

PAGES

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Archives.
May '20.

THE CIVILIAN

VOL. XIV

DECEMBER 1920

NO. 1

Features

Story of Whitleyism
The Government Sweat-Shop.
Tom Moore Explains
Quidnunc's Dream
No. 66.

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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WHAT IS CHRISTMAS ?

What is Christmas to you? Two red figures on the calendar? A time of gift-giving? A day at home? Or is it the spirit of brotherly love and selfless service brought more generously to the surface? If the last, then let us see how the Civil Service throughout this broad country can fittingly celebrate it.

It can vow to labor more for humanity and less for self; to consecrate a little more time to the other fellow's problems and a little less to your own; to push on with less animosity and more courage; to never forget that there is a higher goal than material success, and to remember to smile 365 days in the year!

Such is Love, and Love is the most practical thing in the world. It not only makes the world go round, but go up into higher realms of thought. It is Love (unselfishness) that brought the war to a successful close; Love (labor) that finally gave our sisters and mothers the vote; Love (intelligence) that has placed the reins of power in the hands of the people; Love (purification) that is destroying the liquor demon and its kind; Love (faith) that gives the courage and confidence to continue in the forefront of the fight. And it is such Love as this that makes for a

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

Why and Wherefor of Whitley Councils

(Notes from Parliamentary papers on Joint Standing Councils in United Kingdom.)

INDUSTRIAL COUNCILS

The Right Hon. J. H. Whitley, chairman of a Reconstruction sub-committee of Council of the United Kingdom reported on March 8, 1917 in favour of Joint Standing Industrial Councils to secure better relations between employers and employees. Further reports were made on Oct. 18, 1917, and on June 7 and July 1, 1918. The basis, objects, constitution, etc., were submitted to associations of employers and to Trades Unions and the plan became operative. In Dec. 1919, 51 industries had set up Joint Industrial Councils.

PRECIS OF DRAFT SCHEME ON APPLICATION TO GOVERNMENT ESTABLISHMENTS OF THE WHITLEY REPORT OF MARCH 7, 1919.

Initial Report

On the 7th March, 1919, a sub-committee of Council submitted a report on the above subject under the following terms of reference:

"TO DRAW UP A DRAFT SCHEME FOR THE APPLICATION OF THE WHITLEY REPORT TO THE ADMINISTRATIVE DEPARTMENTS OF THE CIVIL SERVICE." (sec. 2.)

Objects

(1) To secure co-operation between the State as employer and the general body of civil servants in order to increase efficiency coupled with the well-being of those employed.

(2) To provide machinery for the ventilation of grievances.

(3) Generally to bring together with a view to a free discussion of many diverse and complex problems, the experience and different points of view of representatives of the many grades and classes of the administrative clerical and manipulative civil service of the country. (sec. 5.)

Scope of Inquiry

Stress is laid upon the necessity of taking into account the great number and variety of departments, the difference in size, organization, classes, grades, sexes and duties performed, always conceding the fundamental principle of the Whitley Committee that the industry must be well organized on both sides. (secs. 10-11.)

Application

The report recommends that the Whitley report can and should be applied to the civil service with the following exceptions,—

(1) "In place of the executive functions exercised by joint councils in outside industry, functions of an advisory and consultative nature must necessarily be substituted."

(2) There should be no discussion of broad questions of administration and policy, *e. g.*, in the case of the Post Office, such a subject as the revision of postage rates, or in the case of the Customs and Excise, the rate of duty on tobacco, or such questions as Protection or Free Trade, Home Rule, etc.

The Establishment recommends,—

(I) A National Joint Council for the whole of the Administrative Departments.

(II) One or more departmental joint committees for each department (provided its size would justify such a committee).

(III) District or local office joint committees in suitable cases.

(IV) Sectional committees of the departmental committees.

General observations,—

(1) Representation need not be constant.

(2) Associations should be represented by civil servants, but "we see no objection to an Association restricted to civil servants nominating as its representative a whole-time official of the association who is not a civil servant."

(3) Joint bodies should have written constitution.

(4) The importance of publicity is urged. "Statements should be as full and informative as possible."

(5) Expenses to be borne equally by the two sides.

THE NATIONAL COUNCIL

(1) Initial membership should not exceed 50.

(2) The Official Side. — In regard to the line to be drawn between a civil servant who for this particular purpose may be regarded as an employer and one who may not be so regarded, the report states that the higher officials are to be considered as on the official side. This point is rather obscure but it appears that the line may be drawn between those who have actual or substantial rights to "hire or fire" and those who have not.

(3) The Staff Side. — The greatest possible number of staff interests should be secured to represent the civil service as a whole to be chosen by staff associations or groups of associations. Anxiety is expressed that

unorganized groups may be overlooked. The proportion of representation must be determined by negotiations between the different associations.

(4) Officers. — There is selected a chairman and vice chairman and a separate secretary for each side.

(5) Functions. — Questions of remuneration: Submitting problems relating to a particular class to sub-committees, consisting of that class, nominated by associations, and nominees of the Treasury for the Official Side; also organization, recruitment, conditions, etc.

The functions enumerated for Industrial Councils are found to be not as a whole applicable in the case of civil service. The following is offered as a sketch of the functions,—

(I) Provision of the best means for utilizing the ideas and experience of the staff.

(II) Means for securing to the staff a greater share in and responsibility for the determination and observance of the conditions under which their duties are carried out.

(III) Consideration of the general principles governing conditions of service, e.g., recruitment, hours, promotion, salary, and superannuation.

(IV) The encouragement of further education of civil servants and their training in higher administration and business organization.

(V) Improvement of office machinery and organization and the provision of opportunities for the full consideration of suggestions by the staff on this subject.

(VI) Proposed legislation so far as it has a bearing upon the position of the civil service. (Secs. 24 to 27 and 44.)

Departmental Committees

Official Side. — The minister or permanent head will appoint the members of the employers side under principle of selection referred to in sec. 2 of "National Council" in this memo.

Treasury Representation. — The need of "Treasury" representation on certain sub-committees to lend the co-operation and elucidation of its experience is pointed out.

Staff Side. — See Sec. 3 "National Councils", "The number on each side should be normally ten."

Officers. — The principle laid down for industrial councils is not followed, on account of "the special circumstances of the civil service". The

chairman is appointed by the departmental head and in his absence the next senior officer on the official side should act. A secretary is chosen from each side.

Functions. — The functions are those mentioned under the heading "National Councils" insofar as they apply to the department concerned, but questions of general interest may be discussed.

Relation of National Council to Departmental Committees

The National Council will not concern itself with strictly departmental questions and departmental committees may take steps for reference of general problems to consideration of National Council.

Consideration of pay and conditions of Supervisory grades

It may be well to appoint separate committees of representatives of the department and of the supervisory grades to discuss such matters. Joint meeting of such committees and the rank and file may be held.

Sectional or Separate Departmental District or Office Committees

Distinctive kinds of work analogous to an ordinary type of industry might have a separate departmental committee. The Engineering Department of the Post Office, the outdoor service of the Customs and Excise, etc., are cited as cases in point.

District or Local Office Joint Committees

Where necessary to set up such committees the procedure laid down under "Departmental Committees" may apply.

Subjects to be excluded

Policy. — Such questions as are concerned with broad questions of policy such as tariff, free trade, etc., should not be discussed. The scope should be limited to matters directly affecting conditions of service of the staff and the working of departments.

Remuneration. — Hope is expressed that discussions by councils on this subject will reduce number of references to Board of Conciliation and Arbitration. Restrictions apply to supervisory officers and departmental, district or sectional committees.

Promotion. — Discussion by national councils should be confined to general principles and not be concerned with individual cases. The delicacy of this question is admitted. Recommendations of national council go to the Treasury and of committees to the head of the department concerned.

Superannuation. — Clearly within the function of national councils to advise on certain aspects of superannuation and submit same to the Treasury.

Discipline. — The position similar to promotion, i. e., general principle of disciplinary action may be discussed but not individual cases by national councils.

PRECIS OF REPORT OF NATIONAL PROVISIONAL JOINT COMMITTEE ON THE APPLICATION OF THE WHITLEY REPORT OF MARCH 7, 1919.

A provisional committee was appointed to finally apply the recommendations of the Whitley report of March 7, 1919, (see preceding precis). The committee reported on May 28, 1919.

This provisional committee consisted of 15 members on each side. Being in the experimental stage only, principles must be tentative and exploratory only. The following constitution for national councils laid down:—

Membership. — 54 (including four secretaries), one-half to be appointed by the Government and one-half by staff associations.

Official Side. — To be persons of standing, (who may or may not be civil servants), and to include at least one representative from the Treasury and one from the Labor Department.

Staff Side. — To be persons of standing, (who may or may not be civil servants) appointed by the following groups of staff associations,—
Members.

- (1) Post Office associations ... 10
- (2) Civil Service Federation ... 6
- (3) Civil Service Alliance ... 5
- (4) Society of Civil Servants and Association of First Division Civil Servants... 2
- (5) Institution of Professional Civil Servants ... 2
- (6) Temporary Staff Associations ... 2

The authorities appointing the respective sides may vary their representatives.

Vacancies to be filled by the authority concerned.

Officers. — The chairman to be from the official side, the vice-chairman from the staff side. Each side shall appoint two of its members as secretaries.

Quorum. — 14 members to be a quorum. Meetings, etc. — Rules are laid down for annual and ordinary meetings, agenda, standing orders, etc.

Objects, Functions, Committees, and Remuneration. — Very much as laid down in draft report.

Decisions. — The decisions of the council shall be arrived at by agreement between the two sides, shall be signed by the chairman and vice-chairman, shall be reported to the cabinet. AND THEREUPON SHALL BECOME OPERATIVE.

Publicity. — Statements shall be issued by the authority of the council and shall be as full and informative as possible.

Minutes. — Minutes shall be kept.

Finance. — Each side shall be responsible for its own expenses; the common expenses shall be defrayed in equal proportions by the Government and staff associations.

Amendments to Constitution. — As usual.

Generally. — There being joint bodies for industrial establishments as well as for administrative departments, certain cases may come under one or the other system for special purposes.

FEATURES TO BE NOTED ARE:

(1) Equality of members on the two sides.

(2) Eligibility of women on both sides.

(3) Chairman to see that unanimous decisions reach the proper executive authority without delay.

(4) Disagreements as to remuneration are referred to the Conciliation and Arbitration Board. No hard and fast rules set down to govern disagreements generally.

(5) Departmental councils will ask national council for advice when needed, but latter not to be an appeal court from former.

(6) Special leave with pay to civil servants on national councils.

