

VOL. XII

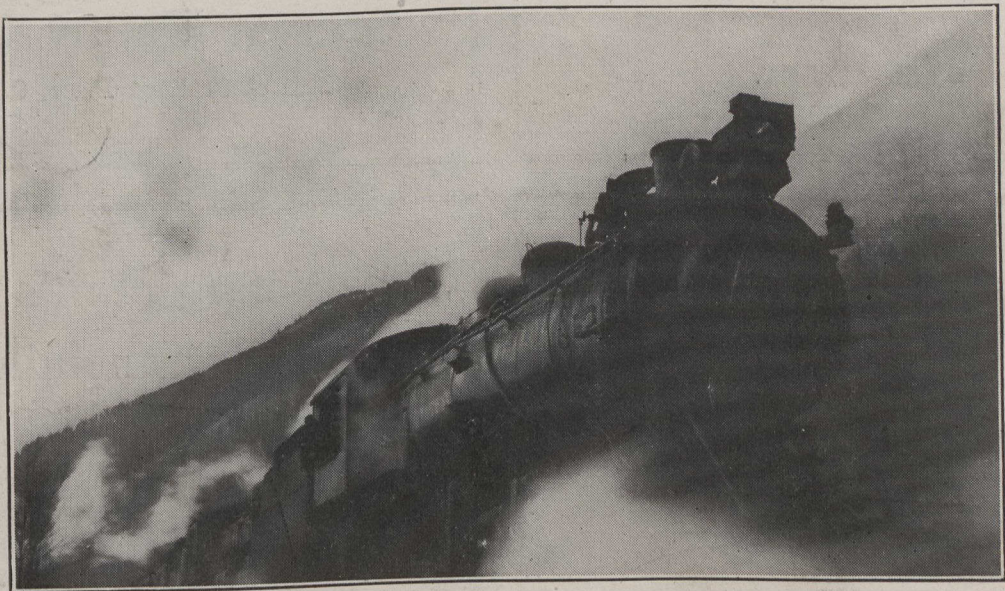
NO. 1

THE CIVILIAN

Dr. Doughty, Archives.
May '20.

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

OTTAWA, NOVEMBER, 1919



The History of Transportation is the History of Civilization
---James J. Hill

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

This Magazine is Published Monthly by The Civilian Publishing Company, Limited.

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NOVEMBER, 1919

No. 12

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Dominion Associated Inspection and Weighing Staffs, headquarters at Fort William.
Manitoba Federal Public Works Association, Headquarters at Winnipeg.
Dominion Civil Service Association in Europe, London, England.
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Western Canada Interior Association: Branches at Battleford, Calgary, Dauphin, Edmonton, Grande Prairie, Kamloops, Lethbridge, Moosejaw, Prince Albert, Saskatoon, Swift Current, He Pas, and Winnipeg (13).

Unaffiliated Federal Employees Association, headquarters at Ottawa. (All those for whom local organizations are not available.)

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

NOVEMBER, 1919

No. 12

Civil Service Federation of Canada

Classification Appeals

In reply to a question before the Senate Committee on Bill No. 18 and the Classification, Commissioner Jameson, chairman of the Board of Hearings instituted for the purpose of hearing appeals against the classification, announced that 117 appeals had already been heard and a recommendation in favor of the granting of the appeal had been made in fifty per cent of the cases.

Resolutions re Classification

The Federation office is in receipt of many resolutions adopted by different associations of civil servants approving heartily of the principle of classification. The proposed classification is also specifically approved, because it provides the machinery for making any needed changes.

Lack of space prevents the publication of these resolutions but their tenor leaves no doubt of the practical unanimity of civil servants in championing a measure so promising as the much-discussed classification.

Senate Hearings

The Service generally should have heard the addresses of Doctor Roche, Mr. Myers, and Mr. Telford before the Senate Committee on Bill No. 18 and the Classification. The last lingering doubt as to the vital necessity for classification from our own standpoint as well as that of Governmental efficiency would have vanished.

Two Deputy Ministers appeared before the Committee to press certain changes in the Bill, notably an extension to deputy ministers of the power of appointing technical employees, and a return to the principle of promotions on the recommendation of the Deputy Heads. The efforts of Messrs. Newcombe and Boville in this direction were shown by Doctor Roche to accomplish nothing less than a return to the patronage system and their ideas were

not incorporated in the Bill as it left the Senate Committee.

The Federation was represented at the Senate hearings by the three vice-presidents, all of whom appeared as witnesses. They were able to show definitely that the Deputy Ministers did not reflect the opinion of the Service. They made it clear that classification was essential, that the Bill as it stood was needed if the two principles of reward for merit and abolition of patronage were to be vital factors in the public service. They placed upon the record the necessity for the addition of superannuation and trial boards, and the extension of power over dismissals to the appointing and promoting body, before the legislation would merit characterization as complete but they did not allow the absence of these features to detract attention from the necessity for getting the Bill passed. Neither did they waste the time of the Senate Committee in pointing out anomalies or defects in the classification, preferring to regard it as the ground upon which a creditable civil service could be reared, and characterizing evidence regarding its correctable imperfections as more properly coming within the purview of the Board of Hearings instituted by the Commission and as obscuring the main issue.

They called attention to the discrepancy between Bills 136 and 18, and between the promises of Government and an apparent failure to redeem those promises, in the matter of the date upon which the classification should take effect, but left to the President of the Dominion Postal Clerks' Association the presentation of the brief in favor of adhering to the original plan and purpose of Government to make the classification retroactive to April 1, 1919. (See the Editorials.)

Dating Back the Classification

On October 18, the officers of the Federation were granted an interview by the

acting prime minister, Sir George Foster, and presented a strong argument for making such changes in section 13 of Bill No. 18 as are necessary to cause the classification and the salaries to date back to April, 1919, as was provided in Bill 136.

The arguments presented were substantially those contained in a letter to the Hon. N. W. Rowell, President of the Privy Council, on Oct. 9 and published on page 431 of the October number. The Acting Prime Minister called attention to the statement of the Hon. Mr. Maclean proposing a change at the next session if it were shown that Government had taken action making retroaction desirable and inquired of the delegation if it were not true that the antedating was the important thing and not the particular time at which it was placed upon the statute books?

He was informed that civil servants were most particularly interested in the efficiency of the service, that they had been promised action making the classification retroactive to 1919, and that failure to do this would, in spite even of renewed assurances as to future action, cause the service to believe itself the victim of a breach of faith. This could only result in an undermining of the morale of the service which would persist until the mistake was remedied and would create a condition unfavorable to efficient service on the part of government employees.

The Acting Prime Minister stated that the whole question of the antedating of the classification would have the careful consideration of Council.

Illness kept the President of the Federation from appearing at the interview but the following letter from him was presented to the Acting Prime Minister:—

Oct. 17, 1919.

Right Hon. Sir George Foster, K.C.M.G.,
Acting Prime Minister.

Dear Sir:—

As I will be unable to accompany the delegation from the Civil Service Federa-

tion waiting on you to-morrow, I beg to be permitted to send you by letter a brief expression of my opinion on the matter at issue. The Civil Service Federation has brought to the attention of the Government several matters such as Trial Boards and Whitley Councils which have not been incorporated in Civil Service Bill No. 18. The point of immediate vital issue, however, is the changing of the effective date of the Bill from April 1919 to 1920.

Ministerial pledges have been given by more than one Minister of the Crown to delegations of Civil Servants that the effective date of the Act would be April 1919. This was particularly so in the case of the Dominion Postal Clerks' Association.

For some years the Dominion Postal Clerks' Association has petitioned for equalization of salaries East and West and have patiently and loyally accepted the promises of their Ministers made from time to time that this would be done. Finally the decision was submitted to them, not once but several times, that the classification going into effect on April 1919 would adjust the case of equalization.

I submit and appeal to you, Sir George, that this pledge given to several thousands of men and women should not be honored in the breach (as it now is in Bill No. 18) but in the observance. In the promises given, Canada's honor is at stake and the honor of every Minister of the Crown as well as of the humblest citizen of the land.

It is from this lofty standpoint that as President of the Civil Service Federation of Canada I appeal to you in regard to the changing of the effective date of Bill No. 18 to April 1st, 1919.

Yours respectfully,

F. GRIERSON,
President.

Change in Bonus Regulations

The Federation officers have taken up with the Civil Service Commission the necessity of changing section No. 7 of the Bonus regulations. This provides that the bonus shall be deducted in the event of absences amounting to more than one month in six. The Federation asked that the bonus be continued in all cases where pay was continued by the Department; that it should be deducted only where the leave was granted without pay; and that previous deductions be returned to the employees concerned. They have been advised by the Civil Service Commission that this will be done.

Reclassification in the United States

Representatives of the organized Government employees have been appointed by the Joint Congressional Commission on Reclassification of the Civil Service to serve on two advisory committees, namely on wages and employment policies. The commission is thus continuing its announced policy of seeking the cooperation of the workers in the execution of its program.

Government Insurance

Furnished by the Department of Insurance

Civil Service Insurance issued by months this year is as follows:—

January	\$ 83,000
February	214,000
March	197,000
April	166,000
May	95,000
June	115,000
July	91,000
August	66,000
September	94,000

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

Auditor General	1	\$ 5,000
Customs	8	23,000
Inland Revenue	2	5,000
Interior	2	7,000
Post Office	17	49,000
Railway Commission	1	2,000
Secretary of State	1	1,000
Trade and Commerce	1	2,000
	33	\$94,000

The increase in the amount issued, over that of the preceding month, is gratifying but there is still evidence that this scheme

of insurance is not being taken advantage of to the maximum extent possible.

The issue in the Post Office and Customs Departments is probably due to publicity given to the scheme by organizations of employees in those departments. Similar organizations in other Departments would probably produce the same effect.

Printed folders giving in convenient form the essentials of this scheme of insurance have been prepared and will be furnished on application to any person who feels that he can use them to advantage.

New appointments to the Service should be advised of the possibility of obtaining a Civil Service Insurance policy. It is too often the fact that the newly appointed civil servant remains in ignorance of the benefit which is his for the asking. This information can be most effectively given by the newcomer's fellow employees who are already insured. A suggestion that he use the attached coupon for the purpose of obtaining further information may be all that will be necessary.

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.

- I contribute to Superannuation Fund No. 1.
- I 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.

At the Sign of the Wooden Leg

Quidnunc as Classifier

Your
Humble
Serv^t
Silas
Wegg

YOU may remember Quidnunc the Clown who operated the Question Box for a season and who was committed for safe keeping to the Orphan's Home. From that institution has come word that he has been engaged in preparing a volume to supplement the Classification schedules, and I have been able to see his manuscripts. Thinking that the results of his labors may be of interest to you, I have excerpted some of his definitions of duties, taking an example under each letter of the alphabet. If they serve no higher purpose they may, at least, help you to relearn your letters. I have omitted the salary schedules as they were of little value (like most salaries these days) and depended for their interpretation on a "new and improved bonus allotment", which Quidnunc had not then worked out. I present his definitions, leaving them in the compressed note-book form in which they were written.

Amateur detective:—To search for new ideas and detain same on charge of vagrancy whenever found. Must have a thorough knowledge of, and respect for, precedents and be skilled in the science of deduction. (See Comptroller Retirement Fund.) A training equivalent to that of Sherlock Holmes or Nicholas Carter required. Line of promotion: Clerk in charge of Attendance Book.

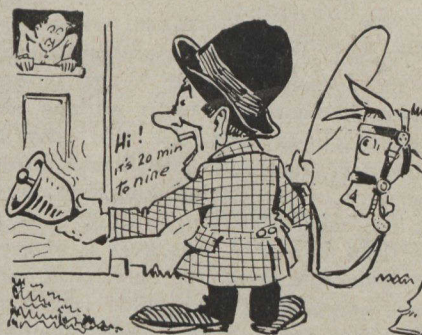
Bolshevist propagandist:—To explain the doctrines of the Merit System and to seek to introduce, insidiously and without offence, the principle of equal pay for equal work. No education is required. Line of promotion: Amateur detective.

Dumb waiter:—To be assistant to a chief endowed with immortal youth, and to appear always as if in full enjoyment of the zest of living. Must be well-versed in the philosophy of the Stoics and able to read the Superannuation Act backwards. Line of promotion: Dumb waiter.

Evening entertainer:—To have facility in relating to one's immediate family and to one's neighbor, to his man-servants and his maid-servants, and to his ox and his ass, a complete account of the day's happen-

ings in the office. It may be necessary at times to attend the office during the day, but a chief entertainer may dispense with this if he has a telephone in his house. A short course in higher scandal and modern millinery is imperative. Remuneration is by tale. Line of promotion: Phonograph attendant.

Cab driver:—To attend the residences, at eight-thirty each morning, of such clerks who, upon certificates duly signed by their chiefs, are otherwise unable to sign the attendance book above the line. Must be expert in use of handcuffs and harsh lan-



guage. Horses will be supplied by the Chief Superintendent of Mare's Nests. Remuneration will be based on mileage covered and minutes saved. Any civil servant can have a hack at this job. Line of promotion: Funeral director.

Fox-trotter:—To drill the members of the Civil Service in all the latest movements, excepting the prohibition movement, so that they may be able to dance a two step as well as they now dance a ten dance. Subsidiary duties include the teaching of noiseless typewriting and the æsthetic manipulation of telephone receivers. But one must begin at the foot. Line of promotion: Carpet sweeper.

Garbage collector:—To edit reports, dispose of memoranda and do such other duties as are not desired. Returned soldiers proficient in the use of gas masks will have preference. An assistant rubbish shooter will be provided to give anæsthetics to the horses. Both officers must

be optimists as they will be often in the dumps. Line of promotion: Curator of mummies.

Haberdasher:—To have oversight of the clothes and general appearance of the male clerks of the several departments. Must have an intimate knowledge of the high cost of living, the inadequacy of the bonus and the perishability of breeches. This being a new position, a number of dummy clerks will be chosen on which the official may practice. Line of promotion: Dummy clerk.

Ice-creamist:—To furnish refreshments to the ladies of the service, as an offset to the haberdashing perquisites of the men. Must be bilingual, quick cleaning of the spoons being necessary. A knowledge of Neapolitan also required, and of conic sections as a matter of course. Line of promotion: Fudge maker.

Juggler:—To prepare statements of revenue and expenditure, to give statistical information to the public as needed, to perplex and dash maturest counsels, and to make the worse appear the better reason. Must be a graduate of one of the great popular institutions, such as those at Kingston and Stony Mountain. Line of promotion: Account cook.

Knife-grinder:—To be in attendance on the heads of departments or branches who may have to put the knife into any of their officials, to keep the blade keen and free of incriminating blood-stains, to stick to his daily grind and say nothing. The qualities required for the position are secrecy and sycophancy. Line of promotion: Confidential valet.

