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No. 7

THE CIVILIAN

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- Roll of Honour.
- The New B. C. Act.
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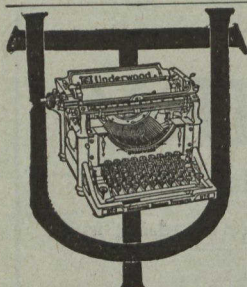
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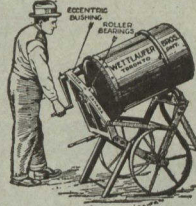
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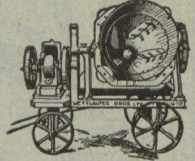
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THE CIVILIAN

VOL. X.

JULY 20, 1917.

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Exit the "Third Division Question"

A REVIEW OF THE LONG FIGHT THAT HAS ENDED IN VICTORY FOR THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

With the passage of Bill No. 68, of the present session of Parliament, entitled "An Act to Amend the Civil Service Act," there is brought to a conclusion in victory the hardest struggle in which the Civil Service organizations of Canada have ever been engaged.

"The Third Division Question" was the product of a series of mistakes. A great wrong was done to hundreds of faithful servants of the Crown who had proved their loyalty and competence by fulfilling all the requirements of the law,—yet it took eight years of hard fighting to get that wrong righted.

The story is one that has many lessons for students of public service problems. It demonstrates at once the crying need of a great and comprehensive reform in Canada and the possibilities of achievement through organization and earnest and persistent endeavor.

In the Beginning.

Everyone knows the story of how the Act of 1908 placed the old Junior Second Class clerks in Sub-division 3A of the new classification. Hundreds of these clerks had passed examinations qualifying them for promotion to any rank of the Service, and a clause of the new Act provided that they might still be promoted, on recommendation, accompanied by certificate of the Civil Service Commission "to be given with or without examination." Subsequently the Commission adopted regulations requiring an examination for all such promotions "substantially equivalent" to the Second Division entrance examination.

This deprived the old clerks of their former rights and status, in violation of promises made in Parliament and contrary to the intentions of the framers of the Act.

The Fight Began.

The clerks affected by this iniquitous regulation quickly took steps to claim restoration of their rights. A temporary Third Division Association was formed and a statement of grievance prepared. The Civil Service Association of Ottawa incorporated a "Third Division plank" into its "platform" and from that time forward "Third Division" was the constant battle-cry of its propaganda. Other important questions were dealt with and other reforms advanced, but the Third Division question was never let drop. At times, despairing members of the Executive would have let it go, but the cry for justice could not be stilled and the faith of the leaders kept the Association true to the cause it had espoused. In victory is their reward.

Step by Step.

The various phases of the fight cannot be here described in detail, but a brief review will prove instructive.

Early in 1909 the Executive waited on the Commission to ask for a definition of the expression "substantially equivalent," but got little satisfaction. (Subsequent examination papers disclosed the desired information.)

April 6, 1910—The Executive adopted a form of petition for amendment to the regulations. The Executive then laid the matter before the Secretary of State, who promised redress.

Dec. 4, 1909—The question dealt with in the Association's general memorial to Sir Wilfrid Laurier.

February, 1911—The Commission amended its regulations, making the examination for promotion of the "old Third" somewhat easier, but adhering to the main principle.

July, 1911—A petition, signed by practically the whole Inside Service, presented to Sir Wilfrid Laurier.

Sept., 1911—The Secretary of State promised that the matter would be taken up immediately after the impending election.

(It was in 1911 that the Executive established a special sub-committee to deal with the Third Division Question.)

Jan., 1912—Memorial presented to Hon. R. L. Borden, Premier.

1912—The matter dealt with in the general memorial of the Civil Service Federation.

Feb., 1912—Association's case laid before the Public Service (Morine) Commission.

Nov., 1912—The case laid before Sir George Murray.

1913 (Spring)—Commission further slightly amended regulations.

1914 (Jan.-March)—A Third Division mass meeting prepared a slightly amended petition which was adopted by the Association Executive and by it forwarded to the Minister of Finance.

July, 1915—Commissioner LaRoche addressed a report to the Secretary of State, practically endorsing the Association's petition. (This report was made public through *The Civilian* in November of the same year.)

July 6, 1916—The officers of the Association waited upon the Secretary of State, asking action as recommended by Commissioner LaRoche.

Dec., 1916—The officers of the Association interviewed the Minister of Finance.

The Last Stage.

In an editorial in its issue of January 19th, 1917, *The Civilian* reviewed the situation, urging that the time was ripe for bringing the matter to a crisis. Commissioner LaRoche had endorsed the Association's petition; Commissioner Shortt had neither concurred in nor dissented from his colleague's report. It advocated that Commissioner Shortt be asked to state his position definitely and argued that if a deadlock developed Government action to break it would be the best solution.

This editorial was written with the knowledge of action then being taken by the Executive, the exact character of which could not be made public at the time. Before *The Civilian* was off press the officers had waited upon Commissioner Shortt and secured from him a statement to the effect that he saw no reason for changing the regulations, and thus the deadlock was developed.

The Civilian is now permitted to announce the final step which brought about the delivery of the "old Third" from bondage.

Without waiting a day after their interview with Commissioner Shortt, the officers addressed a memorial to Sir Robert Borden, describing the whole situation as it then stood, with appendices giving the argument in the cause from the beginning, as well as Commissioner LaRoche's report.

For obvious reasons, this memorial and its presentation were treated as a confidential matter until the legislation that was the direct outcome of it had been approved by Parliament. The bill which passed the Houses a few weeks ago not only accedes to the petition of the Association, but goes a step farther in that it provides that the formerly qualified men may be promoted without any further examination. The power of the Commission to do any further examining of them is thus ended.

Where Credit is Due.

The chief credit for carrying this contest to a successful conclusion rests primarily upon the men who have been officers of the Civil Service Association of Ottawa. In this must be closely associated with them the men who have composed the Executive Committees since 1908. Nearly all the officers and probably a majority of every committee have been men of the Second and First Divisions, and they had nothing to gain, and, indirectly, much to lose by pressing for the rectification of the Third Division situation before all other things. Superannuation, insurance and other concessions have been contended for, but the Third Division question was at the front all the time.

