

Dr. Doughty,
Archives
May '20.

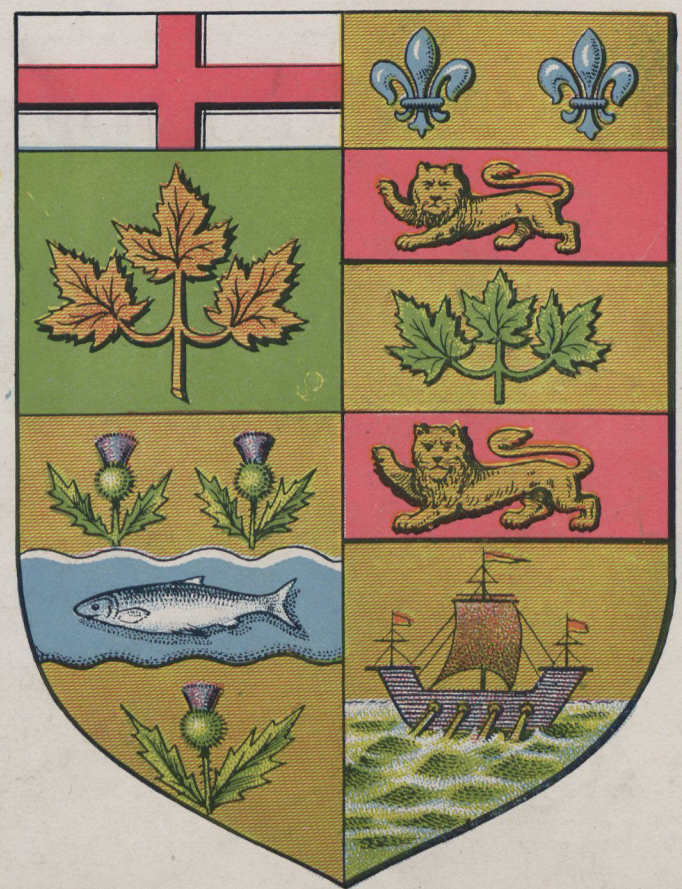
THE CIVILLIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XII.

JULY, 1919

No. 8



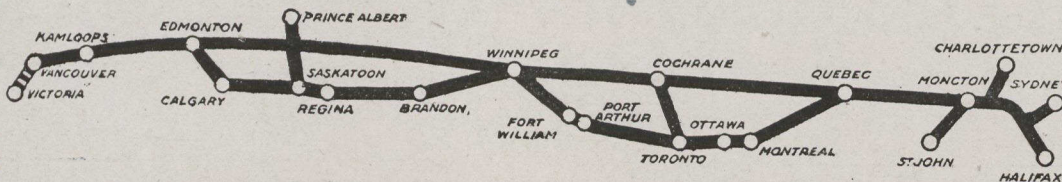
Important Announcement on Classification by the Commission

NEW FEATURES:

- 1.—The Interpellation Columns.
- 2.—Interesting, Strange, and True.
- 3.—The Cartoon Contest.
- 4.—Democracy in the Making.

Canadian National Railways

— including the —
CANADIAN GOVERNMENT RAILWAYS
CANADIAN NORTHERN RAILWAY SYSTEM



14,000 MILES OF RAILWAY
ACROSS CANADA
from the
ATLANTIC to the PACIFIC

"The people of Canada have a direct personal interest in the success of the undertaking. They owe to it their moral and financial support"

C.A. HAYES
 VICE-PRESIDENT

H.H. MELANSON
 PASSENGER TRAFFIC MANAGER

GEO. STEPHEN
 FREIGHT TRAFFIC MANAGER

TORONTO, ONT.



DINING CAR
SERVICE IS
UNEXCELLED

The quality of the meals served en route is an important factor in travel comfort.

The high standard maintained by The GRAND TRUNK has won the favorable comment of thousands of discriminating travellers.

Ensure the maximum of enjoyment on your journey by travelling by The GRAND TRUNK Route.

With superb Dining Car Service is combined the utmost in Sleeping Car satisfaction — Pullman Service at its best.

G. T. BELL,
 Passenger Traffic Manager,
 MONTREAL.

W. S. COOKSON,
 Gen. Passenger Agent,
 MONTREAL.

"UNDERWOOD" TYPEWRITER

HAS WON
 ALL WORLD CHAMPIONSHIP
 SPEED CONTESTS

Light touch, speed, durability
 made "Underwood"
 the popular choice

The United Typewriter Co.,
 Limited

11-13 O'Connor St., Phones: Queen 192-969

Edward Grand, Jr., Manager

SUBSCRIPTION

\$1.00 a Year

THE CIVILIAN

SINGLE COPIES

10 Cents

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

THIS MAGAZINE IS PUBLISHED MONTHLY BY THE CIVILIAN PUBLISHING COMPANY, LIMITED.

MSS intended for publication should reach the Editors not later than the twentieth day of each month and should be addressed to THE CIVILIAN, P.O. BOX 484, OTTAWA.

VOL. XII

JULY, 1919

No. 8

CONTENTS

| PAGE | PAGE |
|---|------|
| 1.—Party Government vs the New Era, No. IV, <i>by Fag</i> | 283 |
| 2.—The Commission and the Classification..... | 286 |
| 3.—Interpellation Columns..... | 287 |
| 4.—Civil Servants Under Arms..... | 288 |
| 5.—Correspondence..... | 291 |
| 6.—Civil Service Federation of Canada..... | 292 |
| 7.—Editorial..... | 295 |
| 8.—Postal Journal..... | 298 |
| 9.—Submitting the Classification..... | 300 |
| 10.—Interesting, Strange and True..... | 304 |
| 11.—THE BONUS AWARD..... | 303 |
| 12.—We Are Looking for a Cartoonist..... | 305 |
| 13.—Dominion Customs Association..... | 306 |
| 14.—What Our Women Are Doing, <i>by Elian</i> | 308 |
| 15.—Democracy in the Making..... | 312 |
| 16.—At the Sign of the Wooden Leg, <i>by Silas Wegg</i> .. | 315 |
| 17.—The Classification..... | 318 |
| 18.—Mainly About People..... | 319 |
| 19.—President Grierson on the Civil Service..... | 320 |
| 20.—Guarding the Gates..... | 320 |
| 21.—The P. O. D. Mutual Benefit Association..... | 321 |
| 22.—Commission, Orders and Decisions..... | 322 |
| 23.—Ottawa Garden Suburb and Housing Association..... | 325 |

ELBERT HUBBARD'S philosophy of life—wherever we could get it in.

EXECUTIVE OF THE CIVIL SERVICE FEDERATION OF CANADA

OFFICERS.