(7) The allocation of the 27 seats on the national council on staff side are divided (presumably according to numerical strength) among six organizations as follows: — 10, 6, 5, 2, 2, 2.

DEPARTMENTAL COUNCILS

(1) No set form of constitution set down as one department may require two councils and another may be so small that they may not need all the machinery.

(2) Constitutions of departmental councils are submitted to national councils to ensure that they are as uniform as possible and in harmony with Whitley principles.

(3) Representatives on staff side are elected by associations and full-time officers of associations who are not civil servants are eligible.

(4) There will be appointed, (a) Standing Committees composed of members of council; (b) Special Committees and Grade Committees; the personnel not confined to members of council.

(5) Unlike the national councils, departmental councils may discuss individual cases involving discipline and promotion. As to promotions, the wide and early publicity of all vacancies is recommended.

(6) Principles to govern departmental councils as previously laid down are to apply with little or no change in respect to, — chairman, treasury representation, functions, decisions, publicity, minutes and finance (special leave with pay, etc.)

THE FATE OF A NATION

Is public ownership in the Federal Service a tragedy or a joke?

Is there a conspiracy on foot to abolish the Civil Service Commission?

Is Privilege winning out as the ruling power in the Canadian Civil Service?

Will Canada revert to the Spoils System within a year?

Are the Ministers who uttered a sacred pledge in 1917 to abolish Patronage, keeping Faith in 1920?

Have the Trustees of the Merit Law been faithful in the performance of their duty?

Is the Board of Hearing efficient or is it a Patronage Committee?

Must officers in the King's Service in Canada suffer under Economic Slavery in order to batten the pernicious Patronage System?

What is the state of Public Morals in Canada?

Is "Law and Order" a slogan for Patronage?

What caused the War?

Shall we forget?

Shall the Spartan blood of this race submit to chronic Despotism?

Was the war fought to save HYPOCRISY?

An attempt will be made to answer these questions in the January *Civilian*.



Complete Transmitting Apparatus at an up-to-date Radiotelegraph Station
Canadian Government Station, Port Arthur

Exterior View—Radiotelegraph Station, Port Arthur, Ont. Operating House—Radiotelegraph Station, Port Arthur, Ont.
Interior of Office, etc., Radiotelegraph Station, Port Arthur, Ont.

Tom Moore Explains

The Associated Federal Employees of Ottawa, Federal Union No. 66, are wide-awake to the importance of educating the civil service as a whole to the meaning of affiliation with labor. In November they held a mass meeting in the Russell Theatre where-at Mr. Tom Moore, president of the Trades and Labor Congress of Canada, and Mr. A. Mathieu, secretary of the Federation of Municipal Employees in Montreal, went so thoroughly into the question that even the most doubting of Thomases must have seen the error of his doubts and the wisdom of an immediate alliance.

Mr. Frank Jammes, ex-president of Federal Union No. 66, occupied the chair, and in his opening remarks stated that the formation of the union was for the protection of economic interests of all. Isolated efforts were not felt in this age. There was a time when the civil servant considered himself a being apart from everything, that he lived in a rarefied atmosphere of officialdom, he had plenty of money and little work and it was sacrilege to even suggest that he join an organization. These days, however, were passed, the general public was beginning to regard the civil servant as a fellow worker, and poorly paid fellow-worker at that. He did not think there was anyone now who would contest the statement that there was necessity for a civil service organization of some sort. The whole question was as to how they could obtain the best results. In the past when civil servants had grievances their case attracted little attention except in Ottawa. Farmers did not care and manufacturers would not worry. Trade unionists had their hands full and would not interfere in the case of an organization unless affiliated with them. Small wonder that civil servants had failed to obtain much. On the other hand when civil servants affiliated with labor, they proclaimed their identity with an army of almost 300,000 workers within the Dominion. They secured for themselves the moral support of these men, who henceforth would regard them, not as a class apart, as a white collar crowd, but as brothers in arms who have as

much call upon their assistance as any group of organized workers in the country. No government could afford to treat this lightly. The moral pressure was bound to win respect.

TOM MOORE

Mr. Tom Moore, who received a wonderful reception, stated there had been thought among many that civil servants should not be described as workers. He was glad to be able to address the meeting in order that they might understand more clearly the object of organized labor and understand a little more clearly the duties which civil servants owed to themselves and the community in which they lived.

"The basic idea of organization", he continued, "does not seem to have been thoroughly understood by the Civil Service Association. When the Trades and Labor Congress took upon itself to issue a union charter to some of the civil servants, the right to do so seemed to me immediately challenged; it seemed to be assumed that those who had taken the initiative in becoming affiliated with labor had by some means connected themselves with a menace to the country.

"Reference has been made to the recognition given from time to time to the Trades and Labor Congress by the government. The pats we received on the back, however, were many times given without sincerity and when we were eulogized we felt in the position of the child whose mother stroked it kindly while pouring castor oil down its throat."

Was Won by Fight

The recognition given in Canada to labor, continued Mr. Moore, had not been handed out on a silver platter. The organized workers of Canada had first to demonstrate they were sincere in their desires and to demonstrate they had the intelligence to put into words and writing that which they desired.

The basic idea of organization was not one of antagonism, it was one of protection and an attempt to put into practical every day life a little of the Christianity they heard so much about.

Meetings in Public Buildings

Discussing the recent plebiscite taken among the civil servants of Ottawa, Mr. Moore referred to the issue of the Civil Service News of October 27, and he stated he wished to remove some of the misunderstandings that must have been in the minds of many after reading this. Many were aware that during the controversy on this question the members of Union 66 made application to the heads of various departments for permission to hold a meeting, similar to those held by the Civil Service Association. The government replied that no such meeting could be held. The Civil Service Association gleefully proclaimed this through their paper. On behalf of the executive of the Trades and Labor Congress, the speaker communicated with the premier, requesting to know if the prevention of the meeting was a direct challenge to organized labor and a discrimination against the members of Union 66; also stating that the privilege had been granted to the Civil Service Association.

Premier Meighen replied to the effect that he was not aware that the association had been granted the privilege of holding meetings in government buildings and he was not sure that it was specifically granted.

In a further letter he stated no permission had been given the association to hold meetings. The minister of public works took the ground, which he (the premier) thought well taken, that public buildings were not for this purpose, and in future meetings could not be held in them.

After these letters, on October 27, the Civil Service News stated that the plebiscite would be taken for the purpose of knowing if it was the desire of the civil servants as a whole to affiliate with labor. The vote was taken on October 30, five days after the premier's letter had been received. It was taken in a public building during working hours. It seemed rather strange that the association should be given the privilege of such an extreme kind after the premier's orders.

"I do not blame the premier", added Mr. Moore, "but I do think there is

room for Mr. Meighen to do a little close investigation when he returns from the west."

Believes in Affiliation

The Civil Service Association knew perfectly well that Federal Union 66 believed in affiliation with labor. Why was it necessary to ask them? What they should have ascertained was whether the members of the association believed in the affiliation. He did not know if the heads of the association knew who were their members. Probably it was because they did not wish to demonstrate too clearly how many members they had. He held, however, that in taking the vote they might have left the matter to the intelligence of the civil servants who were well able to judge of their own necessities and to form an unbiased opinion as to what they wished to do. The members of the association slandered organized labor and he felt it was his duty to explain labor's attitude to the service so that the misstatements in the News might be corrected and their malicious influence counteracted. The association wanted to know if the civil service repudiated the entire labor movement and they were certainly answered by the plebiscite.

Pensions and Superannuation

Mr. Moore denied the statement contained in the News that the resolution regarding pensions presented to the Windsor conference by Union 66 was rejected. It was withdrawn because of the manner in which it was drafted as those who presented it had no power to change it. Organized labor was not opposed to pensions, but was opposed to the private pensions schemes, because they had the effect of chaining workers to their posts and prevented them from bettering themselves from year to year. In illustration of this the speaker told of the difficulty with regard to the pensions of workers on the Grand Trunk after the strike of 1912. The conductors, who had paid into that pension scheme had after the strike been reinstated, but they lost their priority and when leaving after in some cases 20 or 30 years' service, they were told as they left the service in 1912 they were not eligible for pensions. This was the reason why labor was against pensions by private

organizations.

The labor movement did not oppose superannuation of civil service, or any aged workers. In its platform it demanded the superannuation by the state of all workers, whether for the government or private individuals. When a man gave the best years of his life and was not able to save sufficient for his declining years, it was up to the younger generation to provide the necessities of life. Superannuation, however, must be handled by the civil servants themselves and not left to the government to do what it wished.

Adequate Salaries

It was stated in the News that organized labor opposes adequate salaries for civil servants. In the history of the congress it had never set a limit on the amount of wages to be asked for. The civil servants would decide for themselves what increase was necessary. He did not know of any increases given by the government, or out of it, that was out of proportion to the standard of living of a Canadian citizen.

Labor organizations tried to use their intelligence and match it with the intelligence of employers to prove their case unassailable. Sometimes they took less than they were entitled to and they did so out of consideration of the community as a whole. He believed there was no one who would like to see the civil servants use the strike weapon more than the members of the government.

When the postal workers had threatened to strike Hon. N. W. Rowell had declared that any who left their employment in this way would be considered as discharged and the whole power of the state would be used to fill their positions. In other words the government threw down the challenge to these men that they must accept what was given. It was merely slavery.

"It was an unfair situation", continued Mr. Moore, "but one which the letter carriers could not alter. Members of that union and all other federated bodies are looking forward to the time when there will be men in Canada to administer laws, who will be broad enough to give a measure of democracy such as exists in the Mother Country, the United States and Australia, whereby workers will be recognized as having some say in

fixing conditions under which they live."

