

THE CIVILIAN

VOL. VIII.

DECEMBER 10, 1915.

No. 17

A FRIEND OF THE CIVIL SERVICE.

Commissioner LaRochelle's Memorandum to the Secretary of State.

(Concluded from last issue.)

OUR DEFECTIVE ORGANIZATION.

OUR IRREGULAR MODE OF APPOINTMENT AND CLASSIFICATION.

Let us now examine the operation of our actual mode of organization, of our present method of recruiting and classifying the service. Let us see whether the Heads of the Departments are limiting to about 10/100 the number of recruits for the second division, and whether they place about 90/100 of them in the third division.

Let us take the last competition (May, 1915), which well illustrates the situation. How many recruits did the Heads of the Departments request for the second division, and how many for the third division? According to the official reports, thirty-five were requested for the second division, and fifty-eight for the third division. In other words, more than 50/100 were requested by the Heads of the Departments for the second division, and less than 50/100 for the third division.

There is no better illustration of my contention. According to the Act, instead of requesting thirty-five men for the second division, the Heads of the Departments should have requested only ten. On the other hand, instead of requesting only fifty-eight persons for the third division, they should have requested eighty-three.

What is the consequence of such a policy in regard to the character of the examination? The consequence is that more than 50/100 of the positions, instead of 10/100, had to be filled through the higher examination, which partially requires a classical or university education. Still, 90/100 of the positions to be filled were of a routine and clerical nature and only required a commercial instruction.

Furthermore, what is the consequence in regard to the actual organization or classification of the service? The consequence is that the great majority of those thirty-five successful candidates for the second division are assigned to purely routine and clerical work, that is to say, to work to be done in the third division.

Another fatal result of that false system is the early dissatisfaction of the young men so appointed to the second division. At the time of their appointment, they are entertaining brilliant hopes, they are expecting to be assigned to junior administrative functions. In due course of time, they discover that they will probably be forever chained to routine and clerical work, aligning figures, to copying, etc. Their disenchantment is cruel.

Now, in order to show that the process of the Heads of the Departments in the last May competition is not exceptional, I will refer to the four competi-

tions held from November, 1912, to November, 1914, during two years. During that period, 196 appointments were made in the second division, and 419 in the third division, which still means an average of nearly 50/100 of appointments in the second division.

There is no better illustration of the anomalies of such a system than the Department of the Interior, the largest of our departments. According to the last Civil Service List (1914), there are in the inside service of that department—excluding the Topographical, Astronomical and Geographical branches, which are technical—245 officials in the administrative group, and only 298 in the third division.

So that there are in that department—even excepting the technical officers—practically as many administrative officers as clerks assigned to routine and clerical work. It seems self-evident that this is a wrong classification, that is to say a wrong organization. *Ab uno disce omnes.*

In as much as the British Civil Service system is the prototype of our own, I will now make a very short analysis of the British method of recruitment and classification. It will throw more light on the anomalies of our system.

THE BRITISH SYSTEM OF APPOINTMENT AND CLASSIFICATION.

The official reports of the British Civil Service Commission, from 1901 to 1905, establish that during these five years, 148 appointments were made in the First Division (*which corresponds to our first and second division*), and 1,880 were made in the Second Division (*which corresponds to our third division*). And it is to be noted that I do not include in the latter figure the boy clerks and the female typists, which would make the difference still more striking.

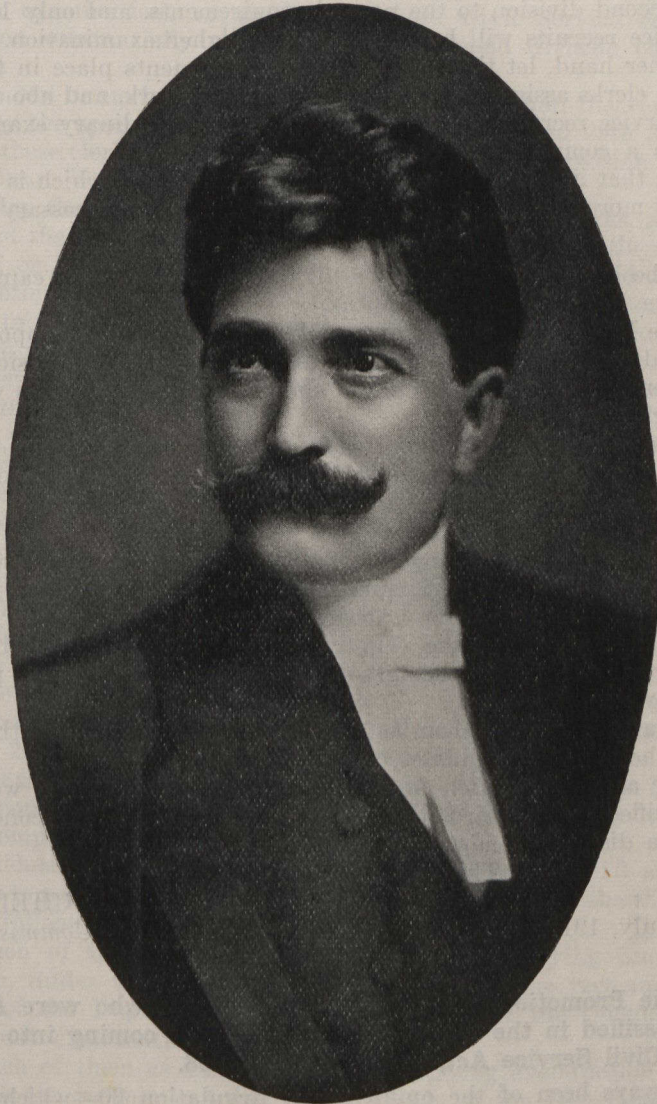
These figures establish that the British administrative group represents less than 8/100 of the service. They also show that in the British Service, which is immensely more important and numerous than ours, the Heads of the Departments appoint an average only twenty-nine per year to the administrative group. Still, here, in our service, the Heads of the Departments have, during two years (1912-14), appointed 196 to the administrative group, that is to say an average of ninety-eight per year.

In Britain, there is a deep line of demarcation, a real barrier, between the administrative group and the mass of clerks assigned to routine and clerical work. The First Division (*corresponding to our first and second divisions*) and the Second Division (*corresponding to our third division*) constitute two different and separate careers: the first one being practically all recruited from Oxford and Cambridge Universities, and the second one from commercial colleges.

In England, the young man who enters the First Division, enters it for life, and, on the other hand, the young man who enters the Second Division equally enters it for life. There are two reasons for that: first, only university graduates can as a rule aspire to the First Division, owing to the great difficulty of the higher examination; secondly, the limit of age to enter the First Division is very low, generally 22 years, sometimes 25 years.

Some may say that British and Canadian conditions are different. That reflection is not serious. The only difference is the volume and the complexity. The general principles governing the two services are exactly the same. In Britain, after long years of experience, the authorities have come to the conclusion of simplifying matters by creating two general groups of employees: first, the administrative group and secondly the great group of clerks assigned to routine and clerical work.

A Friend of the Civil Service.



MICHEL G. LAROCHELLE, K.C., B.A., LL.D.

Civil Service Commissioner.

OUR SYSTEM OF EXAMINATION IS A RESULT OF OUR MODE OF ORGANIZATION AND CLASSIFICATION.

The imperfection of our present system of examination is a result of the imperfection of our present system of recruiting and classifying the service. The one is the cause, the other is the effect.

Let the Heads of the Departments strictly limit the number of appointments in the second division to the normal requirements, and only 10/100 of the Civil Service recruits will have to pass the higher examination.

On the other hand, let the Heads of the Departments place in the third division all the clerks assigned to routine and clerical work, and about 90/100 of the Civil Service recruits will only have to pass the ordinary examination, which requires a commercial education.

I may add that in the last second division examination, which is the most difficult, thirty more than the number required secured the necessary minima.

CONCLUSION.

It would be easy to settle the present difficulty. Let the cause be removed, and the difficulty will disappear.

1. Let the Heads of the Departments limit the number of appointments in the junior administrative group, that is to say in the second division, to the normal requirements, and only 10/100 of the Civil Service recruits will have to pass the higher examination.

2. On the other hand, let the Heads of the Departments place in the third division all the clerks assigned to routine and clerical work, and about 90/100 of the Civil Service recruits will merely have to pass the ordinary examination.

