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THE CIVILLIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XIII.

HULL, QUE., APRIL 1920.

No. 5.



Ninth Convention Civil Service Federation
Canada's Pioneer Railway.

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CONTENTS

PAGE	PAGE
1.—The Development of Canada's Pioneer Railway, by H. R. Charlton 137	5.—Dom. Customs Officers Association 155
2.—Minutes Ninth Convention C. S. F. C. 141-145 150-154	6.—Frank Grierson Retires 156
3.—Editorial 146	7.—At the Sign of the Wooden Leg, by Silas Wegg 157
4.—An Open Letter to Civil Servants, by J. C. O'Connor 150	8.—What Our Women Are Doing, by Elian . . 159
	9.—Mainly About People 160
	10.—Let's Do Something 182

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THE GOVERNMENT RAILWAY PROBLEM

The development of Canada's Pioneer Railway.

(By H. R. Charlton of G. T. Ry. Systems.)

The development of Canada's railways from the fifteen miles of wooden track to the wonderful network of lines now stretched from the Atlantic to the Pacific has been a truly remarkable achievement compressed into a period of little more than eighty years.

In the story of this astounding growth in transportation facilities the inception and development of the Grand Trunk System play an important part. After the completion of the first steam railway on the American Continent, the Baltimore and Ohio, in 1828, the little colony of Lower Canada projected a line from Laprairie to St. Johns, Quebec, linking the Richelieu and St. Lawrence Rivers and providing a through rail and water route between Montreal and New York. This was opened in 1836. The rails were of wood with flat pieces of iron spiked on them. The first locomotive used on the line was known as the "kitten", but the engine proved refractory and horses were substituted for it. It is later related, however, that, a practical engineer being obtained, he pronounced the engine in good order, requiring only "plenty of wood and water". This opinion proved correct and the iron horse later attained a speed of twenty miles an hour. This little road was afterwards taken over by the Grand Trunk Railway and may be said to be the beginning of that great system.

So little progress was made, however, in railway construction between 1836 and 1850 that in the latter year there were only fifty-five miles of railway in all the provinces. At the desire of both the Upper and Lower

Provinces — Confederation was still fifteen years distant — the Grand Trunk Railway was incorporated in 1852 to give the country real railway facilities.

The first meeting of the Grand Trunk Railway Company of Canada was held in the city of Quebec on Monday, July 11th, 1853, at which the Board of Directors were elected as follows: — Directors in London: Thomas Baring, M.P.; Geo. Carr Glyn, M.P.; H. Wollaston Blake, Robert McCalmont, Kirkman D. Hodgson, Wm. Thompson. Directors in Canada: Hon. Jno. Ross, (President); Benjamin Holmes, M.P. (Vice-President); Hon. Francis Hincks, Hon. E. P. Tache, Hon. James Morris, Hon. Malcolm Cameron, Hon. Peter McGill, Hon. R. E. Caron, Geo. Crawford, M.P.; W. H. Ponton, E. J. Whittemore, Wm. Rhodes.

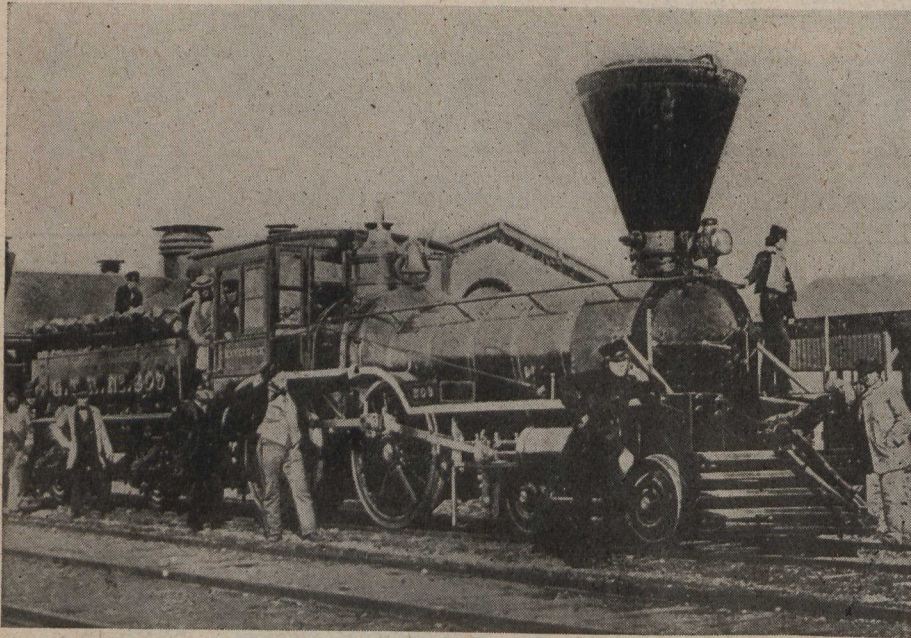
It was one of the Fathers of Confederation, Sir George Etienne Cartier, who presented to the Canadian Legislature the act to incorporate the company. Cartier regarded with pride the fact that he had taken a prominent part in establishing the railway. "I had charge of the Act which created the Grand Trunk", he declared in Parliament, "and I am prouder of that than any other action of my life", adding that the line was "the greatest benefit that had, ever been conferred upon the country".

The building of the Grand Trunk, linking the widely separated centres of population and activity, was in fact, the one great forward step of the pre-Confederation period. It has been justly said that the Union of British North America would have

been a farce if it had been brought about before the successful operation of the railroads had been demonstrated. It was clearly realized that unless Canada could combine with her inland water navigation plans a railroad system her great territories must forever remain unproductive.

Investors in England supplied the large amount of capital necessary for the construction of this pioneer railroad, and it may not be amiss to quote the following from the Drayton-Acworth report: "The Grand Trunk came into existence almost entirely as the result of the investment of private capital. It is comparable in this respect with the private railway companies of England and United States".

Unexpected difficulties were encountered from the inception of the Grand Trunk plan; traffic did not develop to the extent anticipated, the most acute commercial crisis through which Canada had ever passed came along when the railroad was just throwing open its lines to traffic, while the Civil War in the United States caused the road heavy losses. In spite of these and other difficulties the Grand Trunk steadily persevered in the task it had undertaken, year by year extending its lines, developing its facilities and improving its service. The benefits to the national welfare of Canada which have followed as the result of the creation of the Grand Trunk Railway stand out very clearly when the history of the first half century of the Dominion's progress is examined. No single force, it has been declared, more powerfully contributed to the growth of Canada along rational lines. The immigration move-



GRAND TRUNK PASSENGER LOCOMOTIVE, 1859.

ment which has peopled the territories of the Dominion was cradled by the Grand Trunk which supplied the first means of reaching by rail the North-West from Quebec, Montreal and other Eastern points. In order to make emigration to Canada as attractive as possible arrangements were made in 1857 for the giant steamship "Great Eastern" to sail to Portland in connection with the through booking arrangements of the railway. The building of the road stimulated trade of all descriptions, large expenditures of capital being made and thousands of men employed. New towns were

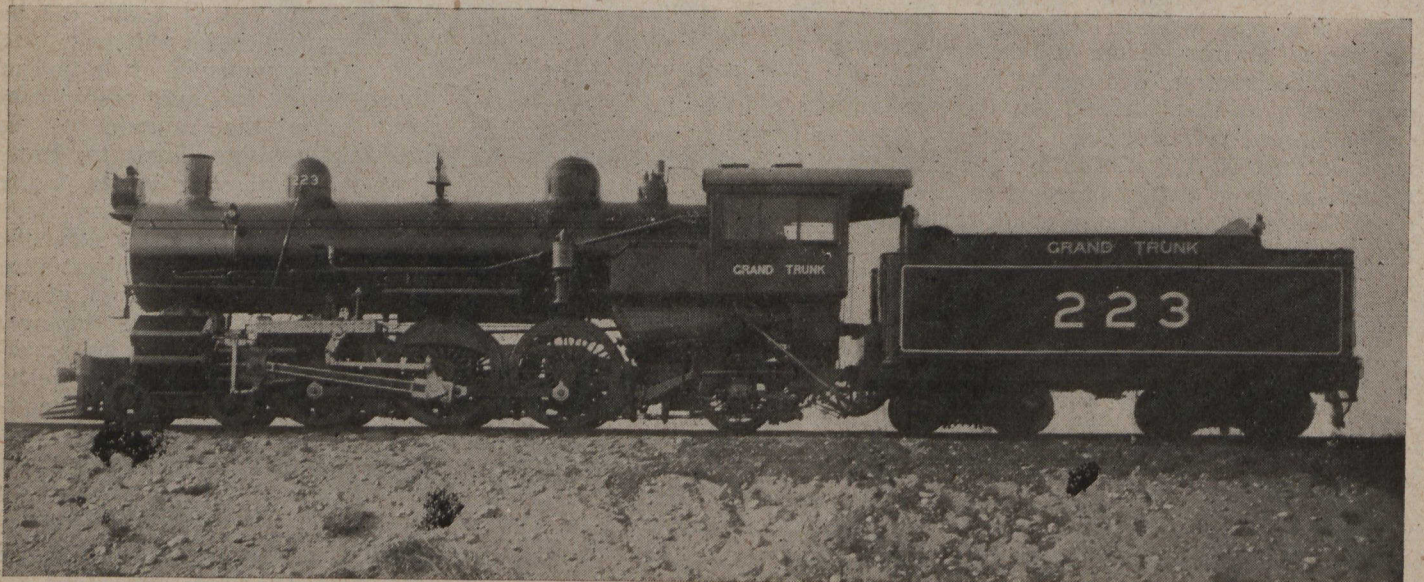
established where hitherto there had been only forests.

In the matter of the defence of Canada the Grand Trunk also proved of great value. It is of interest to recall that in the year before Confederation the Grand Trunk was transporting rapidly and safely the troops necessary to overcome the Fenian invaders. Every man on the System was enrolled for service and the readiness with which the invasion was dealt with was in a very great measure due to the existence of the railway as a means of communication. The people of Canada were unanim-

ous in testifying to the military value of the line. "The Grand Trunk Railway", said one of these public tributes, "has been of the utmost service in this emergency, and the promptitude and efficiency with which that service was performed deserves great credit. The iron horses were ready at all hours, and whenever let loose thundered away with long trains of cars, filled with troops, in whatever direction they were required".

A good many people have blamed the Grand Trunk for having made Portland its winter port. Why, they have asked, were the British owners of the line so un-British as to go there? Why, did not they go to St. John, Halifax or some other all red terminal? The fact is, of course, that in those days, Confederation being still far away, there was no organic connection between the Province of Canada and the Seaboard Provinces. They were four separate political entities divided by tariff walls as well as by long distances not yet bridged by the Intercolonial. The Grand Trunk had, however, to find a winter port somewhere and, as under the circumstances it could not possibly go to Halifax or St. John, it took the shortest commercial route to the Atlantic and went to Portland. If the Grand Trunk had not built or leased its way to Portland the export and import trade of the two Canadas would have been carried by American roads to Boston or New York.

The various sections of the Grand Trunk were opened as follows: —



GRAND TRUNK PASSENGER LOCOMOTIVE, 1920.

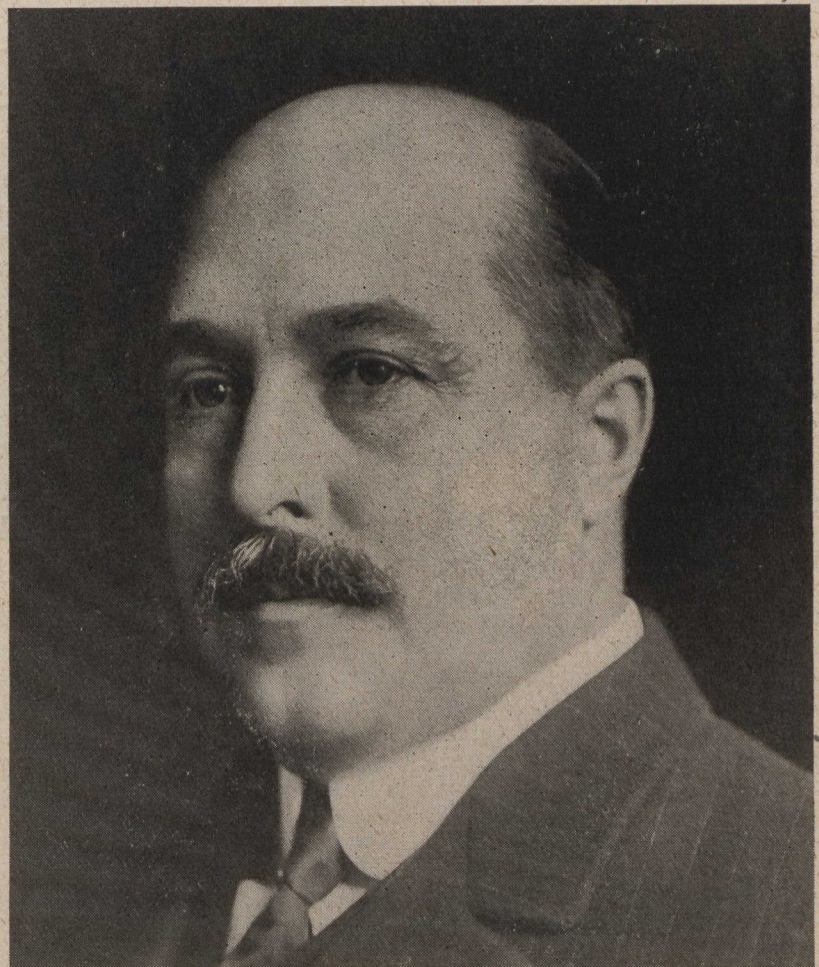
From Portland to Montreal in 1853; from Richmond to Quebec in 1854; from Montreal to Toronto in 1856; from Toronto to Sarnia in 1858. The original system was completed in 1859 when the Victoria tubular bridge over the St. Lawrence was opened for traffic. The line from Detroit to Port Huron was leased in 1859, the Champlain lines in 1863, and the Buffalo and Port Huron in 1867.

A turning point in the railway's history came in 1867 when Sir Henry Tylef visited Canada, and under instructions from the Board of Directors made a special inspection and report regarding existing conditions and future prospects. Report urged the extension of the railway through to Chicago — then the growing emporium of the Great West. The new line to Chicago was completed and opened for traffic in December 1881, being re-organized in 1900 under the name of the Grand Trunk Western Railway Company.

After severe competition between the two roads the Grand Trunk and Great Western Railway of Canada amalgamated in 1882. The Great Western controlled lines from the Niagara River to Detroit and Sarnia as well as the line of the Detroit, Grand Haven and Milwaukee Railway Company which was built across the State of Michigan. The mileage of the Great Western at the time was eight hundred and thirty-eight miles and that of the Detroit, Grand Haven and Milwaukee one hundred and eighty miles, a total of one thousand and twenty-seven miles being thereby added to the Grand Trunk Railway System. During the immediately succeeding years the following roads were acquired:—

	Miles.
Midland Railway of Canada	472.50
Northern & North Western Railway	482.50
Michigan Air Line	105.60
Toledo, Saginaw	116.41
Beauharnois Junction	19.00
Jacques Cartier Union.	6.54
G. T. Georgian Bay and Lake Erie	208.29
Cobourg, Blairton & Marmora.	14.50
Waterloo Junction	11.73
Total	1,437.07

The Board of Directors of the Grand Trunk Railway located in London, England (to which city the directorate had been transferred from Canada in 1862) was re-organized in



HOWARD G. KELLEY, President Grand Trunk Railway Systems.

June, 1895, with Sir Charles Rivers-Wilson as its head. On January 1, 1896, Charles M. Hays (then vice-president and general manager of the Wabash Railway, St. Louis, Mo.) was appointed general manager, with headquarters at Montreal being the chief executive official in Canada. After the new organization had assumed control, the Central Vermont Railway with mileage of 513 miles was acquired. In 1902 the Grand Trunk Western Railway acquired jointly with the Toledo, St. Louis and Western Railway the entire capital stock of the Detroit and Toledo Shore Line RR. extending between Detroit and Toledo.