The trouble developed when J. A. Doyon was President, and became acute during the terms in office of Dr. Rutherford. Ormond Higman and Arthur Paré kept the question to the fore when many would have abandoned it in despair. R. H. Coats pressed forward in the fight, and the skillful diplomacy and advocacy of the present President, Walter Todd, has much to do with the ultimate success of the long struggle.

Vice-presidents, secretaries, chairmen of the Third Division Committee and other officials earned honorable mention. Those who have been active in the fight know who deserves the credit.

Outside Aid.

In the Third Division matter the Association has always had the sincere support of both the present and former members of Parliament for Ottawa. The cause was one of such absolute justice that no member would hesitate to support it.

Ministers of the Crown have always given the petitioners a sympathetic hearing, but too many of them were prone to lay the question aside until what appeared to them to be more important matters were disposed of. With some of them the "pigeon-holeing" process was final.

What Sir Thomas White has done for the cause everyone knows, and, of course, his action was altogether with the consent and support of Sir Robert Borden.

Commissioner LaRochelle.

The Civilian has previously referred to Commissioner LaRochelle as "a friend of the Civil Service," and the term is amply justified. His courageous action in making a special report to his Minister placed a strong weapon in the hands of the Service and contributed greatly to the final victory.

The Men Themselves.

The Third Division deserves credit for its conduct in the case. Good sense characterized its policy throughout. The only hope of relief lay in the efforts of the Association and the "old Third" gave the organization consistent support and obedience throughout. Acting alone, the Third Division would never have won out. During the eight years of the contest, more than a hundred persons of the "old Third" tried and passed the "substantially equivalent" examination for the Second Division, but not one of them ceased to be an

ardent fighter for the rights of those left "below the bar." Uncounted months of hard night-study and thousands of dollars in tuition and examination fees were spent by those who tried the examination.

Scores of those who did not pass or never tried the examination were equally as valuable civil servants as those who passed, but years of work along one line had placed them in a rut and unfitted them for the purely academic test which younger men, more recently from school, were able to pass. A few there were who did not live to see the happy day when their former rights were restored to them.

The Decks Cleared.

The Civil Service Association of Ottawa should never have had to take up a fight of this character. The Crown should be the unfailing source of free justice. For eight years the Third Division question has been a handicap to the organization, but now it is settled and the Association can devote all its energies to superannuation and the broader problems of Civil Service reform.

CIVIL SERVICE CASUALTIES.

MAJOR HARRY ALLISON FOLKINS, formerly paymaster of the 38th Battalion, died in Ottawa on July 6th, after a long illness. Major Folkins was forty-seven years of age and an official in the office of the Auditor-General. He was one of the original officers of the 38th and was with the unit in Bermuda and in England, but was forced by ill-health to resign his post and return to Canada. In the militia he was an officer of the 43rd Regiment. The remains were taken to Sussex, N.B., where his father, Judge Folkins, resides.

H. F. McGOVERN, of the Government Printing Bureau, is in the list of wounded. He enlisted with a remount depot, but later transferred to the infantry.

WAR PERSONALS.

Lady Bourinot states that she has notification that a German aviator flew over a British aerodrome and dropped a message saying that her son, Lieut. Arthur Bourinot, airman, is alive and was taken prisoner. The message didn't say he was wounded, though she thinks this is quite likely. (Lieut. Bourinot's presence in a German prison camp has since been officially confirmed.)

Lieut. T. Gordon Fawcett, who has won the Military Cross, is a son of Thos. Fawcett, D.T.S., of the International Boundary Survey.

Lieut. Harold Flynn, of the Flying Corps, killed, was a son of James J. Flynn, of the Customs, Niagara Falls.

Lieut. Douglas Ewart, son of David Ewart, chief consulting architect, Department of Public Works, has won the Military Cross.

Major H. B. Scharshmidt, gassed, has been discharged from hospital.

Major W. H. Bowie has been given a commission in the British army and will go to France.

Lieut. Andrew Stewart, R.C.H.A., killed in action, was a son of Postmaster Jas. Stewart of Kingston.

VIVIANI PLEASED.

T. P. Owens, editor of Debates, has received a letter from former Premier Viviana of France, expressing appreciation of the speed and accuracy of the reporting service in the Canadian Commons on the occasion of his recent historic visit and speech.

"LAKE HORWOOD."

The Geographic Board of Canada announces that Lake Matagaming, southwest of Ground Hog Lake, near Sudbury, has been changed in name to "Horwood," after E. L. Horwood, Dominion architect, Ottawa.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names in previous lists—3,507.

SEVENTY-SEVENTH LIST.

