

**PAGES**

**MISSING**

# THE CIVILIAN

VOL. IV.

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No. 1

The Civil Service Club of Ottawa.



Quarters at 11 Bank Street of a Rapidly Progressing Institution of the Civil Service.



## The Civil Service Federation of Canada -- Third Annual Convention.

Pursuant to the call issued some weeks ago, the third annual Convention of the Civil Service Federation of Canada was held at Ottawa on Thursday and Friday, April 20 and 21.

The meeting was probably the most successful of any held in the history of the service. Every section of the Dominion with the exception of the prairie provinces was represented, and the delegates were well distributed among the several classes making up the Federation. The business coming before the Convention was of the most important character and was disposed of in an expeditious and efficient way.

In view of the general interest of the service in the proceedings of the Convention, *The Civilian* reprints below a copy of the official minutes of the Secretary. These and the report of the Executive Committee which follows are documents worthy the careful perusal of every civil servant though they give only a partial and incomplete view of the activities of the organization.

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### MINUTES OF THE THIRD ANNUAL CONVENTION OF THE CIVIL SERVICE FEDERATION OF CANADA, HELD IN THE ROOMS OF THE BOARD OF TRADE, ELGIN STREET, OTTAWA, ON APRIL 20th AND 21st, 1911.

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The Convention was called to order at 10 a.m. by Dr. J. A. Smith, the President, who expressed his pleasure at again being present at the Convention, and urged upon the delegates the importance of the Federation as a means of bettering the condition of the civil service.

The roll was signed as per statement herewith.

The President then appointed the following Credentials Committee:—J. A. Doyon, R. Holmes, R. Sparks, T. M. Lane, W. McGill.

The committee reported that all the delegates were duly qualified except Mr. J. E. Philibert of Quebec, who appeared as counsel for the Quebec delegates. The committee recommended that Mr. Philibert be extended the courtesies of the Convention except the voting privilege. On motion the report was received and adopted.

The Secretary suggested that the usual dinner to delegates be held and that a committee consisting of Mr. J. A. Doyon and Mr. A. E. Morin be appointed to make the necessary arrangements. On motion of Dr. A. Freeland, seconded by F. Greer, his suggestion was adopted and the committee instructed to make the arrangements for this evening.

The minutes of the Convention of 1910 were read by the Secretary and adopted.

The Annual Report of the Executive Committee and the Treasurer's Report

were read by the Secretary, and on motion of Mr. W. G. Jessop, seconded by Mr. G. B. Smart, both reports were received and adopted. Both reports are appended to these minutes.

The question of securing leave of absence to attend the Federation was discussed. On motion of Mr. R. Holmes, seconded by Mr. R. Sparks, the matter was left to the incoming Executive Committee.

The committee for arranging for the dinner reported that they had secured a rate of 75c for a dinner to be given in the Grand Union, and that a list was now opened to be signed by those who wished to attend.

Mr. G. S. Hutchinson, President of the Civil Service Club, invited the delegates to avail themselves of the privileges of the Club during their stay. The President on behalf of the Federation tendered the thanks of the delegates to Mr. Hutchinson for the privileges extended to them. The Convention then adjourned to meet at 2.15 p.m.

#### Afternoon Session.

The meeting was called to order at 2.30 p.m. The President appointed the following a Committee on Resolutions:—Hon. J. F. Whear, R. Patching, R. Holmes, A. Freeland, G. B. Smart and Dr. Page.

The question of furthering organization in the service was discussed at length, and the Resolutions Committee was in-



structed to bring in a resolution in accordance with the discussion.

Mr. Grierson on behalf of the Committee on Insurance read a report of the work during the year. On a motion of Mr. Grierson, seconded by Mr. MacMillan, the report was received and referred to the Resolution Committee.

Moved by Mr. R. H. Coats, seconded by Dr. A. Freeland, that 500 copies of the report of the Executive Committee be printed for distribution, and that any Association wishing more copies be instructed to notify the Secretary of the number required and that a further amount be printed to supply the demand.

The question of income tax was discussed, and on motion of Mr. R. H. Coats, seconded by Hon. A. F. Dunn, was referred to the Resolution Committee to bring in a favourable resolution.

The Resolution Committee were instructed to bring in a suitable resolution with reference to the death of the late R. W. Dillon, and another embodying the thanks of the Convention to the Civil Service Club.

Mr. Grierson on behalf of *The Civilian* spoke of the work being done by *The Civilian* for the service, and after some discussion the subject was referred to the Resolution Committee for their consideration.

The Secretary informed the Convention that arrangements had been made for a delegation to meet the Hon. W. S. Fielding at 12 o'clock on the 21st inst., to present a memorial with reference to superannuation. The memorial was read and adopted. It was moved by the Hon. J. F. Whear, seconded by H. McLaughlin, that the memorials presented by the Civil Service Association of Ottawa to Sir Wilfrid Laurier be endorsed by this Convention and that a committee of fifteen be named by the President to present a further memorial to Hon. Mr. Fielding.—Carried.

Mr. F. T. Pattison gave notice that he would move at to-morrow's session the following amendment to Article 3, Section I of the Constitution:—"That the Federation shall meet at least once a year at the call of the Executive. In the interim between meetings, questions may be submitted to the federated bodies by mail vote."

Mr. Patching notified the Convention that owing to the death of Mr. Dillon, and Mr. Roi not being in attendance, he was the only remaining member of the Committee on Constitution and Laws, and moved, seconded by R. Holmes, that Mr. F. T. Pattison and E. E. Stockton be added to that committee.—Carried.

A representative of "Photography Ltd." asked the Convention to assemble on the steps in front of the Parliament Buildings the following morning that a

picture of the delegates might be taken, and it was moved by Mr. Pattison, seconded by Mr. Dyer, that the members assemble as requested at 11.30 a.m.—Carried.

The President then named the following gentlemen as a delegation to meet the Hon. W. S. Fielding: J. W. Dyer, Hon. A. T. Dunn, Dr. Pag., H. McLaughlin, T. M. Lane, O. Higman, Geo. Carpenter, R. Holmes, Dr. A. Freeland, R. W. Bouck, R. Miller, Geo. Rennie, F. Greer, Alex. MacMillan, J. A. Doyon, F. G. Allen.

Moved by Mr. J. W. Dyer, seconded by Mr. E. E. Stockton, that a clause be inserted in the next memorial presented to the government asking that the question of optional retirement after payment of 35 years to the Superannuation Fund be considered, and that the matter be referred to the Superannuation Committee for their consideration.

The meeting then adjourned at 6.15 to meet at 9.30 a.m. April 21st.

### The Banquet.

At the banquet held on the evening of the first day's proceedings the opportunity was taken to discuss more generally the work of the Federation. The President presided. A pleasant feature of the proceedings was the presentation of a purse to the Secretary-Treasurer, the gift of the Executives of the various constituent bodies of the Outside service. Excellent speeches were made by Messrs. Holmes, Dunn, Whear, Greer, Doyon, MacMillan, Macoun, O'Connor, McLaughlin, Allen and others.

### SECOND DAY'S PROCEEDINGS.

The Convention was called to order at 9.30 a.m. Friday, April 21st, 1911.

The Committee appointed at the last Convention to present framed portraits of the President and Secretary of the Federation reported that suitable pictures had been obtained and presented to the Club and handed in an acknowledgment from the Secretary expressing the thanks of the Club for the donation.

### Resolutions.

The Committee on Resolutions then presented the following report:—"Your Committee on Resolutions having met and organized, desire to present several resolutions in the light of previous discussion as follows:

### Organization.

Whereas, it is desirable that our organization be extended so that its benefits be shared by all the members of the service throughout Canada, and that our Federation may represent every province and part of Canada, and, whereas, the work of extension has been in the past mainly performed by our President and Secretary, and it is felt that the different units



composing the Federation should become more interested in this work,—Resolved, that a special committee of seven be appointed of whom the President and Secretary shall be members, whose duties it will be to effect if possible organizations of civil servants in places where no Associations now exist and also to bring in all existing organizations or Associations not now affiliated with this Federation. Further, Resolved, that with a view of arousing the widest interest possible in the Federation and furnishing the fullest information of its objects and worth, the incoming Executive be instructed to arrange for distributing to the members of both the Inside and Outside service a detailed report of the proceedings of this Convention.