3. In order to facilitate things, let the Government so amend section 30 of the new Act as to raise the maximum salary of the third division to \$1,800 per annum, and the latter will be a desirable career.

4. With such a reform, the very great majority of the third division clerks—who are the only complainants—will be satisfied with their prospects in the third division.

5. In regard to such of them as are desirous to compete for the second division with the outside candidates, they are free to do so.

6. So far as the exception in favour of the old clerks who were automatically classified in the third division in September, 1908, is concerned, I refer to it in a distinct memorandum.

The whole respectfully submitted.

M. G. LAROCHELLE,

Commissioner.

Ottawa, July, 1915.

MEMORANDUM

Concerning the Promotion of the Old Civil Servants who were Automatically Classified in the Third Division upon the coming into force of the new Civil Service Act, in September, 1908.

I have always been of the opinion that Regulation 20—which requires from this special group of third division clerks a non-competitive examination substantially equivalent to the second division competitive examination—is unfair and against the letter and the spirit of the law (paragraph 2 of section 26).

But, of course, as it has been explained in my other memorandum, it must be well understood that the Heads of the Departments should never recommend their promotion to the second division unless it is to discharge a junior administrative function. They should never be so recommended for the sole purpose of increasing their salary. This would be illegal.

With this reserve, I am to state that paragraph 2 of section 26 provides for an exception in favour of this class of employees, since it declares that they may be promoted with a certificate of the Commission, *to be issued with or without examination*, as determined by the regulations.

In fact, this provision would have no meaning whatever, if it were to force this special group of clerks to pass, in addition to the qualifying and promotion examinations required by the old Civil Service Act, a further examination substantially equivalent to the second division competitive examination.

There can be no better proof of my contention than the very words pronounced by the sponsor of the new Act, on the 26th and 29th June, 1908, in regard to these clerks, just before the adoption of this provision by the House of Commons:

"To-day there are a number of junior second class clerks, some of whom have passed the promotion examination which would enable them to pass into the second or first class. Some have not passed it but would be entitled to that promotion under their present status or standing. He thought it would be unfair to those clerks if they were shut out of the promotion which they would have received, and we thought it proper and right that such of them as are deserving might be passed into the second division without being compelled to undergo the open competition."

These words, as well as the text of the law, clearly mean that the legislators intended to respect the vested rights of these clerks, who had complied with the requirements of the old law.

Furthermore, the Department of Justice, in a letter addressed to the Secretary of State, gave the following opinion:

"In the opinion of the Minister of Justice, these regulations (referred to in par. 2, sec. 26) may require examination in certain cases and dispense with examination in other cases. No doubt, however, if there be discrimination by the regulations, it should be on reasonable grounds."

In order to make things clearer, I wish here to interpose a remark. Some may say that these clerks have not to compete in the open competitions, under Regulation 20. But the question remains the same. If it is the intention of the law to exempt them from any further test, they should not be compelled to pass a non-competitive examination which is substantially equivalent to the open competitions for the second division.

In conclusion, I respectfully submit that Regulation 20 should be so amended as to permit the promotion of this special group of the third division, under the following conditions:

(1) Such of them as had passed both the qualifying and promotion examination, under the old Act, to be promoted on the recommendation of the Heads of the Departments, with a certificate of the Commission to be issued without examination.

(2) Such of them as had passed the qualifying examination only, to be promoted on the recommendation of the Heads of the Departments, with a certificate of the Commission to be issued after a promotion examination similar to that required by the old Act.

(3) As to such of them as had never passed any examination, and who accidentally became permanent through the mere coming into force of the new Act, there is no exception in their favour, and they have to submit to the general rule.

The whole respectfully submitted.

M. G. LAROCHELLE,
Commissioner.

The Roll of Honour.

THIRTY-FIFTH LIST.

- R. E. Purvis, Letter Carrier, Toronto.
 S. E. Horne, Letter Carrier, Toronto.
 Henry Wixon, Letter Carrier, Toronto.
 W. H. Graham, Post Office, Toronto.
 D. MacPherson, Post Office, Toronto.
 E. L. Rice, Post Office, Toronto.
 Robert Morris, Letter Carrier, Toronto.
 E. J. Williams, Letter Carrier, Toronto.
 Frank F. Ford, Letter Carrier, Toronto.
 J. W. Blakemore, Letter Carrier, Toronto.
 A. J. Dwyer, Post Office, Toronto.
 R. A. Watson, Letter Carrier, Vancouver.
 J. E. Lang, Post Office, Vancouver.
 C. W. Croft, Post Office, Vancouver.
 W. J. Wilkinson, Post Office, Victoria, B.C.
 C. J. Gilder, Letter Carrier, Victoria, B.C.
 Richard Cupitt, Letter Carrier, Victoria, B.C.
 George Baird, Letter Carrier, Victoria, B.C.
 G. C. Wale, Letter Carrier, Victoria, B.C.
 P. E. Walker, Letter Carrier, Victoria, B.C.
 D. J. Lamborn, Letter Carrier, Victoria, B.C.
 G. L. Church, Letter Carrier, Victoria, B.C.
 J. W. Richmond, Letter Carrier, Victoria, B.C.
 F. A. Goddard, Post Office, Victoria, B.C.
 A. Blackmore, Letter Carrier, Victoria, B.C.
 W. J. Pearson, Letter Carrier, Victoria, B.C.
 E. Ridley, Letter Carrier, Windsor, Ont.
 G. D. Heath, Post Office, Winnipeg.
 T. G. Lowe, Post Office, Winnipeg.
 C. H. Metcalfe, Letter Carrier, Winnipeg.
 J. Caldwell, Letter Carrier, Winnipeg.
 F. Allard, Letter Carrier, Winnipeg.
 George Plaxton, Letter Carrier, Winnipeg.
 J. V. Johnston, Letter Carrier, Winnipeg.
 A. McPherson, Letter Carrier, Winnipeg.
 James Hammond, Letter Carrier, Winnipeg.
 C. Walking, Letter Carrier, Winnipeg.
 H. J. Shipman, Letter Carrier, Winnipeg.
 Lieut. A. W. Pascoe, P. O. Inspector's Office, Moose Jaw, 68th Battalion, C.E.F.
 Eugene Bolduc, P. O. Inspector's Office, Ottawa.
 R. Frechette, P. O. Inspector's Office, Sherbrooke.
 W. A. Pomeray, P. O. Inspector's Office, Victoria, B.C.
 V. A. Burlton, Railway Mail Clerk, Moose Jaw.
 A. J. Skelly, Railway Mail Clerk, Moose Jaw.
 A. A. LeClaire, Railway Mail Clerk, Moose Jaw.
 J. A. Kearney, Railway Mail Clerk, North Bay.
 C. J. Ward, Railway Mail Service, Superintendent's Office, Ottawa.
 L. Dube, Railway Mail Clerk, Quebec.
 J. McMaster, Railway Mail Clerk, Saskatoon.
 D. L. McKinnon, Railway Mail Clerk, Toronto.
 J. D. Conover, Railway Mail Clerk, Toronto.
 A. H. A. Stanton, Mail Transfer Agent, Toronto.
 S. H. Jacobs, Railway Mail Clerk, Toronto.
 T. H. Price, Railway Mail Clerk, Toronto.
 J. L. Mowat, Railway Mail Clerk, Toronto.
 Rene Bourgeois, Post Office, Montreal, French "Legion Etrangere" (*Medaille Militaire* and *Croix de guerre* with palms).
 J. E. Dawson, Post Office, Toronto, British Reservist.
 P. S. Conroy, Post Office Dept., Ottawa.

OUR DEAD AND WOUNDED.

JAMES CURRIE.

Scant news is obtainable regarding the death of Gunner James Currie of the Third Brigade, Canadian Field Artillery. The Department of Militia and Defence confirms the report that he was killed in action on May 15th. No more is known. Gunner Currie was an employee of the Department of Trade and Commerce and was on the staff of the Grain Commission at Fort William. He was a recruit of the 96th Lake Superior Regiment and was attached, for a time, to the 44th Battalion, C.E.F., and again to the 13th Battalion. He leaves a widow and three children in Scotland.

CONRAD BARIL.