Literary man with a wooden leg:—To do as little office work as possible and to drop into poetry as the occasion warrants. The qualifications are a wooden leg and a ditto head. Line of promotion: Literary man with two wooden legs.

Mucilage inspector:—To see that all mucilage pots and brushes are kept in a sanitary condition, due regard being had to the quality of the mucilage and the competency of the mucilagist. Must

EDITORIAL

The Victory Loan, 1919.

We are glad to be able to announce to our readers that the Victory Loan, 1919, deserves special consideration at their hands. But, curiously enough, the really commendable feature of the bonds is not even mentioned in the "official prospectus". Everybody knows that bonds bear interest, that bonds have to be issued in certain denominations, that bonds must be bought somewhere, somehow, and delivered some time. But these bonds are better than those of all previous issues; they are so in a way that makes them certain to appeal to right thinking men and women, and we are told nothing about it. The bonds are taxable.

Now, why are taxable bonds so much of an improvement? For this reason: Canada collects the money needed to pay her bond interest in two ways—customs and internal revenue on the one hand, and income taxes on the other. Now, customs and internal revenue taxes figure out approximately at so much a head, rich or poor, and since there are several hundred times as many of the one as of the other, it stands to reason that the poor people contribute most of the money derived from customs and internal revenue taxes. And if the rich have a large part of their money in non-taxable bonds, and therefore in such shape that they are not reached by the other form of taxation (income taxes) it stands to reason also that the poor people contribute to the Government in the form of customs taxes the money which the Government turns over to the wealthy in the form of bond interest. The taxation of bonds is a step in the direction of levying taxes in accordance with our several abilities to pay, and the new Finance Minister is to be congratulated on taking so praiseworthy a step.

Civil Servants and the 10% Flag.

A propos of our leading editorial, we wish civil servants were better able financially to show their appreciation of Government's action in making the present bond issue democratic. The Finance Minister realizes, however, that civil servants have for years been very heavy contributors to the treasury, and that for the present year each and every one is giving vastly more than the ten per cent necessary to secure the coveted flag. Not only have they contributed in this way, but they have never received interest-bearing bonds in return for the money they have

given. What a wave of enthusiasm the Finance Minister could create by issuing the following statement:—

"To civil servants: The Government realizes that it has allowed your salaries to continue almost unchanged during a period which has seen a doubling of the cost of living and a general recognition of this fact on the part of other employers. The Government hereby acknowledges that, in paying you dollars worth fifty cents, it is actually keeping back a dollar for every dollar which it is paying you. Government hopes you will consider the bonuses already given as making up to you in part for the dimes, the quarters, and the fifty-cent pieces you did not get during the previous years when dollars were worth a little bit more than they are now. Government announces its decision, however, to make up, at least in part, for the dollars you have contributed this year.

"The Government realizes that you have contributed to the treasury in this way, and as definitely as if it had been taken from you in income taxes, an amount approximately equal to your average yearly salary, or slightly more than \$1,000 apiece. But Government does not feel that it can, nor does it believe that civil servants would expect it to, return full value for the \$1,000 received from each of you, even though this would be little more than private industry has done. Government recognizes this as generosity on your part, however, and encloses herewith one registered 5½% bond for \$500 to each of you with the hope that you will consider it as an earnest of Government's desire to deal as fairly with the service as the exigencies of the financial situation will permit. Government makes this first move advisedly and in the interests of true economy. Government only asks in return a fuller appreciation on your part of your duty as Government employees, confident that the incentive of receiving justice will double your efficiency and your value to the State."

The Classification and Bill No. 18.

We rejoice with civil servants in the passage of Bill No. 18 with its accompanying classification, and offer our congratulations to the Government, and the Honourable A. K. Maclean in particular, for carrying through so eminently commendable a piece of legislation. We regret to record the fact that the bill as passed does not redeem the pledge of Government to make the classification retroactive to April 1, 1919. Government can still do this in supplementary legislation but the opportunity to convince us of the value of governmental promises has been deliberately ignored. The extent, however, to which this legislation takes rank among the civil service enactments of the world will be clear when we tell you that it does this in spite of the following handicaps. It contains no provision for trial boards, it leaves dismissals in the hands of the

political heads of departments, and it makes no provision for the superannuation of the incapacitated.

But these are things so essential in themselves and so necessary to efficiency and economy, that the service need not fear that it will be forced to labor long under the handicap imposed by their absence. Neither should we allow them to obscure our vision of what has been accomplished, nor of what is now our plain duty. It is strictly up to us.

If you have not been told where you have been placed in the classification, get busy and make them wonder what they were thinking of when they classified you where they did—they may revise it before showing it to you at all.

If you know where you are to be placed, you know the job ahead of you. It's yours as soon as you are better able to fill it than anyone else, and a large part of the estimate of your ability to fill it will be made up of your ability to hold down the one you now occupy. If it requires new qualifications get them, and don't wait until your salary climbs within speaking distance of the higher salary, either. The yearly increases are meant as a reward for those whom length of service renders more efficient in the work they are doing. If you are able to do work of a higher calibre one year after your appointment to the minimum of a class and can prove this in a promotion examination, you can, at the first vacancy, go to the higher class of work and start in at the higher minimum.

As we said before, it is now strictly up to us.

Date of Classification.

The president of the Dominion Postal Clerks' Association presented to the Senate Committee on Bill No. 18 and the Classification an exceedingly able argument for changing the provisions of section 13 of the bill so that it should come into operation upon April 1, 1919. He proved conclusively by reference to correspondence and the official "Hansard" that Government was pledged to action which necessitated the change. He called attention in very diplomatic language to the fact that the promises of Government had been made by Government at a time when the prevailing unrest threatened the ranks of Government employees, that the promises had been used by duly elected officers of civil service associations in a successful attempt to prevent any disruption of the public service, and that the promises had been accepted in good faith by the employees.

If this point is won and classification dates back to 1919, it will mark the culmination of a fight which has been waged by Mr. Cantwell and his colleagues ever since the cost of living in the east began to approach a cost of living for which the western employees were receiving a bonus of \$180.

EDITORIAL NOTES.

Thursday, October 9th, was, by proclamation, set apart as Fire Prevention Day, and special effort was made to bring home to the people the vital necessity for doing something to cut down the fearful toll which fire is taking. We would again call the attention of those in authority to the plan which we proposed editorially in the December number of last year. We would make mandatory the presence of one or more hand extinguishers of approved design in every house in the Dominion, and would charge the cost of all fire protection and inspection to a fund supported by a yearly tax amounting to the cost of such installation levied against all unprotected houses. If the fund turns out to be too small, the charges can be met from the general taxes. If the fund turns out to be too large, the surplus can be used to decrease the general tax rate.

We are going to try and make *The Civilian* live; it is going to have a heart. For this reason, we are, from time to time, going to ask you to read certain things, the kind of things that we should like to present to you in the original. For this month we know you will appreciate having your attention called to "The Box-Stall" by Mary Heaton Vorse in the August *Harpers*; "England to America" in the September *Atlantic Monthly*; "The lonely child" by Anna Spencer Twitchell in the October *Ladies' Home Journal*; and Emerson's Essay on Compensation,—after you have read them.

Our idea of "preventive medicine" may be shown by outlining what was done in four towns of Arkansas in 1917 and 1918. By draining and filling pools, by ditching sluggish streams, and by oiling surface water the breeding places of the malaria-carrying mosquito were so effectually closed up that the number of visits paid by doctors to malaria patients fell from 2,312 in 1916 to 259 in 1917 and to 59 in 1918, a reduction for the 3 years of over 97 per cent. The decrease in other communities varied from 95 to 80 per cent. There is ample scope in the activities of the new Federal Department of Health, recently created by Parliament, for the services of a number of highly trained sanitary engineers.

Bills have been introduced in the House of Representatives by Congressman Nolan providing for the establishment of the United States Patent Office as a bureau independent of the Interior Department, for a single Court of Patent Appeals, and for increased salaries for the members of the staff. The salaries fixed by the latter bill range from an entrance salary of \$1,800 up to \$4,000 for primary examiners, with corresponding increases for higher officers. These salaries should be compared with

the range of \$1,320 to \$1,800 provided for by the new classification of the Canadian civil service. How about a little "patent reform" at home.

We are forced to take issue with the bonus award on two counts. First, the scaling down from \$420 to nothing as a maximum of \$3,000 is reached; and second, the attempt to prove that the increase in the cost of living for the six years beginning in 1913 is only 53 per cent. With regard to the first we shall only point out that all the salaries in the classification were planned to be and are admittedly lower than they should be by forty per cent, or nearly half. The extra forty per cent is to be made up by a bonus. Great Britain has shown Canada what to do; she gave a generous bonus to everybody and kept it within reasonable bounds by providing that no more than \$1,500 should be added to the salary of any employee as a cost of living bonus.

With regard to the 53 per cent increase in the last six years, we shall let our readers judge for themselves. The report says that your rent has increased less than two per cent; in other words the landlord who charged you twenty-five dollars a month a year before the war is now renting the same house to you for \$25.47!! The report says that food and fuel have increased 84.5 and 59 per cent, respectively. These are more nearly fair but the report does not

take clothing into consideration and the increase in this item amounts at least to the 115 per cent which is recorded in the United States.

Special mention should be made in this column of the work of the Dominion Customs Association. The officers of this Association and the members of the executive have been working in season and out of season for the best interests of the entire service. This work costs the men who do the work an amount which easily and for single efforts runs over the hundreds and the thanks of the entire service are very frequently due to Mr. Colvin, Mr. Burns, and their comrades. Perhaps at no time have these men deserved more applause than during the final days of effort in behalf of Bill No. 18 and the principle of classification.

The Postal Journal gives the military record of Lieut. A. Payette, recently appointed postmaster at Hull. We can only record here the fact that neither the assistant postmaster with a 19-year record nor competent employees of the Ottawa Post Office, who applied for the job, received the appointment, and that there was no examination. The excuse that Hull is a revenue office and therefore not amenable to merit procedure will not go.

The Civil Service in the House

Over-Manning in the Inside Service. Report of Special Committee re Reducing or Re-arranging Staffs.

In the article on the "The Civil Service in the House" (September issue) *The Civilian* referred to the introduction by Dr. Steele, M.P., on April 16 of a resolution calling for the appointment of a special committee to enquire into and report as to how the Inside Civil Service could be reduced and re-arranged to secure greater efficiency and it was stated that the debate and the report would be dealt with in a future article. Although some time has since elapsed it is felt that the Service will be interested in having at hand an account of the debate and the report in more detail than was given in the press at the time.

Dr. Steele, in introducing his resolution, referred to the demand for efficiency in every line of industry and occupation and stated that the coun-

try was demanding efficiency also in the Civil Service. On account of demands which had been made upon the Government and the possibility at one time of a strike by Government employes he believed there was a widespread interest in the Service by all elements in the country. He mentioned, in passing, that he did not think the salaries of deputy ministers should have been increased until they had shown whether they were capable of cleaning up the Civil Service. There were 220 people in the Service who were 65 years of age or over and 403 people over 60 years of age. The fact that 8 per cent of the Inside Service was over 60 years of age did not tend to the greatest efficiency. While efforts were being made to reform the Service these efforts would not give the reform "which parliament and the

country desire". Besides the old men there were "the inefficient class, the incapable class, and the idlers". There was another class—"I refer to agitators in the Service, men who are drawing salaries from the country for work which they are not doing and whose time is being spent in agitating, agitating, agitating, agitating, stirring up strife in the Service amongst other employees who are willing to give this country efficient service, disorganizing, to a large extent, the whole Service. . . we want to know the relation of these men to the Civil Service. . ." Dr. Steele was not disposed to criticize the Civil Service Commission; he thought they should be given an opportunity of showing what they could do.

Hon. A. K. Maclean agreed that the appointment of a committee was de-

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sirable, but was not disposed to agree "with the general statement that the Civil Service is to-day very greatly over-manned. Under our political system it would not be surprising if I were compelled to admit that there might be found over-manning of the Service in some departments and more in some departments than in others." Mr. Maclean pointed out the difficulty of retiring aged members of the Service and hoped that the Government would take up the question of a restoration of some superannuation system for the Service.

Mr. John Best hoped that when the committee's report was presented the Government "would have the nerve to act on it and not do as they have been doing in the past—giving the men a little and having them come back every 48 hours."

Mr. J. H. Sinclair thought there was already enough elaborate machinery for controlling the Civil Service. He was surprised that the minister was not sure that the Service was over-manned. When the present Government was in opposition it had been contended that the Service was over-manned but after a change of Government had taken place "we discovered that in about 12 months some 12,000 men had been dismissed or retired from Service because they exercised the right of free citizens and that some 25,000 had been put in their place." Mr. Sinclair concluded:—"What I want to impress upon the minister is that the country is looking to him to give us an efficient Civil Service." Hon. Mr. Maclean's reply is interesting: "I do not want the country looking to me with regard to matters over which I am really not responsible. There is really no such person as a Minister of the Civil Service."

Mr. H. B. Morphy considered that too many girls and young men were employed in the Service and that more returned soldiers should be employed. Mr. D. D. McKenzie while believing there was a good deal of merit in the resolution did not think good results would come from the appointment of the committee. He did not believe any member of the House possessed the necessary training or experience to bring about the needed reforms. He suggested that if a superintendent of the Civil Service in Canada were appointed—an officer of equal rank, influence, and independence with the Auditor General, to act as general

supervisor of the Civil Service and the several departments, some beneficial and permanent results might be expected. He considered the great fault in the Service was lack of system. Mr. Donald Sutherland approved of the resolution and had a few words to say against agitators and unrest in the Service; he did not think enough returned soldiers were being employed. Other members who contributed to the debate were Messrs. Davis, Butts, and Mowat. Mr. Davis thought conditions in the Service could be improved by better methods in preparing and handling estimates. Mr. Butts took advantage of the opportunity to suggest salary increases for sessional clerks and Mr. Mowat supported the motion for the reason that it asserted the principle of the House controlling the Civil Service.

Committee's Report

The Committee was later established and held eighteen meetings at which twenty-eight witnesses were heard. These included deputy ministers, heads of important branches, and officers of the Civil Service organizations. The following are the Committee's findings:

1. That overmanning in the Inside Service exists to a considerable degree in many of the departments.

2. That leave of absence is permitted and practised to an unreasonable extent, as may be readily seen by reference to the reports regarding absence of employees filed with your committee, abstracts from which follow:—

These statements are for the year 1918.