#### Income Tax.

Whereas, Income Tax is now being levied or imposed in several provinces, cities and municipalities of Canada, and in the assessment and collection of this tax it has been found to bear unfairly and unjustly on members of the civil service and other employees of the Dominion government, and, whereas, there appears to be some doubt as to the right to levy any income tax on salaries or wages received from the Federal government, Resolved, that the whole question of the Income Tax be referred to a special committee of three to obtain the opinion of the different Associations comprising this Federation as to having a decision from the Privy Council of England and whether they would contribute to the expense thereof, and also to obtain the best legal advice in Canada on the subject and to arrange the expense in connection therewith.

#### Insurance.

Resolved, that the Federation beg to tender Mr. Grierson their thank for his able and thorough report on insurance, and that founded on the information therein contained we request: (1) An extension of the benefits of civil service insurance by amending the Act to provide for: (a) raising the amount of insurance from the present limit of \$2,000 to a maximum of \$5,000; (b) admitting lady members of the service to the benefit of the Act; (c) repealing Section 16, which now discriminates in the matter of insurance against a section of the service. (2) That the present committee be continued and that they be authorized to expend a sum not exceeding twenty dollars.

#### The Civilian.

That this Convention again desires to record its appreciation of the excellent service *The Civilian*, now completing its third year of publication, is rendering in the best interests of civil servants throughout the Dominion. It notes with satisfac-

tion the improved appearance of the paper and learns with pleasure that it is steadily growing in the confidence and support of the members, as shown by the increasing circulation. As a means of disseminating full and accurate information of the varied activities of the service, and as the only regular channel of communication between its widely scattered branches, the work of *The Civilian* has been of the greatest value, and the Federation most strongly urges upon every member, both on personal grounds and in the interest of the service as a whole, that the management is entitled to every encouragement that can be given in their effort to increase its circulation, and thus still further extend its sphere of usefulness.

That a committee be appointed to assist in furthering the interests of the publication. The committee to consist of Messrs. Dyer, Mailloux, O'Donoghue, Sparks, Colvin, Greer and McLean.

#### Condolence to the Family of the late R. W. Dillon.

That the Civil Service Federation of Canada, in annual Convention assembled, desires to place on record its profound appreciation of the great loss that has been sustained by the service, through the death of their esteemed colleague, Mr. R. W. Dillon. He was a man of intense energy and varied activities, and the interests of the service were fortunate in occupying a foremost place in his regard. No member of the Federation worked more faithfully or unselfishly for the benefit of all classes in the service. His enthusiasm was contagious, and his good judgment and broad-mindedness were invaluable in promoting every movement for the advancement of his confreres. Those who knew him best esteemed him most highly, and his genial presence will long be missed on all occasions when civil servants meet together.

That a copy of this resolution be forwarded to the bereaved family of our late friend and colleague, with an expression of the most respectful sympathy of the members of the Federation.

#### Thanks to the Civil Service Club.

Resolved, that the cordial thanks of this Association be tendered the Ottawa Civil Service Club, for courtesies extended to members during the present meeting.

#### Executive.

Resolved, that the heartiest thanks of this Association be and are hereby tendered to the officers of the Federation (and particularly to the President and Secretary) for the efficient and laborious work they have done at great personal sacrifice, in promoting the welfare of civil servants. That their efforts have been





The Delegates to the Federation Convention.



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Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, May. 5th, 1911

## THE CONVENTION.

The event of the fortnight in civil service circles has been the annual Convention of the Federation — the third of its kind. Not since the beginning of the organization movement in the service has a more successful meeting been carried out, and *The Civilian* gladly gives up the major portion of its space in this issue to the chronicling of its proceedings. Attempting as it does to deal in the main with questions that affect all civil servants alike, without distinction of class or locality, and with other questions from the viewpoint primarily of their relation to the common interest, the Federation has a great work to perform. It is a great pleasure to see it beginning to appreciate in real earnest its powers for good, and to see reflected as in the recent Convention the growing appreciation of the service at large of the benefits that are to flow from this most powerful of all our organizations.

## MINUTES OF CONVENTION.

Continued from page 4.

measurably successful is evidenced by the fact that we are receiving favourable recognition at the hands of the government, which is acknowledging the fairness of our claims to a greater extent than ever before.

After extended discussion of the various resolutions the following committees were named:

Organization—Greer, Mailloux, Pattison, Dyer and MacMillan.

Income Tax—Hon. J. F. Whear, Hon. A. T. Dunn, Dr. A. F. Freeland.

The Committee on Constitution and Laws presented the following report: "Your committee begs to recommend the following amendment to Article III, Section 1, of the Constitution: That the words 'annually in the month of March and' in lines 1 and 2 be struck out and the words 'at least once each year' be inserted in lieu thereof, and that the words 'other times' in line 3 be struck out and the word 'time' be inserted in lieu thereof," and on motion of Mr. Patching, seconded by Mr. Stockton, the report of the committee was received and adopted and the Constitution amended as suggested.

The Auditors reported that they had examined the accounts of the Secretary-Treasurer and found them correct as reported to the Convention, and on motion of Mr. Mailloux, seconded by Mr. F. T. Pattison, the report was received and adopted.

Moved by Mr. F. T. Pattison, seconded by Mr. R. Patching, that the following gentlemen be selected as a nominating committee to select the Executive for the ensuing year: President J. A. Smith, Secretary R. H. Coats, J. F. Flynn, E. E. Stockton, W. F. Miller, J. A. Doyon, A. E. Morin.

The Secretary directed the attention of the Convention to the question of bringing the Outside service under the provisions of the amended Civil Service Act of 1908, and informed the delegates that some action should be taken so that the Outside service would have all the necessary information at their disposal when such a transfer were proposed. By motion of Mr. J. A. Doyon, seconded by Mr. E. E. Stockton, a special committee was appointed to consider the question of bringing the Outside service under the provisions of the amended Civil Service Act of 1908, and report to the next Convention.

The discussion on this motion was left over for the afternoon session, and the Convention adjourned for the interview with Hon. Mr. Fielding on Superannuation to meet at 1.30 p.m.



## The Superannuation Issue.

The culmination of the long process of preparing and stating the case of the civil service for Superannuation came during the past fortnight.

The Superannuation issue as now defined by the Government is one which affects the entire service in every branch, from the Atlantic to the Pacific. The presentation of the final case accordingly fell most appropriately to the Civil Service Federation, and the Convention of April 20-21 was made the occasion of the formal interview for that purpose with the Honourable the Minister of Finance, within whose jurisdiction this phase of administration falls. The Federation it will be remembered had previously, in its interview with the Prime Minister held in January last, presented its case in general terms, Sir Wilfrid replying favourably and referring the delegates on to Mr. Fielding.

In the deputation which waited on Mr. Fielding at noon on Friday, the 21st ultimo, excellent evidence was offered in the personnel of the delegates of the unanimity and extended nature of this demand. The delegation was headed by the three officers of the Federation, resident respectively at Windsor, Ont., Montreal and Ottawa, and in addition representatives were present from every province, with the exception of the prairie provinces, and from practically every branch in the service.

The memorial which has already appeared in draft form in *The Civilian*, was presented, together with an extended and careful memorandum of cost prepared by Mr. A. D. Watson at the request of the Ottawa Civil Service Association. The speakers at the interview were the President and Secretary of the Federation, with the Hon. J. F. Whear, of Charlottetown, and Mr. O. Higman, Chairman of the Superannuation Committee. Mr. McGiverin, M.P., kindly acted as sponsor.

Mr. Fielding spoke at some length in reply to the deputation. The inconveniences and injustices of the present situation from the standpoint of the Government as well as the civil service were analysed with great frankness by the Minister. On the subject of the proposed legislation it was with equal frankness admitted that the chief need was the education of the people. From Mr. Fielding's further remarks the deputation was able to gain some valuable hints as to the further steps necessary on the part of the service, and the probable course of events. On the whole, it is felt that the outlook is favourable and that the ground in this great campaign has been broken under very favourable auspices.

### AFTERNOON SESSION, APRIL 21st, 1911.

The meeting was called to order at 1.45 p.m. Several members of the committee appointed to meet Hon. W. S. Fielding gave verbal reports of the interview, and on motion of Mr. R. Holmes, seconded by Mr. Greer, their report was received.