Sapper Conrad J. L. Baril, 5th Field Company, Canadian Engineers, C.E.F., was killed in action on November 9th. He was an Ottawa boy, a son of Mr. and Mrs. J. Baril, was twenty-three years of age and an employee of the Topographical Surveys Branch of the Department of the Interior. Wilfrid Baril of the House of Commons and J. R. A. Baril of the Civil Service Commission are brothers. Another brother, Sergeant Wm. Baril, is with the same company in which Conrad served. Writing home to the bereaved parents, Sergt. Baril says:

"By the time you receive this letter it will be two weeks since your son, my well beloved brother, was killed. He was struck by a piece of shrapnel which broke his neck and death was instantaneous. He was in the most dangerous portion of the trenches when he was killed and it was a miracle that four of us who were in the same trenches did not meet the same fate. On the morning it happened, I said to him when he was going on guard: 'Good luck, Conrad, be prudent.' He replied: 'Don't worry about me, it will not be to-day.' I felt as though something was going to happen, and I said to my companions: 'I am afraid that Conrad is going to get hit to-day.' Unfortunately, I was not mistaken. It was about twenty minutes to noon when he received the fatal shot, and

at half past twelve, Major Osler, who was in charge of our company, told me of the terrible news. We buried him here this morning, after the burial service had been conducted. I know that your sorrow is great, as is mine, but remember my dear parents that he died a glorious death and that we must feel proud of those who have fallen, for they died like men and for the most sacred cause, in the defence of the oppressed. . . . For my part, beside the profound grief this catastrophe has caused me, I am well and eager for revenge."

LIEUT. GEORGE MUIRHEAD.

Information is received of the wounding of Lieutenant George Muirhead. He is a clerk in the Grain Commission branch of the Department of Trade and Commerce at Fort William and enlisted at the outbreak of the war with the 96th Lake Superior Regiment.

J. A. MEUNIER.

J. A. Meunier, a railway mail clerk of the Winnipeg district, who was a French reservist and responded to the call to the colours of his native land, has not been heard of since June. His friends fear that he is the victim of an unreported casualty.

BERTRAM SMITH.

Bertram Smith, mail transfer agent in the Winnipeg district of the Railway Mail Service, is missing.

RICHARD WILLIAMS.

Richard Williams, railway mail clerk of the Moose Jaw district, is returned as wounded and missing. He was a recruit of the 16th Light Horse.

LIEUT. H. A. PRALL-PIERCE.

Lieutenant Henry Albert Prall-Pierce, sub-collector of Customs at Fort Frances, was wounded in action on October 25th. He was originally enrolled with the 12th Battalion but is now with the 27th Battalion. He is forty-one years of age and entered the Customs Service in 1912.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

Subscription \$1.00 a year :
Single copies 5 cents.

Advertising rates are graded according to position
and space, and will be furnished upon appli-
cation.

Subscriptions, MSS intended for publication, and
all other communications should be addressed
to:

THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, Dec. 10, 1915.

THE NATIONAL DUTY.

(As seen by Prof. MacNaughton of
McGill University.)

*"The form the cross of the Lord
takes to-day is the form of the
sword."*

*"There was much corruption and
rotteness amongst us. Let us put it
away. The fate of Canada is to be
decided now."*

*"The men who die in this war are
in good company. They are in the
company of Jesus Christ. I am not
sorry for them. I envy them."*

*"Men physically fit should not be
in the Y.M.C.A. They should be on
the battlefields preaching the doctrine
of Christ."*

*"The women should encourage their
sweethearts to go and fight in their
defence."*

— o —

(By Rev. S. D. Chown, D.D., General
Superintendent of the Methodist
Church in Canada.)

*"We are now living on the highest
peak of history, and for generations
to come men will look back upon these
days and ponder."*

OUR BOYS

Previously reported:

Dead	34
Wounded	59
Prisoners	5

DEAD.

JAMES CURRIE.

CONRAD BARIL.

WOUNDED.

LIEUT. GEO. MUIRHEAD.

RICHARD WILLIAMS.

L. R. P. HARVEY.

LIEUT. H. A. PRALL-PIERCE.

COMMISSIONER LAROCHELLE'S MEMORANDUM.

The important and thoughtful
statement of Civil Service Commis-
sioner LaRoche which is concluded
in this issue of *The Civilian* raises so
many questions, or rather questions
with so many phases, that it is im-
possible to deal with it in detail in
one article. Only some general con-
siderations can be offered at this
time.

This memorandum is proof of the
crying need that exists for reform of
the Civil Service law. Dr. LaRoche
declares that the law is being vio-
lated by the heads of Departments.
Yet it would seem that the law is so
unworkable that, on the principle
that "the King's Government must
go on," the heads of Departments
can do no otherwise than as they are
doing.

What possible chance is there of a
sound organization of the Civil Ser-
vice when, according to the public
declaration of that official who best
knows the facts, the very heads of
the Departments must disregard the

law by which they are supposed to direct the conduct of the thousands of people in the Service? How is the *morale* of the Service to be maintained under such conditions?

If the law governing the Civil Service were imposed upon Canada from outside there might be some sort of reason in the position,—it might be wise to change in administration a law which we could not change in enactment. The whole affair is our own, however, and there can be no justification, except dire necessity, for making a law which—if the bull may be pardoned—can only be carried into effect by being systematically disregarded.

The point involved in the memorandum as affecting matters to arise in the future is whether there shall or shall not be a line of demarcation between the administrative and the operative elements in the Service. That is a big question and one that need not be dealt with now. It will be discussed, probably, for many a moon before being finally settled.

But Dr. LaRochelle's general suggestion would greatly help to settle that question for Canada. That suggestion is to make the salaries of the operative employees large enough to afford a living and to attract to this career a good class of people. If the third class clerk were given a maximum salary of \$1,800 to work up to, there would probably be less pressure for appointment to the second division and so the law could be more closely adhered to than at present and the injustices, uncertainties and confusions of the existing state of affairs would be avoided.

The foregoing remarks apply to the general subject of the Civil Service law and to questions of the present and the future. But Dr. LaRochelle deals also, in a separate memorandum, with a question of the past, a question which, owing to past injustice, still remains to cause heartburning and controversy.

That question is the position of the third class clerks who were driven into a *cul de sac* by the interpretation given to the Civil Service Act of 1908.

“I have always been of the opinion that Regulation 20—which requires from this special group of third division clerks a non-competitive examination substantially equivalent to the second division competitive examination—is unfair and against the letter and spirit of the law” (paragraph 2 of section 26). These are the opening words of Dr. LaRochelle's memorandum on this section. The remainder of the statement is argument followed by suggestion for improvement.

That is practically the whole case. These civil servants did not ask for a change of the law, nor was their consent to a change sought. There was no more justice in a law which altered their status than there would be in a law to reduce their salaries or to make their continuance in the Service impossible. And if Parliament passed such a law then, in enactment and in administration, that law should have been such as would improve rather than injure the status of these people.

Dr. LaRochelle's statement is vitally important. It ought to settle this whole controversy and result in securing justice for the people who have been so long the victims of a regulation which “is unfair and against the spirit and letter of the law.”

That injustice has subsisted for seven years, and some of its victims have gone down under it. There are none but have suffered injuries which cannot be completely healed. All will rejoice that Dr. LaRochelle's statement has been made. Should it lead to reform, some—many—will regret that it was not made long ago.

The special recommendations on this subject presented by Dr. LaRochelle have evidently been carefully considered. It would be unfair to attempt to deal with them at the end of an article already too long. They

will be more definitely considered in future issues.

According to the last report received for this issue of *The Civilian*, twenty-two departmental and branch representatives to the Executive Committee of the Ottawa Association for 1916 had been elected. Of these, twelve were persons who were not on last year's committee and ten were re-elections. The six officers of the Association were all re-elected. On the basis of last year's representation, eleven members have yet to be elected. The composition of the new Board is most satisfactory. There are enough old members to insure a continuity of work and policy and enough new blood to prevent any condition of staleness.

* * *

The Department of the Secretary of State has the unique distinction of having elected not only a lady representative to the Executive Committee of the Ottawa Association, but also an Advisory Board composed entirely of ladies. Woman's diplomacy triumphant even in the diplomatic Department of the Government!

* * *

Austin Baker writes from somewhere in France that he is alive and wants to read *The Civilian*, even at the battle front. All really live civil servants read *The Civilian* wherever they are,—and some "dead ones" borrow a friend's copy to read, thus proving that their curiosity is alive even if their spirit of independence and *esprit de corps* has ceased to trouble them.