- President:* FRANK GRIERSON, Finance, Ottawa.
1st Vice-President: L. D. BURLING, Mines, Ottawa.
2nd Vice-President: J. C. O'CONNOR, Post Office, Ottawa.
3rd Vice-President: T. H. BURNS, Customs, Ottawa.
Secretary-Treasurer: CH. J. TULLEY, Interior, Ottawa.

CIVILIAN COMMITTEE: F. GRIERSON, Chairman, A. C. CAMPBELL, ERNEST GREEN, AUSTIN BILL, Miss EDNA LOUISE INGLIS, L. D. BURLING, FRANK KEHOE, A. E. CRATE.

LIST OF AFFILIATED ORGANIZATIONS

DOMINION AND DISTRICT ASSOCIATIONS

- Dominion Postal Clerks Association: Branches at Brantford, Brockville, Charlottetown, Fredericton, Guelph, Halifax, Hamilton, Kingston, London, Montreal, Niagara Falls, Ottawa, Owen Sound, Peterborough, Quebec, Sarnia, Sherbrooke, St. Catharines, St. John (N.B.), St. Thomas, Sydney, Toronto, and Winnipeg. (23).
- Federated Association of Letter Carriers: Branches at Toronto, Ottawa, Hamilton, London, Quebec, St. John, Kingston, Halifax, Montreal, Brantford, Windsor, St. Catharines, Guelph, Stratford, Kitchener, Peterborough, St. Thomas, Sherbrooke, Moncton, Chatham (Ont.), Sarnia, Owen Sound, Niagara Falls, Sydney, Galt, Brockville, Amherst, Fredericton, Belleville, and Trois Rivieres. (In order of organization.)
- Dominion Customs Association: Branches at Abbotsford, (B.C.), Abercorn, Athelstan, Beebe Jct., Brantford, Bridgeburg, Chatham (N.B.), Chatham (Ont), Collingwood, Edmonton, Fort Frances, Fort William, Guelph, Halifax, Hamilton, Kingston, Lethbridge, London, Medicine Hat, Midland, Montreal, Moosejaw, Nanaimo, Niagara Falls, North Portal, Ottawa, Owen Sound, Peterborough, Picton, Port Arthur, Port Hope, Port McNicol, Prescott, Prince Rupert, Prince Albert, Quebec, Regina, St. Armand, St. John (N.B.), St. Johns (Que), Sarnia, Saskatoon, Sault Ste. Marie, Sorel, Three Rivers, Toronto, Vancouver, Victoria, Whitby, and Winnipeg (51).
- Western Federal Grain Employees Association, headquarters at Winnipeg.
- 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.

- Western Canada Immigration Association, headquarters at Winnipeg.
- Western Canada Interior Association: Branches at Battleford, Calgary, Dauphin, Edmonton, Grande Prairie, Kamloops, Lethbridge, Moosejaw, Prince Albert, Saskatoon, Swift Current, The Pas, and Winnipeg (13).
- Unaffiliated Federal Employees Association, headquarters at Ottawa. (All those for whom local organizations are not available.)

LOCAL CIVIL SERVICE ORGANIZATIONS

- Charlottetown, Quebec, Ottawa, Perth, Toronto, Sarnia, Sault Ste. Marie, New Westminster, Vancouver, Victoria.

LOCAL CLASS ORGANIZATIONS

- Board of Grain Commissioners: Fort William.—Board of Pension Commissioners for Canada: Ottawa, Toronto.—Immigration: Niagara Falls, Windsor, Bridgeburg, Montreal.—Inland Revenue: London, Sherbrooke, Stratford, Seaford, Hamilton, St. Catharines, Guelph, St. John.—Marine and Fisheries: Halifax.—Lay Meat Inspectors: Toronto.—Veterinary Meat Inspectors: Toronto.—Meteorological Service: Toronto.—Militia and Defence, Civilian Employees: Halifax.—Money Order Exchange, Ottawa.—Naval Clerks: Halifax, Esquimalt.—Public Printing and Stationery Department, branch associations as follows: Proofreaders, Stationery Clerks, Mechanical Staff, Geographical Engravers, and Distribution Office: all at Ottawa.—Public Works: Ottawa, Montreal, Toronto, Hamilton, Winnipeg.—Railway Commission: Ottawa.—Railway Mail Clerks: London, Montreal, Quebec, Toronto.—Dockmasters Association: Levis, Que.—Canal Employees: Sault Ste. Marie, St. Catharines (Welland), Montreal (Lachine).—Dominion Arsenal: Quebec.

Bedford Construction Co'y, Limited

(FORMERLY CAVICCHI & PAGANO)

(P. PAGANO, Pres. V. J. CAVICCHI, Vice-Pres. and Gen'l. Mgr. J. J. HERBERT, Sec.-Treas.)

RAILROAD CONTRACTORS

NOW OPERATING:

CONSTRUCTION OF DRY DOCK AND SHIPYARDS AT HALIFAX, N.S.

CONSTRUCTION OF DRY DOCK, SHIPYARDS AND BREAKWATER AT

COURTENAY BAY, EAST ST. JOHN, N.B.

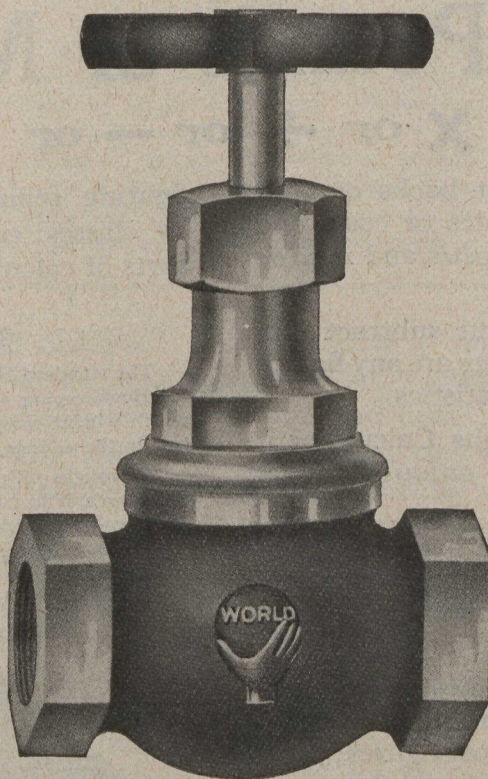
OFFICES AT

HALIFAX, N.S. AND EAST ST. JOHN, N.B.

“World”

BRASS VALVES

DOUBLE TAPER SEAT



Especially recommended for all-round valves and suitable for all purposes in which a valve can be used from the lowest to the highest pressures of steam, gas, air, water or oil. A special feature of this valve is the “DOUBLE TAPER SEAT,” enabling valve to be re-packed when open and under full pressure of steam

T. McAVITY & SONS, LTD.

St. John, N. B.