The motion with reference to the Out-

side service coming under the Civil Service Act was then considered and carried.

Mr. R. H. Coats moved, seconded by Mr. F. T. Pattison, that the committee consist of Messrs. Alex. MacMillan, J. M. Macoun, E. E. Stockton and the mover.

The election of officers was then proceeded with.



For President—Dr. J. A. Smith was nominated by Mr. J. A. Doyon, seconded by A. E. Morin, and declared elected.

For Vice-President—Mr. Geo. Carpenter was nominated by Mr. Rochon, seconded by Mr. R. H. Coats, and declared elected.

For Secretary-Treasurer — Mr. R. H. Coats was nominated by Mr. A. MacMillan, seconded by Mr. O. Higman, and declared elected.

The Nominating Committee suggested the following persons to comprise the Executive committee: Hon. A. F. Dunn, St. John, N.B., (Customs); Hon. J. F. Whear, Charlottetown, P.E.I., (Post Office); J. F. Corbeille, Montreal, Que., (Customs); A. Freeland, M.D., Ottawa, Ont., (Inland Revenue); J. W. Dyer, Halifax, N.S., (Post Office); J. D. Page, M.D., Quebec, Que., (Immigration); W. G. Jessop, Toronto, Ont., (Ry. Mail Service); R. Patching, Ottawa, Ont., (Interior); A. Brown, Vancouver, B.C., (Customs); R. Sparks, Toronto, Ont., (Post Office); John Lally, Cornwall, Ont., (Canals); W. F. Miller, Hamilton, Ont., (Inland Revenue), and on motion of Mr. R. H. Coats, seconded by Mr. R. Holmes, the report of the committee was received and adopted.

The following committees were then appointed:

Ways and Means—The President and Secretary-Treasurer and Messrs. Doyon, Colvin and Paré.

Audit—Messrs. Stockton, MacMillan and Rochon.

Constitution and Laws—Messrs. Macoun, Holmes, Lane, Smart and Mailloux.

Mr. Macoun gave notice of motion that he would move at the next Convention that the Executive Committee be increased to fifteen.

The Secretary-Treasurer directed the attention of the Convention to the question of the garnishment of civil servants' salaries and co-operation among civil servants, and asked the consideration of the delegates to both these questions.

Moved by Mr. MacMillan, seconded by Mr. A. Paré, that the Secretary be instructed to prepare a circular letter on Superannuation defining the policy of this Federation and urging the several units comprising this Federation to institute a vigorous campaign of education with their representatives of Parliament and to secure if possible a pledge from these members that they will support or at least not oppose a measure of Superannuation when introduced in Parliament and that a copy of this letter be sent to each of the affiliated Associations of this Federation at an early opportunity.—Carried.

Moved by Mr. R. Patching, seconded by Mr. O. Higman, that a Press Committee be appointed to act under the guidance of the Executive Committee in preparing and disseminating in the public press and otherwise articles dealing with civil service matters; that the said committee be composed of Messrs. Holmes, Smart, Paré, Kehoe, Patching and Higman.—Carried.

On motion of Mr. Doyon, seconded by Mr. Greer, the Convention adjourned.

**LIST OF DELEGATES AT THIRD ANNUAL MEETING, APRIL 20, 1911.**

Representative.	Association.	Headquarters.
J. A. Smith.....	Canada Customs Mutual Ben. Assn.	Bridgeburg.
F. T. Pattison.....	Canada Customs Mutual Ben. Assn.	Bridgeburg.
Alex. M. MacMillan....	C. S. Association of Ottawa.....	Ottawa.
Robert Colvin.....	Customs Association of Hamilton..	Hamilton.
G. A. Carpenter.....	Post Office Employees Association..	Montreal.
H. Rochon.....	Post Office Employees Association..	Montreal.
Robt. Holmes.....	Customs Association.....	Toronto.
T. M. Lane.....	.....	Montreal.
W. A. Miller.....	Inland Revenue.....	Hamilton.
F. Kehoe.....	Ottawa Customs.....	Hamilton.
Geo. Rennie.....	Stratford C. S. Association.....	Stratford.
A. T. Dunn.....	St. John, N.B.....	St. John, N.B.
John F. Whear.....	P.E.I. C. S. Association.....	Charlottetown.
J. C. O'Connor.....	C. S. Association of Ottawa.....	Ottawa.
Ormond Higman.....	C. S. Association of Ottawa.....	Ottawa.
D. D. Campbell.....	P. O. Association.....	Hamilton.
Jas. W. Dyer.....	P. O. Clerks Benefit Association....	Halifax.
Fred R. Greer.....	D.C.S. Association of B. C.....	Xavier.
W. G. Jessop.....	Ry. Mail Clerks Association.....	Toronto.
Dr. J. D. Pagé.....	C. S. A. of Quebec.....	Quebec.
Duncan McLeod.....	C. S. A. of Sherbrooke.....	Sherbrooke, Que.
W. T. Harkness.....	P. O. Clerks.....	Kingston.
Wm. McGill.....	Welland Canal.....	St. Catharines.



P. J. Mailloux .....	C. S. Association of Quebec .....	Quebec.
R. Patching .....	C. S. Association of Ottawa .....	Ottawa.
A. D. Watson .....	C. S. Association of Ottawa .....	Ottawa.
A. E. Morin .....	Montreal P. O. Employees Assn. ....	Montreal.
Robt. Sparks .....	Toronto P. O. Employees Assn. ....	Toronto.
E. W. Buckley .....	Niagara Falls Association .....	Niagara Falls.
Henry McLaughlin .....	Montreal Customs Association .....	Montreal.
A. E. Nevins .....	Montreal Customs Association .....	Montreal.
E. W. Miller .....	Appraisers Assn. of Dom. of Canada.	Toronto.
A. Freeland .....	Ottawa Excise Association .....	Ottawa.
G. R. Smart .....	.....	.....
J. J. Flynn .....	Niagara Falls C. S. Association .....	Niagara Falls.
Jno. Lally .....	Cornwall Canal Employees Assn. ....	Cornwall.
Chas. S. Ellis .....	Sarnia Association .....	Sarnia.
E. L. Brittain .....	Ottawa C. S. Association .....	Ottawa.
Arthur Paré .....	Ottawa C. S. Association .....	Ottawa.
J. M. Macoun .....	Ottawa C. S. Association .....	Ottawa.
E. E. Stockton .....	Ottawa C. S. Association .....	Ottawa.
Marshall Thompson .....	Customs C. S. Association .....	Windsor.
R. M. Bouck .....	Williamsburg Canals .....	Morrisburg.
F. G. Allen .....	Ottawa P. O. Association .....	Ottawa.

## The Civil Service Federation of Canada.

### ANNUAL REPORT OF EXECUTIVE COMMITTEE.

To the members of the Civil Service Federation of Canada:

On behalf of your Executive Committee, the undersigned have the honour to submit the following report of the proceedings of the Federation during the year just closed, namely from April 1, 1910, to April 1, 1911.

As in previous years, the work of the Federation has fallen under four main headings, namely, (1) the promotion of organization in the civil service; (2) the collection and consolidation of opinion on civil service questions; (3) the presentation of the same to the government; and, (4) miscellaneous.

#### I.

Your officers are glad to be able to report that good progress has been made in the work of organization during the past year, and that the present sees us a notable stage in advance as compared with a year ago. There have been, of course, some disappointments. Chief among these is the fact that we are still without direct representation in our ranks for the large expanse of territory lying between the Great Lakes and the Rocky Mountains. The Dominion Civil Service Association of Western Canada, which formerly covered this field, has ceased to answer correspondence. So likewise has the Three Rivers Association. We are sorry to say also that with the various Postmasters' Associations of the different provinces we have yet to establish relations, and that the Railway Mail clerks' organization of the West also remain to be persuaded as to

the benefits of association with the rest of the service. That this is so is due, we are convinced, very largely if not wholly to the difficulties of interchanging views and of properly advertising the Federation. In addition we have lost one association — the Brantford Association — which for reasons unstated withdrew some months ago. The Customs Association of Quebec has amalgamated with the general association of that city.

In view of the general situation in this regard, we recommend to the Convention that it provide in a more definite way than heretofore the machinery necessary to take up this highly important work of organization in order that it may be pushed to the success it deserves.