Public Opinion

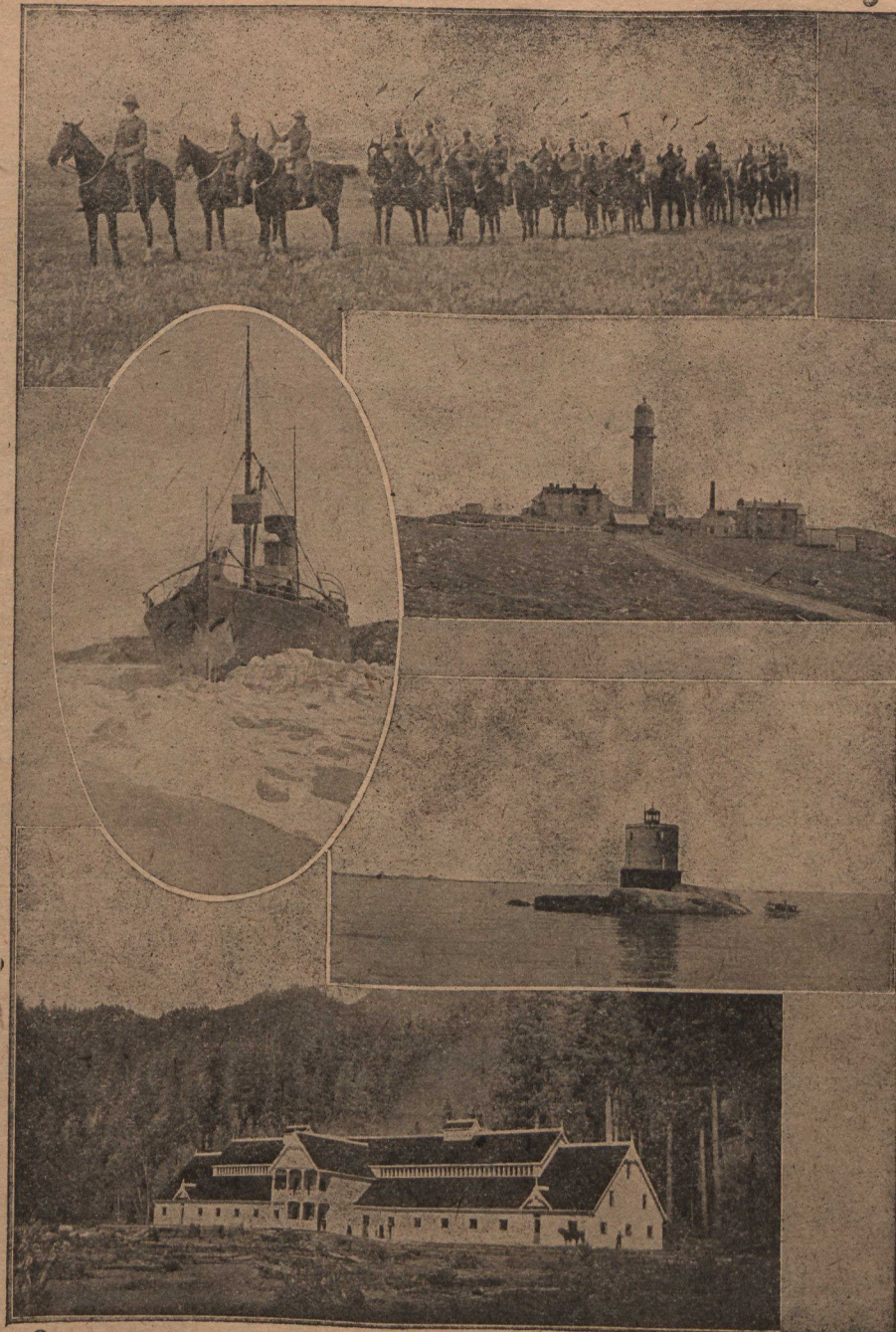
In discussing the question of what the union could do for civil servants, Mr. Moore stated if the service was only ten per cent. organized they could only get ten per cent. efficiency. Parliaments did not judge questions on their merits, he stated, so much as by pressure of public opinion. He illustrated this by stating that labor had asked for the cancellation of property qualifications for candidates for civic honors, in order that returned soldiers might be given the opportunity of running for these positions. The reply was that they did not think public opinion was ripe for it. Later the government did remove property qualifications. The same thing happened when application was made for mothers' pensions in 1912. They could not segregate themselves in isolated groups and create public opinion. They had to show a united front.

The News had stated the civil servants affiliating with labor could never hope to gain much because they would have no political influence. Did the civil servants want to retain their positions today under the degrading conditions that obtained ten or fifteen years ago when everybody was appointed because of services rendered to some politician?

Problems to Face

He referred to the bringing in of the Griffenhagen firm, which he said had done much to disorganize the service. Labor was ready to give brains the government was wasting money to buy. The people of Canada were capable of classifying civil servants and capable of measuring the efficiency of men and women in the service for fifteen and twenty years. They knew something of their requirements.

Mr. Moore strongly advocated the formation of Whitley councils as practiced in England and stated that labor was out for democracy of the true type. It should not be thought that a union was a slot machine in which they could put in a dime and get a quarter, but as a medium for combined effort for the correction of industrial and social abuses.



Saskatchewan Mounted Cadets

Ice-breaking Steamer "Montcalm," River St. Lawrence Red Rock Lighthouse and Fog Alarm

Harrison Lake Hatchery, British Columbia, Capacity 28,000,000 fry.
Contains 160 hatching troughs.

At the Sign of the Wooden Leg

Your
Humble
Servt
Silas
Wegg

Quidnunc's Dream

Now the tailors of Adanac were all gathered in the great square at Awatto, the capital city, and Arthur, the Adanacian king, spoke to them as follows:

"These serving-men of mine, who are even now gazing at you from the office windows, are sadly in need of clothes, and it has so chanced that there has been a bolt from the blue."

"Not Sir George, I hope, sir?" said I, for I had heard of His Majesty's timely wit.

"Neither the bolt nor the blue is as you imagine it", said he frowningly. "In other words we have been blessed with a quantity of celestial suiting, and it is my wish that you devise plans for the re-clothing of my faithful servants in order that they may be no longer seen, as now, parading the public ways in all sorts of costumes from the swallow-tails of King John's time to the overalls of mine own, and each plastered with bonus patches which are offensive to my regal eye."

"May I ask a question?" I said.

"Let me look at you", remarked the king. "You must be the lone heckler that followed me through the West and got more space in the Canadian Press reports than my vizier Redlac. Shoot!"

"You speak of re-clothing the Civil Service. Do you mean to use the Re-attirement Fund for that purpose?"

"You trifle", replied the king. "I intend to get them new suits."

"Civil or criminal?" I asked before he could stop me.

Non-plussed for a moment, he could only ask me a question in return.

"What is the difference?" he ventured.

"Well, criminal suits", I replied, "are mostly in stripes, while the civil suits that are needed now have large checks."

"Put him out!" ordered the king, but he was more put out than I was, so I stayed to give you word of what followed.

Then up spoke a senior deputy-minister.

"O king (without a capital k) live forever! I represent the ancient and honorable craft of custom tailors to the Civil Service. For years, before the advent of Shortt & Co. in the field, we made all the clothes for the public officials. At first they were mostly of English patterns — with trousers turned up because it was raining in London, you know,— but King Wilfrid gave a French touch to them, if not the French of Paris, at least that of Trois Rivieres. But at all times we shunned the vulgar American styles."

Here there was a great tapping on the surrounding window-panes, so



"Suits need a lot of remodeling"

that I did not catch every word in the deputy's address. I report what I heard.

"We specialize in made-to-measure suits. Our system demands that we know the man that is to go inside the clothes before we cut the cloth. True it is that the discretion allowed us, under distinguished Patronage, was often abused so that the worsted that belonged by rights to some fine figure of a man was sometimes draped on a form worthy only of homespun. But we had no shoddy."

"We beseech a continuance of the gracious patronage under which so

much was accomplished before these fit-reform artists cut into the trade. "Sir", there were tears on his cheeks, "I can remember when every other clerk in the Service was the second son of a gentleman, or born in the Maritime Provinces. They wore their clothes in those days, as only those in debt to their tailors can, with due regard to the proprieties. What do you see now? Tweed hats on Sundays! Restore to the Service the prestige of the old days, when one coming from afar asked first of the civil servant, 'Who's your tailor?' We never prided ourselves on taking the X out of Expense. We cut clothes, not prices."

His Majesty was much moved by this address and was seen to glance nervously at his trousers now and again, which no doubt explained the otherwise irrelevant remark of his:

"Nobody can say that any Croesus helped me to obtain this high position."

But, recovering himself, he called in razor-like, or at least barber-like, accents: "Next."

Then advanced to the Round Table one of His Majesty's Civil Service Commissioners, who said:

"O king (without a capital k, although surrounded by a lot of Capital Jays)" — here he glanced up at the windows — "live as long as the statutes will let you! You must not be deceived by any remarks made by the last speaker regarding the merits of ready-made clothing. I admit that we have not been in business since '67, but that does not mean that we are not on to the ways of '66. The Civil Service is *our* problem, and we know what is needed. When it comes to clothes we are the guys who put the need in needle."

"Just sew", said our witty king, and the deputy ministers laughed with the rest of us.

"Men are tall or short, stout or slim", resumed the Commissioner. "That is axiomatic, and yields us just four combinations—"

"Please don't discuss underwear in public", urged His Majesty.

"Just four combinations", the Commissioner continued, being hard of hearing from long practice with delegations, "so that it is not difficult to make standard suits for the Service. We manufacture them by the hundreds. Griffenhagen can't turn out officials as quick as we can turn out suits. Ours is the only method. In the days of the deputies clothes were made to fit the men; now we look for men to fit the suits. Formerly, as you know, they picked out a likely man, brought him to Awatto, and found some job he could do. But now we create the position first, and then find the man who can fill it. All we need is a measurement around the waist, the man's height and does - he - carry - his - wad - in - his - hip - pocket — although that is not very important — and the day he reaches the capital the suit is ready for him."

"But", interrupted His Majesty, who had been looking over the heads of all, "it seems to me that these suits need a lot of re-modeling after they have been worn a year or two. Why, hardly a week passes but civil servants don't come to the very Council chamber to press their suits."

"And you generally re-press them", shouted someone from the window, which remark so gratified the king that he smiled at the Commissioner, who withdrew thinking he had won out on all points. The royal smile is sometimes mistaken for the benediction that concludes the service.

But all was not over yet. Out of the concourse stepped a smooth looking gent, who approached the Table smartly and wasted no words of the "o king" sort, nor the "jo-king" sort either, but began:

"Say, Boss, these other guys give me a pain in my think-box. That there celestial bolt of high-class goods which you say" — here he winked at His Majesty — "fell at your feet is all too classy for these boys on the Hill here. You must have friends who need the

stuff more than they do. What I reckon the best thing to do is to let me and my pals fix up some duds for the lads out of goods we can lay our hands on in God's own country."

"Your diction is appalling", interjected the king. "Your pals?"

"Call 'em Associates if you want to, but I hand it to you straight — there aint any ginks in the sweatshops of Chicago, or any other burg, can put it over these chaps of mine when it comes to doing the job cheap. Why, you would think, by the way these fellows here were slinging it off, civil servants belonged to the industrial classes and needed glad rags like a plumber. They're white collar guys, just like what our state colleges turn out by the thousands. We know what that kind of labor is worth. So leave it to us. We'll fix up wearing apparel for them that will just save you a cool hundred thousand a month on your tailoring bills."

