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VOL. XIII

NO. 4

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

HULL, QUE., MARCH, 1920



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The Government Railway Problem.



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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XIII.

HULL, QUE., MARCH, 1920.

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The Government Railway Problem.

The railway legislation passed by the Dominion Parliament at the special session has had the effect of making Canada the owner and operator of the largest railway system in the world. This momentous responsibility assumed by a country of barely 8,000,000 people excites the imagination, and whatever the policy of the past has been which has made necessary the railway policy of the present Government, it behooves all good citizens of the Dominion who are part owners of this great system to help in making a success of this new departure in railway management.

"The Civilian" has undertaken to publish a resume of Government ownership of railways in Canada, historically, ethically and practically, with special reference to the dangers to be avoided and the hopes to be entertained. Articles will be contributed by prominent officials of the various railway systems which have now been incorporated into a single national organization, and official declarations will be presented as to the administration of the system upon a strictly business basis. Mr. D. B. Hanna, president of the Canadian National Railways, introduces the subject in this number in a historical sketch of the Canadian Northern Railway.

The Canadian Northern's Early History

(By D. B. Hanna)

The construction of the Canadian Pacific Railway across Canada was a tremendous undertaking for a country with a population of four and a half million, and it brought Canada very much into the limelight. Largely due to this and the demand for labour during 1882, 1883 and 1884, when this construction work was at its height, 112,000, 133,000 and 103,000 immigrants, respectively, came to Canada in these years, but thereafter the number rapidly diminished until in 1896 the number was only 16,835. As Winnipeg was the gateway to the Canadian West, this falling off in immigration and the general halt in the progressive development of Manitoba and the Northwest provinces in early nineties was naturally a matter of no small concern to the Manitoba Government. The census of 1891 had been disappointing—giving Manitoba a population of 152,506 and Winnipeg 25,639. Railway construction gradually fell off—not a mile was added to the mileage of the country from the head of the Great Lakes to the Pacific Coast in the years 1894 and 1895, due no doubt to a reflection of business conditions in United States, where the effect of the panic of 1893 had not fully passed away.

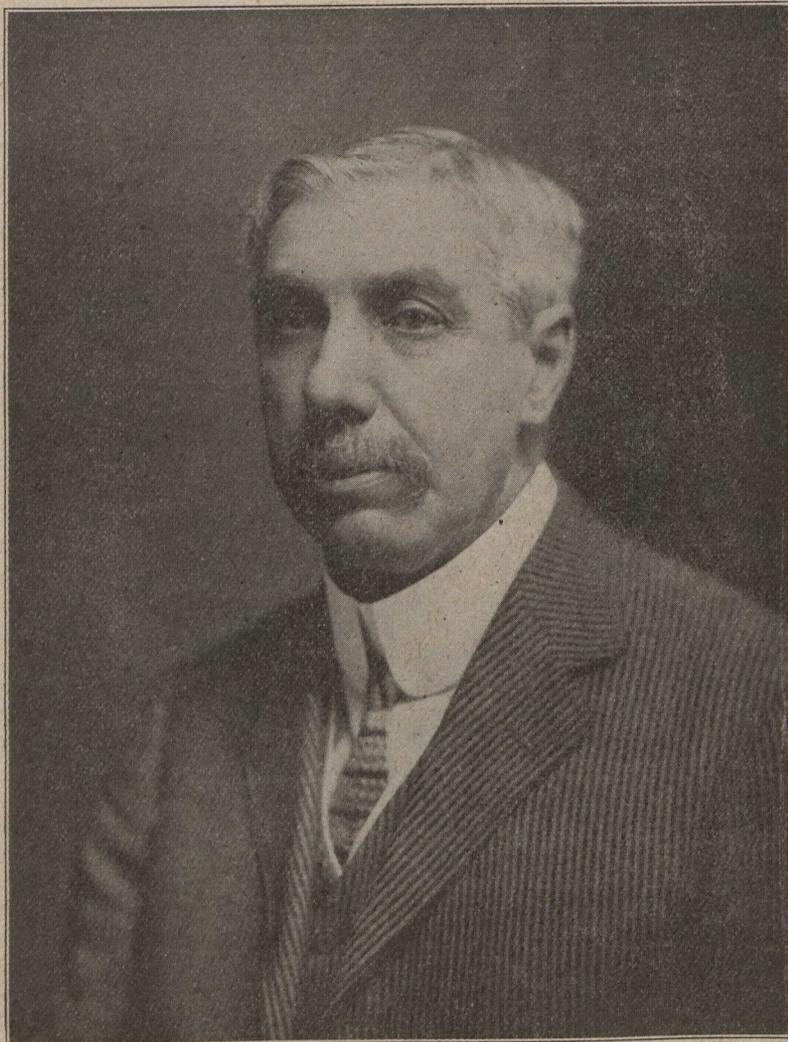
Among those who knew Manitoba there was no doubt as to the general

fertility of the soil, but even free grants of 160 acres of land would not take settlers into sections unserved by railways. Promises of railways made with all sincerity were not sufficient to induce farmers to go into new tracts. The experience of a number of settlers who had gone into the district west of Lake Dauphin along the then projected route of the C. P. R. and who were left "in the air" when the more southerly route was adopted, had shaken the faith of the settlers in promises of that kind.

The Greenway Government of Manitoba in 1895, re-endorsed by an election in which the Manitoba School question was the leading issue, decided to take action to relieve the oppressing stagnation and approached the contractors who had built the Calgary and Edmonton, and the Qu'Appelle, Long Lake and Saskatchewan railways, to build a colonization railway in the province of Manitoba. The contractors so approached were MacKenzie and Mann—(now Sir William MacKenzie and Sir Donald Mann). Work was commenced at Gladstone early in 1896 under a charter which had been granted in 1896, when, as stated in the Statute, the Company was "*revised and amended*"—this was the Lake Manitoba Railway and Canal Company. The line was projected to the Dauphin country (to the relief of the marooned settlers) and 100 miles of line were completed by the end of the year.

I had gone to Manitoba in 1886 and had seen a number of railways make a start and fall into the hands of the big transcontinental line which had in ten years after its opening become a veritable octopus. I had been in railway service since 1882 when I came to this country to enter the service of the Grand Trunk, as a young Scotch lad. After two years with that Company, during which I had a good chance to observe the effect of the "absent treatment" that a directorate 3,500 miles away can give a property, I went to the West Shore in New York and from there to the Manitoba and North Western Railway where I did everything that someone else didn't, and there I was in 1896 when Mr. D. D. Mann, as he was then, came to me and asked me to take charge of operating the 100 miles of railway they had built that year. I took the job, and became the first employee of the Company, which, when subsequently, in 1899, amalgamated with the Winnipeg Great Northern Railway, took the name of the Canadian Northern Railway Company.

The start was a very modest one and when I issued the first time table—just a little typewritten sheet—we only had one engine and a single crew. I interjected a little humour into the situation as well as a safety first principle by stating that No. 2 would not leave until No. 1 arrived. The staff was very small for that first winter,—thirteen, until I discovered this and



D. B. HANNA
President, Canadian National Railways.

added a boy. We had to be very careful, but we made ends meet even if we kept the trains apart, and at the end of the first twelve months operating, out of a gross of \$70,000 odd we had a net of \$31,000 which was more than sufficient to pay our fixed charges, and with strict adherence to those principles of thrift that are so indissolubly associated with those who came from my country, we kept this record up year by year for seventeen years, paying our fixed charges as we went along and earning further a surplus that was used for the purchase of equipment and for betterments until the Great War upset all calculations.

In 1897 the line was extended 25 miles to Lake Winnipegosis. In 1898

under Charter of the Manitoba and South Eastern Railway a commencement was made on the grain carrying trunk line from Winnipeg towards Lake Superior; further extensions and amalgamations followed quickly. 1901 was remarkable in the annals of the company, firstly as the year in which the company took over the Northern Pacific lines in Manitoba, 350 miles, and secondly on account of the completion in this year of the line between Winnipeg and Port Arthur, which additions together brought the total mileage up to cover 1,200 miles, by which the Canadian Northern ranked third among Canadian Railways.

Under construction from Parry Sound to Sudbury, a controlling in-

terest had been acquired in the Great Northern Railway of Canada operating between Hawkesbury and Riviere a Pierre, but with running rights into Quebec. An entrance to Montreal was under construction from Joliette and an improved line into Quebec. The Halifax and South Western had been formed and the line between Halifax and Yarmouth and the Victoria Beach Line were well under way. Further acquisitions of branch lines in Ontario and Quebec followed, and in Western Canada the purchase of the line of the Qu'Appelle, Long Lake and Saskatchewan Railway and Steamboat Company was an important addition for the System.

Eastern and Western Lines of the System were operated separately until they were brought together under the legislation of 1914 when further assistance was required and at which time the Dominion Government acquired 40 per cent of the Canadian Northern's Common Stock. Three years later, as is well known, the Dominion Government, under agreement by arbitration, purchased the balance of the Common Stock and since August, 1918, a reorganized directorate and management has controlled and managed the property for the Government.

At the time the Government took over the Canadian Northern, the mileage in operation was distributed as follows:—

Province of Nova Scotia . . .	370.5
“ “ Quebec	636.6
“ “ Ontario	2,253.3
“ “ Manitoba	1,984.4
“ “ Saskatchewan . . .	2,194.3
“ “ Alberta	1,244.6
“ “ British Columbia . .	531.9
State of Minnesota	217.8
Total Mileage	9,433.4

The growth of the System is shown by the following comparison:—

	1897	1917
Mileage	100	9,433
Earnings	70,000	43,500,000
Locomotives	3	735
Passenger Cars	3	949
Freight Cars	83	31,000
Staff of Employees	14	23,500
Traffic Movement, Tons	24,692	14,406,630



MAJOR GRAHAM A. BELL, C.M.G.
Deputy Minister of Railways & Canals.

The contrast would have been much more marked if the Great War had not intervened and prevented development to a great extent in the last four years. There are figures, however, which better reveal the development that accompanied the opening of the great Western country than the actual

railway statistics. The construction of the Canadian Northern stimulated every national endeavour. The Saskatchewan Valley was heralded in every country as the "Breadbasket of the World". Look at the way immigration rolled into the country into which the new line were built! While,

as stated, the total immigration to Canada in 1896 was only 16,835, in 1903 the total reached 128,364, of which 88,811 were destined to Manitoba and other Western territory. By 1908 the total was 262,469, of which over 62,000 went to the Provinces of Saskatchewan and Alberta alone — 122,624 to Western Provinces. Immigration reached its height in 1913 when 402,432 newcomers came to Canada, of which 194,993, according to the returns, were for the Western Provinces. When it is known that by 1916 immigration had dropped to 48,537 for the whole of Canada, and is still inconsiderable compared with the pre-war numbers, some idea is obtained of the loss in development which has taken place since the beginning of the War.

This history of the Canadian Northern proved that lines located in good country produced an almost immediate return of traffic. Additional branch lines are being built in the same kind of country and I have no doubt about the result. These lines will yield traffic, not only locally, but for the main line, and it will not require much additional branch line mileage to keep the main lines already constructed busy moving the business. Upon the return of normal conditions of immigration there will be the same wonderful development which took place between 1896 and 1914, and in which no greater factor than the construction of the Canadian Northern existed, and I feel that the Canadian National System will be identified with the future development of Canada in just the same way as the Canadian Northern was certainly identified with the development of the country it served in the pre-war period.

WIND UP C. S. CO-OP. SUPPLY

The Civilian having received many enquiries regarding the settlement of the above organization, enquiry was made of the legal authorities and the following information was given out by the legal firm Ewart, Scott and Kelley,—

Ottawa, Feb. 26, 1920.

The Civil Service Federation,
Ottawa.
re Civil Service Co-operative Supply Association

Dear Sirs:—

The appointment returnable Wednesday was continued again this morning and the bills herein were finally completed. These will now be sent on to Toronto for examination and when returned here, which will

probably be in three or four weeks, will enable the Local Master to declare whatever dividend is to be paid herein. Until they are returned nothing can be done herein. A dividend cannot be struck in the meantime as we will not know what moneys are on hand until the Toronto Taxing Officer settles the amounts to be allowed on these bills.

Your very truly,
G. D. KELLEY.

Regulations Regarding Re-Classification

Order in Council No. 111 of February 5 is designed to supply "regulations in connection with the application of the classification", and is as follows,—

The regulations are designed to cover three cases:—

(a) The employee receiving at the present time less than the minimum rate prescribed for his respective class in the new classification.

(This is in accordance with the terms of the Civil Service Amendment Act, 1919, which provide that appointments shall be made at the minimum of the salary range for classes of positions, thus enunciating the principle that employees doing the work of the class should at least receive the minimum rate prescribed for the class.)

(b) The employee receiving at the present time a rate more than the maximum prescribed for his respective class in the new classification.

(The proposed regulation in this connection is to cover the provision contained in sub-section 3 of Section 11 of the Amendment Act, to the effect that no permanent employee who was appointed before the passing of this Act shall have his present salary reduced by reason of the classification of his position.

(c) The employee receiving at the present time a rate which is within the range prescribed for his respective class under the new classification.

(For the cases falling under this last class, the Civil Service Act makes no provision. The regulation to cover these cases has accordingly been prepared in order to secure for the employees justice and fair play and also with a view to making the administration of the regulation more simple).

REGULATIONS FOR WORKING OUT SALARY RATINGS FOR INDIVIDUAL POSITIONS UNDER THE NEW CLASSIFICATION:—

PART I—TERMINOLOGY:

The term "present rate of compensation" shall be understood to mean the rate of compensation which the employee in question was receiving upon the date of the passage of the Order in Council making effective these regulations.

PART II — DETERMINATION OF PLACE OF POSITIONS IN THE CLASSIFICATION, INCLUDING COMPENSATION:

(a) *Temporary employees*: There are three groups of temporary employees:

Group 1—Those receiving less than the minimum of the classes in which their positions are placed.

Group 2—Those receiving compensations which are either at the minimum or maximum or intermediate between these rates for the classes in which their positions are placed.

Group 3—Those receiving more than the maximum of the classes in which their positions are placed.

Treatment shall be as follows:—

Group 1—The March, 1919, rate of pay shall be advanced to the minimum rate for the class, effective April 1st, 1919.

Group 2—The rate of compensation for April 1st, 1919, shall be the same as that for March, 1919. (Note — If subsequent to April 1st, 1919, there has been an increase in compensation, the present rate shall not be changed.)

Group 3—The rate of compensation for April 1st, 1919.

(Note — If subsequent to April 1st, 1919, there has been an increase in compensation, the present rate shall not be changed.)

(b) *Permanent employees*: There are four groups of permanent employees:—

Group 1—Those receiving rates of compensation less than the minimum of the classes in which their respective positions are placed.

Group 2—Those receiving rates of compensation which are either at the minimum or maximum or intermediate between these rates for the classes in which their respective positions are placed.

Group 3—Those receiving rates of compensation more than the maximum of the classes in which

their respective positions are placed.

Group 4—Those who, under Section 11, Sub-section 3, Civil Service Act, 1919, are entitled to proceed in the same manner and to the same extent as heretofore, to the maximum salary of the subdivision or grade in which they were before classified.

Treatment shall be as follows:—

Group 1—Alternative plan 1: The March, 1919, rate of pay shall be advanced to the minimum rate for the class, effective April 1st, 1919.

Alternative plan 2: The 1919, rate of pay shall be advanced to the minimum rate for the class, effective April 1st, 1919. Provided, however, that in the case of an employee who on April 1st, 1919, had had five consecutive years of service in the Civil Service of Canada, such employee shall have his March, 1919, rate of pay advanced to the rate next above the minimum for the class.

