furniture.

Finished in White Enamel,
Light in weight.
Always clean and neat.
Much cheaper than the ordinary kinds.

The "Daisy" Ash Sifter is dustless and easy to handle. Will save 40 per cent. fo your coal bill.

Both these Patents made in two sizes and obtainable from all Hardware Stores or direct from the manufacturers

SOREN BROS.

545 KING STREET WEST. TORONTO, ONT.

REGAL QUALITY

GUARANTEES YOUR BREAD
AND PASTRY NOW AS BEFORE

The Government demands more flour out of each bushel of wheat, but the high quality of Regal has been maintained.

Use our old recipes. Bake as before. Just add a little more water to meet the changed texture of the flour.

Regal Flour

"Regal" Government regulated is of the same high standard as the all-round "Regal you formerly used.

The trademark on your barrel or bag is your assurance of this.

St. Lawrence Flour Mills Co.

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THE
W. R. BROCK COMPANY

(LIMITED)

WHOLESALE - GENERAL DRY GOODS
WOOLLENS, CARPETS
MEN'S FURNISHINGS
LADIES' FURNISHINGS
Etc., Etc.

TORONTO, MONTREAL, CALGARY.

Commission Orders and Decisions

The following lists of appointments, promotions, transfers and successful candidates for the month of January have been furnished by the Civil Service Commission:

Appointments.

Agriculture — Raoul Dumaine, Poultry Husbandman; Wilbert Spearman, Veterinary Inspector.

Customs and Inland Revenue — William Beriault, Inland Revenue, Montreal; Arthur C. Bruce, Collector of Customs, Shelburne, N.S.; Bert Fisher, Calgary; James H. Manford, Windsor, Ont.; Geo. A. Richmond, Calgary.

Immigration and Colonization — Wm. H. Foran, Clerk, 2C.

Interior Department — A. A. Barks, Dominion Observatory; Gottlieb Smidt Botzow, Porcupine Forest Reserve; R. E. Hawkey, Athabaska Reserve; Margaret Ann Jamieson, Div. 2C; Harold Leslie Johnston, Manitoba Hydrometric Survey, 1E; Jas. Jos. Keaney, Topographical Survey Br.; Marion Anna McDonald, Div. 2C; Roy Purser, Calgary; Geo. S. Wenden, Irrigation Branch, Calgary; Edwin Alexis Williams, Montreal.

Justice Department — E. Ansell and J. F. Burgess, Manitoba Penitentiary; A. J. Corbett, Alberta Penitentiary; Jos. U. Desjardins, St. Vincent de Paul; C. H. Green, Saskatchewan; L. Jackson and G. T. Taylor, Manitoba; J. M. Wright, Kingston.

Militia and Defence — Anna D. Montgomery, Div. 2C; Wm. John Neville and Edmund Harold Waddell, Sorters.

Post Office Department — Brantford P. O.: E. F. Waters, Class 2C. Edmonton P. O.: clerks, D. W. Cotton, J. A. Harley and H. Page. Halifax P. O.: letter carriers, F. H. Allen, J. W. DeWolfe, W. L. Holmes and A. Thomson. Kingston P. O.: C. H. Stockdale and Chas. Wood, Class 2C. London Dist.: clerk, C. C. Plante, Class 2C. Lethbridge P. O.: letter carriers, C. J. Edwards, T. W. C. Russell and Wm. Taylor. Montreal P. O.: clerks, 3B, Neree Bigras, Armand Beaudoin, Marie Ann Beauchamp, Gladstone Conroy, Emilien Corbeil, Rodolphe Chaurrette, Bertha Duckett, Adelard M. Dupois, Jos. U. A. Beoffrion, Rachel Limoges, Edouard Lambert, Real Lefebvre, Georges Labelle, Camille Leferriere, Georges Labrosse, Harry Messenger, Rouville Noisieux, Leopold Prudhomme, Auguste Portelance, Edouard Page, Eugene Pelletier, Germaine Robert, Rene Richer, Cecile Reid, L. H. Tasse, Lea Vanier. Moose Jaw P. O.: clerks, 3B, Miss Grace Rolls and Miss H. G. Shillington. Moose Jaw Dist.: male transfer agents, J. A. Burchell and W. J. May; clerk, Angus McLeod. Ottawa: sorter, Miss R. G. Dunn; clerks, L. Daly and F. A. Hupp, 3B, and Miss E. L. Jackson. Peterborough: clerk, Miss Maud Lindsay. Regina P. O.: clerks, A. G. Bennett, F. T. Blackham, Fred. Childs, Miss M. E. Goth and R. F. Tench; letter carrier, R. Shields. Stratford P. O.: letter carriers, R. Illingworth and T. Sherwood. St. John P. O.: letter carrier, W. H. Higgins. Toronto P. O., messenger, Andrew Wilson; letter car-