- Lieut. C. B. Schreiber, Inland Revenue, Victoria, 67th Battalion.
 F. C. Babington, Inland Revenue, Winnipeg, Royal Flying Corps.
 Thos. Quinn, Inland Revenue, Vancouver, Royal Flying Corps.
 Hugh A. Rogers, Inland Revenue, Belleville, Cobourg Heavy Battery.
 Chas. H. Bland, Civil Service Comm., Ottawa, 72nd Battery, C.F.A.
 Geo. J. Boucher, Printing and Stationery, Ottawa.
 Roland McK. Graham, Printing and Stationery, Ottawa.
 Gaston Proulx, Printing and Stationery, Ottawa.
 A. Hodgkinson, Public Works, Ottawa, 75th Battery, C.F.A.
 Henry Richards, Public Works, Strathcona.
 S. G. Tackaberry, Public Works, Ottawa, C.A.S.C.
 J. B. Trottier, Public Works, Sherbrooke, Heavy Artillery.
 O. E. Sharpe, Insurance, Ottawa, Royal Flying Corps.
 C. A. Ramson, Insurance, Ottawa, Divisional Amm. Column.
 William Taylor, Letter Carrier, Vancouver, Canadian Engineers.
 Geo. Bennett, Letter Carrier, Vancouver, 68th Battery, C.F.A.
 William S. Sarson, Railway Mail Clerk, Vancouver District.
 Ernest William Shewell, Railway Mail Clerk, Calgary District.
 William George Smith, Post Office, Brandon, 181st Battalion.
 Hector St. George, Post Office Dept., Ottawa.
 Henry Fargue Park Tate, Railway Mail Clerk, Vancouver District.
 George Thomas Williams, Letter Carrier, Victoria.
 (Additional list from the Department of the Interior):
 C. W. Allen, 2nd Pioneer Battalion.
 Harold Bayley, Halifax, C.A.S.C.
 Francis George Berton, Dawson, Yukon Infantry Company.
 Hilliard Boyd, Winnipeg, Cyclist Corps.
 Stanley Harris Clark, Mountain Park.
 C. E. Dumontier, Winnipeg, 221st Battalion.
 George Foote, Winnipeg, C.A.S.C.
 R. V. Gordon, Vancouver, 25th Battalion.
 D. O. Gill, Vancouver, 28th Battalion.
 Henry Alfred Greaves, Edmonton, Alberta Dragoons.
 Robert Hadden Inglis, Lacombe, 187th Battalion.
 John Baptiste LeClaire, Dawson, Yukon Infantry Co.
 O. D. MacMahon, Banff.
 Archie McLean, Carcross, Yukon Infantry Co.
 J. R. McNeil, Bridgeburg, 91st Battalion.
 Arthur S. MacLean, Grande Prairie, 33rd Battalion.
 John Alexander McDonald, Swift Current, C.A.S.C.
 Peter Mars, New Westminster, 1st Canadian Pioneers.
 Lieut. R. N. Monro, Winnipeg, 61st Battalion.
 Godfrey Milnes, Winnipeg, 38th Battery.
 G. N. Page, Calgary, C.A.S.C.
 Henry John Parker, Revelstoke, 72nd Battery, C.F.A.
 A. E. Powell, Sprague, Man., Forestry Battalion.
 Arthur Victor Paterson, Maple Creek.
 Lieut. Ivan Roy Strome, Calgary, 192nd Battalion.
 Sergt. Bernard Munroe Stitt, Le Pas, 230th Battalion.
 Capt. Francis Stanislas Szablewski, Minnedosa, 250th Battalion.
 John Wink Smith, Long Lake, B.C., 172nd Battalion.
 Frederic Arnold Wells Sproule, Winnipeg, Queen's University Battery Heavy Artillery.
 Capt. Nicholas Chas. Sparks, Wainwright, 141st Battalion.
 William Shields, Swift Current.
 Noel Benjamin VanderGucht, Jasper.
 Oscar Leonard Tisdale, Watrous.
 William Creighton Wilson, Fort McMurray.

THE CIVILIAN

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Ottawa, July 20, 1917



THE NATIONAL DUTY.

The consumption of wheat, beef and bacon in the Dominion must be reduced by at least one-third to meet the needs of the allied armies and people. Every man, woman and child in Canada is under a direct war obligation to assist in that reduction. The consumption of flour in England and France is being reduced to between three and four pounds per person per week. Canada and the United States must reduce their normal consumption of wheat by 160,000,000 bushels this year to meet the added requirements for export. Russia has been enduring four meatless days a week. Households in England are under voluntary obligation to limit their consumption of meat to two and half pounds per person per week.

The allies look to Canada to relieve the food shortage. Both the producer and the consumer must assist to give that relief, the producer by producing and conserving to the utmost of his capacity, and the consumer by substituting perishable, and conserving storeable, foods for export. By such joint action the soldiers of Canada, the Empire and the allies will be strengthened in the struggle for victory.

Economy in the use of foodstuffs, particularly of wheat, bacon and beef, is imperative. Waste is a crime.

OUR BOYS

Previously reported:

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Prisoners	17

DEAD

MAJOR H. A. FOLKINS.

WOUNDED

H. F. McGOVERN.

A NEW C. S. ACT.

The newest Civil Service Act is that of British Columbia. It is a measure of universal interest to Dominion civil servants because it is the work of Dr. Adam Shortt, and, no doubt, reflects his judgment in Civil Service problems after eight years' experience as Civil Service Commissioner in Ottawa.

In many respects the new provincial law follows the Dominion plan of public service organization, with improvements in certain details which accord with recommendations by various experts and commissions.

A notable feature in which the provincial Act differs from the Dominion law is that it provides for promotion from the lower clerical classes to the higher grades of the Service. In the Dominion Act there is no promise for promotion from the Third to the Second Division and this separation of the Service between the executive and routine workers was strongly recommended by Sir George Murray.

In its salary schedule the British Columbia law is a little more generous to the middle and lower grades than is the Dominion Act and the annual increases are also somewhat larger. Higher cost of living on the West Coast may equalize this difference.

The passage of the new law has been made the occasion of a bitter partizan controversy in which the politicians and newspapers of the province

exerted themselves. Unfortunately many speakers and writers took the very narrowest and most selfish view of the matter and based their arguments for or against the Act on the effect it would have on the present personnel of the Service and whether these men were worthy of continuation in office or deserving of dismissal. Political ends were sought rather than the good of the province.

British Columbia is to be congratulated on securing what appears to be a good foundation for a public service on a purely merit system.

DR. RUTHERFORD.

The publication in a recent issue of a Canadian magazine of a sketch of the career and personality of Dr. J. G. Rutherford, C.M.G., recalls to the memories of civil servants the days when he was President of the Civil Service Association of Ottawa.

Dr. Rutherford was at the head of the organization when the Civil Service Commission handed out some paltry amendments to the examination requirements as an answer to the demand for justice to the old Third Division. His personal indignation knew no bounds and those who were present at the meeting in his office, in the Canadian Building, when he announced the Commission's decision have not forgotten his candid expression of opinion on that occasion.

A career in public life had not fitted Dr. Rutherford for the restraints imposed upon civil servants, and he frequently advised men in the Service to get out of it,—and soon set them an example by handing in his own resignation. He recognized, however, that the country must have a Civil Service and was an earnest advocate of better organization and better treatment of the Service by the Government. He told the Association to never drop the fight for the rights of the Third Division, and no doubt he rejoices to-day that his advice was followed until victory was achieved.

INCOME TAX.