* * *

A correspondent, whose letter appears on another page, discusses the need for an active "committee of safety" in connection with the Civil Service Association of Ottawa. No doubt there is ample opportunity for good and necessary work along the lines indicated. The new Executive of the Association would do well to take this

matter up seriously in this "off year" in Civil Service affairs.

* * *

The Civil Service Savings and Loan Society showing for the past year is one of which every member and officer may be proud. This society has certainly "arrived." For several years it had to contend with many and discouraging difficulties but the victory it won over all opposition proved the soundness of its system of business and the ability of those who directed its affairs. "Nothing succeeds like success," says the old saw, and in this case it proves true again. The society is on "easy street," members are flocking in, debenture holdings and deposits are piling up and business is expanding along every line. The Civil Service of Ottawa can point to no more noteworthy achievement than the splendid success of its savings and loan society.

WAR PERSONALS.

Major C. H. L. Sharman has been appointed adjutant of the 7th Artillery Brigade, C.E.F.

Very slight hope now remains that Private W. C. Alexander, son of F. J. Alexander, of the Department of the Naval Service, survived the awful day of St. Julien. A letter from Private F. Salt, describing details of the sufferings and losses of the 2nd Battalion on that day, seems to make it almost certain that Private Alexander fell in action. No trace of him has been found since that battle.

Private C. R. Hanley, 32nd Battalion (formerly 5th Battalion), wounded on May 3rd, has been invalided home. He is a son of W. R. Hanley of the Post Office Department.

Captain Arthur V. Tremaine, Royal Canadian Horse Artillery, son of A. DeB. Tremaine, of the Department of Marine and Fisheries, was wounded in the head on November 27th.

OUR DEAD AND WOUNDED.

(Continued from page 435.)

L. R. P. HARVEY.

L. R. P. Harvey, another mail transfer agent of the Moose Jaw district, is reported in a recent record of men of the railway mail service now in the army, to be wounded and missing. Harvey was a British reservist and rejoined his old corps, the Essex Regiment, at the outbreak of war in August, 1914. In July, *The Civilian* published a report that his wife, in England, had not heard of him since October, 1914, that the War Office could not locate him and that hope of his being alive had almost been abandoned.

AUSTIN BAKER ALIVE.

In its issue of October 1st, *The Civilian* published an unconfirmed rumour of the death on the battlefield of Austin Baker, of the Money Order Branch of Toronto Post Office, a member of the maxim gun squad of the 2nd Queen's Own Rifles. That the report was, happily, unfounded is proved by the following letter from Baker himself:

27583, Austin Baker,
15th Batt., 3rd Brigade,
1st Canadian Division,
France, Nov. 7, 1915.

The Civilian, Ottawa.

Dear Sirs,—Will you kindly forward me *The Civilian* to the above address. Please find one dollar enclosed.

I saw a copy of *The Civilian* for October and notice you had me down under the list of Our Boys as being dead, but reading further on I notice you had it moderated some. It read that I had "been reported killed but later information makes this doubtful and better news is hoped for."

Yours truly,
AUSTIN BAKER.

The Civilian has great pleasure in publishing Mr. Baker's letter and would be glad to hear from him again, with any news that he may have of civil servants at the front.

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

Executive Please Note.

Editors of *The Civilian*:

It may be that the "scarcity of complaints" regarding sanitary conditions in the Government buildings is really an indication of more satisfactory conditions, as the Executive of the Civil Service Association assumes (vide annual report), but I believe that this "scarcity" is also due, in some measure, to a feeling of despair. There are sanitary conditions in some of the buildings that are positively disgusting and that grow worse and worse all the time.

A few years ago the sub-committee on sanitation did splendid work in securing the abandonment of certain unsanitary rooms, the erection of fire escapes, etc., etc. There is opportunity for this sub-committee to make as good a record for 1915-16.

I would suggest that the new Executive appoint, at once, a new "committee of safety" to deal with the Finance and Public Works Departments in matters of condition of buildings as to strength of floors, fire escapes, exits, elevators, ventilation, plumbing, cleaning and the like and that a survey of all the buildings occupied by civil servants be made with regard to these matters. Some very surprising conditions would be disclosed by such method. In three of the matters named, at least, I can show a committee where such attention is greatly needed to safeguard the lives and health of many persons in the Service.

SAFETY FIRST.

A MORAL DUTY.

The civil servant that stays at home has many moral duties towards his fellow-worker who is in the army. Not the least of these is that of being on the watch for news of the brave chap at the front. News of casualties filters back to Canada through many channels and very frequently an item fails to come under the notice of those whom it deeply concerns. *The Civilian* offers the surest means of disseminating this sort of news, and all readers are asked to co-operate in this work. In this issue is

given news of one of "Our Boys" who fell in action nearly seven months ago, but whose death has just been reported to his Department. Several men of the railway mail service are long missing. Invalided men are coming home every week. There are civil servants among them. There is news to be had. *The Civilian* wants it. Lend a hand! Do it now!

VETERANS TO COME IN.

The first official action in regard to the admission of returned soldiers to the Civil Service was the passing of an Order-in-Council, which received the assent on November 27th, and which reads as follows:

"The Committee of the Privy Council, on the recommendation of the Right Honourable the Prime Minister, advise that in making appointments to the Government Civil Service, preference be given to the returned members of the Canadian Expeditionary Force, especially those through disability occasioned by active military service are unable to fill their previous occupations, such appointment to be subject to the provisions of the Civil Service Acts and to be made with due regard to the capacity of any applicant to discharge the duties of the position to which it is proposed to appoint him."

An Ottawa newspaper referring to this matter, quotes Civil Service Commissioner Shortt as follows:

"We will probably follow the British system. All candidates, returned soldiers as well as others, will be required to take the examinations, but the soldiers will be allowed so many marks in consideration of their services to their country. They will start with a handicap over all other contestants. The concessions will vary with the grade. For instance, if 100 marks were allowed for a certain subject, the soldiers might be allowed 50 marks to start, of 75 or 60. This scale has not been worked out yet, but that is the principle to be followed."

The newspaper continues the explanation of the innovation:

"Dr. Shortt stated that there were many positions in the Inside Service, such as packers and sorters, which required only

a minimum of clerical knowledge, and the examination for which is of a very elementary character. Other positions, however, demanded certain scholastic qualifications, if the standard of the Service was to be maintained. Dr. Shortt made it clear, however, that the Commission would co-operate in every possible way with the Government and would open the doors as widely as possible to the men who have served their country.

"A large number of the disabled soldiers will be found positions in the Outside Service, and those who are returning now will be given positions in the Militia Department. There are plenty of positions, the salaries for which are paid out of the war votes, which they can fill."

OTTAWA ORGANIZATION.

Further returns of elections of Departmental representatives and Advisory Boards are as follows:

JUSTICE.—Representative, A. J. McGillivray.

MILITIA AND DEFENCE.—Representative, R. W. Kinsman.

HOUSE OF COMMONS.—Representative, E. Fauteux; Advisory Board, M. Lachaine succeeds Mr. Fauteux.

AUDITOR GENERAL'S OFFICE.—Representative, G. A. Lindsay; Advisory Board, 1A, H. P. Godard; 2A, L. L. Coffin; 2B, Harold Hudson; 3A, Miss Govenlock; 3B, Miss Raitt.

MOUNTED POLICE. — Representative, G. T. Hann; Advisory Board, 1B, L. du Plessis; 2A, J. Stevens; 2B, G. T. Hann; 3A, W. Foisy; Messengers, W. F. Slaney.

CUSTOMS. — Representative, T. V. Doyle.

INLAND REVENUE.—Representative, T. R. L. McInnes.

LABOUR.—Representative, F. J. Plant.

MARINE. — Representative, A. DeB. Tremaine.

MINES.—Representative, Dr. F. B. Carter.

PUBLIC WORKS.—Representatives, W. R. Billings, R. J. Robillard.

STATE.—Representative, Elsie A. Dent; Advisory Board, 2B, Elsie A. Dent; 3A, Luella M. Burke; 3B, Laetitia Noel.

TRADE AND COMMERCE.—Representative, C. S. Birtch.

WOMEN'S BRANCH.—Representative, Miss Leyden, Dept. of Agriculture, succeeds Miss Millar, Post Office Dept., retired.

A REMARKABLE SUCCESS.

