

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

May '18
Dr. Doughty,
Archives.

FEATURES

- Lieut. Col. D. C. Draper.
- Civil Service War Items.
- The Strike.
- At the Sign of the Wooden Leg,—
by Silas Wegg.
- Women's Column.
- Federation Shows Appreciation.
- Dominion Customs Association.



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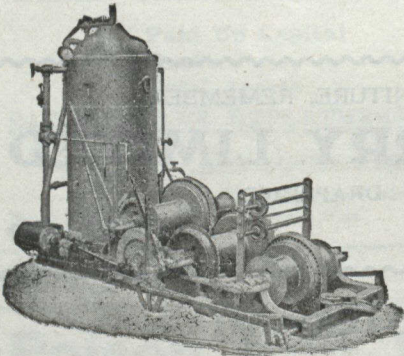
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THE CIVILIAN

VOL. XI.

AUGUST 2, 1918

No. 8

Lieut.-Colonel D. C. Draper.

Denis Colburn Draper, a native of Sutton, Que., was an officer of the Montreal customs house and a captain in the 13th Scottish Light Dragoons when the war broke out. When Lieut.-Col. Harry Baker, M.P., commanding that unit of the militia, raised the 5th Mounted Rifles for overseas service, Captain Draper was one of his officers who answered the first call.



LIEUT.-COL. D. C. DRAPER, D.S.O. and BAR.

The story of how the Fifth, with other dismounted and mounted rifle regiments, stemmed the German onslaught at Sanctuary Wood in the early days of June, 1916, and how most of them died in their trenches rather than give ground, thrilled Canada from coast to coast.

Draper, then a Major, won his D.S.O. that day by (to quote the Order) "*conspicuous gallantry in the face of the enemy. He led reinforcements to*

exposed points and twice drove off determined counter-attacks. Though himself wounded, he carried his mortally-wounded C.O. from the firing line."

Lieut.-Col. Baker was deeply mourned by the remnant of the 5th C.M.R., but they gladly welcomed as his successor in rank and command the gallant Major who had led them and fought with them in the time of their supreme trial. Their confidence was not misplaced and their affection has grown until they have dubbed their new C.O. "Daddy" in recognition of his care of them. Last December he polled every available vote in the brigade when he was candidate for Parliament for his home county of Brome.

Three Mentions in Despatches stand to his credit, and this year he was awarded a Bar to his D.S.O. The Order says:

"When his battalion had both flanks in the air he secured the left by great skill and coolness and remained forward till all the wounded had been evacuated. He has shown gallantry and devotion in several engagements."

ON THE ROLL.

With the enlistment of Miss Hogg, of the Superintendent's Office, Calgary, as a nurse in the C.A.M.C., the honor roll of the Railway Mail Service stands at 393.

The revised roll of enlistments from the Forestry Branch contains the names of 72 men.

Not one report has come in concerning the list of reported but unconfirmed enlistments published in *The Civilian* of July 5th.

OUR DECORATIONS WON.

The Order awarding the Military Cross to Lieut. (Acting Captain) Percy Harold Gardner is now published. It reads as follows: *For conspicuous gallantry and devotion to duty. In the course of five days the enemy made three attempts to raid his company's front, but on no occasion did any of the enemy succeed in entering the front line. This was largely due to his skilful dispositions and organization and to the splendid example of courage and devotion to duty which was an inspiration to his men.*

The earlier cable quoting the Order awarding the Military Cross to Lieut. John Edwards Pugh gave only a part of it. The full text is as follows: *For*

conspicuous gallantry and devotion to duty. He carried out twenty successful bombing raids and fifteen long-distance photographic reconnaissances, showing great determination in carrying out his work, in spite of strong opposition by enemy air-craft. In two days he took 108 photographs in the course of long-distance flights. During a period of five days he dropped three-quarters of a ton of bombs on enemy troops and transport, and engaged ground targets with machine-gun fire from a low altitude. On one occasion, whilst on a bombing raid, he was attacked by five enemy machines, one of which he destroyed. He set a splendid example of skill and resource.

Colonel Charles Henry Ludovic Sharman, Canadian Field Artillery, has been appointed a Commander of the Order of the British Empire.

Major Bruce McGregor Caldwell, officer in charge of the Canadian Postal Corps, is appointed a Member of the Order of the British Empire.

The Distinguished Service Order has been conferred upon Capt. R. H. Palmer, an officer of the 101st Edmonton Fusiliers, who went overseas with the 49th Battalion early in the war. In civil life he is chief fire ranger for the Forestry Branch at Edmonton.

The Roll of Honour.

Volunteers from the Public Service of Canada for active military service.
Number of names previously published—4,455.

NINETY-SIXTH LIST.

W. Logan, Trade and Commerce, Ottawa, R.N.C.V.R.

Earl McKee, Customs, Port Arthur, Strathcona's Horse.

W. G. Brown, Marine, Victoria, B.C.

W. G. Smith, Finance, Ottawa.

Miss Millicent Hogg, Supt's. Office, Ry. Mail Service, Calgary, C.A.M.C.

WAR PERSONALS.

O. D. MacMahon, of the Parks Branch staff at Banff, who was gassed at Passchendaele after fifteen months in France in the C.A.M.C., has now recovered and expects to cross the Channel again soon.

Lieut. O. A. Huston (Customs, Winnipeg) is seconded for duty with the Royal Air Force. He was with the 30th Battalion, was wounded and invalidated home in 1916.

Alex. S. Ogilvy keeps a sharp lookout in France for boys of the Customs Department. Among those he has seen lately are Frank Lee and Goldwin Kemp. He has also seen Oliver Masters of the Conservation Commission staff. Lee is with a unit of the C.A.M.C. now attached to a motor machine-gun brigade. Pte. Ogilvy says he has been for a long time in "the Bairnsfather country," but is now with his unit (12th F.A.) in a town where the buildings are whole and where civilians still live. They have a hospital in the *hotel de ville* of the place. The Civil Service men in France are very much interested in the new Act, but the newspaper and parcel mail has been so interrupted that all they know of the measure is what their friends write in letters. Moral—*write more and longer letters.*

CIVIL SERVICE CASUALTIES.

FREDERICK A. FAIR, of the Department of Customs, private in the C.A.M.C., a son of R. W. Fair, of the Post Office, died of pneumonia in a

hospital overseas on July 14th. He was twenty-one years of age and enlisted in February, 1915.

FRANK WILKINS LAMPLOUGH, formerly of the Department of Militia and Defence, died of wounds in No. 8 Field Ambulance, in France, on July 10th. He was twenty-one years of age and enlisted with a signal unit, but afterwards transferred to the Field Artillery. His brother, Leonard A. Lamplough, was killed early in the war, winning Mention in Despatches. He also belonged to the Militia Department.

E. N. L. REID, one of the fine lads of the Outside Service who came to Ottawa last summer to join the Civil Service Siege Battery, was wounded and gassed some time in July. He was a postal clerk at Prince Albert, Sask., and was one of the first to respond to the call of the Civil Service unit.

LIEUT. D. A. MACDONALD, Royal Flying Corps, who was reported missing some time ago, is now listed as a prisoner in Germany. He was on the Forestry Branch staff in the Rocky Mountains reserve, Bow river division.

LESLIE CARSWELL, clerk in Brockville post office, who enlisted in 1916 with the 240th Battalion, was wounded last October at Passchendaele and is still on a reserve unit in England. He qualified for his sergeant's stripes before he went overseas, but when his original unit was broken up he reduced and went on draft to the 38th Battalion.

A MILITARY FAMILY.

Mr. J. Bryan, of the Forestry Branch of the Department of the Interior, has the unique record of having three sons and a son-in-law and daughter who are or have been at the front.

Gunner Harry Bryan, of the 32nd battery, returned June 6 from overseas for hospital treatment. He was wounded at Vimy Ridge, and again at Hill 70, and it is from the latter wound he is now recovering.

On June 8, Gunner Bert Bryan of the same battery was decorated by the King at Aldershot for distinguished bravery at the battle of Passchendaele, receiving the Military Medal. In this battle, when all the artificers of the battery had been killed or wounded, volunteers were called for to repair guns. He volunteered, and while working under the gun at 9 a.m. he was hit in the foot by a bit of bursting shrapnel. He bound up his foot with wet earth and continued to work on the repair of the gun till he got it in action at 3 p.m. when he was sent to the dressing station.