riers, R. W. Butterick, L. G. E. Bond, W. Burgess, R. T. Cotton, C. R. Cobb, C. C. Chisholm, A. A. Cutler, E. A. Clarke, F. H. Downing, P. J. Ducie, M. Frimstin, S. J. Ferris, G. E. Gibbons, D. H. Gordon, E. J. Goldsworthy, H. T. Gould, H. H. Holmes, R. H. Henderson, Wm. Jones, C. C. Kamm, F. Luddington, John Motton, S. Mayes, G. R. South, W. C. Tranter, H. Upton, C. B. Van Zant, F. W. Williamson, W. E. White, J. W. Whitaker, C. R. White and A. E. Walden. Toronto Dist.: railway mail clerks, W. R. Lundy and J. W. Robbins. Vancouver P. O.: clerks, F. W. Boyt, J. Rearden, A. E. J. Stapleton, A. Tague, H. H. Webster and J. H. E. Woods; letter carriers, C. E. Bath, C. W. Pearce and A. Peebles. Vancouver Dist.: railway mail clerks, W. C. Down, A. Halmberg and E. Hodges. Victoria P. O.: letter carriers, R. Crawford, R. Knight, G. Little, H. E. Newman, B. Pegg, E. C. Richardson and F. Turner. Windsor P. O.: letter carrier, W. Ridley. Winnipeg P. O.: clerk, Miss Agnes A. Farquhar, 3B; letter carriers, M. Anderson, S. Cooper, J. Donaldson, C. A. Douglas, T. C. Cavaghan, J. S. Horsburgh, W. Jenkins, C. H. Jamieson, Jas. Kirk, A. B. Robertson, Jas. Rea, H. Smith, W. Shepherd, A. Smith and Fred. Ward. Winnipeg Dist.: railway mail clerk, I. M. Sale.

Public Works Department — John McLeod Brownlow, Sherbrooke; Samuel Butterworth, Minnedosa, Man.; J. P. Fahey, messenger, Ottawa James Hogg, Medicine Hat, Alta.; Wm. John Howden, Vancouver, B.C.; Mark W. Oldroyd, Peterborough P. O.; John W. Parks, electrician, Ottawa; W. W. Ross, lineman, Govt. Telegraph Service, Edge-wood, B.C.; George S. White, caretaker, Public Buildings, Port Perry, Ont.

Trade and Commerce — J. M. Alexander, Assistant, Motion Picture Division, Exhibits and Publicity Bureau.

War Purchasing Commission — Jas. B. W. Reade, Assistant Director, War Purchasing Commission.

Promotions.

Customs and Inland Revenue — Elton Break, to Appraiser, Kitchener, Ont.; Alex. A. Cathcart, to Senior Clerk, Kingston, Ont.; R. A. Elford, to Div. 3A.; Chas. W. Elliott, to Appraiser, Toronto; H. G. Fellows, to Div. 3A.; Georges Matte, to Appraiser, Quebec; Michael F. Mogan, to Appraiser, Toronto; H. V. Forke, to Div. 1A.

House of Commons — Lionel Dansereau, to Div. 1B.

Labour Department — Miss T. C. Dewan, Miss H. H. Hall, Miss I. G. MacPhee and Miss A. M. Waterman, to Div. 3A.