Gratifying, even beyond the most sanguine expectations, was the statement of affairs of the Civil Service Savings and Loan Society, laid before the members at the annual meeting on November 23rd. In all respects, the business of the year 1914-15 far surpassed that of any preceding year and the growth of the organization was truly remarkable. Shares held by members increased 57 per cent, deposits increased 130 per cent, loans increased 78 per cent and the amount of cash handled increased 66 per cent. Such figures are eloquent. Another cause of gratification was the increase in the number of members who take advantage of the society's facilities to make systematic savings.

With such a statement before them, it was not at all surprising that the assembled members approved of everything done by the officers and re-elected all the retiring members of the Executive and Boards.

President Mackenzie's annual address was, as usual, a feature of the meeting. It was as follows:

THE PRESIDENT'S ADDRESS.

To the Shareholders of the Civil Service Loan Society:

A good story ought not to be spoiled with too much details or explanations, and the same thing applies to a good financial statement. The bare facts speak for themselves.

Before giving a short statement of the main points of what has been accomplished I must congratulate the Manager and the officers as well as the members of the different Boards for the zeal which they have shown in bringing about the successful position in which the society now stands.

And what does this position show? It illustrates completely and emphatically, without the slightest limitation or qualification whatever, that the Civil Service of Canada, when given equality of opportunity, will present a better record for promptness and probity than any other body of women and men in this or any other country.

Our organization in its early stages met with opposition at every corner. We had to release the borrower from the clutches of the usurer, and this was no easy task; we had to fight against our own society getting into the hands of the enemy or becoming, what was nearly as bad, an ordinary loan society, beyond the reach of those for which it was being created; and we were threatened with all kinds of penalties. But, confident in the justice of our cause, we triumphed over all.

Bit by bit we forged ahead as a pure family organization until we have now gained the support of the Ministers of the Crown and the heads of Departments and Branches all over the Service. Every case of need brought to the attention of the society by any responsible party was relieved at once, and in this and other ways the society is regarded as necessary for the betterment of the Service. There is no charity about the institution, and neither is there any attempt or any desire to enter the legitimate field of the ordinary loan companies. On the contrary, we are not looking for loans but we advocate thrift.

In regard to the year's figures it is particularly pleasing to relate that the increases in shares and deposits during the year have been over \$7,500, and of this amount about \$1,500 was contributed by the ladies of the Service.

During the time I have been President the shares of the society have doubled, the deposits are nearly seven times as great and the loans are three times as large. The reserve fund and provident fund combined amounted to less than \$75 while now they are nearly \$800. In addition we have now a surplus of \$267.

The most important point of all is that since the inception of the society we have not written off or lost one dollar.

The money handled by the society in 1910-11 was \$9,000 and last year it was \$26,000.

The shares for the past year increased by nearly four thousand dollars over the previous year, while the deposits were considerably more than twice as much, and the loans grew from ten to eighteen thousand dollars.

It is particularly gratifying to notice the great growth in the deposits.

The financial position is now such that the borrower might look for a reduction in interest, but the present is not a good time for making changes, and therefore we have merely deferred what is bound to come in the near future.

In conclusion let me say that there are

five of us holding office from the time the society was organized. Four of these are: A. H. Brown, of the Audit Office; G. D. Finlayson, Superintendent of Insurance; A. D. Watson, of the Insurance Department, and H. LeB. Ross, of the Railways and Canals. The shareholders can never repay these men for the time and labour they have devoted to the society. It is fortunate for us that they are looking for no

other reward than the good results which have crowned their efforts.

The meeting voted the usual 5 per cent dividend on shares and resolved that, next year, the dividend period should be made concurrent with the fiscal year.

Following is the annual financial statement:

Financial Statement, 1914-15.

PROFIT AND LOSS ACCOUNT.

To Interest on deposits	\$ 184 11	By Balance, Oct. 31st, 1914....	\$ 121 83
Expenses	227 25	Interest earned	1,099 57
Dividends to shareholders...	336 03		
Transferred to Reserve Fund	137 64		
Transferred to Provident			
Fund	68 82		
Balance, Oct. 31st, 1915....	267 55		
	<u>\$1,221 40</u>		<u>\$1,221 40</u>

BALANCE SHEET, OCTOBER 31st, 1915.

<i>Assets.</i>		<i>Liabilities.</i>	
Loans	\$17,728 28	Shares	\$10,321 23
Interest due and accrued	201 66	Deposits	6,831 06
Cash on hand	605 27	Dividend No. 7	336 03
		Reserve Fund	519 56
		Provident Fund	259 78
		Surplus, Oct. 31st, 1915	267 55
	<u>\$18,535 21</u>		<u>\$18,535 21</u>

CASH STATEMENT.

<i>Income.</i>		<i>Expenditure.</i>	
Cash bal., Oct. 31st, 1914	\$ 502 76	Shares withdrawn	\$ 1,050 17
Received for shares	4,892 35	Deposits withdrawn	3,508 29
Received on deposit	7,060 22	Loans made	21,143 23
Loans repaid	13,218 80	H. LeB. Ross, salary	75 00
Interest on loans	935 08	Expenses	227 25
		Cash bal., Oct. 31st, 1915	605 27
	<u>\$26,609 21</u>		<u>\$26,609 21</u>

DETAILS OF EXPENSES.

Printing and Stationery.....	16 55
Guarantee Bond	5 00
Rent of Vault	5 00
Salary, F. S. James	200 00
Interest on overdraft.....	70
	<u>\$227 25</u>

Audited:

A. H. BROWN,
G. D. FINLAYSON,
P. MARCHAND.

The officers and Boards remain as follows:

President—Wm. Mackenzie (External Affairs).

Vice-President—Napoleon Desjardins (Public Works).

Secretary and Manager — F. S. James (Auditor-General's Office).

Board of Supervision — A. H. Brown (Auditor-General's Office), Geo. D. Finlayson (Supt. of Insurance), P. Marchand (Interior).

Board of Administration—The officers, and W. A. Code (Post Office Dept.), M. H. Goodspeed (Customs), H. LeB. Ross (Railways and Canals), A. D. Watson (Insurance).

Board of Credit—The President, and John Byrnes (Trade and Commerce), J. A. Doyon (Inland Revenue), W. J. Glover (Post Office Dept.), Ernest Green (Trade and Commerce), E. S. Johnson (Auditor-General's Office), J. E. Marion (Public Works), J. C. O'Connor (Post Office Dept.), S. J. Willoughby (Interior).

PRESIDENT WALTER TODD.

(An Appreciation by One Who Knows.)

A peculiar combination of qualities makes Mr. Walter Todd the ideal President at this time for the Civil Service Association of Ottawa. His reelection is therefore a matter for general congratulation.

In the first place, Mr. Todd is devoted to the work he has undertaken. Just what that means can best be understood by those who have had to do with the organization of any class of people. Discouragements are so many, and rewards—except the satisfaction of the work itself—so completely absent, that nothing but sheer enthusiasm for the cause will keep a man in a position of labour and responsibility.

In the second place, Mr. Todd is the

one greatest expert in Canada in the work in which the association is most deeply interested at this time. There are others who can criticize legislation and draft bills, but there are no others who combine with this rather rare ability the complete knowledge of the working of the Parliament of Canada which Mr. Todd possesses.

In the third place, Mr. Todd is an apparently tireless worker. He wastes no energy in mere demonstration or declamation. What he has already accomplished in the way of moulding legislation intended to affect the status and duties of the Civil Service only those know who have been associated with him in the work to which so much of the time of the association has been devoted for the last year or more. The story of what he has accomplished should, if it ever be written, establish Mr. Todd in the gratitude of his fellow-members of the association.

Nor is it for the Service at Ottawa alone that Mr. Todd's work is done. The proceedings of the last convention of the Federation show that the Outside Service look to the Ottawa organization for leadership in this matter of Civil Service reform. It must necessarily be so, for geographical reasons. The members of the Inside Service would fail in their duty to the Service as a whole if they did not do all in their power to so mould the proposed legislation as to protect the rights and advance the true interests of all. By keeping Mr. Todd in the position which he has so well filled one very important point is gained in preparation for the work of the coming year.

"A COWARD IN THE FIGHT."

He has no enemy, you say;
My friend, your boast is poor.
He who hath mingled in the fray
Of duty that the brave endure
Must have made foes. If he has none
Small is the work that he has done.
He has hit no traitor on the hip;
Has cast no cup from perjured lip;
Has never turned the wrong to right;
Has been a coward in the fight.