It is highly improbable that the Civil Service will let the income tax matter drop if it is possible for its organizations to carry on the contest either in conjunction with or independent of Judge Morson. The call to action sounded by *The Civilian* has been heard with approval by officers of both the Ottawa association and the Federation, and they are now examining the situation to ascertain what line of action may best be followed. It is felt that the present income tax laws are inequitable and that if the civil servants are to be subject to these laws the organizations should take an active part in the movement for their reform.

Win the war.

Save the food.

French wounded are dying for lack of sugar. Canadian children are sick from too much candy.

Civil servants of a fair degree of physical fitness, who are not eligible for the army but who have expressed a desire to do their bit, can make good this summer by spending three weeks in agricultural labor.

Food conservation is not a fad,—it is a stern necessity.

Men who applied for enlistment early in the war and were rejected would do well to apply at the recruiting office for their "AE" buttons.

Some of the old records of the Civil Service Association of Ottawa were destroyed in the fire in the Parliament Building. Former members of the executive or others having copies of old memorials, reports, bulletins and other documents should send them to the Secretary, so that a new and complete file may be made up.

Owing to the great press of matter dealing with Civil Service legislation, to which the editors have given preference in recent issues, several items of news and other contributions for publication have been unavoidably held over. The editors feel that correspondents will concur in the decision to devote all the space required to the presentation of the Civil Service claims while Parliament is considering measures affecting the Service. The bill affecting the Inside Service has passed, but the Outside Service has yet to be dealt with.

THE NEW B. C. ACT.

(From the Labour Gazette.)

The British Columbia Legislature passed a Civil Service Act before the adjournment in May. The Act establishes a Civil Service Commission of one member. The Commission is required to test and pass upon the qualifications of candidates for admission to, or promotion in the Civil Service, to investigate the operation of the Act, and upon request of a Minister to investigate any matters relative to his department, to report upon the organization of the departments and on any proposed change in such organization.

The Civil Service is divided into classes as follows: (a) deputy ministers; (b) technical officers, consisting of such classes of persons possessing professional or other special technical knowledge and experience as may be specified by Order in Council; (c) first class, consisting of the principal administrative and executive officers not specifically provided as technical officers; (d) second class, consisting of other clerks having administrative, executive or technical duties which are of the same nature as, but of less importance and responsibility than, those of the first class; (e) third class, consisting of other clerks performing duties of minor importance and of a routine character, also including stenographers and typists; (f) fourth class, consisting of constables, gaol guards, game wardens, fire wardens, messengers, janitors, and others whose duties are not clerical. The first and second classes are divided into two and the third class into three grades. In addition to these classes there is a special grade of skilled em-

ployees, such as foremen, inspectors, clerks of works, junior draftsmen, photographers, electricians and machinists.

The salaries of deputy ministers and technical officers may be fixed by the Lieutenant-Governor in Council, and such officers are eligible for annual increases not exceeding \$10 per month until the limit per annum fixed for the office is reached. In the other four classes the minimum and maximum annual salaries are as follows: First class, Grade A, \$2,400 to \$3,000; Grade B, \$2,100 to \$2,400. In each grade of the first class the annual increase is \$120. Second class, Grade A, \$1,800 to \$2,100; Grade B, \$1,000 to \$1,800. In each grade of the second class the annual increase is \$100. Third class, Grade A, \$1,080 to \$1,500; Grade B, \$720 to \$1,080; Grade C, \$540 to \$720. In Grade A of the third class the annual increase is \$72. In Grades B and C the annual increase is \$60. In the fourth class the maximum annual salary is \$1,200.

The organization of the Civil Service is to be determined by Order in Council which shall specify the offices and sections of the Service to be included in each department, the nature of the more important branches and the number of clerkships of the various grades in each Department. This organization cannot be altered except by Order in Council and after the alteration has been reported upon by the Commission.

Members of the Civil Service appointed before the commencement of the Act who are retained in discharge of the same duties under the new organization are to be graded irrespective of age or of the salary received at the time of the passing of the Act. It is expressly stated, however, that the Act shall in no way prejudicially affect the pension rights of any such person accrued to the date of re-grading. Similarly any salary granted and fixed by any Act in force at the commencement of the new law is also safeguarded.

Subject to any contrary provisions in the Act, and except in the case of deputy ministers, appointments are to be made by competitive examination. The Lieutenant Governor in Council may appoint technical officers without competitive examinations upon the recommendation of the minister based on the report in writing of the deputy minister if the person to be appointed obtains from the Commission certificates that he possesses the requisite knowledge and ability and is duly qualified as to health, character and habits. Vacancies in Grade A of the Second Class and vacancies in any of the higher classes are to be filled as far as is consistent with the public interest by promotion from the Second or Third Class.

Annual leave may be granted for a period not exceeding twenty-one working days in each year. In case of illness, upon production of the certificate of a physician approved by the Commission, the Commission may

grant the necessary leave of absence for a period not exceeding twelve months. The retirement age is placed at sixty-five, although the term of office may be extended for a period not exceeding twelve months.



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DEPARTMENT OF THE NAVAL
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

A NNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, March 12, 1917.

Unauthorized publication of this advertisement will not be paid for.

PRACTICAL APPRECIATION

R. S. White, who a few months ago resigned his post of collector of customs of the port of Montreal after twenty-one years' service, was presented, on July 11th, with \$21,000 and an illuminated address by importers, manufacturers, merchants and representatives of railway and steamship companies in Montreal, in appreciation and acknowledgment of his administration of the customs service and courtesies during his tenure of office.

The presentation was made and addresses delivered before a large representative gathering in the Board of Trade. Mr. White, in reply, while expressing his thanks, also dealt extensively with the customs and suggested some important reforms.