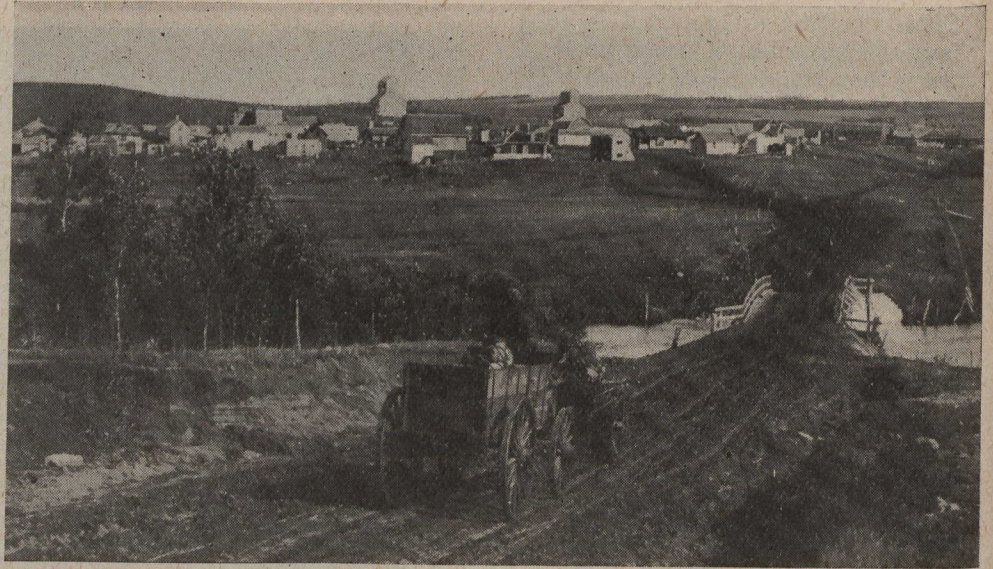
The next important addition to the present Grand Trunk System was the purchase of the capital stock of the Canada Atlantic Railway Company with lines of railway extending from Depot Harbor (on Georgian Bay) to Alburg Junction, Vt. In 1905 modern car ferry lines were established across Lake Michigan and across Lake Ontario, and among other important im-

provements added to the system should be mentioned the grain elevator facilities located at various tide-water and lake terminals, and the magnificent hotels such as the Chateau Laurier at Ottawa. In 1910 Sir Alfred W. Smithers, M.P., was elected to be the first "Chairman of the Board", in succession to Sir Charles Rivers-Wilson. Since the present board took office in 1895 every bridge on the system has been rebuilt including the Victoria Jubilee over the St. Lawrence. The new single arch double track bridge has also been built over the Niagara River to replace the old Suspension Bridge. The International Bridge at Buffalo has also been rebuilt. One thousand one hundred miles of line have been double tracked, heavier rails have been put down, engines of ever increasing power have been built and new and larger passenger and freight cars have been continually provided.

Following the death of Mr. Hays in 1911, Edson J. Chamberlain, who had built the Canada Atlantic Rail-

way and was at the time Vice-President and General Manager of the Grand Trunk Pacific, succeeded to the Presidency of the Grand Trunk System. In September 1917, Mr. Howard G. Kelley, a railroad man of great experience, who had been successively Chief Engineer, and Operating Vice-President of the railway, was appointed to succeed Mr. Chamberlain upon his retirement.

In 1903 the Grand Trunk Railway was anxious to open up new connection with the Northwest, and proposed to build a line from North Bay, Ontario, to Winnipeg, Manitoba, and the Pacific Coast. The Government of that day on being approached wished, however, to build a second transcontinental line, taking in Quebec, and proposed that a line should be built from Moncton, New Brunswick (connecting there with a line from Halifax, Nova Scotia and St. John, New Brunswick, by the Intercolonial Railway), through Quebec, and the northerly part of Ontario, to Winnipeg, Edmonton and a port on the Pacific Coast. In 1903 and 1904 bills were introduced into Parliament to carry out this project. The Government accordingly built the line



Western Possibilities — Canadian National Railways.

from Moncton to Winnipeg, called the Transcontinental, and the Grand Trunk Company, with the assistance of the Government, built the line from Winnipeg to the Pacific Coast, called the Grand Trunk Pacific Railway. With construction of the highest standard — a road-bed eighteen feet wide and with rails weighing eighty pounds to the yard — the Grand Trunk Pacific is capable of handling the heaviest of traffic.

MILEAGES

	Miles.
Grand Trunk Railway	3,616
Grand Trunk Pacific Railway	3,170
Grand Trunk Western Lines	969
Grand Trunk Lines in New England	172
Grand Trunk Pacific Coast Steamship Company	666
Central Vermont Railroad	586
Total	9,179

Co-operation

In Canada the consumer's movement is, at present, very small. Development is, to some extent, retarded by the fact that we have no federal or standardized legislation under which societies can be organized. Provincial statutes, differing in terms, have to be adapted for the purpose. Some of them are unsuitable. Co-operators need federal facilities to develop a national movement if they are to exercise as beneficial a social influence in Canada as the movement does in other countries.

Of the thirteen societies reporting to the co-operative Union of Canada, according to latest available statistics, only three failed to show a surplus, and one of these three had just commenced business. The annual turnover was \$1,264,246. The aggregate share capital invested was \$146,-

522 and the net profit \$91,079. Of this amount, \$82,286 was returned to the consumers as dividends, on their purchases.

By far the most successful society is the British Canadian Co-operative Society Ltd., of Sydney Mines, N.S., which for 1918 showed a trade turnover of \$778,415 being the remarkable increase over that of the previous year of \$22,900, which is concrete evidence of the appreciation by the people of the district of the valuable social service the society is rendering. The net profit surplus was \$102,770 of which \$93,427 went to the consumers as dividends on their purchases at 12½ per cent. This society is engaged as to production, in baking and tailoring; and as to distribution, in groceries, dry goods, hardware, furniture, meats, boots and shoes, crockery, oil cloths, feeds, flour, tobacco, and soaps.

Taking the aggregate population of

Sydney Mines and North Sydney at 15,000, and estimating the population of Canada at 8,000,000 it will be seen that if the whole of the Dominion were so extensively and successfully organized on co-operative lines, as Sydney Mines and district, the consumers of Canada would have saved almost \$50,000,000 in the cost of living last year by more economical retail distribution alone. This is a conservative estimate for the reason that in communities in excess of 15,000 population it would be possible with advantage to handle lines of merchandise, and perform services not at present undertaken by the Sydney Mines Society, and upon which also economies would be effected. It is probable, too, that current prices, owing to co-operative activities, would have been, to the general public, lower — apart from any purchase dividends paid to co-operators.

Minutes of the Ninth Convention of the Civil Service Federation of Canada

Held at Ottawa March 8 to 13, 1920, at the Club House of the Great War Veterans Association.

MONDAY MARCH 8TH.

President Grierson called the meeting to order at 2.15 p.m.

Moved by Mr. McCann, seconded by Mr. Kehoe, that Mr. Lamb act as Secretary in the place of Mr. Tulley, resigned.

Moved by Mr. Kehoe, seconded by Mr. Sandiland that the hours of meeting be from 9.30 a.m. to 12.30 p.m. and from 2.30 p.m. to 5.30 p.m. and that there be no night sittings.—Carried.

Mr. A. C. Campbell volunteered to act as member of the Reporters' Committee.

Moved by Mr. McCann, seconded by Mr. Back, that the following Audit Committee be appointed: — Messrs. Kehoe, Lindsay and Elliott (D.H.) — Carried.

Moved by Mr. Harhurst, seconded by Mr. Matheson, that the following delegates be appointed to act on the Credentials Committee: — Messrs. St. Laurent, Edwards, Ryan, Matheson, Williamson.—Carried.

Moved by Mr. Morrison, seconded by Mr. D. H. Elliott, that the following delegates be appointed to act on the Committee on Personnel of Committees: — Messrs. MacInnis, Kehoe, Back, Spearman, Morrison, McCann and Calderwood. — Carried.

Moved by Mr. D. H. Elliott, seconded by Mr. Sandiland, that the minutes of the last convention, as printed in *The Civilian* of last April be adopted as such.—Carried.

Moved by Mr. Sandiland, seconded by Mr. Elliott, that a limit of five minutes be placed upon speeches pertaining to any motion, but the mover will have an extra five minutes to reply.—Carried.

Moved by Mr. D. H. Elliott, seconded by Mr. McGarry, that the Convention accord to Messrs. Sivertz and Elrick, from the Amalgamated Postal Workers, the privilege of addressing the convention. —Carried.

Mr. Sivertz and Mr. Elrick addressed the meeting.

Moved by Mr. Ryan, seconded by Mr. McGarry, that the application of the Amalgamated Postal Workers to become members of the Civil Service Federation of Canada, be referred to the organization Committee.—Carried.

The Credentials Committee reported that the proper credentials had been received for all delegates registered to date.

Moved by Mr. Williamson, seconded by

Mr. Burns, that the communication from Mr. Burling regarding appointment of a Medical Officer to give professional advice to members of the Civil Service Federation, be referred to the Committee on resolutions.—Carried.

Moved by Miss Edna Inglis, seconded by Mr. Matheson, that a letter of appreciation be forwarded to Mr. Burling, thanking him for the good work he has done in the past for the Civil Service Federation, and that he be congratulated on the appointment to his new position.—Carried.

Moved by Mr. McGuire, seconded by Mr. Sandiland, that the action of the Executive Committee of the C. S. Federation in connection with letter received from Mr. W. T. R. Preston, be concurred in.—Carried.

(This correspondence is printed with the reports of Executive.)

Moved by Mr. Lee, seconded by Mr. McGarry, that a Committee of five members be appointed to interview the proper authorities regarding special leave with pay, for the delegates, tomorrow morning, now attending this Convention.—Carried.

Moved by Mr. Sandiland, seconded by Mr. Devey, that the Committee referred to above be appointed by the Chairman: — The following were nominated:—Messrs. Calderwood, Edwards, Warner, McDonald, Gorrell. A motion confirming the above nominations was moved by Mr. McGarry, seconded by Mr. Montgomery, — and carried.

Moved by Mr. MacInnes, seconded by Mr. McGarry, that the lists of the different Committees as reported by the Committee on Personnel of Committees, be confirmed and that the first named delegate on each list act as temporary convenor.

The committees nominated by the "Committee on Personnel of Committees" were given the responsibility of dealing with the following subjects:— Elections, Constitution, Resolution, Classification, Ways and Means, Superannuation, Grievances, Organization, Civilian.

As is customary, opportunity was given for the delegates to indicate the committees upon which they desired to serve and the committees were given power to add to their numbers.

Adjourned.

TUESDAY MARCH 9TH.

Morning session.

The President called the meeting to order at 9.30 a.m.

Moved by Mr. Sandilands, seconded by Mr. Back, that matters unsettled in the Executive report be referred to the several committees concerned and that, with this proviso, the report be adopted.—Carried.

Moved by Mr. Ryan, seconded by Mr. Lamothe, that the minutes of this convention be given out to the press.—Carried.

Moved by Mr. McGarry, seconded by Mr. Rogers, that the report on Bonus be received and referred to the Classification Committee with instructions that they are not bound by any figures in the report in preparing any conclusions of their own.—Carried.

Moved by Mr. Matheson, seconded by Mr. Bradley, that the report on Superannuation be received and referred to the Superannuation Committee.—Carried.

Moved by Mr. Matheson, seconded by Mr. Young, that all reports from the Executive Committee be referred to the different committees without being read at convention with instructions that they act accordingly.

An amendment to the above was moved by Major McKeand, seconded by Mr. Marshall, that all reports be read and then be referred to the proper committees.

The amendment carried.

Moved by Mr. D. H. Elliott, seconded by Mr. Ryan, that the report on Civil Service Insurance be received and referred to the Ways and Means Committee.—Carried.

Moved by Mr. Lamothe, seconded by Mr. Calderwood, that the report on Civil Service Board of Appeals be received and referred to the Classification Committee.—Carried.

An amendment to the effect that the above report be referred to the Resolution Committee was moved but withdrawn after explanations being given, that the Classification Committee also included Legislation, Wages and Conditions of Employment.

Moved by Mr. Lee, seconded by Mr. D. H. Elliott, that the report on Whitley Councils be received and referred to the Classification Committee.—Carried.

Moved by Mr. Ryan, seconded by Mr. Calderwood that reports on the Morson

Appeal Case be received and referred to the Ways and Means Committee with instructions to report as to all funds received and disbursements made in connection with the case.—Carried.

The delegation which was appointed to interview the proper authorities on special leave with pay reported, through Mr. Calderwood, that if a list of all delegates, now attending this Convention, be sent to Mr. Foran, Secretary of the Civil Service Commission, showing the departments the delegates are employed in, the leave will be recommended to the several Deputy Heads concerned.

Mr. T. H. Burns gave notice that he would move the following resolution: — That section 8 of the Constitution, relative to the method of election of the officers, be amended or struck out and the election of the officers at this convention, and for the future be by ballot and direct vote of the delegates assembled; also that the voting power of each delegate be protected and the Constitution be amended accordingly.

Adjourned.

Afternoon session.

The President called the meeting to order at 2.30 p.m.

Moved by Mr. Davey, seconded by Mr. Lamothe, that the financial statement be received and referred to the Ways and Means Committee.

Moved by Mr. Lee, seconded by Mr. Devey, that the minutes of this Convention be mimeographed at the expense of the Federation.—Carried.

The President declared that Mr. Burn's motion, of which due notice was given at the previous sitting, was now open for discussion. (Motion referring to amending section 8 of the Constitution.)

It was moved by Mr. Burns, seconded by Mr. Ryan, that it be adopted.

An amendment was moved by Mr. Edwards, seconded by Mr. Bradley that the words "also that the voting power of each delegate be protected" be deleted and be replaced by the words "one man, one vote".

The amendment carried on a division of 29 to 24 but Mr. Ryan asked that the vote be retaken according to Article 7, section "B" of the Constitution.

The Chair ruled that as soon as the Credentials Committee would report as to the allotment of the votes of each delegate the above vote would be retaken.

Mr. Marshall and Miss Inglis reported that Mr. Roche, would address the meeting at 11 o'clock Wednesday morning.

Moved by Mr. Matheson, seconded by Mr. Rogers, that an appointment be arranged with the Government immediately

in connection with the matter of the Bonus for the next fiscal year.

The motion was lost on a division of 21 to 17, but Mr. Matheson asked that the vote be retaken according to Article 7, section "B" of the constitution.

The Chair again ruled that as soon as the Credential Committee would report as to the allotment of the votes of each delegate, the above vote would be retaken.

Miss Ross, convenor of the Entertainment Committee, extended a cordial invitation to all the delegates, to attend a Musicales at the Halcyon Club, Thursday evening.

Moved by Mr. Devey, seconded by Mr. Bradley, that this meeting adjourn for half an hour, so as to enable the different Committees to bring in reports.—Carried.

The meeting again sat at 5.15.



T. H. BURNS,
1st Vice-President C. S. F. C.

The Credentials Committee reported as to the allotment of votes to the delegates and it was moved by Mr. Fox, seconded by Mr. Spearman, that the report be again referred to the Credential Committee, in order to enable them to check up the per capita tax paid by the associations: to ascertain if it corresponded with the number of members given on the register, and that they report tomorrow morning.—Carried.

Committee on Classification brought in a partial report on Bonus which read as follows: — We recommend that this Convention go on record as recommending a \$720 Bonus for all members of the Civil Service.

Moved by Mr. McInnes, seconded by Mr. Lamothe, that the report be adopted.

Amendment was moved by Mr. Burns, seconded by Mr. Campbell that this report be left over for consideration at tomorrow morning's sitting.

The amendment carried.

Moved by Mr. Edwards, seconded by Mr. Calderwood, that the report of the Classification Committee on Bonus, be not handed to the Press.

Adjourned.

*WEDNESDAY, MARCH 10th.
Morning session.*

On Wednesday the most important event was the address given by the Hon. Dr. Roche, chairman of the Civil Service Commission.

After the report of the Committee on Ballots and Nominations, to the effect that nominations be received up till 5 p.m. Thursday had been adopted, the convention proceeded to discussion on the report of the Classification Committee regarding the Bonus.

Mr. Burns, seconded by Mr. A. E. Hawkins, moved that \$600 be substituted for \$720, but before the matter was voted upon Dr. Roche arrived, and was introduced by the President.

After expressing thanks and greetings to the members, Dr. Roche in his address said that the Civil Service of Canada was passing through a very critical period in its history. The Civil Service Commission was experiencing pressure from outside of parliament, and also from inside parliament, to do away with the Civil Service Act. That act had far-reaching effects and it made the commission more vulnerable to attack than before. It was being attacked in interested quarters.

But the arguments against civil service appointments under the competitive system were not new. They had been answered and exploded in Great Britain and America. It was true they made a good many sound appointments under the old system of patronage, but as between a competition of brains and a competition of political pull there was no comparison. In England they had decided to do away with patronage and surely they in Canada were not going to put their people at a disadvantage. With patience and co-operation they would make as great a success of it as England.

BANE OF HIS LIFE

Speaking of classification, which Dr. Roche described as "the bane of my life, my day-mare as well as my nightmare", he said that classification had been a stupendous task and he was not sure that it would not have been better to do it on the instalment plan as had been done in other countries. To revert to the old system would be a physical and mental relief to himself, said Dr. Roche, but it would be a calamity so far as a responsible and efficient service was concerned. He said the application had to be done as soon as possible, while parliament was in session. And if classification were so infernal a measure as a small minority would have them believe, then there would not be a request from civil servants that it be ante-dated to April 1st, 1919, as had been done.

SQUARE AND FAIR DEAL.

Dr. Roche said that under classification everyone would get a square and fair deal in promotions, with a much better chance than under the old system. He said that the provision in the Civil Service Act that no salaries be reduced and maximums would be maintained, was an eleventh hour provision which had to be fought for. Notwithstanding this, eighty per cent of the service would have salary increases. The classification experts had been asked to have classification ante-dated to April 1, 1919, and their estimate was \$5,000,000.