Department.	Average days absence for each employee.
Agriculture	14.4 days
Customs and Inland Revenue	9.3 "
Finance	10.8 "
Immigration and Colonization	14.2 "
Interior	20.9 "
Justice	9.8 "
Labor	6.1 "
Militia and Defence	12.6 "
Marine and Fisheries	11 "
Naval Service	11.2 "
Post Office	20.8 "
Public Works	9.8 "
Railways and Canals	15.4 "
Secretary of State	13.7 "
Soldiers' Civil Re-Establishment	4 "
Trade and Commerce	13.9 "

Some branches show a much larger absence list than others, as shown by the following statement:—

Branch	No. of Emp.	Ave. Days Absent.
Natural Resources Bch	52	47.2
Postal Note Division	58	41
Correspondence Registration Branch	43	41
Salary Warrant Division, P.O.	36	36.3

Branch	No. of Emp.	Ave. Days Absent.
Mailing Room, Interior Dept.	18	35.1
Money Order Exchange Office	66	34.2
Currency Branch, Finance Dept.	29	32.8
Land Patents, Interior Secretary's Staff, Public Works Dept.	72	32.2
School Lands Branch, Interior	61	30.4
Secretary's Bch., P.O.	23	27.7
Money Order Bch., P.O.	46	27.3
Deputy Commissioner's Office, Interior	134	27.3
Patent Office	58	25.1
Auditor General's Office	67	21.5
Timber and Grazing Branch, Interior	144	10
Mines	33	10.7
Savings Bank Branch, Post Office	103	9.3
Appraiser's Branch, Customs	44	9.5
Statistical Branch, Customs	43	9.1
External Affairs	108	8.5
Taxation Branch, Finance	77	6.1
Chief Architect's Staff, Public Works	78	5.9
	186	4.7

The total days absence for the whole service, not including the temporary employees in the Department of Militia and Defence are 94,633, or an average of 12.7 days.

The above absence is in addition to the three weeks' vacation and all statutory holidays allowed under the Act.

From the above absence it will be seen that with a few exceptions the average absence is very high. In the Department of Soldiers' Civil Re-Establishment the average is only 4 days. A return from the Canadian National Railways office staff, with 885 employees, gives the average days absence for the staff at 3.95 days. The evidence of witnesses indicated that under no ordinary circumstances should the average exceed 5 days per employee per year. Means should be taken by deputy ministers and heads of branches to remedy this abuse.

3. That the method of dismissal provided by Section 28 of the Act is too formal and difficult of accomplishment to lead to the results which no doubt were contemplated when the section was adopted, and in consequence the efficiency of the Service is impaired.

4. Statements filed with your Committee and the evidence adduced at the various meetings indicate that over 100 employees are, through increasing years, unable to render efficient service, but in the absence of any provision for superannuation there appears to be no way of retiring them without hardship, having in view the many years of faithful service rendered. In view of this, and from the evidence heard apart altogether from this feature, your Committee recommend that a general scheme of superannuation should be devised and put into operation with as little delay as possible.

5. In view of the limited time for prosecuting the inquiry your Committee recommend that a similar Committee be appointed at the next Parliamentary Session to continue the investigation.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

Classification in 1920 or 1919

The following correspondence between the President of the D. P. C. A. and the President of the Privy Council covers an extremely vital point, namely: Are the classification salaries to be supplemented by a bonus or not? Our readers may know the answer by the time they read this, but in the meantime every effort is being made to see that the promises of Government and the expectations of civil servants are realized.

The letters follow:—

Ottawa, Oct. 11, 1919.

Dear Mr. Cantwell,—

Referring further to your letter of October 6 respecting the date when the new classification will go into effect, I am sending you herewith copy of yesterday's Hansard containing the Debate on the Bill, and would direct your attention to Mr. Maclean's statement on page 1030. You will see that the point raised by you is to be given further consideration by the Government, and that in the meantime the date when the classification shall go into effect remains open.

Yours faithfully,

N. W. ROWELL,

President of the Privy Council.

W. J. Cantwell,

President, Dominion Postal Clerks'
Association, Ottawa.

Ottawa, Oct. 15, 1919.

Hon. N. W. Rowell, K.C.,

President of the Privy Council,
Ottawa, Ont.

Dear Sir,—

I thank you for your letter of the 11th instant, with copy of Friday's Hansard enclosed.

If you will be kind enough to read over carefully the Hon. Mr. Maclean's statement, to which you have directed my attention, you will observe how feeble is the attempt to justify the change in the date of bringing into force this legislation. He refers to the fact that when he, himself, stated in the House that the new schedules would date back to the 1st of April 1919, he believed the Bill would be passed and classification become effective (within the first three months of the present fiscal year). He appears to have overlooked the fact that your pledge to this service, which you reiterated in reply to a question asked by Major Andrews, was given on the floor of the House on May 13th, 1919, when approximately half of the first three months of the present fiscal year, to which he refers, had expired.

The Hon. Mr. Maclean on the same page of Hansard, is credited with making the following extraordinary statement:—

"...in the meanwhile they have got a 'very substantial bonus, and I am not 'quite satisfied myself that they are entitled to both...."

The only inference that can be drawn from this statement is that had classification been adopted by Parliament before the bonus was awarded, there would have been no bonus granted to Civil Servants. If the Hon. Gentleman had carefully read the "Foreword" in the reprint of the salary schedules, which was tabled concurrently with the introduction of Bill 18, I do not think he would have made that statement. The last paragraph of the "Foreword" (page 4) reads as follows:—

"The rates of compensation proposed for the several classes, except those 'where it is provided that prevailing 'rates shall apply, are based on the assumption that they will be supplemented by a special bonus while the 'cost of living continues abnormally 'high during the reconstruction period."

Mr. Maclean should also know that the bonus award was prepared in its present form so that it would harmonize perfectly with the new salary schedules of the classification. Anyone who reads the War Bonus Order-in-Council, even casually, cannot help reaching this conclusion, as its provisions clearly anticipated certain increases under the new classification by an arrangement whereby these increases automatically reduce the amount of the bonus.

As there is no machinery whereby a misunderstanding of this kind can be settled by arbitration, and as the situation, in so far as this service is concerned, is a very serious one, I have no alternative but to prepare a statement of the case which will be forwarded to every Board of Trade in the Dominion.

What further action will be taken by Post Office employes must be dictated by a vote of the membership.

I have the honor to be, Sir,

Your obedient servant,

W. J. CANTWELL,

Dominion President

Dominion Postal Clerks' Association.

Toronto Branch Meeting

The annual meeting of the Toronto Branch was held on Sunday, Oct. 12, at Sons of England Hall, when Mr. W. J. Gallagher presided over an attendance of nearly 200 members.

The minutes of the last quarterly meeting were read and confirmed. A considerable amount of correspondence was also read, which showed the position as it stands today.

The secretary then made a report on behalf of the executive committee showing the activities of the past year, and also made a statement of account. The reports were approved and adopted, and also the accounts subject to audit. The selection of officers for the ensuing year then proceeded, and resulted in Mr. W. J. Gallagher being unanimously re-elected as president. The vice-president, Mr. R. S. Bartlett, was also re-elected by a large majority over two other nominees. Mr. E. G. Willis was elected second vice-president, and Mr. J. McCurry as third vice-president, after a contest in each case with several nominees. The secretary, Mr. T. R. Elsam, was unanimously re-elected, as was also the treasurer, Mr. T. B. Armstrong. The election of the committee of five, brought forth 11 nominations, and the ballot resulted in the election of M. E. Dumphey, T. S. R. Snider, N. D. O'Leary, G. Murphy, and C. E. Swait or A. E. Blackeby. Many matters of importance were dealt with and postponed for further consideration at an adjourned meeting held on Sunday, Oct. 19, at Sons of England Hall.

T. R. ELSAM,

Secretary.

Conventions of United States Postal Employes

The National Federation of Post Office Clerks (United States) have recently concluded a convention that is described by "The Union Postal Clerk" as "in every respect the most important conclave of the pioneer postal union since its inception in 1906." The convention was held in Washington, D.C., and exchanged fraternal greetings with the National Association of Letter Carriers who were in session at Philadelphia and the National Association of Post Office Laborers who were in session in New York City.

The following outline of action taken will indicate the scope of the activities carried on by our neighbors to the south: Higher wage classification, time and a half for overtime with possible maximum of seventy-two hours a year, double-time for Sundays and holidays, forty-five minutes to count as one hour in night work, retirement legislation, thirty day vacation, thirty day sick leave, an eight-in-nine in place of the present eight-in-ten hour law with overtime following immediately upon

termination of regular tour, forty-four hour week, time allowance for case examinations, scheme exemption for clerks twenty years or more in the service, weekly pay day, stools for distributors, increase in maximum compensation for injury, supervisors to have three years experience in work to be supervised, sanitary workrooms, disinfecting of mail equipment, protest against secret timing tests, court of appeals, recognition by the department of postal workers' unions, industrial democracy, wider political freedom, right of collective bargaining, recognition of seniority, alliance of postal workers' associations, nation-wide joint mass meeting of all organized postal employees, endorsement of union label, and provision that at least three articles of clothing worn by delegates shall bear union label.

The Postal Clerks also took some steps regarding organization which will interest the readers of this page: they raised the number of vice-presidents from five to

seven and they raised the per capita tax and the salaries of the president and secretary-treasurer. These salaries are now \$3,100 and \$3,600 per annum respectively, with 30-day annual vacation with pay. An invitation to hold the next convention in Chicago, presented by the Chamber of Commerce of that city, was turned down on the advice of the Chicago employees who stated that the "rotten" working conditions in the Chicago office would have to be improved before they could, in self respect, invite their fellow postal employees to the city. That's a method of turning on the spot-light which catches our fancy.

Armistice Dance

The Ottawa Branch of the Dominion Postal Clerks' Association have arranged to celebrate the first anniversary of the signing of the Armistice by a dance at the Racquet Court on Tuesday Evening, Nov. 11,

1919. A cordial invitation is extended to all members of the Civil Service to attend and help us have a big time. Tickets may be obtained from the following members of the Association:—W. J. Cantwell, R. E. Hall, E. F. Littlefield, F. R. Sparks, Fred. Wilkins, W. A. Chapman, L. J. St. Laurent, F. J. Hanratty, and W. E. B. Mann, at the Post Office.

Hull Postmaster

Lieut. Alphonse Payette, M.C., an officer who won recognition for courage and devotion to duty in the Great War, has been appointed postmaster of Hull. Lieut. Payette went over with the 163rd Battalion and was later transferred to the 22nd Battalion. He obtained the coveted M. C. while serving with the 22nd at Hili 70, and was wounded in July, 1917. Lieut. Payette is a nephew of Fire Chief Alphonse Tessier, of Hull, and resides with him at 133 Champlain Avenue.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

The New Commissioner of Customs

The promotion of R. R. Farrow, Esq., is another link in the chain that is being forged for the subjugation of the "beast of prey", "patronage and pull", which has roamed around so long in Civil Service circles, feasting and gorging itself at the expense of civil servants themselves. It promises well for the future, in that the principle of promotion for service and efficiency, could not be better exemplified than it is in the new commissioner. As members of the Dominion Customs Association, as well as public servants, we feel that we have a friend in court, who will always be willing to give a hearing to any claims affecting our interests and welfare.

Promotions

Now that we have the Civil Service Bill in operation by law, it is only reasonable to assume that any acting collectors and surveyors who have been "acting" by virtue of patronage and political pull, and blocking the just promotion of their seniors in service, and superiors in efficiency, will be relieved from these positions and the merit system applied in each case, thus carrying out the principles embodied in civil service reform as exemplified in the new bill just made law.

Members of the D. C. A. expect no more than other branches of the public service, but at the same time will not be satisfied with less.

Dating of the Act

There is every reason to believe that the date of the operation of the new Act will be April, 1919. It would be a breach of faith, in view of the repeated statements of Cabinet Ministers that the Act would become operative on that date, to have it come into effect only in April, 1920. I would urge the members of the D. C. A. wherever located, to do whatever they can to strengthen the hands of the Civil Service Federation Executive in their endeavor to have the Government change the date, and carry into effect the promises made regarding the operation of the Bill.

Bonus Allowance

Section VII of the regulation regarding leave of absence, would seem to have worked some hardships in the matter of the amount allowed under its provisions, and in order that no injustice may be done, the Executive of the Civil Service Federation have asked the Civil Service Commission to have that section eliminated, and to clearly define the principle that

wherever the salary is paid, the bonus in full is also due and should be paid.

Collector at Winnipeg

An event which should get more than passing notice is the appointment of Mr. F. J. Allen to the position of collector of customs for the city of Winnipeg. This appointment is one of the most striking illustrations of the Government's determination to abolish the evil of patronage appointments. Mr. Allen has been in the Customs for many years and as chief clerk at Winnipeg was entitled both by experience and as the reward of long service to the promotion. Under the old system, needless to say, he would not have got it. The post would have gone to some political associate of the sitting member for services rendered. The "Post" would not say that the old-style appointments have not turned out well. For such important posts as collector of customs and postmaster men of ability and standing have invariably been chosen. But the system was not fair to the men of the staffs who ought to have the right to look forward to the highest office as the reward of long and meritorious services. The Union Government was in a position to institute a reform here which neither of the old parties would inaugurate. The govern-

ment has given several striking proofs of its sincerity in this matter, in particular, the Winnipeg case quoted and the recent appointment of a postmaster in the city of Toronto. The plan is not popular with the old die-hard partisans, but it is the right system and it should continue to be the system.

The Grouch

"There's a lot of third rate politicians at Ottawa who still hanker for the sweets of the patronage system. They depended for support on a crowd of graft hunters for the support in elections, and would probably never have been returned the second time if they hadn't had a host of little jobs to dangle before the eyes of the guys who work for what they can get out of it. No politician removed from the common or peanut variety wants to have twenty-five or thirty thousand or more men and women living under the conditions which have been attached to government jobs for years, the men on half pay and the women on starvation wages, thus making them virtual vassals to a lot of dingbusted politicians who haven't hesitated to keep them on that scale unless they were willing to do what he said. It is about time the men and women employed by the Dominion of Canada should be placed in a position that any decent worker has a right to occupy, and paid a decent wage for what they do. The patronage system gave the politicians a chance to place a lot of derved sight better people under obligation to them and hold a threat of dismissal over their heads if they weren't good. It also gave them a chance to wreak petty revenge on the victims of the rotten system by firing those of opposite political faith and also to place their special favorites over the heads of old time servants at higher salaries, until it became a veritable scandal in the country. The Civil Service Act busts the nice little snap into atoms and puts the politician ginks on their own bottom, and believe me, it will be a pleasure for some of the victims to hand back some of the dirt that has been tossed to them by pinheads whose capacity is a junior clerk in a shoe shine shop rather than member of parliament. It would be an everlasting shame and disgrace to this country if them guys who want to retain the patronage system are allowed to have their way and the men and women who are necessary for the proper administration of the public's business should be placed in position to have their heads chopped off at the nod of a dinky brained politician who couldn't hold his job if he didn't have the privilege of hanging up a hundred jobs before the hungry eyes of that part of a

constituency which imagines that a new heaven and new earth is opened to them in the prospect of a government job."