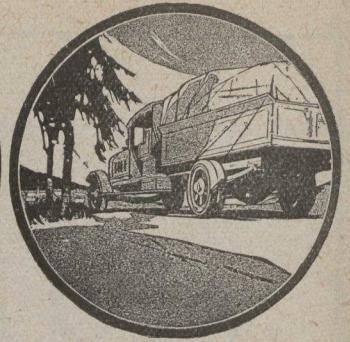
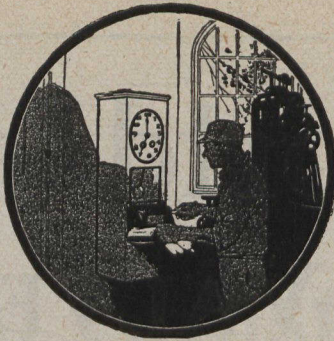
ESTABLISHED

1834

INCORPORATED

1907

Branches at Winnipeg, Montreal, Toronto,
London, Eng., and Durban, S. A.



Dollars or Hours or Pounds or Miles

\times or \div or $-$ or $+$

Go behind your well-kept books or your invoices or reports or statistics or costs and pay roll figures, and there's *plus* and *minus* and *times* and *divided by*.

Somebody has to add and subtract and multiply and divide before there are any figures to *make* bookkeeping and statistics.

That's what the Burroughs Calculator is here for—to give you better *calculating* at lower cost.

To have clerks doing, with brain and pencil, the work which the Burroughs Calculator can do more quickly and economically, is to waste both man-power and money.

A few of the Calculator's most-used applications are extending and checking invoices; figuring pay rolls; preparing cost figures; proving freight bills and allowances; making estimates; converting foreign currency;

figuring selling prices, profits; totaling sales by classes; calculating interest; checking all sorts of calculations, etc.

The A B C of Business

The standard Burroughs line embraces machines for Adding, for Bookkeeping and for Calculating—among them a model which will fit into any business, large or small, and repay its cost in the savings of a few months.

Burroughs offices are maintained in many Canadian cities—St. John's, Nfld.; Halifax, N. S.; St. John, N. B.; Quebec and Montreal, P. Q.; Ottawa, Toronto and Hamilton, Ont.; Winnipeg, Man.; Regina and Saskatoon, Sask.; Calgary and Edmonton, Alta.; Vancouver and Victoria, B. C.



Burroughs Calculator

Embodying the latest and greatest advance in
Durability—Portability—Visibility
Dependability—Flexibility

\$225

Burroughs Adding Machine of Canada, Limited Windsor, Ont.

Burroughs

Adding — Bookkeeping — Calculating Machines

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

JULY, 1919

No. 8

Party Government vs. the New Era

IV.

(By *Fag.*)

THE object of Plato in his "Republic" was to arrive at what is good for the individual through the medium of what is good for the State. This theory, when put into practice by those whose interest it is to misinterpret it, may possibly lend itself to subterfuge and equivocation. On the other hand Aristotle in his "Politics" supported the converse of this idea and made the good of the individual the basic factor in achieving what is good for the State. Whether or not the welfare of the individual has been served by the statecraft of our rulers in the past may be gleaned from a sober contemplation of recent world events, and thus the mind may arrive at a just conclusion as to the choice to be made between these two allied but somewhat conflicting theories of government.

As noted at the conclusion of the June instalment of these articles, the present contribution will attempt to lay down a platform for the guidance of the members elect of an independent, non-partisan group of members of the Canadian House of Commons. The profundity and the prolixity of such a subject bring to mind two features which require a passing observation. The first is that even a perfunctory and inadequate platform of ideas and ideals strongly emphasizes to what extent the individual has been neglected in the Canadian State. The second feature is the impossibility of embracing within the limits of a magazine anything like a comprehensive survey of the improvements that must be added to the four systems into which the operation of Government are mainly divided,

i. e. The Political, The Economic, The Educational, and The Social. Notwithstanding all the limitations, a serious attempt will now be made to carry out this ambitious design. Ideas that have already received more or less attention in the press and elsewhere will be omitted or given only passing attention, and emphasis

visible and spectacular and demanded immediate and drastic action. Our boys who offered their lives and sacrificed their health, and the dependents of those who gave their lives, must receive all they need and a little more.

As of vast general significance, a reference and a record must here be made of

the platform of the Independent Labor Party of the United Kingdom, known as the "New Social Order." All men and women who desire to chart the cross currents and eddies of world movements should procure a copy of this article of faith for preservation upon a convenient library shelf.

The principles hereafter set down as a possible basis for a platform of our non-partisan league for Canada do not distinguish between controversial and non-controversial subjects. For instance, prohibition and woman suffrage and single tax may be controversial. They are nevertheless incorporated in this programme for purposes of discussion. Any of them may be eliminated in the interest of harmony and good will in accordance with the principles laid

down in the June contribution of this series of articles.

THE PLATFORM POLITICAL

(1) Proportional Representation.

If Proportional Representation were an accomplished fact, it might be unnecessary to further pursue the subject of political reform. For under P. R. all the people would be represented and all the people would get what they desire and deserve.

THE SECRET OF SUCCESS is this: There is no secret of success. Carry your chin in and the crown of your head high. We are gods in the chrysalis. Success is the result of mental attitude, and the right mental attitude will bring success in everything you undertake. In fact there is no such thing as failure, except to those who accept and believe in failure. The man who fills a position of honour and trust has first filled many smaller positions of trust. The man who has the superintendence of ten thousand men has had the charge of many small squads. And before he had charge of a small squad he had charge of himself. The man who does his work so well that he needs no supervision has already succeeded. And the acknowledgment of his success is sure to follow in the form of a promotion. The world wants its work done, and civilization is simply a search for men who can do things.—ELBERT HUBBARD.

will be laid upon those ideas which in the past bureaucracy has suppressed or prudence has concealed.

In General Terms

Provision for the returned soldier and for his dependents must be first of all established as the paramount solicitude on the part of the State.

Systems almost as bad as the German system exist in other countries of the world but the German menace was at once

But as it is now, a few of the people impose their will upon the many and so we may go on with our course of study, just pausing to intimate that the fine statement of Mr. Ronald Hooper, (of the Labor Department), on Proportional Representation before the Industrial Commission should be carefully studied by those who have not already grasped its broad significance. If we are not going to give to the various elements of society the sense of responsibility which P. R. will accord them, we are going to drive them into insurrectionary channels and we will have to face difficult days and dangerous nights.

(2) The Initiative, Referendum, and Recall.