Post Office Department — Brantford: B. Pearcey, letter carrier, to B. Calgary: Fredk. M. Davies, Harry Ripley and Arthur Taylor, to 2A. Edmonton: Miss F. Carter, to 3A.; E. H. Coussens, to 2B.; R. Evans, to 3A.; E. H. Mitchell, to 2B.; F. A. Southgate, to 2B. Fort William: G. D. Russell, to Asst. Postmaster; E. W. Smith, letter carrier, to B.; Hamilton: A. T. Dickenson, porter, to B.; R. A. Lentz, box coll., to E.;

F. Mowat, letter carrier, to C.; J. E. Nicholson, letter carrier, to B.; E. J. Rock, letter carrier, to E. Kingston: F. J. Seaton, letter carrier, to B.; W. F. Timms, porter, to B. Kitchener: W. M. Doody and N. W. Schreiber, letter carriers, to C. Montreal: Jean DeMontigny, to 2B. Ottawa: S. A. D. Busy, to 2A.; Miss R. Cayer, to 2B.; Wm. Cherry, to 2A.; E. Duguay, to B., 1st Class; C. A. Halladay, to A., 2nd Class; C. E. Mongenais, to B., 1st Class; E. St. Denis, to 2B. Owen Sound: C. W. Willings, letter carrier, to C. Peterborough: A. Moscrop, letter carrier, to B. Sarnia: J. J. Neville and A. Wade, letter carriers, to B. Saulte Ste. Marie: W. G. Greer, letter carrier, to E.; A. J. Hagan, letter carrier, to B. St. Catharines: W. J. Wilson, letter carrier, to C. St. John: E. R. Ingraham, to B., 2nd Class. Toronto: G. W. Humphries, to 2B.; J. F. McKerry, to 2B.; Eldon Westman, to Asst. Postmaster. Porters: J. Armstrong, to E.; J. P. Blackhall, to C.; W. J. Cantwell, to C.; Wm. S. Coulter, to C.; A. M. Crisp, to C.; Frank Dorney, to B.; T. Graham, to B.; H. F. Hamblin, to B.; H. Harper, to C.; F. G. Marrant, to C.; W. H. Rycroft, to C. Letter carriers: C. H. Alcock, to E.; E. A. Belz, to C.; E. V. Browning, to D.; Thomas Davin, to B.; F. L. Durnan, to E.; J. W. Fullerton, to E.; J. F. Harbour, to B.; A. E. Hull, to B.; John Jamieson, to B.; Wm. Levoir, to B.; W. S. McIvor, to B.; H. G. Pedlar, to E.; Ben. Potter, to D.; W. E. Rogers, to E.; Robert Sneath, to C. Windsor: R. Sylvester, to 2B.; letter carriers, A. H. Curtis, to E.; C. A. Langlois, to B.; J. S. A. Piche, to B. Woodstock: A. J. Jeffery, letter carrier, to B.

Public Works Department — Wm. Huber, to 1B.

Railways and Canals — A. H. McKee, to 1A.

Trade and Commerce — Miss Gertrude Kehoe, to 2B.; H. M. Clark, to Inspector of Elec. and Gas, Toronto; J. L. Stiver, to Divisional Engineer, Eastern Division.

Transfers.

H. O. Townshend, from Inside to Outside Service, as Deputy Victualling Store Officer at Halifax Dockyard.

Clement B. Burns, from Dept. of Interior to Supreme Court, Dept. of Justice.

M. S. White, from Interior Dept. to Soldiers' Settlement Board.

W. E. Weld, from the Water Power Br., Dept. of Interior, to Soldiers' Settlement Board.

Jas. T. Watt, from British Columbia Lands Branch, Dept. of Interior, to position of Registrar of Correspondence, Soldiers' Settlement Board.

Miss Ilma Merkley, from the Outside Service, Post Office Dept., Edmonton, to Inside Service, Dept. of the Interior, Ottawa, 3B.

C. B. Burns, from Dept. of the Interior to the Dept. of Justice, 1B.

Successful Candidates.

The following appointments have been made as the result of special examination:

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John Craig, Vancouver, B.C.