"Your name and address?" asked His Majesty.

"Our name is Legion", replied the smooth one, "and the address is Awatto, Toronto, Calgary, Montreal, Vancouver, Halifax, or Berlin — I mean Kitchener — just as you choose, but we must be paid in New York funds."

"When can you start to work?" the king inquired.

"Oh, we're at work already", replied the irresistible tailor. "We've been on the firing line in the Printing Bureau for some months now — saved you a quarter of a million by sending the washing out instead of doing it at home."

"Very well", remarked the king. "It seems as if I am committed to you and may as well send the celestial bolt back to heaven."

And next day there was a market report that cloth was going up.

In the meantime there was a lively squabble going on between two young fellows, evidently not tailors at all, as to who was to get the credit for all the improvements being effected, or

expected, in the civil service world. The king interfered, and his words of wisdom to these excited boys are worth repeating.

"Come, my children", said he. "You are wasting your time. Let me tell you a story, one that I learned from the village cobbler years ago.

"A man and his wife fell into an argument as to whether a certain piece of cloth had been cut by a knife or by a pair of scissors. The man said it was by a knife; the woman held that the scissors did it. They kept the debate up for days and days, until at last there were but two words passing between them. 'Knife', the husband would say, and back from the wife came just 'Scissors'.

"One evening they walked along a lonely road. 'Knife' — 'Scissors' — 'Knife' — 'Scissors'. So it went. At last they came to a bridge and stood there repeating the only words of English which strife had left them. In exasperation the man thrust his spouse over the railing into the water. She arose and sank three times, each time calling out 'Scissors' to be answered on the bridge by a laconic 'Knife'. As she went down for the third time, her mouth full of water, she heard a derisive last 'Knife' from her husband. But placing one forefinger across the other she made an unmistakable representation of a pair of scissors in action — and so died in contentment.

"Need I point the moral? There is much cloth to be cut for the Service, for I am afraid that the clothes from Chicago may not last out this reign — apt to shrink when they get wet, you know — and who will care if it can be cut the better by an Association knife or by Union scissors when you are so exhausted by quarrelling that there are no hands to ply the tools. Be ye as sharp as knives, and as united as scissors, or the Griffenhagens will ketch you ef you don't watch out."

Here endeth the dream of Quid-nunc. How does he manage to get so many prescriptions filled?



Canadian Federation Postal Employees

Following negotiations carried on by correspondence between the executives of the Dominion Postal Clerks' Association and the Federated Association of Letter Carriers and the Railway Mail Clerks' Federation, conferences were held at Ottawa on



W. J. CANTWELL,
(Pres. D. P. C. A.)

Monday and Tuesday, the 15th and 16th November, for the purpose of arranging, if possible, a Federation of the different Postal Organizations in the Dominion. The representatives in attendance were: W. J. Cantwell, president, Dominion Postal Clerks' Association; R. H. McDonald, vice-president for Ontario, Federated Association of Letter Carriers; A. Jacques, past president, Dominion Postal Clerks' Association; J. E. Archer, organizing secretary, Federated Association of Letter Carriers.

The executive of the Railway Mail Clerks' Federation could not see its way clear to accept the invitation of the other two bodies to take part in the conferences, with the result that the Mail Clerks were not represented.

A tentative basis for a Federation was unanimously agreed upon by the above named representatives, it being understood that it would be unwise at the present time to go too elaborately

into details, as it was felt that prompt action should be taken, in view of the existing condition of affairs, to coordinate the activities of the different employees' organizations in the Postal Service.

The following was therefore unanimously approved and it is hoped that the Railway Mail Clerks will reconsider their decision in the near future and seek representation in this Federation:

1.—Name.

The Canadian Federation of Postal Employees.

2.—Membership

Membership shall be composed of all existing recognized Dominion wide Postal Employees' Organizations and such other organizations of Postal employees which shall in future be organized and recognized by this Federation as Dominion wide organizations.

3.—Purpose

To coordinate the activities of the different affiliated bodies with the idea of bringing about improvements in the service, both from the standpoint of the Public and the employees.

4.—Functions of the Federation



J. E. ARCHER,
(Organizing Sect'y F.A.L.C.)

(a) To deal with all matters referred to it by the different organizations comprising the Federation, through their respective Dominion executives.

(b) The Federation may originate activities but must not take final



A. JACQUES,
(Past Pres. D.P.C.A.)

action on any such matters until it has been referred to and approved by the Dominion bodies comprising this Federation.

5.—Representation

Each affiliated body shall be entitled to two representatives, to be selected by the Executives of the bodies concerned. Members so selected need not necessarily be members of the executive body which makes the selection, but must be members in good standing.

6.—Officers

This body shall in turn elect a President, Vice-President and Secretary Treasurer.

7.—Finance

Railroad fare of members attending regularly convened meetings of Federation shall be pooled, and each organization shall pay its pro ratio share of same, all other travelling expenses of members of the Federation

shall be borne by their respective bodies. All other expenses incurred and approved shall be divided equally and paid by the affiliated bodies.

8.—Meetings

This Federation shall meet annually at place and date decided upon at first meeting, which shall take place in Ottawa on Monday, February 28, 1921.

The undersigned representatives of the Dominion Postal Clerks' Association and the Federated Association of Letter Carriers are agreed that the basis as outlined above embodies the main ideas of a Federation of Postal Employees which, if intelligently applied, should go a long way towards overcoming the present disconnected efforts of the different Postal Organizations to bring about improvements.

We realize that there are many details that have yet to be worked out



R. H. McDONALD,
(Vice-Pres. for Ontario F.A.L.C.)

but feel that this can best be done at the first meeting of the Federation, at which the properly elected representatives of the different services will be in attendance.

Respectfully submitted,

W. J. CANTWELL,
President,

Dominion Postal Clerks' Association.

A. JACQUES,
Past President,

Dominion Postal Clerks' Association.

R. H. McDONALD,
Vice-President for Ontario,
Federated Association of
Letter Carriers.

J. E. ARCHER,
Organizing Secretary,

Federated Association of
Letter Carriers.

Federated Association of Letter Carriers

OUR FUTURE

By *Hamilton Boy.*

Big things have been done in the past by the pioneer organization of civil servants, but the future demands for improved conditions for this branch of the service will test the metal of our make-up with a greater strain than it has ever had in the past. Every letter carrier knows that the now famous five-year clause in the recent re-classification was sharp practice on the part of the Government, and such injustice cannot be passed by. If the object of the Government in introducing such a clause was the disruption of organization amongst their employees, then they made a huge blunder, for the effect has been not only the stirring of general dissatisfaction, but also the bringing in its wake of a determination that the future shall be one of *greater strength*. Steps in this direction are rapidly taking place, and when all over the Dominion the members have almost unanimously voted to increase their financial dues, in some instances as high as 400 per cent., one will readily see the spirit of fight that has been aroused in our organization.

One other progressive step was

taken at our recent convention held in Peterboro, in the decision to have an organizing secretary. This will fill a long-felt want. When the delegates at the recent convention made the happy choice of Bro. John Archer of Hamilton to fill this newly-created position they chose wisely. He possesses great executive ability and he has a steadying influence on members who at times would wreck our organization through rash actions. The building of a solid structure is "Jack's" object, and if skill, tact, devotion and energy will accomplish this result, we have in Bro. Archer a Master Builder, who will rouse enthusiasm wherever he goes.

One more wise action was shown by our delegates in the selection of Bro. Wm. A. McDonald of Hamilton as president of our association. Since his entrance into the civil service as a letter carrier in the year 1900, he has been a strong executive worker in all matters pertaining to the welfare of the Federated Association of Letter Carriers. He is a man of strong convictions and always has the manly courage to express them. He will take hold of most uncongenial tasks and press them to a solution, always of course providing he conscientiously

believes them to be right, while he respects the opinions of those who differ with him. He can be depended upon to press our future demands with great force.

In retaining the services of Bro. Alex. McMordie as Dominion federated secretary, a position he has held since the first convention of letter carriers for the Dominion of Canada, held in Toronto, Sept. 16, 1891, the association will greatly benefit by his splendid work and experience. We can safely say there is not a man in the service today who is better informed on world-wide civil service legislation.

Now that affiliation of postal organizations has been accomplished, it will be gratifying to Vice-President F. G. Bushell of Calgary, who wrote a splendid article in a recent issue of *The Civilian* on the subject, to know that it was appreciated by all who read it, and were convinced that in our vice-president we have a man with a vision worth while. To sum up, one feels very optimistic that with such officers at the head of the affairs of the F. A. L. C. and the get-together spirit in all branches of the service, the future will be one of still *greater progress*.

The Government Sweat-Shop

Facts don't lie. The following prove beyond cavil that the Canadian Civil Service has received annually since 1915 a statutory *decrease*, due to the depreciation of the dollar far outdistancing the salary increase and bonus combined. To have kept the economic conditions of civil servants at par it would have been necessary to have *doubled* their 1915 incomes by 1920, instead of which their average salaries now show an annual deficit of \$895!

The third table is a pathetic example of the Government's way of meeting its sacred duties toward its employees. Facts don't lie!

TABLE No. 1.

Cost of family budget, <i>exclusive</i> of clothing, medical, educational, and recreative services and provision for unemployment and old age.	Percentage of accumulative increase per year since Sept. 1915.	Percentage of bonus compared with salary by year.	Deficit percentage to employees 1915 to 1920.
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1915	\$13.67		9.8 p.c.
1916	\$15.01	9.8 p.c.	37.2 p.c.
1917	\$18.57	37.2 p.c.	47.5 p.c.
1918	\$21.11	54.4 p.c.	6.9 p.c.
1919	\$22.88	67.4 p.c.	27.8 p.c.
1920	\$26.38	92.9 p.c.	35.0 p.c.

TABLE No. 3.

COMPARISON OF BONUS PAID TO CIVIL SERVANTS IN CANADA AND IN THE UNITED KINGDOM.

At Salary of	CANADA.		UNITED KINGDOM.
	Head of Household	Single	(Married or Single and no restrictions as to private means.)
\$ 500.	\$420.	\$252.	\$ 585.
1,000.	420.	222.	915.
1,500.	348.	102.	1,140.
2,500.	240.	Nil.	1,590.
5,000.	240.	Nil.	2,500.

Total aggregate percentage of increased cost of living 1915 to 1920 261.7 p.c.

Total aggregate percentage of Bonus compared with salary 1915 to 1920 69.7 p.c.