"You are killing the only chance you have to be elect...." began the Chirp.

"Bah", said the Grouch.

Assistant Commissioner

Official announcement was made last night of the appointment of Mr. George W. Taylor, assistant deputy minister of Inland Revenue to succeed Mr. R. R. Farrow, who was recently named commissioner of Customs. Mr. Farrow in addition to being commissioner of Customs, is also deputy minister of Inland Revenue, the Inland Revenue Department having been brought into the Department of Customs in 1918. Mr. Taylor, in order to unify the work of the merged departments, now becomes deputy minister of Inland Revenue. Mr. Taylor is one of the best known government officials in the Dominion, having been a member of the staff of the Department of Inland Revenue for about thirty-five years.

NOTES

The Secretary Treasurer, taking advantage of a few days' vacation last month, visited each of the following ports: Kingston, Sherbrooke, and Highwater. A full attendance of the members was present at the conferences held, and much light was thrown on the problems of our service. Discussions which took place allowed an opportunity of getting the viewpoint of all concerned, and the results were very satisfactory on account of the understanding arrived at. About forty branches have been visited by the Secretary Treasurer alone and in company with other officers of the D. C. A. within the past eighteen months, which accounts for the splendid spirit of understanding and co-operation of the membership from coast to coast.

The Classification

The Classification, adopted by the House and assented to by the Senate with a few trifling amendments, opens the way for the long desired adjustments in the status of the officers of the customs outside service. It is a matter of time before the adjustments can be completed. We are given until March 1, 1920, to file our criticisms and suggested improvements of the classification. It is the intention of the standing committee to meet in Ottawa and submit the classification of every position in our service, from top to bottom, after the same

has been worked out and a case carefully prepared. Consequently to those who suppose that the battle is won by the adoption of classification, a surprise is in store, and our organization has to be tightened up, to make our position as strong and as representative as possible.

Next—Superannuation

This is our next problem. Who is going to start the ball rolling? Until there is an intelligent and fairly liberal plan of retirement of the members of the civil service who are incapacitated by age or other reasons, the reform of the Civil Service is incomplete. It is a big task, but we shall face it like men.

Montreal Association

The first concert promoted by the Montreal Customs Association took place on Wednesday, October 1, in the Catholic Sailors' Club on behalf of the Merchant Marine, 1914-1918. The management of the Catholic Sailors' Club have several times loaned their premises to the Customs Association for the transaction of their business, and the concert was given for their kindness, and was a great success. The chair was taken by Mr. Patrick Keane, and a fairly lengthy programme was gone through including Folk Dances by Miss G. Baker and Miss Theo. McFarlane, and Masters T. Flynn, C. Jones, F. Hefferman, and W. Doran. Songs were rendered by Messrs. J. Beauchamp, George M. Calahan, R. Cain, of the S. S. Cassandra; W. Ellis, of the S.S. Canadian Recruit; Newing, Dumbridge, and Pollock. M. Java, a Briton sailor, received a well-deserved encore. A well-known local entertainer was a great feature of the evening, and made his usual "hit". Messrs. Patterson and C. McQueen gave instrumental selections, and Misses Fredericks and Cahill were accompanists. Credit must be given to Messrs. DuCondu and McKenzie for the manner in which they staged this performance. The Catholic Sailors' Club will benefit in a marked degree by the effort of the Association. Thanks were accorded in the usual manner to all concerned.

The above Association deeply regret to announce the deaths of Messrs Martin and Chapdelaine. Mr. Martin entered the service in 1902 and died Sunday morning, October 17. Mr. Chapdelaine entered the service in 1909 and died on Saturday, October 18.

We also record the death of Mr. J. Noonan on Monday, October 20. He was a well-known figure in the custom house and his genial and obliging presence will

be greatly missed by a large circle of friends. We extend to the relatives and friends of the late gentlemen our heartfelt sympathy.

Western Ontario Customs and Inland Revenue Mutual Benefit Assn.

The annual meeting of the Western Ontario Customs Officers' Mutual Benefit Association held in the Stratford Customs Office on Monday was well attended from all parts of the district. In the absence of the president, Mr. John Wiseman, of Clinton, the chair was taken by Mr. Andrew Porter, of Goderich. The reports presented were found to be satisfactory and showed the Association to be in a healthy state. The following officers were elected:—President, Andrew Porter, Goderich; vice-president, John Wiseman, Clinton; secretary-treasurer, F. G. Neelin, Seaforth; executive committee, D. R. McPherson, E. O'Flaherty, Stratford; John Hayes, Goderich; A. C. Wood, St. Marys;

A. J. Blowes, Mitchell; auditors, Jas. Torrance and James Stewart, Stratford; delegate to Dominion Association convention, Andrew Porter. There was a considerable discussion over the recent tariff books and it was decided to memorialize the Dominion Association to press for a new tariff book.

Capt. H. J. Gabb, who has been overseas since November, 1915, has returned to Moosejaw and resumed his duties as chief clerk. This adds one more member to the already 100 per cent strength of the local association. Captain Gabb also brought an English bride with him, having been married a short time before leaving for home.

In the mighty conflict in connection with the pushing of classification through both Houses, in which the D. C. A. took such a prominent and successful part, many complimentary remarks were made regarding

the effective and inoffensive tactics employed by our committees. The public representations made before the special committees of the House and Senate, met with unexpected applause, because of the brevity, conciseness, and reasonableness of the arguments adduced. Congratulations are tendered the membership of the D. C. A. for having in its ranks such hard working, devoted, and enthusiastic men as those composing the committees who had the task of smoothing the way for this much needed but contentious legislation. The committees (there were two) consisted of the following:—Messrs. Robert Ferguson, President, Toronto Branch; M. F. Kehoe, President, Ottawa Branch; J. E. Lamb, President, Quebec Branch; Arthur Callow, Frank Somers, and Michael F. Mogan of Toronto; A. Lebeau, P. Keane, H. H. Harrison, and F. J. McKenzie of Montreal; Robert Colvin, Hamilton, President, D. C. A.; M. P. McGoldrick, Montreal, Vice-President, D. C. A.; and T. H. Burns, Ottawa, Secretary-Treasurer, D. C. A.

PERSONAL

On the occasion of their silver-wedding anniversary, Mr. and Mrs. J. H. Smith were the recipients of a handsome presentation from the members' stenographers staff of the House of Commons, of which Mr. Smith is chief.

Captain Gordon Hamilton Code, son of T. J. Code, of Trade and Commerce, and Mrs. Code, was married on October 16 to Rhea May, daughter of Mr. and Mrs. S. W. Boyd.

Dorothy, daughter of Fred Cook, Assistant King's Printer, and Mrs. Cook, was married on October 15 to Major Reginald J. Orde.

R. R. Marcell of the Dominion Bureau of Statistics is one of the newly-elected members of the Executive Committee of the Trades and Labor Congress of Canada.

Miss Gertrude Shore has resigned her position in the Department of Finance to devote herself to missionary work in Japan.

Major Andrew W. Gray, who resigned from the Dominion Parks Branch to run for the Ontario Legislature in the riding of Leeds, was successful in winning the seat. Major Gray will be missed as a civil servant and G. W. Veteran in Ottawa and will surely make his mark in the Ontario Assembly.

OBITUARY

DeLESELEUC—In Ottawa, on October 9, as the result of accident, Yves-Marie-Michel deLeseleuc de Kerouara, of the staff of the Government Printing Bureau. Deceased fought with the French army in the late war, suffered a severe wound and was awarded the Croix de Guerre.

ROSS—Suddenly, at Danford Lake, Que., on October 1, Charles Grosvenor Ross of the Department of Customs, Ottawa, aged fifty-two years.

LOW—In Ottawa, on October 2, James Low, aged fifty-nine years, father of Alexander and Thomas Low of the Department of Militia and Defence.

MEREDITH—In Toronto, on September 28, at the age of eighty-nine years, the widow of the late Edmund Allan Meredith, Under Secretary of State and Deputy Minister of the Interior.

I hold every man a debtor to his profession, from which as men of course do seek to receive countenance and profit, so ought they of duty to endeavor themselves, by way of amends, to be a help and ornament thereto.

Sir Francis Bacon.

THE DELPHIC VOICE

Editor, *The Civilian*—

Having read the article by Silas Wegg in the September issue entitled "The Question Box", would like an answer to the following question in your next publication.

I am known as the encyclopædia of the office. Please state salary I should expect under proposed new classification, and also line of promotion. Q.

Kingston, Sept. 16, 1919.

In the absence of Mr. Wegg's friend Quidnunc, the above letter was referred to the office boy (initial salary, \$45.00 a month) who provided the following answer,—

"From what we know of human encyclopædias they are more often insulted than consulted, and are paid accordingly—that is, more kicks than half-pence. The abridged editions are rated higher than the more ambitious kinds, because of their sententiousness,—of course I mean their ten-centiousness, for that's where the money comes in. Do not worry about your line of promotion. Kingston has many public institutions, and while some may be found to be blind alleys so far as careers are concerned, there is always a place in your city for a man of convictions."

Civil Service Association of Ottawa

Election of Officers

BALLOTING for the Election of Officers of the Association took place on Oct. 3. About five thousand members availed themselves of the opportunity

to cast a ballot indicating their choice for the different offices.

The proportional representation method of voting was used. The various departmental returns were taken to the Central poll where all counting of ballots was done. The result was known before mid-

night on the day of voting. This is considered to be a remarkable feat, and was accomplished by the despatch with which the returns were handled, and by the knowledge of the system shown by the Election committee.

The vote by departments is as follows:—

SUMMARY

DEPARTMENT	PRESIDENT		SECRETARY		1st Choice VICE-PRESIDENTS					
	Eagleson	O'Connor	Howard	Ryan	Chandler	Hood	Jammes	Jukes	MacInnes	Withrow
Agriculture	113	109	114	102	20	28	16	79	32	45
Auditor General's Office	66	43	66	38	12	4	23	51	5	10
Civil Service Commission	2	42	3	41	1	2	3	5	30	3
Commission of Conservation	9	14	11	11	2	6	1	11	—	3
Customs	164	113	165	110	38	37	86	41	45	25
Experimental Farm Employees	42	18	15	43	5	13	30	2	10	—
House of Commons	47	40	51	34	13	9	27	18	10	1
Immigration and Colonization	44	20	38	25	17	5	21	11	6	4
Indian Affairs	23	44	20	47	5	3	—	8	48	2
Inland Revenue	12	10	10	12	4	2	1	2	9	4
Insurance	—	12	4	7	1	1	6	3	—	1
Interior	476	353	523	290	400	22	138	137	48	68
Justice	34	19	21	26	16	4	6	6	3	14
Labor	12	74	12	72	5	2	24	23	20	8
Library of Parliament	3	11	3	10	1	1	2	—	9	1
Marine	45	53	56	41	31	5	12	15	10	23
Militia and Defence	164	511	210	462	126	34	105	118	211	60
Mines	64	62	71	53	13	4	23	29	35	17
Naval Service	42	103	62	91	18	6	32	42	53	3
Post Office	284	398	204	474	82	163	253	103	41	22
Printing Bureau (Distrib'n office	7	34	4	37	24	4	4	2	7	—
“ “ (Clerical staff)	9	42	15	35	10	10	8	5	14	2
“ “ (Stationery staff)	13	—	8	4	9	1	1	—	—	—
“ “ (Proof readers)	5	46	13	38	19	11	13	6	2	—
Public Works	120	141	109	149	68	14	60	41	37	26
Public Archives	8	20	11	17	4	2	5	13	3	1
Railways and Canals	20	18	25	13	13	2	2	13	4	3
R. N. W. M. Police	—	6	—	6	4	2	—	—	—	—
Secretary of State	8	15	10	12	5	1	5	4	2	6
Senate	10	15	7	16	5	11	1	3	2	—
S. A. and A. P. Branch	75	500	85	478	45	29	90	25	333	23
Soldiers' Civil Re-Establishment	5	29	12	21	6	3	2	17	4	2
Trade and Commerce	52	136	60	125	13	5	16	20	28	102
Totals	1978	3051	2018	2940	1035	446	1016	853	1061	479

An analysis of the vote shows that for the office of president Mr. O'Connor had a majority in twenty-one departments while Mr. Eagleson had a majority in twelve departments; for the offices of vice-president Mr. MacInnes had a majority in nine departments, Mr. Chandler had a majority in eight departments, Mr. Jammes had a majority in seven departments, Miss Jukes had a majority in five departments, Mr. Withrow had a majority in two departments, and Mr. Hood had a majority in one department; for the office of secretary Mr. Ryan had a majority in twenty-two departments while Mr. Howard had a majority in ten departments.

On the first count for vice-president

none of the candidates received a quota, therefore the second choices of the candidate having the least number of first choices (Mr. Hood) were transferred to the other candidates. As a result Mr. Jammes received a quota and was declared elected. The second choices of the next lowest candidate (Mr. Withrow) were then transferred, and as a result Mr. MacInnes received a quota and was declared elected. Of the two remaining candidates Mr. Chandler had a majority and was declared elected.

For the office of treasurer Mr. M. H. Hughes, Department of Marine, was the only candidate, and was declared elected by acclamation.

Executive

The majority of departments have elected their representatives on the Executive of the Association for the current year. There are however, a number of departments without representation, and it is suggested that arrangements be made, in their departments, to have representatives elected at the earliest possible date.

The departmental representatives elected, to date, are as follows:—

Agriculture:—None.

Auditor General's Office:—W. H. Caselman.

Central Experimental Farm Employees Association:—None.

Commission of Conservation:—Thomas Grindlay.

Customs:—Jas. Hoey, C. H. Calbeck, Thos. Burns.

Distribution Office:—E. J. LaRochelle.

Dominion Police:—None.

House of Commons:—A. C. Campbell.

Immigration and Colonization:—None.

Indian Affairs:—None.

Inland Revenue:—None.

Insurance:—None.

Interior:—Wm. Anderson, S. E. Hand, H. B. Kihl, V. L. Lawson, A. G. Mason, H. A. McCallum, Dave McCann, W. D. McClelland, S. J. Murphy, C. F. Spence, C. J. Tulley.

Internment Operations Office:—A. G. Campbell.

Justice:—None.

Labor:—None.

Library of Parliament:—M. C. McCormac.

Marine:—T. F. Murdock.

Militia and Defence:—D. C. Macdonald, John G. Carter, R. McCracken, Mr. Foley, Mr. Perrin, R. C. Thornloe, R. E. W. Stethem.

Mines:—A. O. Hayes.

Naval Service:—W. R. Todd, M. E. Kenny.

Post Office:—George Aird, Miss Cummings, C. A. Gorrell, P. Kehoe, A. Pothier, D. Simons.

Proof Readers' Association:—None.

Public Archives:—Norman Fee, M.C.

Public Printing and Stationery:—J. C. Reynolds.