For the position of Motion Picture Editor, Dept. of Trade and Commerce:

C. W. Stokes, Montreal.

For the position of Assistant Mining Engineer in the Ore Dressing and Metallurgical Division of the Mines Branch, Dept. of Mines, at an initial salary of \$1,600 per annum:

R. K. Carnachon, Ottawa.

For the position of Seed Clerk, Dept. of Agriculture, at an initial salary of \$1,400 per annum:

Miss Lillian V. Baker, Whitby, Ont.

For the position of Inspector of Gas and Elec. for the district of Victoria, B.C., Dept. of Trade and Commerce, at an initial salary of \$1,200 per annum, plus allowances of \$150 per annum:

Ernest Ruttan, Victoria, B.C.

For the position of French speaking Assistant to the Dominion Poultry Husbandman, Dept. of Agriculture, at an initial salary of \$1,800 per annum:

Raoul Dumaine, St. Guillaume d'Upton, Que.

For the position of Accountant in the St. Vincent de Paul Penitentiary, at an initial salary of \$1,600 per annum:

J. N. Desjardins, Montreal.

For the position of female clerk for the Employment Division, Dept. of Labour, at an initial salary of \$1,600 per annum:

Miss Helen Grange, Ottawa.

For the position of Hydrometric Engineer for the Irrigation Branch at Calgary, Dept. of the Interior, at an initial salary of \$1,500 per annum:

Geo. F. Wenden, Calgary, Alta.

For the position of Assistant in the Motion Picture Division of the Exhibits and Publicity Bureau, Dept. of Trade and Commerce, at an initial salary of \$75 per month.

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One another

Work and Women

Many of us have been wondering just what place women are going to have in the labour world, and not a few have predicted a sex war as a result of the number of women who have come out into labour fields, while the men have been in the trenches. It would seem as if those who are most closely in touch with labour, and therefore best able to judge, have no fear of a serious difficulty or a clash between male and female labour.

Some women leaders in Great Britain, such as Mrs. Despard and Dr. Arabella Kenaley, are of the opinion that unless a woman is forced to work in the industrial world through economic necessity she will be glad to go back to the home. Over there they have had something like 870,000 women who have "carried on" in men's places during the war besides the munitions workers and the women who were wage-earners before the war. Of these it is estimated that nearly all will return to the home, *i.e.*, if they still have homes.

The strain of four years of war work has left its mark on them. They have kept at it simply because the country required them to do so, but at terrible cost to themselves physically. Dr. Kenealy says that many of these women are asking themselves, "Whether it is really worthier to be a 'bus conductor than to be a child's nurse, nobler to clean stables than to wash clothes, finer to make shells to shatter men than to mix puddings to feed boys and girls, more important to clip railway tickets than to trim hats."

Mrs. Despard, who was defeated as the Labour candidate in the recent election, has always been a militant suffragette and is the most radical of radicals. She maintains that woman's best work is in the home. The home work is the most important of all, but it should be recognized as work.

Labour conditions in this country, if we are to judge from the opinions expressed by those who have every reason to know, it would seem that a normal condition is to be reached without any friction between the returned men and working women.

The supervisor of the Russell Motor Car Co., who is familiar with conditions in many large factories, maintains that the general feeling existing among women is that returned soldiers and fathers of families must be shown the preference. Mr. J. A. Miller, of the Ontario Provincial Employment Bureau, says that they have found that women are in no way interfering with the men. On the contrary they have found that the number of workers in the domestic department has increased, and on inquiry it was found that married women were turning out and securing work to help out the family purse during their husband's idleness.

In the banks the positions held by women are rapidly being given to returned men. The statement has been made by the general manager of the Dominion Bank that in clerical positions alone they have found from experience that it requires three women to do the work of two men, although they are equally enthusiastic and faithful. Mr. Bogert thinks that after years of ex-

perience they might get accustomed to the nervous strain of banking, and women who as a class are accustomed to the nervous strain of cooking will readily agree with him. He gives the women unstinted praise for their work and says that whether it takes three women to do the work of two men or not, the banks could never have gotten along without the women during the war. Naturally they will be let out now for it costs more to pay the salaries of three than two.