Politicians, especially the professionals, are inclined to think that they are the masters of the people. True, for a few days before an election their attitude is somewhat laxitive but after the votes are counted there is a relapse from the cheerful footing of equality which cheers and often inebriates the electors. The idea expressed at the head of this paragraph purposes to teach politicians to dispense with the idea that they are masters and to let them understand that, on the contrary, they are servants of the people. This is not the time or the place to attempt to elucidate in detail this modern political theory known as the Initiative, Referendum, and Recall. Briefly, the idea is that the voters may, by means of a petition signed by a certain percentage of them, cause their representative to introduce a certain piece of legislation in Parliament. For instance, if the "Initiative" were law today the voters in North Toronto might have a petition signed, requesting Sir George Foster to introduce a Proportional Representation Bill in the House of Commons. Again if the "Referendum" were a law of this land, the voters of Ottawa might petition Mr. A. E. Frripp to introduce a bill requiring the refund of \$10,000,000 paid for the common stock of the C. N. Ry., or requiring a referendum on the repeal of any legislation concerning which the electorate entertained doubts. And if the "Recall" were law, the voters might send round a petition which, upon being signed by a certain percentage of the electorate would require the representative of those voters to report himself back to his constituency for re-election. The "Recall" is used when the actions of a member of Parliament are not viewed in a favorable light by the electorate.

Will the reader cast about in his mind and decide how many times and in how

many ways he would use the "Initiative" "Referendum" and "Recall" were he permitted to do so.

(3) Educational qualification for the Franchise.

No attempt will be made here to suggest the basis of such an educational test. One argument only will be used in favor of this plank in our platform; an argument which in itself, it is to be hoped, is not controversial. In a country like Canada, free and enlightened and all that sort of thing, is it fitting that there should be one person who is unable to read and write? Decidedly not! An educational test for the franchise is surely a most potent method for drawing attention to imperfections in our educational systems. The number of voters who may be disqualified on educational grounds will become a well advertised fact during an election and will no doubt make us all blush for shame, and would surely hasten the day when we may have a full reconsideration and re-organization of our educational system upon national instead of provincial lines. Other phases of this question which may be open to debate will not be dealt with at this time.

(4) Electioneering Ethics.

If there is any system in our national life which should be above reproach, it is that system known as the franchise and the exercise of it by the people. The fight by the mass of the people for civil liberty absorbs a large share of the history of the British peoples. Civil liberty (so called) cost centuries of struggle, scores of years of civil wars, and millions of lives. Surely a legacy gained for us at such a cost should be sacred, and yet to what vile uses is it subjected. What penalty should be inflicted upon that parasite who would offer to bribe a voter in order to make him sell this birthright? What penalty should be inflicted upon the voter, equally a parasite, who would offer his dearly bought birthright for sale? This Ethical plank in our platform declares that the extreme penalty of the criminal law should be pronounced against those who buy and those who sell the sacred privilege of the franchise, for in so doing they sell and betray their country.

(5) Publicity of Campaign Funds.

There surely needs no argument to support this principle. The evil influence of the campaign contributions of the privileged classes to the election funds of political parties has been pointed out for the

consideration of the Canadian electors time and time again. A sworn statement of all contributions and a like statement of all expenses should be required of all candidates for Parliament and the most severe penalties should be exacted upon those who make a false statement in this regard. Most important of all, a strict limitation should be placed upon the nature of the expenses to be permitted in campaigns that have for their object the expressions of the emotions of the people as to what is best for our native or our adopted country. Campaigning should be confined to public speaking and the distribution of literature, and expenses should be confined solely to the rental of halls and bills for printing.

(6) Reform of the Senate.

In the popular mind, abolition is the idea involved in the word "Reform" when applied to the Senate or "House of Lords" of Canada. The status of the senate in our body politic is not in keeping with the changing conditions of these latter days. Surely the grave and reverend seigniors who occupy the seats of the senate will appreciate the will of the people. This plank in our programme provides that no further appointments shall be made to the senate, and that a petition of both Houses of Parliament be sent to the Imperial Parliament praying for a revision of the B. N. A. Act in this respect upon condition that each Senator at present holding office shall receive the present statutory indemnity so long as he lives.

(7) Prohibition.

(8) Woman Suffrage.

(9) Abolition of Patronage in Public Office and Public Contract.

(7), (8), and (9) are not dealt with in detail as the problems and principles involved are already incorporated in our national laws.

There are many other planks for our platform which may not be here extenuated on account of space and other appropriate consideration. Some of these are: the emancipation of Parliament from material influences, the placing of our Public Service upon a pedestal of lofty idealism, and the organization of a national press truly representative of the attitude of the whole people.

ECONOMIC

Upon the economic conditions prevailing in a country depends the social life of a people and upon a people's social life there are dependent its happiness, its efficiency, and its permanency. There is no intention in these articles to unduly draw attention to the injustices in our economic system. The intention, as has been stated, is to guarantee that our race shall be made a permanent feature upon this earth's surface. The British peoples represent a magnificent illustration of racial development. Why should not our race become more and more virile year by year instead of following the precedent of other races and empires that have flourished and faded in an unnecessarily brief space of time? It is certain that the great British race will decline and fall unless there is a reform in our economic and social conditions. To attain permanency for our race in the galaxy of nations, the great proportion of our people who have to sell their services for wages or salary must be placed on a basis of co-operation and co-partnership with those to whom they must sell their labor. A few suggestions for the economic platform of our non-partizan league follow:

(1) **Single Tax.**—This great economic ideal has not yet come into its own. It was born in the brain of Henry George who hoped he had discovered the universal amelioration of all industrial and social injustice. It is claimed that the law, if put into operation, will remove the unjust and monopolistic features of our fiscal system, will free the land at present held by monopolistic speculators, will create a more just balance between the rural and urban population and will do many other things that may not be amplified at this time.

DECLARATION OF INTERDEPENDENCE

I hold these truths to be self-evident:
That man was made to be happy;
That happiness is only attainable through useful effort;
That the best way to help ourselves is to help others;
That useful effort means the proper exercise of all our faculties;
That we grow, only through this exercise;
That education should continue through life, and the joys of mental endeavor should be, especially, the solace of the old;
That where men alternate work, study, and play in the right proportion, the brain is the last organ of the body to fail. Death for such has no terrors;
That the possession of wealth can never

(2) **Co-partnership of Labor** in the profits of production.

(3) **Co-operation of Labor** in management such as is provided by the Whitley scheme.

(4) **A minimum wage** that will with thrift enable the workers to provide efficiently for themselves and families and also to provide for old age. (The Ford Motor Co. grants a minimum wage of \$5.00 per day.)

(5) **Inspection by the State** of home conditions and disciplinary action to rectify whatever may be the cause of unsatisfactory conditions. (The Ford Co. has a staff to inspect the home life of all employees to see that it is sanitary and healthful.)