Public Works:—Alfred E. Day, Antonio Tremblay, Matthew McGrath.

Railways and Canals:—Chas. Buckley.

S. A. and A. P. Branch:—None.

Secretary of State:—James McLay.

Senate:—None.

Soldiers' Civil Re-Establishment:—None

Trade and Commerce:—Wm. Duggan, F. E. Bawden.

Women's Branch:—Miss M. Darcey, Miss Dewar, Miss E. Jukes.

Executive Committees

The first meeting of the Executive of the Association for the current year, was held on October 22. The chief business of the meeting was to formulate a plan of action for the year. It was decided that the following sub-committees be appointed:—

Audit:—C. A. Gorrell, W. H. Casselman.

Legislation:—T. R. L. MacInnes, A. C. Campbell, C. A. Gorrell, H. A. McCallum, W. R. Todd, V. L. Lawson, R. McCracken, R. C. Thornloe, A. Tremblay, Miss M. Cummings, Miss M. Darcey, G. Whillans, S. Chandler, S. E. Hand.

Grievances:—John G. Carter, J. McLay, Miss E. Dewar, M. E. Kenny.

Superannuation:—A. C. Campbell, C. F. Spence, T. Grindlay, C. H. O'Neill, C. H. Calbeck, M. McGrath, Miss E. Jukes, G. D. Aird, Thos. Burns.

Publicity:—W. D. McLennan, T. F. Murdock, J. C. Reynolds, S. J. Murphy, D. Simons.

Constitution:—F. Jammes, P. Kehoe, M. C. McCormac, Norman Fee, S. Chandler, E. J. LaRochelle, G. W. Whillans.

Co-operation:—M. H. Hughes, M. E. Kenny, D. Simmons, E. J. LaRochelle, Thos. Burns, A. Pothier, H. A. McCallum, Jas. Hoey.

Membership and Representation:—M. H. Hughes, Miss Cummings, J. C. Reynolds, A. C. Campbell.

Sanitation:—H. B. Kihl, S. J. Murphy, Miss Cummings, M. C. McCormac.

Temporary employees:—R. C. Thornloe, R. McCracken, A. G. Campbell, C. J. Tulley, John G. Carter, Wm. Anderson, W. H. Casselman.

Annual Report

Lack of space will not permit *The Civilian* to quote from an annual report which has been placed in the hands of over seven thousand civil servants in the city of Ottawa. But the Annual Report of the Civil Service Association for the year 1918-1919 will impress anyone with at least two facts: first, the great amount of work done and the vital function the Association is filling in a day when the improvement of the service may be on everybody's tongue but has to be fought for nevertheless; and second, the apathy displayed by the elected representatives in the matter of attendance. Of the 89 representatives, 54 attended less than half of the meetings, and 68 were absent one fourth of the time. Civil servants are passing through a period when their organization means very much and better cooperation than this is essential.

Civil servants should appreciate more highly also the work of those who have put their shoulders to the wheel. For example: Potatoes ordered by civil servants through the cooperative committee have been refused because of an absolutely unexpected rise in price per bag of twenty cents for which the committee was not responsible. Civil servants should know that the committee has handled seven carloads of potatoes for them and that days and evenings at a time have been spent by members of the committee in the prosaic task of shovelling potatoes into the bags in which they were delivered. (There are five hundred bags of potatoes in the average carload.) The cooperative committee is doing its best to help us with the cost of living. Let us help them.

Jacobs Classification Report

The Civilian wishes it were possible to give its readers a full report of the recommendations contained in the report upon Bill No. 18 and the Classification presented to the Association by Mr. J. L. Jacobs of Chicago.

He calls attention to the advance which the legislation records over previous legislation in our own and other countries and

then, with a view to making the legislation as nearly perfect as it can be made, Mr. Jacobs suggests a number of changes and additions, giving his reasons, and the language to be used in incorporating them into the legislation.

Mr. Jacobs correctly calls attention to the disadvantages of allowing the power of dismissal to reside in the Governor in Council and changes section 28 so as to provide for dismissal by the Civil Service Commission only upon written charges and after a hearing at which the employee shall have the opportunity of appearing in his own defence.

Regarding preference to returned soldiers and sailors Mr. Jacobs calls attention in no uncertain terms to the destruction of the morale and efficiency of the Service that would result from the extension of such a preference to all promotions and as he suggested the Bill has been drawn up limiting the application of any preference to entrance examinations.

Mr. Jacobs calls attention to the fact that subsection 43 (3) of section 10 limiting the choice of candidates to residents of a particular district would have the effect of giving appointments to the poorly qualified resident in preference to the well qualified non resident. This is so clearly a violation of the merit principle that he recommends the elimination of the section.

Emphasizing the fact that classification is now long overdue and the salary schedules such as should have been in operation for several years, Mr. Jacobs recommends a one-year increase in salary to those employees who have been in the Service for three years or more and have not reached their maximum.

The last paragraph of Mr. Jacobs' report is devoted to the establishment of Personnel Committees consisting of duly elected representatives of the civil servants, of representatives of the departmental executives in the different services, and of a representative of the commission "to meet at regular and frequent intervals to consider, cooperate with, and suggest to the Commission on ways and means of improving employment methods and organization; to recommend measures designed to protect the rights of civil servants, to improve working conditions, and to eliminate the sources of complaint; to assist in the enforcement of civil service laws and regulations; and in other ways aiding the machinery of the civil service administration in matters of interest to the Government, the public, and the civil servants."



Railway Mail Service



If I Were King

THE Post Office Dept. is to our industrial life what the pulse is to the body. Its fulness, strength, and regularity of beat reflect a corresponding national vitality. But it is much more than a mere pulse, it is a most important part of the circulation and of the vital fluid as well. For this reason it follows that any weakness of this pulse is not only indicative of low national vitality, but is an important factor in effecting it. In diagnosing a case, it is quite fitting and logical to begin by trying the pulse. To do this, I now ask you to come with me into a moving postal-car, bearing in mind that, in trying the pulse, we are at the same time prospecting for gold! And lest you be inclined to discount your now privileged position, you are reminded that, with the exception of the P. M. G., Controiler, superintendents, P. O. inspector, mail clerks on duty and (with apologies to the foregoing) an occasional bandit, having the necessary business credential, all persons are excluded from the mail cars. But "Fear not! You bear Cæsar with you".

The clerk in charge is busily engaged in his usual exemplification of the strenuous life. Apparently, this is one of his unlucky days, for, with about even chances for a good draw, he is working with a ball of abominably bad hard twine. Sealing with twine of greater circumference than the holes in the seal, he affords a very good illustration of the principle of perpetual motion. Large holes or finer twine or both will not cost more, but will go far to save time, worry, and labor. Not much gold here,—just enough to change many a dark frown to a golden smile of satisfaction in a sorely tried and sad, sad world.

Yonder lies the clerk's sheet. It is only when it won't balance that it can be appropriately designated his winding sheet. Under such circumstances, the "Where Sent" of the other recording sheets begets an added significance and importance; but, under all circumstances, it is nothing short of "frenzied finance" to have this column so narrow as to defeat the purpose of its existence.

On some of the issued stock, instructions are printed in French, as well as in English. Come the thought that here is a real call for economy. But, no,—justice is beyond price. This concession stands, and will continue to stand, as an earnest that, despite some ominous clouds everywhere in Canada, the Sun of Justice, which lighted the pathway of half a million noble sons to "Somewhere in France", sheds its golden rays equally for all; generating a full and vigorous nationality and hastening the happy day when "Man to man the world o'er shall brithers be and a' that."

Next, let us examine the letter-case. You will observe that almost every post-card, circular, and letter possesses a distinct size and shape. What one useful purpose such variety can serve passes comprehension. From the sad experience of getting them all, untorn, into the pigeon-holes without the aid of a hay-compressor, and from the sadder experience of tying them up in a neat package, to which he needn't be ashamed to affix his name, any mail clerk can point out a number of perverse purposes to which it ministers. To be worth more, a twenty-spot doesn't have to be larger or smaller than a V. What a hue and cry from the public if our banking institutions were to issue notes regardless of uniformity! What waste of paper, time, and energy the consequent multiplicity of sizes would entail! From the view-point of operating expenses alone the innovation would be prohibitive. Such ruinous methods the whole national credit only can withstand. Yes, and without a murmur, it can bear the additional strain of the franking-privilege, which apparently includes an obligation to dignify the smallest communications by means of the largest envelopes.

To get the desired uniformity it is not necessary, but for other reasons it is expedient, for the P. O. D. to take unto itself the power to manufacture and sell all envelopes. The greater the business, the greater the economy possible. To the objection that this change will hurt stationers there is the unanswerable answer

that "You can't make an omelet without breaking eggs." When, after much pressure, the Canadian P. O. D. followed the good example of other countries, including China, by introducing the parcel-post system, it encroached on the preserves of the express companies, but the result has amply justified the experiment. As in the case of the Lord's Prayer, constant repetition can detract nothing from "The greatest good to the greatest number."

For modern business life, postage-stamps are about as useful and desirable as the kind the young rustic sometimes makes with his brogans when the back of the lord of the little red school-house is turned. The uncongenial task of affixing one accomplished, there is no guarantee that it won't drop off, with the lamentable result that the message, however important and pressing, must first pass through the limbo of the dead letter office, there to be stripped and robbed of all its value. Besides, uncanceled and re-used stamps account for a yearly revenue loss of thousands of dollars. There is no more reason why the public should be "passed the buck" and compelled to affix stamps to letters than to post-cards. For equally strong reasons the stamps should be non-detachable and a part of the cards and envelopes. Full and proper registration necessitates a receipt, and can be given in a post-office only. A special stamp for such a purpose is therefore superfluous and undesirable. Some such device as a large and distinctive red "R" would fill the bill. And, if some way can be found to extract red from red tape, it will not be necessary to rely on Germany for the necessary dye.

"Why", you ask, "have folded bag-labels?" Yes, why the appendix? Why allow flies to enter a house and entertain their numerous relations at the expense of the family dinner? Everything, per se, is wisely designed to make life intolerable for those who are satisfied to "let any old thing do". Eternal vigilance is the price of happiness as well as of liberty. Presumably at the expense of the department, in the past, the mail clerk has been willing to do two men's work for one man's pay.

Altogether at the expense of his own time and vitality, having done that, he folded slips. Now that a little sitting up on his part has won recognition that there is some limit to his hours on duty the road is clear for slips that won't need folding and won't be the laughing-stock of the Department. But his sitting up has done more than this. It has brought him into closer and more intimate relations with the department and this, in turn, has brought the agreeable and rather surprising conviction that it is not really "out to do him"; but, in reality, is willing, nay, anxious, to do everything in reason compatible with the public weal for his advancement and well-being! He now recognizes the fact that his past and present grievances are of his own making and are "up to himself".

We shall now proceed to the other end of the car, where, having introduced you to the "clerks on papers", I shall leave you till the next time, while I remain, as before,
KING.

Interpellation Column

Some day our questions shall be answered by those who have access to the facts; until then we will indicate something of what present day answers would be like.

Question: Are the forestry resources of our country being held and administered, developed, for the good of the people of Canada, or does monopoly make such a condition of affairs well nigh impossible?

Answer: We have no figures regarding monopoly in timber resources for Canada but unless conditions here are totally different than they appear to be in our neighbor to the south little attention seems to have been paid to the interests of the people.

In the United States, according to the Assistant Secretary of Labor, ten groups, aggregating 1,802 holders, enjoy the monopoly on 1,208,800,000 board feet of standing timber. Translating his figures into Canadian terms, this amount of one inch boards is enough to build a roof over all of Ontario, Manitoba, Saskatchewan, and Alberta; enough to build a tight fence over five miles high along each side of every mile of our railways; enough to build a floating bridge five feet thick and two miles wide between Montreal and Liverpool; or enough to build ten 60-foot boulevards with an average thickness of 100 feet (enough to smooth out all the hollows, bridge all rivers, and establish perfect grades) between Montreal and Vancouver.

IMPORTANT NOTICE

It has been found necessary, owing to the increased cost of printing, paper, etc., and the difficulty in collecting back dues, to have all subscriptions paid in advance. If this is not done the paper will have to be cancelled. Kindly send us your subscription so that you may receive the next issue. Look at your label which tells the month and year to which your subscription is paid.

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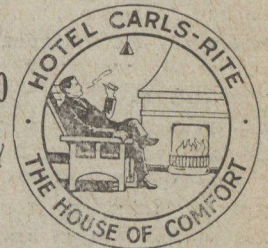
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Commission Orders and Decisions

The following lists of appointments promotions and transfers, for the period, Sept. 13 to Oct. 11, have been furnished by the Civil Service Commission:—

Appointments

Agriculture.—Pennells, T. H. (R.S.) lay inspector; George, Mary, Div. 2B; Govan, Margaret, Div. 2B; Mulvaugh, Laura, Div. 2B; O'Gorman, Elizabeth, Div. 2B; James, R. T. (R.S.) vet. insp.; Bedard, W. A. (R.S.) lay insp.; Brewer, W. S. (R.S.) lay insp.; Keston, S. H. (R.S.) vet. insp.; Morgan, J. (R.S.) lay insp.; Perry, F. J. (R.S.) lay insp.; Wilson, Florence, Div. 2C; Wilson, D. St. C. (R.S.) lay insp.; Bright, S. C. (R.S.) vet. insp.; Ungar, E. B. (R.S.) vet. insp.

Civil Service Commission.—Drew, Nora, Div. 2C.

Customs.—Shoebridge, F. (R.S.) Customs Clerk, St. Catharines.

Governor General's Secretary.—Stothers, Elizabeth, Div. 2C.

Health.—Lachance, Jos. L., seaman and winter guardian, Grosse Isle Quarantine Station.

Insurance.—Hetherington, Doris, Div. 2C.

Interior.—Simmons, A. H. (R.S.) Saskatoon Land Office; Surrey, J. Y. (R.S.) forest ranger; Wilcox, D. E. (R.S.) home-stead insp., Lethbridge; Bracken, Marguerite C., Div. 2C; Fortier, Agatha J., Div. 2C; Yott, Horize A., Div. 2C; Mossop, P. (R.S.) Div. 2B; Robert, R. J. (R.S.) asst. forest ranger; Sibbald, Kina L., chief tel. operator, Banff.

Marine.—Honsberger, O. T. (R.S.) light-keeper, Richard's Landing, Ont.; Robert, F., lightkeeper, Caron Point; Robinson, W. J., keeper, Rains Wharf range lights; Boulianne, J., lightkeeper, Peribonka, P.Q.; Spencer, Miss A. J., lightkeeper, Spencer Point, N.S.

Naval Service.—Cross, Arthur (R. Sailor) ordnance storehouseman, Esquimalt Dockyard, B.C.