In the hospital the doctors took from his foot a piece of shrapnel as large as a man's little finger. He has recovered and is now going into the air service.

Sergeant Douglas Bryan, of No. 2 battery, who went over with the first contingent under General Morrison, was badly gassed at Vimy Ridge and is now home in Ottawa, discharged.

The son-in-law, Staff Sergeant W. J. Phillips, P.A.M.C., has been overseas since the beginning, and his wife is working in one of the Royal Engineers' clearing stations in England.

Thus the whole five are in uniform, which is somewhat of a record for one family, and Mr. Bryan would have been with them only at the last moment the examiners decided he was over age.

NOTES FROM THE JULY BULLETIN CANADIAN MINING INSTITUTE.**The Brain Workers.**

The first general convention of the chemists of Canada was held in Ottawa in June. A point worth remarking is that the bulk of the members of the new chemical Association, like the majority of the members of the Institute, really represent Labour rather than Capital. In fact this is true respecting the character of the membership of all our technical and many of our industrial societies. The man who serves others with his brain for pay, the engineer, the chemist, the mine or works' manager, is just as much a labourer as the man who works with his hands for a wage. As a rule, however, the brain worker, sometimes because he may be in tolerably comfortable circumstances, sometimes because of pride of caste, or sometimes because of the position he may occupy as a director of the labour of others, has shown little disposition to recognize this affiliation, or, at any rate, has not directly made the cause of Labour his own. He has therefore been classed by Labour as ranged on the side of Capital. In other words, he has been regarded as naturally antagonistic to Labour. The technical societies can accomplish a great service by correcting this impression, and in aiding to unite all the workers, the producers of wealth, of the country in the bonds of fellowship and sympathy. The technical societies in a sense—as a matter of fact they should indeed—represent the brain workers' 'unions,' and as such can fittingly and usefully play their part in 'agitating' for 'reforms' to benefit not only their own class, that of Labour, but 'reforms' in the interests of the community as a whole, that conditions of life and living generally may become more harmonious, and that the standard of human happiness, of health, and of well-being may be raised to a much higher level than at present.

LAD OF MY HEART.

Lad of my Heart—for you I am lonely,
 And drear are the hills though they say they are green.
 'Tis a sad lass I am with loving you only,
 Will you never come back to your Irish coleen?

Lad of my Heart—that day I remember,
 When out of the town with the soldiers away,
 You marched to the war in the early September,
 And left me to fight, while I left you to pray.

Lad of my Heart—do you hear my love calling?
 You that's been gone this many a day.
 Lad of my love—do you see my tears falling?
 Waiting for you in the dusk of the May.

Lad of my Heart—I have your last letter,
 Ever I'll keep it held close to my breast;
 For the pain deep within it seems to make better,
 And the stain that's upon it my lips oft have pressed.

Lad of my Heart—I still hear you speaking,
 "Molly Aroon, shure now try to be brave,"
 And fondly, with love, your lips mine were seeking,
 Lad of my Heart, Oh where is your grave?

Somewhere in France—lad of mine, you are lying
 And never again will we tryst on the sod;
 But we'll meet in the dawn, where there's no more of sighing,
 Lad of my Heart, for I know you're with God.

—T. A. Browne.

RETIREMENT REGRETTED.

The retirement of Mr. Wm. Alford from the Post Office Department after thirty-four years' service was the occasion on Tuesday, July 16th, of the presentation of a silk umbrella to that gentleman, the gift being tendered on behalf of the staff of the Postage Stamp Branch by Mr. E. J. Lemaire, the superintendent. Mr. Alford made a feeling reply to the remarks of his chief, particularly expressing his regret that owing to failing eyesight he felt it advisable to retire from the Service a little sooner than expected, but was glad to have

before him a few years of rest and surcease from office work.

WAS A FLYING MAN.

A London advice states that Lieut. B. W. Harmon, M.C., etc., whose much-deplored death was announced in a former issue of *The Civilian*, was gazetted a flying officer in October, 1917 (having been previously commissioned in the Manitoba regiment of the C.E.F.) and was wounded in the following December. He is listed as "killed or died of wounds."

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Ottawa, August 2, 1918



THE NATIONAL DUTY.

WE MUST GO ON OR GO
UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:
Dead 335
Wounded 475
Prisoners 23

DEAD

FRED. A. FAIR.
F. W. LAMPLOUGH.

WOUNDED

E. N. L. REID.
L. CARSWELL.

PRISONER.

LIEUT. D. A. MacDONALD.

THE STRIKE.

It will surely be readily conceded
that the greatest event in the history
of Canada's Civil Service took place

as the hour glass announced the end
of the 23rd May, 1918. And surely
it is a happy augury that the wise
laws which emancipated Canada from
the tentacled grasp of Patronage was
signed by the Governor General on
the anniversary of the birth of the
beautiful lady, Queen Victoria. We
venture to express the opinion that
the second most important event in the
history of the Civil Service is the fact
that civil servants have actually gone
on strike as a protest against abuses
and grievances.

The question of a strike on the part
of civil servants against the Govern-
ment has never been openly discussed
and no concensus of opinion has been
formed concerning such an action.
Apart from the merits or otherwise
of such action under normal condi-
tions and in times of peace, we feel
sure that our readers generally, and
even those who are actually engaged
in the strike, will agree in deploring
the necessity of a strike against our
Government whilst the horrible Hun
still remains undefeated. We pro-
ceed to a brief consideration of the
strike situation, fully appreciating
the difficulty of assuming and ad-
hering to a Governmental, a Civil Ser-
vice and a judicial attitude.

The Letter Carriers are affiliated
with the Dominion Trades and La-
bour Congress, an organization which
uses the "strike" as a weapon of
offence and defence. If it be granted
that conditions may be such as to war-
rant a strike during a terrible war,
then the Letter Carriers, on account
of their membership in the Labour
organization, are quite within their
rights. The Letter Carriers do not
hold membership in the Civil Service
Federation. The case of the Postal
Clerks who are co-operating sympa-
thetically with their co-labourers, the
Carriers, comes nearer home, and
while we are without special informa-
tion as to recent events in the West,
it is due that we discuss the situation

as intelligently as possible in so far as the Postal Clerks are concerned.

The Civilian has been devoted to the welfare of the Dominion Postal Clerks' Association since its formation six years ago. We know the officers and a great many of the members of the D.P.C.A. intimately and appreciate the patriotic spirit which has induced so many of them to take up organization work. We appreciate the *esprit de corps* and the spirited aggressiveness which has always characterized the work of the D.P.C.A.

Heaven knows there has been ample provocation for civil servants to strike against the Patronage System. Nevertheless the fact remains that the idea of such a radical means of expressing a protest has never been entertained by any of the organizations affiliated with the Civil Service Federation of Canada. We propose to disclose to our readers a frank and open opinion, based upon facts, that the action of certain branches of the D.P.C.A. is not entirely due to sympathy with the striking postmen, but involves underlying causes and emotions which have their origin in the administration of the Post Office Department.

Representatives of the D.P.C.A., in approaching their departmental heads on behalf of their 8,000 fellow-workers, have adopted the policy of bringing to the attention of the Postmaster General outstanding principles or policies only, such as the Merit System, Superannuation, etc. In regard to matters of detail such as working conditions, representations have been made exclusively to the Deputy Postmaster General. It is a matter of common knowledge in organization circles that for some years the D.P.C.A. as a body politic has been in a state of violent ebullition and commotion, owing to the fact that representations made to the Deputy Postmaster General in regard to working conditions have been curtly received and given little or no attention so far

as results are concerned. These allegations may be typified and illuminated by an incident which took place during the recent session of Parliament when Civil Service matters were very much in the public eye. Ministers of the Crown were at that time giving up hours of their limited time ungrudgingly to delegations of Civil Service organizations who were presenting facts and considerations regarding the merit law, war bonus, etc. While this was so a delegation from the Dominion Postal Clerks' Association applied to the Deputy P.M.G. for an interview, and received the reply that the Deputy Minister would see the delegation for a few minutes at 12 o'clock. The interview was fruitless in results.