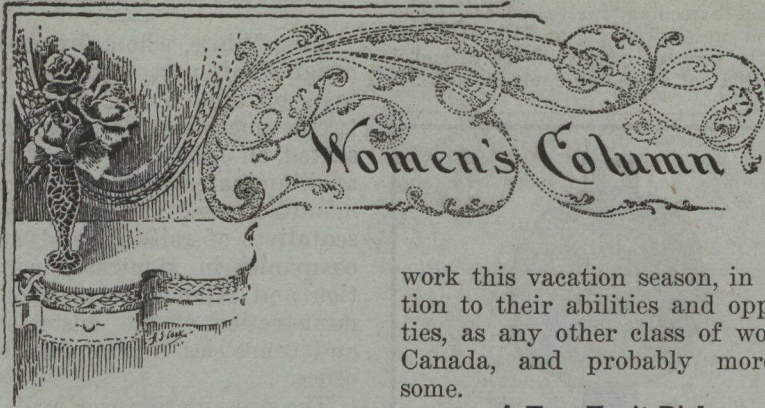
The recipient of this remarkable tribute is well known to civil servants throughout the Dominion as President of the Civil Service Federation of Canada.

SAFE IN ENGLAND.

The Civil Service Siege and Heavy Artillery Draft has arrived safely in England. When the unit left Ottawa there was possibility that it might remain at Halifax for a short time for further training with heavy artillery guns, but the men were delighted to find a transport waiting and to have an early departure for overseas. So far as reported, all ranks are well.

WAGES AND LIVING.

The Labour Gazette reports that, during May, 25,776 Canadian wage-earners had their wages increased. The "family budget" index of retail prices reached \$11.82,—an increase of 9.8 per cent over the previous month and of 59.3 per cent over the corresponding month of 1914.



Holidays.

Never did holidays give the women of the Service so much anxious thought as this year. They are distracted by contrary influences—patriotic, financial and personal. When the call for national service is so strong, the women feel that they would like to do more than they are already doing, but many simply cannot do any more. Eleven months' continuous office work, very often at special war-time pressure and with overtime, brings even the strongest to a state where a complete change and rest is necessary. Those who have spent evenings and holidays at Red Cross work have additional title to a "furlough." The increased cost of living has made it impossible for hundreds of women in the Service to take their customary vacations away from home, for the women of the permanent Service (despite what uninformed outsiders may say) are very largely self-dependent and the percentage of those who assist in the support of relatives is very high.

Every woman must make her own decision. To neglect a patriotic duty is deplorable, but to over-strain one's health by foregoing a vacation or doing vacation work and bringing on a physical break-down when one is again depended upon for regular duty is unpatriotic as well as silly.

Certainly the women of the Civil Service will do just as much patriotic

work this vacation season, in proportion to their abilities and opportunities, as any other class of women in Canada, and probably more than some.

A Few Fruit-Pickers.

Because the women of the Service could give only three or four weeks each to the work of fruit-picking, for which many were willing to volunteer, they were not favored by those having the distribution of this kind of labor in charge, yet some girls have secured such employment through individual inquiry, and it is said that others could have been placed. Did someone make a mistake?

From the Red Cross.

Miss Reynolds,
Civil Service Unit,
Hope Building,
Ottawa.

Dear Madam,—

I am directed by Lady Borden and the Executive to express their warm appreciation of the steady help and splendid amount of work sent in by the Civil Service Unit. The Society is much indebted to your Branch and wishes to assure your workers of the great value of their help to the sick and wounded men.

Yours faithfully,
(Sgd.) HENRIETTA L. WILSON,
Hon. Secy.
Women's Committee.

A Woman on the Food Board.

It is especially interesting to women to note that the committee of four which has been appointed under Hon. W. J. Hanna, Food Controller, to draft certain food regulations, in-

cludes Miss Watson, of the Guelph Agricultural College.

In his address at the Women's Press Club, Toronto, Mr. Hanna said in part: "We are going to take steps to see that the fish from Canadian waters gets to Canadian tables without doubling and trebling the price paid to the fisherman. Our prime duty now is to save food for export."

Mr. Hanna's first announcement of policy will meet with the hearty approval of Mrs. Canada.

It's never too late to start.

The women of the Civil Service who have done or are doing Red Cross work need no reminder of the very urgent need of increasing the output for that is the one idea they have in mind, as they go from pyjamas to socks and back to pyjamas again.

But the other women who are not doing any Red Cross work are reminded that it is about the only thing that matters.

There is absolutely no excuse for

not doing it. Inability to sew is no excuse, for two years ago girls came to us who hardly knew how to hold a needle or run a machine and now they turn out a pair of pyjamas in an evening.

One can even learn to knit, as one girl is doing at this late date. Of course her mouth is grotesquely out of shape during the process, but she hopes when the heel is safely turned that her face will be normal again.

OUTPUT FOR LAST TWO MONTHS.

Pyjamas	107 suits.
Pyjama cords	39
Socks	161 pairs.
Ward shoes... ..	39 pairs.
Pillow slips	84
Ties	24
Hospital shirts	15
Service shirts	1

Red Cross supplies in London are only one month ahead of requirements. That means that the Sinking Fund is too low. Help to raise it.

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MONTREAL.

PERSONAL.**Obituary.**

Thomas Page Wadsworth, formerly inspector of Indian agencies in the North-West, died in Toronto on July 3rd. He retired in 1899.

Edward Jessup, formerly collector of customs at Prescott, died on July 9th, aged eighty-five years.

Charles W. Drysdale, Ph.D., assistant geologist, Geological Survey, and W. J. Gray, of Vancouver, his assistant in field work, were drown by the raft on which they were crossing the Kootenay river, near Sinclair, B.C., going adrift into swift water. They jumped for shore, but were unable to make a landing. L. D. Burling, of Ottawa, had crossed safely just before. Dr. Drysdale was thirty-one years of age, a son of William Drysdale, of the Customs, Montreal, and had been with the Geological Survey for five years. He leaves a widow and three children.

General.

R. R. Farrow, assistant commissioner of customs, was elected President of the Ontario Lawn Bowling Association.

Dr. Otto J. Klotz has been made chairman of the scientific committee of the Seismological Society of America.

MAJOR B. M. CALDWELL.

The railway mail service particularly, and Post Office Department generally, will be interested in the following news item:

Major B. M. Caldwell, officer in charge of Canadian Postal Services, will administer the Canadian Postal Service in England (including the Canadian Section Army Post Office) as from June 5th. The headquarters of the Canadian Postal Service have moved from 14 Great Smith street to Block G, General Post Office, Mount Pleasant, E.C.