(6) **Women and Child Labor** to be regulated. In some factories in Canada children unlawfully engaged in industry are smuggled away out of sight when an inspector appears on the premises.

(7) **Hours of Employment.**—A maximum number of hours of compulsory employment, 44 or 48 hours per week as may be determined.

(8) **Equal pay for equal work.**

(9) **Labor Bureaus.**—A guarantee to every man of employment and the elimination by State administration of unmerited poverty.

(10) **National Control of Natural Resources.**

(11) **Reform of Economic Laws.**—(a) to prevent the issue of watered stock; (b) to prevent the formation of wildcat companies; (c) to confine the function of the Stock Market to legitimate operations and

make a man exempt from useful, manual labor;

That if all would work a little, none would be overworked;

That if no one wasted, all would have enough;

That if none were overfed, none would be underfed;

That the rich and "educated" need education quite as much as the poor and illiterate;

That the presence of a serving class is an indictment and a disgrace to our civilization;

That the disadvantage of having a serving class falls most upon those who are served, and not upon those who serve—just as the real curse of slavery falls upon the slave-owner;

That the presence of a serving class tends toward dissolution instead of co-

operation; to eliminate gambling, manipulation, and the "fleecing of the lambs"; (d) to eliminate competition for price; (e) so that co-operative distribution may be carried on under a federal law; (f) to prevent combinations in restraint of trade and to make the hoarding of the necessities of life for profit a criminal offence; (g) to put a stop to waste.

Since the above was printed, the report of the Industrial Commission has appeared in the press. The majority report contains some suggestions for consideration of the proposed industrial councils as follows:—

(1) Wage rates.

(2) Hours of labor.

(3) Plant conditions, such as safety, ventilation, light, sanitation, provision for meals, dressing rooms, shelter, etc.

(4) Child and woman labor.

(5) Questions of discipline and conduct as between management and work people.

(6) Conditions surrounding the worker outside the plant, such as education, amusement, recreation, health, housing, apprenticeship or special training, libraries, etc.

(7) Improvement in the plant or process to improve quality, increase production, decrease waste, etc., and rewards to those who suggest such improvements.

There has here been made an attempt to set down a platform for our independent party under the head of the Political and Economic. These articles will conclude in the August number with a presentation of a Social and Educational platform on somewhat similar lines.

operation;

That the people who are waited on by the serving class can not have a just consideration for the rights of others, and that they waste both time and substance, both of which are lost forever, and can only be partially made good by additional human effort;

That the person who lives on the labor of others, not giving himself in return to the best of his ability, is really a consumer of human life;

That the best way to abolish a serving class is for all to join it;

That in useful service there is no high nor low;

That all duties, offices, and things useful and necessary are sacred, and that nothing else is or can be.

—Elbert Hubbard.

The Commission and the Classification

Momentous Action Taken

Commissioner Jameson Given Weighty Responsibility

It is probable that nothing has so interested the members of the Civil Service as a whole as the classification plan which was laid upon the table of the House, but which was not adopted. There is no doubt that one of the contributory causes for this lack of action was the number of representations made to members of Parliament by individual members of the Service who were dissatisfied with their allocation in the schedules.

Officers and executives of our organizations have experienced on account of this contre-temps a very keen disappointment not unmingled with a warm sympathy for Dr. Roche and his brother commissioners and the splendid men who compose the staff of the Organization Branch.

To one and all in all parts of the country it will be cheering news to hear that the Civil Service Commission has taken drastic action, the exact nature of which may be learned by a careful reading of the following communication received by *The Civilian* in reply to a request for information as to the future of classification. Congratulations are in order on all sides at the new and promising outlook, the Government, the Commission, and the Service sharing equally.

There is a crux to the new situation which is paramount and should be taken to heart by every member of the Service so that Commissioner Jameson may not fail in the great task he has undertaken.

Representation as to the status of individuals under the classification should be made in accordance with the terms of Mr. Foran's instructions. An amended report will then be prepared for Parliament meeting in the Autumn.

The members of the service will be asked to accept this amended report even if still imperfect, on the understanding and guarantee given by the Commission that the schedules will be continually subject to revision. This is important and should be seriously borne in mind,

The Editors of *The Civilian*:

In reply to your inquiry as to whether the Civil Service Commission contemplates further action at present, regarding the classification of the Public Service of Canada, I am directed to say:

The classification of the Public Service

of Canada was a task which might reasonably have occupied from eighteen to twenty-four months. Owing to the desire of the Government to meet the wishes of the service, however, and bring the classification down during the session of Parliament just concluded, the Civil Service Commission rushed the work through in about eight months.

That some errors and anomalies should appear in certain of the sixteen hundred odd schedules of the classification, which affect between fifty and sixty thousand employees, is not, in the circumstances, to be wondered at.

Any such errors could have been corrected either in Parliament or after the adoption of the classification by Parliament, or could have been corrected by the Civil Service Commission, under the amendment to the Civil Service Act which was introduced earlier in the session.

The criticisms of the classification from persons in the service, received by Members of the Government, of the House of Commons and Senate, halted the progress of these measures, and Parliament progressed without their becoming law.

Further time now being available, the Civil Service Commission intend to revise the classification schedules, and at the request of the Chairman, Honorable Dr. Roche, and Commissioner LaRoche, Commissioner Jameson (who, owing to ill health, was absent during some of the winter months) has consented to undertake the direction of this work, upon which a beginning has already been made.

It was requested through the public press, that appeals from or objections to the classification schedules should be transmitted through the various departments and filed with the Honorable Mr. Maclean or the Civil Service Commission. These, it is expected, will all be in by the 15th inst.

The proceedings to be taken as outlined by the Commissioner in charge of the re-adjustment and revision of classification, are as follows:—

(a) The preparation of a precis of objections to each classification schedule appealed against, with the observations of the Organization Branch of the Civil Service Commission, and the Department's views thereon;

(b) The adjustment of such schedules as may be found possible at that stage;

(c) The insertion of any schedules which may have been omitted from the classification;

(d) The amendment of any schedules, where necessary, to bring them into harmony with custom and statute;

(e) The preparation of dockets of schedules appealed against, which cannot be otherwise adjusted, showing objections filed, report thereon of the Organization Branch of the Civil Service Commission, the various departments concerned, and the number of employees affected;

(f) The appointment of a time when a Board will hear the representations of the class or occupational group or organization of employees, and, if necessary, the departments interested in the schedules, and the making of recommendations for consideration of, and final determination by, the Civil Service Commission.

(g) The preparation of supporting schedules, tentatively applying the classification to the personnel of the service (i. e.), showing the name of each employee under the classification schedule of his group. Such lists will necessarily be as of August 1918, when the cards were sent in; but transfers and promotions which have since taken place will be noted and the lists later on rectified up to date.