Post Office.—The following letter carriers:—Calgary grade A (all Returned Soldiers):—A. Scorgie, J. A. Akre, H. E. Black, G. A. Anderson, H. Carr, R. F. Baird, J. W. Brown, G. H. Carr, R. E. Shaw, G. Wm. Anderson, R. Clark, H. E. Bowden, Wm. Innes, R. B. A. Huggins, D. Galloway, Wm. F. de LaHaye, H. Hutchings, M. MacPherson, A. Stewart, H. J. Pattison, H. Gaskell, A. Bates. The following porters, Winnipeg:—F. Hutchinson, Wm. Joynson (R.S.), J. Frederickson, J. Warren (R.S.), J. Moore, G. H. Stokes, F. Toole (R.S.), M. P. Cavenagh, G. V. Bennett (R.S.), J. Neil (R.S.), P. C. Milthrop, J. W. Church (R.S.), J. Nightingale, T. Wm. Holden, R. Hy. Mitchell, H. Loxton (R.S.), W. H. Wood (R.S.), J. Carsley (R.S.), J. Oxenham, W. H. Thomas, W. Kilsby, J. McKenna, W. C. Cornish, T. Munn. The following 3rd Class Clerks, Grade "B":—Calgary (all Returned Soldiers):—H. Arnold, C. P. Andrews,

T. J. Underdown, A. V. Desson, A. E. Dumontor, C. E. Brown, H. B. Anderson, R. J. Armstrong, L. Allison, G. E. Black, G. Bateman, G. A. Barrett, T. Barnett, J. M. Adams, W. H. Siborne, G. W. Golds, W. Garnet, D. McTeer, A. E. McDonald, V. H. McDonald, W. C. Miller, C. B. Holmes, E. J. Reid, G. R. W. Parish, R. C. Mills, W. Maloney, C. Jalland, T. W. Sheane, St. G. D. Clarke, E. F. Goodman, J. B. Henderson, A. P. Jenkins, L. H. Jackson, W. Sutherland Jarvis, G. Holland, R. Hosleton, T. Hunt, D. Hannon, R. W. Hamblett, C. Buckingham, O. Anderson, C. O. Gibson, H. J. Griffith, J. Watson, J. B. Whalen, J. Langham, E. L. Jenson, J. W. Lake, A. W. Lancaster, C. A. Reece Loughton, A. Mac. Fraser, A. W. Williams, J. P. J. Caswell, A. W. Canham, D. C. Andrews. The following as letter carriers, Grade "A", Calgary (all Returned Soldiers):—A. C. Cole, A. R. McWilliam, A. Wm. Morris, W. Wiele, L. R. Patrick, Fred. Lund, F. Wm. Rundle, H. M. Barrett, A. B. Stitt, G. R. Sparrow, G. H. Mann, A. G. Mills, R. D. McWilliam, T. E. Brown, P. Oleson, L. H. Saunders, J. Adams, W. Steeden, F. C. Goodman, H. J. Kynman, H. P. LeRoy, F. Plowright, W. M. Clement, J. Morgan, E. W. Gush, S. Langley, J. L. Leach, H. G. Robbins, F. F. Marshall, J. S. Reid, P. E. Upton, W. W. Tambling, J. Doddridge, T. MacLean, J. Grieve, J. Charles Ferns, J. D. Johnston, M. A. Packham, H. L. Gush, W. E. Capstick, D. Carrington, W. Heaps, J. Snowball, F. A. Elliott, Angus Graham Cooch (R.S.) Grade "C", C. W. Bapty (R.S.) Grade "B", V. J. Whiston (R.S.) Grade "B", Arthur E. Foster (R.S.) Grade "B". The following as letter carriers, Saskatoon:—Albert Edmond York, Alfred James Humphrey (R.S.), Joseph Depper (R.S.), George Watson (R.S.).

E. E. Humphries (R.S.) let. car. Grade "A", Guelph; Arthur Henry March (R.S.) 3rd Class Clerk, Grade "B", Toronto; Kathleen F. M. Duggan, sorter, A. W. Wheeler (R.S.) porter, Toronto; Wm. K. Foss (R.S.) 3rd Class clerk, Grade "B", Sherbrooke; Milton Gregory and Marie Eleonore Quesnel, 3rd Class Clerks, Grade "B", Ottawa; Claude Wm. Porter (R.S.), John Ramage Campbell (R.S.) and John Moore, porters, Toronto; Miss Ella M. Campbell, Div. 2C; Charles H. Guest, Wm. Taylor (R.S.) and H. W. Parker, 3rd Class Clerks, Grade "B", Toronto; Guy Clifford Magoon, Railway Mail Clerk, St. John District; Miss A. Mercier, Div. 2C; J. Murray (R.S.) letter carriers, Grade "A", and T. A. Pike (R.S.) The following as 3rd Class Clerks, Grade "B", Saskatoon (all Returned Soldiers):—W. S. Gould, W. C. Torbet, G. S. Jobin, E. H. Austin, S. Ross, H. Walker, F. R. Dunn, R. Kinnear, D. Fraser, A. D. Spriggs. The following as 3rd Class Clerks, Grade "B", Calgary (all Returned Soldiers):—W. R. Porteous, A. Hunter, D. Murray, W. O. Simpson, A. T. Walton, H. Malin, W. J. Williams, W. D. Friend.

Trade and Commerce.—Parent, Marie A., Div. 2C.

Promotions

Customs and Inland Revenue.—G. A. Bouteiller, to collector of Inl. Rev., Windsor; A. F. Brain, to district inspector, Windsor; F. J. Allen, to collector of Customs, Windsor; John Bailey, to sub-collector of Customs, Walkerville; A. T. Montreuil, to collector of Customs, Windsor; John Hodgson, to collector of Customs, Greta, Man.

Post Office.—Geo. H. Jameson, Winnipeg, let. car., from Grade A to B; Ernest A. Figg, Geo. W. Cummings, John Hindle, and G. T. Bell, Edmonton, from Grade A to B; A. Peebles, and C. W. Pearce, let. car. Vancouver, from Grade A to B; W. E. Tozer, R. V. Browning, and J. E. Taylor, mail trans. agt., Toronto Dist., from Grade C to D; W. R. Godard, mail trans. agt., Toronto Dist., from Grade D to E; C. Nurse, and C. Wilson, mail trans. agt., Toronto Dist., from Grade C to D; J. A. Lamoureux, and P. Lynch, mail trans. agt., Montreal Dist., from Grade B to C; L. V. Despres, and L. J. Laroque, Quebec P. O., from Grade D to E; J. A. Paulhus, mail transfer agent, Montreal Dist., from Grade C to Grade D; Elvin H. Lindner, 2nd Class Clerk, Grade A, to postmaster at Kitchener, Ont.

Railways and Canals.—J. Commarford, to Overseer, Welland Canal.

Transfers

J. Anderson and Miss E. Hayes, from Interior Dept. to Health.

Miss Ethel Mary Clements, from Customs Dept. to Public Works.

Thomas William Quayle, from Customs Dept. to Public Works.

Miss Blanche K. Dibblee, from Public Works Dept. to Soldier Settlement Board.

Successful Candidates

The following appointments to the positions indicated have been made as the result of special examinations:—

Junior Departmental Solicitor for the Western Division, Soldier Settlement Board, at an initial salary of \$2,520 per annum, Edward Miall, Ottawa, Ont. (R.S.).

Plant Pathologist, Department of Agriculture, Winnipeg, at an initial salary of \$2,000 per annum, Capt. B. T. Dickson, Brantford, Ont. (R.S.).

Law Clerk for the Soldier Settlement Board, at an initial salary of \$1,800 per annum, R. A. Olmstead, Ont. (R.S.).

Assistant Astronomer for the Dominion Astronomical Observatory, Department of the Interior, at an initial salary of \$1,800 per annum, Dr. F. C. P. Henroteau, Pittsburg, U.S.A.

Assistant to Flax Specialist, Experimental Farm, Ottawa, Department of Agriculture, at an initial salary of \$1,380 per annum, J. E. H. E. Foy, Ottawa, Ont. (R.S.).

Assistant in the Motion Picture Division of the Exhibits and Publicity Bureau, Department of Trade and Commerce, at an initial salary of \$840 per annum, Ernest Wilson, Sherbrooke, P.Q. (R.S.).

Designing Mechanical Engineer for the Welland Ship Canal, Department of Railways and Canals, at an initial salary of \$300 per month, W. B. Macdonald, Mount Joy, P.Q., Markham, Ont.

Superintendent of the Forest Laboratories, Montreal, Department of the Interior, at an initial salary of \$3,500 per annum, Wm. G. Mitchell, Montreal, P.Q.

Junior Engineer at Prince Rupert, B.C., Department of Public Works, at an initial salary of \$1,680 per annum, W. M. Harding, Victoria, B.C. (R.S.).

Editor and Statistician for the Dominion Bureau of Statistics, Department of Trade and Commerce, at an initial salary of \$2,100 per annum, M. C. MacLean, Winnipeg, Man. (R.S.).

Prices Statistician, Department of Trade and Commerce, at an initial salary of \$1,800 per annum, F. J. Horning, Ottawa, Ont.

Gas Engine Foreman, Department of Naval Service, at an initial salary of \$1,800 per annum, Lieut. H. F. Marr, Chatham, N.B. (R.S.).

Mechanical Draughtsman for the Welland Canal, Department of Railways and Canals, at an initial salary of \$125 per month, Edmund Grummitt, Toronto, Ont. (R.S.).

Assistant Deputy Minister, Department of Health, at an initial salary of \$4,020 per annum, Lieut.-Col. D. A. Clark, Ottawa, Ont. (R.S.).

Professor of Civil Engineering at the Royal Military College, Kingston, Ont., at an initial salary of \$3,480 per annum, D. W. Munn, Montreal, P.Q.

Instructor in Chemistry at the Royal Military College, Kingston, Ont., at an initial salary of \$1,800 per annum, A. R. Clarry, Montreal, P.Q.

Instructor in Civil Engineering at the Royal Military College, Kingston, Ont., at an initial salary of \$1,800 per annum, Major Philip Earnshaw, Toronto, Ont. (R.S.).

Instructor in Mathematics at the Royal Military College, Kingston, Ont., at an initial salary of \$1,800 per annum, J. F. Twiss, Tilsonburg, Ont. (R.S.).

Junior Seismologist for the Dominion Observatory, Ottawa, Department of the Interior, at an initial salary of \$1,500 per annum, G. W. F. Johnston, Ottawa, Ont. (R.S.).

Engineering Clerk, Topographical Surveys Branch, Department of the Interior at Calgary, Alta., at an initial salary of \$1,260 per annum, G. P. Hatton, Calgary, Alta. (R.S.).

BONUSES IN THE OLD COUNTRY

Parliament Mansions,
Victoria Street,
London, S.W.1.
25th September, 1919.

Editor, *The Civilian*:—

As the official proceedings with regard to the new War Wage Claim were only concluded the other day I have no printed copies. However, the claim may be quite simply stated and is that the Civil Service Federation, the Post Office Unions, and the Institute of Professional Civil Servants are claiming on behalf of their members, male and female, who are eighteen years of age or over and working full time that they

shall receive (a) a special war increase of 44 shillings and (b) a further increase of 55 per cent of their normal salaries. This claim is now before the Civil Service Arbitration Board, but I cannot say when it will be heard.

I understand that the Civil Service Alliance is considering the propriety of submitting another claim in which the main points of difference between it and that recited above would be that a smaller amount than 44 shillings would be asked for but the percentage rise on salaries would be considerably larger. However, I have no precise information on this subject.

Yours faithfully,

(Sd.) G. S. BUNNING,
Secretary, Postmen's Federation.

THE OTTAWA SYMPHONY ORCHESTRA

Ottawa civil servants have a great privilege in the possession in their city of so excellent a musical organization as the Ottawa Symphony Orchestra. It may safely be said that this institution takes a first place among the amateur musical organizations of the Dominion. The executive of the orchestra has had the good fortune this season to re-engage for a term of years the talented conductor, Mr. Donald Heins, whose energetic efforts on behalf of popular appreciation of good music are so widely recognized in musical circles.

A group from the orchestra has been added to the executive committee in order that the working members of the orchestra might have representation on that body. At least two public concerts will be held each year, at which visiting artists will assist.

The larger cities in all parts of the world have endeavored to establish orchestral and choral societies, and the Ottawa Symphony Orchestra forms the nucleus of what will undoubtedly in future years become an orchestra of the first rank.

Music should have a prominent place in the social life of the community, and the large number of civil servants resident in Ottawa should welcome the knowledge that an effort is being made to found the orchestra as a permanent institution. An endowment fund is being established and we are glad to report that the response to the call for subscriptions to this fund has so far been very encouraging.

The weekly practices and preparation for future public performances have already begun and the players show a renewed interest in their work.

SPECIAL

PARLIAMENT PASSES THE REWARD OF MERIT BILL AND THE CLASSIFICATION

Bill No. 18 and the classification passed both Houses of Parliament on November 10 and are now law. The first establishes the reward of merit as a principle and the second makes it possible. We have commented editorially on the bill, and in our next issue we will endeavor to place the bill before you, but you should know at once that the bill as passed contains new amendments of vital importance to the service.

First and foremost is an amendment to the clause bringing the classification into effect on April 1, 1920. The amendment makes classification retroactive to April 1, 1919, to civil servants appointed or promoted after April 1, 1919, and reads as follows:—

“Provided, however, that any person who has been or is appointed or promoted to any position in the Civil Service after the 1st of April, 1919, shall, on such appointment or promotion, be classified and paid in accordance with the provisions of the said classification or any amendment made thereto under the provisions of this Act.”

Just how far reaching the effect of this provision may be it would be difficult to say. It is, however, the only concession made by the bill to the pledges of Government as to the date upon which it should take effect, and may lead to an extension of the principle to the entire service.

Another amendment provides that an employee laid off shall be placed upon the eligible list for any work which he may be competent to do. This is an enlargement of the possibilities open to an employee who has the misfortune to be laid off, and in a service as large as that of the Government this almost insures permanent employment for the efficient.

*Equal Pay
for Equal
Work*

What Our Women Are Doing

*In Honor
Preferring
One Another*

The Woman's Page is proud to be able to publish herewith the photographs of thirteen women in the Civil Service who served overseas either as V. A. D's or Nurses. We regret that lack of space prohibits the publication of more details in connection with their service. It has been most difficult to procure the photos and as yet there are five members at a distance from Ottawa to hear from. They are Miss A. E. Geach, Parks Branch, Interior, Edmonton; Miss Millicent Hogg, Superinten-

dent's Branch Railway Mail Service, Calgary; Miss M. Jackson, Emigration, Liverpool, Eng.; Miss Catherine Lyons, Public Works, Kamloops; Miss Louise A. M. Murray, Post Office, Montreal. When their photos arrive they will be published. For the December issue we

hope to have cuts from Miss Marion Calhoun, Miss Laura J. Mulvaugh, and Miss Kate O'Leary, all of Ottawa. The photo and details of services of Mrs. S. D. Robinson, formerly Miss Muriel Robinson of the Naval Department, appeared in our last issue. In all we find that twenty-two women in the Civil Service served overseas. Should readers discover that anyone has been missed, will they be good enough to let us right?