Major Bruce Caldwell was appointed to the railway mail service, St. John district, July, 1882, and so has just completed thirty-five years of service. Maj. Caldwell offered his services immediately after the outbreak of war and was attached to the Canadian Postal Corps, first at Valcartier and later overseas. This promotion to so important a position is a fitting recognition of the capable services of a zealous, efficient officer.

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The Question of Efficiency.

Editor *Civilian*:

As you are more and more bringing *The Civilian* to be the forum in which Civil Service affairs are discussed, I desire to say a few words on the question of the efficiency of the Civil Service. As one who has seen much of the inside work of private corporations, my observation of the Service from inside leads me to say that it is much more efficient than the public gives it credit for. A good deal of the contempt and hostility of the public to the Service is due to ignorance of the immense work that it performs every day. Supposing you had not been so foolish and self-sacrificing as to conceive of the idea of keeping a list of those who volunteered for overseas service in this war, and so persistent in making us give you our parts of this list, do you suppose that anybody would ever have given the service credit for furnishing so many men as it has? The same is true of contributions for the Patriotic Fund, etc. If we had contributed ever so liberally individually the public would still consider us a bunch of selfish tightwads. And the same remarks apply to every part of the Service life.

Let me just point out a fact which has given pause to many critics, who in time past had no good word for Government administration of any kind: In this war practically every nation has found that the much-lauded efficiency of private operation has proved a myth, and governments have been forced to take over and operate railways, mines, shipping, munitions plants, food production, and food conservation. If private operation is so efficient why did it not produce the goods? And now that governments have taken these things over (much against the will of the

statesmen, for their hands were full enough already) how is it that these operations run so much more smoothly than under private management?

If we want the public to respect us we must respect ourselves, and we cannot respect the Service as a whole unless we believe that it is giving a good return to the public for the money spent salaries. If there are any weak spots in our work as individuals we should strengthen them, and if we know of others who are not doing their full duty we should endeavor to build up such a body of public opinion within the Service as will make them amend their ways. Let us not be deceived; the main, hard-working body of the Service has got to carry the shirkers and bear the opprobrium which their conduct brings. They are a very small proportion of the whole Service and the more we show our disrespect for them the more will the public and Parliament respect the Service. I should be glad to have others discuss this subject.

BRASS TACKS.

"LES." TUBMAN'S CROSS.

The conferring of the Military Cross upon Lieut. Leslie W. Tubman is officially announced, with the following note:

For conspicuous gallantry and devotion to duty. On several occasions he led patrols in the most gallant manner and succeeded in obtaining most valuable information. He has on many previous occasions done fine work.

Bound Volumes.

A correspondent who has a file of *The Civilian* from its first issue wants to hear from other owners of files who would like to join in getting them bound in volumes of uniform style. An advantageous price could, no doubt, be secured by co-operation. Address "Bound Volumes," care of the Editors.

THE OUTSIDE SERVICE.

Recent Important Changes in the Customs Staff in New Brunswick.

From New Brunswick comes news of some changes in the Customs staff of that province, affecting several of members of the Outside Service.

Some months ago, Mr. J. Wesley Hoyt, for many years the efficient Collector at McAdam, New Brunswick's most important frontier port, passed away, after a lengthy illness, having completed nearly thirty years in that position. Mr. Hoyt was a model officer, and enjoyed the respect and confidence of the Department as well as the esteem of the public. His remains were interred at his native village in Sunbury County. Mr. Hoyt's successor is Mr. Fred. T. Lister, who was promoted from the ranks at McAdam. Mr. Lister has been in the Service since 1904, and his appointment is popular with the public.

Mr. J. S. MacLaren, inspector for the district composed of New Brunswick and P. E. Island, has been superannuated, after a service that commenced in 1868 in the St. John office, where he served some years as cashier. Later he was a special officer, operating throughout the Maritime Provinces, and his appointment as inspector was made some thirty years ago. Mr. MacLaren thus saw forty-nine years' service, and retires at the age of seventy-two to enjoy a well-earned rest. His retirement is regretted by the officers of his district, who have always found in him a firm and sympathetic friend. That he may continue to enjoy more years of health and happiness will be the wish of a very large circle of friends. Announcement of his successor has not yet been made, but there is a rumor that Mr. A. L. Hoyt may be the lucky man. Mr. Hoyt has been serving as assistant to the inspector for some years, and is now in charge of the staff engaged at Halifax in the examination of neutral ships. His appoint-

ment would be popular with the service and the public.

The death occurred last week at Andover of Sub-Collector W. E. Spike, who has been on duty at Aroostook Junction since 1901. Mr. Spike was a very efficient officer and a gentleman very highly respected.

Collector McKenzie, of Campbellton, N.B., has been superannuated at the age of seventy-six years, at his own request. He had held office for thirty-four years, and was deservedly respected. He has the distinction of being the father of Lieut.-Col. Ernest McKenzie, O.C. the famous 26th New Brunswick battalion at the battle front in France.

Recent appointments to the Customs service in New Brunswick include C. A. Pincombe to Campbellton, James J. Jones to St. Croix, and Jack Rider to Newcastle, as acting preventive officers. All three are returned soldiers, who have "done their bit" at the front. Mr. Pincombe is a son of Major Pincombe who went to England in command of a company of the 104th New Brunswick battalion, and is now second in command of the 13th Reserve Battalion at Shoreham.

CLERKS IN CONVENTION.

The Postal Clerks' Association of the Dominion of Canada met in its fifth annual convention in Winnipeg on July 9th and concluded business on the 13th.

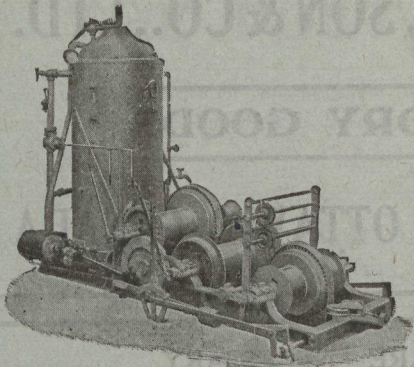
S. H. Tease, of Winnipeg, was elected President for the ensuing term.