And so it comes to pass that memorials of the D.P.C.A., representing days and months of hard labour, containing an enumeration of working conditions, carefully culled so that imaginary grievances were eliminated, have been ignored and allowed to fester and breed a spirit of dissatisfaction. This incipient state of unrest needed but the touch of a chronologic and sympathetic passion to induce a spirit of actual resistance to a system of long continued inertia, indifference and oppression. Such we consider to be the causes underlying the action of the high spirited postal officials of the West in joining with the Letter Carriers in a strike against the Government which keeps in its employ high officials of domineering and bureaucratic inclinations. Such we consider to be the interpretation of the attitude of the striking carriers and postal clerks of Winnipeg as declared in a press despatch from that city to the following effect:

"The attitude of the men is that only by means of a conciliation board can such consideration be given the 'unbusinesslike administration of the postal department,' as to establish a better order of things and prevent the recurrence of post office strikes."

APPOINTMENTS TO PENSIONS BOARD.

There has been taking place in the public press the first sparring match between opposite opinions as to the consistent and universal application of the new Civil Service law in all its provisions, and involving the very existence of the Civil Service Commission under the law. Nothing will more effectively fortify the Civil Service position than to find that the press of the country has acquired sound and logical conceptions of the new law, and that the support given to the Civil Service Commission is uncompromising. In view of the torpid state of public opinion in the past on the subject of Patronage versus Merit, it is most gratifying to find an elucidating and clear cut expression on a specific case as has been instanced by the Toronto Mail and Empire in regard to the claim made by the head of the Pensions Board, that he and *not* the C. S. Commission shall make appointments to his Board. In this connection the Mail and Empire in a recent issue expressed the following opinion in an editorial comment:

Commander Ross' quarrel appears to be rather with those who profess, as he does, to want pensions kept out of politics than with those who do not. He declares himself in opposition to the appointing of his Board's officials by the Civil Service Commission. He takes the ground that the Board should select its own staff and fill vacancies thereon without reference to any other body. If other Commissions took the same ground—and he would hardly deny that they would have equal warrant for doing so—the number of public servants for whom a back-door way into office might thus be provided would be very considerable. And if the numerous Boards of Commissioners should have the privilege of choosing their own officials without reference to the Civil Service Commission, why should that privilege be denied to Departments of Government?

If we have a Civil Service Commission it ought to have as complete jurisdiction

in regard to appointments as the Pension Commission has in regard to pensions. So far we have not heard of the Chairman of any other Commission publicly protesting that, so far as the claims of his officials for war pensions are concerned, his Commission will decide them without reference to the Pensions Board. He leaves that to the Pensions Commissions, and it is not self-evident why the Pensions Commission should not show equal respect to the Civil Service Commission.

The foregoing is such a comprehensive statement of the case that but little remains to be added. We have got a Civil Service law with a fair prospect of the early removal of the brutal anomalies and injustices in the Service due to sixty years of Patronage, and if the head of the Pensions Board, or any other man, attempts to break into that law and bring back the Patronage Hog to control the Civil Service, there will be "one Hell of a row."

OUR PLEASURE.

Occasional reference to the work and progress of the two Mutual Benefit societies operating within the Civil Service in Ottawa is one of the pleasures of editing *The Civilian*. Much of *The Civilian's* space is necessarily devoted to the discussion of things that should not be at all or that should be different. With the Mutual Benefit organizations this is not the case. With them everything is just as it should be. Both are in sound financial condition, both are well-managed, both are doing worthy work, and both are receiving the support and winning the success that they richly deserve. These organizations are extremely fortunate in having for their secretaries men of marked fitness for their positions and filled with enthusiasm for what they are doing. Mr. W. A. Code is an indefatigable worker for the Post Office Department society, and Mr. W. J. Lynch, I.S.O., chief of the Patent Office, takes no small

pride in pointing to the steady advancement of the Civil Service M.B.S. *The Civilian* predicts with complete assurance that both of these organizations will shortly expand to proportions far exceeding their present extent.

SILAS WEGG.

It is very certain that all readers of *The Civilian* will join the editors in extending a warm welcome to the merry and philosophic Silas Wegg, who re-appears in this issue after an absence of several years. Bruce Bairnsfather has made an immortal name for himself by caricaturing the deviltries of war and so helping the soldier to find a place for his troubles in his old kit bag. Silas Wegg has in days gone by performed a similar act for those of us at home, who, though burdened with smaller troubles than is the soldier at the front, yet often stand in need of the admonition of the classical song indicating the proper relationship between trouble and the venerable but useful kit bag.

WORTH WHAT IT COST.

The Postal Clerks' Association is the largest class organization within the Civil Service Federation of Canada, and the convention held in Toronto three weeks ago was the most important meeting in the history of the association. It was important, not only to the postal clerks but to Civil Service interests generally, that the proceedings of that convention should be reported at length and given wide circulation. To this purpose considerable time and money were devoted. *The Civilian* stood the expense in turning out a special postal number of large dimensions, and *The Civilian's* subscribers had to wait a few days beyond the usual day of publi-

cation while the extra printing was being done. While the convention report may not have been of great interest to every reader, the editors feel assured that the special articles on the postal services were generally appreciated. On the whole, the editors think that the postal number was well worth the time and the money and that the subscribers will quite concur in this opinion. Something else of special interest respecting *The Civilian* is due to "break" pretty soon.

IF WE COULD.

"Thanks for your good work re semi-staff offices. Rush that war bonus, for God's sake." This is part of a message from a hard-working postal clerk out on the prairies. The editors thank you for your appreciation, old man. They did their little bit as best they could. As for the bonus,—if the editors had anything to say about it, it would go West on the wings of the wireless, or by a faster means, could one be found.

SALARIES.

It is the duty of the Government to pay such salaries as will justly compensate for the work done and will make the Civil Service an attractive field of labour for those fitted to carry on the public service.

But it is our part to earn those salaries by giving the best service of which we can make ourselves capable and by so honouring our positions and the Civil Service generally as to make ourselves worthy of public respect and the Civil Service generally a career of honour for the best of our fellow-citizens.

Something can be done, and we hope will be done some day, to unite the Civil Service for the training of members with a view to promoting the

working efficiency of every person who draws a salary from the public treasury. But, meantime, this is a duty resting upon each public servant individually. By diligence, by enthusiasm, by study, each one can make himself or herself a better worker for the public, and the one who fails in this not only fails in self-respecting action but brings discredit upon the whole Service. This is not a law to be enforced, it is a responsibility to be borne; it can only be laid upon the conscience of each one with the knowledge that the result will be good or bad for us all according as our average *morale* is good or bad.

There is a work, however, in which all can engage as a body, a work common to us all, a work in which we can call upon all to engage and praise or blame one another according as we rise, or fail to rise, to the opportunities presented to us. That work is the hitherward side, so to say, of the work we have been urging upon the Government, the work of unifying the Service.

It is not possible for the Government, no matter what it may do in drafting laws and pressing them through Parliament, or passing orders in council, or establishing administrative commissions, to make a unit of a Civil Service that has no moral unity of its own. The tacitly assumed basis of all arrangements, all laws, all organizations dealing with the Civil Service, is that the Civil Service is one thing and that its members realize, or can be made to realize, that fact.

To be perfect in this matter, as in any other, is not given to mortals. But, fortunately, in this good and beautiful world, reward outruns perfection. Such steps as have been taken by any part of the Civil Service looking to unity and the development of mutual acquaintance and common respect among civil servants have been far more than rewarded by improved conditions of service. Much labour

has been sacrificed in certain cases, with no direct or valuable result; but for every such apparent failure there have been a dozen cases in which the success attained in its speediness and importance has surprised even the most optimistic of those who sought success by methods of mutual understanding and united effort.

The preachment that we preach to the public and to the public's servant, the Government, let us take to heart ourselves. Let us recognize in fact and in need that the Civil Service is one, that it has its common organization to make and defend, its common problems to deal with, its common purposes to fulfil, its common spirit to develop, its common ideals to revere; and then we shall be able with good conscience to go to the Government and ask to be treated on a common basis of justice, decency and consideration of the public good.

Carry on.

Desperate situations demand desperate remedies. When a man's bare living expenses exceed his income, and part of that is withheld from him, he soon becomes desperate.

Owing to the Western mails being disarranged, no copy has been received for the "Postal Journal," and so that feature is omitted from the present issue.