Total percentage increase cost of living for five year, for which no provision made 192 p.c.

TABLE No. 2.

FIGURES INDICATING THE ECONOMIC CONDITION OF CIVIL SERVANTS IN THE YEAR 1920, TAKING INTO CONSIDERATION THE INCREASED COST OF LIVING AND THE BONUS.

Cost of weekly budget averaged from 60 cities, including food, fuel, light, laundry and rent for family of five.	Estimate for clothing per week for family of five at modest estimate, \$300 per annum.	Estimate necessities and other amenities for week - transportation, medical, educational and recreative services and provision for unemployment and old age, at \$300 per annum.	Total cost per week.	Total cost per year.	Average salary permanent Civil Servant for year 1920.	Deficit in average salary, year 1920.	Average Bonus, year 1920.	Net deficit each Civil Servant, year 1920.
\$26.38	\$5.77	\$5.77	\$37.92	\$1,971.84	\$1,076.00	\$895.00	\$300.00	\$595.00

NOTE:—The net loss in the purchasing ability of Civil Servants has been found for the year 1920 only, as the average salary is not available for previous years. \$300 is a modest estimate for the requirements in columns No. (2) and (3).



Postal Station F, Toronto, Ont.

Drill Hall, St. John, N.B.

Rideau Hall, residence of the Governor-General of Canada, Ottawa

Post Office and Custom House, Quebec, P.Q.

More Especially Women

HALCYON CLUB

(Ottawa)

After very careful consideration by the Women's Branch of the Civil Service Executive, as well as that of the Halcyon Club, it was deemed in the best interests of all concerned that the two organizations be merged under one head, which was done accordingly. On Tuesday evening Nov. 9th, therefore, at a meeting of the executive, elected under the new constitution adopted on the amalgamation, the following officers and conveners of committees were elected:

President, Miss Mary D. Doyle; first vice-president, Miss Jessie Ross; second vice-president, Miss Florence Burt; secretary, Miss Jessie B. Grant; treasurer, Miss Grace Reynolds; convener house committee, Miss Alice Walker; legislation committee, Miss Ethel Jukes; membership, Miss Agnes Kennedy; party, Miss Bertha M. Bayless; musical, Miss Ina Blackburn; cards, Miss Ellen Delahaye; refreshments, Miss Elizabeth Connolly, literary correspondent, Miss Blanche K. Dibblee.

The Halcyon Club is now the only organization representing the women of the civil service and all the activities of the women's branch will be carried on as heretofore.

The representatives on the advisory board of the different departments will be asked to look after the legislative interests of the women of the service in the same way as they have done in the past.

Several plans were discussed for the winter's activities, including a gymnasium class with folk dancing and a mixed dancing class.

A very attractive scheme for musicals every second Saturday was discussed, and the details of this will be announced later.

Resolution

At the meeting previous to this one the following resolution was passed:

"That the Halcyon Club regrets the growing tendency to dissension among the various organizations of the civil service, and desires to place itself on record as being opposed to the introduction of personal disagreement into the discussion of civil service matters

which were for the betterment of the civil service as a whole."

First Musicale

The programme for the first musicale on Saturday night, November 6th, was a most attractive one and a large number of members and friends were present. Miss Ina Blackburn is convener of music for the season and the success of the evening was due to her efficient organizing.

The programme was:

1. Violin solo — Andante, second Concerto, and Caprice Viennois, by Miss Grace Young, accompanied by Mrs. J. Eyre C. Holmes.

2. Two popular songs by Miss Gladys Cole.

3. A group of songs: Love's Coronation, An Emblem and I love the Moon, by Mrs. T. E. A. Hall.

4. A short play, "The Bishop's Candlesticks" presented by Mr. H. Stafford Carey, Miss Stevenson, Miss Humphreys, Mr. Fred. Pereira and Mr. Ernest Day, all members of the Ottawa Drama League.

A very successful tea was held on Saturday afternoon, November 6th, in the rooms. At the tea table, which was decorated with choice cut flowers, Miss A. Walker, the general convener, and Miss E. Delahaye presided. The assistants included Miss H. McKibbon, Miss Maud McLean, Miss Edith O'Connor, Miss M. B. Richardson, Miss L. O'Connor, Miss Guilbault, Miss G. Reynolds. This is the first of a series of teas, which will be held by the Halcyon Club every second Saturday, from 5 to 7 o'clock.

Hallowe'en Party

The first event of the winter season for the members of the Halcyon Club, took place on Tuesday night, November 2nd, when a very gay post hallowe'en party was held. The guests, who turned out in very large numbers, were received by the president. The members of the advisory council, who all wore white with orange and black hats ornamented with small black cats also assisted in entertaining the guests.

The lounge was very artistically decorated with gleaming jack o'lanterns, black cats and suitable emblems. Yel-

low and black streamers hung from the chandeliers while each section devoted to the different games had its own distinctive decorations. The supper table arranged down the centre of the room was a work of art and besides lovely flowers was centred with a huge jack o'lantern, radiating from which were apples with small yellow candles in each.

Games were indulged in during the early part of the evening, followed by supper about eleven o'clock, after which dancing was carried on.

The lunch room was given over to the "Spook room", which was rightly named. Each "Spook" did her part well and the clever idea and ably carried out by Miss Mayme Troy assisted by the Misses H. Heron, Christine McLean, Annie Mitchell, Cassie McDonald, Margaret Allison, Nellie Corbett, Margaret Allison, Lizzie Corbett, Margaret Allison, Nellie Allison, Dot McDougall, Florence O'Neill, Ethel Riddell, Ella Street and Anna Bates.

The fortune tellers were Mrs. Chartrand, Miss Chartrand, Miss Leah Street, Miss Clark and Miss Alward.

Other games were in charge of Miss May C. Lyon, Miss Maud Burke, Miss Esther Kincaid, Miss Pearl McCagherty, Miss Phyllis Moody, Miss Laura Peper, Miss Elizabeth Braden, Miss S. Turnbull, Miss Elizabeth Cameron and Miss Rhea Larose.

The Black Cat contest was in charge of Miss Jessie McJanet, Donkey party, Miss Winifred Robertson, Saucer game, Margaret Delaney, May C. Lyon, E. Connolly and Miss Helen McKibbon.

"One New One"

The "One New One" membership campaign inaugurated by the president, Miss Doyle, has been carried on with great enthusiasm and the number of new members obtained is very satisfactory indeed. Each member of the club was asked to bring in a new member by a certain specified date and the response has been most gratifying. New members are still coming in and numerous promises have been received of still others who will join at that most important of all dates, "pay

day", and others after the New Year. It is hoped that every single woman member of the civil service will avail herself of the privilege of joining the club and thus make it a good strong going concern. Carelessness has been the cause of a good many not having already renewed their membership for this year, while others have only needed someone to set forth its advantages to persuade them to join. The club is now on a good financial basis and only needs the impetus of a good membership to make it a strong organization.

At present, every Saturday after-

noon, a tea and dance is being held in the rooms, at which the Ionian Quintette Orchestra furnish the music. The different departments are convening these teas and they are proving very successful. Riding classes are also carried on in connection with the club and immediately after Christmas dancing classes will be organized with Prof. Sinclair of the Racquet Court, on the same terms as last year. Those joining these classes are to register at the club, of which due notice will be given.

Reading classes are also held in the

club, as well as lectures when desired and, in addition, each member has the privilege of entertaining her friends at any time she may wish, after making arrangements with the party convener.

Miss Ina Blackburn, the musical convener, has been able to make arrangements with the Ottawa Morning Music Club whereby they repeat their fortnightly concerts on Saturday night in the club rooms. These are very enjoyable and the club is to be congratulated upon being able to complete this arrangement.

How Appeal Boards Will Function

(From instructions to deputy ministers.)

Personnel

"1. Procedure for appeals to be dealt with in Ottawa:

"(a) A departmental representative which you have already been requested to nominate.

"(b) A member nominated by the department from each major branch of the department who will have voting power.

"(c) A member of the organization branch of the commission who will have voting power.

"The commission's representative and the departmental branch representative will present a report after having obtained the views of the deputy minister or his representative. If the decision arrived at is unanimous, the matter will immediately be placed before the commission for approval; if, however, the commission's representative disagree, the matter will be referred to the board of hearing for recommendation to the commission.

"2. Appeals from employees not residing at the seat of government:

"(a) A representative will be nominated by the department as in No. 1.

"(b) The outside employees for each branch of the service will be asked to nominate a representative who will have voting power.

"(c) A member of the Organization Branch of the Civil Service Commission who will have voting power.

"In the same manner these cases will be submitted to the deputy minister or his representative for his views and the matter passed directly to the commission for final decision."

Procedure

1. Each investigator, beginning with the smallest departments which he is handling, will separate the genuine personal appeals from those which fall into the following three divisions:

(a) Against compensation ranges.

(b) Against places in the compensation range.

(c) Miscellaneous complaints.

2. When separations are made lists will be prepared as follows:

(a) Personal appeals. (See Page 1 attached.) As noted on the form four copies of this schedule will be prepared. One list will be kept in the file in a separate folder and will be fastened to the folder.

(b) Those which are not personal appeals. A list will be made of ra, b and c in the same form as 2a, and a copy will be placed in the file as provided for in 2a.

3. Form letters will be prepared when separations are completed and employees will be notified that their appeals are not personal appeals and in certain cases the appeals will be turned over to the departments for their action as in 1b.

4. When the genuine personal appeals have been listed each investigator will obtain the names of both the departmental and branch representative for the departments on which he is working and a meeting to discuss procedure will be arranged.

I think it would be advisable that not more than eight departments should be called at one time. Investigators will get in touch with Mr. Ogilvy who will schedule these meetings for 5.10 any evening. Investigators should arrange to be present.

(The Commission has made an announcement since the above was issued that the Ottawa employees may elect their own departmental or branch representative for the staff side of the committee.)

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OTTAWA.

THE EDITOR'S VIEWPOINT

MORAL BANKRUPTCY.

THE facts and figures published elsewhere in *The Civilian*, comparing the present economic conditions of civil servants with those of five years ago, are the strongest kind of evidence of the need of immediate action on the part of the Government in its employees' behalf. Of course the Government has the cost-of-living statistics at its finger ends and knows all there is to know on the subject of indifference and misgovernment in its own offices; but, as Tom Moore pointed out a few weeks ago, governments are opportunists and will only take reformatory measures when pushed thereto by an unmistakable public opinion. There is still unfortunately a tendency among the unthinking to under-rate their public servants, and those in power take full advantage of it in order to inflate their own popularity. Therefore the truth should out on every occasion. If you repeat a thing often enough, even a lie, people will come to believe it. Such a simple truth as *The Civil Servant is Cruelly Underpaid* should not be difficult to comprehend. And once you comprehend it you are in duty bound to lend your weight to the scale of justice.