Halcyon Club Notes

The first club member party at the Halcyon Club took the form of a Valentine frolic, and the hundred guests who enjoyed the evening's entertainment were most enthusiastic in their praises of the committee's work which resulted in such a unique programme.

The women of the Auditor General's office in the Merchants' Bank building were responsible for the poster advertisement contests, the valentines, and fortunes. The musical committee provided an excellent music programme and the refreshment committee quite excelled itself in the supper arrangements.

Bridge and 500 Committee

This committee is most popular. The chairman is Miss Eleanor Ross, and it was under her able management that a bridge and 500 were given on Jan. 29th. Cards were played at thirty-two tables in the lounge. The prize winners were Miss Ann Findlay and Miss Agnes O'Connor.

The committee intend to hold these card parties monthly, so they are open to the friends—both men and women—of the club members.

Refreshment Committee

Perhaps this committee should rank first in importance, for as the eatables are to a party, so is the refreshment committee to the club. We all like a cup of coffee, or tea, and a piece of home-made cake.

Since the Red Cross work is almost closed out, the spacious room formerly used for that work is being utilized as a tea and supper room. At the Valentine party it was most attractive, and it is from this room that supper is served for the card parties. Miss Ella Delahaye is chairman of the committee.

Music

The musical committee has lost no time in formulating a programme. They are arranging a series of musicales to be given at the Club rooms on Saturday afternoons from 4 to 6 o'clock, commencing with Saturday, March 8th.

The purchase of a phonograph has necessitated the careful choice of some records, and this pleasant duty devolves on the Musical Committee, of which Miss Marie Duhamel is convener.

Things Literary

Miss J. McInnes is arranging a literary circle, and so far the following have joined: Misses Bernice Smith, Margaret Riordan, Bessie Hill, E. A. Grant, M. Lafleur and Nellie Orr.

This line of work is capable of all kinds of development. A programme has not yet been made out, but the study of English Classics will be commenced and it is hoped to soon have a French reading circle. The drama is to be given some attention and by next season some plays will be presented. The lounge is so well equipped for plays or tableaux that the management hope to see it made use of in that way before many months pass.

This committee intends to have a book shower for the Club, asking both club members and members of the Women's Branch to send in bound books that are in good condition. Books may be sent or taken into the Club at any time and left with the superintendent. The donor's card should be enclosed with the gift.

Nursing Sister Miss Louise M. Usher.

From the beginning of the war Miss Louise M. Usher, who was in Lt.-Col. Palmer's office in the Department of Militia and Defence, made repeated efforts to be released from her Civil Service duties to enlist for service overseas. The department considered her work here of more importance, and it was not till last July that she



NURSING SISTER
MISS LOUISE M. USHER.

was given leave of absence to carry out her desire.

Miss Usher is a graduate of the County of Carleton General Hospital, and was most successful in her profession. At present she is stationed at No. 15 Canadian General Hospital, Tapham. She writes of the wonderful Christmas they were able to celebrate in the wards, and tells of the men being in receipt of letters from the Ottawa Women's Canadian Club, sent out by the correspondence committee of the Women's Branch.

Miss Usher was assistant secretary of the Branch here prior to enlistment.

A Children's Party

On Saturday evening, March 15th, it has been arranged to have a Children's Party at the Halcyon Club for the members and their women friends. All the guests are to come dressed as children—no masks—and to come in pairs. One person of each couple is to bring a lunch box containing supper enough for two, and her card. The boxes will be auctioned up to a fifty cent limit and the buyer will have supper with the owner whose card is inside. Coffee will be served by the committee, and cups, plates, spoon and forks supplied. The entertainment committee will arrange the amusements, which will include dancing. This party promises to be most popular, and all the members are urged to come and enjoy the fun.

A Compatriot

Many times have the members of the Women's Branch felt that the President, Miss Tremblay, was the right person in the right place, but at no time has it been more clearly manifested than at the last meeting.