Group 2—Alternative plan 1: The rate of pay as of April 1st, 1919, shall be advanced to the new rate of compensation which is next above the March, 1919, rate.

Alternative plan 2: The rate of pay as of April 1st, 1919, shall be advanced to the new rate of compensation which is next above the March, 1919, rate. Provided, however, that in the case of an employee who on April 1st, 1919, had had five consecutive years of service in the Civil Service of Canada, such employee shall have his rate of pay as of April 1st, 1919, advanced to the second rate above his March, 1919, rate.

Group 3—Except as to those employees falling under Group 4, the rate of compensation for April 1st, 1919, shall be the same as that for March, 1919.

Note: — If subsequent to April 1st, 1919, there has been

an increase in compensation the present rate shall not be changed.

Group 4—The present rate of compensation of such employees shall not be changed until the quarterly period on or subsequent to the anniversary of their last annual increase, at which time their respective rates of compensation shall be advanced in the same manner and to the same extent as heretofore, to the next higher rate in the sub-division or grade in which they were before classified.

PART III—SPECIAL REGULATIONS:

(a) Employees who have entered the service, either in a permanent or temporary capacity, subsequent to 1st April, 1919: The rate of pay of such employees for the remainder of the fiscal year, 1919, shall be the minimum rate of the classes in which their respective positions have been classified. If any such employee is now receiving a rate of pay more than the minimum of his class, he shall remain at that rate for the balance of the fiscal year and his rate for the fiscal year beginning April 1st, 1920, shall be determined in accordance with Part IV of these regulations.

(b) Employees the classification of whose positions has been changed during the fiscal year beginning April 1st, 1919:

The rate of pay of such an employee as of April 1st, 1919, shall be that for the class in which his position was then classified as determined under Parts II and III of these regulations, and such rate shall apply until the date of change of his classification; for the remainder of the fiscal year his rate of pay shall be the minimum rate of his new class. Provided that, if any such employee is now receiving less than the minimum of his changed class, he shall receive back pay equal to the difference between his present rate and the minimum rate of the class for the portion of the year following the date of his changed classification, such sum to be payable April 1st, 1920, or upon the first regular payday thereafter. Provided, further, that if any such employee is now receiving more than the minimum of his changed class, he shall remain

at that rate for the balance of the present fiscal year and his rate for the fiscal year beginning April 1st, 1920, shall be determined in accordance with Part IV of these regulations.

(c) Employees who have left the service subsequent to April 1st, 1919: Such part of the above regulations as refers to the dating back of increases as a result of the new classification shall not apply to those employees who have left the service between April 1st, 1919, and the date of the Order in Council making effective these regulations.

(d) Recalled superannuated employees: In the case of employees recalled to active service after having been superannuated with an annual allowance, and who are now receiving a special rate of pay in consideration of such allowance, the present rate of compensation shall not be changed; provided, however, that the sum of such special salary and superannuation allowance shall be equivalent to the minimum annual salary rate provided for the class under which their respective positions have been classified.

PART IV — ESTIMATING RATES FOR THE FISCAL YEAR BEGINNING 1st APRIL, 1920:—

(a) *Temporary employees:*

1.—Temporary employees who entered the service prior to 1st April, 1919: The rate of pay as of April 1st, 1920, for such employees shall be the same as that determined by these regulations for the fiscal year beginning April 1st, 1919.

2.—Temporary employees who have entered the service subsequent to April 1st, 1919. The rate of pay as of April 1st, 1920, for such employees shall be determined in the same manner as the April 1st, 1919, rate is determined for temporary employees who entered the service prior to April 1st, 1919. (Part IIa.)

3.—Temporary employees who entered the service prior to April 1st, 1919, but the classification of whose positions has been changed since April 1st, 1919. The rate of pay as of April 1st, 1920, for such an employee shall be the minimum rate of the changed class; or, if the present rate of pay of such an employee is more than the minimum of the class, his rate as of April 1st, 1920, shall be determined

in the same manner as the rate for April 1st, 1919, is determined. — (See Part IIa, Groups 2 and 3 of these regulations.)

(b) *Permanent employees:*

1.—Employees included under Group 1 and Group 2 (Part IIb). The rates of pay as of April 1st, 1920, for such employees shall be one rate higher in the compensation ranges for the respective classes of positions than those obtaining for the fiscal year 1919; provided, however, that the rate of pay for an employee who has received an increase during the fiscal year 1919 shall not be changed until the then or next ensuing quarterly date one year from the date of his last increase, at which time it will be advanced to the next higher rate in the compensation range for his class; provided, further, that in no case shall the April 1st, 1920, rate for employees in these groups exceed the maximum of the respective classes.

2.—Employees included under Group 3 (Part IIb).

The rates of pay of April 1st, 1920, for such employees shall be the same as the present rates.

3.—Employees included under Group 4 (Part IIb).

The rates of pay for such employees for the fiscal year beginning April 1st, 1920, shall be determined in the same manner as for the fiscal year beginning April 1st 1919. — (See Part IIb, Group 4.)

4.—Employees who have entered the service subsequent to April 1st, 1919: The rate of pay as of April 1st, 1920, for such an employee shall be the minimum rate of the class in which his position is classified and that rate shall continue until the then or next ensuing quarterly date one year from the date of entering the service, at which time it shall be advanced to the rate next above the minimum for the class.

(c) *Consideration of Merit:* Increases for the fiscal year beginning April 1st, 1920, shall be made only upon the recommendation of the department to the Civil Service Commission, in writing, supported by records satisfactory to the Commission, that the respective employees are deserving of an increase by reason of a year of efficient service.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

At the Sign of the Wooden Leg

Your
Humble
Servt.
Silas
Wegg

The Ruling Fashion

Of making many regulations there is no end and much legislation is a weariness to the flesh — and to the world and the devil, the other two members of the firm, as well. Time was when a few simple rules, mildly applied, sufficed for the management of the Civil Service. A restrained liberty, broadening down from precedent to precedent, was the guiding spirit in our internal affairs. The Deputy Ministers interpreted the Common Law of the Service as occasions arose, and we were all very well satisfied with the results.

It is all different now. The world advances, as the poet tells us, and in time outlives the laws that in our fathers' days were best. We must have new legislation and plenty of it. Efficiency is a thing to be striven for on its own account and is of greater importance than the thing effected. So, when a new day brings its new regulation, I for one am thankful that someone who knows that my soul needs discipline has been laboring overnight on my behalf. For they who watch over our Israel slumber not, nor sleep. They may have their sins of commission — and the printer, I hope, will not get me into trouble by using a capital C — but they have none of omission.

It began years back, with the Quarterly Report. There was the serpent who first poisoned the air of our happy-go-lucky Eden with his breath of suspicion — a many-headed reptile that four times each year gorged himself at a banquet spread upon the tables of the New Law and served by chief clerks who made a digest — a good banqueting term — of all our errors and our failings for the preceding three months. Then, swollen with the sum of our iniquities, he slept, for, to tell the truth, there was nothing ever done about it. Some of us fumed like Cassius when he confronted Brutus,—

Checked like a bondman; all his faults observed,

Set in a note-book, learned, and conned by rote,

To cast into my teeth.

But we need not have fumed, although it was not on that account that the signs *Defense de fumer* were placed in the corridors. The Quarterly Report soon became as unreal to us, and as far-distant in terms of time, as the records that the recording angels keep of our deeds on this side Jordan's wave. Perhaps at some great Judgment Day the books would be opened and we would be judged by the deeds done in the flesh as set down by our superior officers, but we soon convinced ourselves that we could take a chance.

"Your serpent of Egypt", said Lepidus, "is bred now of your mud by the operation of your sun." So it happened that once our primal reptile obtained admittance to our garden, and the mud began to gather round him, other serpents were brought forth, and these later arrivals are the active fellows. Old Q. R. still gets his gorge of vital and mortal statistics four times a year and retires to his cave to sleep it off. Not so the newer breed. They are snappy little vipers with stings in their heads and in their tails. They get you coming and going.

There, for instance, are the sick-leave regulations, a family of scorpions able to keep a whole staff engaged chronicling their activities. In the olden time, when your stomach or your liver went back on you and you took a day off to get straightened up, you came to the office on the next day and simply said that you were knocked out; and the chief, unless he was a friend of the family, did not ask if it was by rheumatism, by epilepsy or by John L. Sullivan. He merely wrote *Ill* after your name as if you were Chicago — and that was probably what suggested the calling of our experts hither.

Supposing you are knocked out now, however. The remedy may sometimes be worse than the disease, but the rigid examination we must undergo when we return to the office

Makes us rather bear those ills we have

Than fly to others that we know not of.

Every disease from toothache to tuberculosis is rated, so I understand, and it becomes a question in higher mathematics to determine whether the application for sick leave is to be granted or not. Then there are numerous subsidiary questions to be answered, some of which, however, concern the conscience of the chief clerk more than that of the alleged invalid. What are the applicant's habits? Was he visited during his illness? Were flowers sent, and receipt therefor taken in triplicate? Does he use strong liquors? If not, why not? Who are the beneficiaries under his will, if the latter has not been subverted by existing conditions long ago? Remember, dear reader, this is but a paraphrase of the documents in the case, prepared for me by a certain fellow named Quidnunc, and I cannot tell how he came to find out all about the forms, but that is his way. I know one thing, that the way of the transcriber is hard. At any rate, so Quidnunc informs me, any Civil Servant now is ill at his own risk. Biliousness was once a matter of the liver only — it is a matter of the conscience as well now. This is said better in French but I dislike writing bilingual articles. The only chance an old-time loose-leave fellow has is when an epidemic, such as the flu, strikes the city. He then goes into the general average, and may expand a light cold-in-the-head into a dangerous condition demanding the attendance of three trained nurses, only they could not be obtained for love or money, at least not for the latter.

But do not let us dwell too long upon this one phase of our subject. It is bad enough to be ill, and it is worse trying to get ill, but we do not want illness thrust upon us, as Shakespeare would put it. There are other sides to our question. Consider all the regulations we have had on the Bonus allotment. Quidnunc says he is preparing for publication a book to be called "Canadian Humorists at Home," but regrets that he has to crowd out Stephen Leacock and many others because he wants to give in full the various reports and regulations issued in connection with the Bonus.

He has a chapter headed, in clumsy style I must admit, "Funny Reasons given why the Bonus, based on the Relation of the Cost of Living to Salaries, should not be paid to Civil Servants who have Salaries." I have not seen his copy, but he assures me that he has quoted from the reports verbatim, and he is sure that his book will be one of the best sellers of the season. "You will not need," says he, "a key to my seller."

I am a little distrustful of Quidnunc at times, but I too, who am naturally a serious minded man, finding sermons in stones, books in the running brooks and good in everything, have been moved to gentle mirth at times when I have been informed that, while the Cost of Living has gone up fifty-three per cent, after making certain allowances for the gradual increase under normal conditions, my bonus is to be five-decimal-five per cent, because of the war! In fact it is more than hinted that the

portion of the allotment accruing to one under the operation of mathematical formulae but withheld under the operation of the Orders-in-Council, is part of one's share towards maintaining the armies that fought in Flanders. I tried that bit of humor on Silas Wegg Junior, who is a slow-witted lad, taking after one of his uncles, and it paid me for the disappointment experienced when cashing my first bonus check to hear him laugh; while little Sally Wegg, who catches the point of things much quicker than my boy does, began singing,—

My bonus is over the ocean,

My bonus is over the sea.

My bonus is over the ocean,

Oh, bring back my bonus to me.

I am using a broad brush this month is making my sketches, or I should try to bring out for you some of the finer touches in the Bonus regulations, particularly those concerning the distribution of the grant to heads of households. Quidnunc has it all in his book, word for word as the authors penned their lines, as he himself puts it, "Nothing extenuating, nor setting down aught in malice," but why he should make any such provision as that puzzles me greatly.

The Classification Reports, the Classification Schedules, the Regulations anent Classification, and all and sundry memoranda, minutes, interviews and letters to the newspapers regarding the application of the Classification are well known to you all and have been thoroughly appreciated by you. I have never been one who has kicked about the coming of

the experts. Whenever I have found a thing incomprehensible to my feeble intellect I have greeted it as Hamlet did his father's ghost,—"This is wondrous strange, and therefore as a stranger give it welcome." I think I have an innate courtesy that makes me hospitable to new, and even uncouth, proposals. But I must say that there is a fatal defect in all the reports and memoranda made on the salary question — they appear to overlook the fact that what we need most is not a perfect classification, although that too is a desideratum, but a chance to pay the increased rents and to buy boots and butter at the present prices. There you have it, gentlemen, in a few words, nor all your piety nor wit can cancel half a line of what I have said in my awkward way. As a chap in our office who is afflicted with the Limerick habit phrases it,—

There were some young men from
the States

Who came over to settle our fates;

But when they were settled

The Service got nettled

Because of inadequate rates.

"Inadequate rates." Keep that text before you, Messrs. Experts, and make a report to the Commissioners accordingly. When you have done that you will find Silas Wegg heading a procession of two-legged enthusiasts to present you with the freedom of the City. Otherwise we are apt to make a typographical error and, when we come to write "Experts", write "Exports" instead.

A NEW INVENTION

Mr. F. Smith, of the Customs Staff, Ottawa, after ten years studying files, has invented and patented a combination file made in three different shapes, one to take the place of the flat wire basket, another with a spring to hold loose papers and one with loops or arches to put in a cabinet or hang on the wall. All have a prop under bottom board to give them a tilted position, which greatly expedites the handling and makes them more convenient than any file made in Canada or the United States. Orders should be sent to the Gov. Stationery Office Cor. York and Dalhousie Sts. Made by the The Smiths Mfg. Co.

Encourage home manufacture.

TO YOUR HOUSE

Subscribers who have heretofore been receiving their copies at their office address are hereby invited to change their mailing address from the office to the house. This particularly refers to subscribers from the C. S. Association of Ottawa. Notification to the above effect will receive prompt attention.

CIVILIAN COMMITTEE.

THIS TORPEDO WAS A "DUD"

An attempt to force the resignation of President J. C. O'Connor of the Civil Service Association of Ottawa, because he was a candidate for a position under the Civil Service Commission, turned out a ridiculous fiasco, although a lot of newspaper space had been used in trying to make it appear a serious matter. The petitioners claimed to number a hundred and fifty, but only nine were ready to back up their action at the called general meeting of the Association. The Service as a whole gave the matter scant attention and proportionately few bothered to attend the meeting, nevertheless there were enough present to annihilate the anti-O'Connor movement. The petitioners were successful only in creating discord and hard feelings at a time when harmony and united action are essential to the Civil Service cause.