Perhaps you say that such conditions are due to the war and all must share the burden. But compare the Canadian federal employee with him in other countries and you will know better. Great Britain protects her servants with a bonus climbing from \$450, or 130 per cent. of ordinary remuneration, up to \$2,500, or 45 per cent. of ordinary remuneration. New Zealand fixes 62 per cent. over pre-war cost of living rates as the basis for a new bonus award. Even little Cuba provides a 100 per cent. bonus for all salaries up to \$600, 80 per cent. from there up to \$1,000, 60 per cent. up to \$2,000, and so on, until even a \$6,000 salary receives a 10 per cent. bonus! No, there is no legitimate excuse for the Canadian service to be found trailing far behind in the dust of despond and despair. The country is not bankrupt; else its public-spirited legislators would not have thought of adding \$1,500 to their own modest stipends; not bankrupt financially, that is, but is it possible that it is *morally* bankrupt where its own family is concerned?

DISORGANIZATION! AFTER Arthur Young and Co. had reclassified the Civil Service to their entire satisfaction, if not to the satisfaction of the service itself, Sir George Foster, the Hon. J. A. Calder, the Hon. N. W. Rowell, the Rt. Hon. A. L. Sifton and the Hon. M. Burrell — "all, all honorable men" — got their heads together and devised a scheme whereby Arthur Young and Co., alias Griffenhagen and Associates, should continue the operation until they had either killed or cured

the now mutilated victim. This honorable committee were of the opinion,—

"That under the circumstances the Company's operations should be carried out under the supervision of and in connection with, a committee of the cabinet in order that quicker despatch may be had than would be attainable if they worked under the supervision and direction of the Civil Service Commission."

They therefore recommended that,—

"A contract be entered into with Griffenhagen and Associates, Limited*** and that a committee of ministers consisting of the Minister of Trade and Commerce, the President of the Privy Council, the Minister of Labor and the Minister of Immigration and Colonization be appointed to oversee and direct the preparation of the contract and the execution of the work therein provided for."

The report was duly approved, on May 31, 1920, and thus the Merit System disappeared into its pigeon-hole, while the Commission was politely advised that "Commissions should be seen but not heard". In plain English this expert department that was set up for the single purpose of civil service reform and reorganization was neither consulted as to the measure nor asked to lend a hand.

The Government passed a Merit law abolishing Patronage in May 1918, in accordance with its pre-election pledge. But this was a pledge that apparently had to be observed for only a little while, for the Order-in-Council quoted above violates the following Merit law of November 1919,—Sec. 4 (b) (c), and sec. 9 (1) (2) (3) (4). Perhaps the worst feature of it all is that the deed was done without any consultation with those affected — the civil servants; and without reference to the Commissioners delegated by law to do this very work. What is needed now is a re-classified Government on a democratic basis and a re-organized Civil Service Commission. An explosion is overdue in order to bring about an immediate improvement in the administration of the civil service. This explosion may occur before the present number reaches our readers.

WHITLEYISM AND ORGANIZATION

THE September *Civilian* contained a news item relating to discussion on the subject of Whitley Councils that have taken place between the Minister of Labor, Mr. Tom Moore and representatives of the three unionized civil service bodies, *viz.*—the Dom. Postal Clerks' Assn., the Fed- Assn. Letter Carriers and the Federal Union of Ottawa.

In this connection it is interesting to note a comment voiced by the Minister of Labor of the United Kingdom in his letter of transmission of Oct. 20, 1917 to bodies of employers and employed, in regard to Whitley Councils.

Here it is,—“Although the scheme is intended only, and can only be applied, in trades and services which are well organized on both sides, I would point out that it rests with those trades which do not possess at present a sufficient organization to bring it about if they desire to apply it to themselves.”

Herein is a warm invitation by a British Minister to employees to organize in preparation for the application of the Whitley Council plan. Canadian civil servants may well take notice and govern themselves accordingly. Progress in the direction of Whitley Councils is somewhat retarded in Canada as we are already over three years behind those slow-going old Britishers in the British Isles. But the impetus, the renaissance, etc., may come when least expected and it is advisable to be well prepared. Let all organizations fill up the complement of their membership and let unorganized bodies of civil servants rectify their omission by forming themselves into class organizations competent to deal with their respective problems.

Editorial Notes

For the benefit of readers of *The Civilian* far away from Ottawa, it may be stated that the old regime, anti-Labor and indisposed to change, though defeated by a majority of 1,000 votes in the Ottawa referendum, is still carrying on, supported by the kind offices of the patronage-reactionary element always surrounding the throne in the Canadian capital. This same element, while patronizing the reactionaries in various ways is putting all possible difficulties in the way of the progressive party. This sort of thing must be endured until a progressive party descends in force upon Ottawa and brings with it representation in Parliament for some other class besides the profiteer - professional - politicians at present holding the stage. When this occurs, sycophant, stand-patters and Bourbons will take to cover and some kind of law and order will replace the present state of chaos reigning in the civil service.

Canada leads the world in some measures but certainly not in those pertaining to the civil service. Great Britain, Australia, New Zealand, to say nothing of certain foreign countries, have inaugurated the Whitley Council method of correcting abuses and making promotions among government employees, while Canada hesitates at permitting democratic representation of the rank and file to sit on a Board of Hearing that will pass on problems vital to his own and his family's welfare! Patronage and Privilege die hard in Canada. “What we have we'll hold” seems to be the motto of those who have. However there appears to be a cloud on the horizon, somewhat bigger than a man's hand, that fortells the storm. A storm is a great purifier, a disrupter of primeval boulders that long have obstructed the path of progress, while it spares the tender shoot and brings the bud to blossom!

Lord Robert Cecil at Geneva has performed a great public service in winning over the League of Nations to a policy of publicity “not only of the affairs of the league, but of the world affairs generally”. Treaties, heretofore secret, are being subjected to the white light. Britain has published sixteen and Germany has promised agreement in the principle. This decision is of basic and crucial importance. How long a time must elapse before the fogs of secrecy surrounding Cabinet chambers and Committee rooms in Canada may be dispelled by the penetrating rays of the bright sun of progress and rationality at Geneva? No doubt if the suggestions were made to give publicity to all minutes of the Civil Service Commission, some of the stern adherents of the old order — the feudal system — would be dismayed. And yet some intimation as to the canker that is making the Commission ineffective and so doing injury to the Merit cause, is due both to the public and to the members of the service.

Some reasons why an earthquake or volcano is necessary in the civil service of this country of such great resources are,—

- (1) The economic situation as regards a niggardly salary schedule and a barbaric bonus largess.
- (2) A Classification against which there have already been revisions affecting 17,000 employees and further revisions are requested affecting about 8,000 employees.
- (3) The handing over of Re-organization to the same agencies who made a horror and a hell of the Classification and the transfer of the supervision of same to the Patronage system.
- (4) The record of the Board of Hearing as regards Patronage and mal-administration and the undemocratic nature of its personnel on the staff side.

It was a wonderful war that saved this kind of democracy!

It is generally conceded that the economic conditions prevailing among civil servants are a cause of grave anxiety and serious unrest. On this account it is to be regretted that the principle of the Classification, wrapped up as it is with the Merit law, may be prejudiced. The salary schedules and the bonus largess fall far short of meeting the situation. Even the wild animal will fight for its right to live and for its young or dependents. During the past, civil servants have suffered economic loss of 200 per cent. of each one's salary. That is to say if your salary today is \$2,000.00, the Government of this country owes you \$4,000.00 with interest. And this 200 per cent. is based upon the cave-dwellers' rate of subsistence only, viz.,—food, light, rent, fuel, laundry. The instinct which teaches an animal to fight for its young should lead civil servants to fight against those who are responsible for such violations of the principles of justice and of law and order.

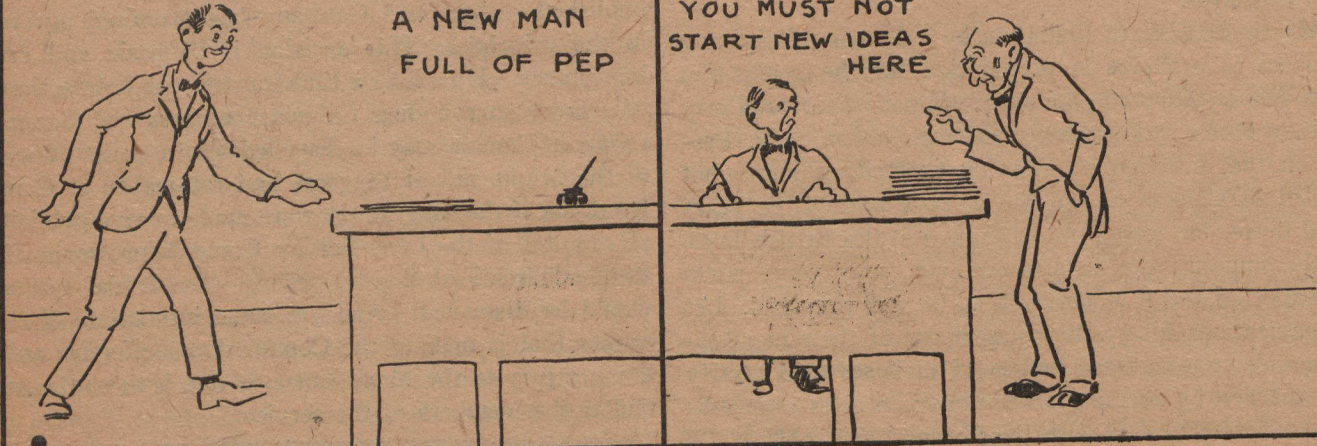
(See economic tables on page 16.)