(h) The classification reprinted with supporting schedules of personnel, it is hoped to have ready for the Autumn session of Parliament.

It is obvious that this necessitates expedition in the work of revision, and the uninterrupted attention of the Organization Branch engaged thereon.

It might usefully be added that if the classification is to be ready for the ensuing session of Parliament, the time of members of the Organization Staff cannot be given to personal interviews or the answering of questions, and any representations which members of the civil service desire to make should accordingly be reduced to writing and directed to the Civil Service Commission, Organization Branch, Ottawa.

Yours truly,

W. FORAN,
Secretary.

The Interpellation Columns

Note—*The Civilian* has not yet received the right of interpellation upon the floor of the House but there are some questions we would like to ask. And for some of these we have partial answers which may prove interesting and profitable subjects for discussion. If any of our readers have a question they would like to ask, and will send it in, we may be able to indicate something of the information that would be secured if we were able to pass the question on to those who could answer it correctly and fully.

Watered Stock in Canadian Railways

Question: We should appreciate a statement from the Government regarding the presence or absence of fictitious stock in Canadian railways, dividing the statement so as to show the amounts of pure water and the amounts of unnecessary capitalization based largely upon increases in land value? Also a statement as to the effect that an over-capitalization would have upon railway rates?

Answer: The Committee on Real Preparedness (United States) quotes a report of the Valuation Bureau of the Interstate Commerce Commission as stating that a certain railroad was capitalized for four and a half times the cost of reproduction and more than three times the cost of the line equipped, and that other railroads on which reports had been made public showed a similar inflation. The Committee goes on to say: "The fictitious capitalization and capitalization of increases in the value of land, representing no investment, amount at the most conservative estimate to between six and eight billion dollars." The railways think that railway users should pay rates high enough to "earn" five per cent on this fictitious money.

Now it will not do to say that this applies only to the United States, or that this does not give a fairly accurate indication of what an answer to our question would show for Canada. Indeed the vast subsidies given to Canadian railroads might make conditions in Canada worse than in the United States. There is little difference between the capitalization per mile in the United States and Canada, and the Royal Railway Commission (Drayton, Ackworth, Smith) is responsible for the statement that Canada has granted to its railroads, in addition to the land, guarantees of the payment of an amount equal to \$30,000 a mile. If it were possible for us to secure a copy of the Report of the

Economic Development Commission we would be able to give our readers a better answer.

Renting Private Buildings for Public Purposes

Question: We should appreciate a statement from the Government as to the number and location of buildings rented in whole or in part by the Government from private individuals, firms, or companies for the public service, giving floor space and rent paid, in the City of Ottawa? Also a statement of the office space that could be provided in buildings constructed at a cost not to exceed the capitalized value of the annual rent paid? And an estimate of the annual saving, not only in rental charges but in the increased efficiency that would come from a proper grouping of departmental and inter-departmental activities?

Answer: So far as we have been able to learn there are 136 private buildings rented wholly or in part by the Government for public purposes in the City of Ottawa. By constructing its own buildings the Government could certainly save all of the profits which are now going to the owners of these buildings (it has been openly stated to amount to 30 and even 40 per cent a year); the Government would be providing employment at a time when there is serious unemployment; the Government would contribute constructively to a building up of the city which would take care of a large part of the vacated buildings as they became vacant; and the Government would save very large sums, not only in facilitating departmental and inter-departmental business, but in increasing the efficiency of individual offices now improperly housed.

Railway Mail Cars

Question: We should appreciate information as to the number of mail cars occupied by members of the Railway Mail Service, giving the number of wooden and the number of steel construction? Also a statement of the number of accidents involving death or serious injury to mail clerks with information as to the type of car involved? And a statement of the compensation allowed to the employee in each case of serious injury and to his family or estate in the case of fatality?

Answer: We shall give only one illustration, the head-on collision at Flatlands,

N.B., January 17th last. There were four railway mail clerks in the mail car which was of wooden construction and which, according to the press report, "mounted the tender and was broken to kindling wood, some sections of it going over the two engines." Two of the men (Messrs. Joachim Blais and Emile Bernier, both of Quebec) were instantly killed; their companions (Messrs. Joseph Lebreck, of Lévis, and C. E. Laroche, of Quebec) dropped into the tender as the pieces of the car flew forward and while one of them was covered with coal neither was seriously injured.

The Waste[in] Firing Men

Question: We should appreciate the compilation by the Government, at the earliest possible moment, of statistics showing the amount of labor turnover in Canadian industries? Also an estimate of the average cost to the employer of firing and hiring a man? And a statement of the causes of discharge?

Answer: The United States Department of Labor has issued figures showing that the labor turnover in the United States, in all kinds and classes of industry, is 250 per cent! According to an editorial headed "Labor turnover and industrial training" in the July *Roycroft*, which you should read, the preventable part of this turnover has been estimated to cost the manufacturing industries of the United States the huge total of from two and a half to five billion dollars a year. Since the total number of employees involved is approximately ten million, or one-tenth of the population, this simply means that the necessity for hunting up a new job is costing each bachelor worker in the United States anywhere from \$25 to \$50 a year in increased prices, to say nothing of the wages lost while he is out of work. And if the worker is married he has to pay this \$25 to \$50 a year for each member of his family as well.

Fortunately we have some indication of the fact that the responsibility for such a condition rests not upon the employee who must suffer but upon the employer who can add the expense to the price of his goods. In an investigation carried on in a series of large manufacturing establishments, in an endeavor to find out the causes for so huge an economic waste, the Department of Labor found that ten per cent of the discharges were due to slacking on the part of the employee and ninety per cent to slacking on the part of the employer!

Such an investigation by our Government may give us further light on the reason for the high cost of living.

OUR
VOLUNTEERS
IN KHAKI
4,815

Civil Servants Under Arms

OUR
DEAD - - 477
WOUNDED 659
PRISONERS 26

THROUGH DEATH TO THE VICTORIA CROSS

Never was the world so full of the heroes of gallant deeds and marvellous escapes from death as it is today, and it is indeed a remarkable record that stands out from among the thousands that render fiction colorless and tame. Such is the story of Captain E. D. Bellew, whose winning of the Victoria Cross was briefly reported in the last issue of *The Civilian*.

Captain Bellew is the only living man who went to the front from the Canadian Civil Service, won the greatest reward of a British soldier, and returned to Canada with his honors. Lieut. J. E. Tait, of Winnipeg, who won the V. C., paid the supreme sacrifice on the field of battle, and Lieut. Milton F. Gregg, V.C., joined the Civil Service after his return from the war.