Superannuation was a matter he could not discuss. It was being considered by a committee of the cabinet and the Commission had not been consulted. As to an appeal board and Whitley councils that was a policy on which the Government would have to decide. Personally he did not think the Government would be inclined to set up an appeal board or body over and above the Commission. It was his private opinion that they should look forward to these things on the instalment plan.

SERVICE COMMITTEES

As a last piece of advice, he suggested that instead of department committees to deal with classification, they should have service committees. That is, instead of committees representing departments, they should have committees representing services throughout the service, as had been done in the case of the technical men, whose head was the late Dr. C. Gordon Hewitt, whom Dr. Roche referred to as a most brilliant and lovable man. Civil Service committees to consult with the Commission would be a great step in advance. In conclusion he asked them not to criticize the Arthur Young Company. They were the employees of the Commission and the best that could be secured. Any criticism should be leveled at the Commission, who were responsible for the work which was being done.

Before Dr. Roche resumed his seat he kindly offered to answer any questions the delegates might wish to ask. Several members took advantage of this kind offer.

The motion that a cordial vote of thanks be extended to Dr. Roche for his kindly visit and splendid address was enthusiastically carried on a standing vote.

The Convention then resumed the debate on the bonus, and after much discussion the original amendment was withdrawn and replaced by the following:—

That a committee be appointed to wait on the Government to ask for a substantial increase in amount and application of Bonus for the next fiscal year, in proportion to the increased Cost of Living.

The President read a letter from Sir George Foster, in reply to a request for a meeting. The letter follows:—

Ottawa, Ont., March 10th, 1920.

Dear Mr. Grierson:—

Your letter of 9th March has been duly received and I have been trying to see whether or not it will be possible for me to meet with the members of your Federation during your sessions. I find that

the pressure on my time is so great that it will be impossible for me to have the pleasure of meeting with you and I am trying to get one of my Colleagues; but you will remember that at this particular time they are all exceedingly busy. I hope your Convention will be satisfactory, agreeable and useful in its results. Canada owes a great deal to her Civil Service and to its good spirit of service in its work and I am certain that under the changed conditions which have been initiated and will be more completely brought about in the future, under the legislation at present existing, and the Civil Service Commission, as the medium of working these laws out that better relations will be established between the Government and its service and to the great benefit of the country at large.

Yours faithfully,

(Sgd.) GEO. E. FOSTER.

Afternoon Session.

After the first order of business had been called in the afternoon, it was moved by Mr. McCann, seconded by Mr. Calderwood, that the motion and amendment on Bonus be withdrawn and be replaced by the following:—

Resolved that this Convention go on record as approving the recommendations of the Classification Committee that the Bonus for 1920-21 should be fixed at \$720 to be paid to all Civil Servants.

Resolved further that this declaration of opinion is made for the guidance of those appointed to negotiate with the Government regarding the Bonus.

And be it further resolved that a committee be appointed from this Convention to immediately interview the Government with a view to finding out the policy of the Government in the matter of Bonus for the coming year.

These resolutions finally carried, and the following committee was chosen to interview the Government:—

Messrs. Burns, J. C. O'Connor, MacInnis, McKeand, Edwards, Matheson, Forsyth, Calderwood, Back, Arnold, W. M. Campbell, Poitras, Payne, Hayhurst, Fraser, Seguin, St. Laurent, MacDonald (London), Hawkins, Rogers and the Misses Ross and Inglis.

An interim report from the Ways and Means Committee and a report from the Civilian Committee were received and referred to the Resolutions Committee.

THURSDAY, MARCH 11th.

Morning Session.

On Thursday an invitation was extended to Mr. Jameson, the chairman of the Board of Hearing and Recommendation to address the Convention.

Following the recommendation that the members of the General Council be given full status of voice and vote, the report of the Superannuation Committee was received.

Report reads as follows:—

REPORT OF COMMITTEE ON SUPERANNUATION.

To the Civil Service Federation of Canada in Convention assembled:—
Ladies and Gentlemen:—

Your Committee on Superannuation submit their report as follows:—

The subject is an exceedingly complex one if considered in detail, but one upon the main points of which there seems to be a fairly general agreement. The time allowed us for consideration being exceedingly brief, we have endeavoured to accomplish only two things:— First, to formulate those points of a superannuation system upon which, as we believe, the service is practically unanimous; and second, to indicate a course of action which seems to us to be most likely to bring early and desirable results.

The present situation calls for action on two separate lines:—

1. To provide immediately some system under which those members of the Civil Service who, through age or incapacity, are no longer efficient workers can be retired, under conditions which shall mean a reasonable maintenance for themselves and their dependents. It has already been reported to the Convention that the Government has undertaken the preparation of a measure of this kind. We recommend that the Federation should declare itself, by special resolution, as strongly in favour of this measure, and should appoint a standing committee, to do whatever may be possible to assure its adoption, in the form best calculated to do ample justice to those primarily concerned. This resolution should express also hearty appreciation of the action of the Government in undertaking this much-needed measure. We believe that the cases to be dealt with are so varied, they are the accumulation of such long-standing abuses through patronage, mis-management and neglect (for which all are responsible, so that no blame attaches to anyone in particular), that it is not possible to lay down rigid rules for the treatment of those concerned. It is quite clear that those who have grown old in the Civil Service have acquired merit by faithful service—otherwise, they should have been dismissed before now—and any plan of superannuation applied to them should recognize that merit, and recognize it all the more generously because the correction of present abuses, however effected, will save much money to the public directly, and will do much to promote efficiency in the Service by clearing the way for promotion and readjustments, many of which are long, long overdue.

2. To provide a permanent system of superannuation for the whole service. We understand that no such plan is now before the Government for immediate adoption, but that Hon. Senator Robertson, the member of the Privy Council's Committee on the subject, who has been charged with the duty of collecting information, stated, in answer to a ques-

tion, submitted on behalf of the Civil Service Association of Ottawa, that any such plan submitted to the Government on behalf of the Service would be duly considered.

This opens the way for immediate action on the part of this Federation. Your Committee recommends:—

(a) That steps should be taken at once, either by sending a special delegation to interview the Government on this subject, or by charging any general delegation with an urgent message, to bring the question of superannuation prominently before the authorities.

(b) That, we should ask for legislation this session to establish a proper superannuation system. By committing the subject to the right hands with instructions to avoid delay, we believe a measure could be prepared and passed. There is special reason to take an optimistic view of the possibilities in this matter in view of the following facts:—

(1) Superannuation has often been before Parliament, and measures are already prepared which, if not wholly satisfactory, can be made a basis for work — that is, the foundation of our structure has already been prepared.

(2) Superannuation has been declared by everybody concerned to be absolutely needed in the public interest, so that it is clear that public sentiment is prepared for this change.

(3) Voluntary organization in the Civil Service has proceeded so far that there is every reason to hope that all personal interests can be merged and unanimity assured in support of any measure that is found to be workable and reasonably fair to the members of the Service generally.

(c) But if the Government prefer not to go on with the matter now, or if it should appear, on more mature consideration by those to whom we commit our interests after the adjournment of this Convention, that there is no reasonable probability of a Bill being passed this session, that the Government be requested to prepare for legislation at next session. Meantime this Federation should do whatever is possible to mature a superannuation scheme and to prepare parliamentary and public opinion to secure its early adoption.

(d) It should be made clear to governmental and parliamentary authorities that the lack of a superannuation system, taken in conjunction with present and prospective economic conditions, is one great cause of unrest in the Civil Service to-day; that it is not reasonable to expect the highest efficiency from people who are worried about their future and that of their families; and that the feeling of relief which will be caused by a system of superannuation will have such effect in concentrating effort of the Service on their duties and so improving the morale of the Service generally, that efficiency will be greatly promoted. We recommend that, as far as this Federation can do so, it should deliberately and earnestly urge upon its members that improved conditions through superannuation when established — (we confine it to superannuation because our mandate covers nothing further) — should be taken advantage of to improve our service individually and as a body.

(e) While your committee recognize the impossibility at this time of even outlin-

ing a superannuation measure, yet they believe that progress can be facilitated by a declaration of general principles as a guide for practical action. To this end we as a Committee have agreed upon the following, which we submit for your consideration:—

1. The problem of Superannuation for the whole Civil Service naturally divides itself into two parts:—

(a) That of the people who are yet to be appointed to the Service. This is a clear field: no rights have been established, no interests are involved except that of the public alone. The question, therefore, is a relatively simple one. It is one in which those responsible for preparing the new legislation may find the suggestion of this Federation of value, seeing that we more than any other body concentrate the experience of the whole Service. Your Committee recommend that your whole organization be cordially placed at the command of the Government and of Parliament for such service as it can render in this matter.

(b) The problem of those already in the Service. Here come in questions of the individual right and interest of your members. Your Committee is strongly impressed with the duty of the whole Federation to stand behind its members in securing such adaptations of the Superannuation principle as shall secure to each class and individual the maximum of benefit that can reasonably be claimed. It is quite clear that when a Superannuation system is established those who are subsequently appointed will work with an ease of mind as to their future which has been denied to most of us now in the Service; it is not fair or reasonable that newcomers should be given money advantages as well. This is not a case of laborers in the vineyard being paid the penny agreed upon; on the contrary it is a case of changing the conditions of employment, and we believe that in such changes those who have borne the burden and heat of the day should be given at least equal consideration with others. But, while this is true we recognize also another fact, and one of the greatest practical importance, and that is that, if the rights or interests of individuals and classes be insisted upon more than the making of the new law itself, the new law will be delayed as it has been in the past, and so the errors, anomalies, follies and miseries of the present no-system will be perpetuated and multiplied. This is a case in which we are offered advantage but with also a choice of evils. A heavy burden of responsibility will necessarily rest upon those who undertake the work of devising the forthcoming system. We must recognize in advance that we have no right to expect that the wisdom of Solomon shall be shown in every decision. All we can reasonably demand is that there shall be good-will and such common sense as is possible to the application of the principles involved.

2. As this problem is thus divided, in fact, into two parts, we think it would be well to have the Superannuation Bill correspondingly divided.

3. The system should be based upon the theory of ordinary Superannuation laws and not upon the separate-account system of the Retirement Fund.

4. The System should be contributory, and the Service and the Government should contribute in proportion to benefits secured.

5. Provision should be made for dependents as well as for the aged.

6. Care should be taken not to interfere in any way with the absolute personal ownership by each contributor to the Retirement Fund of the amount standing to his credit in that Fund.

7. The Service should be effectively represented in the management of the Superannuation system.

8. Superannuation allowances should be based on two factors — length of service and salary for the last year of service.

9. Women in the Service in almost every case will not have dependents at the age of superannuation. This should be considered in the contributions to be made by women.

10. The Civil Servant should be allowed to claim superannuation as of right after a certain minimum of service and of age — say ten years' service and 55 years of age. Superannuation should be compulsory at a certain age — we suggest 65 years. This latter might be made subject to notice say of two to five years in special cases of those now in the Service; but it will be necessary to guard this proviso very carefully. No exception in this respect should be made in relation to those yet to be appointed to the Service.

11. For purpose of superannuation bonuses should be considered part of salary.

12. Superannuation allowances should be free of taxation.

13. Reasonable provision should be made for the return of contributions made by those who voluntarily retire from the Service before the age of superannuation.

Your Committee recommend that the adoption by the Convention of this report with any amendments decided upon should be held as the adoption of necessary formal resolutions on the subjects dealt with, such resolutions to be drafted in accordance with this Report by the incoming officers of the Federation and to be taken as the official action of the Convention in the matters dealt with.

All of which is respectfully submitted.

Mr. McGarry, seconded by Mr. McDonald, moved the adoption of the following report from the Grievance Committee:—

Nova Scotia Marine Association.

Recommended that all employees recognized as Civil Servants under the Classification who have not been in receipt of holidays be granted 18 days leave as allowed employees of other departments.

Recommended as follows:—

(1) That employees on Canals be given a regular pay day.

(2) That they be given holidays as are given to other branches of the Service.

Quebec Arsenal

(1) We recommend that the workers of the Quebec Arsenal who have not been receiving the bonus be granted the same

and on the same terms as similar workers in the Marine Department i. e. Dock workers, etc., who have already been in receipt of the bonus.

Immigration Association.

(1) We recommend that an 8 hour day be the day for Immigration Officers.

(2) That all time over 8 hours be paid for as overtime, either as time off duty or in money equivalent.

(3) That time on duty be counted from the scheduled time of leaving on trains until the actual time of return.

All of the above have been recommended by the Grievance Committee.

Office Cleaners' Association.

The following grievances were passed by the Committee:—

(a) That the Office Cleaners be paid \$1.25 per day for 2 hours and 50c. an hour for overtime.

(b) That all rules and regulations be posted in a conspicuous place, in order that the Office Cleaners may work under uniform regulations.

(c) That they be given 2 weeks' holidays with pay in each fiscal year.

(d) That sick leave with pay be granted in the same way that it is to all other civil servants.

(e) That the clause on the application form (specimen attached) which states that the hours of work are from 7 to 9 and overtime as required be amended to read overtime as required with pay. The rates of pay to be as in section "A" of this report.

(f) That all the Office Cleaners employed by the Public Printing and Stationery Department and other departments who have not received back pay from the 1st of July, as authorized by the Minister of Public Works to those under that department, receive this back pay.

(g) That the Office Cleaners for all Government buildings be placed under the jurisdiction of one Minister.

Mr. McInnis, seconded by Mr. Lamothe, that the following report from the Classification Committee be adopted:—

1. The Committee recommends that the Convention go on record as approving the principle of Classification with the following proviso:—

A. That an adequate bonus be provided to offset the increased cost of living.

B. That permanent appeal board be instituted, this appeal board to have finality of decision, and the power to deal with personal and individual appeals, individuals having the right to appear in their own behalf.

C. That Personnel Committees be instituted, each Committee to be either Ser-

vice Committees, Departmental Committees, Shop Committees, Whitley Councils or of some other satisfactory nature.

D. That a general, permanent and satisfactory system of Superannuation be instituted.

Your Committee is strongly of opinion that these reforms are essential to the welfare of the Civil Servants of Canada, and it is felt that in their institution alone lies the means whereby the Classification may be made to materially improve the condition which now confronts, and for some years has confronted, the Civil Servants of Canada.

At this stage of the session a delegation from the Great War Veterans Association was introduced to the delegates and requested to address the Convention.

Moved by Mr. Fox, seconded by Mr. G. A. McDonald, that the five resolutions



MISS EDNA L. INGLIS,
2nd Vice-President C. S. F. C.

presented to this Convention by a delegation of the Great War Veterans Association be accepted by this Convention and referred to the Resolution Committee.

Moved by Mr. A. C. Campbell, seconded by Miss Inglis, that we express our cordial appreciation of the visit of the gentlemen delegates of the G. W. V. A. and of the great organization which they represent; that we thank these delegates for laying before us the resolution of the G. W. V. A. and their statements in support thereof; and that we assure the delegates and the G. W. V. A. of our earnest desire to unite with them in practical efforts in support of any objects on which our two organizations agree.

Mr. Burns, convener of the Committee charged to interview the Government and

Civil Service Commission in connection with the bonus for the coming year presented a report to the Convention. Moved Mr. McCann, that seamen on board Canadian that such report be adopted and that a memorandum be drawn up to be presented to Mr. LaRochelle, one of the Commissioners of the Civil Service Commission, and also to the Government.

Afternoon session.

Moved by Mr. T. H. Burns, seconded by Mr. McCann, that seamen on board Canadian Government vessels be placed on same basis regarding treatment for illness or accident as those in the Canadian Merchants' Service.

And that the Federation be requested to take up the matter at the earliest possible moment in order that their report may be dealt with before adjournment of this Convention.

Moved by Mr. McCann, seconded by Mr. Campbell, that Section 6 of the Constitution be amended by striking out the words after "and" in the fifth line thereof down to and including the word "council" in the sixth line and substituting therefor the word "seven"; four to be appointed by the Convention and three to be appointed by the Executive.

Moved by Mr. McCann, seconded by Mr. Campbell, that the following paragraph be inserted at sub-section (E) of Section 4.

(Amendment to the Constitution.)

"Local associations shall have the right to allow members of their organizations who have separated themselves from the Service to retain their membership, but without vote or voice, provided that the words "vote or voice" in this section shall not be applicable to any member elected to Office in the Federation or any Association."

While the above motion was on discussion Mr. Grierson left the chair to take part in the debate. He was replaced temporarily by Mr. McInnis.

The motion carried on a straight vote, but it was requested that it be retaken according to article 7 section (b) of the Constitution. The new vote showed that the motion was lost on a division of 141 to 126½.

Moved by Mr. McCann, seconded by Mr. Campbell, that section 8 be struck out and the following section be inserted in lieu thereof:—

(a) There shall be elected at the annual convention of the Federation a President, three Vice-Presidents and a Secy.-Treasurer, and four members of the Executive Committee.