ELIAN.



Nursing Sister Miss LOUISE M. USHER, daughter of Mr. John Usher, Ottawa, went overseas in July, 1918, where she was stationed in No. 15 Canadian General Hospital, Tapham. Prior to enlistment Miss Usher was assistant secretary of the Women's Branch of the Civil Service Association of Ottawa. She will shortly take up her office duties again in the Department of Militia and Defence.



Miss MURIEL H. S. WAINWRIGHT, daughter of the late Major W. R. S. Wainwright, went overseas in June, 1917, serving as a V. A. D., was promoted to be assistant nurse and in June, 1918, volunteered with the Italian Expeditionary Forces. She was stationed in 62nd General Hospital, C.E.F., on the Italian coast till her demobilization in June, 1919, when she returned to her position in the Marine Department.



Miss ALICE HOUSTON, daughter of the late Rev. R. L. M. Houston, M.A., Rector of Trinity Memorial Church, Cornwall, went overseas with the first lot of Canadian V. A. D's in 1916. She was stationed at the 4th Northern General Hospital, in Lincoln, with the 59th General at St. Omer, and No. 3 General. She was the first Canadian V. A. D. to be mentioned in despatches. Miss Houston has returned to the Annuities Branch, Post Office Department.



Miss GEORGETTE DUFOUR, a native of Quebec City, went overseas Oct. 6, 1916, where she was first appointed to 1st Southern General Hospital, Birmingham. Later she served in the King George Hospital at London, where she was a victim of the "flu epidemic". Ill health prevented her seeing service in Salonika. She resigned in the middle of March, 1919, and arrived in Ottawa, April 14. She has taken up her office duties in the Purchasing Agent's Branch of the Post Office Department.



Miss FLORENCE THOMPSON was on the staff of the Imperial Munitions Board at Ottawa till March, 1918, when she crossed to England as a V. A. D. She was stationed at the 4th London General Hospital, Denmark Hill, S. E. London, till demobilized May 20, 1919, when she returned to Canada, having received her red efficiency stripe.



Mrs. CHARLES SCOTT WEDDEL, formerly Miss Heslin Cossar (a Scotch lassie, born near Edinburg) on the staff of the Imperial Munitions Board at Ottawa, went overseas March 20, 1918, where she served in Sobraon Military Hospital, Colchester, Essex. On June 12, 1919, she was married to Mr. Charles Scott Weddel and now lives in Toronto.



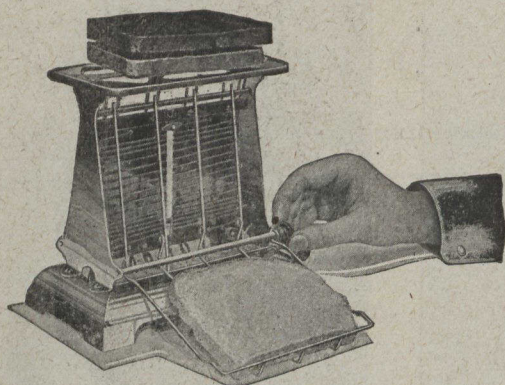
Miss HELEN M. CARTER, a native of St. John, N.B., and a member of the Dominion Parks Branch of the Interior Department, served as a V. A. D. in Sobraon Military Hospital, Colchester, England, from March, 1918, till she was demobilized June 6, 1919.



Miss ETHYLE PETERS, daughter of L. H. Peters, Esq., Ottawa, was in the Record Office of the Militia and Defence Department when she enlisted for overseas service as a V. A. D. From March till Dec. 1, 1918, she was on duty in the Royal Naval Hospital, Plymouth, then was transferred to Cambridge Military Hospital, Aldershot, till Aug. 13, 1919. She returned to Canada on the Royal George on Aug. 18, 1919.



Mrs. J. R. DICKSON, nee Miss Vera Johnston of the Naval Department, Ottawa, nursed in Plymouth Naval Hospital from March to December, 1918, then in Royal Air Force Hospital at Hampstead, London, till April, 1919. On Oct. 25, 1918, at Christ Church, London, she married Lieut. J. R. Dickson, and is now in Ottawa where her husband is in the Forestry Branch, of the Interior Department.



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Nursing Sister Miss ANNIE MACNICOL, daughter of Mrs. Anna MacNicol, Ottawa, enlisted in January, 1915. She saw service in Netheravon, No. 2 Canadian General, at Le Treport, at Salonika and at Shorncliff. On July 20, 1918, at Buckingham Palace she was invested with the Royal Red Cross by the King, in recognition of her splendid services. Before the war Miss MacNicol was in the Money Order Branch of the Post Office Department.



Mrs. C. H. E. POWELL, nee Miss Leonora Beer, daughter of Lt. Col. L. H. Beer of Charlottetown, went overseas as a V. A. D. in July, 1918, and served in the Red Cross Hospital, Grove Road, Balham, London, till her marriage to Lieut. C. H. E. Powell, R.G.A., June 29, 1919. Mrs. Powell had been in the Departments of Agriculture and Immigration.



Miss LOUISE de SALABERRY, daughter of Lt. Col. R. de Salaberry, went overseas as a V. A. D. in March, 1918. She was located in 2nd London General Hospital in Chelsea till it closed in June, 1919, when she returned to Canada and resumed her office duties in the Finance Department. At present she is with the Soldiers' Civil Re-Establishment.



Miss LOU CHARLESON, daughter of J. B. Charleson, Esq., Ottawa, went overseas with the Ottawa contingent of V. A. D's in June, 1917. Until the armistice was signed she was on duty at the 2nd Northern General Hospital in Leeds, England. She returned to Canada in January, 1919, and is again in the Finance Department. Marion Charleson who had such distinguished service in the various war zones is a sister.

Club Notes

The first Bridge at the Halcyon Club, Oct. 15th was the usual success. Miss Eleanor Ross had charge of the tables and Miss Ellen Delahuge the supper. It is the intention to hold them monthly.

On Wednesday, Oct. 22nd, the Women's Branch and the Halcyon Club entertained the delegates to the convention of Women's Institutes of Eastern Ontario being held in Ottawa. Besides the hundred and fifty guests the executive and Advisory Board of the W. B. and the Council of the Club were present. Mayor Fisher gave a short address, and a buffet supper was served. The privileges of the Club were extended to the delegates during their three days sojourn in the city.

Friday evening, Saturday afternoon and evening, Dec 5th and 6th, for the Christmas Gift Sale and Dance at the Halcyon Club.

Literary Circles

The reading circles inaugurated last winter at the Halcyon Club proved successful so the convener Miss J. McInnes is organizing them again. One group is devoted to English Literature and another to reading the French classics. Any one wishing to avail herself of this opportunity for culture may join the circle by phoning Miss McInnes at Q. 5513 or by seeing her at the Club.

Monday evening has been set apart as Club Night and no private parties may be arranged at the Halcyon Club for that night. It is proposed to set apart one evening in the fortnight for dancing.

The Women's Branch held its semi-annual meeting in the Halcyon Club on Oct. 6th.

Since it was desirable to change the annual meeting to October to synchronize with the main association, an election of officers took place resulting in those who had accepted office last May, going in by acclamation.

Miss Mary McNulty was the guest of the evening and in a short and able address explained voting procedure.

The next meeting of the Branch will be on Tuesday, Nov. 18th. Keep the date free.

November 18th

The Women's Branch is preparing an unusually interesting agenda for the November meeting. Besides the usual business a musical programme is being arranged. Mrs. Bryce Stewart is to speak on the work of the Welfare Bureau and Mrs. J. S. McLennan, president of the Ottawa Women's Canadian Club will give an address on a Women's Residential Club. Refreshments will be served and all the women of the Service are urged to be present in the Halcyon Club at eight o'clock on Tuesday, Nov. 18th.

Co-operation in Great Britain

The retail co-operative stores in Great Britain are federated into wholesale organizations now respectively known as The Co-operative Wholesale Society in England, and The Scottish Co-operative Wholesale Society in Scotland. Capital is subscribed in proportion to the membership of each retail society. Surplus revenues are distributed in proportion to the purchases made by each retail society from the wholesale organization, so that, in process of time, the ultimate consumer enjoys the same.

These wholesale societies eventually commenced to produce merchandise the federated consumers needed. The Co-operative Wholesale Society is now the most diversified manufacturer the world has ever seen. The British movement as a whole is, in all probability, the greatest business enterprise of this generation.

The following is a recent list of productive establishments—and which are being continuously increased—of the Co-operative Wholesale Society, owned and controlled by the working class consumers of England:—Nine flour mills (and it is building another); three soap works; four factories producing various kinds of metal goods; twenty textile and clothing mills; ten factories engaged in tanning, felt-mongering, and shoe production; and four printing and book binding works. Sixteen other industrial establishments are devoted

to the production of furniture, biscuits, tobacco, jams, pickles, vinegar, paints, lard, starch, blue, margarine, brushes, oil, drugs, and drysaltries. The Society also owns and operates a coal mine, a butter factory, and 30,000 acres of agricultural land in England, and a 10,000 acre farm in Saskatchewan. It is possessed of four steamships employed in the overseas trade for the transportation of merchandise required by co-operative consumers, has a number of purchasing depots throughout the world, conducts a great banking department, and, with the Scottish Co-operative Wholesale Society, a large insurance institution. The tea sold by both societies is grown on their own plantations.

At the end of 1917 there were employed in the British co-operative movement, 162,503 people. The trade turnover for the year was \$1,124,568,975. The capital invested was \$346,775,740, and the net profit surplus \$90,973,000. This large amount divided among the co-operators meant more comfort than they would otherwise have enjoyed. Had it been retained by comparatively few people engaged in the production and distribution of the necessaries of life for private profit, it would have gone largely into the gratification of desires for luxuries and involved the diversion of capital and labor power from the production of necessaries to the production of luxuries.

FRANK JAMMES.

WHY HE RESIGNED

Regina, Sask., Oct. 25, 1919.

Editor, *The Civilian*, Ottawa.

Find enclosed copy of my notice of Resignation. As it expresses the feelings of the general postal worker in the west I trust you may find room for it in your valuable publication.

With all good wishes for your future prosperity I remain,

Yours truly,

J. N. DOW,

Ex R. M. C.

Regina, Sask., Oct. 14, 1919.

Controller Railway Mail Service,
Ottawa.

After approximately fifteen years' service, with a careful study of same, I am compelled to conclude that the service does not give one a just and equitable return for services rendered. The salary is not commensurate with the responsibility; initiative is stultified; any attempt at the betterment of the local conditions is not aided but rather is met with a threat of suspen-

sion or dismissal. In fact the *Red Tape* of the minor heads and the service as a whole is detrimental to health, wealth, and mental development or progress.

The salary being just a living wage does not admit of one—without doing other work on the side, which is forbidden by the regulations—setting aside a protection for the last 20 or 30 years of one's life; provision for which any private employer would set by a substantial pension. In a word my services are worth more to a private employer to begin with than the department is willing to pay after approximately 15 years' service.

I am therefore, in the pursuit of a fuller life, more liberty of action, and a freer and better happiness, forced to tender my resignation to the service and make a new start, in that which I trust will be a more congenial life.

This to take effect on and after the 27th day of October A.D. 1919.

J. N. DOW,

R. M. C.

Democracy in the Making

Butte, Montana, employs a city grocer and runs a grocery business as its contribution to the solution of high prices.

Chicago packing house employees have presented to the Federal mediator, Judge Alschuler, a budget of household expenses showing that \$1,918, is the present minimum on which a family of five can live for one year.

Queensland, under the leadership of a Labor Government, is building four rail-ways and opening 2,500,000 acres of rich and fertile land to returned soldiers.

The monthly compensation provided by the War Risk Insurance Act to disabled United States soldiers and sailors, and their dependents, was, on September 13th, doubled by unanimous act of the House of Representatives.

The unemployment donations of the British Government between November 11th, 1918, and May 20th, 1919, are said to amount to over \$100,000,000.

The United States War Department is distributing its available supply of surplus food stuffs, amounting to about 341,000,000 pounds, through the Postmasters of the country.

The boom in transatlantic travel is increasing, and both the Cunard and the White Star Lines had as early as July waiting lists of passengers extending to late October. The Canadian Pacific had waiting lists of 12,000 names for cabin accommodation and applications for berths are still coming in at the rate of 1,500 a day.

An attempt is being made to organize architects and civil, mechanical, and electrical engineers. The Union of Technical Men in New York (with headquarters in the World Building) has over 800 members and there are organizations in Washington, D.C., Philadelphia, Chicago, Baltimore, and Bridgeport. The union has recently issued an appeal to various city, borough, and county officials, asking that suitable salary increases be provided for members of the union, in order that they can keep up with the high cost of living.

By a vote of 368 to 47 the United States House on the 22nd passed the bill

providing a minimum wage of \$3.00 for all Government employees except those of the Postal Service. The wage is exclusive of the wartime bonus of \$240 a year allowed employees. The measure now goes to the Senate.

The Queensland (Australia) Labor Government has put forward a scheme of cheap houses for the workers. The only security asked is 5 per cent of the cost of the building and land. Thus a \$3,000 house will be built on a deposit of \$150—to be paid off in low weekly rentals. The scheme is confined to workers receiving less than \$2,000 per annum.



If you would like to read this sort of information in the original and in much greater quantity than we can give, it read such magazines as *The Public*, New York City.

The Dollar Column Help Yourselves



NOTE.—Here's where we give away real money. And you don't have to subscribe for *The Civilian* to get the dollars, either, just read the column over your neighbor's shoulder or while he or she is out to lunch.

P.S.—The business office tells us you will do it if we tell you to, but we don't always agree with the business office.

THE EDITORS.

The Coal in Your Bin

Ask the Mines Branch of the Department of Mines for a copy of Bulletin No. 28:, on "The economic use of coal for

steamraising and house heating", by John Blizzard. Get a "Blizzard"; you owe it to your coal pile, if you have one; to your bank account, if you have not.

The Shoes on Your Feet

We are indebted to the "Scientific American" for the following:—The soles of a pair of shoes that have been painted will outlast the uppers and render half-soling unnecessary. The paint, an ordinary hard-finish black, should be put on the roughened leather, preferably in three coats. In addition to the mechanical saving due to the fact that the leather does not come in contact with the ground, the paint exerts a preservative effect upon the leather.

Your Winter Apples

The Co-operative Committee have recently furnished their co-operators with seven car loads of potatoes at \$1.65 a bag. They are shortly going to send in an order for winter apples by the barrel. They will sell them to you for approximately half of what they will cost you by the gallon, and for much less than you can get them anywhere else. Don't let the order go in without your name. Phone Rideau 85 for information.