Toronto was chosen for next year's convention.

A fuller report of the business transacted at Winnipeg will appear later in *The Civilian* and the *Postal Journal*.

The country has no idea of the eagerness of the people of India to take their part side by side with us and do their share in this struggle. —Premier Lloyd George.

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THE POSTAL JOURNAL

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VOL. II.

JULY 20, 1917.

No. 21

POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

Report of the President.

Gentlemen,—

In presenting my statement, I would like to call your attention to the enormous growth of our membership. It has practically doubled and our organization is, in fact, as well as name, extended from coast to coast, representing the postal service all over the Dominion.

I wish also to thank the other members of the Executive for the valuable assistance they rendered during my term of office. The officers should always work in amity, as by so doing only can the work progress as it should. There is no room for individual complaints, but all should strive for the good of all.

The first, and I may say a totally unexpected, call for my services was made some six weeks after the last convention. This was the resignation of one of our esteemed officers, Mr. A. Black, of Vancouver. At our last convention he was elected to the important office of Organizing Secretary. He very shortly afterwards found that he was unable to devote the necessary time to the duties of that office, and I had perforce to accept his resignation. I had always esteemed him and was sorry to see him resign. Mr. L. Pickup was recommended for the office; I offered it to him, and was pleased that he accepted it. His success in that position you all know of and it needs no recapitulation.

I was next asked through the pages of the "Postal Journal" by an anonymous correspondent signing himself "Old Fogie" if I would appoint a committee to advise the semi-staff branches.

I immediately endeavoured to ascertain what this committee would be expected to do. Failing to get this information, I could not, of course, proceed with the formation of such a committee.

The question of a war bonus arose in the fall of last year (1916) and it was decided that we petition the Government to grant some small assistance to all clerks in the postal service. The cost of living had already risen by leaps and bounds, and we

felt that the amount was very reasonable. You will learn of the full facts as to what success we have had during the week, but I would like to remark that I have a copy of a letter dated November 8th, 1916 (mark the date) which says: "I have yours of November 6th, in relation to the increased price of the necessities of life and the demand for an increase in salary to meet the conditions. I may tell you that this matter is engaging the attention of the Department. I thank you for the valuable suggestion contained in your letter. Yours truly, (Sgd.) Th. Chase-Casgrain." There have been innumerable letters and telegrams since that time and all are replied to in a similar manner. I can assure you that it is no fault of your officers—especially our hardworked Secretary-Treasurer—that the matter of a war bonus has not been settled.

At the last convention, a delegation was appointed, consisting of Mr. Green, Mr. Cantwell and myself, to wait on the Postmaster General with our proposals. We had also the assistance of our Organizing Secretary, Mr. Pickup, who at his own expense accompanied us. The results as promised of that interview most of you know. We got lots of promises, but up to the time of writing no performances. The deputation was pleased with itself in that it considered it was about 80 per cent successful. Including the matter of an increase in salary, which was promised immediately.

We were unfortunate in that the late lamented Postmaster General passed away a few days before the time appointed for the interview. This raised the question whether we should go or not. We had little time to decide as arrangements were already made, but I considered we had better go ahead.

In connection with above one of the items on the Agenda, No. 7, will introduce to your notice another method of approaching the Department, and I trust you will closely study it.

The opportunity of visiting Montreal and Toronto at very little additional expense was taken advantage of. The result is seen here to-day in Montreal and Toronto being represented at this gathering.

I have seen the necessity of some other system of accepting members to our or-

ganization. I therefore asked the Legislative Committee to submit a tentative form of application for membership. This will also be submitted to you during the week.

With the entrance of so many of our Eastern brethren into membership, the per capita tax will be a large question to decide, and with the approval of this convention it is my intention to nominate a representative committee of seven members to deal with it, and who if possible will submit a concrete proposal acceptable to all. This being such a big question, I will nominate the committee immediately after the reports are read; and this will be all the duty as a committee I will ask of them.

In conclusion, I beg to ask that you will give your best and unbiased consideration to the proposals which are set before you, striving all the time to eliminate personalities or selfishness. And working all the time for the good of ALL, and for the benefit of the service.

Any question not dealt with in this report, I will be pleased to take up if requested to do so.

Yours fraternally,
(Sgd.) C. GARDNER.

POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

Report of the Secretary-Treasurer.

Brother Officers and Members,—

It is with the greatest pleasure that I have to record the year 1916-1917 as the most successful year in the history of our organization, in so far as the extension of the activities of the Association is concerned. The policy introduced by the Association at its last convention, viz., combining the offices of Secretary and Treasurer and creating a new office known as Organizing Secretary, has proved most successful. As you are all aware, Mr. A. S. Black, Vancouver, Past President of this Association, was elected to fill the office of Organizing Secretary, but on August 29th, 1916, I was very much grieved to receive a letter from Mr. Black notifying me that, owing to special duty to which he had been appointed, he would be unable to devote the time necessary to the duties of Organizing Secretary, and that in the best interests of the Association he would ask to be relieved of his office. I immediately wrote to the President, asking him to appoint another man to the vacant office, and mentioned Mr. Pickup as a likely candidate. On September 11th, 1916, the President asked Mr. Pickup to accept this office, which he did, and I am pleased to say that the Association gained a very enthusiastic and hard-working officer in the person of Mr. Pickup. Outside of organization work there really is but little to show, at present,

for the great amount of work accomplished by your officers. With regard to the visit of the appointed delegation to Ottawa, the report of this delegation will be submitted for your consideration and you must judge for yourselves the true value of the work accomplished. Personally, I was extremely disappointed at the very commencement of the long interview which we obtained with the officers of our Department, inasmuch as the Department refused to consider any suggestions relative to the betterment of the lot of clerks employed in semi-staff offices. Your delegation also visited Montreal and Toronto and were cordially received at both places. Ultimate results of these visits show that the time was well spent and I am firmly convinced that your delegation did more good in a few hours than could have been accomplished in a year by correspondence. The balance sheet will show that this trip cost the Association the sum of \$238.00, and it is for you to decide if the results obtained justify the expenditure. Referring again to the report of your delegation I have to inform you that on January 23rd of this year I submitted the original of this report to the Department at Ottawa, asking for the signatures of the heads of our Department to the report. Although up to the present the report has not been returned we have every reason to believe that it will be received, signed as requested. The publication of the report has been held up pending the decision of the Department.