Crop reports are more encouraging. This does not mean that Canada can ease up on food conservation. It means merely that we can do a little more for the people in war-racked Europe.

The Civilian expresses the ardent hope that the conference on Aug. 6th between the sub-committee of Council and members of the Post Office service will terminate in a happy and satisfactory understanding.

Charges have been preferred by the Belleville Intelligencer regarding the existence of Patronage appointments in the Riding of West Hastings, and the Toronto Globe and other papers have referred to the subject. We are informed by one of the Civil Service Commissioners that application was made to the Intelligencer for a statement of the facts, but that no reply was received. *The Civilian* also applied to the Intelligencer for particulars and have not been favoured with a reply. We trust the report is a "false alarm."

GOVERNMENT ANNOUNCEMENT ON THE STRIKE.

One of the executive functions of the Government is to carry on the public service in accordance with decisions of Parliament and see that public employees are fairly and justly remunerated within the limits of provision for that purpose made by Parliament or such provisions as the Government in the exercise of powers conferred by Parliament may make. The Government in performance of these functions has always been ready to hear and endeavour to equitably adjust any claim made on behalf of any employees in Civil Service. It has, as above stated, expressed its readiness to do this in connection with postmen's claims. It has appointed a sub-committee, composed of Sir Thomas White, Messrs. Maclean, Calder, Carvell, Robertson and Blondin, and notified secretary of federation that that committee is now ready to take matter up at once with men's representatives. It cannot consistently with its duty submit the determination or fixing of Civil Service salaries to a conciliation or arbitration board.

The men must accept this as absolutely final. There will be no conciliation or arbitration board, but the Government will give every opportunity for the fullest possible hearing and deal with claims made upon their merits. As regards employees in the

West, it may be pointed out that those in receipt of minimum wage are actually receiving more than minimum wage which men asked to have fixed, and those in receipt of maximum wage are receiving within a few dollars of the maximum asked, and if any allowance be made, as some certainly should be made, for uniform provided, then men in the maximum class are also receiving as much or more than the maximum asked. The position taken seems to be that these men are out on strike to maintain the absolutely inadmissible contention that the salaries in the Civil Service are to be determined neither by Parliament nor by the Government but by an outside body absolutely irresponsible to Parliament. This is clearly inconsistent with the simplest principles of our system of government. It cannot be too clearly stated nor too clearly understood that the proposal of a conciliation board is impossible of acceptance and will not be accepted.

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At the Sign of the Wooden Leg

By Silas Wegg

The Man Without a Garden.

The Return of the Wanderer is a theme of perennial interest to mankind, no odds how obscure the wayfarer has been before his disappearance. Ulysses, Enoch Arden, Richard the Lion-Hearted, Wakefield of Holmes's sketch, the Prodigal,—these are some of them. They come back to plenty or to misery; they are the lost silver pieces found after much sweeping, or bad pennies "sure to turn up"—but always are they touched with the glamour of romance. Have they not been in the Far Country, and although their companions have been but husk-eating swine they have had experiences in which we have not taken part; therefore we look for something new and startling from them. They spin the globe upon its axis for us stay-at-home children.

And yet—and yet—the wanderer comes back as often as not with strange misgivings. He has heard of the Fatted Calf, but he may receive only the cold shoulder. And when his father saw him he ran and fell on his neck—suppose for "fell" we should substitute "jumped!" How often when Ulysses turns the corner he is met, not by some old comrade who gives the resounding clap upon the back, but by some of the younger generation who exclaim, "O Gee, pipe the guy with the bunch of spinach on his chin!"

That is why I take up my pen again with fear and trembling. Mrs. Wegg overheard this conversation on the car the other day:

"How tired that poor woman looks!"

"Poor and tired you may well say. That is Mrs. Silas Wegg. Since her husband had stopped writing for *The Civilian* he works off all his epigrams at home."

What excuse do I have, therefore, for my reappearance? "When the brains are out the man is dead," said Macbeth, and surely that ought to be burial permit enough for the most of us. But I have a distinction, a unique place in this war-engulfed community. I find that I am the Man Without a Garden, and as such I must break my silence, although I have broken no sod. Jones, Brown, Smith and Robinson are up each morning with the roosters eager to seize their mattocks and their hoes while I sleep within earshot of an alarm clock set at 8.15, anxious only about my half-hose. They hustle home from their desks or counters at five to pluck the vagrant weed from its usurped throne among the cabbages, while I—the weed that grows on the banks of the James that I seek after office hours. For them the lettuce, for me the lotus. They strive for peas, but I for peace. Ah, what a gulf divides their world from mine! They so intent on raising their celery, while I am dreaming of who will raise my salary. I feel at times that I don't amount to a hill of beans. A hill of beans indeed! That is a standard-of-value that needs adjustment in these war-garden days. I don't amount to a clump of couch grass, to a spray of lamb's quarters, to the veriest wisp of down from the

head of a Canadian thistle. I am the Man without a Garden.

Have you ever tried to tote up the sum of your uselessness, to see yourself in twice the bad light that your family sees you? If not, come with me and be gardenless. Adam was a sorry figure after his expulsion from Eden, but he at least had a garden once, enough to entitle him to the rank of "retired farmer" on his registration card. Should you desire the apotheosis of worthlessness, unrelieved by tragedy, refuse to listen to the Allied Nations' call for corn, or your wife's call for radishes, turn your hoe-handle into a golf stick and your desire will be satisfied. "By their fruits shall ye know them." The fields are not yet white for the harvest, but I know what is in store for me. Jones will be coming to the office soon, his pocket bulging with beets. Did you ever see such beauties? Smith will be using giant cucumbers for paper-weights and be wearing the white cauliflower of a blameless life, while Brown will

be borrowing my ruler to measure the length of some mammoth ear of corn. But not for me, the glow, the bloom. Slinking into the darkest recess of the office's gloom I shall look at my unblistered palms and realize that I am not a hero. We used to make jokes once about commuters and the chaps who planted seeds for their neighbours' hens. That was before the war. He who would now depict the "Rake's Progress" must be careful not to show disrespect to the Rake, for it and the Hoe are now emblems of patriotism, the insignia of an order only less glorious than the warriors'. Should you wish to make a man's name a byword and a hissing to the nations, picture him with folded hands.

"This war will teach us a good deal." You have heard that before. In fact it is the most common bromide of the day. However, we must use the phrase right here. The war will teach us the ignominy of wasting time, of leaving corner lots to the burdocks and of believing in the selfish



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sacredness of holidays. Even I may try to do something with my idle moments, although I would hate to give up the damnable title of the gardenless man, I who like green peas but detest growing them. Yes, perhaps I, too, will be confronted with the vision of "the lost days of my life unto this day" and turn my hand to something I am not paid to do.

Oh, ye civil servants, ye slaves of the Clock. What hope is there for you in this world or the next if you think you have done everything that is required of you when you have endorsed your cheque and paid your house-rent? This sounds like preaching, doesn't it? Well, we need it, for the majority of us, except in this temporary activity of war-time agriculture, are men without gardens. There will be plenty of vacant lots for us to work in, even when after the Treaty of Peace it shall become a crime to go into competition with the unprotected farmer. If we, if you and I, if you and if I (there, that sounds better) grasp the truth that time is a vacant lot in which each of us may toil without let or hindrance, that our minds are vacant lots, and our neighbours' minds are wildernesses, that there are weeds of sloth and desire to be cut down and opportunity on every hand to grow figs where now are thistles, you and I will be better than I hope for.