Before the business of the evening was commenced the President paid a glowing tribute to the statesmanship and knightly personality of Sir Wilfrid Laurier in a manner that was indeed creditable. Miss Tremblay was able to express what was in the hearts of us all.

Dr. E. Sapir's Address

Many interesting programmes have been presented to the Women's Branch, but never have they had a more interesting or varied one than that arranged by the programme convener for the February meeting which was held in the Halcyon Club on Tuesday, the eighteenth.

The pièce de résistance was the address given by Dr. E. Sapir, of the Mines Department, on "The Development of a Design." The psychological study presented by Dr. Sapir was free from any tedious technique, and by use of lantern slides shown by Mr. Clark the audience was carried along with the speaker and given a rare treat indeed.

The songs by Master Williams and dances by Nesta and Lorne Williams were much appreciated. Miss Eleane Lavoie delighted her hearers with two vocal numbers which were sung in excellent voice.

At ten-thirty refreshments were served and then the National Anthem brought the successful programme to a close. The next meeting of the Women's Branch will be held on Tuesday, March 18th. Please keep the date free.

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AUTOMOBILE WHEELS,
HUBS, RIMS & STAMPINGS

FINISHERS OF

AUTOMOBILE BODIES.

Windsor, Ont.

Dominion Shipbuilding

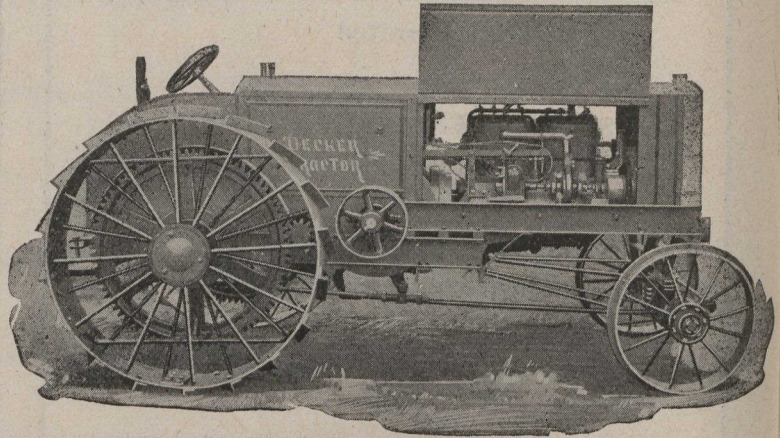
COMPANY
LIMITED

OFFICE
DOCKS
YARDS

Harbor Front,
Toronto

THE MACDONALD TRACTOR

Burns Gasoline or Kerosene



12-24 H.P.

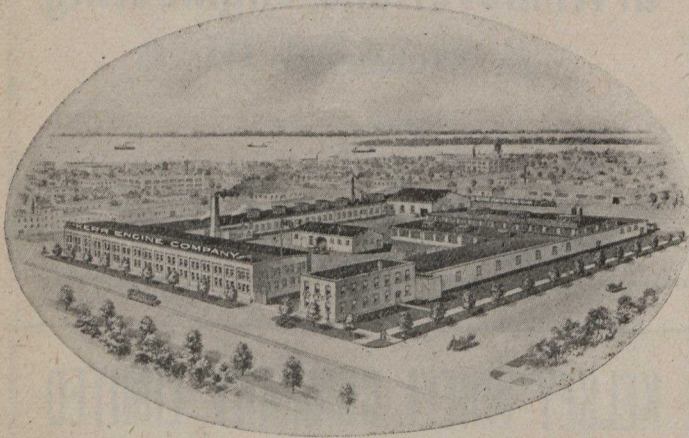
The Macdonald Thresher Co.,
Limited

Manufacturers of Steam and Gas Tractors,
Threshers, Wind Stackers, Self-Feeders, &c.

STRATFORD, ONTARIO, CANADA.

THE KERR ENGINE COMPANY LIMITED

WALKERVILLE, ONTARIO.