On the other hand, turning to the more congenial task of recounting the gains of the Federation, much progress of a substantial character is to be recorded. Not only has there been an increase in the number of affiliated organizations, but there has been in many quarters increased activity in the branches themselves and an increased degree of interest on their part in the federated campaign. At the moment at which this report is written 50% more delegates have been promised to the annual Convention than on the eve of the Convention of 1910. The Customs Association of Ontario has considerably extended and solidified its organization, new associations at Chatham and Kingston having been formed. We expect to have with us at this Convention representatives of a Customs union of the Mari-



time Provinces, an entirely new organization made up of the officers of the various ports of the three provinces and to the formation of which the call issued for our Convention may be said to have acted as final stimulus. The Canal employees of the Dominion are another body which have considerably increased their machinery for inter-communication during the year. The present Convention will also, it is hoped, see the Marine Department represented on a better basis than heretofore, while a delegate of the newly formed Engineers' Association of the Public Works Department will join us in our petition for superannuation. In the excise and postal branches no abatement but rather an increase in the interest of previous years is to be reported. British Columbia continues in the forefront of civil service activity and has for the third time sent a representative 3,000 miles to attend this meeting. That the Inside service at Ottawa, the parent body of this Federation, should remain very active was to be expected.

By way of showing the present strength of the Federation, an enumeration of the affiliated organizations with which we are now in more or less constant touch will be of interest. Arranged from East to West the following associations are now connected with the Federation:

1. The Dominion C. S. Association of Europe.
2. The Association of the Customs Officers of the Maritime Provinces.
3. The Halifax Provinces Post Office Benefit Association.
4. The Prince Edward Island C. S. Association.
5. The New Brunswick C. S. Association.
6. The Quebec Federal Civil Servants Association.
7. The Sherbrooke Customs Association.
8. The Sherbrooke Excise Association.
9. The Montreal Customs Association.
10. The Montreal Excise Association.
11. The Montreal Postal Clerks Association.
12. The Civil Service Association of Ottawa.
13. The Ottawa Postal Clerks Association.
14. The Ottawa Customs Association.
15. The Ottawa Excise Association.
16. The C. S. Association of Perth.
17. The Cornwall Canal Employees Association.
18. The Williamsburg Canal Employees Association.
19. The Murray Canal Employees Association.
20. The Kingston Postal Clerks Association.
21. The Kingston Customs Association.
22. The Toronto Railway Mail Clerks Association.
23. The Toronto Customs Association.

24. The Toronto Postal Clerks Association.
25. The Dominion Customs Appraisers Association.
26. The Customs C. S. Association of Hamilton.
27. The Hamilton Postal Clerks Association.
28. The Hamilton Excise Association.
29. The Niagara Falls Customs Association.
30. The Welland Canal Employees Association.
31. The Excise Association of Guelph Division.
32. The Stratford Excise Association.
33. The Western Ontario Customs Association.
34. The London C. S. Association.
35. The Chatham Customs Association.
36. The C. S. Association of Sarnia.
37. The Customs Mutual Benefit Association of Ontario.
38. The Dominion C. S. Association of British Columbia, embracing
39. The Vancouver C. S. Association.
40. The New Westminster C. S. Association, and
41. The Victoria C. S. Association.

In spite of this excellent showing — a growth from 30 affiliated associations in 1910 to 41 in 1911—much remains to be done in the way of organization, and the Executive repeats that no subject might more fitly engage the attention of the Convention than the perfecting of its machinery for thoroughly organizing the civil service.

As throwing light on the usefulness of organization in the service, an incident of the year may be referred to. On applying on behalf of certain canal employees for an interview with the Hon. the Minister of Railways and Canals, your secretary was informed by the Minister that he desired to deal with the canal employees of the government as a whole rather than in sections and would welcome the presentation of views that might be regarded as representative of this entire branch of the government service. The result was a considerable stimulation of organized activity among the employees in question and the presentation through the Federation of a united petition in the matter of a salary increase.

It will be seen therefore that while there has not been relatively as rapid a rate of growth in the Federation as last year—namely, an increase of about 35% as compared with one of 50%—it is still possible to quote the words of last year's report and to say that not only has there been a very material growth in actual membership but that the growth of the spirit of unity has been much more pronounced and that "the increasing degree to which civil servants throughout Canada are daily coming to think and act in concert is at once



## A Sale of Coats

When in Berlin, Germany, your presence is sufficient to have a representative of almost every craft of trade call upon you. Sometimes dozens representing the same lines will await your pleasure and then often a little dickering will bring goods for less if you only know the wily way of the salesman. It so happened when our buyer was there, the coatmakers called in force because of the dearth of orders in their line and our representative saw his opportunity. Hence the reason why we offer these coats at such a low price Saturday.

Ladies Long Linen Coats for summer wear, automobiling, driving or car riding. These are made in a nice fine texture in natural shades daintly piped with Orange, Cardinal or Light Blue. Long lengths and a perfect dust coat. Specially priced for Saturday, at each ... **\$5.75**

Ladies Long Rainproof Panama Coats, a nice light, long length coat for summer wear, most suitable for motor-ing or driving as well as for rainy weather. The coats come in light and dark Tans, Greys and Fawns, and are specially marked for Saturday at, each. . . . . **\$8.50**

Ladies Long Spring Coats made of an excellent quality fine tweed, unlined. These are tastily made up with large revers of satin and their fitting capabilities are beyond question, hanging neatly from the shoulders with just enough tightness at the waist to give the figure grace. These coats are regular value at \$15.00 each. Saturday **\$7.50**

The newest Spring and Summer Skirts will be shown Saturday in fine Serge, Panama and Venetian weaves. They are neatly designed in Fashion's Latest forms with straight line and habit backs. Coming in Black Brown, Navy, Grey and Olive Green, they provide a very representative selection of shades to choose from. All sizes in both lengths and waist bands at, each ... **\$5.00**

Fine White Cambric Underskirts neatly trimmed with a good quality torchon lace also a few val. lace trimmed and tucked. Flounce has also wide lace, and altogether they came in such a variety of neat and dainty styles that they must be fully seen to be fully appreciated. Value at regular sale \$1.50 each. Saturday Special **89c**

Fine White Cambric Underskirts with three deep rows of fine quality torchon lace, surmounted with three inches of the same which greatly adds to the finishing touches of this superior made garment. Everyone cut in latest style and made with superior workmanship. A regular value at \$2.25 each. Saturday Special. . . . **\$1.49**

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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

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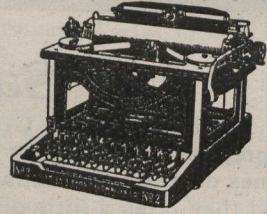
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most gratifying for the present and of good augury for the future.”

## II.

Coming to the purpose for which this organization is mainly intended,—the consolidation of the views of the service as a whole looking to the welfare and efficiency of the service: The past year has seen the completion of the first task to which we set ourselves in this connection, namely, the drawing up of a memorial embodying the views of the Federation on such matters as we have been able thus far to discuss with finality. These views may be mentioned under four heads:

(a) As to the proposed increases to meet the enhanced cost of living:

It will be remembered that at the 1910 Convention of the Federation statistics showing the comparative retail price of 35 articles entering extensively into cost of living in 1900 and 1910 respectively, covering the 45 of the most important cities of the Dominion, were presented, and an instruction received from the meeting that they be reduced to the most available form for the use of the Executive in discussing the proposed increases in salaries with the government. In view of the fact that the government itself issued a comprehensive report on cost of living during the past summer showing conditions in quite as favourable a light to the claims of the service as the statistics above referred to it was deemed unnecessary to proceed further with this investigation or to print any of the results. That the petitions of the various branches as based on the enhanced cost of living are fully admitted as just by the government may be assumed from the publication of the report above referred to. Several outlying branches of the service, however, forwarded statements to their respective ministers throwing light on the particular local conditions by which they were affected.

It is a pleasure to be able to add that definite steps have been taken by the government in various directions towards the alleviation of this situation in this respect. Two years ago the Inside service was granted a flat increase. The Customs service has received considerable sums in this year's estimates. The Excise service has been granted a new scale, while for Marine, Canal, Railway Mail and Postal employees definite hopes are at the present moment held out. It remains for the other branches to press their claims unceasingly with their respective ministers, the Prime Minister having assured the Federation that on general grounds these claims were admitted as just.