EDITORIAL

Appeal Boards

When will the Government of Canada come abreast of twentieth century ideas with regard to Appeal Boards for the Public Service? Great Britain, Australia and New Zealand have established Appeal Boards for government employees. Why should Canada be less democratic than her great sister nations in the Empire? Our Government has recognized the right of appeal and the principle of arbitration as essential to a satisfactory solution of employment problems, and has compelled private employers to acquiesce in these reforms. The Government is itself the largest employer of labour in the country. When will it practise what it preaches and adopt the procedure that it enforces upon others? To be denied the right to strike, and then also to be denied the right of appeal reduces civil servants to a condition of serfdom that no Canadian citizen should be expected to tolerate. The Civil Service Commission has intimated upon occasions that it served the purposes of a Board of Appeal. This is a truly surprising attitude for the Commission to adopt. The Commission is a legislative and administrative body, exercising control over employment conditions in the public service, and as such, cannot consistently assume the role of a mediator or Board of Appeal. It is the Commission that in most cases initiates and executes the rulings and decisions from which civil servants might wish to appeal. An appeal to the Commission is nothing more than an appeal from Sir Max Aitken to Lord Beaverbrook. To speak of an appeal to the Commission from the Commission on its own rulings is merely a misuse of language. This is not an appeal at all. In effect, what the Commission tells us is "if you do not like what we do, you can come back and ask us again." The Commission is the governing body, and the Service is the body governed. In this relationship differences of opinion are bound to arise between the Commission and the Service, the Commissioners, being human, are subject to error, and for the same reason the claims of the Service may be mistaken. Hence we submit the need of an independent and disinterested Board of Appeal to act as an arbiter between the Commission and the Service. The composition of this body, and the manner of its appointment could be determined later, and should not prove a very difficult problem once the principle were adopted. The Board might be chosen from the Bench or one member taken from the Commission, one from the Service and a third selected by

these two. The details of the method to be followed are not so important so long as men of the right type are secured. Of course we recognize that the decisions of such a body, however composed, could not be infallible, for infallibility has not yet been found in human affairs, and any Court of Appeal, from the Privy Council down, may sometimes give faulty judgments. Nevertheless we submit that the appeal method is the most satisfactory known procedure for the adjustment of disputes.

Whitley Councils

An important subject to come before the convention of the Civil Service Federation to be held in Ottawa, March 8, will be the question of Whitley Councils and their possible application to the Civil Service of Canada. The Whitley scheme in the main, as many readers of *The Civilian* will be aware, is that in each industry organized employers and employees should form an industrial council to discuss questions affecting the industry as a whole. These councils are supplemented by district councils and workshop committees, and the usual questions which arise between capital and labour, and in the absence of such councils oftentimes are adjusted only after a strike or lockout, will be arranged by joint councils representing employers and employees. The idea is that industries are to be viewed, not as the property of employers, but as a form of national service in which all concerned will have a recognized and conscious share in control. The scheme derived its name from that of the Hon. J. H. Whitley, chairman of a sub-committee of the British Reconstruction Committee, which was appointed to consider the relations of capital and labour. The committee issued its first interim report in 1917. This report was followed by a number of others in the same year, and the final report was made in 1918. Since these reports were issued the principle of joint standing councils has been applied to a great many industries in Great Britain, notably in the building trades, and in the textile and shoe trades. As the result of demands on the part of the organized British Civil Service the Whitley principle has been applied to several departments of the British public service. *The Civilian* has from time to time contained articles on the progress that is being made in Great Britain in this direction. The question of the application of the Whitley scheme to the Canadian Civil Service will be on the agenda of the convention; the Federation officers' reports will include full information on the subject and it is expected that a liberal share of the deliberations of the convention will be devoted to a discussion of the question.

Classification

Where is Classification? This is a question that one meets with everywhere in Civil Service circles nowadays, and many and varied are the rumours in circulation with regard to the subject. To the best of our information, classification is now nearing its preliminary completion and will go into effect as provided by the Civil Service Act, on April 1, next. It is practically assured, moreover, that Parliament will antedate the measure to April 1, 1919, in order that those whose salaries are increased may receive the benefit of the increase from that date, in compliance with the promise of the Government. An Order-in-Council has been passed indicating the policy of the Government in this respect. Apart from this, it is not likely that there will be any amending legislation with respect to classification at the present session of Parliament, notwithstanding the loudly heralded attack that is to be made upon the merit system by the patronage group under the leadership of Sir Sam Hughes. In other words, classification, which is now the law of the land, will stand, and although some of our readers may not agree with us, we still adhere strongly to the opinion that it is well for the Civil Service that such is the case. We of course recognize the fact that the classification in its present condition is very unsatisfactory in many respects, but even so, as between classification and the old patronage evil, we are for classification every time, and we would here warn our readers that the rejection of classification would provide the patronage gang with just the opportunity for which they are ever ready and waiting to strangle the merit system and drag the Service back into the meshes of party politics. We have, moreover, sufficient optimism to believe that the defects of classification, as pointed out by our organizations from time to time, however many and serious, can and will be remedied in due course. We are convinced, however, that before this result can be attained, certain definite reforms are required, notably the establishment of a permanent and properly constituted Appeal Board to hear individual as well as class cases, the appointment of personnel committees to be chosen from the staffs of the various departments to co-operate with and advise the Commission in the administration of the classification, the enactment of a satisfactory and comprehensive measure of superannuation and the provision of an adequate and rationally applied bonus. When the Government and the Commission recognize the imperative need of these reforms, and not until then the classification system will bring about that which we have a right to expect from it, namely, a contented and efficient Service, standardized working conditions, equal pay for equal work and adequate pay for all work. In the meantime we hope civil servants will give classification a chance, and that they will neither be carried away by premature apprehensions

or panicky agitation, nor condemn a measure that is sound in principle because of particular defects that are capable of rectification.

Superannuation

It is some satisfaction to know that the Government intends to introduce at the present session of Parliament a partial measure of Superannuation to cover pressing cases at present existing in the Service. It is understood that the bill will merely provide for the retirement of civil servants now in the Service who by reason of age are no longer capable of performing their duties. Thus we shall at least be relieved of the harrowing spectacle of aged civil servants lingering on in harness to the point of death owing to the lack of financial provision for their declining years. We recognize that this class requires special legislation and indeed our organizations have pointed out upon occasion that it would scarcely be practicable to adopt a general measure of superannuation to their case. It is earnestly to be hoped, however, that the Government will not allow this temporary expedient to overshadow the larger and infinitely more important phase of the problem, which is the need of the enactment of a general and adequate superannuation law to meet the future requirements of the entire Service. The Civil Service Association of Ottawa has a very active Superannuation Committee, the chairman of which, Mr. A. C. Campbell, of the House of Commons staff, is highly qualified by experience and ability to deal with the subject. This committee is now engaged in evolving a effective superannuation scheme and its recommendations should be of great assistance to the Government when the question of a genuine superannuation bill at length receives the long-delayed and urgently required attention of the latter body. In the meantime we must accept the partial measure of relief that is now being granted in the patient expectation that it will prove to be the forerunner of more comprehensive action.

Our Mutual Friends

Stories of conspicuous and prolonged success feature the page of this issue devoted to "Our Mutual Friends." The three societies whose work is dealt with are outstanding examples of co-operation at its best. The two Mutual Benefit societies perform a service of great value to the families of deceased members in furnishing ready money at the time of greatest need. Aside from this, they offer an insurance in the ordinary sense that no civil servant can afford to ignore. The Savings & Loan Society has a field to itself, loaning to civil servants under very advantageous conditions and affording special attractions to savings accounts. All three societies are in flourishing condition and promise to give many more years of useful service to their members.

The retirement from active service of Mr. W. A. Code, of the Post Office Department deprives several civil service organizations of a valuable officer. In the P. O. D. Mutual Benefit Society he held the all-important post of secretary-treasurer. The Savings & Loan Society had his services on one of its boards. In affairs of the Civil Service Association he took an active part for a number of years and he was always ready to lend a hand when any civil service movement needed help. Men with the ability and desire to be of service to their fellows are all too few in the Civil Service and the loss of such a one as Mr. Code is always felt. But Mr. Code has earned his superannuation and everyone hopes that he may enjoy it for many years.

The Minister of Finance has raised the interest rate on the Retirement Fund from four per cent to five per

cent per annum,—with a string on the increase which will enable him to play “Indian giver” under certain circumstances. *The Civilian* believes that the new Minister of Finance is an able and progressive man and that, like his predecessor in office, he fully appreciates the anomalous and absurd conditions of certain relationships between the Government and its employees. It hopes that he will grapple with some of these problems before other cares absorb all of his time and submerge his kindly intentions, as occurred in the case of Sir Thomas White. He should be warned, however, that no increase of interest will make the Retirement Fund popular in the Service. The government’s employees will be satisfied with nothing short of a new and equitable Superannuation Act. It would be very nice if such a law could be referred to as “the Drayton Act”



Mr. CLARENCE JAMESON

Chairman of Board of Hearing and Recommendation.

THE ONLY ONE SATISFIED

It was not the burly policeman
As he slowly paced his beat,
Stopping at frequent intervals
To stamp his freezing feet.
It was not his mate in the roadway,
As like a rock he stands
To regulate the traffic
With white gloved warning hands.

It was not the hardy fireman
When with clang of bells he drove

In the teeth of the stormy brizzard,
Away from the red hot stove.
It was not the man at the nozzle,
As the streams of water froze
Like the ice around Niagara,
As the ice bridge slowly grows.
It was not the bunched-up teamster,
As he drove his load of coal,
With muffler well about his neck,
And nought to cheer his soul.
His horses perhaps might get some rest,
As they tugged at the heavy load,
But no warmth was his unless he ran
By his horses on the road.

It was not the lively postman,
With his budget of joy and woe,
His hand crammed full of letters,
And his bag half full of snow.
Whatever the weather, the postman
Must not stop up on his way.
Did he not show up at the proper time,
What would the public say?
It was not the wearied workingman,
Trudging home with wearied feet,
Or trying to board a street car,
Where he could not get a seat.
It was not the pretty typist
With ankles trim and neat,
Whose skirts failed to protect them,
So far off from her feet.

Then who was the one that was satisfied,
While others stamped and raved?
Who was the one that felt content,
And the arctic weather braved?

'Tis rather hard the riddle to guess,
And known but to a few,—
'Twas the restless snow white denizen,
The Polar Bear at the Zoo.

HENRY A. ASHMEAD,
Letter Carrier,
G.P.O., Toronto.

—CSFC—

DIZZY'S RAP AT HIS OLD FOE

Dizzy's unpublished novel will be read with eager interest by all who care to learn his view of his great rival, Gladstone, who is therein portrayed as Joseph Toplady Falconer. In denying him any sense of humor the novelist does not exceed the privileges of poetic license, for certainly his model was always in grim, serious earnest. In declaring however, that he was never seen to smile Disraeli somewhat maliciously exaggerates, for Gladstone's smile was not infrequent, and was among his many personal charms.

But it must be remembered that the novel was written when the two statesmen had long been settled and unrelenting foes, and Dizzy was a good hater.

—CSFC—

A FOXHUNTING INCIDENT

A rather unusual incident took place at a recent meet of the Westmeath, near Killynan, reports the Times, London.

It was found that the deer from the well stocked park had discovered an outlet in the boundary wall and were at large in all directions. The hunt had no idea of the situation until the pack dispersed hither and thither, and in couples and small batches hunted the deer all over the neighborhood. When at last they were collected, it was found that a couple were missing. They were found later; they had killed a deer and were contentedly eating him.

The Railway Mail Service

Examinations that Examine

(By C. M. Sinclair)

Continuing the story of "Examinations that Examine" begun in the last number of *The Civilian* there follows here a list of the "top notchers" in the different years. It will be seen that many of them are chasing "Jimmie" Anderson closely. He will need to keep his shining armor on.

The following have made 100 per cent at Case Examinations during the past seven years in the Province of Ontario; being an average of one man in every 45 and the average percentage made during the past ten years by all Railway Mail Clerks in Canada, has been 94.60 per cent. These tests were on a basis of 1000 cards in the Province of Ontario.

Ry. Mail Clerk	District	Hr.	M.	Sec.
W. E. Alguire	Ottawa	1	16	—
J. Eagleson	"	—	36	—
R. H. MacNabb	"	1	09	—
G. T. Brown	"	—	44	—
F. P. Lysaght	Toronto	—	46	—
A. E. Cain	"	—	37	—
H. B. Feir	"	1	05	—
G. B. Stanton	"	—	24	03
H. M. Brown	"	1	14	—
J. C. Gates	London	1	08	—
J. D. Anderson	"	—	28	—
S. C. Calcott	"	1	06	—
J. W. Stewart	"	—	21	33
C. Pierson	"	1	01	—
A. E. Cain	Toronto	—	32	—

H. B. Feir	"	—	59	—
G. B. Stanton	"	—	22	23
G. T. Brown	Ottawa	—	35	—
W. E. McIntyre	"	1	39	—
J. Eagleson	"	—	46	—
W. E. Alguire	"	1	25	—
F. Desrosiers	Montreal	—	39	—
G. F. Doran	Ottawa	—	37	—
J. Eagleson	"	—	40	—
J. D. Anderson	London	—	21	—
B. S. Merrifield	"	—	41	—
J. A. W. MacKay	"	—	54	—
J. J. F. Deane	"	—	30	—
J. H. McRae	"	1	04	—
J. W. Stewart	"	—	38	—
A. M. Thompson	"	—	46	—
M. E. Peacock	Toronto	—	48	—
H. B. Feir	"	—	57	—
T. C. Devitt	"	1	37	—
E. Beal	"	1	—	—
G. F. Doran	"	—	38	—
W. E. McIntyre	"	1	14	—
W. E. Alguire	Montreal	1	32	—
F. Desrosiers	"	—	29	—
G. Doran	Ottawa	—	35	—
T. C. Devitt	Toronto	—	58	—
N. D. McDonald	"	—	51	—
A. L. Barclay	"	—	37	—
W. A. Campbell	London	1	03	—
W. R. Ashman	"	—	50	—
F. N. Allen	"	—	48	—
J. J. F. Deane	"	—	26	—
J. A. W. MacKay	"	1	11	—
W. R. Ashman	London	—	50	—
A. M. Thompson	"	—	37	—
H. W. McGill	"	—	56	—

J. J. F. Deane	"	—	26	—
G. F. Doran	Ottawa	—	37	—
E. Beal	"	1	38	—
E. Beal	"	1	09	—
J.A.W. MacKay	London	—	59	—
W. R. Ashman	"	—	44	—
A. M. Thompson	"	—	35	—
G. S. Cline	"	1	05	—
J. D. Anderson	"	—	17	28

The following tests were on the basis of 1000 cards, provinces of Manitoba and Saskatchewan from Winnipeg standpoint.

Name of	District	Hr.	M.	Time
Ry. Mail Clerk	District	Hr.	M.	
W. E. Froome	Winnipeg	—	44	
R. A. Borland	"	—	38	
W. E. Froome	"	—	36	
V. K. Meades	"	—	47	
T. A. Miller	"	1	02	
F. Swinford	"	—	38	

Working mixed cards for more than one province is much more difficult than sorting cards for only one province. Similarly a fixed standpoint makes the work slower, consequently comparison cannot be made between East and West for this reason.

Here follows a list of some of the most notable performances by railway mail clerks in the United States, the number of cards (71) per minute handled by Mr. Gavin is truly extraordinary, when you consider that he never made a slip in even one.



R. A. BORLAND



W. A. CAMPBELL



G. T. BROWN

Name.	Separations made.	Cards handled.	Time.	Cards per minute.
F. D. Gavin	69	776	.11	71
"	73	719	.11	65
"	41	1115	.20	56
"	47	820	.17	48
L. J. Nichols	60	892	.19	47
R. W. Stouch	44	857	.20	43
R. Haase, Jr.	70	1094	.27	41
W. N. Wager	88	921	.22	42

All the above made 100 per cent.



B. S. MERRIFIELD



A. M. THOMPSON

To the reader outside the Railway Mail Service, I would ask in conclusion to reflect for one moment what 71 cards a minute means, viz.: to think out one and three-quarter mental problems, absolutely correct at that, every second of time for 660 seconds, and not alone to think them out but to suit the actions to the

thoughts and place 776 cards in their correct pigeon holes. I doubt if you can put 776 cards in 69 pigeon holes in 11 minutes, helter skelter, without ever looking at them, let alone studying each one separately. Try it, and when you fail, as you will, make a solemn vow to never again say there is not part of the Civil Service where life is strenuous. C. M. SINCLAIR.