CHRISTMAS PRESENTS FOR OUR MEN OVERSEAS.

That the men of the Civil Service of Canada who are "somewhere" are not to be forgotten when the holiday season comes, is demonstrated by the many communications *The Civilian* receives giving details of the arrangements made.

Unfortunately space does not permit publication of the letters. The organizations heard from are: Customs, Halifax, Toronto, Winnipeg, Saskatoon and Vancouver; Railway Mail Service, Toronto, Winnipeg, Calgary, Moose Jaw, Vancouver; Letter Carriers, Toronto, Winnipeg, Calgary and Vancouver; Postal Clerks, Toronto, London, Port Arthur, Winnipeg, Calgary, Saskatoon, Brandon, Moose Jaw, Edmonton and Vancouver.

MANITOBA RAILWAY MAIL CLERKS' ASSN.

The regular monthly meeting of the Association was held in Winnipeg on November 6, the President, Mr. Kneebone, in the chair. The minutes of the last meeting were read and approved.

The Secretary read a letter from Mr. Rochester regarding the proposed Benevolent Association, and after some discussion on the subject, on the motion of D. Campbell, seconded by A. Harris, "correspondence was laid on the table."

The Secretary explained that he had made arrangements for clerks to take out accident insurance through the Winnipeg office of the London & Lancashire Guarantee and Accident Company.

Moved by Mr. Hammill, and seconded by Mr. Sadd, "That two separate lists be made of the Roll of Honour."

Amendment moved by J. Macpherson and seconded by R. A. Borland,

"That we have only one Roll of Honour for all clerks who have enlisted for Postal Corps or in the ranks." Amendment carried.

Moved by W. McPherson and seconded by W. Eagle, "That a committee consisting of Messrs. Cyr, Borland and Hives, with power to add to their number, attend to the sending of Christmas parcels to our soldiers." Carried.

Moved by W. Eagle and seconded by T. Sadd, "That Messrs. Hammill, Harris and Ogston be appointed a committee to get out ballot papers for the election of 1916 officers according to Rule No. 4 of the By-laws." Carried.

Moved by W. McPherson and seconded by R. A. Borland, "That the aforementioned committee place their own names on the ballot papers." Carried.

The Secretary read several articles from *The Civilian*, which placed the Railway Mail Service in high standing in the Civil Service, particularly in the West, for men enlisted and contributions.

The meeting then adjourned until Saturday, Dec. 4th.

MODERN EPITAPHS.

Here lies Luke Ebenezer Quinn.
He skated where the ice was thin.

Bill Jones passed on amid regrets.
He tried to stay, but—cigarettes.

A long farewell to Maggie Lou.
She went out in a frail canoe.

This man went in a racing car.
It hit a brick, and there you are.

Lem Binks has quit this earthly life.
He made some faces at his wife.

After a shirt has been to the laundry a few times it is pretty well done up.

Women's Column.

The Civil Service New York journal *The Chief* is publishing reports of the progress made or to be made in obtaining more equal rights for women. The following is an extract:

"The State in safeguarding the morals of the young is but doing a mother's work. We need the blending of the mother heart with the masculine judgment to guard the home," said Gov. Carson, of Colorado, in a recent Chautauqua address, and he added: "You will never realize the value of this blending until you have tried it. If the question arose again in Colorado the vote would be ten to one to retain woman suffrage."

On Aug. 15 when every person between the ages of 15 and 65 was required to register in England so as to be available for military service many suffragists included a protest against a government that considered women good enough to be registered for war service, but not good enough to be registered as citizens. Again the leaders pointed out that the word "person" included women when there was work to do or taxes to pay, but excluded them when it was a question of privilege or choice of policy. Men will give justice to women. Of course they will if you give them time. They have finally got around in the State of Arkansas in the year of our Lord 1915 to passing a law permitting a woman to sue to recover damages to her person and her property just as though she were a man.

The author of the foregoing lines might have expatiated at still greater length upon the inhuman administration of man and woman by man, the dominant partner in the business of human existence. This suicidal war is a lasting impeachment of man-government, but what of the ravages of peace? The writer mentions a number of reasons why women may well cease to produce children to encounter the economic and social conditions of the man-governed world.

What about marriage laws made by man, by which an irresponsible system of church marriages permit, without question, men with loathsome diseases to become possessed of some pure and innocent girl? What of the land and capital monopolies whereby a few

men bursting with the greed of wealth, consign 33 $\frac{1}{3}$ of the population of most of the great cities, to a life of poverty below the line of efficiency, employ child labour to increase the girth of monopolistic stomachs and work our women and young girls in the large cities at a rate far below the minimum wage; so that they are compelled to sell their souls to prostitution in order to postpone the inevitable day of starvation?

Whether at war or at peace, man has made a *havoc* of the art of governing the human race. It may be that women's suffrage may not benefit world conditions, but God help us all, it cannot make matters any worse.

VOLUNTEERS WANTED.

Footballers, cricketers, men of lacrosse,
There's a new game to play and an ocean
to cross.

The duty is plain of the strong man and
stripling:

We must finish the foes that our navy is
crippling.

Ye dashing young dandies, whose pastime
is tennis,

Let the fate of poor Wilding remind of
our menace.

Bowler and boxer and fleet-footed ped,
Come fill up the places of pals who are
dead.

Let the Shirker remain with his sweet-
heart and mother,

Were the Huns in our homes, he'd lose
one or the other—

Most likely the twain; and the shade of
his shame

Wherever men know him shall tarnish his
name.

The lands of fair France, that are held by
the enemy,

To her people to-day are a ghastly Geth-
semane,

Littered with debris and blood-soddened
dust,

The remnants of temples and structures
august.

Sports of Victoria, it's time for us all
To part with our pleasures and answer the
call.

—M. P. Sweeney, of Victoria, N.S.W.

The world needs more men who
have opinions, not mere symptoms.

Personals.**General.**

E. L. Newcombe, Deputy Minister of Justice, is ill in England on official business.

Miss May Thompson, of the Department of Militia and Defence, is ill of typhoid fever.

Captain W. C. Gillis, Survey Records Branch, is ill of typhoid fever.

Dr. Flint, Clerk of the House of Commons, and Mrs. Flint have returned from Nova Scotia for the winter.

Commissioner LaRoche and Secretary William Foran, of the Civil Service Commission, are in Philadelphia attending a meeting of the representatives of the American Civil Service Association, where they represent Hon. P. E. Blondin, Secretary of State.

S. M. Genest is seriously ill. After a period of confinement to his room he recently returned to his duties but his medical adviser ordered him to his bed again.

The engagement is announced of Lua Maud Philp, B.A., youngest daughter of the Rev. Dr. and Mrs. Philp, of Inkerman, Ont., to Merton Yarwood Williams, Ph.D., of the Geological Survey, Ottawa, son of Mrs. C. E. Williams, of Picton, Ont., the wedding to take place quietly at the home of the bride's parents the middle of December.

Obituary.

Patrick Daly, who died in Ottawa on November 23rd, aged seventy years, was the father of P. J. Daly of the Mining Lands Branch.

Duncan McGillivray, for many years an employee of the Department of Public Works, died on November 23rd, aged seventy-five years.

Marie Robertine Henriette Tache, youngest daughter of J. deL. Tache, King's Printer, died suddenly on November 27th, aged twenty-two years. The remains were interred at St. Hyacinthe.

Francois Xavier Desloges, chief messenger and caretaker of the Library of Parliament, died on December 2nd, aged sixty-four years. He had been connected with the Library staff since 1907.

Mrs. Elzear Chaput, who died in Moxee City, Wash., last week, aged sixty-five years, was the mother of Len Chaput, of the Department of Customs.

Miss Mary E. McVity, of the Immigration Branch, Department of the Interior, passed away on December 1st at her home in Aylmer, Que., after several months' illness.

Mrs. Mary I. Kirk, of the Post Office Department, passed away on Sunday, December 5th, after four days' illness of pneumonia, aged thirty-three years.

THE HABITANT RECRUIT.

It's only oder day ago
Dat my boy Aime say,
"I want to ask you what you tink
About my goin' away.

"Dis war has got to be big ting
For France and Angleterre,
An' now it's for Canadienne
To even up hees share.