Edward Donald Bellew was born in 1882, at Malabar Hill, Bombay, his father, Major Patrick Bellew, formerly of the Indian Army, being assay-master of the Bombay Mint. His grandfather lost his life in the Afghan war of 1842 and his great-grandfather, Sir Patrick Bellew, was military governor at Quebec in 1798. The coming V. C. was thus born of fighting blood and inherited as well, perhaps, an interest in Britain's Empire Overseas. He received his primary education at Clifton College, near Bristol, and wound up at Sandhurst. Passing that famous military school he became a subaltern in the 18th Royal Irish Regiment, then in India, but eventually decided to follow a civilian occupation and so resigned his commission.

Young Bellew came to Canada in 1907, spent three years in northern British Columbia and then joined the Provincial Forestry Service. In 1912 he entered the Dominion Civil Service as assistant to the District Engineer of Public Works at Vancouver.

When the war broke out he immediately volunteered for overseas service and applied for a commission in the 11th Irish

Fusiliers of Canada. In the organization of the first Canadian Expeditionary Force Officer of the 7th Battalion and in that at Valcartier he was made Machine Gun capacity he endured the miseries of Salisbury Plain and finally went to France in February, 1915.



CAPT. E. D. BELLEW, V.C.

On the 10th of the following month he was engaged, with his battalion, in the action of Neuve-Chapelle.

It was at the ever memorable second battle of Ypres,—sometimes called “St.

Julien” and, erroneously, “Langemarek”, that Lieut. Bellew experienced a whole life-time of warfare crowded into a few hours. Sir John French said that, in that action, the Canadians saved the situation and it might be said, with truth, that the 7th and 8th Battalions once saved the Canadian position,—as it was saved

by other battalions at other critical moments. These two units held the Gravenstafel ridge. The *London Times* said: “Had the Gravenstafel position gone, the enemy in an hour would have pushed behind the 28th Division and the whole Eastern section.”

Out of that struggle the 7th Battalion brought but a skeleton of its rank and file and but five officers. Lieut. Bellew was not one of the five.

Of his part in the fight we have two official reports. The Canadian Eye-Witness wrote: “Lieut. E. D. Bellew, machine gun officer of the battalion, hoisted a loaf, stuck on the point of his bayonet, in defiance of the enemy, which drew upon him a perfect fury of fire; he fought his gun until it was smashed to atoms and then continued to use relays of loaded rifles until he was wounded and taken prisoner.”

Major P. Byng Hall, of the 7th, wrote to the Officer Commanding: “Lieut. Bellew acted with the greatest coolness, courage and judgment, protecting first my flank, then moving to my rear again, and covering my retirement. If he had not been stunned by a shell he would have got his gun into action again.”

While his detachment was covering the retirement of the battalion to a new position, a heavy shell burst among them and Lieut. Bellew alone survived to carry on. Snatching up rifle after rifle, he gave the Huns an amazing exhibition of rapid-fire,

though the gas fumes were rapidly overcoming him. Then another shell exploded close by, and when he came to himself he was in the hands of the enemy.

His captors conveyed him to Staden, and there he was placed on trial and con-

victed of an infraction of the laws of war in that he continued fire after part of his unit had been forced, by exhaustion of their ammunition, to surrender! Sentence of death was pronounced and the Huns prepared to wreak their monstrous punishment upon the man who had dared to withstand them.

The prisoner was placed before the wall of Staden church and a firing-party drawn up before him. Inside the church many Canadian wounded, knowing of the scene outside, waited with bated breath for the volley.

But Lieut. Bellew was determined to fight to the last, even if only words were available, and he vigorously protested and warned the Huns that their crime would be learned of and that certain reprisal would follow. At the last moment the officer in charge ordered the prisoner returned to custody.

A new trial was ordered. It took place at Roulers and the death sentence was not again pronounced.

Lieut. Bellew was then sent with a large party of wounded Canadians to a prison camp in Saxony. They were crowded into fourth class Belgian railway carriages and a wounded Algerian or Senegalese was placed in each compartment. "You English gentlemen can enjoy the company of your black friends during your trip to Germany," said the exulting Huns. The presence of the wounded Africans was no annoyance in comparison with the insults and indignities heaped upon the prisoners at every point along the trip, the German Red Cross women especially distinguishing themselves in tormenting the helpless wounded men.

For two years and six months Lieut. Bellew languished in the hands of the Huns, being an inmate of six different camps in that time. Pig's-blood soup, man-gold-wurtzels and bread that was sixty per cent sawdust were features of the usual diet. The parcels of food sent in by the British and Canadian Red Cross were frequently plundered by the guards, but enough of the contents reached the prisoners to save them from the hideous diseases that follow such foul diet as the Huns provided, with death as the only probable release. Abortive attempts to escape resulted only in increased persecution. Thousands of friendless Serbians and Russians died of dropsy because they had no alternative food.

Such sufferings break down the strongest, and even the physique that had made Lieut. Bellew a champion amateur boxer began to yield to this inhumanity, following gas and shell-shock. At length, a Swiss medical commission selected him as

fit only for internment in a neutral land and he was transferred to the little mountain republic. There he spent eleven months, and with good medical attention and the ministrations of his wife, who was able to join him, regained so much of his strength that he was able to go to England after the signing of the armistice and to return to Canada early in April of this year.

During his long imprisonment the details of his splendid conduct at Ypres had become a matter of official record and it had been determined to award him the Victoria Cross. This decision had to be kept a profound secret, for if it had leaked out and the news of it had reached Germany, additional tortures would doubtless have been inflicted upon the prisoner and his chances of surviving the close of the war would have been very slim.

The announcement was deferred until a few weeks ago when Captain Bellew (for a promotion had been given him) was back in Canada and all formalities had been complied with. His friends in many lands rejoice at the news and the Civil Service of Canada proudly places his name at the head of its Roll of Honour.

—CSFC—

COLLINSHAW, CIVIL SERVANT

The daily press, in frequent long stories and eulogies of Lieut. Col. Raymond Collinshaw, R.A.F., ignores the detail that the famous "ace" was a civil employee of the Government of Canada before he began his military career.

Raymond Collinshaw entered the government service on the C. G. S. "Alcedo" of the Department of Marine and Fisheries away back in 1908. He was subsequently on the "Restless" and, in 1915, when he left the Service to become a flying-man, he was mate of the fisheries steamer "Fispa" of the Department of the Naval Service.

Incidentally, he had been with Stefansson away down towards the South Pole and had a medal for his Antarctic service.

Collinshaw was one of the young Canadians who paid a big fee to the Curtis company to be taught how to fly an airplane and when he had graduated and joined the Royal Naval Air Service, he was placed on home duty with many other enterprising young "amateurs" and did not get to the scene of war for many months.