EDITORIAL

THE CONVENTION

The keynote of the Annual Convention of the Federation, minutes of which are published in this issue, was the willingness of the delegates to recognize the rights of associations as well as of individuals. In a spirit of cooperation it was realized that if the Federation is to look after the big things in Civil Service affairs the various associations should attend to those matters which affect only their own members. True, no formal resolution to this effect will be found in the minutes, but early in the proceedings, by tacit agreement, such was the policy adopted. Here and there will be found resolutions on matters of lesser moment but the discussions centered mainly on questions of general interest and major importance. Some of the most outstanding matters were disposed of with little discussion because the policies expounded by previous conventions were considered sane and sound. Organization, finances, Morson appeal, and official organ, with the perennial bonus question and the omnipresent classification will absorb most of the time of the executive for the present year. They will require the support and assistance of the Service to a greater degree than ever before. This support should be given by each individual member supporting his or her own organization and by assisting unorganized groups to get together for the protection of their common interests. This is not the time to divide our energies. *The Civilian* hopes the spirit which pervaded the Convention will make itself felt far and wide throughout the Service. The Service should, therefore, read and study the minutes of the Convention not only for their own information but to promote the common good.

Bonus

There has been too much tendency to hide our light under a bushel in regard to the matter of bonus. We are often told by civil servants that although we may be entitled to this or to that we must not hint or suggest that such is the case for fear the Government will blow up with indignation and leave us with nothing at all. We think that this sort of trepidity is all nonsense. If there are facts to be stated let us come out with them. So here goes. Every civil servant (whether high salaried or low salaried, married or single, rich or poor, black or white) is entitled today to a bonus equal to the full amount of his or her salary, as set forth in the classification schedule. This is the truth, the whole truth, and nothing but the truth, and the proof of it can be made with ease.

The experts who estimated the value of the services involved in the various positions of the Civil Service, according to their own official statements, made their

calculations on the basis of the theoretical normal value of the dollar in 1918. This value is more than twice the present value. Accordingly when we find \$600 to \$900 set down as the salary range for the position of Junior Clerk in the classification report, we must always remember that this means 600 to 900 normal times dollars or in other words \$1,200 to \$1,800 present day dollars. According to the findings of the efficiency experts therefore, the position of Junior Clerk is today worth 1,200 to 1,800 dollars and the value of the other positions in the Service at the present time must be calculated on that basis from top to bottom. In other words the report of the Arthur Young Company shows that in order that the Service should receive a fair remuneration, based on business principles, each member of the Service should be provided with a bonus equal to salary since the salary is computed in normal time dollars, of which the present value is fifty cents apiece. These are facts, obvious and incontrovertible. In most other walks of life employees have had their pay doubled and in many cases more than doubled to meet present conditions.

We have herein stated, with unanswerable supporting argument, what we ought to get in the way of bonus. We do not expect to get this and we are not even asking for it. Those who are serving the public must count upon making sacrifices that those who serve private interests are not called upon to make, and we are prepared to accept that situation.

In the circumstances, however, we have a right to expect that the Government will deal much more generously with the Service in determining this year's bonus than it has done in the past, especially in view of the fact that the already utterly inadequate bonus of last year has been further depreciated in value by an increase of approximately fifteen per cent, on a very conservative estimate, in the cost of living since its fixation.

Superannuation

It is not merely for considerations of tact and policy that the public advantage is always put forward as the reason for a superannuation system for civil servants. There is no other good reason in favour of the proposal: but on the other hand this reason is so good, so overwhelmingly conclusive, that nothing can stand against it. And it is so obvious, too. The few who oppose a superannuation system base their opposition on the assumption that the proposal is one for the benefit of civil servants. If this were the case, of course there would be no argument; it would be just as clearly wrong to spend public money for the benefit of civil servants as it would be to spend it for the benefit of any other individuals. But also it would be just as clearly wrong to refuse to spend public money on some needed improvement on the ground that some individuals were to be benefitted. The one sole

and only consideration in these matters is the public interest.

This point is curiously illustrated by the title of the first superannuation law passed by the Dominion Parliament. It is not called "The Superannuation Act"; much less is it called "The Civil Service Benefit Act"; it is called "An Act to Promote Efficiency in the Civil Service". In other words, it is an act for the public benefit.

This makes it clear that the Civil Service as a whole pays for the superannuation system. The man in the Service who has to take care of his own future and that of his dependents, ought to, and will, give attention to matters which involve that future. He will carry on some side business, he will take risks in speculation, he will save money regardless of appearances. All these things interfere more or less with his work. And, as each civil servant is a part, however unimportant, of a great working force, the lowering of his efficiency makes it impossible for those associated with him in work to be efficient. This indicates why some authorities estimate that a good superannuation law will increase the efficiency of a body like our Civil Service by ten per cent or more. Assuming this figure to be correct — or make a different estimate and assume that to be correct — and it is clearly seen that the Civil Service as a whole will pay back in increased efficiency all the money that the country is called upon to pay for a superannuation system.

This fact, of course, is recognized by all the best and biggest industrial and business concerns. Would the banks, for instance, be justified in using the great privileges they enjoy to hand over benefits to their clerks? The superannuation system of the banks would be sheer grand larceny if the public did not get the benefit of it. But the business of the country rests on the banks, and the banks depend on their staffs. As a matter of straight, plain, commonplace business, as a matter of sheer necessity of organization, the superannuation system for bank employees has come into existence. And if it is not paid for by the bank employees themselves by the increased efficiency of their services, then the banks have been fooled and the public has been made the victim of a hold-up.

There is a moral in this for the members of the Civil Service. Each man or woman, especially if approaching that most interesting age when superannuation promises early surcease of labour, is apt to say, "What is there in this for me?" "How can I establish my rights in this new fund?"

The moral is: Forget it!

It was this self-centered talk that broke the old superannuation system and that has since made a new one impossible. However important the civil servant may be; however great his toils and sacrifices for the public; however many and grievous ills he may have suffered, the fact remains that the superannuation system is not made for his benefit: he has no rights in it or under it: he gets

out of it just what good is incidental to the making of a law for the public benefit—that and nothing else.

It is true that there are evils, grievances, injustices, bedevilmings, of every kind. Nevertheless and for all that, the fact remains that superannuation is not intended to right grievances, nor compensate for injuries, nor indemnify for losses; superannuation is a method of promoting efficiency in the Civil Service.

To make a superannuation system is a big job under present circumstances. But the way to make it impossible is to try to turn it into a scheme for getting even on former individual wrongs.

A Question of Jurisdiction

There was an unquestionable tone of sincerity in the proceedings of the Civil Service Federation of Canada, and in nothing was that tone more clearly manifest than in the addresses of the Hon. Dr. Roche and of Mr. Clarence Jameson, Civil Service Commissioners and in the thanks returned to them therefor.

There was no desire to suppress the truth, but the case was one in which the whole truth could not be stated with effect. One does not contradict the preacher in the midst of his sermon, nor are one's thanks to his reverence any the less cordial because one would like to amplify the thought.

The Commissioners are excellent public speakers, and the best thing about their oratory is that we have reason to think that they are sincere, capable and public-spirited. This must have been the feeling of all who heard their addresses; and the thanks offered them and the admiration expressed for them as men were just as sincere as their own words had been.

Yet the unfortunate fact is that the Commission, and even the Government as affairs are now organized, however clearly they may see the anomalies and evils that exist in civil service affairs, are quite powerless to afford a remedy.

From the time of Moses, and no doubt from long before, the need has been felt for new courts to handle questions arising from new conditions. Wise men of old told the great Hebrew lawgiver that it was physically impossible for him to hear all cases and redress all grievances, and advised the system of captains of tens, of fifties, and so on, to deal with personal and minor matters. There could be no doubt of the devotion to duty and to the interests of his people of the great prophet. But even he had his necessary limitations.

We are willing to attribute to the Civil Service Commission all the good qualities to which its members, we are sure, aspire. Yet the plain fact remains that neither they nor anybody else can adjust Civil Service difficulties as they now are.

The subject is a big one, and *The Civilian* has dealt with it before many a time and from many points of view. The reasoning cannot be gone over again within

the limits of this article. But let us, in a word or two and without argument, merely point out the difficulty once more.

There are two ways of dealing with a question in dispute,—the autocratic and the democratic.

"I'll be judge, I'll be jury,"

said cunning old Fury;

"I'll try the whole case and condemn you to death."

That is one style. The other is the method which recognizes that each side has an interest and that a jury or some other body independent of both and pledged to fairness shall decide.

It was not always for lack of honest and competent judges that the jury system was resorted to, it was because there is a principle of representation which cannot be ignored without danger.

The Civil Service Commission is and must be one side of a case, since they are appointed by one side of the case. Count the members of the Commission as Daniels come to judgment, count them as very archangels, and they are still essentially disqualified from dealing with certain civil service cases.

The conclusion is that, until some appeal is granted, in which the civil servant shall be treated as an appellant in the full and proper sense of the term, before a judge, civil service question cannot be properly handled.

Let us add as a last word—to head off, if possible, the censorious and the suspicious, that this article is not an attempt in any way to cool the feeling entertained and manifested for the Commissioners, nor to suggest in the remotest degree any failure on the part of the members of the Commission. The question is one of judicature, purely, and we merely point out that cases now exist, and others are constantly arising which only a new court properly constituted is competent to deal with.

Case of Prussianism

What we regard as a shocking exhibition of applied Prussianism in the administration of public affairs in a province of the Dominion has recently come to our attention. The case does not, it is true, directly affect us as federal Civil Servants, but it should command our sympathetic interest, and we feel that a reference to it is not amiss in these columns. We shall state the facts very briefly. In January last there was published at Victoria, B.C., the first issue of *The Civil Servant*, being a monthly periodical and the official organ of the Provincial Civil Service Association of British Columbia. We have a copy of this paper before us. It is a very modest little publication with a tone of dignity and reserve that should have placed it beyond any criticism on the part of the authorities.

There will be no second issue of this paper unless conditions alter. We are informed that the Provincial Government has forbidden its publication and threatened

with dismissal any of its employees who continue to identify themselves with so desperate an enterprise. We are truly amazed to find a Provincial Government assuming an attitude of autocratic dictatorship which no Federal administration would, in this day and generation, even contemplate, and we indeed misjudge the calibre of British Columbians if they are willing to quietly tolerate any such mediæval procedure. It is surprising moreover that an action of so tyrannical a character should emanate from an administration that is said to belong to a political party the very name of which should infer the advocacy of democratic principles.

Exit Experts

"And may there be no moaning of the bar, when I put out of sea."

—TENNYSON.

The experts are on their way home. We presume that there will be no moaning of the bar, (or at the bar may we suggest to our Inside swimmers of the Hulsespont) when they put out to C. (Ill.)—please note that C. (Ill.) is not Esperanto for sea sick, but is used to designate a large and apparently thriving centre of American population—; as we have said it is C. (Ill.) that the experts are putting out to, and the other sea is where they have left us all at, so our attempted analogy between this situation and Tennyson's famous poem is not a very good one after all. At any rate the experts have gone and we bid them farewell, without any hard feelings, and in that generous and sportsmanlike spirit that is becoming to members of His Majesty's Service.

We wish them all good luck and we hope that the mistakes that they have made and the experience that they have gained at our expense will be beneficial to them in any fresh fields of experimentation wherein they may in future exercise their talents. We honestly believe moreover that these young men have done the best that they could, in the circumstances, and we shall go further and express the opinion that had their professional judgment been unhampered by a certain type of extraneous influence, known in sporting circles as offside interference, we might have had a fairly good classification at their hands.

The Naval Service Situation.

The Civilian hastens to protest against the unheard of proceedings that have recently occurred with regard to the staff of the Naval Department. It seems that a few weeks ago the Minister in charge of the Department, as a result of certain political developments, with which we have no concern, caused notices of dismissal to be sent to practically every employee of the Department. The minister cannot dismiss permanent civil servants, and his action is legally without effect in the present case. A

permanent civil servant can only be dismissed by an Order of His Excellency in Council. We trust that it is not the intention of the Government to countenance the highly irregular action herein referred to. Of course we are aware that the Government does not propose to abolish the Department and that the present move is merely the precursor of a reorganization. We would point out, however, that this method of providing a reorganization leaves the door open for the most dangerous type of deep sea patronage.

Merit System vs Patronage

Those of our readers who are students of the French Revolution will recall the words with which Madame Roland addressed the figure of the goddess Liberty on her way to the guillotine: "O Liberty what crimes are committed in thy name!"

We in our turn, not on our way to the guillotine, it is true, but on our way to classification which we fear many readers may regard in the same light, may say: "O Merit System! what crimes are committed in thy name!" — for some of our classification salary schedules come fairly within the definition of crimes, — do they not, dear readers?

The great woman patriot of the Revolution was right. Many crimes are committed in the name of Liberty, but for all that, Liberty remains the highest ideal in the political evolution of mankind, and so also does the Merit System remain the highest ideal to be striven for in the cause of Civil Service reform. Beware of the Patronage group, dear readers, and do not let yourselves be enmeshed in any of their devious machinations. Let the Merit System stand. We ourselves can eventually make it what it ought to be. In the meantime *The Civilian* remains inveterably opposed to the politicians who propose to advocate retrogression in Civil Service at the present session, or any session, of Parliament.

A Word of Gratitude

Elsewhere in this issue mention is made of Mr. Frank Grierson's retirement from the presidency of the Federation and from control of *The Civilian*.

The brief summary there given states certain outstanding facts, but no record of facts could convey to the reader a true sense of the work which Frank Grierson has carried on. It is not too much to say that at times the whole burden of Civil Service organization on national lines has rested on the shoulders of this one man. Such a state of affairs would naturally be spoken of as impossible. But Frank Grierson has made nothing of impossibilities; again and again he has salvaged the ship and worked her with a volunteer crew through a successful voyage.

Let it be henceforth a shame for any civil servant to say of any good thing hoped for that it is "impossible".

Frank Grierson is with us, is one of us, our leader, our lost-loved comrade. People have been talking to him of "impossibilities" from the beginning, and he has gone on turning these impossibilities into facts.

Others helped, of course; they gave what they had and did what they could — and all honour to them, all blessings upon them. But these people came and went. And Grierson used them all — used himself and all he could win or seize; and "kept on keeping on."

He made mistakes? Yes, thank the Lord! he made mistakes — thousands of them. Had he been considerate of mistakes it is practically certain that he would have tried to get back to a basis of reason and common sense by dropping the whole thing and allowing the Civil Service of Canada, especially those members of it who were so poignantly and delicately mindful of "mistakes", to work out the problems for themselves. "It is meat and drink to meet a fool", says the philosophic Jacques. It certainly has been meat and drink to many of these wise ones of the Service that Grierson was foolish enough to wholly forget his own interest and to keep on in the work which they could not or would not do. For improvement of all kinds in the Service—far more in number and value than the wise ones have ever counted or taken thought of—have been brought about by the fact as a basis that Grierson stuck, Grierson was there. And not merely was he there but as John Hay, that true understander of the human heart says of his hero, Jim Bludsoe:—

*They all had faith in his cussedness,
And they knew he'd keep his word!*

Such a man is a whole organization in himself. People know where to find him; they know what he will do; they can help because they know that whatever little contribution they may bring to the common cause will be received, and will be made of real use.

Thanks and appreciation should be expressed to Frank Grierson for all that he has done.

Gratitude has been defined as "A lively expectation of favours to come." And so it is with us. Frank Grierson is no longer to be left the lone miracle-worker; there will be an organization to back all the workers. And Grierson himself will be in a better position than ever to carry out the work he has in mind for the Civil Service of Canada. His release from his former duties will be but a call to take up others. The shame and folly of driving the willing horse to death has not come upon us, and the chance to make him the wheel-horse of a big, willing and effective team is presented. The Service cannot pretend to deserve the sacrifices made for it and the devotion to it shown by Frank Grierson but it can show itself partly worthy of these gifts, by every man and woman becoming inspired by his example and determined that all that he has done, is doing and is yet to do, shall be backed up and shall be made to contribute to the advancement of the common cause.

An open letter to Civil Servants

In this the first opportunity I have had of addressing the members of the Service as President of the Civil Service Federation, I wish to offer my sincere thanks to the delegates to the Convention and to the associations that they represent for the honour that they have conferred upon me in electing me to the office of President of the Federation. At the same time I wish to assure them that during my term of office I shall endeavor to carry out the policies laid down by the Convention to the best of my ability and to meet such new situations as may arise in a spirit which they would approve.

The very pleasant relationship already established amongst the officers and Executive indicate the desire of all to make this a year of progress. The questions to be settled are many and of the most vital importance to the Service. Minor matters must, therefore, give place to the larger issues which cannot be ignored. To this end it is hoped that the various associations will assist by dealing as far as possible with matters which effect only their own members in order that the officers and Executive of the Federation may concentrate on the vital needs of the Service.

Some progress has already been made on these more important matters and it will be the duty of the Executive to inform the Service of the

time to time through the official column in *The Civilian* or by circular of the developments as they arise. The members of the Service on their part should endeavor to cooperate by such means as are open to them. A few



J. C. O'CONNOR,
President, Civil Service Federation.

of these means will readily suggest themselves. An effort should be made

to build up the various associations in order that they may be truly representatives and it will be the duty of the Executive to inform the Service of the

convention and steps taken to have all new matters of importance discussed before another convention. Discussion of the minutes and explanations from delegates to their associations will help to develop amongst civil servants that unity of purpose so necessary to obtain results. Members should also assist wherever and whenever possible in placing before unorganized civil servants the benefits to be derived from organization. A central organization committee has already been formed which will be glad to advise with unorganized groups as to how they may best join in our activities.