"We've feexed the fences 'round de farm,
De cordwood's cut in half;
Enough for winter; an' here's hay
For all de cow an' calf.

"I don't like leeve de old place here,
De trees and reever lot,
An' we're de bes' of company
Dat each of us has got."

When Aime spek like dat I go
An' feed de horses oat,
It takes me while to mak go down
De lump inside my throat.

But I feel better on nex day,
For den I thought of how
His moder she'd been proud of him,
Had she been leevin now.

So Aime leeve tomorrow night,
On steamer Montreal,
Wit hundred more of oder boy,
Dat hear dere country's call.

I'll feel de lonesome all de tam,
Won't seem de same place here,
We've mak de chum togedder now
For nearly twenty year.

I'll pray de Bon Dieu keep my boy,
Dat when hees len' a han'
To stop dis murder—he'll come home
As good or better man.

—Dr. Lexis Mori.

ANOTHER DISASTER.

(Overheard in a Laurier avenue
boarding house.)

"What was the result of your petition to the landlady for fewer prunes?"

"Negligible. It simply got us more rhubarb."

Are your mistakes the result of inexperience, negligence, or just bone-headedness?

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MAN'S
LUNCH
FULL COURSE
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The New White —Millinery—

Such a change has come over the dream of Fashion!
The Black Hat has been superseded by the White!

THERE is no compromise, no half measure. White's the thing in Millinery. It rages in New York like a snow storm, and Fifth Avenue is an animated drift. And such pretty Millinery it is as Murphy-Gamble has produced it. Small hats of divers shapes that fit the head as perfectly as a Frost Queen's crown. Just the proper headgear for the capital city of "Our Lady of the Snows." It is evolved from White Velvets, Hatter's Plush, and Satin Antique, just as the Black hats of the Autumn were when the Sable King ruled the Millinery chess board. Fur is an all-important factor in the trimmings. One sees borders, bands, tufts and pompoms of tail-less ermine where the monotone prevails. Fans, Wheels and borders of White corded ribbon shaped like the petals of a flower or the rim of a crown, and mingled with ermine tails distinguish some examples. The most exquisite French flowers in the Watteau colorings nestling among the ermine remind one that roses sometimes, in our northern latitudes, bloom amid the snow. Wasps and beetles, in gold or silver beads or metallic fitter, contribute to the summer time illusion. Sharp notes of contrast are supplied by the use of heads of Black Fox and Lynx on some models. One example of this method of trimming shows a double head of fox surmounting the centre of a crown. This dual head was the sole adornment, and a very unusual, artistic study in Black and White that hat was. Many of the models remind one of the clever sketches produced in leading periodicals and magazines, quite apart from fashion journals, and prove that while artists are not milliners, milliners must be artists.

PLACE EARLY ORDERS.

AFTERNOON
TEA
FROM 4.30
TO 6 P.M.
ORCHESTRA

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ROOMS
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H. VINCENT, Lihue, Hawaii.

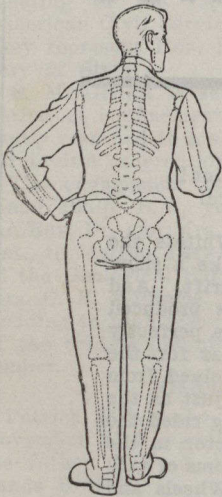
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PELLISSON—vous êtes certain
de consommer le plus pur et le
plus agréable de tous les Brandy
et il ne vous en coûte pas plus.

**Always
EVERYWHERE IN CANADA
Use Eddy's
Matches**

Private Jones was hauled up before the Captain with whom was an angry civilian.

"Jones, this gentleman accuses you of killing his dog," said the officer, sharply.

"A cruel thing to do," snorted the be-reaved owner. "You have done to death a defenceless animal, who never harmed anyone in his life."

"Dunno about 'armless," said Private Jones, heatedly. "'E bit pretty deep into my leg when I was on sentry go, so I ran my bayonet into him."

"Rubbish," retorted the dog's master. "He was such a gentle little animal. Why didn't you drive him off with the butt-end of your rifle?"

"Why didn't 'e bite me with 'is tail?" countered Jones, with suspicious meekness.

Please Patronise Our Advertisers.

THE POSTAL JOURNAL

VOL. I.

DECEMBER 10, 1915

No. 5

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

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The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor, A. Venables, Calgary, Alberta.

THE COMPLIMENTS OF THE SEASON.

To the Postmaster General, the Deputy Postmaster General, and the entire P. O. Dept. at Ottawa, to the Chief P. O. Superintendents, the P. O. Inspectors and their staffs, to the Superintendents and the entire R. M. S., to all Postmasters and all Eastern Postal Clerks, and to the Federation of Letter Carriers, The Postal Clerks' Association of the Dominion of Canada send Christmas greetings.

OVER WEIGHT.

(A West Country young lady, having qualified for a position in the Post Office, has been rejected by the Civil Service Commissioners on the ground that she is over weight.)

It may seem odd, but when I find
A postal girl who's much too heavy,
I must confess I am inclined
To think she spoils the beauteous bevy.

So I for one shall gladly read
The printed notice which announces
"Girls serving here are guaranteed
To scale just 9 stone 13 ounces."

—The Globe.

ASSOCIATION "BUSINESS AS USUAL."

At the present time a large majority of members of industrial organizations are asking themselves and others, "Should an association suspend activities during the war?" Apparently some of the members of our own organization have already answered this question, to their own satisfaction, in the affirmative and, in consequence, closed down tight as far as association work is concerned. It will, in most cases, be found that those already alluded to as having satisfied themselves that our activities should completely cease, are those who have looked only on the surface, thought once, and settled the point. A second and deeper thought will reveal a different side of the matter altogether. First and foremost, while this awful carnage is going on, everybody, everything, every organization must give way before the organization of military necessity. Everyone should be more than ready to help on this state of affairs and if there are any that are not willing they must be made. Every one of us grants this and, consequently, our association is looking and will continue to look at everything from that viewpoint.

Now, we have something like 30 per cent of our members away on military duty and, if the necessity should arise, there is no doubt that we would have 100 per cent away. The Postal Clerks are keeping and will continue to keep well represented in Canada's great and glorious army. When it has become necessary for 100 per cent of our members to face the foe, it will be a good time to talk about closing down all our association activities. It is earnestly hoped that such a time will never come.

If the place of one of our members who dons the khaki is filled in the office, it is filled by a temporary man whom, at present at any rate, it is usually deemed inadvisable to organize. Therefore, our member's place in the association is left blank and it becomes the duty of one of the stay-at-homes to see that he makes himself so active in association matters that his absent brother's place is missed as little as possible. Many points that have and will come up during this war, are matters which will affect us after the war is over and, consequently, will affect our boys away, on their return. Other matters affect, directly, those who are or who may go away to the war. Therefore we, who stay behind for some good reason or another, must consider ourselves bound to look after the interests of those away from home. It is a duty that those on active service can legitimately expect from us. SEE THAT THEY ARE NOT DISAPPOINTED.

FROM OTHER SOURCES.

The Stay-at-Homes.

"The stay-at-home element is the greatest drag to trade union effort." The trade union is the most important society with which the wage-earner is affiliated. It is his bread and butter organization. Under our present wage system it fixes the conditions under which he works and the money return for his labour. . . . Remember that you are responsible for your union and its welfare. You cannot shirk that responsibility. The union is what you and your colleagues make it. It can and should be a powerful engine for justice for the wage-earner. The wage-earner's future is in his own hands. He must work out his own destiny. He has an instrument ready at hand in his trade union, for his elevation to a higher and better sphere. He must use that instrument with care and discretion. Do your duty to yourself and to those dependent on you. Attend the meetings of your union. We want intelligent criticism, and we want suggestions that are based on knowledge and experience. This criticism and these suggestions will come in greater proportion of wisdom if the members first learn of their local union and their international organization from attendance at local union meetings."—Union Postal Clerk.

"The patronage system is at the root of all the evil. It not only destroys honesty in public life, but it wrecks the party which has the responsibility of administering it. They say that it is difficult for a party to get along without it. The country would be much better administered without the party system."—The Albertan.