WESTERN CANADA IMMIGRATION ASSOCIATION

The regular monthly meeting of the Western Canada Immigration Association, Winnipeg, was held at the Association rooms, on February 5, at 8 p.m. and was well attended. The president called the meeting to order.

Business of a special nature included the selection of a delegate for the coming Ottawa convention of the

Federation, and the matter of affiliation with the Trades and Labour Congress. It was decided that these matters would be put to a ballot vote of the full membership. Five names were then brought forward to be voted on for delegate. Other business dealt with principally concerned finance.

CHAS. CARR,
Secretary.

DOMINION C. S. ASSN. OF B.C.

The annual general meeting of the Dominion of Canada Civil Servants' Association, British Columbia, was held in the O'Brien Hall, Vancouver, B.C., at 8 p.m., Tuesday, February 10, 1920.

The President, Mr. E. A. Burns, occupied the Chair.

The Treasurer read the financial report, certified by the auditors, and it was moved that the same be accepted. Mr. A. M. Scott read a report on the Affiliation Committee, and it was moved that three delegates be appointed to meet the delegates from the other associations to go into the matter of closer affiliation. Messrs. A. M. Scott, A. T. Miller and W. M. Chapman were named as the committee. The amended constitution was read over thoroughly, and it was moved that the same be adopted, and that the Secretary be instructed to have the necessary copies printed.

The following resolution was passed unanimously, to be sent to the Civil Service Federation of Canada,—

“That the Civil Service Federation be urged that the matter of Cost of Living Bonus for the next fiscal year be considered and taken up with the Government immediately, and not delayed until the Civil Service Convention in March. Further that the method of paying the bonus be on the same lines as in 1919-20, but that the maximum amount of bonus be \$720 in place of \$420. This amount to be reduced on a sliding scale according to salary, as has been done this year.”

The meeting proceeded to the election of officers and executive for the ensuing year, which resulted as follows:—

President, E. A. Burns; vice-pres., G. A. Stevens; sec.-treas., H. E. Warburton. Executive, Messrs A. T. Milner, A. M. Scott, Kenneth Chester, R. H. Cairns and J. McMurphy. Auditors, Messrs. F. MacLachlan and E. R. Costello.

After a very lengthy discussion it was unanimously moved that this Association would not affiliate with the Trades and Labour Congress of Canada.

The annual fee of the association was increased from \$2.00 to \$5.00.

H. E. Warburton,
Secretary.

The
Collector of
Comments

Dominion Customs Officers Association

The
Unofficial
Surveyor

THE DOMINION CUSTOMS OFFICERS' ASSOCIATION

We are blossoming forth under a new title, the old name slightly changed. "A rose by any other name", etc. The new name expresses clearly, and without possibility of confusion, the name and object of the organization.

The votes on pooling of expenses of delegates, and affiliation with labour have been polled and the returns completed. The vote was large and opinions very clearly expressed on the two questions. Pooling of expenses was approved by a very large majority, and opposition to present affiliation with labour was shown in even larger numbers. No comment is needed on those significant returns.

The final adoption of an amendment to the Bonus Order in Council which removed the obnoxious condition as set forth in section 7, by which deductions of salary were made after a limited leave of absence, has been welcomed by the officers affected, and checks of arrears were promptly issued. In one Branch the members contributed a dollar each for the past three months towards a sick officer, whose bonus was cut off by this arrangement.

Mr. B. C. McCann, President of the London Branch, and a well known figure at the D. C. A. conventions and meetings, was honoured by his fellow citizens recently, by his election as chairman of the Public Library Board. Mr. McCann is a prominent man in civic affairs of London, and has held many important positions including the presidency of the Canadian Club.

The question of the financial year and fees having been settled, it behooves the secretaries to look up their members and have them "come across" as soon as possible. The D. C. A. is being run too cheaply, although highest praise is due to the men who have given our cause their hearty financial support in the past, making many sacrifices in doing so. Legitimate expenses have to be met however, and the members who are

benefiting are expected to pay the shot.

The Convention Souvenir Number will be issued shortly, and is expected to mark a new era in publications of this kind, in its make up and value from an informative standpoint. It is expected to be of interest, not only to the members of our organization, but civil servants in general, the public and importers. Articles have been kindly contributed by a number of gentlemen, whose expert knowledge, fluently expressed, makes interesting reading. It will have a large circulation, and will be found in homes from the Atlantic to the Pacific. The book is expected to add materially to the prestige of the D. C. A.

Obituary Notices

The death occurred February 11, after a lingering illness of Mr. W. J. McKenna, chief accountant of Montreal Customs, son of the late Mr. Thomas McKenna, who half a century ago was a noted figure in the political life of Montreal. Mr. McKenna entered the Customs service in boyhood, in the time of M. P. Ryan, and moved up step by step to the important position he held at the time of his death.

Mr. McKenna will be remembered as an upright and always dependable genial friend, of whom it may be said that "to know him was to love him."

The late Mr. McKenna took a deep interest in our organization and his counsel and sympathy for our cause will be greatly missed.

Two members of the Quebec Branch have passed away recently and the following resolutions indicate the respect in which they were held by their fellow members.

Whereas it has pleased the Almighty in His wisdom to call to Eternal Rest the soul of the late lamented Donat LaRiviere,

Whereas the members of this Association have learned with deepest regret of the passing of their esteemed friend and confrere who by his unfailing courtesy and good fellowship endeared himself to all the members,

Resolved that this Association convey its deepest sympathy to the family of the deceased and that a copy of this resolution

be inscribed in the minutes of the meeting and further

Resolved that a copy be sent *The Civilian* for publication.

Whereas it has pleased the Almighty in His wisdom to call to Eternal Rest the soul of the late J. E. Trudel;

Whereas the late lamented J. E. Trudel had been for forty years an employee of the Customs Dept. and during this long period gained the love, respect and esteem of his chiefs and confreres;

Whereas he had been a member of the Quebec Customs Assn. since its foundation;

Resolved that this Association convey to the family of the deceased its sincere sympathy and that a copy of this resolution be inscribed in the minutes of the meeting and further

Resolved that a copy of this resolution be sent *The Civilian* for publication.

—CSFC—

NO ANARCHIST NEED APPLY

Mr. H. A. Hunt, Secretary Niagara Falls Immigration Assn. writes *The Civilian* in reference to the raids that have taken place in the U. S. upon alleged anarchists and others and he states in part as follows,—I deemed it expedient at this time on behalf of the officers at this port, to give you the following figures, and comparison, of admissions and rejections at this port for the years 1918 and 1919, from which you will observe a tremendous increase in the number of rejections, and an appreciable decrease in the number of admissions for the year 1919, as compared with 1918, as follows:—

FOR THE YEAR 1918

Admissions	3723
Rejections	2088
Total	<u>5811</u>

FOR THE YEAR 1919

Admissions	2456
Rejections	5529
Total	<u>7985</u>

If I Were King

(By King)

Whilst evolution in social and in industrial life is ever a slow and gradual process, yet there are certain periods in the world's history in which progress, or in some cases retrogression, has been so accelerated and marked that they stand apart and are regarded as new epochs. The birth-labour of a new one is at present very much in evidence. Not since years contemporary with Christ has it been allotted to man to live in such changing and momentous times as the present and the late past; and, perhaps, not till His Second Coming will so much history again transpire in so brief a time. Our spiritual atmosphere is surcharged with the electricity of thought and inspiration which impelled millions of souls to face death for principle and justice. It is a most uncongenial and unhealthful environment for grafters, profiteers, despots and all non-observers of the Golden Rule. If "All the world's a stage", it would seem that Nemesis is now about ready to overtake the villains of the plot, loosen their strangle-hold, and restore to all the stolen birth-right of "Life, Liberty and the Pursuit of Happiness". The Golden Calf is about to be overturned and Justice enthroned, the aristocracy of mind and service superseding that of wealth and self-interest. Till wealth ceases to be regarded as anything more than a means to an end, it were idle to talk of the birth of a new and better age. That can only come and bloom in full vigor when wealth is made to minister primarily to the essential needs of mankind generally.

After religion, the first need of man is food, raiment, fuel and shelter. To supply these without stint is the most fundamental and important of all governmental duties and responsibilities. Whilst there is a single product in the nature of a luxury that hasn't first been taxed out of existence, it is the height of injustice and economic folly to tax a necessary of life. Yet no matter how much Governments, past and present, old and new, Liberal, Conservative and Union-

ist disagree on other policies, they are of one mind in disregarding this principle of political economy. With diamonds free, as at present, and with woollens paying a tariff-tax of 42½%, it is no marvel that winter months find many pseudo-society leaders dressed mostly in diamond-rings and pearl-necklaces, whilst an ever increasing army of the poor are clad in more modest and more shoddy substitutes. In any town or city where willing hands can't find work at honest wages, diamonds, automobiles, expensive gowns and all kinds of luxuries are so many crying shames — not so much to their owners as to existing laws which make such extremes inevitable. It is childish to contend that they have been fully paid for, and its nobody's business save their owners'. If desirable, it would be quite feasible to produce certain luxuries to such an extent that they would become as free and common as the air we breathe. In such a case we would all have these luxuries, but we should all go hungry. Would the luxury-fed, otherwise starving, ones then claim that luxuries are no one's business except their owners'? In governments "of the people, by the people, for the people" it is, therefore, very much everyone's business to see that uncontrolled production be not allowed to incubate and hatch the ill-mated birds of ill-omen — hunger and luxury.

(To be Continued)

—CSFC—

SCHOOL BOY LOGIC

At a school one day a teacher, having asked most of his pupils the difference between an island and peninsula without receiving a satisfactory answer came to the last boy in the class. "I can explain it," said the bright youth. "First you get two glasses. Fill one with water and one with milk. Then catch a fly and place it in the glass of water. The fly is an island because it is entirely surrounded by water. But place the fly in the glass of milk, and it will be a peninsula because it is nearly surrounded by water." The boy went to the top of the class.

THE LUCKY STAMP

I'm a stamp—
A postage stamp—
A three-center;
Don't want to brag,
But I was never
Licked
Except once;
By a gentleman too;
He put me on to a good thing;
It was an envelope—
Perfumed, pink, square.
I've been stuck on
That envelope
Ever since;
He dropped us—
The envelope and me—
Through a slot in a dark box;
But we were rescued
By a mail clerk,
More's the pity;
He hit me an awful
Smash with a hammer;
It left my face
Black and blue;
Then I went on a long
Journey
Of two days;
And when we arrived—
The pink envelope and me—
We were presented
To a perfect love
Of a girl,
With the stunningest pair
Of blue eyes—
Say, she's a dream!
Well, she mutilated
The pink envelope
And tore one corner
Of me off
With a hairpin;
Then she read what
Was inside
The pink envelope.
I never saw a girl blush
So beautifully!
I would be stuck
On her if I could.
Well, she placed
The writing back
In the pink envelope;
Then she kissed me.
Oh, you little godlets!
Her lips were ripe
As cherries,
And warm
As the summer sun.
We—
The pink envelope and me—
Are now
Nestling snugly
In her bosom;
We can hear
Her heart throb;
When it goes fastest
She takes us out
And kisses me.
Oh, say
This is great!
I'm glad
I'm a stamp—
A three-center.

—CSFC—

FORGIVING ONES ENEMY

Sunday School Teacher: Did you ever forgive an enemy?
Tommy Tuffnut: Oncet.
Sunday School Teacher: And what noble sentiment prompted you to do it?
Tommy Tuffnut: He was bigger dan me.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

The Western Strike

The following memorandum was issued to the Civil Service Commissioners for their guidance in the re-establishment of members of the postal service who became involved in the industrial disputes of last summers,—

Many evidences have reached the Department of Labour from ex-Postal employees that they now recognize they participated unwisely in the sympathetic strike in Western Canada last May, and that they sincerely regret the action they then took. The gravity of their offence against the State being now realized, the Government has given consideration to the possibility of removing the bar to their application through the Civil Service Commission for re-employment in the public service, and His Excellency the Governor-in-Council is disposed to exercise clemency so far as reasonably consistent with necessary discipline.

Ex-Postal employees may therefore be considered as eligible to be appointed to positions in the Civil Service for which they make application as vacancies occur, and to which, in the opinion of the Commission, they are justly entitled under the regulations, subject to the following conditions:

Ex-Postal Workers must not be re-employed in the Civil Service without the approval in each case of His Excellency the Governor-in-Council.

Inasmuch as a number of those affected have been a long time in the public service, and are now past the age limit fixed for new employees entering the Service, it will be permissible for the Commission to appoint them notwithstanding the age requirement.

In every case before being re-appointed, satisfactory assurance must be obtained that a repetition of the offence will not occur.

The Trend of Toronto

This by the hand of Georgeff, the scribe, sitting in the Department of Registers at Toronto, city of great expenditures, and recording the

words of his brethren, servants of the Government.

And there came one who asked,—“What know you, brother, of this act whereby I am classified? How shall I be placed and where? Shall my years of service be counted to me?” Thus replied a teacher, a great man in the Service, and one with knowledge,—“Brother”, said he, “you shall be the round peg in the rounded hole according to the Government Order, which is set forth and printed but not for the understanding of the ignorant”. And the servant departed wondering for he had read the Order and was not wise.

There passed by another whose tongue enquired many things. Said he,—“My length of service is of many years; lo, I have been faithful and diligent in all that time, bending low under great burdens of debt because of my small salary; do my lords, the Commissioners say that I and my fellows are worth less per annum than are the officers who keep the peace of my city?” Said the scribe,—“What shall they receive?” “Of dollars, thirteen-hundred and fifty in the first year, thereby rising to their limit of eighteen-hundred and fifty within three years, together with uniforms which saveth their own clothing, and rides free to and from their labour, neither of which are given to scribes of our Department, who receive at the utmost three hundred dollars less per annum. Surely, these things are not known to my lords, who govern us?” Thus said the man of great learning, “Brother, doubtless, they do not know, but when they do, will they implement — which meaneth greatly increase — your salary.” “True, O great one! for they purpose fairness and they say they will be like unto Solomon, who was just, and dealt wisely with his servants.”

But sayeth another scribe, “Is it not an order that our wages be settled by expert advice which cometh from the South of this country? How shall they give unto us less monies that those which their own Government have determined shall be the salaries given to their own servants?”

Said the scribe, and the great man, together, both being interested, “What shall that Government pay?”

“From *The Civilian* printed in the month of December, oh! brothers, I read.” Harken to the statement made by Grierson, Sahib, who knoweth whereof he writes,—

“The Government employes in the United States are asking, and will secure, a minimum wage for full time adult service, of \$1,320, rising in six years to \$2,200. . . . They present figures proving that \$2,262.47, is the minimum amount upon which a family can live in decent health and comfort. Conditions in the States are so nearly identical with our own, unless they are better, that the article fits us exactly. . . .”

“Then, doubtless, will our lords, the Commissioners, make all things equal to us, scribes of the Government, whose house have they lately set in order?” And the great man, stroked his beard, and muttered therein. Said he, “Without doubt they should when the matter is brought before them. But must we wait until the meeting of the Assembly. Then without doubt will our lords assembled right injustices and mend wrongs.”

One, halting near, and a servant of the Government, said, “Shall this matter of the bonus, be brought to a settlement in our favour, oh! great one?”