Manufacturers of

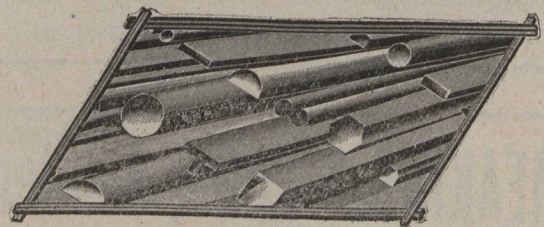
Brass and Iron Body
Gate Valves,
Fire Hydrants, Etc.



Cold Drawn, Turned and Polished

Shafting and Shapes

SPECIAL DRAWN STEEL
FOR SOCKETS, FUSES,
ADAPTERS AND GAINES



Union Drawn Steel Co.,

Limited

HAMILTON, ONTARIO

The Spanish River Pulp & Paper Mills

Limited

Lake Superior Paper Company

Limited

Head Office: Sault Ste. Marie

MILLS AT

Sault Ste. Marie, Ont. Espanola, Ont.
Sturgeon Falls, Ont.

DAILY CAPACITY

460 Tons Newspaper 370 Tons Groundwood
225 Tons Sulphite

High Grade

Malleable Castings

Galt Malleable Iron Co.,
Limited

Galt, Ontario.

Ford Owners:

DEMAND GENUINE FORD PARTS

The Ford owner, who allows any but **genuine** Ford parts to be used in his car, suffers more than the actual loss on the inferior part. Other parts in his car are liable to damage from the inferior part, and, of course, the Ford warranty behind his car becomes void. There is also the dissatisfaction arising from poor service and repeated breakages.

To get **genuine** Ford parts — and the Ford service expected from those parts — Ford owners have only to look for the familiar Ford sign or the new Ford Service sign.

When the Ford Service Sign is displayed it indicates that the garage owner has agreed to supply only **genuine Ford Parts**.

Look for the **FORD SERVICE SIGN**

Ford Motor Company of Canada Limited
FORD, ONTARIO

WHAT IS THE FAIREST AND MOST EFFICIENT METHOD OF RECORDING EMPLOYEES' TIME?

Granting that a time recording system is desirable from the standpoint of employee and employer it then becomes a question of the most desirable method.

The plan now in force in many Governmental Departments both in Canada and United States is by a mechanical "Time Recorder."

In some of the Canadian Departments the "Time Book" wherein each employee enters his own arriving and departing hours is in vogue.

It is claimed against the Time Book plan that it is slow—it wastes the employee's time and, again, it is liable to abuse. If it is abused, and incorrect time entries are occasionally made—and it is stated that this is the case—then the system as a whole cannot be claimed to be efficient. If some entries are under suspicion—all must be. This does not give the punctual employee the chance for official appreciation and advancement that he is entitled to. It puts the tardy, inefficient employee on the same plane as the alert and efficient one.

The item of Punctuality must be allowed to play a larger, more definite part in the promotion of Civil Servants.

Now what about the mechanical Time Recorder. What does it do for the employee?

In the first place—it is very rapid. You grasp a handle—you turn it to a given number—you press the handle—and the time record is made. About two seconds time is all that is needed.

The Time Record is PRINTED on a sheet inside the machine and these sheets can be readily filed over a long period for easy reference by those interested in the employee's promotion.

It means that each employee's Time Record is made by himself without reference to any other record, stands on its own merits, and is known by everyone to be absolutely true and above suspicion.

Looking at the matter in a large way—is it not a decided advantage to the right thinking Civil Servant—and he is in the vast majority—to have such an irreproachable record made of his employed time? What can he lose by it? Nothing! What can he gain by it? Recognition of Punctuality and Service!

Some few people may think it an indignity to use a Time Recorder. Well—many thousands of Government employees are already doing it, to say nothing of hundreds of thousands of employees in the largest and best industrial concerns all over the world.

A time keeping system is already in vogue. If the principal of keeping a time record is right, why not have the right method of doing it.?

INTERNATIONAL BUSINESS MACHINES CO., LIMITED

(TIME RECORDER DIVISION)

FRANK E. MUTTON, *Vice-Pres. and General Manager*, TORONTO,
also at Montreal, Winnipeg, Vancouver.

OTTAWA OFFICE: 170 QUEEN STREET