"At the risk of being wearisome we would repeat—it cannot be repeated too often—that the responsibility for the existence of non-members rests with the members. It cannot be too often repeated, also, that the non-member 'on principle' is very rare compared to the large number who are non-members simply because no one has taken sufficient trouble to win them. Every member should regard it as the most important part of his membership to know who are the non-members in his office, and to endeavour himself earnestly and perseveringly to win them—not by sarcasm, not by unfriendliness, nor by 'playing them up.' Non-members will regard these as advertisements. No! Patience, tact, perseverance, and steadfast refusal to give up hope—these are our trusty tools." — Postal and Telegraph Record.

NOTES BY THE WAY.

The Civilian, in its issue of Nov. 12th, contained an interesting letter by "Outside Customs." We have no wish to get into an argument, but there is many a postal clerk who would be interested to know just where the Outside Postal Service has advantage over the Outside Customs. Let us, however, be content to inform our friend that we certainly do find it advantageous to be organized and sincerely hope that his suggestion of an organized Customs may bear fruitful result.

This season's postal business is liable to be just as heavy as any other Christmas, although most offices will have a much depleted, efficient staff to handle it. Let every man, therefore, put his shoulder to the wheel and give the Department the best that's in him. If any one of us thinks he's overworked, maybe the thought of one who worked alongside of him last Xmas season and who is spending this one in trenches, knee deep in mud and water, will help to make him think he's got a "cinch."

Recent branch notes from Brandon, Edmonton, Calgary, Victoria and other places go to show that our boys away in France are being more regularly thought of in a practical way than would likely be the case if there was no association to run things on a systematic basis.

Your attention is drawn to the Regina branch notes from which we learn that the live bunch in the Saskatchewan capital have arranged a meeting with the Moose Jaw branch. This is a big step in entirely the right direction, and one which, if it can be copied throughout our organization, will have far reaching results for good. Of course we're not all lucky enough to be as close to one another as these two cities are, but, nevertheless, there are great possibilities in this fine idea. Congratulations to Regina and Moose Jaw, more especially to the latter who (they won't mind admitting it) have been a little off color until recently. Once more they are fully alive again and we're all glad to see it.

GENEROUS CONTRIBUTION.

An exceedingly generous contribution to war funds has been made by E. W. Southern, keeper of a lighthouse at Westport, Digby county. Mr. Southern has written to Hon. J. D. Hazen authorizing a deduction of one hundred dollars from his salary during 1916 to be used at his discretion in connection with the war. He was appointed in 1890 and is receiving a salary of \$520 a year.

"THE RALLY."

By "B. B.," P. C. Assn.

Mother England, we are coming,
Swift as steam and sail can speed,
From the mainlands, from the islands,
From the lands of every breed.
From the mountains, from the valleys,
From the prairies vast and wide,
From the jungle, from the desert,
We are coming to your side.
From the goldfields, from the pearlings,
From the sheep-run, from the sea,
From the trap-line, from the sealing,
We are hurrying to thee.

We are coming,—not for bloodlust,
Not for glory, nor for fee,
But because our honour bids us
Help our Empire to keep free.
And we know that 'tis our duty,
From the bully to save the oppressed,
To uphold the cause of justice,
And the flag of freedom blessed.
Well we know, Oh! Mother England,
That our cause is just and right;
'Tis for this that we are coming,
May we help you in the fight!

BRANCH NOTES.

Brandon.

Dave Mercer returned from annual leave recently. He has been living the simple life, out with the cows and chickens and says he feels like a second "white hope."

Kid Shaw's face does not look natural these days. He's growing a shrubbery on his upper lip and promises that if he gets a good crop, to sport a Van Dyke also.

Cap. Jimmy Munn has a fine team of bronchos down at the ten-pin alley and, if what he said is right, all the other teams might as well vacate right now. However, he suffers with this kind of pipe dreams quite often, but, nevertheless, he'll be in line at the finish even if it's at the tail end, after which he'll put them out to pasture all summer for next season. No offence, Cap.

Calgary.

Roy Cummer is no longer with us; he's to be found among the P. O. boys in the 82nd. Good luck to you, Roy; we were tickled to see you at the last meeting.

Congratulations to R. G. Kirkby, who announces the birth of a daughter.

Ask the M. O. Dept. the tale of the 3c. piece!

Regina.

The annual meeting of this branch was held on Nov. 21st, and much interesting business was transacted. The officers elect-

ed for the coming year were as follows: President, C. Gardner; Vice-President, A. T. Child; Secretary, R. Beauchamp; Treasurer, A. Henderson. Executive Committee: Messrs. Hand, Parker, Smith and Selby.

The following were chosen as a committee to handle all entertainments during the coming season: Messrs. Hand, Godbolt, Jones, Kane and Senior.

The proposed decision of the Treasury Board re the stoppage of promotions during the war was the cause of much discussion and this branch placed itself upon record as being strongly opposed to such a decision.

The Executive and several members of this branch will be the guests of the Moose Jaw branch at a joint meeting to be held at Moose Jaw shortly. It is thought that if this idea of exchanging visits could be extended among other branches, much good would result therefrom as the idea of fraternity among branches is a strong factor toward united effort. It is a great help to know the opinion of one's neighbouring branches on certain subjects and these opinions can be better exchanged through the medium of personal visits.

The outlook for the coming year at Regina is one of cheery optimism, and every member of this branch is determined to do his utmost to make this year a banner year and the convention the best yet.

The Hockey Club attached to the local branch of the Postal Clerks' Association held a very enthusiastic organization meeting in the association rooms recently. In spite of the fact that many of last season's players have enlisted and their services consequently lost to the club, every member present at the meeting is cheerfully looking forward to the coming season and it is hoped that a strong team can be put into the league to represent the Post Office. The officers elected for the season are as follows: Patrons, Hon. R. L. Borden, Dr. W. D. Cowan and P.M. J. Nicholl; Hon. President, J. A. Westman; President, Leo J. LaBelle, Asst. P.M.; Vice-President, G. Gardner; Secy-Treas., M. S. Stewart; Captain, C. Webb; Committee, W. Longworthy, A. T. Child and C. Webb. The Hockey Club has now entered into its fourth year and in the past has done splendidly. Two years ago the third place in the league fell to its share, last year the top place was missed by one game, and this season the boys are after top place for sure.

Vancouver.

The regular monthly meeting of the Vancouver Branch was held on Monday, November 1st, and proved a bumper meeting. There were nearly fifty present. The efforts of the Executive Committee have been amply rewarded and Secretary Hut-

chinson's smile reached from ear to ear as the boys rolled in. (Next meeting he will probably behead himself.) The business meeting dealt mostly with routine matters, but the President of the Dominion Association, Mr. A. S. Black, took advantage of the large attendance and made an appeal for the individual support of each member in helping to keep the Branch active.

After the regular business there was the usual concert, and the latest musical selections were given in great style by a portion of the Post Office orchestra, ably led by the indomitable "Nick" (Mr. N. Williamson), who is never awanting when the boys need music. Mr. Cunningham gave us an unexpected treat in a flute solo, while Mr. Stanley Nash's monologue entitled "The Face at the Window" evoked much laughter. Worthy of mention was the instrumental farce by Messrs. Black, Nash, Haworth and Middlemiss. The audience was visibly overcome and the performers retired amidst a shower of bouquets which were lavishly and unceremoniously thrust upon them. Mr. J. E. Holden officiated at the piano with his usual skill. Last, but not least, on the programme was the debate on "Prohibition," and we unearthed orators of the first degree in Messrs. Lyon, Renwick, Marshallsay, Hutchinson, Longworth and Maley. Much amusement was caused by Mr. Longworth's fiery eloquence and his unhesitating quotations of history and statistics. A true son of Erin, he presented his views in a manner that the gods only bestow upon the Irish, and the close of his oration was the signal for a burst of spontaneous applause. The other speakers ably debated the question from many viewpoints and showed a knowledge of the many sides of the question which surprised the audience. After the debate the chairman attempted to take a vote on the question and the result was—well, ask our Calgary friends. They will probably guess right first time.

The Executive Committee are more than satisfied with the success of having an entertainment after the meeting. This is undoubtedly a drawing card and serves a double purpose by bringing the members together both for business and pleasure, and we advise the other Branches of the Association to give this scheme a trial and we are sure they will be gratified by the results.

The Assistant Postmaster-General announced that during the holiday rush postmasters would be allowed to stick stamps on themselves. Now there are undoubtedly some postmasters whose appearance would be much improved by a layer of postage stamps, but we cannot see that this would facilitate business.—*Argonaut, San Francisco.*