And he said,—“That I know not, but there be great murmurings and discontent abroad in the Service because of the great cost of living which presseth sore upon all men with a fixed salary.” And the other said, “My salary I know sufficeth not to pay for bread, and meat, and drink for my family. How shall a father be contented when his young ones murmur? And it is written, by the wise men of this land. ‘Take unto yourselves wives that ye may increase the population.’ How shall it be that a man obeyeth cheerfully when his wife and young ones have not sufficient meat for their mouths and clothing for their bodies?” Said the great man, — ‘Hath not the Prophet said, ‘Take

not thought for the morrow? And the scribe, for he had many of a family, replied cheerfully, for he was of a great good nature, though paid not overmuch. "When East meets West, and dwelleth together contend-ed. then shall the words of the Prophet be comfortable." He laughed a great laugh.. "O! great one, to-mor-row cometh never. Why, therefore, should I take thought for it? To-day, and its salary, is my trouble. I would, for myself, that this matter of sufficient daily bread be brought before our lords. A wise Government maketh men satisfied. Brothers! such is the saying written in the Law."

And as the scribe sat, there passed by a sound of great wailing. Enquiring of the cause from the mourners, did he discover that one of his brethren, one young, and of good cheer, by reason of the plague abroad at present in the land had been seized suddenly and thereby passed out. Crifford Borthwick, servant of the Mails of Britain, was he. Peace to his ashes! His fellow servants lament him. To his friends do they offer great sympathy.

"Lo! some we loved, the goodliest and the best
That Time and Fate of all their vintage prest,
Have drunk their cup a round or two before,
And one by one crept silently to Rest."

And yet another lieth ill, the Sahib Grierson, of whose labours in our service few think upon or give great heed. As it is written, brethren, "May he live a thousand years. May his shadow and his substance never grow less."

Also, brothers, be there any of ye who have opinions sensible, and according to your service, to give unto the scribe, thereby improving our service, write or come to see your scribe, who signeth himself, your servant,

GEORGEFF MILLNUR,
Toronto.

Notes from Kingston

The staff is pleased to see Harold Nicholson, honorary treasurer of the clerks' association, around again. He contracted a serious ailment during the Christmas rush and was confined to the house for over six weeks.

James F. Kane, president of the local association, and S. A. Morris, of the night staff, have been elected delegates to the forthcoming Convention.

Thanks are due to the Dance Committee for their energy, organizing ability and hard work in connection with the second annual dance of the postal employees of Kingston. Due to their efforts, the dance was a great success, financially and otherwise.

The "tentative" Classification still continues to be discussed. It is felt by many that those performing the

classifying have so far ignored the Act, and that schedules and positions clearly applicable to CLASS FOUR offices have not been given to them.

This branch would like to see *more* news and views from other offices in these columns. This column has been kindly allotted to us — it is our Forum, and here, in the interim, should be discussed matters of interest to postal clerks in general.

Vancouver Notes

A meeting of representatives of the local branches of the A. P. W. Customs Association, and Civil Service Association, took up the question of closer affiliation, through the medium of joint local councils. After a thorough discussion, the meeting unanimously endorsed the proposal. It was decided to request each organization to elect three delegates to the proposed council. The A. P. W. at their last regular meeting elected J. B. Metcalf, J. McConaghy and W. A. Squires to represent them.

The Vancouver Branch, A. P. W. is advocating demanding a minimum salary and bonus combined, of \$1,558.00. These figures represent the cost of living for a family of five, according to the "Labour Gazette." Do you see the point?

INTELLECTUAL WORKERS FORM A FEDERATION

Intellectual workers in Paris, France, have formed a federation, which has been given recognition by labour organizations. Dramatists, engineers, scientists, teachers, artists, poets, song writers, journalists and dramatic experts are eligible to membership in the federation.

—CSFC—

I for one always feel that we as Civil Servants can learn a great deal from our industrial colleagues in the labour world, and their methods of organization. Some of us I know still think it "infra dig" to belong to a Trade Union, and prefer to think that our Service Associations are not Trade Unions, but something much more proper and ladylike or gentlemanly, as the case may be. This was brought home very forcibly to me in the recent dispute at the Savings Bank Department Womens' Refreshment Club.

ROSE SMITH-ROSE,
In London "Civilian"

SIX FACTS

1. Labour has not heretofore received its full share of the wealth of the world, and a new adjustment must now be made.

2. Labour has a right to organize for self-protection — and a right to require recognition of its organization.

3. Every man who works has a right not only to reasonable food and clothing but to reasonable leisure for the cultivation of the finer things of life.

4. Capital also has its rights, and the accumulation of wealth by all honorable means should be recognized as a duty a man owes himself, his family, and his state.

5. The absurd idea that "honest labour" means only manual labour must give way to the true conception of the worker as a man who honestly tries to render service to his fellows either by hand or brain or both.

6. Like old Mazzini, each of us must think about "the duties of man" as well as "the rights of man."

LABOR OF HAND AND BRAIN

Labour can never carry out any successful or properly conceived program until it recognizes that the man who works with his brain is as truly a worker as the man who works with his muscle. Shakespeare, Edison, Dickens, Mozart, Seaman, Knapp — these men were as truly workers as any hod-carrier or coal-miner. The refusal to recognize this fact is the stupendous blunder of the Bolsheviki, and there is no hope for Russia until a change is made in this respect. The British Labour Party very wisely includes both brain workers and hand workers as members on an equal footing.

—CSFC—

The Grand Council of the National Association of Marine Engineers of Canada concluded on February 20, at Ottawa, its fifteenth bi-annual convention. At their request Mr. P. M. Draper, secretary of the Trades and Labour Congress of Canada, addressed the council, pointing out the advantages that would accrue from affiliation with that body. After hearing Mr. Draper, the council decided to affiliate.

NEW BONUS REGULATIONS

By Order-in-Council No. 275 dated February 7, 1920, some new interpretations and amendments to existing bonus regulations are established. That part of the Order which relates to interpretations may be briefly summed up thus: — (1) Employees who were in the Service April 1, 1919, and subsequently left, are entitled to a bonus for any period of employment subsequent to that date, computed according to class of bonus; (2) In the case of employees transferred from one branch of the Service to another the Departments affected are to pay the bonus pro rata according to the period of service in each Department; (3) Once a Department has its pay-list approved no further approval is necessary except in a few instances which affect new appointments, changes, increases, etc.; (4) It is pointed out that with certain exceptions the bonus is intended to be in substitution for, and not in addition to, provisional or bonus allowances including what is known as the "western provisional allowance" and Orders-in-Council affecting this western provisional allowance are repealed; (5) Employees under eighteen years of age are not barred from receiving the household bonus if otherwise eligible; (6) Changes in salary carry a consequent change in bonus, the change to operate from the time the new salary goes into effect; (7) The special allowance given private secretaries is included in the definition of "income" and in computing the value of subsistence allowance in the case of certain employees a uniform fixed amount equivalent to the average value of board, uniforms, etc., may be reckoned as part of the employee's income, instead of making a computation in each case; expenses other than normal living allowance are not regarded as living allowance; (8) Statutory holidays are not regarded for bonus purposes, as part of an employee's leave on pay; (9) In case an employee benefits under re-classification and his bonus thereby becomes reduced, deductions in respect thereof are to be made from future payments; (10) Employees outside Canada whose salaries are less than prevailing local rates are entitled to a bonus if otherwise eligible.

In order, apparently, to give effect to these interpretations and to adjust other matters certain amendments are made in the original and amending

Orders-in-Council establishing the bonus regulations. These, briefly summed up, provide: (1) That an employee who refuses to make a declaration as to date of birth, fact of marriage or responsibility as the supporting head of a household, shall not be entitled to claim the benefit of the proviso in Section 1 of the bonus regulations which provides that the bonus regulations shall not reduce an employee's combined salary, bonus and living allowance. The same applies in the case where an employee's bonus regulations. These, briefly of the regulations by reason of his responsibility as the supporting head of a household ceasing to exist.

(2) A new section is introduced providing that any employee who entered the Service between April 1 and July 15, 1919, upon a definite understanding that he would receive an income of a certain amount shall be entitled, notwithstanding any of the provisions of the regulations, to receive a bonus sufficient to render his total income equal to the sum agreed upon; income in this connection to be as defined by the original regulations.

(3) The section relating to who may receive the household bonus is amended by making it applicable to any otherwise qualified person "irrespective of age."

(4) Section 6 of the regulations is amended by striking out the clause which provided that in the case of an employee in receipt of a living allowance, there should be a deduction from his bonus of such proportion of the total bonus as the value of the living allowance might bear to the total income.

(5) Section 7 of the regulations which provided that the customary absence on leave with pay (not to exceed one month in a six months period) was not to be considered as affecting the status of an employee as a full time employee is struck out and a clause substituted which provides: (a) that if an employee be on leave with pay full bonus shall be payable; (b) if the employee be on leave with half-pay, half-bonus only shall be payable; and (c) if the employee be on leave without pay no bonus shall be payable during the period of his absence. It is also provided that in the case of temporary employees, no deduction shall be made by reason of brief absence on leave in excess of the period allowed by Civil Service regulations on account of illness.

(6) Section 9 of the regulations is amended to provide that bonus payments shall be made on the regular pay-day of the Department concurrently with and for the same period as regular payments of salary.

The Order concludes with the statement that persons who during the currency of the regulations have received or may receive payments of bonus contrary to the regulations as thus changed may be required to make an adjustment and, for this purpose only, the amendments are made retroactive to the date of the original bonus regulations. It is stated that the interpretations and amendments have been approved by the Justice Department.

—CSFC—

British Brain Workers

Scientists in every sphere of activity are organizing in England. The latest brainworkers to become affiliated with labour are the actors, and not so very long ago there came into being the architects' organization.

The aims of the actors are high. They are looking not only for a higher standard for the drama, wider scope for their ability and increased remuneration for their services. They are looking for the control of theatres.

"The national and municipal theatres of tomorrow will assuredly not be run by an official in Whitehall or by the local sons of Bumble", declares Mr. Ivor Brown in *The Nation*, in the course of a narration of the history of the actors' movement, "but they will be run by the actors themselves." He continues,—The Association intends to be responsible to its members for making their profession "one that everyone could be proud to belong to, a profession in which all members could live an honest and wholesome life. It also intends to give the community a pledge that every actor is a trained and competent artist."

English Architects

The Architects' Association in England, recently formed, held a meeting for the purpose of extending the movement for the formation of a union for salaried architects, quantity surveyors, draughtsmen and technical assistants. The stated intention of the union is to secure improvement of the status of the assistant, the training of professional men, adequate salaries and payment for overtime, open references and abolition of unpaid assistants.

Successful
Service
Societies

OUR MUTUAL FRIENDS

Ottawa
Opportunities
Of thrift

C. S. MUTUAL BENEFIT

Fourteen beneficiaries were handed cheques by the Civil Service Mutual Benefit Society of Ottawa during 1919. Six claims were paid on the day of death of the insured person and the longest time elapsed before payment was three days. The quick-payment feature is one of the great advantages of insurance in this society.

The amount paid out was \$3,100, — an unusually large sum,—but the Society wound up the year with buoyant finances. Investments were increased and the surplus of assets over all liabilities was \$4,408.

The net increase in membership was forty, making the total 680, while seventy-nine old members increased their policies to the \$500 limit.

Two charter members died during the year,—W. C. Bowles and William Gliddon. The average length of membership for the fourteen deceased members was twenty-four and a half years.

The Society's investments are proving additionally profitable, showing an advanced average rate of interest. All are government and municipal bonds and the valuations given in the financial statement to members are on Dominion government standard, which is very conservative.

The raising of the maximum of risk from \$250 to \$500 proved popular with joining as well as with old members, thirty-one out of fifty-six of the entrants taking the larger policy.

All the reports presented at the annual meeting, held on February 3, were most satisfactory and the officers and committees received the hearty thanks of the membership for their good work during the year.

It was decided to take steps to make the Society better known throughout the Civil Service in Ottawa. Its low premiums, high standard of security, easy method of paying premiums by deductions from pay cheques and the unique quick-payment of claims system are all strong attractions to the man or woman desiring insurance. The departments having the largest membership in the Society are merely those in which its work has been best known.

A. G. Kingston (Public Works) is president and W. J. Lynch, I.S.O., (Patent Office) secretary of the Society.

—CSFC—

SAVINGS AND LOAN

Owing to a regretted over-sight, *The Civilian* has not previously referred to the successful year's work concluded by the Civil Service Savings and Loan Society. The reports presented at the annual meeting, some weeks ago, were of that highly satisfactory sort with which the membership has become familiar.

The Society renews its boast that it has never yet lost a cent on any of its loans or other transactions.

Civil servants who use the Society as a savings bank were evidently heavy buyers of Victory Bonds, for \$4,000 of deposits was withdrawn when the first payment of the 1919 bonds fell due.

The annual meeting voted the usual five per cent dividend on shares. During the year the number of shares held increased at the expense of the deposit accounts. Deposits earn four per cent and shares have brought five per cent for a number of years, so the transfer of funds to share account means larger returns to members. Shares are withdrawable on short notice.

After paying the operating expenses and dividend and transferring substantial amounts to the reserve and provident funds, the Society had \$537 of an undivided surplus to carry forward.

Loans made during the year totalled \$21,673 and interest returns were \$1,835.

At present the Society is in a position to close up business, pay all deposits and shares in full and add a bonus of 12 per cent to shareholders. However, it has work to do in the Service and promises to carry on for years to come.

A. H. Brown is again president, J. E. Marion vice-president and F. S. James secretary-manager.

The Boards are:—

Supervision.—A. W. Grant, P. Marchand, W. C. Ronson.

Administration.—A. H. Brown, F. S. James, James Lawler, J. E. Marion, S. Rettie, H. LeB. Ross, A. D. Watson.

Credit.—A. H. Brown, L. J. Beausoleil, J. Beveridge, J. A. Doyon, W. J. Glover, Ernest Green, Wm. Mackenzie, J. C. O'Connor, S. J. Willoughby.

—CSFC—

Dollars are cheap now. This is the time to save 'em up for spending when their value has increased.

P. O. D. MUTUAL BENEFIT

Though restricted in its field of operations to the Post Office Department in Ottawa, the P. O. D. Mutual Benefit Association continues its steady growth. During 1919 it lost four members by death and eleven others took cash surrender values on their policies because they were leaving the Civil Service. These losses were more than made up by the acceptance of twenty-three new applicants for insurance, and the total membership at the end of the year was 510.

The balance sheet shows a surplus of \$6,583 over all liabilities, but the board of management, true to the safe and conservative practice that has always characterized the Society, decided not to add any bonus to policies for 1919.

The Money Order Branch retains its lead in number of members and in number of new entrants during the year, but the Accountant's Branch runs them a good second.

A much regretted feature of the annual meeting was the loss to the Society of W. A. Code, who has been the highly efficient secretary since 1915. Mr. Code is retiring on superannuation. In token of the appreciation in which his services were held, the Society presented him with a nice little honorarium.

Mr. Code is succeeded in the secretaryship by E. G. Bonel of the Money Order Branch.

The other officers were re-elected W. T. Wilson is president and Dr. R. M. Coulter, deputy Postmaster General, E. J. Lemaire and F. E. S. Grout are trustees.

This Society has now completed two-score years of beneficent work, during which time it has proved a friend in need to hundreds of widows and orphans, distressed for ready money by the taking-away of the bread-winner of the family. Members of this Society are in an unusually enviable position as they are eligible for membership in the Civil Service Mutual Benefit Society also. Members of the latter who are not employed in the Post Office Department have not this advantage.

—CSFC—

Nothing contents a man so much as the knowledge that he has provided for the protection of his dependants after he is gone.