A TRAGEDY IN RED TAPE

OWL / 1920

A NEW MAN
FULL OF PEP

YOU MUST NOT
START NEW IDEAS
HERE

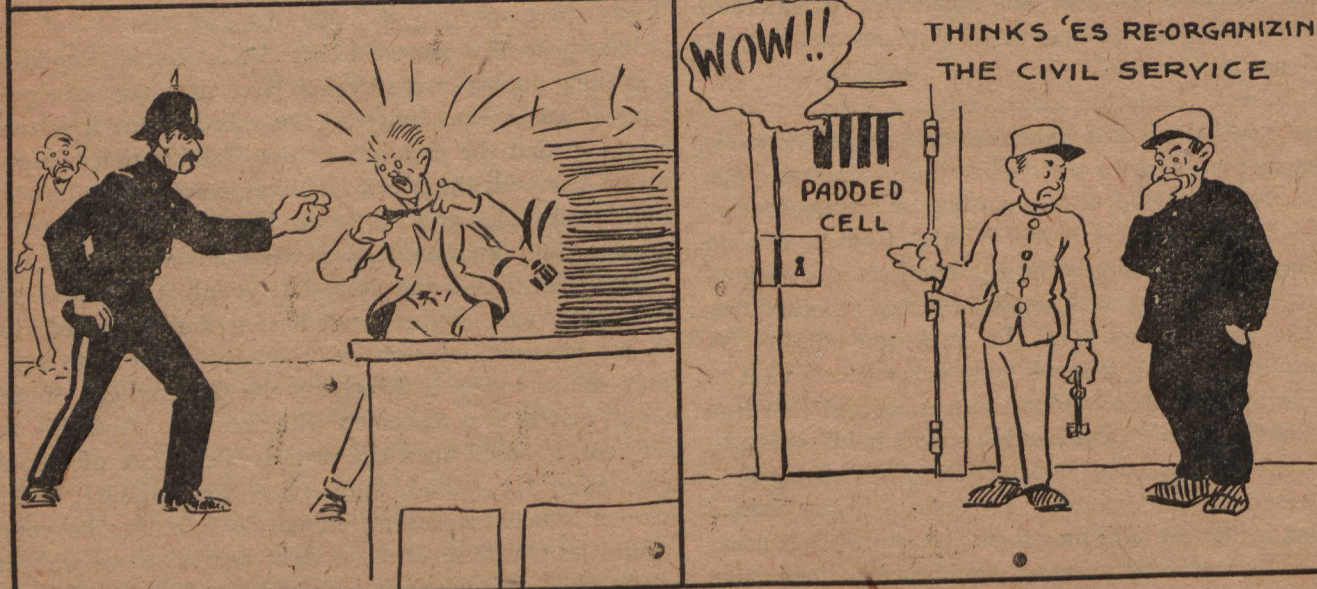


WE HAVE DONE IT THIS
WAY SINCE 1865 !!

ALL THAT ABOUT
20¢ THAT IS LOST



THINKS 'ES RE-ORGANIZING
THE CIVIL SERVICE



LETTERS OF NOTE

R. M. C. BENEVOLENT ASSOCIATION

Editor *The Civilian* :—

From April, 1917, to July 13, 1920, 23 railway mail clerks have died, and two were totally disabled, their heirs or selves receiving from \$704 to \$1,910. Of the 23 deaths, four were of clerks 30 or under, 10 of clerks 40 or under, one clerk of 50, five of 60 or under and three of 70 or under. It will be seen that 65 per cent. of the deceased were under 40 years of age, and 35 per cent. over 40 years of age.

My object in writing this letter is to call the attention of the railway mail clerks to the fact that death is evidently no respecter of persons, but is just as likely to call the younger clerks as to call the older ones, which proves that youth is no security against death, and that it behooves the young men to join our excellent and economical association at once, whether married or single, for the benefit of their relatives and friends. It will be seen that the deaths were about eight per year, proving that we obtain valuable insurance at very low cost. It is a man's duty to insure his life. We have seen sad cases of neglect to do so. There are some clerks (not many) who have not yet joined our association. This brief sketch should convince them that there is nothing to gain by delay, but, maybe, much loss may be caused loved ones if immediate action is not taken — who dare "take a chance"? \$37,000 has been paid to beneficiaries in the past three years. It will be a great satisfaction to us all to know that we each and all of us contributed to this substantial amount, which will have done much good for the recipients.

Remember, there is only one time for the performance of a duty: — NOW!

GARRETT O'CONNOR.

Bridgeburg, Niagara River.

One For All

118 Felstead Ave.,
Toronto.

Much has been said through the columns of your valuable paper on the "Get Together" movement. I may

say that I have read carefully every suggestion in that direction.

In your November issue a scheme is outlined by "Westerner" for one organization for all employees of the Dominion Government. A very good idea if every individual in the service was developed enough to grasp and hold on. Unfortunately we have not reached that state: therefore the jump is too great and we would fail to reach the opposite bank. It would not be necessary to pull down in order to build up such an organization.

The present organizations have done splendid work in the past. They have won many concessions for us, although they were fighting against great odds; they have their weak spots, and it is to remedy, that we should concentrate our thoughts. Our weakest point is "separate organizations", each submitting separately their requests to be considered, and each in turn receiving that very careful consideration which they always receive.

What is the remedy? A new organization from the ground up? Not at all; link up the present organizations, that is all that is necessary at present. Agree to do that and you have solved the problem, it is so simple yet it has never been done.

In the past we have been wasting our time and energy trying to produce something that would startle the whole Dominion, if not the world; the simple things were forgotten. Thank God the postal clerks and letter carriers have been able to get together, and have agreed on a basis whereby all postal organizations can be linked up in the interest of the public as well as ourselves. Nothing is pulled down in that linking up; just a little more building, that is all. No time, no money wasted; certainly a great accomplishment.

It just brings to my mind another great feat accomplished. When the allied armies were fighting with their backs to the wall, under separate leaders, defeat staring them in the face; one thing alone could save them. To link up the great armies and place them under one leader. To do that, did they destroy their organized armies? Certainly not; they did a

little more building at the top and so snatched Victory from defeat. Surely we can do the same thing on the plan agreed on by the D. P. C. and F. A. L. C.

Did you ever see such affiliations and amalgamations as are going on at the present time, amongst all capitalists' organizations, backed up by a supposedly democratic government; all unanimously agreeing to stand together to pull down wages, etc., while we stand aside and scrap among ourselves over trifles? For pity's sake don't have this "get together" question become such another as the Irish question.

The basis is agreed upon: let's get together, Brothers all.

"One for all, and all for one."

R. H. McDONALD.

Amalgamation

Vancouver, B.C.

Since writing you on 25th September another meeting of the Amalgamation Committee was held in Vancouver, and at it all organizations of Civil Servants in this city were, for the first time, represented.

The main item of business was the report of the Constitution Committee, and the constructive discussion of the proposed constitution clause by clause, so far as it has been formulated.

Everything is going energetically. The Constitution Committee meets again on Saturday the 9th and the Amalgamation Committee on Wednesday the 13th October.

We are gratified and encouraged to note from the September issue of *The Civilian* that this desire to form one organization of civil servants is so wide-spread. It is to be hoped that some method of linking up the various aspiring bodies throughout the whole Dominion, will be found; that the movement whose watchword must be progress — unremitting progress — will not lack wise and energetic leaders; and that all factions will subordinate their own opinions to our common basic object — the betterment of the service both in efficiency and in the rewards of efficiency.

F. MACLACHLAN,

Federal Union No. 66 First Annual Report

(Executive Council of Associated Federal Employees of Ottawa issue report at the first annual general meeting, Friday, November 19, 1920.)

In view of the fact that the union has been in existence for only a period of approximately four months and also in view of the fact that the executive has reported progress at the general meetings called at least every month, the present report is intended simply as a brief summary of the work of the union from the date of its founding up to the present.

Organization. — This Union was chartered on the 20th day of July, 1920, by the Trades and Labor Congress of Canada on which date there were 78 names on our membership roll. The work of organization was immediately started by means of a series of meetings held in various government offices after office hours and also by means of paid and voluntary organizers who under the direction of the organizing secretary canvassed the service. Two paid organizers are at present employed and in the opinion of your executive this number should be increased as soon as properly qualified applicants present themselves, as the return from the work of these paid organizers has amply justified their retention. Your executive desires to particularly mention the excellent work done by organizer St. Jacques and by the members of the union who have voluntarily devoted much time to this work. The membership is at present as follows: 1,366 to November 15th, 1920.

Convention. — The Union was represented at the Trades and Labor Congress at Windsor during the month of September by delegates Jammes and Grierson. Of the four resolutions presented at that convention three were unanimously adopted. The fourth relating to superannuation was withdrawn for reasons which have already been reported to this union. The resolution will be taken up at an early date with the cabinet by the executive of the Trades and Labor Congress.

Civil Service Commission. — The Civil Service Commission requested to allow the appointment of a representative of the employees in each department to hear personal appeals

from the classification. It has been announced that the head of each branch of the departments at Ottawa would act in this capacity. In view of the fact, however, that in each branch of the outside service the employees are being allowed to themselves elect their representatives, your executive utterly fails to understand why the same measures of democracy should not be accorded to the employees in the inside service and the matter is being taken up further.

It was also reported to the Civil Service Commission that in view of recent events which have transpired in the service the present personnel of the Board of Hearing could not be regarded as representative of the service. The commission has declined to make any change in the personnel of the Board of Hearing and the matter has been laid before the acting prime minister and it is recommended that the incoming executive continue the fight until they succeed in obtaining adequate representation on the Board of Hearing.

Salary increase. — It has been impossible to do anything with reference to the question of obtaining an increase in the salary schedule owing to the absence of the prime minister and practically all the cabinet ministers. It is recommended that the incoming executive take this matter up as soon as the prime minister returns.

Whitley Councils. — As a result of action on the part of the Trades and Labor Congress a conference was held between Senator Robertson, Messrs. Tom Moore and P. M. Draper of the Trades and Labor Congress, President Jammes of this union and President Cantwell of the Postal Clerks' Association and Vice-President Forsyth of the Federation of Letter Carriers.

Senator Robertson announced that it was proposed to establish a Whitley Council in the Post Office Department and the experiment, if successful, would be extended to the rest of the service. The Minister of Labor requested the above named officers to draft a plan for applying the Whitley report to the Post Office Department. This action was taken but at same time it was pointed out to the Minister of Labor that the plan suggested reflected only the personal ideas of

those who had prepared the draft and was submitted with the expressed understanding that before final action be taken it be referred to the organizations concerned for their approval. The matter was referred to Cabinet and has not been finally acted on as yet. The president of the Trades and Labor Congress has stated that upon the return of the Minister of Labor to Ottawa he will again take the matter up with him.

Russell Theatre meeting. — The general meeting of civil servants held in the Russell Theatre November 14 was an unqualified success owing to the painstaking efforts of the members of the union who sacrificed their spare time in order that the necessary arrangements might be made. To these members as well as to those who contributed toward the programme the executive tenders the hearty thanks of the union. In this connection it is recommended that an open meeting or rally of this sort be held every year.

NEW EXECUTIVE OF A.F.E. of O.