(b) The need of new classification schemes in certain branches of the ser-

vise apart from the aspect of salary increase, received detailed consideration at the last Convention of the Federation and was pointed out in the memorial. The scales set forth then should receive ratification again and should be pressed with all respectful emphasis upon the Departments affected. The Customs, Weights and Measures, Marine and Postal branches should consider whether or not they should take the opportunity offered by the present Convention to discuss these points finally so that when the time of presentation comes there will be no dissentient voices in the ranks of the service.

(c) *Superannuation.* This is a matter in which the interests of civil servants from the Atlantic to the Pacific are one. A committee appointed by the Ottawa Association has been working constantly on this problem during the past twelvemonth. It has already published through *The Civilian* an expert estimate as to the cost of a just and liberal scheme, and has in hand a fully drawn up plan for the enactment of legislation. A circular asking the support of the constituent bodies to this committee was sent out in October, and very cordially received. The Federation should lend its whole backing at once to the furtherance of legislation so fraught with possible good to the whole civil service body.

## III.

With regard to the steps taken by the Federation during the past year to bring the views of the service on the above and other points to the attention of the government, the most notable was the interview obtained with the Rt. Hon. the Prime Minister in January last. The results of this have been already announced. For the purpose of this interview a special meeting of the Executive was held on January 10 when the memorial previously drafted and submitted to the constituent bodies was finally approved. Delegates from Windsor, London, Hamilton, Niagara Falls, Toronto, Ottawa, Montreal and Quebec were present. The number waiting on Sir Wilfrid was restricted to a representative of each class affected, nine in all. The deputation was introduced by Mr. H. B. McGiverin, M.P. for Ottawa, and was most cordially received by the Prime Minister who held out very specific hopes for betterments, both as to salary increases and superannuation. We feel justified in thinking the interview the most satisfactory of any we have yet held with the government.

As to the best manner of following up this matter, the Executive thinks the present time should be taken for the delegates to form themselves into committees according to classes, and, if necessary, to wait upon their several ministers for the



purpose of discussing the claims set forth in the memorial presented to the Prime Minister. We also feel that the Federation as a body should wait at once upon Mr. Fielding to take up the matter of Superannuation. In anticipation of your approval of this view, the Executive has obtained from Mr. Fielding an appointment for Friday noon, April 21, for the formal presentation of the memorials that have been prepared and that will be at once submitted for discussion.

The above constitutes a recital of the main activities of the Federation during the past year. Two or three additional matters may, however, be mentioned:

(1) The committee appointed at the last Convention to confer with the editors of *The Civilian* to increase the circulation of that journal among civil servants, sent out a circular based on the resolution passed by the Convention. A statement in more detail in this matter will be presented to the Convention.

(2) With the object of advertising the Insurance privileges granted to civil servants by the government a special committee was appointed at the last Convention. A grant of \$11.25 to meet expenses of printing and postage has been given by the Executive. A report is in readiness by this committee.

(3) A report will also be made by the committee delegated to carry out your instructions as to the presentation authorized by the last Convention to the Civil Service Club.

(4) We have to record the death of Mr. R. W. Dillon of Ottawa, a member of the Executive, a gentleman whose sudden and untimely taking off is a loss to the entire civil service.

In concluding, it may interest the Convention to know that the Federation as a working organization has attracted the favourable attention of our cousins, the members of the British civil service, who have written to your secretary during the past year for information as to constitution and methods and who are engaged at the present moment in perfecting plans for a similar organization to embrace all classes of government employees in the British Isles. A Convention with that end in view is meeting during the present month. To this and similar bodies we may tender our compliments and sincere good wishes.

A statement showing the receipts and expenditures of the Federation for the financial year is appended to this report.

Yours faithfully,

J. A. SMITH, President.  
R. H. COATS, Secretary-Treas.

## THE CIVIL SERVICE FEDERATION OF CANADA.

### Financial Statement, 1910-1911.

#### RECEIPTS.

Per Capita Tax—	
Quebec Customs Association (1909-10) .....	\$ 2 40
Dominion C. S. Association in Europe .....	2 51
Halifax P. O. Mutual Benefit Association .....	1 45
Prince Edward Island Association	1 80
St. John, N.B., Association .....	8 50
Quebec Customs Association .....	6 00
Quebec Civil Service Association	20 50
Sherbrooke Excise Association ..	60
Sherbrooke Customs Association..	1 00
Montreal Postal Clerks Association .....	26 12
Montreal Customs Association....	8 00
Montreal Excise .....	4 60
Ottawa C. S. Association .....	40 27
Ottawa Customs Association .....	3 00
Cornwall Canal Employees .....	5 00
Williamsburg Canal Employees..	5 00
Murray Canal Employees .....	4 00
Kingston Postal Clerks .....	1 60
Toronto Postal Clerks .....	10 00
Toronto Railway Mail Clerks ..	5 00
Dominion Customs Appraisers ..	4 50
Hamilton Customs Association ..	3 50
Hamilton Postal Clerks .....	3 70
Hamilton Excise Association .....	3 10
N. Falls Customs Association ..	3 70
Welland Canal Employees .....	12 20
Ontario Customs Mutual Benefit Association .....	22 50
Guelph Division Excise .....	3 00
Stratford Excise .....	60
W. Ontario Customs (Seaforth, etc.) .....	1 00
London C. S. Association .....	3 90
Sarnia C. S. Association .....	2 50
Dominion C. S. Association of B. C. ....	22 24
Cash donation from G. C. Laurence, Port Hastings, N.S. ....	5 00
Balance from last year .....	101 25
Interest on Bank account .....	2 78

Total Receipts .....

\$352 82

#### EXPENDITURES.

Printing and Stationery .....	\$ 29 50
Insurance Committee .....	11 25
Presentation of Photographs to C. S. Club .....	33 00
Stenographic Expenses .....	15 95
Brokerage .....	60
Telegrams .....	3 38

Total .....

\$93 68

Balance .....	\$259 14
Audited:	Certified correct:
E. E. STOCKTON.	R. H. COATS,
A. MACMILLAN.	Secy.-Treas.



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## Afternoon on Parliament Hill.

By *Silas Wegg.*

Tompkins, let us rest a little, while as yet the sun is high,  
 Rest and talk about the doings in the days now drifted by.  
 Here about this Hill we wandered, forty years or so ago,  
 Strong of limb and clear of vision, each considered quite a beau.  
 Now we carry canes to lean on; then we twirled them in the air,  
 Snipping off the heads of daisies,—just as Time has snipped our hair.  
 You and I have seen great changes through the years' kaleidoscope,  
 Since we signed the Book of Service with the golden Pen of Hope;  
 Seen and suffered many changes, reached the point where days are short,  
 Filed our final memorandum, pigeon-holed our last report.  
 Smith and Mack and Tom Maguire shared our early joys and pains;  
 Smith is silent mid the shadows, Mack is ditto, Tom remains  
 At his desk a breathing shadow, alien to his fellows' ways,  
 Still too poor to take his pension, now too old to get a raise.  
 Smith was cousin to a Member, married Mary What's-her-name,  
 Took the elevator upwards, yet he always stayed the same  
 Good old Smith who loved his story and his pipe at four o'clock.  
 What a fund of jests he gathered, yet he never spared his stock!  
 From his pipe he dug the dottle to surmount his second smoke;  
 So the tale he told would furnish basis for a richer joke.  
 Yes, he took a glass too many oftentimes, yet he would say,  
 Ha! Ha! Ha! "We need our glasses if we would enjoy the play."  
 I'll admit he had his blue days when he kicked the desks and doors,  
 For a man has lights and liver, and the latter sometime scores.  
 He was not a three-star genius, with "credentials sent herewith,"  
 Yet I liked to work beneath him just because he was old Smith.  
 Poor old Mack, he never prospered,—both ends never seemed to meet,—  
 Had a headful of strange knowledge, but his boots were full of feet.  
 He was batty on inventions, never passed a door-knob by  
 Without wondering what adjustment he could make or simplify.  
 Secret springs controlled his cupboards, hidden levers raised his chairs;  
 There was danger in his ink-well if you touched it unawares.  
 He could take a clock to pieces, and replace the pieces too,  
 But his clock of daily duties never seemed to run quite true.  
 Mack could never see it clearly that there's something out of gee:  
 If your own clock says four-thirty when the office clock strikes three.  
 So he mooned, and mourned, and muttered, till we mourned and bore him hence  
 In a simple old-style coffin with no patented defence.  
 I've at home a rule he made me, full of figures on the back;  
 I can measure nothing with it save the memories of Mack.  
 Once he watched me through a fever when the fight with death was hard.  
 Chalk it up,—that time he measured sixty inches to the yard.  
 Gone, and Tom Maguire lingers, adding up his column still,  
 With his eyes upon the figures, but his thoughts beyond the Hill.  
 Noisy juniors all around him by machinery calculate,  
 But he adds as did the gentry,—put down six and carry eight.  
 He will pass and be forgotten,—two months' salary paid his wife,—  
 I shall pass, another pension cancelled,—and another life.  
 Tompkins, there are many towers built since you and I were young,  
 And on each a tattered ensign seems to-night at half-mast flung.  
 On the towers yet unbuilded flags shall fly when we are dumb,  
 But the winds that shall unfurl them, no one knows whence they shall come.