Equal Pay
for Equal
Work

What Our Women Are Doing

In Honour
Preferring
One Another

Organization

During the last few months, since the C. S. re-classification has been brought down, much has been written in the press and elsewhere about the need of organization among civil servants. Outsiders see the faults that the civil servants don't or will not see in themselves. This does not apply to all for, about a dozen years ago, the wiseacres in the Service saw the need of organization among themselves and as a result C. S. associations began to spring into being.

One would have thought that all members of the Service would have joined at once, and through co-operation have sought to better conditions financial and otherwise. Such was not the case. Individuals always complain loudly of things as they are and assert that they are willing to do anything except the one thing that ultimately will bring relief—i. e. co-operate.

The Women's Branch was organized in 1914 with the object of giving the women a channel of their own through which to bring their ideas and ideals before the main association. When one looks back over the last six years and reviews the work done by the pioneers and carried on by the subsequent officers, one wonders why certain groups of women should wear themselves out body and soul — more particularly soul — for the sake of the many who, while not called upon to give active support, fail or even refuse to give the moral support of a membership fee to a movement that is bound to benefit them ultimately. Note, too, that the women who have worked hardest and most faithfully in the cause of the Service are the ones who have benefited least by any reforms or increases in salaries that have been consummated. When the minimum salary was raised from \$500 to \$600 through the efforts of the Women's Branch, one would have thought that the women who benefited would have rushed to join the Branch, out of appreciation if for nothing else. Not so. The thing had been accomplished without any effort of theirs, and they would continue to accept the

goods the gods provide and ask no questions. The same thing has happened with the bonus; very little of it finding its way into the coffers of the Women's Branch.

Just why in the face of such apathy the officers should make any effort to carry on is beyond comprehension. Of course it is largely loyalty to past workers and the impelling force of an ideal to be lived up to rather than any encouragement or support given that has enabled the present executive of the Women's Branch to continue the steady grind that the present condition of Civil Service legislation has entailed. One doesn't need to go into the details of their work, with its many and wearisome committee meetings, to impress on the women of the Service the need of recognizing the good that is being done by not only joining the Women's Branch but by going to all the meetings, which are called only once a month.

The March meeting, Tuesday 16th, in the Halcyon Club Rooms is bound to be interesting. Some business will be transacted at it which every woman in the Service should know about. Whether they like it or not, the Women's Branch speaks for the women of the Service, so it is up to every woman to be there to see that she is represented as she wishes to be. Keep the date free. *Tuesday, March 16th.*

A Successful Evening

The February meeting of the Women's Branch took the form of a sliding and dancing party. The members and their friends spent a couple of hours on the slide at Lansdowne Park returning to the club rooms where supper was served at ten-thirty. Dancing was enjoyed till midnight. The president and the executive have every reason to be pleased with the success of their entertainment.

For the Card players

Organized with the idea of raising money to help out the club funds during the first year of its existence, the "Bridge" and "500" parties at the Halcyon Club have continued to be a success in every way.

Under the capable management of Miss Eleanor Ross, these parties have not only been the means of adding a small sum to the treasury, but they have enabled the members who are fond of these games to gather with their friends at least once a month to enjoy a game followed by supper and a dance. Sometimes they fill the requirements of private entertaining, for a member may bring many of her friends and practically have a private party without having any work in connection with it; this all being attended to by the card committee under Miss Ross and the refreshment committee with Miss Ellen Delahaye as convener.

Genuine Equality

Women employed in the departments of the President of the Borough of Manhattan early in February refused to have their working hours shortened, on the ground that there must not be discrimination between men and women workers. The president had offered to let them go home half an hour earlier in the evenings to avoid the rush hour crowds. Of such stuff are heroines made!

Laborers Better Off Than Teachers

Temporary relief by means of a blanket raise in salary of \$400 to \$500 per year has been granted the Chicago School teachers. While accepting the award the teachers are continuing their fight to put teaching on a wage plan at least equal to that of laborers. They ask a minimum of \$1,200 and a maximum of \$2,500 for 6,365 elementary teachers, with other classes in proportion.

Jessie J. Wauther, instructor of sub-normal children, who teaches a class of twenty, ranging from boys simply backward to others who are feeble-minded, declared in conference that two of her feeble-minded pupils, both seventeen-year-old boys, had gone to work at higher salaries than she received.

In Other Vocations

This column is devoted to a story of the activities of the women in the Service but at times it would seem as if some space should be given to what

women are doing outside the Service. With the limited space at our disposal no serious attempt could be made to show what all women are doing elsewhere — that field being covered by magazines and newspapers — but some effort should be made to show what women in Canada have been and are doing at present in the business and professional world.



CLARA BRETT MARTIN

From time to time, as our space would allow, short notices of honours and degrees conferred on women and other items of the progress being made by them, politically, financially and so forth have been published and now it is proposed to develop a page which will tell the Civil Service what success women are having in outside offices, businesses and professions.

A beginning may be made right here at home in Ottawa with a woman lawyer. Columns might be written as to how the trail for the woman lawyer in Ontario was blazed by Miss Clara Brett Martin who practices in Toronto. To her belongs not only the distinction of being the first woman to practice law in Canada, but she was the first in the British Empire.

For over a year now Ottawa's only woman lawyer has been practicing alone and is steadily winning her place in the legal profession. Miss Mary McNulty, daughter of J. J. McNulty, Savings Bank branch, Post Office Department and Anna O'Reilly McNulty, journalist, inspires her clients with confidence and her interviewers with a keen interest in her reasons for choosing law as her profession. When she was about fourteen it came to her that women were not making use of all their opportunities nor entering the professions that were open to them. She was continually hearing of the injustice that was being done women. Being present at many suffrage meetings where the feminist movement was discussed from every viewpoint but usually with an amount of heat and an exaggeration of wrongs which the facts did not justify, even at fourteen Miss McNulty must have had the legal mind for she wondered if things were as bad and as onesided as was represented, and she thought that instead of so vociferously declaiming

already blazed to indicate to the world at large their much vaunted equality. It was then that the little school girl decided to be a lawyer.

against past wrongs, the women would do much better to avail themselves individually of the opportunities open to them and by entering the avenues

Miss McNulty thinks that it is a pity that women readily accept the



MARY McNULTY

consideration that men traditionally accord them in business just because they are women. It may be easier at the time but it does not help the business woman eventually. She does much better to stand on her own feet and take her chances as an individual, not as a woman.

Civil Servants

The number of branches of the government service in the United States to become represented in the labour movement has increased so rapidly that now practically every department is affiliated with one or another labour organization. Unlike the Canadian government, the authorities at Washington are absolutely in favour of Collective Bargaining and have done everything possible to promote the movement among their employes. They have gone on record as "being in favour of dealing with representatives of their workers, chosen by the workers themselves." Already these work-

ers have derived tremendous benefits from organization.

The National Federation of Postal Employes, the union of the post office clerks, has recently secured concessions concerning working conditions and salary classification. The same organization has accomplished much more for its members. Through its own activities and those of the American Federation of Labour working on its behalf, it has, for instance, succeeded in exploding the old delusion, one of the hardest obstacles the union had to meet for some time, that every government job was a sinecure. The union has grown rapidly and is continuing to grow.

—CSFC—

Women are said to show more endurance nowadays than ever before. They are certainly showing more backbone.—London Opinion.

A woman at a bargain sale is like a car —no good unless she has a good clutch.—Lady's Pictorial.

The present Bishop of St. Albans is six and a half feet in height, and broad to match. A striking case of weight and see.—London Opinion.

Many a girl who tries to achieve a drug store complexion can not tell the difference between pink and punk. — Indianapolis News.

LANCASTER D. BURLING

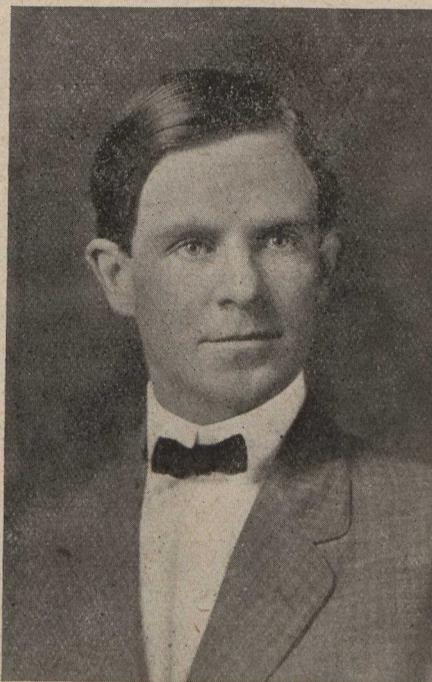
The Civil Service of Canada has suffered severe losses of late through the resignation of a number of technical men who have been attracted to private employment. In the case of most of these gentlemen the loss is merely professional — an able man retires and the Service can no longer boast of him as one of its members. But in one case the loss is far greater than this. Mr. L. D. Burling, during his comparatively short career in the Public Service of Canada, proved himself not only a most efficient officer in a special and highly technical service but also a hardworking and devoted colleague in all that makes for the solidarity of the Service and for that highest efficiency which is only to be attained through class organization.

Mr. Burling, who is a native of the United States, was engaged in the federal service of that country as a geologist when he was offered inducements to join the Geological Survey of Canada. Dr. Edward M. Kindle, who is one of the ablest students in his line, had been asked to establish here a division of Invertebrate Paleontology. In coming to Canada for that purpose Dr. Kindle chose Mr. Burling as his assistant. During his seven years of service in Canada, Mr. Burling did excellent work both in the field and in the laboratory. The paleontological division is one that is not much talked of in the newspapers, but it is becoming more and more one of the means by which science aids economic production. Especially in these days of coal shortages and the world-wide search for oil, it is becoming of the very greatest practical importance.

By his discoveries and writings, Mr. Burling added to his reputation in the scientific world. He is now a fellow of the Geological Society, a fellow of the Paleontological Society, a fellow of the American Association for the Advancement of Science, a professional member of the Canadian Mining Institute, and a professional member of the American Institute of Mining and Metallurgical Engineers.

It is the misfortune of the Civil Service that its class organizations have not attracted or commanded the services of the scientists and other leading men of its membership to the

extent that is necessary for the maintenance of its true status as a profession. If there is any fault in this on the part of these leading men, certainly Mr. Burling has no share in that fault. He stood aside at first with even more than necessary modesty, believing that as a newcomer he should leave to natives and those of long residence the opportunity to carry on this work of Civil Service organization. But when the call came he took the job on, not merely with vigour but with high enthusiasm. Not waiting even for election to office, when he found work that he could do,



L. D. BURLING

he performed that work in a manner which marked him out at once as a natural leader. If he sought place or power in the organization it was along the truest lines. "Whosoever will be chief among you, let him be your servant." He was soon made Secretary of the Civil Service Federation of Canada, and in that position he laboured with apparently complete disregard of self. Like so many of those who have undertaken similar tasks for the Civil Service, he broke himself down. Fortunately he has youth and strength, and there is every reason to hope that he has done himself no permanent injury. He leaves

behind him a record of work performed unexcelled by that of any other man who ever served in this most difficult field of endeavour. The fact that it has not been possible to find a successor for him, even for the sort term pending the forthcoming convention, is an indication that he filled a big place in the organization.

As already stated, Mr. Burling is among that numerous and increasing selection of specialists and technicians who have graduated from the Public Service into the ranks of those privately employed. He has been engaged as geologist by the Whitehall Petroleum Company of London, England, a corporation of world-wide connections. His field will be the Island of Trinidad. He left Ottawa on February 18, and sailed from Halifax on the 20th by steamship "Chaleur" for his objective. Mrs. Burling and their two children will keep their home in Ottawa until the Summer.

Writing to a leading member of the Federation, Mr. Burling says: "I feel like thanking you for letting me help. I have always considered it a privilege. I was wondering how I could break into the game of doing something for my fellow-civil servants, so you did me a good turn when you started me in as assistant to the Secretary. I hope you find someone else as willing."

Yes; here's hoping!

Meantime, thanks and good will to the loyal, helpful man who has gone! His old colleagues trust that he may find his new field of endeavour both pleasant and profitable; and above all that it may offer him scope and reward for his quite unusual talents and attainments.

In coming to Canada and to the Canadian Public Service, he contracted a debt of loyalty and devotion. That debt he has discharged magnificently. And now, whether the people of Canada recognize it or not, they owe to Lancaster D. Burling a debt of remembrance and gratitude greater than they can ever pay. And may his splendid example be a call to others in the Service, and especially to men of his own class, the scientists and technical men, to engage earnestly in the work of organization for the benefit of the Service and the Service's master, the Canadian public.

Newsy
Personal
Notes

Mainly About People

What
We all are
Doing

HONORS AND ORDERS

The *Croix de Guerre* of France has been awarded to Lieut.-Col. H. I. Stevenson, D.S.O., and Bar. Lieut.-Col. Stevenson is on the Interior staff at Roblin, Man. He went to the war in command of the 1st Mounted Rifles and came home in command of the Fort Garry Horse.

Flight Lieutenant W. P. B. Pugh has been awarded a Membership in the Order of the British Empire for extinguishing the flames which broke out in the aeroplane of which he was pilot and bringing it safely to the ground, saving the life of his observer. He enlisted from the Indian Agency at Edmonton and is a brother of Capt. J. E. Pugh, M.C., of the same staff.

Orders awarding decorations previously announced include the following:—

Captain Vivian Stewart Cass McClenaghan, M.C., 4th Battalion, Canadian Engineers, gets a Bar to his Military Cross:

"For conspicuous gallantry and devotion to duty on the night of the 10th-11th October, 1918, when in charge of a bridge-construction party on the River Erclin. The situation immediately in front was uncertain and his party worked under the protection of guns of the Canadian Motor Machine Gun Brigade. In spite of darkness and constant heavy machine-gun and shell fire, he displayed the greatest courage and skill in handling his party, and his untiring energy and contempt of danger during the whole night were responsible for the completion of the work, which enabled the infantry to advance at daylight."

Corporal (A. Sergt) A. C. Wimberley, 18th Battery, 5th Bde., C.F.A., gets the Distinguished Conduct Medal:

"For marked gallantry and devotion to duty during the operations of 27th September, 1918. While the battery was in action near Inchy-en-Artois, firing in the initial barrage, it came under heavy enemy counter-battery fire. When a shell landed beside his gun, killing one man and wounding him, he refused to leave his gun, and kept it in action throughout."

LIBRARIANS RETIRING

The Civil Service is about to lose two more of its living landmarks by the retirement, on superannuation, of A. D. DeCelles, general librarian, and M. J. Griffin, parliamentary librarian. These gentlemen will cease active service at the end of March.

Mr. A. D. DeCelles has been connected with the Library of Parliament since 1880 and was designated "general librarian" in 1885. He is a literary man of high achievement, his works being chiefly on historical, biographical and constitutional subjects. He has received the honor of a C. M. G., a degree of Lit. D., and is a Fellow of the Royal Society of Canada.

Mr. M. J. Griffin was appointed parliamentary librarian in 1885. He had already attained wide note and popularity as a journalist in the newspaper and magazine fields and, during his career as a civil servant, has devoted his spare time to his old pursuits. He, too, has the honor of a C. M. G. and the honorary degree of LL. D.

The Library of Parliament will be as a strange place to its old frequenters when the veteran joint librarians are to be found there no longer.

PERSONAL

After thirty-two years of faithful service in the Post Office Department, W. A. Code will shortly be placed on the superannuation list. Mr. Code is now enjoying leave of absence from duty. On leaving his desk in the Postage Stamp Branch, he was presented by the staff with a handsome gold-cased fountain pen and a warm expression of regret at his departure, coupled with wishes for good fortune in years to come.