President, F. W. Patterson; vice-president, H. C. House; secretary, J. H. Conlon; organizing secretary, A. R. Shebyn; treasurer, J. A. Schryburt; councillors, Frank Grierson, Ch. J. Tulley, Mrs. Lyons and S. Chandler.

The following departmental delegates to the general council were elected from the two departments where they were balloted for, viz.: E. J. Gagnon, W. C. Chalmers and Herbert Ralph, Public Works; and S. J. Law and Jno. Hanlon, Customs. The total number of delegates to the general council at the present time is about 34.

Mr. F. W. Patterson, of the Experimental Farm, who was vice-president of the Union from its inception to the present time, did not seek the office; in fact he made a valiant but unsuccessful attempt to "dodge" it.

However, the Union was determined to have him; seven separate nomination papers having been put in for him. The Associated Federal Employees have reason to congratulate themselves upon securing so able a president to look after their interests during the coming year.

Newsy
Personal
Notes

Mainly About People

What
We all are
Doing

WAS GOLD COMMISSIONER

Thomas Fawcette, whose death occurred in Ottawa on November 18, was one of the few survivors of the Dominion Government officials who were in the Yukon in the days of the great gold rush. Connected with the surveying service, he was caught in the whirl of those wild times, when the coolness and integrity of Canadian officials averted anarchy and bloodshed in remote Dawson City. For some years he held the post of Gold Commissioner but subsequently retired to private pursuits.

Re-entering the civil service, he did surveying work in the West for a time and then was appointed to the International Boundary Survey. Long stretches of the line between Canada and the United States were re-located and marked by parties under Mr. Fawcett's control, his last section being along the Southern boundary of Quebec.

Mr. Fawcett was prominently connected with several scientific organizations within the civil service in Ottawa. He was seventy-three years of age.

A GREAT CO-OPERATOR

An outstanding figure in the history of co-operative movements in Canada, and one in whom civil servants have an especial interest, was removed by the death of Alphonse Desjardins, which occurred recently at Levis, Que.

Mr. Desjardins was born in 1852 and was well-known in Ottawa for many years when he was a member of the Hansard staff of the House of Commons.

Less than twenty years ago he perfected a plan for co-operative credit banks and established the first institution of the kind in Levis. So great was its success and usefulness to the people that similar organizations, known as "caisses populaires", have been formed in Catholic parishes all over Quebec province and in many localities beyond its boundaries. The idea was adopted in the civil service in Ottawa when the Civil Service

Savings & Loan Society was formed. The success of that society was but one more item of the great credit due to Mr. Desjardins.

Not only within the parishes and localities where they operate are the "caisses populaires" noted, but the fame of the new departure in financial organization has spread far and wide and Mr. Desjardins was often invited to explain his form of "bank" to eminent authorities of the money world. The great good that he had accomplished for the people was fittingly recognized by Pope Pius X, who created Mr. Desjardins a Knight Commander of St. Gregory the Great.

SAVINGS AND LOAN SOCIETY MADE GREATER PROFITS

About five hundred wide-awake Ottawa civil servants are now receiving the reward of good economic common-sense from Manager F. S. James of the Civil Service Savings & Loan Society. Five per cent. is being paid out to holders of the Society's shares during any period of the past year and depositors are receiving four per cent. for the full time their money was in the Society's hands.

The reports presented at the annual meeting of the Society, on November 23, showed a larger percentage of profit on business than in previous years. The reserve and provident funds were increased by substantial amounts and a balance carried forward.

The Society still has the unique distinction of never having lost one cent of principal or interest on any transaction in its twelve years of business.

The annual meeting adopted many changes in the constitution, the aim being to facilitate business. The amendments are those that experience has shown to be necessary.

The old Board of Credit is now replaced by an Advisory Council of Credit, having a larger membership, on which all the larger departments will have representatives and the smaller departments will be grouped for representation.

The position of Honorary President was created and conferred upon Wil-

liam Mackenzie, past president. A. H. Brown was re-elected president and F. S. James, secretary.

SETTLEMENT COMING

(So Is New Year's)

Writing to an officer of the late Civil Service Co-Operative Supply Association, John Bishop, Local Master at Ottawa, says:

"There are a few small matters to be attended to yet, but I think there is no doubt that everything will be settled before the New Year."

With six years' legal costs to be paid, the Association, though practically solvent at the time it was forced out of business, may not pay its stockholders and other creditors a very large dividend.

PERSONAL

Dr. W. H. Collins, geologist, of the Department of Mines, has been promoted to be Director of the Geological Survey.

Miss Ella Dickieson, lately of the Civil Service Commission staff, and daughter of the late M. C. Dickieson, of the Department of Finance, was married on November 17 to John H. Thompson.

Two chiefs of divisions in the Dominion Bureau of Statistics who have lately joined the ranks of the benedicts were made the recipients of presentations by the staff of the Bureau. Mr. F. J. Horning, who was married to Miss Florence Eggleston, of London, received a pair of silver candlesticks, and Mr. G. S. Wrong, who was married to Miss Muriel Robertson, of Toronto, was given a silver coffee percolator and tray.

Ludger Catellier, B.A., LL.D., lately legal officer of the Department of Inland Revenue and of the War Purchasing Commission, has been appointed Commissioner of Taxation and Financial Adviser to the Government of the Fiji Islands. The appointment was made on the official recommendation of the Government of Canada, after having been requested by the Fiji government to nominate an experienced man for the important position in their service.

ELECT YOUR FRIENDS===DEFEAT YOUR ENEMIES



FRANK H. PLANT for Mayor of Ottawa 1921. — A friend of the common people.

In the forthcoming municipal elections civil servants in common with the electors of the city of Ottawa will be called upon to cast their vote for the chief officer for the Capital City for 1921.

An analysis of the records of the candidates will show that Controller Frank H. Plant has been the friend of the wage-earners and salaried classes of Ottawa.

In 1916 Frank H. Plant entered the city council as an alderman for Capital Ward. After two years in the council as an alderman he sought election to the Board of Control. He headed the poll in the first fight and has been a member for two years. During his term of office he has been a faithful friend of the common people. He has looked after the interests of all and a close scrutiny of his record proves that he is the civil servant's friend and as such deserves your vote and influence for the coming election. Civil servants are therefore called upon to

ELECT YOUR FRIENDS —
DEFEAT YOUR ENEMIES.

Ald. J. G. McGuire, who is in the field as a candidate for the Ottawa Board of Control, is a business man who has developed a co-operative profit-sharing feature in connection with his automobile sales and service enterprise to a high degree. Ald. McGuire showed himself as a true and practical friend of labor soon after he undertook his present business activities by establishing a plan whereby each of his employees, including mechanics, office staff, garage attendants and all others, benefit in the actual operation of the business. Ald. McGuire believes that it is nothing more than proper that those who assist in building up an important organization should also reap some of the personal profit. This is the type of man who should have a responsible part in the administration of civic affairs. Ald. McGuire is offering the city the whole benefit of his business experience and is enjoying the support of electors who desire to see business-like methods employed in the government of the city.



Ald. J. G. McGUIRE, — For Board of Control.

The Street Car Service

Service-at-cost, which is an adaptation to the needs of this continent of the "London Sliding Scale" used for the determination of gas charges in English cities, was first applied to the operation of a street-railway in Cleveland in 1909. After more than a decade of experience with it, the board of arbitrators, who investigated its workings, pronounced that it afforded "the best street railway service at the lowest cost of any city in the United States." That alone should make the car-riders of Ottawa anxious to examine the measure in full.

What are the principles underlying the plan?

(1) Public control through an independent commission appointed by the Dominion Government or some other proper authority, of the revenues and expenditures of the road, with the deciding voice in all matters pertaining to the standard of service to be furnished and the extensions to be made.

(2) Operation by the present experienced management, the men who risked their capital to build the road and know, as no other men could know, its especial problems.

(3) An automatic adjustment of the fares so that they will just cover costs of operation, including a fixed rate of return to the owners based on a value of the physical assets of the company, as determined by arbitrators.

(4) The establishment of a Guarantee Fund by the owners out of their own pockets for the covering of any expenditures made in excess of those authorized by the Public Commission in charge of the line.

(5) The right of purchase by the city if such should be thought desirable at any time.

The city does not have to put up one cent. There is no chance of the street-cars, your own means of cheap transportation, being controlled by political patronage. There is every incentive to economical expenditures, efficient management and discretion as to making extensions. New lines will be built where they are needed and not because of political pressure.

Have you any objections to such a plan? If you are still in doubt write to anyone in Montreal, Cleveland, Cincinnati or Memphis and find out what is the verdict there on service-at-cost in operation. Get all the facts. You may have to make use of the street cars for many years.



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Commission Orders and Decisions.

The following lists of appointments, promotions, and transfers for the period Sept. 4 to Oct. 30, 1920, have been furnished by the Civil Service Commission:—

APPOINTMENTS

Air.—F. C. Higgins, Aero Intell. Off.; T. J. Burgess, A. H. Wylie, Miss H. Douglas, B. M. Aronson; A. E. Roodhouse, C. M. Clucas, storekeeper; Tackabrey, Air Equip. Off.; H. S. Quigley, Air Pilot Nav.; G. R. Hervey, Air Sub-Stat. Supt.; J. E. Davies, Air Engine Fitter; H. Browning, A. Kinkaid, J. Rennie, D. Ceifets, B. R. Cable, Air Riggers.

Agriculture.—J. H. O. Armstrong, A. Cowan, S. C. McKee, D. M. Robertson, G. H. McDonald, J. L. Gleeson D. Davidson, vet. insps.; T. G. Hawley, T. M. Vesey, Miss B. Lachance, Miss E. Ambridge, Miss A. M. Richardson, Miss E. Ross, A. Claire, J. C. Herwig, Miss G. M. Stevenson, clerks; Misses E. Wilson, D. Bardel, J. Clarke, seed analysts; J. A. Lapierre.

Auditor General.—J. Nash, Misses J. E. Dickenson, J. B. Mulvihill, F. L. Seddon, H. A. Scott.

Board of Pensions Commissioners.—Misses E. J. Wells, L. Bloom, B. Dunk, M. A. Currie, D. Campbell, L. M. Comrie, and John MacLean, clerks; Miss B. C. Wilson, Off. Appliance Operator.

Civil Service Commission.—C. R. Medland, R. G. Simmins, investigators; Misses P. Eades, E. M. Costello, R. Cowan, I. R. Godfrey, I. E. Savage, A. E. Paradis, L. Brady, F. E. Boyd, E. West, clks. sten.; J. H. L. Loyer, off. boy.

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