I do not feel that I can let this opportunity pass without reference to those associations not now affiliated with the Federation. To such associations I would say in all sincerity and with all good will—compose your differences and join with us in our efforts to improve the status and conditions of employment of civil servants. If your members believe that you can serve their interests so also do we. But there are certain matters of common interest to civil servants on which they should be united. By affiliating with the Federation you will have the right to help in shaping its policies and in making it what it ought to be—a body representing all organized civil servants and devoted to their best interests.

J. C. O'CONNOR.

A VETERAN'S ADVICE

"Most men in the railway mail service don't know how to ride to keep their health", said William J. Judd, forty-seven years in the Service, who is seventy years old, and is as strong and vigorous as most men twenty years younger. "They should learn to stand on their toes, as I do year in and year out. If they 'stand pat', or flat on their heels, they will be so shaken up, their kidneys soon will be out of order, as happens in two-thirds of the cases of men who enter the railway mail service. I never have any trouble. I also take care of my eyes, although there was a constant strain in the old days of kerosene lamps in wooden coaches that were heated with wood burning sheet iron stoves. Once in a great while now the

electricity on our steel cars gives out and we are forced to use a lantern."

Mr. Judd has completed 47 years in the postal service on April 13. For the first 11 years he was a clerk in the New Haven post office; then for six years he was railway mail clerk between New York and Boston via Springfield, and for the last 30 years he has been on the Pittsfield-New Haven run. In those 36 years he has travelled 1,934,400 miles; he has handled 100,800,000 ordinary letters and 1,092,000 registered letters, and an average of 50 sacks of newspaper a day. On every run Mr. Judd handles 80 packages of letters, with an average of 75 to the package, and 130 registered letters, each of which has to be entered on a card and in a book. All this work gives him little time to "see the trees go by". Mr. Judd is the oldest railway mail clerk on the New York and New

Haven system, and one of the three or four oldest in service in the country.

—CSFC—

BANQUET AT HALIFAX

President John M. Meagher presided at the annual banquet of the Halifax Branch of the Dominion Postal Clerks' Association of Canada held at the Green Lantern, Halifax, early in March. Besides other guests of note at the head table were His Worship Mayor Parker, H. G. Bauld, M. L.A., and Archibald McDonald, president of the Railway Mail Clerks' Association. All three made interesting speeches in reply to the various toasts which, together with well selected orchestral numbers and songs, made up a most entertaining program.

Minutes of the Ninth Convention of the Civil Service Federation of Canada.

(Continued from page 145.)

(b) All nominations for the respective offices shall be handed to the Secretary in writing not less than 10 hours before the time set for election, and posted by him in a conspicuous place in the Convention Hall. All nominations shall be signed by those making them.

(c) The election of officers shall take place on the day determined by the delegates present at the annual Convention and shall be held in open convention; official ballots having been previously prepared bearing the names of all nominees for the respective offices, such ballot form to be initialed or otherwise marked by the President, or some other person designated by him for that purpose, shall be distributed to the delegates according to the number of votes to which they are entitled. The voting strength of each delegate shall be in accordance with that allotted to him by the Convention on the adoption of the Credential Committee's Report.

(d) In case of three or more delegates being nominated for any office and on the first ballot a clear majority not appearing for any one candidate, another ballot shall be taken, the name of the candidate having the lowest number of votes being dropped; the same process to be repeated if necessary until a clear majority of votes is given.

Sub-section E was skipped for the time being to be re-drafted.

(f) That sub-section (b) of section 7 be amended by inserting at the commencement of said section the words "provided the per capita tax has been paid."

Moved by Mr. McCann, seconded by Mr. Campbell that the following five resolutions be adopted:—

1. That on the recommendation of the deputy Head, ex-service members now occupying temporary positions, shall be made permanent after the termination of six months' service, provided the Civil Service Commission after making an individual oral and practical examination on the duties of office cannot show any valid reason why such applicant should not hold the position in a permanent capacity.

2. **RESOLVED:** — That provision be made for the continuance of the salary of any permanent or temporary employee of the Dominion Government, during his absence from duty when such absence is due to a recurrence of disabilities received as a result of service with the Canadian and Allied Forces. That satisfactory evidence

be submitted that such absence was due to the above cause.

3. Whereas the Civil Service Commission detailed ex-members of the Canadian Forces to fill temporary positions from lists of applications without special reference as to capabilities and that very many of these are holding positions inferior to those which their qualifications would enable them to fill satisfactorily.

Therefore be it resolved:—

That the Civil Service Commission be requested to obtain detailed information from the Deputy Ministers of Departments as to the previous experience and qualifications of ex-members of the Canadian Forces holding temporary positions in their departments to the end that future temporary and permanent appointments may be made from ex-service men now employed in positions inferior to their abilities and that such men be transferred to departments in which vacancies may occur, commensurate with their qualifications.

4. That an ex-member of the Canadian Expeditionary Force, etc., etc., if competent, and who left his position to go on Active Service, shall be allowed to occupy his former position and shall be entitled to receive all increases and privileges which would have accrued to him had he not gone on Active Service, and that steps be taken at once through all various Departments to ascertain full information regarding such employees as find themselves thus penalized through Active Service, list to be forwarded as soon as possible to Civil Service Commission.

5. That one returned soldier be added as Civil Service Commissioner.

Re the above this Convention recommends that in the event of the personnel of the Civil Service Commission being enlarged due consideration be given to the appointment of a returned soldier.

Moved by Mr. McCann, seconded by Mr. Campbell, that the following resolution be adopted.

Whereas the Housing Conditions are among the most difficult confronting the salaried class of Canada to-day and—

Whereas the Federal Housing Scheme has been a business-like effort to cope with the difficulty.

Be it resolved that this Federation memorialize the Government to have the grant to the Housing Commission increased to provide for larger individual loans necessitated by the increased cost of labour and building conditions.

The following report of the Audit Committee was adopted without debate:—

"We certify that we have examined the books of the Civil Service Federation as kept by the various officers of the Federation, have compared the balance as shown by the Financial Statement and the Cash Book with the balance as shown by the Bank Book and have found them in agreement.

Vouchers have been produced for all disbursements, with the exception of salary payment to Miss Elsie Regan for services as stenographer.

Vouchers for these payments are to be produced later. They are for salary \$101.50 and \$12.00 for postage."

The financial statement will appear in the May *Civilian*.

FRIDAY, MARCH 12th.

The first resolution adopted was one extending the hearty thanks of the Convention to the ladies of the Halcyon Club for the kind entertainment and for the very pleasant evening spent by the delegates.

The Bonus Committee, through Mr. Burns, convener, reported that a meeting will take place, sometime to-day, with the Acting Prime Minister, Sir George Foster.

Reports from Standing Committees were next called for. The report of the Election Committee was submitted by Mr. T. H. Burns. The nominations of officers and members of Executive for 1920 is as follows:—

President: — F. Grierson, J. C. O'Connor, D. L. McKeand (Major).

Vice-Presidents: — Three to be elected. — T. H. Burns, H. C. Barnes, A. C. Campbell, J. Mac L. Fraser, Miss E. Inglis, M. F. Kehoe, D. L. McKeand, T. G. Matheson, Secretary-Treasurer: — F. Grierson, L. H. Lamothe.

Executive: — Four to be elected. — T. H. Burns, F. Grierson, Miss Inglis, F. Jacques, M. F. Kehoe, J. C. Lamb, M. McGrath, W. A. McGuire, T. R. L. McInnis, J. C. O'Connor, J. H. Ryan, Miss M. Ross.

President Grierson informed the meeting that he would, under no consideration accept nomination and requested that his name be struck from the list of nominees.

After considerable discussion it was decided that the following report of the organization committee be adopted as a whole:—

Your Committee beg to report as follows:—

1. In connection with the application of the Amalgamated Postal Workers for affiliation with the Federation; your com-

mittee arranged a conference of the various associations in the postal service with the members of the Committee, and after full consideration of the opinions and sentiments expressed by these Associations it is the opinion of your committee that it would be unwise to grant the request of the above mentioned organization at this time. It is suggested that the incoming executive of the Federation should be observant of the activities of these organizations with the object of arranging a settlement of differences.

2. The Committee had under consideration an application from the Ottawa, London, Hamilton and St. John, N.B. Excise Associations for membership in the Federation as a Dominion Association, and it is recommended that this request be granted.

3. Representations were made to the committee requesting the continuation of the Office Cleaners Association as an affiliated organization. It is the opinion of the committee that this request should be granted.

4. For the purpose of better organization and in order that the aims of the Federation may be more readily achieved, your Committee recommends that Civil Servants of the same class, having separate associations in different parts of the Dominion, be required to form the central organization to be known as the Dominion Association of that class, and affiliation of the class with the Civil Service Federation of Canada be through the Dominion Associations only. It is further recommended that the initiative to put this plan of organization into effect should be taken by the Executive of the Federation as soon as possible.

5.—Your Committee desires to go on record as endorsing the following recommendations adopted at the Convention held in March, 1919:—

That every encouragement be given by officials of the Federation to the organization of Provincial and Municipal employees.

J. H. RYAN,
Chairman.

At this stage of the proceedings the session was suspended in order to receive Mr. Jameson and the other members of the Board of Hearing.

Mr. Clarence Jameson, to whom Mr. Grierson gave the credit for such a democratic institution, indicated that the board would probably continue to exist in some form or other as a medium of appeal for civil servants.

A CAREER — NOT A JOB

"I want to see the Civil Service recognized as a life career and not a life job," Mr. Jameson said, "You can place it on that high plane by adopting policies of

moderation. Civil Service reform is on trial. If it survives the next two years, I believe it will be an abiding principle of all Governments. The choice is largely in the hands of the Civil Service."

Mr. Jameson spoke of the cordial relations existing among the members of the Board of Hearing: Mr. J. C. O'Connor, Major D. L. McKeand, for the Civil Service; Mr. Wm. Kearns, assistant auditor-general, and Mr. A. St. Laurent, assistant deputy minister of Public Works, representing the departments; and on occasions a member of the Service whose classification was in question.

TRIALS OF CLASSIFICATION.

He reviewed the trials of classifying the service, and told in detail the activities of the board of hearing originated by him which has proved very satisfying to the service, according to testimony given at the Convention. Any increases granted by the Board went before the Civil Service Commission which in all cases had ratified them, he said. They had to proceed very carefully because of the far-reaching results of changes which had to be made uniform throughout the Service.

One difficulty had been the question of prevailing rates of pay. Some requested them, and some said they did not desire them. The members of the Board were eulogized and stress laid on the good-fellowship existing in their dealing with matters affecting the Service.

At the conclusion of Mr. Jameson's address the other members of the Board spoke. The Convention extended to all members of the Board a cordial vote of thanks and expressed full confidence that the appeals from the Classification could not be in better hands.

At noon the Convention proceeded to the election of the officers. While the balloting was in progress Mr. Burns informed the delegates that a meeting had been arranged with Sir George Foster, the Acting Prime Minister at four o'clock.

At the opening of the afternoon session the Election Committee reported the result of the election for officers as follows:—

President. — J. C. O'Connor.

1st Vice-President. — T. H. Burns.

2nd Vice-president — Miss E. L. Inglis.

3rd Vice-President. — Major D. L. McKeand.

Secretary-Treasurer. — Mr. L. H. LaMothe.

Moved by Mr. A. C. Campbell, seconded by Mr. H. C. Johnson, that the interests of the Federation in the matter of Superannuation, be committed to the Superannuation Committee of the Civil Service Association of Ottawa, subject to revocation by the Executive Committee of this Federation.

Moved by Mr. J. C. O'Connor, seconded by Mr. McCann, that the following report from the Ways and Means Committee be studied clause by clause:—

Your committee on Ways and Means having considered the various matters referred to them by the Convention and suggestions made by delegates before the Committee beg leave to recommend as follows:—

1. That the per capita for the present year be 50c. per member.

2. That an appeal be made to the various organizations composing the Federation for further funds to carry the Merson appeal to a final decision.

3. That the salary to be paid Mr. Grierson for services during December, January, February and March be \$235.00 per month.

4. That steps be taken to have the various associations purchase shares in *The Civilian* and that the incoming Executive assume control of the official organ as soon as suitable arrangements can be made; the Executive to act as trustee for the various associations until next Convention.

5. No details of the travelling expenses of delegates were received by the Committee. Considering therefore the financial position of the Federation the Committee has no recommendation to make.

6. The Committee further recommend that the delegates to this Convention be all charged with the duty of assisting in the work of organizing Civil Servants in their locality and that a central committee on organization be formed under the Executive at Ottawa to co-ordinate these activities.

Moved by Mr. McCann, seconded by Mr. J. H. Ryan, that the first clause be adopted as read.

Moved by Mr. McCann, seconded by Mr. Back, that clause No. 2 be adopted as read.

Moved by Mr. McCann, seconded by Mr. T. H. Burns, that clause No. 3 be adopted as read.

While clause No. 4 was under discussion Mr. T. H. Burns, who was convener of the special committee, appointed to interview the Government and the Civil Service Commission requested that the debate be suspended so that arrangement could be made to meet the Acting Prime Minister, Sir George Foster, at 4 o'clock this afternoon.

Moved by Mr. Back, seconded by Mr. Hayhurst, that representation on Bonus, as introduced by Mr. J. C. O'Connor, be presented by the Convention in a body, to Sir George Foster, and that the sub-committee who has already interviewed the Civil Service Commission on the same subject, be requested to go and see Mr. LaRochelle, Civil Service Commissioner,

immediately after that interview.

In order to acquaint the Government with the attitude of the Civil Servants of Canada with reference to the High Cost of Living Bonus, as expressed through their representatives, assembled at the annual Convention of the Civil Service Federation, the following representations are herewith presented:—

The Bonus provisions, so far made from time to time, to cover the increased cost of living have not met that increase cost, save only in partial measure. We submit that the time is now arrived when the bonus should be put on a rational basis and increased in amount and extended in application to meet present conditions. It is, therefore, our opinion and our urgent request, that the present salary and civil status limitations in the application of bonus, should either be removed entirely or materially modified and that the amount of the bonus should be substantially increased.

All of which is respectfully submitted on behalf of the Civil Service Federation of Canada.

It was decided that Mr. Grierson should be the spokesman for the Convention.

Sir George Foster, in his reply, stated that he was not in a position to make a definite statement regarding the exact amount of the bonus, the Government not having as yet come to any final conclusion. He intimated, however, that the bonus would not only be continued, but would be somewhat more favourable than in the past.

Business was resumed at 5 o'clock, and the debate on the report of the Ways and Means Committee was continued. It was finally decided that clause No. 4 be held over until Saturday, in order to allow the President to make a more complete statement, and that clauses Nos. 5 and 6 be adopted.

The following resolution was also adopted:—

That this Convention do, hereby, emphatically oppose and strongly protest against the movement now being promulgated in certain political circles to revert to the system of Patronage in the administration of the Public Service of Canada, and that in support of this position we do maintain, as a result of knowledge and experience, that under any Patronage system, worth counts for little and influence predominates, whereas under a Merit System properly administered worth prevails and influence is reduced to a minimum.

Be it further resolved that we heartily endorse and fully approve the reform inaugurated by the Civil Service Act of 1918 in the firm conviction that any deviation

therefrom would be disastrous to the interest of the Civil Service and opposed to the public good.

At this stage of the session it was decided to proceed with the election of four members of the Executive Committee.

SATURDAY, MARCH 13TH.

The Elections Committee reported that the following had been elected as members of the Executive Committee:—Messrs. T. H. Burns, T. R. L. MacInnes, F. Kehoe and M. McGrath.

Moved by Mr. D. H. Elliott, seconded by Mr. Edwards, that the following report from the Grievance Committee be adopted:—

"Recommended that regulations of the Civil Service Commission governing hours of attendance and holidays be extended to all departments inside and outside Ottawa, without preference or discrimination."



MAJOR D. L. McKEAND,
3rd Vice-President C. S. F. C.

Discussion on clause No. 4 of the Ways and Means Committee report which was left over yesterday, was resumed.

Mr. Grierson requested Mr. O'Connor to occupy the chair during the course of the discussion of clause No. 4 of the Ways and Means Committee. After a long debate it was finally moved by Mr. McCann, seconded by Mr. LaMothe, that clause No. 4 as originally drafted be adopted.

Mr. T. H. Burns asked reconsideration of a resolution re Immigration.

Moved by Mr. Burns, seconded by Mr. Chevrier, that clause No. 3 of the Resolution Committee re Immigration Association, be referred to the incoming Executive.

Moved by Mr. D. H. Elliott, seconded

by Mr. Edwards, that a statement from each delegate covering the mileage expenses be given to the secretary as a means for the incoming Executive to determine what would be the probable cost of pooling delegates expenses.

Moved by Mr. MacInnes, seconded by Mr. Marshall, that the following resolution be adopted:—

"That it is the opinion of this Convention that there should be introduced into the administration of the Civil Service of Canada, Appeal Boards and Whitley Councils, details with respect of which may be found in the report of the Executive, and that it is further the opinion of this Convention that the adoption of these reforms is essential to the creation of satisfactory employment conditions and the development of an efficient and contented service, considerations which effect the welfare of the public as well as that of the Service.