Perhaps after the war there will be a Department of Vacant Lots. Now, don't begin pulling wires right off for the Assistant Deputyship. This statement of mine is not even semi-official. But in the event of such a branch of the public service being founded, I doubt if there will be found room enough in any of our buildings for the card-index equipment that will be required, that is if the term "vacant lot" is applied as it should be to all the unexploited inactivities of our lives. Maybe there will be a place in our existence again for art and literature, for religion perhaps, most cer-

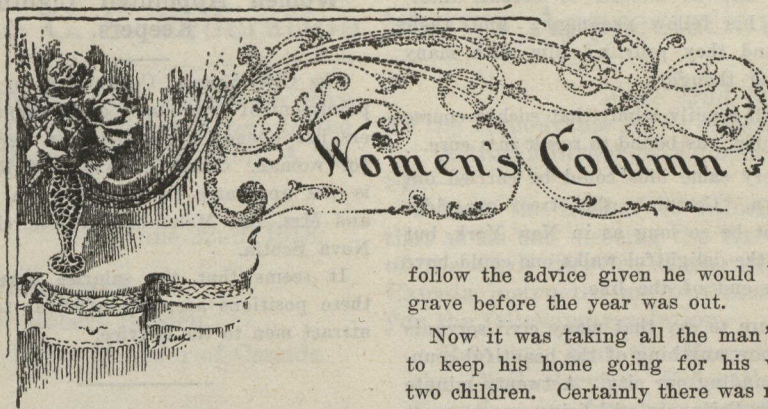
tainly for science. We cannot get ready for the Next War without science, even if we make a feint of doing without religion. Will it not be a service worth entering, this Ministry of Vacant Lots? Opposite each of our names will be entered in detail the number of hours we have free from the daily grind, what capabilities we have for music, or astronomy, or municipal government, or other forms of activity, and a superintendent will call on us once a week, say, and find how we have employed our talents and give us advice concerning the uses yet to be made of our undeveloped resources. Do you not see the possibilities—the awful mockery of the Civil Service List relieved by the glory of the Second Self that will be catalogued in the records of the Vacant Lot Department! Silas Wegg, third class clerk between nine and five, will not be so querulous when he remembers that after hours he is known to the State as a violinist, a chemist or an alderman. Each one will then have his allotment and the Man without a Garden will be interned as an alien, or worse still, as a Man without a Country.

Some will grow peas, others pansies, some sonnets, others sermons. The few men and women, who will be called inspired, will bring to perfection that wild pomegranate flower of which Browning wrote,—

"For, where'er the red bloom burns
In the dull dark verdure of the bounteous tree,
Dethroning in the rosy isle the rose,
There you will find food, drink, odor,
all at once,
Cool leaves to bind about an aching brow,
And never far away the nightingale."

OBITUARY.

Edward E. McCaffery, a brother of W. J. McCaffery, of the Customs, died in Montreal on July 18th.



Holidays.

“Have you taken your holidays yet?”

“No.”

“Where are you going this year?”

“From the present state of finances it looks as if we would stay at home.”

Such are the questions and answers one invariably hears these days.

Now it is a pity not to be able to get away for a complete change, but this is war time and one can hardly expect in view of the enormously increased cost of living to go on in the same way as before the war. Something must be cut from the usual budget of expenditure, so naturally the axe falls on the summer vacation. After “the butcher and baker and candlestick-maker” are paid, the amount left for a holiday so nearly approaches zero that it may be regarded as non-existent.

Thus hundreds of tired civil servants—men and women alike—are faced with the problem of needing a holiday without having any financial means of procuring one.

One person may hardly advise another on what he or she should do, and indeed suggestions are usually brushed aside if not regarded as impertinent, but the present situation has brought to mind something I read a few years ago and I’m going to let my readers have the benefit of it.

An office man in New York had a complete breakdown from overwork. His physician advised rest, change of air, scene and food, and warned him that if he did not

follow the advice given he would be in his grave before the year was out.

Now it was taking all the man’s income to keep his home going for his wife and two children. Certainly there was no money to take him to any health-giving summer resort, yet he was faced with the alternative of leaving his dear ones without a protector at all at no distant date.

While his health was gone, surely his brain was quite all right, for he devised a way of taking the required holiday in New York with very little expense.

Every morning he got up bright and early, took a lunch with him and boarded a trolley which would take him right to the edge of the city. He always rode in the front seat so that he had the advantage of all the fresh air and could choose readily any place he wished to alight. All day was spent prowling around the fields and woods or lying under the shade of some beautiful tree.

His lunch usually consisted of brown bread tomato sandwiches and fruit. Not infrequently he would call at a house for a glass of milk or beer when he hadn’t already quenched his thirst at a cool spring in the woods. At night when he returned home his wife had a particular dinner for him, planned to be as unlike their usual way of living as possible.

This went on for a few weeks till he began to know the trees and flowers, and even the birds had made friends with him. One chipmunk had become quite a pet.

Soon he began to carry books with him and by the third month he was taking his little family out to live over again with them all the delights of the country places around New York.

There was another phase of his cure that should not be disregarded. During his car

rides he allowed himself to become interested in his fellow passengers and their doings and they provided him with many interesting thoughts.

One will readily admit that such a course of treatment was bound to result in a cure.

The very same idea could be carried out in Ottawa. Certainly the street car rides would not be so long as in New York, but think of the delightful walks one could have from the end of the line.

I venture to say that many civil servants do not know anything of the beautiful country surrounding our city. A twenty minute walk from Britannia will bring one to most interesting woods; the same may be said of Aylmer. There are many secluded nooks in Rockcliffe 'far from the madding crowd,' and a day or rather week of days at the Experimental Farm is not to be rivalled anywhere. The Rideau river should not be neglected and money cannot buy the beauties to be discovered up the Gatineau.

One tired civil servant was telling me of the holiday she will take—three weeks spent in quiet little jaunts around Ottawa. At first she will go alone; then as her brain and mind get rested she will choose a congenial companion—one who knows when not to talk.

Another was saying that she is so tired of the strain and stress of war work that she will commence her rest by reading a few novels by the Duchess or a similar writer. Then will follow some books like De Morgan's Joseph Vance, where the story proceeds quietly for six hundred pages and when the author writes "Finis" one wonders why he didn't go on for another six hundred.

This weary one intends not to look at a daily paper for three weeks, and certainly no weeklies. She also promises herself the luxury of making a sweater out of as bright coloured wool as she can find,—anything to get away from the khaki wool she has been knitting into socks all year. After such a lapse I venture to wager that she will do more socks than ever next winter.

Thus the pendulum must swing back and it is up to us individually to guide its swing as judiciously as possible.

Women Appointed Lighthouse Keepers.

The Civil Service Commission by the appointment of two women as lighthouse keepers has opened up an entirely new sphere for woman. Miss C. Dixon, of Rousseau, is the appointee in the Muskoka district, and Mrs. Leo Melansomb at Church Point, Nova Scotia.

It seems that the salaries attached to these positions are not sufficient to longer attract men to the Service.

The Way to Do It.

Early to bed and early to rise,
Cut out the pastry and pudding and pies,
Dig in the garden and dig in the purse,
So will we wipe out the kultural curse.

—Seattle Post-Intelligencer.



DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

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

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

G. J. DESBARATS,
Deputy Minister of the Naval Service.
Ottawa, January 8, 1918.

Unauthorized publication of this advertisement will not be paid for.

The C. S. Federation Shows Appreciation.

The officers of the Federation have addressed the following letters to the Prime Minister and the Hon. A. K. Maclean:

June 22nd, 1918.

To the Honourable

Sir Robert Borden,

Prime Minister of Canada.

Sir,—

I have the honour to inform you that at its last meeting the Executive of the Civil Service Federation of Canada authorized me to transmit to you the following resolution:

Resolved, that the Executive of the Civil Service Federation of Canada do hereby record our hearty appreciation of the action of the Prime Minister of Canada, Right Honourable Sir Robert Laird Borden, in that he placed Civil Service Reform in a position of great prominence in the platform of the Union Government, and that a bill enacting this reform became law during the session of Parliament just closed. This appreciation is intensified by the firm belief that the soul of Canada has been thereby purged of an evil and that the reform will be one of the great events in the history of Canada and its people.

I feel sure that you will be able to distinguish between the perhaps over-zealous actions which marked some of the days before reconstruction became a fact and the well-considered action which the Executive has now taken, and I take pleasure in transmitting it to you.

Respectfully yours,

(Sgd.) F. GRIERSON,
President.

(Sgd.) L. D. BURLING,
Secretary.

June 22nd, 1918.

To the Honourable A. K. Maclean,
Acting Minister of Finance.

Sir,—

I have the honour to inform you that at its last meeting the Executive of the Civil Service Federation of Canada instructed me to transmit to you the following resolution:

Resolved, that the Executive of the Civil Service Federation of Canada do hereby record our hearty appreciation of the efforts made by the Acting Minister of Finance, the Honourable A. K. Maclean, in behalf of the Civil Service during the session of Parliament which has recently closed, and the unvarying courtesy with which he received the representatives of the Federation. The amount of work and the constant attention devoted by the Honourable Mr. Maclean to the constructive legislation which he proposed and carried through make this expression of our gratitude all the more sincere, and we take this action secure in the knowledge that the great reform he has put into effect will become an outstanding landmark in the future development of the history of the Canadian people.