## Farewell to G. S. Hutchinson.

Mr. G. S. Hutchinson, who leaves the service of the Government Printing Bureau this week for other and more remunerative employment, is one of the best-known and most popular of the younger men of the Ottawa service. That he has held the position of Vice-President of the Ottawa C. S. Association and President of the Civil Service Club testifies to the admiration of his fellow workmen for his executive ability.



MR. G. S. HUTCHINSON.

His skill as an expert is evidenced by the appreciation of the world of business to which he now passes. He has been identified from the first with the movement for better conditions in the service, and the name of the interests that will suffer by his removal is legion.

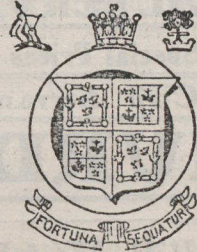
Regretful, however, as all must be over the loss of Mr. Hutchinson, it is a pleasure to know that the business world itself recognizes from time to time the true value of the service as a training ground and of the men who compose it. The recognition also which Mr. Hutchinson obtained from his fellows may be counted to the good of that modern





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spirit of union in the service which has brought men together and enabled them to appreciate each other as never before. Below will be found brief references to the functions with which the service in one direction or another during the past week have sought to express their sorrow in losing Mr. Hutchinson while rejoicing in his advancement and wishing him good luck on his new way.

#### **Printing Bureau Farewell.**

A very pleasant informal function took place at the Civil Service Club on Tuesday evening, April 25th, the occasion being a reception and presentation by the employees of the Government Printing Bureau to Mr. Hutchinson, on his retirement from the service after 14 years spent therein.

About fifty were present. Mr. C. H. Parmalee, King's Printer, in a few well chosen remarks, presented Mr. Hutchinson with a set of colonial cut glass decanters, a case of pipes and a sheffield tray. The recipient in his reply expressed feelingly his regret at leaving the Bureau.

After the presentation, refreshments were served and a very jolly evening spent.

#### **Directors' Dinner.**

As retiring President of the Civil Service Club, Mr. Hutchinson was tendered a dinner by the directors on Wednesday evening, April 26th, at the King George Restaurant.

The chair was occupied by Dr. Klotz, who proposed the health of the guest in appropriate terms. Mr. Hutchinson, in his reply, expressed his regret at leaving the service and his consequent retirement from the Board, and at the same time thanked all present for their kindly co-operation with him in the management of the affairs of the Club.

Each of the directors in turn bore testimony to Mr. Hutchinson's work as President, and expressed regret at his retirement. Mr. Frank Grierson, on behalf of the directors, presented Mr. Hutchinson with a gold locket, suitably inscribed.

#### **Civil Service Club Reception.**

A most delightful event took place at the Civil Service Club on Wednesday evening, April 26th, when the Club members tendered a Reception to Mr. George S. Hutchinson, the President, on the occasion of his retirement from the government service and his consequent withdrawal from the Club.

A very large turnout of members took place and the evening was given over to enjoyment. Songs and recitations were rendered by Messrs. Parkinson, Heney and others.

Mr. Frank Grierson, for the Executive of the Club, presented Mr. Hutchinson with a large framed photo of the latter, suitably inscribed. Mr. Hutchinson made an extended reply, reviewing the history of the institution with its reverses and successes. He gave great credit to many of the members, whose names he enumerated. Thanking the Club for its gift, he stated that he desired the photo to hang upon the Club walls, a remark which was greeted with much applause.

Brief speeches were also delivered by Dr. Klotz and Messrs. Doyon, Coats, Lynch and others. Refreshments were served in the dining room, and the gathering broke up at 1.30 a.m. Everyone voted it a most enjoyable evening.



## The Federation Convention reported en Français.

The four largest circulation French newspapers of the City of Quebec, irrespective of their different political allegiance, amongst them "Le Soleil" and "La Vigie," ministerial organs, have given elaborate and substantial reports of the proceedings of the Federation Convention, at Ottawa, on the 20th and 21st ult.

For the English readers of *The Civilian* we may review these articles of the Quebec Press.

(1st) The opening speech of the President is given nearly verbatim.

(2) The different subjects dealt with at the Convention, viz., (a) increasing the membership, (b) income tax, (c) *The Civilian*, (d) C. S. insurance with the Government, (e) Superannuation, etc., with explanations of the two previous Superannuation and Retirement laws were given in these four newspapers' issues of the 26th ult.

Our French-Canadian readers will be pleased to see one of these articles, viz., that of "Le Soleil" of April 26th, 1911, the appearance of which at such length the service regards as satisfactory:

M. le docteur J. D. Pagé, de l'Hôpital des Immigrés, M. P. J. Mailloux, comptable du Département de la marine, et M. J. E. Philibert, du Département des postes, qui sont allés à Ottawa comme délégués de Québec à la Convention des Fonctionnaires Publics Fédéraux, convention tenue à Ottawa, les 20 et 21 avril courant, sont revenus enchantés de l'esprit de cordialité, de fraternité et de bonne entente entre tous les membres de la convention. Disons de suite, que les conventionnistes étaient au nombre d'une soixantaine, venus de toutes les villes du Canada, à partir de la Colombie Anglaise jusqu'à Halifax inclusivement.

Le docteur Smith, le Président Général de la Fédération, souhaite la bienvenue aux délégués. Il est heureux de constater que chaque année, depuis trois ans, le nombre des délégués des diverses associations locales dans les différentes provinces du Canada va toujours en augmentant. "C'est là, dit-il, une preuve que les fonctionnaires publics fédéraux, comprennent de mieux en mieux tout l'avantage et toute l'importance de la Fédération. Les débuts ont pu être quelque peu difficiles; mais l'avenir, je suis heureux de le constater, prouvera que le service civil entier du Canada, grâce à la Fédération, ne forme qu'une seule et grande famille, agissant avec une entente parfaite, pour le plus grand bien de chacun de ses membres, pour le rehaussement moral des fonctionnaires publics et au grand avantage de l'administration publique du Canada".

A ce dernier point de vue, c'est-à-dire de l'esprit qui anime les employés publics à l'égard du gouvernement, la Fédération a eu le plus grand succès. Plus cette dernière augmente le nombre de ses membres en se ramifiant dans les divers départements administratifs du Canada, plus aus-

si le gouvernement lui témoigne son estime et son approbation.

A la séance de l'après-midi du premier jour de la convention, le 20 avril courant, le maire d'Ottawa, M. Charles Hopewell, se rend à la salle des délibérations de la convention, et souhaite une cordiale bienvenue aux délégués. Il souhaite de tout cœur que les travaux de la convention soient profitables à tous.

Les questions traitées aux dernières séances ont roulé sur les sujets suivants:

1. Les meilleurs moyens à prendre pour étendre et propager de plus en plus la Fédération.

2. Engager un plus grand nombre d'employés publics à se faire assurer dans l'assurance du gouvernement.

3. Voir à faire décider si la taxe imposée par certaines villes sur le salaire des fonctionnaires publics est légale ou non.