And be it further resolved that urgent representations to this end should be made with the Government by the Executive."

Moved by Mr. MacInnes, seconded by Mr. Burns, that the following resolution concerning the representatives of the Civil Servants on the Board of Hearing and Recommendations, be adopted.

"That this Convention heartily endorse the action of the Executive in selecting Mr. J. C. O'Connor and Major McKeand to represent the Federation on the Board of Hearings and Representations, and that we hereby express our appreciation of the devoted and eminently satisfactory services of these gentlemen and that it is our earnest desire that they should continue to represent the Federation on the Board."

Mr. F. G. Beardall, fraternal delegate of Provincial Civil Servants, expressed his appreciation for having been called upon to attend this Convention and that nothing but good fellowship could result from such an exchange of views by all federal civil servants, and also mentioned the fact that the interest of the Ontario civil servants were in every way similar to ours. He expressed regret that he could not stay to see the finish of this Convention and left the rooms amidst many cheers.

Moved by Mr. McGuire, seconded by Mr. Bradley, that the matter of Bonus for the coming year be left in the hands of the incoming Executive.

The following letter was read by Mr. O'Connor:—

I beg to tender my resignation as editor of *The Civilian*.

FRANK GRIERSON,

Ottawa, March 13th, 1920.

Moved by Mr. LaMothe, seconded by Mr. McGrath, that since Mr. Frank Grierson has expressed his desire to resign as

editor of *The Civilian*, it is our sad duty to accept his resignation, but be it coupled with an expression of our sincere regrets.

Moved by Mr. T. H. Burns, seconded by Mr. G. S. Back, that the matter of appointing an editor to *The Civilian* be left in the hands of the incoming Executive.

The following resolution was moved by Mr. Grierson, seconded by Mr. LaMothe, resolved that this Convention express its very grateful appreciation to the G. W. V. A. Ottawa Branch, for the use of the hall for the purpose of the Federation, and that the secretary forward the G. W. V. A. suitable expression of this resolution.

The following final report from the Resolution Committee was presented, through its chairman, Mr. McCann:—

1. That in view of the increased cost of living and the depreciation of the dollar it is not considered that \$60 annual increase which the Classification actually provides for is sufficient; we therefore, recommend where such increase only is provided that it be raised to \$120 in all cases.

2. Be it resolved that as under the present Civil Service Regulations governing sick leave, temporary employees can only be granted leave, with pay, for a period not exceeding twelve days, within twelve consecutive months, this Convention go on record in favour of the Civil Service Regulations being so amended that all temporary employees, after one year's service be allowed the same period of sick leave as permanent employees.

3. In view of the fact that women form a large proportion of the membership of the Civil Service, be it resolved that this Federation request the Government to appoint a woman as a member of the Civil Service Commission in the event of the personnel of the Commission being increased. Your Committee, not having all information available, refer this request to the incoming Executive.

4. Be it resolved that all notices of motion to change the constitution be filed with the secretary of the Civil Service Federation at least one month prior to date of the commencement of the Convention, and that copies of the said notices be forwarded by the secretary to the secretary of affiliated association and that the secretary of each be supplied with a copy of the Constitution.

5. Whereas owing to the increased cost of living and the depreciation of the value of the dollar sufficient protection is not now afforded by the maximum policy of \$5,000 allowed under the present Civil

Service Insurance Act, that the Executive of the Federation be instructed to avail themselves of the first opportunity to make representations to the Government to have this maximum increased to \$10,000.

6. That the thanks of this Association are due and are hereby tendered to the retiring officers of the Federation and especially to Mr. Frank Grierson, to whose labours and powers of leadership the very existence of the Federation and the success of its Convention for years past are primarily due.

7. That the thanks of the Federation be offered to the press of Ottawa and of Canada generally for their full and careful reports of the Convention proceedings.

8. Resolved that it is the opinion of this Convention that all temporary Civil Servants be given permanent standing on the completion of six months' satisfactory service on the recommendation of the Deputy Minister, and an examination exclusively on the duties of office.

That this be construed as an instruction to the Executive to bring this resolution to the attention of the proper authorities as forcefully as possible.

10. That the Federation express its special thanks to Mr. F. E. Lamb who has given up his entire time to the Convention and to whose services as secretary the success of the meeting is largely due.

The report, after being considered clause by clause, was adopted.

The following resolution was then considered and adopted:—

"Whereas there is a great deal of misunderstanding of the Civil Service and possibly injustices thereto, due to the manner of arriving at a basis of proper salary, to wit: the salary assumed to be proper on the hypothetical presumption that the year 1918 was normal and that there had been no war and rapid increased cost of living.

Whereas the Civil Service Commission, through their advisory experts, the Arthur Young Co., are presumed to have information and other data by which they arrived at the compensation to be paid for different kinds of work.

Be it resolved that the Government be requested to advise the Civil Service Commission to place at the disposal of duly accredited Civil Service organizations information they may desire in regard to various remunerations.

The following resolution dealing with the interpretation of the Civil Service Acts of 1918 and 1919 was also considered and adopted:—

Moved by Mr. MacInnis, seconded by Mr. Bradley, that the following resolution re interpretation of Civil Service Act of 1918 and Amendment Act of 1919 be adopted:—

"Whereas, in the Civil Service, there is considerable difference of opinion and possible misunderstanding of the respective powers, functions and duties of the Civil Service Commission, the Deputy Heads and Government in regard to the sections of the Civil Service Act 1919, and Amendment Act 1919, dealing with organization, classification and reclassification.

Be it resolved that this Federation respectfully ask an interpretation in writing, of the above sections by:—

1. The Deputy Head of the Justice Department (or Justice Department).

2. The Civil Service Commission. Further that the Commission be requested to define what functions, duties, or portions have been completed, are in process or about to be done, and if possible, their policy or line of action for the future.

3.—An independent authority on law, particularly Constitutional law, provided that, in the latter, the officers may delay action until the other replies are considered, and the officers may further delay if the cost appears unwarranted and that they report to the Executive.

Moved by Mr. Sandiland, seconded by Mr. J. S. MacDonald, that the next Convention be held in Ottawa, within the next year, at a date to be determined by the incoming Executive.

INSTALLATION OF THE PRESIDENT ELECT.

Mr. Grierson, leaving the Chair, paid a high tribute to the president elect, Mr. J. C. O'Connor, and assured all the delegates of his entire devotion to the cause of Civil Servants, although he has decided not to accept any position on the Executive, that he was not deserting the ship, that he would always be at the disposal of the present Executive. He resumed his seat amidst rousing cheers. When the president elect rose to address the Convention he was also greeted with enthusiasm. Mr. O'Connor paid at fitting tribute to the retiring president, Mr. Frank Grierson, and said that all Civil Servants will never forget what he had done for us all while president of the Civil Service Federation of Canada, and the news of his retirement from office will certainly be received with sincere regret.

Moved by Mr. Fox, seconded by Mr. Sandilands, that the convention be adjourned.

The delegates departed after the singing of God Save The King.

The
Collector of
Comments

Dominion Customs Officers Association

The
Unofficial
Surveyor

The Convention.

As a full report of the proceedings of the Convention held in Ottawa March 3rd-6th, is being published in a special souvenir number of the Convention, together with a full report of the banquet, and a number of special articles, it is obvious that an extended report here would be superfluous, especially in view of the reports taken to the Branches by the delegates attending the gathering.

Sixty delegates responded to the call of order when President Colvins' gavel tapped the table. From Victoria to Halifax, the roster was complete and thoroughly representative of numbers and thought of the widespread membership. Business got under way in short order, although it took the best part of the first session to get into the smooth running that characterized the whole proceedings.

Early in the sessions, a feeling of dissatisfaction manifested itself over the delays and procrastinations in connection with the application to the personnel of the classification of the various ports, and a committee was appointed the first day to wait on the Civil Service Commission and ascertain causes of delay. Quite a lot of details were forthcoming as a result, but were too late to permit of an intelligent study within the time allotted, and the delegates appeared en bloc before the Board of Hearing and Recommendations, and after stating facts as above, asked for further delay in order to have time to prepare the case of the Customs Outside Service. This was granted unhesitatingly by the Chairman of the Board, Mr. C. Jameson. Mr. Jameson took the opportunity to explain the functions of the board to the delegates who expressed satisfaction over the results of the interview.

The Convention without classification, was thus as Hamlet with the principal figure absent. After a superficial study of the all-important question, and submitting a number of valuable suggestions, the whole matter was left in the hands of the incoming executive.

The first important item disposed of, was the change of name of the Association. It is a slight one, but serves to remove any misunderstanding as to the aims or objects of the organization, and was concurred in unanimously.

Pooling of expenses of delegates, that bone of contention since the beginning of

our existence, has been adopted, with the entire approval of all concerned. Two important factors were taken into consideration, assistance to distant delegates, and the right of representation of the smaller branches. Both parties put up a strong argument, and it was largely due to the tact and commonsense of Mr. J. B. Jackson, of Fort Frances, chairman of the committee on Pooling of expenses and his fellow-workers, that a successful understanding was reached. The zone system is to be followed, namely, — only delegates outside of a five hundred miles of the meeting place are to be assisted financially in travelling expenses. For instance, a delegate from British Columbia will be compensated for disbursements in railway fare, berths, meals, etc., up to within five hundred miles of the convention. Once inside this zone or limit he receives nothing. No hotel or other expenses are payable to any delegate, except officers or others designated by the constitution.

The reports of the officers met with the unanimous approval of the delegates who absolutely refused to discuss, much less criticize, the expenditure, which reached a large amount in this year's report. Wonder was expressed at the work accomplished with the small expense, and the matter was left at that.

Affiliation of labour was quickly disposed of. The delegates did not oppose the principle of labour unions, as they were not called upon to discuss this aspect of the question. It was the feeling of the members of the D. C. O. A. that under present conditions this question could be left over until the system pursued at present failed in its purpose when other methods could receive due consideration.

Matters of regulations, routine, and practice were given due consideration, and the 1920-21 Bonus also was given careful study, and instructions given the executive on this and other matters too numerous to mention.

Important changes in the constitution included a two dollar annual fee, which is expected to take care of the delegates expenses of the next convention and a fifty cent membership fee of the Civil Service Federation; also changes in the executive, another member being added a resident in Ottawa, Mr. M. F. Kehoe, a veteran in the work of Civil Service Reform. Also the vexed question of overtime was warmly debated at some length, and an eight hour

day, wherever practicable was unanimously adopted. In short the new executive has a big job ahead in carrying out the instructions of the convention in these and the many other questions which have been left for it to deal with.

A banquet was held in the Chateau Laurier on Thursday, March 4th, at which one hundred and fifty guests were present. Among those present were Hon. Martin Burrell, Minister of Customs, Senator G. Robertson, Minister of Labour; our own Commissioner Mr. R. R. Farrow, the Assistant Commissioner Mr. G. W. Taylor, and a number of other departmental heads. Also Hon. Dr. Roche, Chairman of the Civil Service Commission, and a number of the members of his staff. Besides at the guest table were prominent members of Civil Service organizations whose efforts in Civil Service reform gave them the recognition and prominence in such a festive and official occasion.

Splendid addresses were delivered by Hon. Mr. Burrell, Senator Robertson, Dr. Roche, Commissioner Farrow, and a number of other fine speakers; the toasts being proposed by members of the D. C. O. A. President Colvin, as toastmaster seemed quite at home, and discharged his important duties with tact and ability. A splendid musical program was furnished for the entertainment of the guests and special mention may be made of the magnificent vocal solos of Mr. Harold Roche, a member of the Montreal Customs staff, who was received with vociferous applause.

The delegates at the Civil Service Federation convention which followed ours were quite busy, and took a prominent part in the debates and figured on all the committees. At the election of the officers for 1920-21 our Association was well represented, Mr. T. H. Burns, our secretary-treasurer, being elected first vice-president, and Mr. M. F. Kehoe, of Ottawa, was elected as a member of the executive.

To one and all, patience is asked. There is a long row and a hard one ahead of the new D. C. O. A. executive, and tact and judgment has to be exercised in having the anomalies of the salary rates, etc., overcome. We are confident that after the smoke of battle has cleared away, a number of changes will have been effected, not only in grading, but also in the classification, that will go far to remedy the problems that confront us at present.

MR. FRANK GRIERSON

Retirement from Federation Presidency and Editorship of The Civilian.

The most noteworthy fact of the recent Convention of the Civil Service Federation was the retirement from the Presidency of Mr. Frank Grierson.

Under the decisions reached by the Convention this carries with it the handing over of control of *The Civilian* to the Federation which will hereafter have full charge and complete responsibility. This change means a successful outcome to the work Mr. Grierson has so ably and devotedly carried on for many years, and in the hopes of those in charge of the Federation affairs it means also that the work so well begun will be carried on to fuller fruition.

Mr. Grierson is a native of Nova Scotia. He entered the Civil Service as a clerk in the Department of Finance. In the work of the Department he was notably successful, and his success would probably have been better recognized had he been less active in the work of Civil Service organization.

Mr. Grierson was in very deed the father of Civil Service organizations. An amateur athletic or renown, and a thorough sportsman, he was one of the founders of the Civil Service Athletic Association in 1906, and became the spokesman of its best element in certain controversies which arose. He was one of those who earliest urged the broadening of the organization to cover Civil Service activities generally. The Civil Service Association of Ottawa was formed in 1907, and out of this grew the Federation whose organization convention was held in April, 1909. Early realizing the importance of insistent propaganda and the maintenance of close touch with one another on the part of civil servants, Mr. Grierson, with three others, founded *The Civilian*, whose first issue appeared in May, 1908. No effort to bring civil servants into closer mutual understanding and to unite effort for the common good has failed to receive sympathy and active support from Mr. Grierson, and in the main movement he has been a leader from the very beginning until now. He was Secretary-Treasurer of the Federation in 1913-14; and when through the retirement of Mr. Walter Todd from the Presidency, May 1918, Mr.

Grierson was elected to fill his place. He held this high office until the Convention of this year, when he retired. His fellow-members would gladly have elected him again if he had been willing to serve.

There has been only one break in the devoted service which Mr. Grierson gave to the Federation, and this came in 1915. A call to sterner duty sounded then in the ears of every man, and Mr. Grierson responded. Though beyond the age when he could be allowed to bear the brunt, he gave his devotion to the military service as he had given it to Civil Service. As Captain of the 74th Battery, he went overseas, but did not succeed in mak-



MR. FRANK GRIERSON

ing his way to the front. He did good work in training others for the field, in which business a previous training in a volunteer regiment and a lifetime of athletics, together with the qualities of leadership he had always shown, made him very successful.

Returned to Canada, November 1917 under special orders affecting civil servants he resumed his duties in the Department of Finance.

In 1914, Mr. Grierson carried out a work of special value to the Civil Service. As manager of *The Civilian* and as Chairman of the Federation Committee on Publicity he gathered about him a corps of volunteer investigators and writers who collected material for a special issue giving the

history of Civil Service activities to that date. Again in 1916, a companion volume was published. Each of these special issues of *The Civilian* was a bound book well printed and handsomely illustrated which made known the activities of civil servants individually and as a body in their civil occupations and in the Great War. These books are of great and growing historical value.

In the last year of Mr. Grierson's presidency the Executive of the Federation was like a regiment in a hot corner at the front whose officers are all down. Partly because of the tremendous work he had done Mr. Grierson himself suffered from illness which was severe, painful and at times even dangerous. The Secretary of the organization left the Service; his assistant and successor was so weakened by illness and a consequent surgical operation that he was compelled to give up the work; and others almost equally important were so taken up with their duties as officers of their several local or class organizations that it was simply impossible for them to assist in the work of the Federation. But in spite of these handicaps, by sheer, indomitable will on the part of the President, the Convention was called; it was prepared for; and it was carried to a successful issue.

Our readers are too familiar with all that has gone on of late years to need reminding of the weighty questions that have come up and have been ably dealt with — some of them settled finally and satisfactorily — under Mr. Grierson's presidency. But one thing should be recorded here in this connection. Mr. Grierson has stood from the beginning of the agitation until now strongly for merit and against patronage. Of all those who have worked to bring about the existing state of affairs under which the Civil Service is in the hands of a Commission, with patronage eliminated at least as far as declarations of law can eliminate it, there are few who would not be called upon to yield priority to Frank Grierson. And every effort by enemies or by weak friends to allow the return of the old shameful influences in appointment or promotion has found in him an opponent who would not be silenced nor pushed aside.

Mr. Grierson's successors in control of Federation affairs and of *The Civilian* have in him a high example of what devotion and determination can do for the public good.

At the Sign of the Wooden Leg

Your
Humble
Servt.
Silas
Wegg

The Civil Service now a Career

When Commissioner Jameson informed the civil servants assembled in annual conference that the Commission intended to make the Service a career he used the word "career" advisedly. He knew that the worried clerks seated before him needed a tonic, something stronger than the two-per-cent elixirs served to them under the flashy Classification labels.