L. K. Jones, assistant deputy minister of the Department of Railways and Canals, is retiring on superannuation. Mr. Jones is one of the veterans of the Civil Service. He has served for more than forty-nine years and has filled several difficult and important positions. His faithful discharge of all that came to him in the way of duty was especially recognized several years ago when he received the decoration of the I.S.O.

Captain S. H. Ogden, M.C., of the Department of Customs, was married on February 17 to Eva Linda, daughter of Mr. and Mrs. Robert Barnett.

Juliette, daughter of A. Bourgault of the Department of Marine, and Mrs. Bourgault, was married, on February 10, to Francois Morisset.

OBITUARY

CROSS — In Ottawa, on February 17, Samuel Cross, of the Government Printing Bureau, aged fifty-five years.

SAWYER — In Cleveland, O., on February 12, Thomas Sawyer, formerly of the Chief Architects Branch, Dept. of Public Works, Ottawa, aged thirty-five years.

UGLOW — In Kingston, on February 10, Richard Uglow, father of the late Lieut. Harry Uglow, of the Dept. of Agriculture, Ottawa.

HARKIN — At Marquette, Mich., John S. Harkin, brother of J. B. Harkin, of the Dominion Parks Branch, Ottawa.

THOMPSON — In Ottawa, on February 4, Agnes, wife of Samuel Thompson and mother of Major George Aiken, M.C., of the Geological Survey.

HALLADAY — In Ottawa, on February 23, Delmar, son of C. A. Halladay, of the Post Office Department, and Mrs. Halladay.

MORTUREUX — In Ottawa, on February 22, Madame F. Mortureux, mother of C. E. Mortureux, chief translator, Department of Agriculture.

HALL — In Ottawa, on February 16, David Watson Hall, of the Department of Customs, aged twenty-four years. A native of Vernon, Ont.

BELL — In New York, on February 13, Donald Alexander Smith Bell, son of the late Dr. Robert Bell, director of the Geological Survey.

HOLLINSHEAD — In Chicago, on February 2, Mrs. Agnes Hollinshead, youngest daughter of F. H. Crowell of the Customs, Highwater, Que.

DRAPER — In Detroit, on February 5, a sister of E. N. Draper, of the Customs, Highwater, Que.

JONES — At Highwater, Que., on February 1, Mrs. J. M. Jones, mother of C. L. Jones, postmaster.

FOISY — In Ottawa, on February 11, Mrs. F. X. Foisy, mother of Frank Foisy, of the Department of Public Works.

GOSSELIN — In Ottawa, on February 17, Alice DeMartigny, wife of Gustave Gosselin, of the Department of Public Works.

BRADLEY — In Cornwall, on February 18, Mrs. Catherine Bradley, mother of Fred. M. Bradley, of the Department of Customs, Ottawa.

ANDERSON — In Ottawa, on February 24, Earl Clifton Anderson, son of the late Robert and Mrs. Anderson and brother of Roy Anderson, of the Post Office Department.

OLMSTED — In Ottawa, on February 19, Delamah Campbell, widow of the late Charles Olmsted, and mother of Charles Olmsted, of the Department of the Interior.

NEVINS — In Ottawa, on February 20, the wife of Captain Francis Nevins, Department of Railways and Canals and mother of Lawrence Nevins, of the Topographical Surveys and of Nicholas J. Nevins, of the Government Printing Bureau.

HEWITT — In Ottawa, on February 21, William Henry Hewitt, of the Department of the Royal Canadian Mounted Police.

MAINGY — In Ottawa, on February 22, LeFebvre Anstruther Maingy, aged seventy-three years. He was on the staff of the Post Office Department for forty-four years and was one of the last survivors of the Civil Service Rifle Company.

CHEVRIER — In Ottawa, on February 20, Ulric Chevrier, of the Department of Public Works, aged seventy-one years.

GAUTHIER — In Ottawa, on February 22, the wife of Arthur Gauthier, of the House of Commons staff, formerly of Winnipeg.

McKENNA — In Montreal, on February 15, W. J. McKenna, accountant and senior chief clerk of the Customs, aged fifty-one years. He entered the Civil Service in 1882 and was made senior chief clerk in 1912.

McNAUGHT — In Montreal, on February 9, D. M. McNaught, of the Customs.

SLAGHT — In Brantford, on February 14, W. R. Slaght, of the Customs.

HAGERMAN — In Cobourg, on February 15, J. G. Hagerman, of the Customs, aged eighty years.

BRANIGAN — In Ottawa, on February 29, Miss Phoebe Branigan, of the Department of Finance.

HEWITT — In Ottawa, on March 1, Charles Gordon Hewitt, D.Sc., F.R.S.C., Dominion Entomologist, aged thirty-five years.

LITTLE — In Ottawa, on March 1, John F. Little, in his eighty-ninth year, father of James Little, of the Department of Public Works.

LARIVIERE — In Quebec, on January 25, G. E. D. LaRiviere, of the Customs.

WHITWELL — In Victoria, B.C., on January 26, Thomas Whitwell, of the Customs.

HENNESSY — At Port Hawkesbury, N.S., on February 2, J. J. Hennessy, collector of Customs, aged seventy-six years.

HAUN — At Windsor, Ont., on January 31, Daniel Haun, of the Customs.

SHAW — In Toronto, on January 27, C. S. Shaw, of the Customs, aged thirty-nine years.

McNEIL — In Vancouver, on February 6, J. G. McNeil, of the Customs, aged twenty-six years.

MACARA — In Ottawa, on February 14, the wife of John Macara, of the Dominion Observatory.

COSGROVE — In Ottawa, on March 2, John Cosgrove, father of W. M. Cosgrove, of the Department of Railways and Canals.

BILLINGS — In Ottawa, on March 1, Walter Ross Billings, architect, Department of Public Works, aged seventy-one years. A civil servant for forty-seven years.

DR. GORDON HEWITT DEAD

The Civil Service in Ottawa was shocked to learn, on the morning of March 1, of the sudden death of one of its most brilliant young men,—Charles Gordon Hewitt, D.Sc., F.R.S.C., Dominion Entomologist and consulting Zoologist.

Dr. Hewitt was born in Macclesfield, Eng., thirty-five years ago, was educated in that city and at Manchester University and spent several years on the staff of his *alma mater*. He came to Canada in 1909 to become chief entomologist in the government service and during the ten years since elapsed has been constantly prominent in the field of progressive science. His activities were not confined to the important duties of his position and he gave valuable assistance to many worthy projects. He was the Canadian most prominent in drafting the international migratory bird law and he materially aided the movement for bird protection and the establishment of bird sanctuaries in different parts of the Dominion.

His achievements led to his being the youngest man ever elected to a Fellowship in the Royal Society of Canada. He held office in that society and in various scientific organizations.

Dr. Hewitt also took an active part in economic and sociological work and was a leader in some of Ottawa's best charitable efforts.

He is survived by his parents and his widow, a daughter of the late Sir Frederick Borden.

POINTED PARAGRAPHS

The artful female is ever trying to improve nature's handiwork.

Nine-tenths of the conceit of the world is monopolized by men under forty.

If some men didn't have money women wouldn't have any excuse for marrying them.

Posterity may see that justice is done a man, but he would rather attend the trial in person.

If you are looking for a good man it's a pretty safe plan to pick out an ugly one.

Girls who indulge in promiscuous kissing aren't likely to catch anything — not even a husband.

There is such a thing as being too honest. Some young men never even try to steal a kiss.

The man who marries a disagreeable woman for her money swallows a bitter silver-coated pill.

The sun must be a bit discouraged when it now and then gets a glimpse of the huge amount of thawing it has to do.—Buffalo Courier.

PITY THE POET

(American Legion Weekly)

Visitor.—I am collecting for the poet's hospital. Will you contribute?

Editor.—With pleasure. Call tonight with the ambulance and I'll have a poet ready.

Brown.—I just asked Wilkins to take a flyer on the market with me, and he said he would only Tuesday is his unlucky day.

Jones.—How blamed silly to be so superstitious. Friday is the unlucky day.—Boston Transcript.

Co-Operation

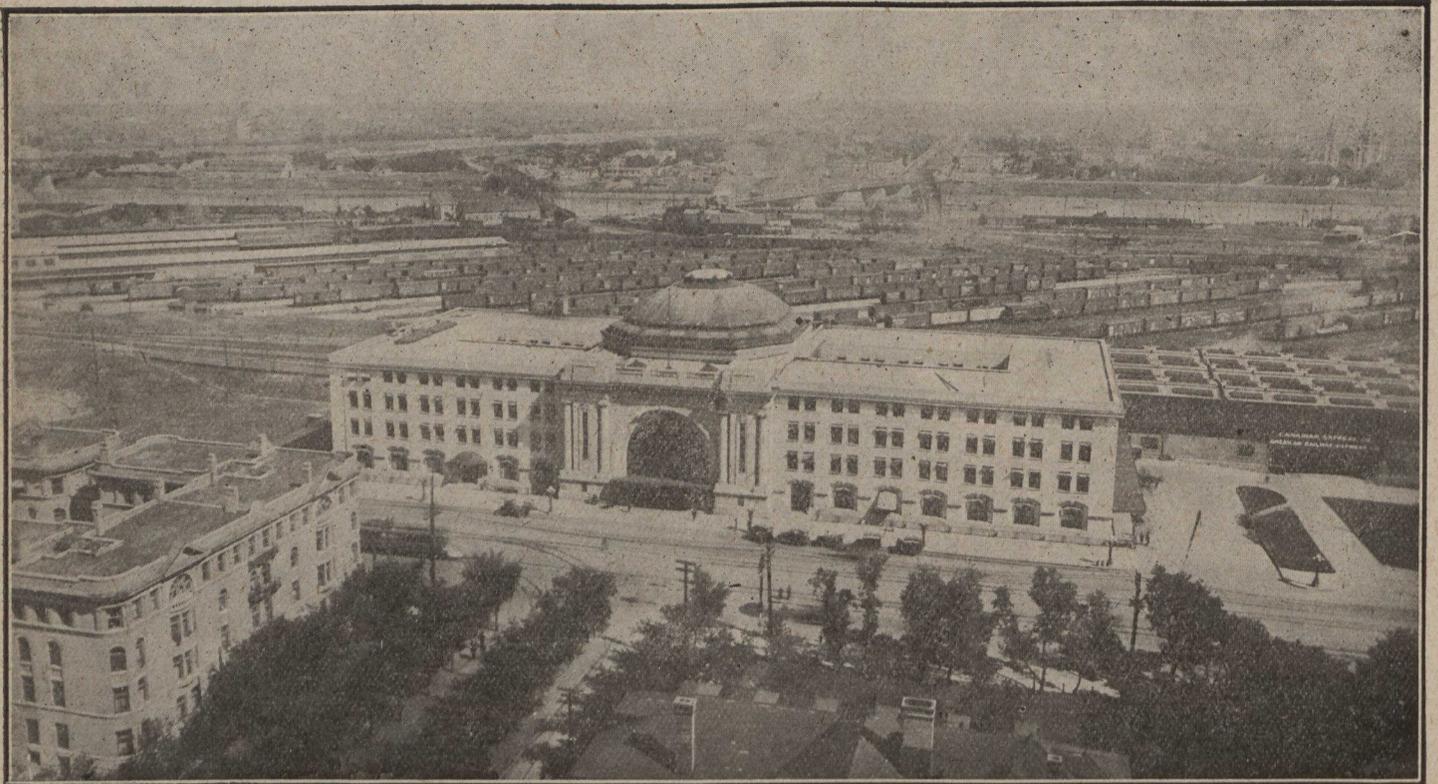
Ignorance is the great obstacle to the progress of the co-operative movement. If the underlying principles of co-operation could be brought home to the people of Canada, the battle would be more than half won. The co-operative motto "Each for all and all for each" embodies its fundamental idea. The individual co-operator is taught to labour for the general good of his associates, in order that he in turn may benefit by their united efforts. Productive co-operation (farmers' societies, creameries, cheese factories, etc.), and distributive co-operation (the co-operative store), are not in themselves the *raison d'être* of the movement, but simply concrete applications of co-operative philosophy to the problems of production and distribution, by means of association for the purpose of self-help.

Co-operation recognizes no racial, religious or class divisions. Co-operators do not seek their own good at the expense of the rest of society. As consumers, they know that by col-

lecting and distributing among themselves the necessities of life through co-operative wholesale and retail stores, they will eliminate those excessive profits levied under existing conditions each time goods are handled, improve the present inefficient and costly system of distribution, and also protect themselves from being tricked into buying goods which are not what they are represented to be. As producers, their united efforts are directed towards a standardization of their products. By getting closer to the consumer, they not only reduce the prices for him, but obtain better value for their goods themselves, through the elimination of the middleman, who buys as cheaply as he can, to sell at the largest margin of profit which the trade will bear, and whose manipulations too frequently result in his securing a reward far above the actual value of his services.

There are ultra radical forces at work in Canada today, as in every other civilized country in the world,

whose avowed object is the complete subversion of the existing order of things, without regard to the principles of right and justice. The distraction of the public mind due to events arising out of the great war, has created special opportunities for such violent propaganda. Existing conditions in Russia furnish a melancholy example of a nation seduced by this false philosophy. The agitators who have brought about chaos in that country, and who are now at work in Canada as elsewhere for the same purpose, base their arguments on the manifest injustice in the existing economic system, whereby the few are benefitted at the expense of the many. Deportations and other repressive measures adopted in Canada and the United States will in the end only aggravate the evil. The formation of co-operative societies, both productive and distributive would eliminate profit, ensure to the worker or producer a just return for his efforts, to the consumer the necessities of life at prices which were not increased to swell the profiteers' purse, and thus remove the conditions of which the agitators are taking advantage to spread their doctrines of class hatred and destruction of society.



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Commission Orders and Decisions

The following lists of appointments, promotions and transfers for the period Nov. 22nd to Dec. 29th, have been furnished by the Civil Service Commission:—

Appointments

Agriculture.—Brooker, H. J., Fortier, M. H., Gallienne, C. A., Ainsley, R. A., Evans, T. S., Slingsby, W. R., Beveridge, D. J., Dufton, C. H., lay inspectors; Miller, M. H., Melanson, J. T., Richardson, C. H., Bishop, H. H., Humphreys, F. A., Pook, G. G., Pilkey, M., vet. insp.; Wilson, H. T., poultry insp.; Godfrey, C. L. Sten., Lecourt, M. B., seed br.

Interior.—Loy, R. P., Yeates, W. H., Taylor, J. R., water power br.; Lynch, M. K., Clark, H. A., Mackell, L. M., Dom. Lands Br.; Dando, E. A., Peace River; Gurtner, F. J., Pasquia Reserve; Shankland, W., Clearwater Forest Reserve; Clark, A., Waterton Lakes Park; Hitchcock, M., Cypress Hills For. Res.; Gilmore, T. M., Shellbrook; Guthrie, W. G., Calgary; Renwick, W. A., Calgary; Ness, Miss J. J., Banff; Lyons, M. M., Accts. Br.; Brady, H. M., Nat. Res. Intell. Br.; Murphy, Miss E., Regis, Br.; Walker, E. V., Timber and Grazing Br.

Insurance.—Donaldson, W. D.

Indian Affairs.—MacInnis, D. F., M.D., Hants Co. Indians; Brown, G. A., Gleichen.

Justice.—Archibald, W. N., Botting, G., Jackson, W. A., Brooks, J., Gilbey, J., Pullen, A. N., Tyson, W., Kingston Pen.; McCullough, W. A., Treasidder, G. H., White, H., Darby, C., Saskatchewan Pen.; MacDonald, C. M., Manitoba Pen.; Cousineau, H., St. Aubin, E., Hamel, P., Miron, A., Aube, Z., Dore, E., Henault, R., St. Vincent de Paul Pen.; Cole, E. W., Palmer, W. A., Dorchester Pen.