Your Life Insurance

If you knew that a certain absolutely solid company had no rent, heat, light, travelling expenses, salaries, printing, or taxes to pay, and that by reason of a certain endowment it could give you life insurance at the actual cost of meeting death claims you would be a fool to take out insurance in any other. Well, there is such a company, run exclusively for your benefit!

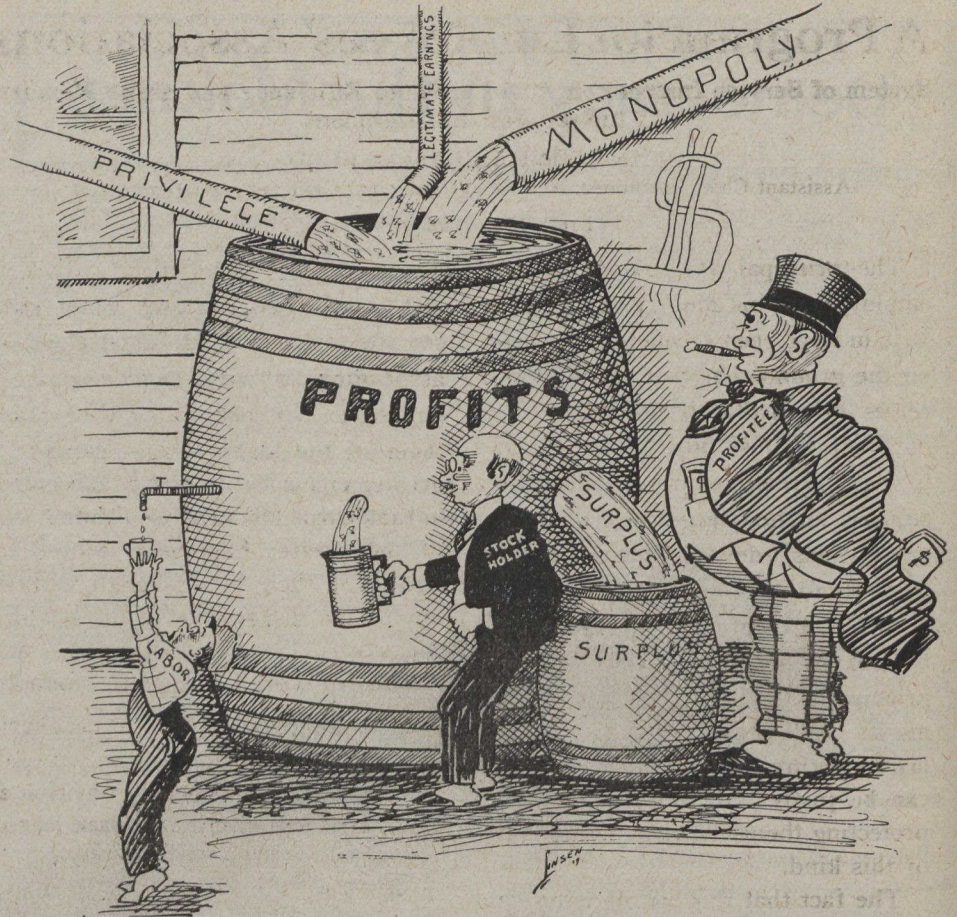
If you are having trouble paying the high premiums on a private policy for \$5,000 or less, or are paying them quarterly at an additional advance of four per cent, what in the name of common sense keeps you from allowing such a policy to lapse. (You will be fully protected against death for a length of time which will surprise you.) Then carry *double the amount of your present policy for much less money* by taking out the same amount of insurance in a company that is not trying to make a cent of money out of you and will let you pay even your small annual premiums in *monthly instalments without interest*. It may be unbelievable but that doesn't make it untrue. Spend two cents on the Superintendent of Insurance, Ottawa, and get an application blank.



FINANCIAL PROBLEM
FIND THE BIG PROFITEER
—GORDON ROGERS.



—DON CAMERON.



THE WINNING CARTOON.
—J. LINSEN.

The Cartoon Contest

The *Civilian* takes pleasure in announcing that Mr. J. Linsen is the winner of the Ten-Dollar Prize in the Cartoon Contest announced in our July issue. Mr. Linsen is in the Despatch Branch of the Vancouver Post office.

Contributions selected for publication in connection with the offer of a year's subscription to runners-up were submitted by the following civil servants:—

Mr. Gordon Rogers, Room 162, West Block, Ottawa.

Don Cameron, 17 Heins Avenue, Kitchener, Ont.

B. Mulroy.

In announcing the result of this contest *The Civilian* desires to thank all of the contestants for their interest and to apologize to them and to our readers for the delay. The member of the editorial staff responsible for the contest was called out of the city in July and has only recently returned.

It is only fair to state that the selection of a winner was a problem, some of the drawings were fine examples of draftsmanship but lacked the element of humor, or punch, which is essential to a good cartoon, others with fine ideas were not drawn in such shape that they could be reproduced, others failed to label the characters or to draw them so that they could be identified, some of the contestants should have gone into partnership, one supplying the idea, the other the drawing, etc. The problem was all the more complicated because of the great disparity between the winning and runner-up prizes.

The Civilian realizes that the contestants, and any others who may care to join them, will welcome a chance to use their own imaginations and will in the near future announce a contest in which the facts alone will be presented and the contestants will be allowed to use their own ingenuity in devising an idea which will put the facts across.



—B. MULROY.

A Program for Employees' Associations

System of Service Instruction would promote Efficiency and assist Members toward Self-Advancement

By LEONHARD FELIX FULD

Assistant Chief Examiner, New York Municipal Civil Service Commission

(From *Good Government*.)

The principal associations of civil employees in this country and in Great Britain have been frequently criticized on the ground that they devote themselves principally to protecting their members against unjust removal and to making their tenure of office more secure. If the charge were that these associations devote themselves exclusively to these activities, it might be worthy of careful consideration, but the charge that they devote themselves principally to these activities has no merit. Self-preservation is the first law of nature and no persons or group can be justly criticized for efforts in protecting themselves against injustice of this kind.

The fact that this charge is brought so frequently against associations of civil employees indicates one of two conditions or possibly both. Either these employees enjoy a tenure so insecure as to render continual agitation necessary to protect them or the activities of these associations in other fields are so small as to be lost sight of by the general public. Without discussing the first of these hypotheses it may be said without hesitation that by correcting the conditions underlying the second hypothesis, these associations of civil employees could greatly increase their sphere of usefulness to the general public, to the city, government, and to themselves.

Associations of civil employees have a large sphere of usefulness in the field of service instruction. When an employer enters this field his motive is frequently impugned. Service instruction increases the efficiency of employees, but employees frequently resent its introduction because they consider it the entering wedge of the slave driver, because they regard it as a species of charity, which they disdain, or because they consider it

an evidence of paternalism, which is distasteful to Americans. When such service instruction is undertaken by associations of civil employees these employees will reap all of the advantages of the higher wages earned by greater efficiency, of the advancement in rank earned by increased ability, and of the greater happiness secured by reason of their better health without any of the disagreeable features which the words "Service Instruction" and "Welfare Work" frequently connote.

The public service is a peculiarly rich field for service instruction. Advancement in salary and promotion in rank are dependent upon merit and fitness, and these are ascertained in most cases by written tests which have to a considerable extent been standardized. The lines of promotion are well defined and the requirements of the higher positions known to all. It is true to a much greater extent in the public service than in private employment that a person by receiving the benefits of continuation instruction may readily fit himself for advancement in grade and for promotion in rank.

Classes of instruction in typewriting for office boys and junior clerks to qualify them for the position of typewriting copyists; instruction in stenography to qualify clerks and copyists for the position of stenographer; instruction in English composition; speed classes in short-hand, and classes in secretarial duties for the higher grades of the stenographic service, are some of the courses of instruction which associations of civil employees might undertake in the clerical service. Similarly courses of instruction may be formulated for the engineering service, for the accounting service, and for some branches of the inspectional service.

In a like manner courses of instruction in light gymnastics, in swimming, and in dancing would be found of value, not only in conserving and improving the physical efficiency of the employees, upon which their success in business and in life depends to such a large extent, but would also serve to bring together socially men and women who have the same interests and points of view with reference to every day affairs,—a condition largely conducive to pleasurable and profitable association.

Civil employes will undoubtedly find the heads of most of the municipal departments and the officials of the Civil Service Commission ready and willing at all times to assist them in the formulation of such service instruction. One of the extremely valuable bi-products of the formulation of such service instruction, apart from the direct benefit to the individual employees and to the service in which they are engaged, will be the helpful contacts established in the formulation of such courses of instruction,—contacts which may be found of immeasurable value in the successful accomplishment of the protection of the employees against unjust removal and insecurity of tenure which appears to be the principal activities of these associations at present.

COOPERATIVE WIND-UP AT OTTAWA

The Civilian understands that all proceedings in the matter of assessing costs in connection with the winding up of the Cooperative Supply Company have been taken and that it is now possible for the local master Mr. John Bishop, to determine the amount of the dividend which can be declared.

The delay has been due to a number of causes, among which may be mentioned the necessity of carrying out all proceedings before the local master, the complication created by the presence at one time of a liquidator and a receiver, and the necessity, for example, of adjudicating the respective claims of the original note holders who did and those who did not exchange the five-dollar notes for the ten-dollar debentures.

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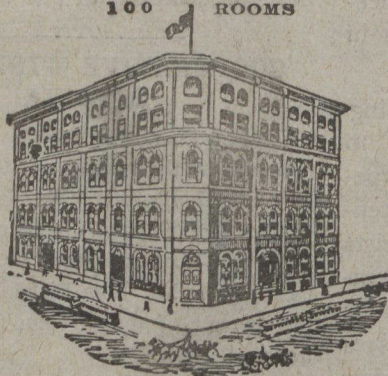
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Particulars of entry may be obtained on application to the department of the Naval Service, Ottawa.

Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimalt near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service. Unauthorized Publication of this advertisement will not be paid. Ottawa, February 3, 1919.

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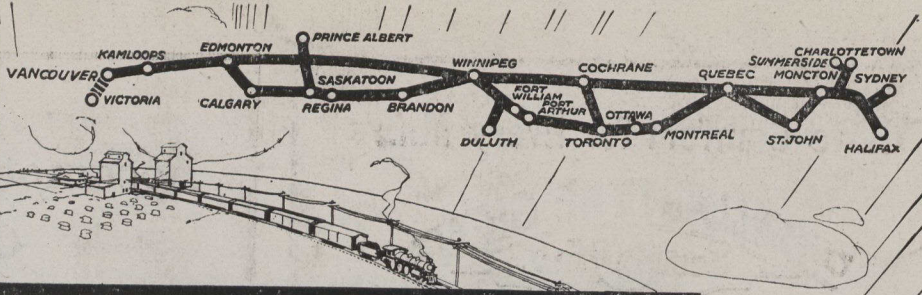
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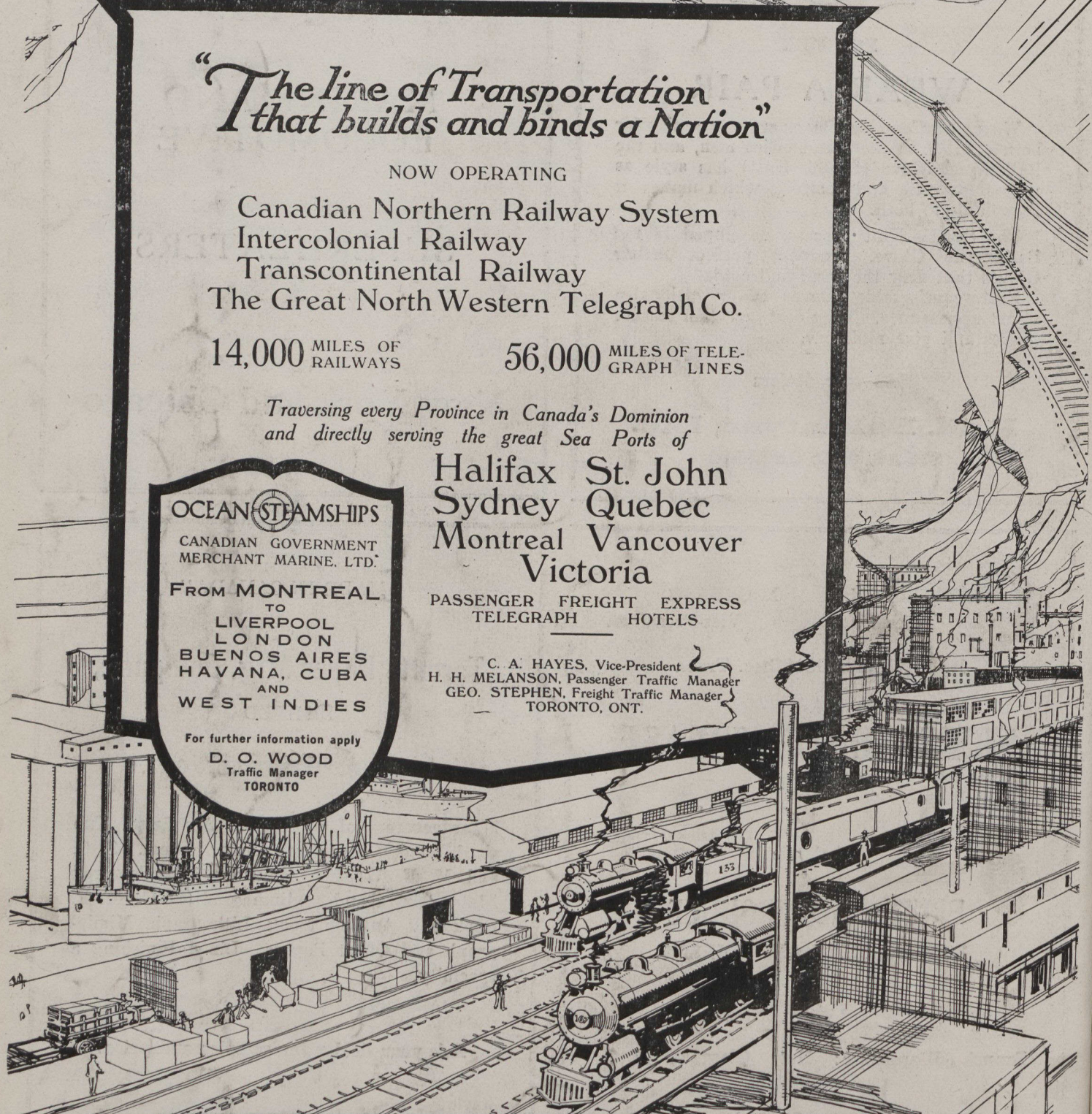
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