It was not difficult for him to see that it had been a hard winter for these men who had been fighting rear-guard actions to protect what salaries they had from the ravishing hands of profiteers on one side of them and re-organizers on the other. As the Commission issued schedule after schedule to the various departments, never encountering all the departments at once but, with strategic insight, engaging each one separately, it became evident to the government employees that there was no relief therein for the ever-increasing economic pressure.

Something must be said, since little could be done, to make the Service buck up. The Commissioner, therefore, summoned them one and all to find a new perspective.

"Do not", said he in effect, "give thought to your dollars but to your duties. You are engaged in a noble contest, although the weapons of your warfare are not carnal. The lists in which you are entered have nothing to do with those vulgar things called pay-lists, but what of that? Carpenters and conductors, plumbers and printers are out after filthy lucre. We offer you something better. They keep the first fruits of their labours for themselves, like Cain, but you shall present 'a more acceptable sacrifice', like Abel, and must not complain if you get some hard knocks in the bargain. The carping carpenters and the plum-gathering plumbers have jobs. You shall have careers."—(Prolonged applause.)

"Career" is a high-sounding word. It bespeaks adventure and romance, not like the meek word "profession",

which suggests smugness and complacency; nor like the word "calling", or its Latinized equivalent "vocation", serious words both and redolent of duty; nor like "avocation", which implies that the toiler has other things on his mind, to which the work under consideration is secondary. There is nothing of the timorous or of the calculating spirit in our word "career". He that chooses a career goes into it blindly, or rather should we say that he does not choose the career but the career chooses him. The word suggests the wild scampering of horses, and so we picture a career as a Mazeppe-ride, the horse and not the horse-man selecting the course.

Is it this that Commissioner Jameson meant when he spoke before the Civil Service Federation? Did he wish us to understand that we were not to worry about the road over which we were to travel, or the end thereof, but to render ourselves passively to the caprices of fortune and take what is coming to us without grumbling? Were we invited to trust our future to the horse sense of the Commission?

I think not. Civil Service commissioners have not the time to search for recondite meanings in terms they use. After all the language they have hurled at them by disappointed delegations they lose the sense of freshness in words, much as an unpopular actor finds it hard to distinguish between egg and egg. The Commissioner, I take it, needed a word with glamor in it, and he knew that "job", or "calling", or "profession" lacked that quality. So he handed us the word "career", as connoting a sort of glorified job, an adventurous calling, a delightfully perilous profession. If that word did not give us pep he would have to recommend that the bonus be increased.

For those who have been a long time in the Service there is little of comfort in the word. They have passed the thirty-fifth milestone, or are nearly up to it, and it matters not

at all to them whether they are ending a career or a day's work. They are in no mood to chant the Marseillaise of a new era, only ready to lift up their voices in some swan song of superannuation,—

My days are gliding swiftly by,
And I, a pilgrim stranger,
Would not detain them as they fly,
These hours of toil and danger.

But they who have yet a goodly race to run, who, while they realize that the early dew of morning has passed away at noon, yet are not recreant to their duties or without hopes of a future, may ponder the Commissioner's message and take what solace they can from his words. It is an awful shock to some of us, however, to know that we are embarked upon a career. We have thought for so long that we have been "working in the buildings", and have accepted the ups and downs of our life with such a philosophical spirit, that any intimation that we have been "careering" rather unsettles us for a while. As Monsieur Jourdain was surprised to learn that he had been speaking prose all his life, we are stunned when we find out that we have been living in an atmosphere of poetry and romance.

The seamy side of a government job, I mean career, has always been the uncertainty of the rewards. The other side has its compensation in that there is a reasonable hope of a fixity of tenure. We get but little here below but get that little long. These two phases of our life tend to make us apathetic. "We bear the burden and the heat of the long day and wish 'twere done." Now comes the bugle call of a new hope. Our commissioners summon us to view the landscape o'er from the heights of Pisgah, sometimes called Parliament Hill.

In the world's broad field of battle,
(says Mr. Jameson)

In the bivouac of life,
Be not like dumb driven cattle,

Are we going to be true to the new vision, or are we unable to resist the longings for the flesh-pots of Egypt in the shape of salaries and bonuses? "Once to every man and nation comes the moment to decide", and it is up to us here and now to say whether we wish to accept the clarion call of Clarence (excuse the familiarity, but I could not resist the lure of alliteration) or fall back into the ranks of wage-earners, to be a brother of the unwashed plumber, a comrade of the carpenter and the conductor. They have no careers, only a union rate of pay and a chance to own their own houses.

If some wonder-worker would take the care out of career I would gladly join the new army. But what am I to do about that fifty per cent increase in my rent, the clarion call of the butcher for the balance due him and the insistence on all sides for payment of taxes? The new army? I am better fitted for the navy as I have been all at sea for some years now as to how I can finance my future. No, I do not wish to be set down as a malingerer when there is a chance to improve the tone of the public service, but I never had a strong feeling of respect for the crusader who started off after the pagan away in Palestine and left his family peggin' away at home without any potatoes in the cellar.

Therefore, I submit to the Commissioners this humble suggestion — that they make the Civil Service a job, that they endeavor to get each one of us to do a day's work and endeavor to obtain for each one of us a fair days' pay. They can put a capital J in job if they wish — and take some of the jays-out of some jobs too — but let us have a man-to-man understanding of what we are to do and what we are to get.

It may help some weak souls to be called officials instead of clerks, and to receive salaries instead of wages. There is a story of the man in front of the East Block who asked a bystander if he had seen any officers of the ——— Department coming out, to which the bystander replied, "Yes, I just saw one with his sword behind his ear." The pen may be mightier than the sword, but it has to be in the hand of a Shakespeare to make the public acknowledge its superiority. In the meantime, for there are more Joneses than Shakespeares in the public service, is it not possible to pay the man who uses a pen for making

routine entries and preparing reports some wage that will enable him to feed and clothe and educate his family, and leave the question of glory until he needs a tombstone? If a man does not work, it is said, neither shall he eat. But if he does not eat, how can he work?

There is one class to whom the Commissioner's message should appeal, namely, the great body of those who are not in the public service. They should find in his words a temptation hard to be resisted. Mr. Fielding recently remarked in the Commons that there is a peculiar fascination about the government's dollar, which often, strange to say, leads men to make ruinous contracts with the Administration. When to this fascination is added the glamor now thrown over the Service by the Commission, there should be no difficulty in obtaining all the recruits necessary for carrying on the work of government. The Civil Service a career! Paid for being a Macdonald or a Laurier! We may abolish titles, but we cannot abolish pride. As long as the human heart nurses its ambitions, careless youths, who might support themselves and their possible families out of raising pigs or laying bricks, will buckle down to learn the boundaries of Mesopotamia and the intricacies of the differential calculus in order that they may have a career at a salary of seventy-five dollars a month in the Canadian Civil Service,

And departing, leave behind them
Footprints on the sands of time,

that is, if each one follows the advice of the commissioners and puts his whole sole into his work.

—CSFC—

APPOINTMENT BY MERIT

(Farmers' Sun.

The main thing is the desirability of wholly removing the power of any government to reward party service to itself by the gift of office, in the awarding of contracts or in the disposal of the public property in the form of natural resources. No important contract should be awarded except by public tender; no mining, timber or fishing lease should be disposed of save in the same way; and offices filled by appointment should be open to anyone, regardless of political affiliations, who can satisfy a non-partisan board of civil service commissioners, consisting of not less than three men, that they possess the qualifications called for.



L. H. LaMOTHE,
Secretary-Treasurer C. S. F. C.

NOTICE TO READERS

It was intended that the present issue of "The Civilian" should consist of sixty-four pages to include the various reports of the Executive of C. S. F. C., the Commission's Orders and Decisions and other matters of a like nature. Owing to exigencies which often arise in the publishing business, this issue is confined to forty-eight pages. In the May number will appear all left over matter in connection with the Convention.

Civilian Committee.

BONUS

Upon several occasion since the Convention committees of the Executive of the Federation have interviewed the Government and the Commission with regard to the subject of Bonus for the year 1920-21. While the information obtained at these interviews was for the most part confidential and cannot now be divulged, it is felt that the representations of the Executive have had a beneficial effect which will be reflected in a material increase in the amount of the Bonus.

Equal Pay
for Equal
Work

What Our Women Are Doing

In Honour
Preferring
One Another

A Noted French Nurse in Canada

Mademoiselle de Bouglon who was director of nurses on the battle front under the French Red Cross from August 2, 1914 to October, 1919, has been sent to America to investigate and report to the French government as to Methods of Nursing in this country. "We are far behind you as regards public nursing", she said, "Paris and one or two of the larger cities alone have attempted to deal with the problem at all." Mme de Bouglon is spending a month in Toronto before going on to other Canadian cities.

Miss Bayless

A Royal Commission with a woman as secretary is quite a new thing in Canada but such an innovation occurred when in September of 1919, Miss Bertha M. Bayless was appointed secretary to the Royal Commission to investigate conditions as regards race tracks, running race meetings and betting in connection therewith in Canada. Miss Bayless had been and is secretary to Dr. J. G. Rutherford, C.M.G., Member of the Board of Railway Commissioners of Canada, and she was granted leave of absence by the Board in order to act as secretary to the Royal Commission.

Born on a farm in Oxford County, Ontario, Miss Bayless received her education at the Public School, Collegiate Institute and the old Western Ontario Business College at London, Ontario. She entered the Civil Service in 1901, as secretary to the Canadian Commission at the Pan American Exposition, Buffalo, N.Y., under the late Col. Wm. Hutchison. At the close of that Exposition she entered the Live Stock Branch of the Dominion Department of Agriculture, then a newly organized division. Remaining with that Branch until 1906 when it was amalgamated with the Health of Animals Branch under Dr. J. G. Rutherford, Miss Bayless became his personal secretary in both Branches and continued to act in that capacity until 1912.

In that year she resigned from the Service to join the force of the Department of Natural Resources of the Canadian Pacific Railways at Calgary,

Alta., becoming secretary or as it is known in the Railway Service, "Chief Clerk" to the Superintendent of Agriculture and Animal Industry. This was a distinct innovation in railway circles; no woman having previously occupied the position of Chief Clerk in that Service.

In 1919 Miss Bayless returned to Ottawa to take up the position of secretary to Dr. J. G. Rutherford on his appointment to the Board of Railway Commissioners for Canada. Upon a Royal Commission being appointed in August 1919 to investigate conditions regarding Racing in Canada, she was engaged as secretary to this



MISS BERTHA M. BAYLESS

Commission, the Railway Board granting her leave of absence for that purpose. In this capacity Miss Bayless accompanied the Commission on its "across the continent" tour of investigation in the autumn of 1919. Public hearings for the taking of evidence were held in all the principal cities from Montreal to Victoria; the final sitting of the Commission being held at Ottawa on February 10th last. The exhaustive report was tabled in the House of Commons a few days ago and by the end of the month the Racing Commission and the secretary thereof will have ceased to exist as such.

Delegates Entertained

The Women's Branch of the C. S. Association at Ottawa, entertained the delegates to the Annual Federation Convention in their Club Rooms on Thursday evening, March 11. The guests were received by the president, Miss Jessie Ross, and Miss Alice Walker, president of the Halcyon Club.

A musical program of much artistic merit had been arranged by Miss Marie Duhamel and dainty refreshments were served by Miss Jane McElroy who had to help her Miss Agnes Kennedy, Miss Fidelia Duhamel, Miss Maude McLean, and Miss M. Turnbull.

Musical numbers were contributed by the Misses Paquette, Miss Dorothy Jenkins and Mr. A. Bourdon and readings by Miss Vera McCloy. After supper the lounge was cleared for dancing and altogether the evening proved a happy relaxation from the grind of committee work. The delegates expressed themselves as immensely pleased with the entertainment and the women of the Service were only too happy to extend the hospitality of their Club rooms to their confreres in the Service.

Quebec Women to Vote

For the first time in the history of the Province of Quebec, women have exercised the franchise, the occasion being the two Federal by-elections on April 7th. The only qualifications were that they must be over 21 and be British subjects.

To Keep Styles the Same as Now

Madame Alla Ripley, president of the League of Modistes, who held a fine day semi-annual convention in Chicago in March, advocated that there should be no change in design. Mde Ripley is quoted as saying that prices of materials and workmanship combine to make a radical change in style impossible. "Never were women so well dressed, for the present modes conform to every woman's individuality." The women of the Civil Service will readily endorse Mme Ripley's opinion.

Newsy
Personal
Notes

Mainly About People

What
We all are
Doing

A TRIBUTE TO A "RIDER"

The Calgary *Herald* pays the following tribute to the memory of the late Superintendent Fitzpatrick J. Horrigan, of the Royal Canadian Mounted Police:—

Canada has lost a very efficient public servant, the Royal Canadian Police an active, enterprising and able officer, and hundreds of Calgarians a personal friend by the death of Superintendent J. F. Horrigan, at Honolulu on March 3. The news comes as a great shock to those who remember "Fitz" as he was when he left Calgary six months ago to take charge of the reconstituted mounted police force in British Columbia.

Always seemingly in splendid physical condition, and carrying his 50-odd years with the debonair air of a man of 25, he had the heart of a young man and was never happier in private life than when surrounded by young people, by whom the gallant old warrior was appreciated to the full. Like most men of his type, the major as an officer was efficiency to the last degree. His record in Calgary was seldom equalled and never surpassed in the annals of the mounted police. The district was overridden with cattle and other thieves, but in three years, backed as he was by well-selected and able men, he succeeded in cleaning the country of the pests which had for so long infested it.

PERSONAL

F. Gerald Robinson has resigned from the deputy ministership of the Department of Soldiers' Civil Re-Establishment. N. F. Parkinson, formerly director of vocational training, becomes deputy minister and Ernest Flexman, formerly assistant, is now director.

Miss Hilda E. Gunderson, of the Department of Finance was married on March 11 to George Beattie Boyle.

Mr. P. A. Johnston has resigned from the Customs at Bridgeburg, and will make his home at Buffalo, N.Y., in future.

Mr. and Mrs. James Lewis, parents of James W. Lewis, of the Department of Public Works, Ottawa, celebrated their golden wedding on March 15.

OBITUARY

PENSE.—At Kingston, on January 29, James P. Pense, aged sixty-nine years, for thirty years a clerk in the post office. He was a brother of E. J. B. Pense, M.L.A., and father of Lieut.-Col. H. E. Pense, D.S.O.

SPITTAL.—In Ottawa, on March 7, Nellie, daughter of Robert Spittal of the Customs.

BRIDGMAN. — In Ottawa, on March 19, Margaret, widow of the late T. W. Bridgman and mother of Miss Viola Bridgman, of the Department of the Interior.

ALLAN. — At Cumberland, Ont., on March 6, Alexander Allan, father of Miss Edna Allan, of Ottawa.

MURPHY. — In Vancouver, on March 8, Joshua Murphy, brother of Miss J. M. Murphy, of the Department of the Interior, Ottawa.

COOCH. — In Ottawa, on March 18, William Cooch, aged eighty-one years, an employee of the Post Office Department for forty-five years.

McCADDEN. — In Ottawa, on March 17, Patrick McCadden, father of Terence McCadden, of the Printing Bureau, Martin McCadden, of the Topographical Surveys, Edward McCadden, of the Dominion Lands Branch, Miss Anna McCadden, of the Pensions Board and Miss Tessie McCadden, of the Department of Militia and Defence.

ROULEAU. — In Ottawa, on March 19, Mrs. O. Rouleau, mother of Raoul and Lucien Rouleau, of the Department of Public Works.

FILLMAN.—In Ottawa, on March 24, Hermann Fillman, of the Post Office Department, aged sixty-seven years.

KEHOE. — In Ottawa, on March 22, Rose, widow of the late Matthew Kehoe, and mother of Peter Kehoe, of the Post Office Department.

DEWAR. — In Ottawa, on March 22, Mrs. George I. Dewar, mother of H. Douglas Dewar, of the Department of Militia and Defence.

BENNETT. — In Ottawa, on March 20, Catherine, wife of James Bennett, of the Excise Office.

STEWART. — In Ottawa, on March 26, Samuel Stewart, of the Department of Indian Affairs, aged sixty-eight years.

SMITH. — At Southampton, Ont., on March 21, G. E. Smith, sub-collector of Customs, aged sixty-nine years.

THOMPSON. — At Tillsonburg, on February 27, Joseph Thompson, of the Customs, aged fifty-six years.

BISHOP. — At St. John, N.B., on February 27, Clarence Bishop, of the Customs.

WARD. — At Whitby, Ont., on February 26, W. W. Ward, of the Customs, aged sixty years.

VICKERY. — At Prince Albert, Sask., on February 21, Herbert Vickery, of the Customs.

—CSFC—

J. H. STITT LEAVES

James H. Stitt, of the Dominion Bureau of Statistics, has joined the throng of men who have left the Civil Service during the past few months. Mr. Stitt is now in Winnipeg, preparing to enter upon the study of law.

On the eve of his departure, his friends and former staff in the Bureau presented him with a handsome club bag and fountain pen. The presentation was made the occasion of a general assembly and speeches of appreciation of Mr. Stitt's services and regret at his departure were made by Mr. E. H. St. Denis and Mr. J. C. Macpherson. The gathering broke up after cheers for Mr. Stitt and volleys of good wishes for his future success.