Marine.—Baird, C., Windsor; Berrigan, J. J., Canso; Bourget, J. H., Perce; Cater, F. L., Queensport; Gregg, J., Hudson's Hope, B.C.; Morton, A. G., Springfield, N.S.; Perreault, E., Moisie Range Lights; Dakin, Capt. O. R., Port of Digby; Jenkin, A., Emsdale; Phillips, C. V., Lake Louise; Vaughan, W. J., McAdam; Mason, M., Collingwood; Gray, H. E., Lethbridge; Bond, H., Quaker Island, Mahone Bay; Collier, A., Port Milford; McLellan, A. D., Cape St. Lawrence; Ignatius, Mrs. M., Etzikom; Gaumont, E., Bellechasse; Bower, T. F., Rocky Mountain House;

Halhed, F. A., Chemainus; Hersey, W. W., Digby.

Public Works.—Baxter, Mrs. E., Merritt; Brownlow, J. M., Sherbrooke; Desjardins, A., Mutton Bay; Scarfe, J. H., Cobourg; Brown, H., Halifax; Duggan, A., Halifax.

Naval.—Vroom, H. L., Bay View Life Saving Station; Steele, H. J., Records Br.; Ready, E. B., Intelligence Br.; Ilesley, C. W., Jackfish Lake District.

Trade and Commerce.—Garvin, Miss M. M. H., Statistics Br.

Post office.—Kerr, J., Belbin, H. W., Robertson, J. B., Ridley, R. W., letter carriers, Toronto; McSorley, W. J., Collett, T. R., (L.C.) Sault Ste. Marie; McLarty, J. D., London; Beck, F. G., (L.C.) Winnipeg; Dale, G. A., (L.C.) Stratford; Almas, J. J., Deardon, J., (L.C.) Hamilton; Cousineau, O., (L.C.) Ottawa; Connolly, J. J., Charlottetown; Ketchum, F. K., Hale, W. E., St. John; Tate, R., Regina; Moore, W., Accts. Br.; Voelker, H. G., Hamilton; John, Wm., (L.C.) Nanaimo; Huneault, Wm., Montreal; Renaud, A., Montreal; O'Hagan, Miss L. B. M., M. O. Brch. (sorter).

The following porters.—Delamont, E. F., Moose Jaw; Gagnon, A., Montreal, P.Q.; Armstrong, C. W., Toronto.

The following mail transfer agents.—Harrison, R. P. D., Toronto; Dowling, C., Toronto, Ont.

The following railway mail clerks in Saskatoon district.—Jones, J., Wheatley, Jas., St. Andrew, J., Burns, Wm., Young, Wm., Attree, H., McFie, C., Hooker, C., Slater, F., Linde, Alex.

The following R. M. clerks at Quebec.—Morin, J. A., Martineau, J. E. M., Desjardins, A. E., Gagne, G. P., Savard, J. J., and Allard, A., at Montreal; Ferguson, J. B., Ottawa; Harris, M. C., North Bay.

Promotions

Customs.—Gauthier, H. O., to collector, Sorel; Forrest Alex., to collector, Dawson; Colvin, R., to collector, Hamilton; Dunbar, G. E., collector, Grade 4 div.; Laughton, M., to collector, Sault Ste. Marie, Ont.

Marine.—Wilby, Col. A. W. R., to agent of Marine Dept., Victoria, B.C.

Naval.—McCannon, W., to Off. in charge, Dauphine River Hatchery.

Successful candidates

For the position of Secretary for the Department of Health, at an initial salary of

\$2,700 per annum, F. H. Brown, Winnipeg, Man.

For the position of Steam Power Plant Engineman, Department of Public Works, at an initial salary of \$1,680 per annum, Isaac E. Cross, Ottawa, Ont.

For the position of Employment Office Manager for the Department of Labour at Yarmouth, N.S., at an initial salary of \$1,500 per annum, George W. Connell, Digby, N.S.

For the position of Plant Pathologist for the Laboratory at St. Catherines, Ont., Department of Agriculture, at an initial salary of \$2,200 per annum, Professor W. H. Rankin, Ottawa.

For the position of Instructor in English at the Royal Military College, Kingston, Ont., at an initial salary of \$1,800 per annum, Thos. F. Gelly, East Kildonan, Man.

For the position of Engineering Clerk, Department of the Interior, Calgary, at an initial salary of \$1,260 per annum, G. P. Hatton, Calgary, Alta.

For the position of Map Draughtsman, Department of the Interior, at an initial salary of \$1,260 per annum, J. E. Kenny, Victoria, B.C.

For the position of Translator for the Senate Debates, in the Office of the Senate, Ottawa, at an initial salary of \$2,400 per annum, E. J. Stehelin, Church Point, N.S.

For the position of Instructor in French at the Royal Military College, Kingston, Department of Militia and Defence, at an initial salary of \$1,800 per annum, Victor A. Lantos, Kingston, Ont.

For the position of Collector of Customs at the Port of Brockville, at an initial salary of \$1,680 per annum, D. F. Ellis, Gananoque, Ont.

For the position of Engineering Clerk, Topographical Surveys Branch, Department of the Interior, at an initial salary of \$1,260 per annum, R. H. Farnsworth, Coaticook, Que.

For the position of Railway Accountant for the Dominion Bureau of Statistics, Department of Trade and Commerce, at an initial salary of \$3,000 per annum, G. S. Wrong, Toronto, Ont.

For the position of Chief Sheep and Goat Division, Department of Agriculture, at an initial salary of \$2,880 per annum, A. A. MacMillan, Winnipeg, Man.

For the position of Juvenile Employment Specialist, Department of Labour, at an initial salary of \$2,400 per annum, J. M. Wyatt, Toronto, Ont.

For the position of Entomologist for Division of Forest Insects Branch, Department of Agriculture, at an initial salary of \$2,220 per annum, Ralph Hopping, San

Francisco, Cal., U.S.A.

For the position of District Seed Inspector for Alberta and British Columbia, Department of Agriculture, at an initial salary of \$2,100 per annum. Gordon M. Stewart, Calgary, Alta.

For the position of Principal Clerk for the Staff of the Chief Fishery Officer, for the Maritime Provinces, Department of the Naval Service, at an initial salary of \$1,800 per annum, Richmond S. Shreve, Digby, N.S.

For the position of Indian Agent and Medical Attendant for the Bersimis Agency, Saguenay Co., Quebec, at an initial salary of \$1,700 per annum and house allowance, Dr. V. D. Desrosiers, Quebec.

For the position of Investigator of Road Materials, Mines Branch, Department of Mines, at an initial salary of \$1,600 per annum, Henri Gauthier, B.Sc., Ottawa.

For the position of Junior Magnetician, Department of the Interior, at an initial salary of \$1,500 per annum, A. E. Rosborough, Mount Royal College, Calgary, Alta.

For the position of Senior Clerk for the Staff of the Chief Fishery Officer for the Maritime Provinces, Department of the Naval Service, at an initial salary of \$1,320 per annum, Roy G. McKay, Amherst, N.S.

For the position of Food Inspector District No. 6, Eastern Townships, Department of Health, at an initial salary of \$1,200 per annum, Joseph Rochon, Hull, P.Q.

For the position of Junior Examiners, Civil Service Commission, at initial salaries of \$1,600 per annum, C. E. Garrett, Ottawa, Ont., A. B. Muddiman, Ottawa, Ont.

For the positions of Junior Examiners, Librarian for the Forest Products Laboratories, Department of the Interior at Montreal, at an initial salary of \$1,020 per annum, Miss Margaret S. Prain, Montreal, P.Q.

—CSFC—

FEDERATED ASSOCIATION LETTER CARRIERS

An entirely new personnel has been elected to the executive of this large branch of the F. A. L. C. at Toronto. The officers elected are,—President, E. V. Browning; vice-president, S. T. Mullin; Rec.-secretary, J. J. Reeves; Fin.-secretary, A. E. Hull, and Treasurer, N. Thomas. The new executive is composed of young men, full of fight who are determined to see that the letter carriers and grade men get a square deal in the classification.

—CSFC—

Correspondence

TO PHILATELISTS

The Editors *The Civilian*,

There has been spasmodic collecting of postage stamps by the older members of the Civil Service in years past and considerable interest shown in recent time in the many new war issues of the European countries, and particularly the stamps of the new republics such as Czecho-Slovakia, Poland, etc. Personally I have been enthusiastic in "running down" many of the old timers and starting them again at their old hobby. There has been no stamp club for a great many years. Those interested might communicate with me (c/o Post-office Box 600, Ottawa) and we will see what can be done to organize a local club for the showing and exchange of stamps, and to give out news of issues, etc., and gossip about the hobby generally. Those out of town wishing information could also communicate with me at the above address.

WAINWRIGHT RANDALL.

Ottawa, Feb. 20, 1920.

WILD EXTRAVAGANCE

Editors *The Civilian* :—

From time to time one sees in newspaper or magazine an ingenious array of words and figures with the heading, "Annual Budget for Family of Five", etc., wherein the sacred details and awful mysteries of home and family life are laid bare and coldly and callously calculated in terms of dollars and cents. Thus the problem of living is solved with scientific efficiency.

On behalf of the single men of the Civil Service, however, I desire to protest against the glaringly reckless extravagance advocated in the "Yearly Budget for a Single Man" as compiled by one Dr. Royal Meeker, U. S. Commissioner of Labor Statistics, as printed in the February *Civilian*. On one item in particular I desire to turn the burning searchlight of my indignation. This man — this reckless, devil-may-care mathematician, looking back, perhaps, on the scarlet days of his wild thoughtless youth — (was it in the seventies?) brazenly allots the sum of \$39.00 a year for "Amusement, recreation and gifts."

Mr. Editor, I ask you, who were once, doubtless, a young bachelor yourself, is this wise? Is it prudent

thus to dangle before a young fellow's eyes the visions of riotous living and waste of substance suggested by these figures? Is it not our duty on behalf of the mothers of these young men — far from home, possibly, and facing, unprotected at the tender age of twenty-five, the myriad temptations of a sinful world — is it not, I say, our manifest duty to protest? Good lord! — I say it in all piety, — think of it, \$39.00 a year or call it \$3.25 a month, which makes it look even worse. What will happen to the young man if women — not only wild ones, but even the tame or domestic variety — find out that a mere youth of thirty has this considerable sum to squander each and every month on worldly vanities and the lusts of the flesh! Will they not set snares for him? Will they not seek to lure him from the narrow path of moral rectitude?

One can almost see with his minds-eye this precious soul, weak perhaps, and anaemic, lacking those vigorous powers of resistance against evil, fostered by the severe discipline of a less reckless age, frequenting theatres and movies, jazzing at midnight and lavishing expensive flowers, bon-bons and ice cream sodas on the object of his foolish, romantic fancy. One can picture the rascal on some soft moonlight night in June, out on the river with his girl, idly twanging the strings of a ukelele, instead of spending the evening in his \$18.00 a month room reading an improving book from the Sunday School Library, obtained without cost on the instalment plan.

Mr. Editor, I encroach on your valuable space, and so reluctantly forbear to touch on the \$15.00 per annum cast away on "Toilet Services and Supplies" — squandered I presume on shoe-shines, face massages and manicures. Oh wasteful youth! And \$32.50 a year for car fare — "14 rides a week" — O tempora, O mores!

Sir, I ask you, — I ask the Government (especially Sir George Foster and Mr. Rowell) to look back on the days when you, too, trod the Primrose Path, and to "use every endeavor", as Shakespeare puts it, to save our boys from demoralization. In renewing the lavish bonus granted by our generous Government to single men, may the dangers and pitfalls of extravagance provided by these scientific "Budgets" be duly and piously weighed in the balance.

Yours very sadly,

"DICK SWIVELLER"

Toronto, Feby. 24, 1920.

GOVERNMENT INSURANCE

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“Outside of a Canadian 5½% Victory Bond, which of course I place higher than any other security — a security of greater value not only to the citizens but to the country than any other — there is no way in which our average citizen can make his first investments easier than by investing twenty or thirty dollars in a thousand-dollar policy. . . . Personally I well recollect that the first money I ever saved was that rendered necessary by a twenty-pay life insurance policy.”— Sir Henry Drayton, Minister of Finance.

The foundations of the nation of the future are being laid in the homes of to-day. The unit of the State is the home, and anything which tends to preserve and perpetuate the home is for the good of the State.

Life Insurance is the great home-saver. But for it, too often, homes suddenly deprived by death of the earning power of the husband and

father would be broken up, children half-educated would be sent to work and much of the benefit of home life for them would be lost.

Even if death should not come, the home is benefited by the sense of security which insurance gives to the insured man; a security which the uninsured man as a rule cannot know.

The uninsured man's bank account will provide for his family what he has actually saved; the insured man's life insurance policy will give to his family, in the event of his death, what he would have liked to have saved — and probably might have saved, *if only he had lived.*

Life Insurance capitalizes a man's intentions towards his family, and pays without discount or depreciation when payment is most needed.

Civil Service Insurance has not in the past been taken advantage of as it should have been by civil servants. Many have still failed to appreciate the advantages to be derived from the provision which the

government has placed at their disposal. The uninsured civil servant can show his appreciation of a generous yet sound insurance scheme and confer a benefit on his dependants by applying for a Civil Service policy.

The coupon below may be used for this purpose.

The policies issued during the month of January, 1920, were distributed among the various Departments as follows:—

Department	No.	Amount
Agriculture.	4	\$ 13,000
Customs & Inland Revenue.	8	24,000
Interior	7	27,000
Marine	2	6,000
Naval	2	10,000
Post Office	15	39,000
Public Printing & Stationery	1	2,000
Public Works	1	1,000
Trade & Commerce	2	5,000
Total issued in January 1920	42	\$127,000
Total issued in January 1919	36	83,000

To the Superintendent of Insurance,
Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

- In contribute to Superannuation Fund No. 1.
- In contribute to Superannuation Fund No. 2.
- I contribute to Retirement Fund.

Name.....
House Address.....
Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.

INSURANCE A BANK ACCOUNT

Life insurance is a form of business which involves great social benefit and great social responsibility. Whatever is done to promote among the people an intelligent knowledge of the sound principles of life insurance is a public service. No form of investment is comparable to

life insurance as an agency for promoting thrift. The policyholder who must pay a premium at stated intervals is in effect keeping a compulsory bank account. The insurance relieves the policyholder from anxiety regarding his family in the event of his death, and so enables him to devote himself with more freedom and energy to

their welfare during his life. Life insurance is one of the greatest agencies, not merely as a provision against the deprivations of death, but in the conservation of human life, for the properly managed insurance company is of necessity profoundly interested in establishing adequate safeguards against accidents and in the prevention of disease.

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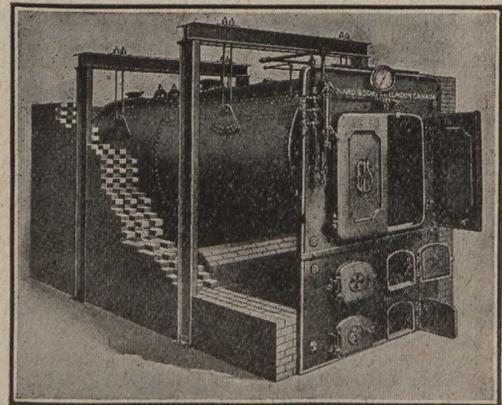
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