Much correspondence has passed between this Association and the various cabinet ministers in regard to the matter of increased remuneration for post office clerks, in order to meet the very substantial increase in the cost of living.

Although ultimate success is practically assured, we have no guarantee as to what amount will be given, neither do we know the salaries which will be affected by the proposed increase. It is needless to add that the long delay in granting some increase, more especially to the many hundreds of temporary employees, also to permanent employees on the lower grades, has in many cases caused real hardship, especially during the past winter. Copies of correspondence and telegrams dealing with this subject will be laid on the table for the inspection of any delegate at the convention.

On May 10th, 1917, we wrote to the Department asking that temporary employees be granted holidays, with pay.

On June 11th, 1917, a letter protesting very strongly against the recent Order in Council, whereby civil servants enlisting after a certain date would cease to draw any civil pay, was forwarded to the Honourable C. J. Doherty, Acting Postmaster General. We believe this Order in Council to be absolutely unjustifiable in so far as the postal branch of the Civil Service is concerned. Speaking for this Association, I

can honestly say that our members have done splendidly in the matter of enlistments. With returns in from only twenty branches at the time of writing, out of a total of 907 members 214 have enlisted. Some of our branches can show that 50 per cent of the clerical staff employed at their office in August, 1914, have donned the khaki. Quite a number can boast of 33 per cent and over. Much criticism has been indulged in by persons outside the Service in regard to civil servants not having enlisted. We can conscientiously ignore these critics, happy in the knowledge that our members have done their full share and knowing that very many more would have gone could they have obtained the necessary permission to enlist.

On the 15th ultimo, the following telegram was despatched, addressed to Hon. C. J. Doherty, Ottawa:

"Information to hand indicates intention not to include clerks employed in semi-staff post offices within scope of proposed measure of relief for employees of Post Office Department. Such intention, if correct, absurd and grossly unfair. Any measure of relief not acceptable unless embracing all clerical employees. Please reply."

The usual reply, stating that the matter will be looked into, was received on the 25th ultimo.

Many other questions of minor importance were taken up with the Department during the past year, with decided success in some cases and other cases not yet definitely decided.

Financially, we are on a fairly firm basis for I estimate that a balance of \$200.00 will be carried over after meeting the expenses of this convention. The balance sheet shows only actual cash transactions, but to the balance in hand must be added the sum of \$13.20, outstanding accounts. The only liabilities outstanding is a small account from the President for postage, etc., and another from the Organizing Secretary, both of which were overlooked. We have stock on hand to the value of \$74.75, not including 217 copies of the Constitution and By-laws and a small amount of mimeograph and other supplies. The assets of our Association also include two typewriters and one mimeograph, all of which are in good condition.

Taking into consideration the heavy handicap under which we labor, due to the war, we have good grounds to feel proud of the progress made during the past year, and I feel sure that if our members will continue to give us their support in the future as they have done in the past that a very bright prospect is in store for the Postal Clerks' Association of the Dominion of Canada.

Fraternally yours,
J. W. GREEN,
Secretary-Treasurer.

POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

Report of the Organizing Secretary.

Mr. President and Delegates,—

Owing to the regrettable resignation of Mr. Alex. Black, Vancouver, the duly elected Organizing Secretary, I was asked to accept the office in September last, and did so. Mr. Black very kindly forwarded me his plans for organizing, many of which I put into operation. I sent out forms to the vice-presidents to be filled in monthly by the branches with particulars of membership, business transacted and financial condition. A fairly good percentage of the forms were returned to me. A general survey of the organizations leads me to the opinion that, had many branches held meetings regularly and collected dues more promptly, the personnel of this convention would have been larger. More than numerical strength is a necessity in an organization such as this. An intelligent interest and participation in the work and welfare of the Association is required from the members if the object and purpose of the Association be worthy of attainment. During the year I sent letters of encouragement to eastern branches. I was privileged to accompany the delegation to Ottawa early in January, and did what I could in persuading the postal clerks of Montreal and Toronto, during our visit to these cities, to join the Dominion-wide body. I was successful in forming branches at Fredericton, Halifax, Brockville, Hamilton and Portage la Prairie. Mr. Green and myself communicated with the St. John office, and a branch was formed there. Mr. Doyle, the semi-staff representative on the Executive Board, succeeded in establishing a branch at St. Catharines. The other branches named are in a healthy condition. The usual well directed efforts of our General Secretary, Mr. Green, were largely instrumental in branches being formed at Montreal and Toronto. Correspondence was conducted with Moncton and London, but, as yet, no step has been taken in the desired direction, but there is every hope that ere long both these offices will be with us. As far as I can perceive the work of the Organizing Secretary during the ensuing year will be in enlightening the members of this necessary organization in the time honored dictum: "United we stand, divided we fall."

Respectfully submitted,
L. PICKUP,
Organizing Secretary.

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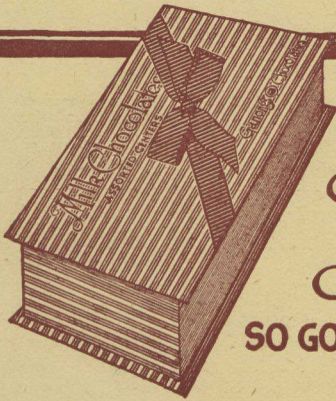
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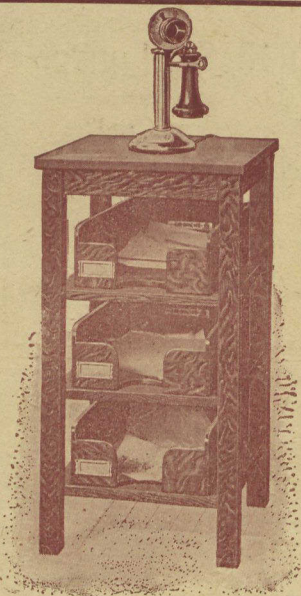
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