Mr. Stitt is a prominent member of the G. W. V. A. and was an active delegate at the recent Montreal convention, where his colleagues unananimously voted him extra time to finish his address.

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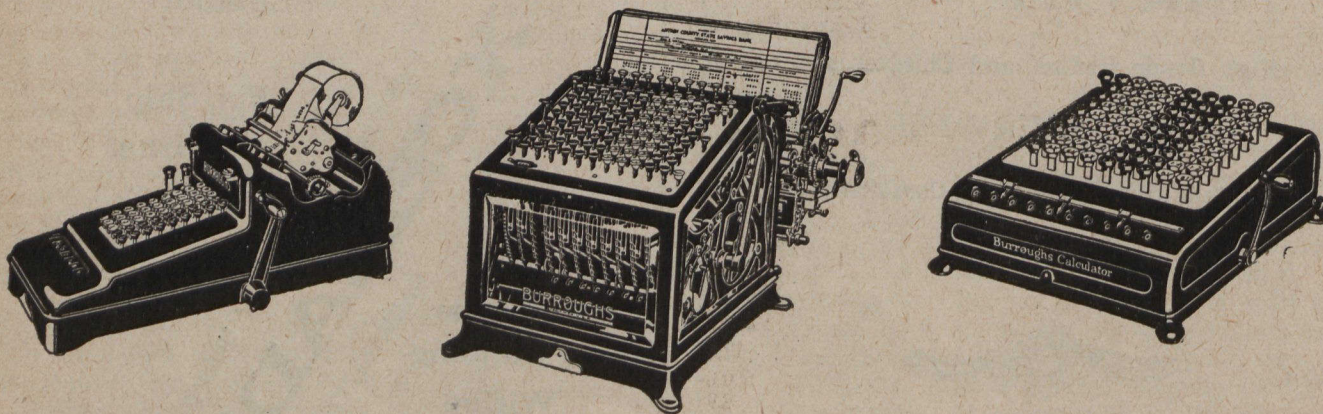
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LIST OF DELEGATES

		Votes.			Votes.			Votes.
F. Grierson, C.S.F.C. Executive ..		5	J. Donaghue, Public Works, Leth- bridge		1	H. C. Johnson, Railway Comission, Ottawa		1
J. C. O'Connor, C.S.F.C. Executive ..		5	O. Mayer, Public Works, Victoria. .		1	D. L. McKeand, Pensions, Ottawa..		2
T. H. Burns, C.S.F.C. Executive ..		5	R. Briggs, Public Works, Edmonton		1	R. A. Bradley, Dominion Arsenal, Quebec		1
M. F. Kehoe, CS.F.C. Executive ...		5	B. C. McCann, Dom. Customs Offi- cers' Association, London .. .		9	J. Poitras, Dom. Arsenal, Quebec,		7
Miss E. L. Inglis, Civil Service Asso- ciation, Ottawa		12	J. E. Lamb, Dom. Customs Officers' Association, Quebec		9	R. C. Harmon, Civil Employees, M.D. 6, Halifax		2
T. R. L. MacInnes, Civil Service Association, Ottawa		12	J. E. Lee, Dom. Customs Officers' Association, Edmonton .. .		9	A. E. Hawkins, Dom. Meat Inspect- ors' Assn., Toronto		1
J. H. Ryan, Civil Service Associa- tion, Ottawa		12	W. M. Campbell, Dom. Customs Offi- cers' Association, St. John		9	G. A. McDonald, Railway Mail Ser- vice, London		1
C. A. Gorrell, Civil Service Associa- tion, Ottawa		12	W. A. McGuire, Dom. Customs Offi- cers' Association, Toronto .. .		9	C. M. Arnold, Interior, Calgary ..		3
L. H. LaMothe, Civil Service Asso- ciation, Ottawa		12	T. L. Chevrier, Dom. Customs Offi- cers' Association, Ottawa .. .		9	Jas. Edwards, Western Canada In- terior Asso., Moose Jaw.		1
M. J. McGrath, Civil Service Associa- tion, Ottawa		12	Dr. W. Spearman, Dom. Veterinary Association, Toronto		2	J. Young, Meteorological Service, Toronto		1
H. Montgomery, Civil Service Associa- tion, Ottawa		12	J. S. Forsyth, Federated Assn. Letter Carriers, Ottawa		25	Capt. E. Pelletier, Masters and En- gineers Assn., Quebec		½
A. C. Campbell, Civil Service Associa- tion, Ottawa		12	F. Marshall, Dom. Assn. W. & M., Ottawa		1	A. Roy, Master and Engineers, Asso- ciation, Quebec		½
S. J. Murphy, Civil Service Associa- tion, Ottawa		12	N. Smith, Public Works, Calgary..		1	J. S. McDonald, Money Order Ex- change, Ottawa		2
F. D. Withrow, Civil Service Associa- tion, Ottawa		12	C. Carr, Western Can. Immigration Association, Winnipeg		2	F. H. Farnworth, Inland Revenue, London		1
Miss A. F. Dewar, Civil Service Associa- tion (Women's Bch), Ottawa		12	V. Sutherland, Immigration Associa- tion, Bridgeburg		1	J. H. Hayhurst, Inland Revenue, Hamilton		1
T. G. Matheson, Public Works, Winnipeg		1	C. E. Willox, Immigration Associa- tion, Niagara Falls		1	M. J. O'Connor, Excise and Inland Revenue, Ottawa		2
S. McGarry, Public Works, Mont- real		1½	V. M. Byrne, Immigration Associa- tion, Windsor		1	Miss J. A. Ross, Pension Board, Ottawa		2
J. E. H. Samson, Public Works, Levis		1	L. N. Beard, Western Canada Im- migration Assn., Montreal ...		1	A. St. Laurent, Stationery Office, Ottawa		2
J. H. Rogers, Public Works, Hamil- ton		1	A. Blanchet, Western Canada Im- migration Assn., Montreal ...		1	T. Rogers, Naval Clerks, Halifax.		2
S. A. Payne, Public Works, St. Johns		1	E. Gordon, Grain Employees' Assn., Winnipeg		2	J. M. L. Fraser, N. S. Marine, Halifax		4
P. C. Devey, Public Works, Toronto		1	L. H. Elliott, Dom. Govt. C. S. Assn., Vancouver, B.C.		2	A. T. Cotter, Mechanical Staff, Printing Bureau, Ottawa .. .		5
W. R. Williamson, Public Works, Ottawa		4	E. E. Bach, Grain Employees' Assn., Fort William		3	J. Sandiland, Lachine Canal, La- chine		3
A. Morrison, Public Works, Mont- real		1½	A. Calderwood, C. S. Assn., B. C., Victoria		2	D. Elliott, Welland Canal, Welland		3
F. A. Warner, Public Works, Hal- ifax		1	H. R. Fox, Pensions, Toronto .. .		1	Mrs. A. Mercier, Office Cleaners' Assn., Ottawa		5
J. A. Seguin, Public Works, Ottawa.		4				Miss L. Paynter, Office Cleaners' Assn., Ottawa		5
						H. E. R. Barnes, Militia Employees, Halifax		1
						Total		333

Financial Statement.

RECEIPTS

Balance carried forward, March 1919 .. .	\$ 358.76
Per Capita tax to Sept. 1919	1,012.60
" " " " " 1920	512.55
Special per Capita tax (15c)	214.95
Refund expenditure previous years .. .	12.66
Loan	500.00
Interest on deposits	8.93
Over in Cash	19.30
	\$2,639.75

EXPENDITURES

Paid Stenographers and Typists .. .	\$ 429.42
Office fixings, 91 Rideau St.	\$310.55
Less part by C. S. Assn., Ottawa .. .	17.00
	293.55
Sundries—stamps, telephone, electric light P.O. Box, Char. service	161.20
Less part paid Civil Service Assn.	16.53
	144.67

Dom. Press Clipping Bureau	78.60
Printing, Mimeographing, etc.	714.88
Interest on loan—	
\$900 for 12 nos.	\$54.00
\$500 " 6 "	15.00
	69.00
Payment to F. Grierson as full time secretary..	200.00
Telegrams	37.63
Rent for 91 Rideau St.	405.00
Less part paid by C. S. Assn., Ottawa .. .	180.00
	225.00
	2,192.75
Short in cash	5.08
Paid Morson Appeal Fund	79.40
Messenger Service	11.50
	95.98
	2,288.73
Balance carried down Feb. 29th, 1920 .. .	351.02
	\$2,639.75

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Let's do something

Contributed.

Issuing from a railway train at a terminal-point, ipso facto, brings one into the whirligig of life. One of the first things to greet the eyes and ears is the index finger and the ear-splitting cry, respectively, of the lined-up cabmen—"Cab Mister?" Here surely is a fitting introduction to a world which Bernard Shaw idiosyncratically characterizes as a place used by the other worlds as an asylum for their insane. On the principle—"Everyone for himself", and "Competition is always the life of trade", their victims are picked; and off start the cabs, not always in different directions, but usually one after the other, often with passengers for the same hotel. Anyway, from the law of averages, it can be safely maintained that this haphazard method of business involves an economic waste of fifty per cent.

This example is equally applicable in the case of milk-delivery and, to a greater or less extent, of every public or private utility. All licenses should be given with due regard to the danger of overlapping, and the territory to be served should be divided according to the demands and nature of the particular utility. In many cases, but not in all, the existing ward-divisions would meet the requirement.

Every unnecessary foot travelled by cabman, milk-man, middle-man, or any other kind-of-man is a loss to every present and future inhabitant on this globe; because to that extent it diminishes the world's available source of supply, present and future. This topsy-turvy world of ours is so vast that we can't fully grasp its atomic composition. The big things distort our perspective, and the little are lost behind the big. The loss of a city by fire appals us; and we take every precaution that helps to guard against such a catastrophe; but against the more insidious, less spectacular, but more costly losses through infant mortality and epidemics of all kinds, comparatively little provision is made. It is difficult to bring fully home to ourselves the fact that we are all members of one large family; that our interests are common; that a loss for one is a loss for all; that sickness, poverty, and unhappiness for some are menace and danger for all; that smiles and frowns are equally infectious; and that, in short, even from the most selfish standpoint "We are our brothers keeper." The crippled soldier's loss is not only his loss, it is ours. Whatever can be done to make life tolerable and happy for him in return for braving an earthly hell for us is not only his gain, it is ours, for

"He who would joy win must share it
Happiness was born a twin."

From every platform, from every leader, from every commission, from every government comes the cry for more production. We are told that owing to the war of wars the world faces an economic crisis; and that the only panacea is production and still more production. But quantity alone is worse than useless. Today the world is face to face with this anomaly; with less than twice the population to feed and clothe that it had a century ago, and with five hundred times, at least, the productive power, conditions approximate a general and wide-world famine. The latter part of this statement needs no proof, for by proof indeed we, who live in one of God's most favored lands, realize it. To prove that the world's productive power has increased five hundred fold during the last century is more difficult; but modern economists are almost a unit in this contention. Enlightening, if not absolutely convincing, is a contrast of the instruments of industrial life in both periods. In one we find: the telephone, telegraph (wire and wireless), steam-engine, motor-truck, and aeroplane; in the other, the unaided human voice, sail-ships, wagons, carts, and kites. Is it then the part of wisdom to cry out for more production? Is this the best that can be offered a labor-weary world? It will be the best until those holding reserved seats search nearer home for the reasons for impending economic disaster; and realize that the workers can and do "produce the goods"; and that it is their own allotted task and duty to see that these goods are of the kind and quantity best calculated to meet the general needs, and that the general public gets them.

—CSFC—

The new times

(The 24-hour clock is said to be coming).

When clocks go on to twenty-four
How funny it will sound,
To chronicle the way we pass
The common daily round.

To lunch at thirteen sharp will seem
Most horribly belated,
And sitting up to twenty-three
Will be quite dissipated.

Especially I dread to think
How thirsty I shall be,
To have to wait till past sixteen
Before I ring for tea!

—Lady's Pictorial.

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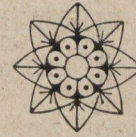
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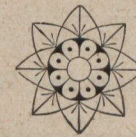
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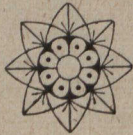
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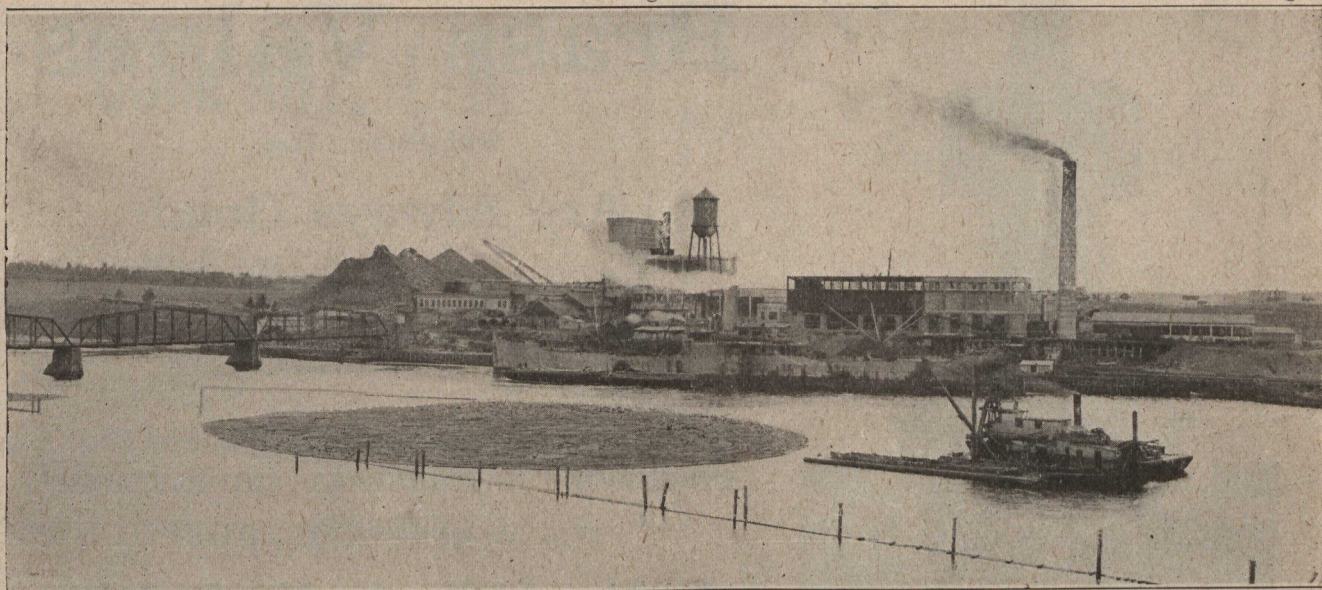
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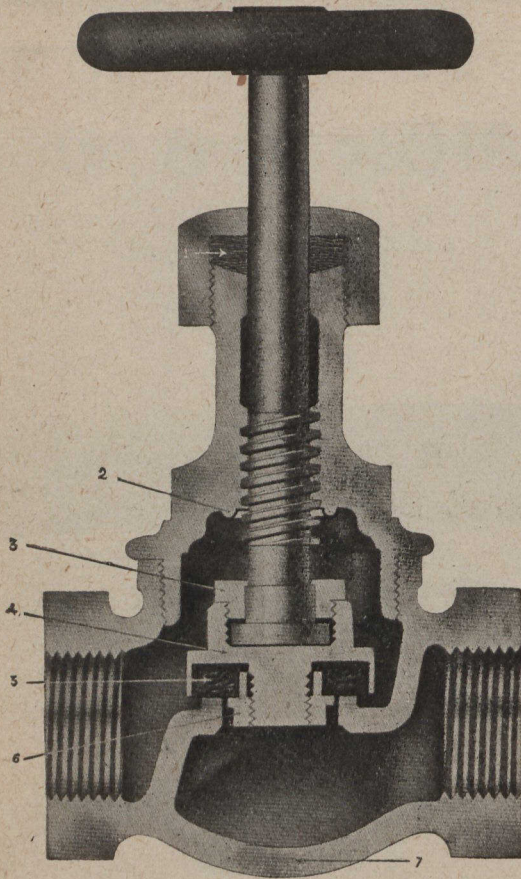
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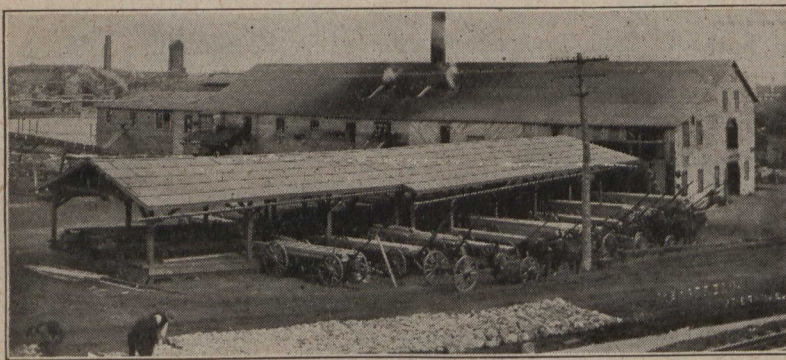
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