Sincerely yours,

(Sgd.) F. GRIERSON,
President.

(Sgd.) L. D. BURLING,
Secretary.

The following letter was addressed to the Ottawa Citizen; similar letters also were sent to the Montreal Gazette and the Winnipeg Tribune:

June 19, 1918.

The Ottawa Citizen,
Ottawa, Ontario.

Gentlemen,—

I take pleasure in informing you that the following resolution was adopted at the last meeting of the

Executive of the Civil Service Federation:

Resolved, that the Executive of the Civil Service Federation do hereby record our hearty appreciation of the disinterested public service rendered by the Ottawa Citizen, the Winnipeg Tribune, the Montreal Gazette, and other papers in Canada in their open and persistent championship of the movement for Civil Service reform. We feel that they deserve no small share in the credit for the elimination of patronage and the introduction of efficiency into the Public Service.

Knowing as I do the personal initiative displayed by the Citizen in this campaign, I take special pleasure in transmitting this resolution to the newspaper which we have named first.

Sincerely yours,
(Sgd.) F. GRIERSON,
President.

THE FEDERATION AND THE CIVILIAN.

The following items referring to the above named bodies are taken from the official programme of the recent convention of Dominion Postal Clerks' Association:

Civil Service Federation of Canada.

The Civil Service Federation has been in existence for about fifteen years. It is composed of representatives of the different departments of the Civil Service of Canada, including the Inside Service at Ottawa, and the Outside Service as located in the various cities and towns throughout Canada.

Its complete organization is still in process of development, and is working out somewhat as follows:

The Postal Clerks, for instance, have a Dominion Association sending duly accredited delegates to the meetings of the Federation. The Railway



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Mail Clerks have a similar organization and do likewise, as is also the case with the Customs, and some other departments. All other departments will doubtless have their Dominion Associations fully organized within a few months.

Matters affecting all or any of the several departments, after being carefully prepared, are sent to the officers of the Federation, and by them submitted to the heads of the departments concerned and to the Government and Civil Service Commission, with the full weight of the Federation or united Civil Service behind them. Needless to say, these representations carry more weight, and receive more consideration than would be the case if supported only by the interested body in only one city, or even of only one department of the Service.

The meetings of the Civil Service are naturally always held in Ottawa, as being most closely in touch with the different departments and the Government.

There is nothing, however, to prevent the employees of any department or section thereof from presenting any case that is peculiarly their own; and as a matter of fact, many concessions of importance have been obtained in this way in past years.

"The Civilian."

Any address to civil servants would be quite incomplete and neglectful of

its privilege and duty that failed to give due credit and recognition to the Civil Service organ, *The Civilian*, published at Ottawa in our common interest by the Civilian Committee. Just how much the members owe in the matter of improved conditions and increased salaries to *The Civilian* and its editor, no one is in a position to state, but the total, directly and indirectly, is very great indeed. In season and out of season, when Associations were dormant and executives asleep, our journal has been the hammer which kept pounding away for the things we were after, and our wishes have thereby been kept before the attention of the Government, and also in our minds. Especially in the last six months has our cause been fought with energy and courage in its pages, and there is no doubt that the Government has been much stiffened in its intention to abolish patronage in connection with the Civil Service by the ceaseless demands of *The Civilian* for that great reform, and by its merciless denunciation of recent appointments in contravention of the Government's pre-election pledges with regard to future appointments.

Space does not permit of half enough being written in praise of *The Civilian* and its fearless editors, but every civil servant who fails to subscribe to our journal is failing in his duty to reward past services and to help promote his own best interest.

R. Forbes Company, Ltd.,
Manufacturers of
Woollen and Worsted Goods,
Kespeles, Ont.

Dominion Customs Association

Customs Overtime.

(Contributed.)

Thirty cents an hour for overtime, or extra service, with a two hour limit daily, was fixed in 1907, and no changes have been made since. This, by the way, was an improvement of the schedule arranged in 1903, which was as follows: East of British Columbia, 25 cents per hour; Sundays, not exceeding 3 hours, \$1.25; over 3 hours and up to 10 hours, \$2.50. British Columbia, per hour, 40 cents, with 25 and 50 cents additional on the other scale for Sundays. In the Yukon it was better, the overtime being 50 cents per hour with a three hour allowance of \$1.50, and over three and up to ten hours, \$5.00. Those regulations put into force in 1903 were altered only to apply to the 25 cents an hour charge, which was increased to 30 cents in 1907.

Now the unfortunate customs officer, who has been working under this schedule for the past eleven years, has seen an advance in the price of everything save the value put by the Department upon his services. Worse than this, some of the regulations, by limiting the amount of time to be paid, compels him to work at times for nothing, and the question has become so aggravated that a very general and deep dissatisfaction has manifested itself, owing to the extraordinary difference in the amount received by the customs officer for extra service and other classes of labour.

We shall not go deeply into the figures. One instance only. In the West, men not necessarily stevedores, but checkers and others, including watchmen, are receiving up to \$1.25 per hour for overtime or night and Sundays on wharves, railways, etc.

Now, a customs officer requires to have a working knowledge of the tariff. He is in contact with the public, and must have a neat appearance. He collects money in duties, and safeguards the revenue of the country, and the pittance of eleven years ago is still his portion.

Another injustice in connection with the overtime question is the attitude of the Department regarding the officers, who perform extra service, or overtime. The man receiving \$900 per annum and \$400 for overtime is considered as receiving a salary of \$1,400! The fact that this money for overtime was received for services performed after the regular office hours, and at the expense of the leisure, to which he is entitled after his day's work, and also that one is losing the privileges of family life, etc., should make it plain that overtime service is altogether apart from a man's salary, and is so regarded in all public corporations.

A general advance has been requested several times. The latest was for 50 cents an hour, which, considering the cost of living, is really too low. But the D.C.A., in making this request, considered the large additional cost to the Department for this class of service, and would be content for the present with the 50 cents per hour, if forthcoming immediately. A higher demand, based on the necessities of life, and commonsense, is justifiable, and in fact is demanded by several ports, but it is left for the Department to deal with the original request for the present.

The whole question of extra service is very unsatisfactory to the Service, and a change, and for the better, is urged at once.

The railroad and transportation companies, who are the real gainers

by the extra accommodation, should contribute substantially to this service, which is unprofitable, as far as returns are concerned to the Department. Anyhow a change is due, and it cannot come too soon.

The Postal Clerks' Convention, Toronto.

An invitation by the Dominion Postal Clerks' Association was extended the D.C.A. to be represented at this convention, which was on July 8th to 13th. Mr. T. H. Burns, Secretary-Treasurer of the D.C.A., was present and was highly pleased with the convention, as well as the hospitality of the Toronto postal clerks, who were lavish in their hospitality to the visitors. The presence of the representative of the D.C.A. was the desire to make permanent the alliance between the Postal and Customs associations which was so effective in the fight for the provisional allowance and other matters, in which united action was taken during the past session of Parliament. The President, Mr. Crate, extended a cordial welcome to the representative of the D.C.A. and made a number of complimentary remarks as to the value of the co-ordination of the two largest and most influential bodies of the Outside Service, and invited Mr. Burns to address the meeting. As the postal delegates were largely composed of men who had made their reputation as orators, the remarks of the D.C.A. man must have seemed pretty tame, but he struck a popular note in extolling the advantages of the merit system as compared with appointments and promotions under the patronage system.

The members of the Toronto Customs Association met the Secretary-Treasurer of the D.C.A. at an informal meeting held in the Long Room after office hours on Thursday afternoon, July 11th. A very large number were present, considering the very short notice, and at the request of

Mr. Ferguson, the President of the local association, a brief address was delivered by Mr. Burns, who prefaced his remarks by saying he supposed the first question to be answered was regarding the bonus or provisional allowance, and explained the reason of the delay to the satisfaction of the members. He told an interesting story of the campaign of the past session as regards the Civil Service Bill and the provisional allowance, and paid a warm tribute to the help received through the visits to Ottawa of several members of the Toronto association. His remarks were listened to with great attention, the officers being much surprised at the extent and importance of the D.C.A., which though only organized in December, 1917, now had over two thousand paid up members on its books. A number of questions were asked by the officers regarding reorganization, the provisional allowance as it applied to unmarried men, and other matters of a technical nature. A cordial and appreciative note was struck by Messrs. Mogan and Somers, who gave personal testimony of the difficulties that beset the path of the speaker, and the hard work done to elevate and improve the lot of the officers of the Outside Service. At the conclusion of the meeting, Mr. Burns was introduced to the members individually and learned a good deal of local conditions.