4. A engager un plus grand nombre d'employés publics à s'abonner au "*Civilian*", organe officiel du service civil.

5. Le nouveau projet de Fonds de pension donne lieu à une longue et intéressante discussion. Disons de suite que les deux projets, actuellement en vigueur, de pension aux employés publics, ne sont pas du tout convenables. Et voici: celui en usage pour jusqu'à 1898 exige que chaque fonctionnaire public souscrive 2½ pour cent sur son salaire et s'il lui arrive de mourir avant d'avoir été mis à sa pension, tout ce qu'il a ainsi déposé est irrémédiablement perdu.

Le fonds de retraite organisé en 1898 requiert 5 pour cent sur le salaire de chaque employé public: et, à sa mort, on lui remet ce qu'il a déposé avec intérêt composé à 5 pour cent.

La discussion de tous ces sujets a tenu en éveil tous les délégués durant la convention.



**CIVIL SERVICE INSURANCE.**

(Remarks by T. M. Lane at Federation Convention.)

On the subject of Insurance I would like to say a few words.

As we all know civil service insurance is cheap, very cheap; as a matter of fact it is, I think, the cheapest life insurance in existence in America to-day. I have here a few figures to bear me out.

I am taking the age of 35 years, a good average age, and, therefore, one that will, perhaps, appeal to us most.

As we know, or as we can see by looking up the rates, the premium for civil service "straight life" is \$16.31 yearly, whereas in the Canada Life Insurance Co. it is \$21.90, a difference of \$5.59; in the Sun Life Insurance Co. it is \$23.20, a difference of \$6.89; and in the Ætna Life it is \$22.92, a difference of \$6.61; and, mind you, these are all non-participating policies. On twenty-payment life the difference is still more marked, for instance: We of the civil service can get one of these policies, again at the age of 35 years, for \$19.92; but see what those same companies charge: Canada Life, \$29.75; Sun Life, \$31.05, and Ætna \$30.59, a difference in favour of civil service policy of \$9.83, \$11.13 and \$10.69 respectively.

Now we shall take fraternal societies, and what do we find? We find that the cheapest insurance, commensurate with safety, as per the National Fraternal Tables, is \$16.62. To which must be added \$3 dues, which brings the rate up to \$19.62, a difference in favour of civil service insurance of (\$19.62 — \$16.31) \$3.31.

Now all this is very nice and agreeable for those who have the privilege of civil service insurance granted to them at the rates set down in table of civil service insurance rates. But what about those civil servants who have not that privilege, who,

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for no reason at all as far as I can see are denied that privilege?

As we all know, the civil servant who contributes to the Superannuation Fund either 1½% or 2% must, before he may be granted the privilege of insurance, pay an additional 1½% or 1% of his salary.

Why this discrimination? As is well known, the man or woman who contributes to the Retirement Fund will get back all he or she contributes with 4% interest, compounded semi-annually, whenever and for whatever cause he or she may leave the service. On the other hand, he who contributes, say, 2% to the Superannuation Fund and who must live to the age of 60 years,—or become incapacitated before that age,—before he may be eligible to derive any benefit from the money he has paid into the Fund, may die in the service and not only will he derive no benefit from his outlay but his heirs also will derive no benefit. It is a speculation.

Now let us compare the rate of



insurance paid by such a one with the rates charged by the regular insurance companies. We will again assume the age to be 35 years, and the salary of the would-be insured, say, \$1,000 a year, a reasonable supposition.

Canada Life—the cheapest on my list—\$21.90. Civil service \$16.31 plus 1% of salary = \$10 = \$26.31, a palpable discrimination of \$10 or over 61% against the civil servant contributing to Superannuation Fund as compared with him who contributes to the Retirement Fund. But this is not all. It is also a charge of \$4.41 or a little over 20% more than is charged by a company that has to take into consideration the cost of getting insurance including commissions to agents, which in some cases amounts to 60% of first premium; salaries, which are as a rule pretty high; office rent, etc., etc., and also the earning of dividends. And this is not all either.

The rates are “fixed” for those contributing to the Retirement Fund or insuring in regular companies and in most fraternal societies; but the person contributing to the Superannuation Fund has not that satisfaction. The more he succeeds in rising in the service, and, consequently receiving more salary, the more his insurance will cost and will continue to cost him until he reach his maximum. To my mind the situation is absurd; it is intolerable.

Aside from the discrimination referred to there is another and, to my mind, a more serious one. He who contributes 1% of his salary and cannot afford, for one reason or another, more than \$1,000 insurance, has to pay \$10 additional, whereas he who can afford a \$2,000 policy has to pay only \$5 per thousand additional,—a saving of 23%.

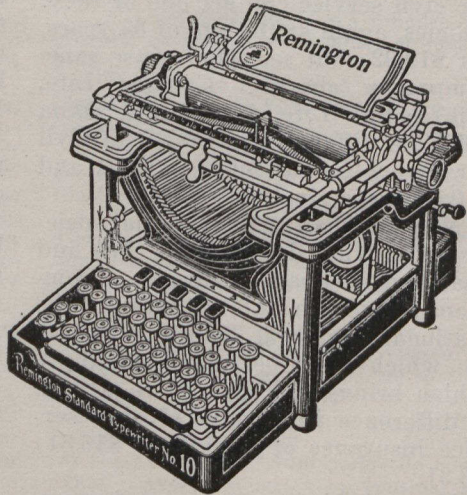
I cannot see any fairness or justice in this, but I can see something most unfair and most unjust.

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Shall we not try and have this very unsatisfactory condition of affairs remedied? Should we not embody in a memorial a statement showing this unfairness and injustice, and request the government to take into consideration these facts with a view to the removal of the cause of our complaint?

(In connect on with Mr. Lane's remarks see the Resolution passed by the Federation on Insurance.)

### CIVIL SERVICE CLUB NOTES.

Elsewhere we show a cut of the Club premises which gives a very fair idea of the building. The appearance is somewhat deceptive, and there is considerably more room in the premises than one would imagine. We hope to give some interior views of the Club in later issues.

The following new members have been enrolled since the last issue:

Chas. K. Coutlee, Public Works Department.

J. G. Foley, Clerk of Crown in Chancery.

T. H. Schwitzer, Printing Bureau.

R. B. Quay, Customs.

Dr. Charles Morse, of the Exchequer Court, has been added to the board of directors. The Club is to be congratulated on this accession to the Executive. Mr. E. A. Primeau has been appointed Vice-President.

Another donation which will be much appreciated by all the members is a very fine 400-day clock, presented by Mr. T. N. Doody, of the Public Works Department. It is proposed that there be an annual 'winding day' — say New Year's morning — when suitable ceremonies might be observed.

The spacious garden belonging to

the Club premises is being thoroughly cleaned up and it is likely that a quoit bed will be laid out. The front exterior of the building is to be painted.

The dining room is now running in fine shape and everyone is delighted with the menu provided. Both the quantity and quality are excellent, and members are wondering how the meals can be put on for the price charged. Dinners, à la carte, are also being served.

We were slightly in error in stating in the last issue that ex-civil servants were eligible to join the Club after three years' service. This was the original by-law, but it was amended recently and it is now necessary that an applicant shall have 10 years to his credit before being eligible.

The very fine enlarged photo of the first President, Mr. G. S. Hutchinson, presented to him by the Club in his recent retirement, will be hung on the walls.

### WATERLOO BRANCH—C. S. FEDERATION.

A very large gathering of members of this branch of the Civil Service Federation of Canada was held at Waterloo on April 17. After listening to an able address from Mr. Rennie of Stratford, it was unanimously carried that Mr. Rennie should represent the association at the annual meeting at Ottawa.

The following officers were elected for the current year:

President—Wm. Dawson.

Vice-President—P. Alterman.

Secretary—A. Eyener.

Auditors—S. Broadfoot, J. Hanlon.

Treasurer—I. B. Powell.



**Athletics.**

The amateur baseball season in Ottawa — as well as elsewhere in Eastern Canada — may be said to have begun last Saturday. The City League had a most auspicious opening, with a double-header in which the Pastimes defeated the St. Patrick's 2 to 1, and the Mascots vanquished the Ottawa College nine 5 to 3.

Both were good contests, but of course errors were fairly numerous at this early stage of the season. That usually good official, Mr. McEwan, the umpire, rendered one or two decisions which looked somewhat doubtful to the grand stand, but they were evenly distributed.