A pleasant trip was arranged by boat to Lewiston, N.Y., and thence trolley by the famous Gorge route to Niagara Falls. Unfortunately the weather spoiled the view of the great Falls, to the disappointment of all concerned, although the return journey was very fine. By avoiding some of the side trips at the Falls, the Secretary-Treasurer had an opportunity of visiting the port of Niagara Falls, and had a pleasant interview with the officers, including Mr. John Burns, the veteran of many conventions at Ottawa; Mr. W. Byers, who has also

been in Ottawa several times at our meetings; Mr. Burnett, and some others. All seemed much pleased with the progress and prospects of the D.C.A., and hearty support and encouragement was promised. This ended a very pleasant and extremely busy three days' visit.

Special Committee, D.C.A.

During the general meeting of the D.C.A., which took place in Ottawa on the 23rd and 24th April last, it was decided to invite suggestions for improvement of service from the members of affiliated associations of the D.C.A. and transmit them to the Secretary-Treasurer, who would hand them to a committee appointed at this meeting. This committee is to be the mouthpiece of the whole Outside Customs Service. It will meet in Ottawa about the 15th of August, read and digest the suggestions of the associations, and make out and submit a report therefrom to the Department and the Civil Service Commission as what constitutes reform from the angle of the employees of the Customs Outside Service. Many suggestions, including salary schedules, have been received, some of which show deep and intelligent study. Others give their views in a general way. But the whole is so relevant as to what are the requirements of the officers, that it is not expected that the task of the committee will be difficult in preparing a report.

The expenses of the members of the committee are to be paid, and, properly, too, by the D.C.A. An extra levy of twenty-five cents per member has been made to carry out this very important work. There still remain associations who have not yet sent their recommendations nor their per capita tax. We would invite their immediate action as their views and quarters are very welcome.

The committee is as follows: Messrs. W. J. McKenna, Montreal; M. F. Mogan, Toronto; R. Colvin, Ham-

ilton; B. C. McCann, London, and Messrs. F. Kehoe and T. H. Burns, Ottawa.

Notes.

VANCOUVER.

Mr. H. Dunn, formerly of Prince Rupert customs staff, and more recently of Butedale, has been transferred to Vancouver.

We had the pleasure recently of having had a call from two Victoria officers—Mr. D. Dewar, Secretary-Treasurer of the Victoria Customs Association, on his way to attend a convention up-country, and Mr. C. A. Tervo, going north to act as customs officer on the Stikine. It is always a pleasure to receive visits of this kind from officers of other ports.

John A. Smiley was recently exchanged from Calgary for J. W. Hancock of this port.

From what Officers Dunn and Tervo tell us it requires some nerve to live in Northern British Columbia in summer, because of the tortures inflicted by countless swarms of horse flies, mosquitoes, black flies, etc., which necessitate the use of mosquito netting, grease or other devices as part protection from their attacks.

D. G. Hattie, late customs packer, has just been promoted to have charge of the Parcels Post Department, over ten men.

The following from the energetic association of Saskatchewan speaks for itself:

Saskatoon, Sask.,
17th June, 1918.

Mr. Walter Todd,
House of Commons,
Ottawa, Ont.

Dear Sir,—

The members of the Saskatchewan Customs Association wish me to express to you their sincere regret on learning of your illness and trust that you may speedily recover.

The splendid work done by you in the Civil Service cause is very much appreciated by us. We realize that the improvements made in the Service are largely due to your good efforts.

With best wishes,

Yours sincerely,

B. K. HORNE,

Sec.-Treas. Saskatchewan Customs Assn.

Saskatoon, Sask.,

17th July, 1918.

Postmaster Lemon,
Toronto, Ont.

Dear Sir,—

The members of the Saskatchewan Customs Association desire me to extend to you on behalf of the association congratulations on your appointment as Postmaster.

It is indeed gratifying to see that merit is being recognized in a practical way and we wish you every success in your new position.

Yours sincerely,

B. K. HORNE,

Sec.-Treas. Saskatchewan Customs Assn.

Mr. Frank J. McKenzie, the Secretary-Treasurer of the Montreal Customs Association, spent a couple of busy days in Ottawa recently, where he learned much of the inner workings of the D.C.A. Mr. McKenzie left Montreal, on his annual vacation, with the patriotic intention of doing his "bit" on a farm at Vankleek Hill, Ont. His first appearance on the hay field provoked a celestial demonstration, in the shape of a thunderstorm, which compelled his hasty retreat. The following day was a repetition of the showers, and yet again did he try, with the same result. The farmers of the locality, taking the hint, conducted the visitor, in a body, to the railway station, and bade him firm but tender farewell, and it hasn't rained since. Seriously, the Montreal association is fortunate in having such an officer, whose interest in the Service and the D.C.A. inspired him to spend two of the hottest days this season getting information and studying the problems of the Service at close range.

Contributions to this column are invited from members. Start something.

C. S. POSITIONS OPEN.

The Civil Service Commissioners advertise the following positions:

Two Auditors in the Department of Soldiers' Civil Re-establishment at an initial salary at the rate of \$1,500 per annum.

A French translator in the Board of Pensions Commission at an initial salary of \$1,500 per annum.

A technical clerk for temporary employment in the Natural Resources Intelligence Branch, Department of Interior, salary \$120 per month.

An electrician in the Department of Public Works at a salary of \$85.00 per month.

A repairman for steel filing cases in the Department of Public Works, at a salary of \$70.84 per month.

Applications will also be received from accountants and ledger-keepers who would be willing to accept employment in the Civil Service for the duration of the war and 1 or 2 years afterwards at an initial salary of \$3.50 a day.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 10th August next. The time will be extended one week for candidates from British Columbia. Application forms may be obtained from W. Foran, Secretary of the Commission, Ottawa.

MORSON APPEAL FUND.

The following correspondence deals with the exemption of Civil Service salaries from income taxation, and the pending appeal of Judge Morson in regard thereto will be of interest to *Civilian* readers:

St. John, N.B.,
May 28, 1918.

Mr. L. D. Burling,
Ottawa.

Dear Sir,—

Yours re Judge Morson vs. City of Toronto came to hand several days ago. You state that your object is not to escape payment of taxation, but to settle serious doubts as to the legal right of any municipality to tax the salaries of civil servants. My idea is that the sole purpose of this movement is to escape payment of that tax and for which you ask for a subscription to that end.

Could you give me any good reason why Judge Morson, with his salary of \$6,000 or more, should not pay his income tax to the city of Toronto in which he lives, moves and has his being. In my opinion he is the very man who should pay up and look pleasant and not try to avoid the payment of any just tax in the city in which he resides. The same remarks apply to every civil servant in Canada (myself included). They have steady employment every month, lose no time and get their pay at the end of every month, and I have not heard of any of them breaking down through hard work and they enjoy all the benefits of the city in which they live equally with the dry goods, grocery, druggist and other clerks and the labouring man, many of whom do not earn money three-quarters of the year and then all have to pay income tax or go to jail. I suppose you have noticed that the Government heretofore have not had any difficulty in finding men to fill the vacancies as they occur from time to time in the Civil Service. I have an idea that here in St. John,

and I suppose the same thing exists elsewhere, that there are twenty applicants for every vacant office and any one of them would be quite willing to agree to pay tax on their income. My advice to the civil servants if you ask me would be to drop this appeal, be men, and be willing to pay their lot and seat to the municipality in which they live. In conclusion, let me suggest a motto which the whole Civil Service might well think over (it is a Scripture one): "Freely ye have received, freely give."

Yours respectfully,
(Sgd.) R. EWING,

A.R.G. Office,
St. John, N.B.

P.S.—I would be pleased if you would have this published in the next issue of *The Civilian*.—R. E.

July 12, 1918.