The decision of the league to weed out all players having the slightest tinge of professionalism will be heartily concurred in by everybody. There are enough amateurs in Ottawa to make up a successful league.

As the "Citizen" truly remarks, it is to be hoped that the matches this year will be played on the field and not in the committee room. Much ill-feeling was caused last year by the incessant wrangling indulged in by the various clubs—one as much as another—and the public were almost out of patience at the end of the season.

The new Rivermead Golf Club is to be congratulated on the success which has attended its organization efforts to date. This new club will do much to remove the overcrowding in the older and parent organization, and also to create a friendly rivalry which will no doubt result in many inter-club matches and a higher standard of play. Heretofore, the Ottawa club had no foemen nearer than Montreal, and it was only occasionally that outside matches could be arranged. On the

committee of the new club one notices several members of the civil service—the most important office of Secretary being held by Mr. William Foran, who is identified with so many different branches of sport in the Capital.

The Henley Eight are now hard at work in preparation for their great event. Every eye in Canada will be on them from this date until they rest on their oars after the race is over. The civil service which is supplying half the crew will be interested beyond measure in the result. "Hard work" should be the watchword until the victory is won. What a day for Canadian aquatics will that be,—especially following on the great win of the Winnipeg crew last year in the "Fours."

Although baseball is undoubtedly popular in Canada, the national game of lacrosse still holds the keenest interest throughout the Dominion. The Pacific coast has become the home of champion teams, and when they cannot breed players out there they beguile them from the East. The Vancouver club have now broken the record by offering to the celebrated player of lacrosse and hockey, "Newsy" Lalonde, of the Montreal Nationals, a salary of \$3,500 for 25 games this summer—\$140.00 per match! This is the highest amount ever offered a lacrosse player in the world.

As Lalonde probably received at least \$1,000 for his hockey work last winter from the Canadiens, his year's income will rank well up with that of the American baseball stars. This exemplifies the keen commercial spirit which characterizes all branches of sport in the rapid age in which we are living.

The blue ribbon event of long distance contests in America—the Boston Marathon race—has come and gone. This year it was captured by



a Dorchester, Mass., youth—De Mar. Canada secured third place, the Montreal boy, Lefebvre, getting the coveted honour. There were 10 Canadian starters and 65 from the United States, so that to be among the first three is very creditable. Last year it was won by Cameron of Nova Scotia. On that occasion the winner of this year's event was second—which shows the advantage of trying again in this as in other things.



Mr. Frank Pedley, Director General of Indian Affairs, is to be congratulated on again being elected Commodore of the Auto-boat Association of Ottawa. This delightful pastime reaches its height at the Capital—with its vast expanse of waterways. It is to be hoped that no portion of the canal will ever be closed to our citizens—to whom it is such a boon both in the commercial world and in the field of recreation. More lights on the boats and on the canal banks would be of great benefit. Owing to the work on the G. T. R. bridge and the new Plaza, the canal will be about two weeks later in opening than usual — which of course makes the season that much shorter.



The McClenaghan Bowling Trophy competition was brought to a close at the O.A.A.C. alleys on Tuesday night, when the championship of the city, which goes with the silverware, was won by Howard Stewart of the Public Works sextet of the Civil Service League. The latter's tremendous total of 627 rolled on the last night cinched it for him, his total on the three nights' play being 1,732, 69 pins better than his nearest opponent, Charlie Clendinnen, who totalled 1,663. Reardon stood third with 1,662, only one pin behind Clendinnen. All three of the top men are civil servants.

## Civilian Portraits.

Mr. E. R. Douglas is one of the best-known men in civil service athletics. He was the winner recently of the Rubenstein ten-pin bowling trophy with an average of 578.5, and has captained the Customs Statistics team throughout the year. Mr. Douglas is also a curling and lawn bowling skip, having once captured the general Canadian bonspiel. He



E. R. DOUGLAS.

is the holder also of a hundred yard dash record. It is sixteen years since he entered the service, his first work being as a customs collector in the Rainy River district.

The Postmaster General of Germany is experimenting at Munich with the stampless letter post. Instead of a stamp attached to a letter by muelage the Post Office accepts cash for every letter handed in. The receipt and authority for mailing is represented by a machine stamping automatically the envelopes in different inks to designate the amount of postage paid.



### C. S. CO-OPERATIVE SUPPLY.

A meeting of the board of directors of the Co-operative Supply Association of Ottawa was held on Tuesday evening, when the following were elected officers for the ensuing year:

President—A. McNeill.

Vice-President—A. Paré.

Secretary—W. A. Fraser.

Treasurer—W. A. Code.

Two committees were appointed, one to locate a premises for a grocery store, the other to procure a manager for same. The meeting decided to proceed at once with their plan of operations, and these committees were asked to report to the directors on Friday night, 6th inst.

### A DEED OF KINDNESS.

One of our civil service readers has an L. C. Smith typewriter for disposal, which has only been used in private work. It cost \$130, and will be sold for \$90. The purchase will be a deed of kindness to the seller and a profitable transaction to the purchaser. Apply to *The Civilian*, Box 484.

### ANNUAL MEETING OF CIVIL S. ATHLETIC ASSOCIATION.

The annual meeting of the Civil Service Athletic Association was held in the O.A.A.C. on April 6th, Vice-President W. T. Wilson occupying the chair.

The election of officers for the ensuing year resulted as follows:

Hon. President—Hon. Wm. Pugsley.

President—J. A. Watson.

Vice-President—R. Layamodiére.

Treasurer—C. W. Steeves.

Secretary—P. Phelan.

Executive—J. P. Doyle, C. M. Hoar, P. Grindlay, W. J. McCaffery, G. Beardsley, J. E. Belliveau, G. Lindsay and S. L. T. McKnight.

A resolution of condolence was passed to the family of our late member, Mr. R. W. Dillon, who did so much to further the development of the Association.

Votes of thanks were also passed to the O.A.A.C. for the use of their room and to the retiring officers for their untiring efforts in the Association's welfare.

It was decided to follow last year's example and pay particular attention to lawn bowling, and for that purpose a committee was appointed to secure the same grounds as last year.

All members of the civil service who are desirous of bowling are cordially invited to communicate with the secretary, so that rinks may be chosen as soon as possible.

Already an extensive schedule of games has been arranged with the other city bowling clubs. The officers are determined to have the lawns in the best of shape and with a large membership assured everything points to a splendid season's sport. Annual fee \$1 per year.

### Personals.

#### Married.

CAIN—ROONEY—At Ottawa, on April 17, 1911, Walter Cain, of the Government Printing Bureau, Ottawa, to Celena Rooney, of South Gloucester.

WHITE—LORD—At Toronto, on Tuesday, April 18, at 2.30 p.m., at the Metropolitan Church, by Rev. Mr. Armstrong, Eva Alma, second daughter of Mr. and Mrs. J. A. Lord, of Toronto, to W. Russell White, D.L.S., of the Department of Indian Affairs, Ottawa.

DOYLE—WILSON—At Ottawa, April 19, 1911, Donald J. Doyle, of the Astronomical Branch of the Interior Department, to Jean, youngest daughter of Wm. Wilson, Carleton Place.

KILMARTIN—DUFORD—On Tuesday, April 25, 1911, at St. Mary's Church, by Rev. Father Fitzgerald, Ida Anna Duford to Ambrose T. Kilmartin, of the Interior Department.

SHARP—STEWART—At 185 Esplanade Ave., Montreal, on April 29, by Rev. Gordon H. Baker, Jessie Kirk Stewart, youngest daughter of J. Stewart, Dundee, Scotland, to William J. S. Sharp, of the Department of the Interior.

GIBSON—HARDCASTLE—On May 1st, 1911, Roy Gibson, of Dept. of Interior, Ottawa, eldest son of James S. Gibson, Brandon, Man., to Agnes Gertrude Harcastle, youngest daughter of late Robert Harcastle.

#### Died.

DUNLOP—On Sunday, April 23, 1911, at 23 Melgund, D. Robert Dunlop, of the Secretary's Branch, Interior Department, in his 58th year.

COURTNEY—At his late residence, 26 Alexander St., on the 27th inst., Denis Courtney, of the P. O. Dept., in his 67th year.