Mr. R. Ewing,
A.R.G. Office, St. John, N.B.

Dear Sir,—

First let me call attention to the fact that a large part of the difference between your viewpoint and our own can be ascribed to the difference between what you may feel like doing individually and what we must do as representatives of an association composed of many thousand individuals, part of whom are being taxed, part of whom are not. Even if it were not illegal for those who are paying the tax to be forced to do so it would be unfair because others drawing the same salary from the same source for the same work and enjoying equivalent benefits are un-taxed. Since it is *illegal*, and the sentiment among the legal fraternity seems to be practically unanimous on this point, the position of these civil servants is doubly unfair.

If the British North America Act were about to be revised so as to make the provincial taxation of federal incomes legal, and we took a position opposed to such a change, your strictures might well have been far less

good-natured than they were. But the British North America Act is not being changed, in fact its alteration is a difficult undertaking, and its framers either did or did not grant to the provinces the right to tax federal incomes. We propose to try and settle this question.

We regret that you make your second paragraph so personal, but we have given you one reason why Judge Morson should not pay his income tax, and we feel that you will have to admit that it is a good one. It is not only illegal for him to do so, but he would not even be asked for it if he were living in any one of dozens of other towns in Canada where his fellow civil servants are living. Judge Morson has, on his own initiative and at his own expense, taken all of the preliminary steps essential to the prosecution of this final appeal and he should have the personal gratitude of every civil servant.

Has it occurred to you that the province in which a civil servant "lives, moves, and has his being," and what is more important in the present connection, spends his money, has really less right to tax him than any other of the provinces of the Dominion? All of the provinces unite to pay his salary, he spends it in one, to the measurable advantage of that province, and that province alone takes a little bit more. Let us hope the other provinces will go on sleeping. As far as the "benefits of the city he lives in" are concerned, he has in all probability, and as usual, whether he rents, has bought, or boards, paid twice for every one of them.

We think also that your attitude toward the Civil Service is entirely erroneous and your motto inapplicable in any degree whatever to the majority of civil servants. Without going into longer detail we shall prove the preceding statement by calling attention to the fact that 74 per cent of the men in the customs service receive less than \$1,200 a year, and that

approximately fifty per cent of the postal employees receive less than \$1,000 a year. Your knowledge of the number of thousands of men involved in these statements will make the figures sufficiently startling.

Since you ask to have your letter published in *The Civilian*, you can have no objection surely to having it accompanied by our reply.

Sincerely yours,
(Sgd.) L. D. BURLING,
Secretary-Treasurer.

EARNED SUCCESS.

The attraction that sound condition and good management in an insurance business have for the discerning man or woman is illustrated by the enrollment of thirty-eight new members in the Civil Service Mutual Benefit Society during the six months, January-June, 1918. In the old days, before the society was placed on a Government-standard actuarial basis, such an increase of membership in half a year was unknown. During the above mentioned period the society lost five members by death and two by withdrawal and the total membership now stands at 637. The steady advance above the 600 mark seems to assure to the membership that when the war is won and normal conditions are restored, the society will give them the opportunity of doubling their risks, as the constitution provides may be done. Membership in this society is a fine little investment for any civil servant.

PERSONAL.

C. F. Whitley, of the Department of Agriculture, is suffering from a serious illness which attacked him very suddenly a short time ago.

R. A. Lewis, of Trade and Commerce, is slowly recovering from a long and painful illness.

SIX MONTHS' GAIN.

The Post Office Department Mutual Benefit Association business for the first six months of the calendar year shows gratifying progress in the standing of the organization. Thirty-four new members have been secured during that time. Again this there was a loss of three by death and five by withdrawal, leaving a net gain of twenty-six and bringing the total membership to 487. Of the deaths, one was that of a member killed in action in France. Several withdrawals are those of members who went overseas on military duty without arranging for payment of the premiums during their absence. Some of these withdrawals may be only temporary. The Association has more than fifty members in khaki.

MEETING OTTAWA BRANCH DOM. PUBLIC WORKS ASSN.

The Ottawa Branch of Dominion Public Works Association held a very large and interesting meeting in St. Ann's Hall, Friday, July 26th, at 8 p.m. Although the weather was extremely hot, some 200 members were present, and amongst the many things discussed was the classification of the different trades, etc. The new constitution was in use for the first time. A hearty vote of thanks was tendered the committee who drafted the constitution and by-laws. The committee were D. A. Hickman, J. A. Seguin, O. Mayer and Fred. Jacques. It was resolved that a representative from each calling send in their views in regard to the wants of their different staffs in regard to the reorganizing of the Department. The membership is steadily growing and it is expected that it will soon reach the 700 mark. Every member is doing his utmost to make the association both a success to the Department and also to them-

selves. They are in communication with the Department at present on a grievance which has commenced since May 1st last, but which they expect will be settled according to the unanimous wish of the association.

STRIKE SETTLED.

The striking postal employees in the West have accepted the proposal of the Government for an increase of pay and an investigation by the C. S. Commission. The joint strike committee have issued the following statement:

"Whereas, the postal employees of Western Canada are on strike in order that the shocking treatment meted out to them by the proposed and the unbusinesslike methods of the Department might be brought very forcibly to the attention of the Government and most particularly to the attention of the public in general, a large majority of whom viewed with utter indifference the intolerable state of affairs existing between their public servants and the authorities, and

"Whereas, these conditions would not have been manifest to the general public nor would they have been viewed seriously by the Government had not the western men continued out in face of the letter carriers' secretary at Toronto, and

"Whereas, the Government realizing now the fact that the postal employees in the West have conducted successfully a strike for a period of ten days, and have had during the entire time the sympathy, encouragement, advice and help of all sections of the community, have now made certain proposals to the postal employees concerned, such proposals including the statement of Hon. T. W. Crothers on behalf of the Government, as outlined in the press, your joint strike committee is satisfied that no discrimination or intimidation will be practiced on any member of the staff for any action in regard to the strike. Your joint committee is further satisfied that wages or salaries will be paid for the period of the strike. Other matters that have been published in the press as coming from Hon. Mr. Crothers are what we believe the Government is willing to adopt."

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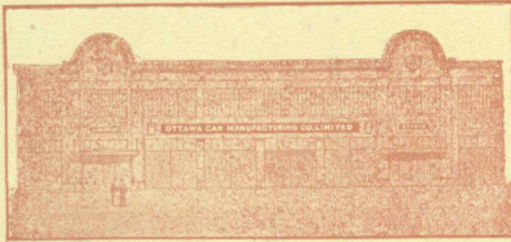
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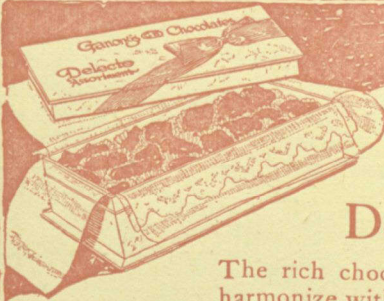
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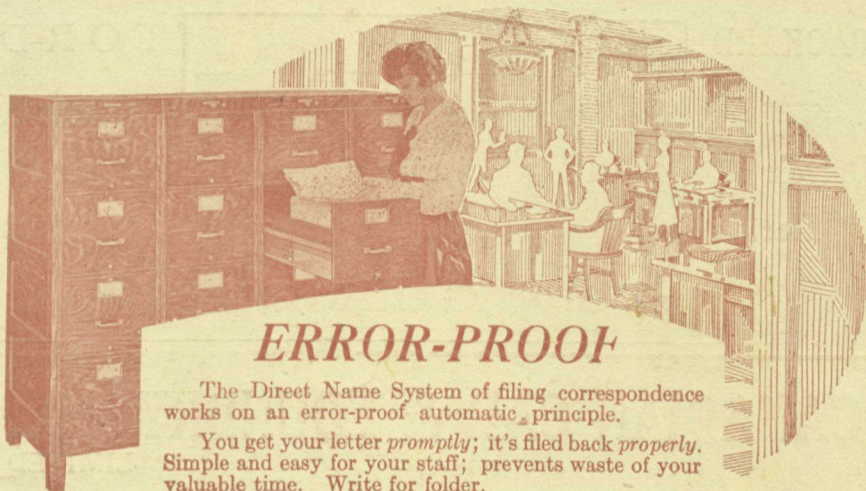
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