When he did get to France things began to happen. He was one of that little group of pioneer air-fighters who led in the amazing development of their species of war-

fare and were the fore-runners of the thousands of Canadian fliers in the Royal Air Force of the later stages of the struggle.

Recapitulation of his fights and victories would take a lot of space and the story is not available in full detail. It may be summed-up by saying that the ex-cabin boy of the "Alcedo" downed no less than sixty Hun machines and pinned up beside his peaceful Antarctic ribbon, the insignia of the Distinguished Service Order, with a Bar, the Distinguished Service Cross, the Distinguished Flying Cross, and the French "Croix-de-Guerre" with two palms. He also wears the 1914-15 ribbon.

Bishop is acclaimed as Canada's premier ace, Barker was the greatest air-tactician, Claxton, McLaren, McAll and Carter have unquestioned claims to unexcelled special records, but when it comes to all-round service in pioneering and fighting, Collinshaw yields place to none.

He was chosen, a few months ago, to command the squadron of Canadian aviators formed to fight the Bolshevists in Southern Russia, and the volunteers for that service rejoiced to be led by one of the greatest flying-fighters that the great war produced.

—CSFC—

HONORS AWARDED

Decorations, memberships in various Orders of chivalry, and other honors continue to be conferred upon Canadian civil servants who served with distinction in the war.

Major David Philpot, of the 7th Battalion (Public Works, Vancouver) has had a second Bar added to his D. S. O. and has also been created an Officer of the Order of the British Empire.

Colonel C. H. L. Sharman, Canadian Field Artillery (Agriculture, Ottawa) who was made a C. B. E. some time ago, is now created a C. M. G., in recognition of valuable services in Northern Russia.

Major Walter Blue, Canadian Field Artillery, (Public Works, Ottawa) has received the D. S. O. This adds another decoration to the splendid record of "the Chapleau staff."

Major David Tamblyn, D. S. O., (Agriculture) is now an O. B. E. as well.

The same honor is conferred upon Major J. C. Ball, D.S.O., and "Croix-de-Guerre" of the Welland Ship Canal staff.

Sergt. A. C. Wimberley, who enlisted in 1915 with the 72nd Battery, C.F.A., has returned with the D. C. M. He won the decoration at the Canal du Nord in May, 1918, when he continued to "carry on" though he was wounded in four places and

all the other men of two gun crews had been put out of action. He belongs to the Department of the Interior, Ottawa.

Honors won by men of the Grain Commission staff include Military Medals by Corp. E. W. Cliff, 94th Battalion, and W. Whitehurst, 52nd Battalion; a Mention in Despatches by Lieut. G. W. Parkinson, and a Mons Medal by J. Rockliff, who served with the Imperial forces.

Captain Alfred Eastham, M.C., Canadian Machine Gun Corps, attached Malmoot Company (in civil life a member of the Seed Analyst's staff, Department of Agriculture) has won the D.S.O. for gallant work in Northern Russia. The Order awarding the new decoration says: "*For conspicuous gallantry in command of the attacking party at Nadvoista, February 19, 1919. His dispositions were such that none of the enemy escaped, all being killed or captured. He displayed great courage in the hand-to-hand fighting in the village. He later with his force captured Station 22 and the whole of the garrison of the post at the Onda. Throughout he displayed unflinching energy.*"

Lieut.-Col. Archibald Earchman, D.S.O., 6th Canadian Railway Troops (Hudson Bay Railway staff) has been awarded the Order of the British Empire (Military Division).

Captain Stanley G. McSpadden, 29th Battalion (Customs, Vancouver), has been awarded the Military Cross. He was formerly with the 47th Battalion and had a Mention in Despatches to his credit.

The Meritorious Service Medal has been conferred upon Sergeant James J. Connolly, of Lieut.-Gen. Sir A. Currie's staff, in civil life a clerk in the Department of External Affairs.

—CSFC—

THE GRAIN STAFF'S "BIT"

A magnificent record of service during the war was made by the men of the staff of the Board of Grain Commissioners for Canada. This Board is under the Department of Trade and Commerce and its establishments for the control of the Canadian grain trade are at Winnipeg, Fort William, Port Arthur, Portage-la-Prairie, Medicine Hat, and other points in the West.

Men from all these places were in the army or navy and the number who volunteered before the coming into effect of the Military Service Act exceeded one hundred. The names of a large number of these have already been published in the Civil Service Roll of Honor, but thirty-two additional names have now been received and entered in that record.

Casualties among the Grain Commission men were, proportionately to the number

enrolled, very heavy. Twenty-one gave up their lives while on active service, forty-four wound casualties were reported, and two men were prisoners of war.

Most of these volunteers were non-commissioned officers or privates and their opportunities for individual distinction were not equal to their losses, yet two are known to have won Military Medals, one has the Mons Star, and another a Mention in Despatches.

A number of the men served in Imperial units and their complete war records are not available in Canada. Doubtless these, if learned, would add to the lists of both casualties and honors, but the lists now available, though incomplete, show that the Grain Commission men made a truly splendid record in the war.

—CSFC—

THE ROLL OF HONOR

The following are the names of additional volunteers from the staff of the Board of Grain Commissioners for Canada:

NINETY-EIGHTH LIST

W. Beck, 12th Field Ambulance.
 Lc. Corp. T. Wren, Imperial Forces.
 H. Crabb, Field Ambulance.
 H. Carruthers, 12th Field Ambulance.
 Sergt. C. Barton, 44th Battalion.
 Corp. G. Beals, 3rd C. D. A. C.
 W. Kerr, Royal Canadians.
 J. Rockliff, Imperial Forces.
 Sergt. C. L. Sloan, 94th Regiment.
 H. S. Brewer, Railway Con. Corps.
 Sergt. C. D. Ackerman, M.T., C.A.S.C.
 Sergt. A. V. McMath, 194th Battalion.
 H. G. A. Humphreys, "B" Battery.
 Gerald North, P.P.C.L.L.
 Arthur Lucas, 52nd Battalion, 19th Battery.
 John Grant, 44th Battalion.
 John Lindsay, Imperial Forces.
 Donald McKenzie, 179th Highlanders.
 Alex. Beaton, 179th Highlanders.
 George McLeod, Highland Battalion.
 W. J. Blatchley, 96th Battalion.
 F. S. Harmon, 141st Battalion.
 Ed. Aris, Div. Signal Corps.
 Corp. D. Morton, Royal Air Force.
 C. Q. M. Sergt. W. Faulkner, 52nd Batt.
 B. Arnold, 94th Battalion.
 H. M. Mears, 94th Battalion.
 Lieut. S. McLeish, 94th Battalion.
 J. Green, Royal Scots Fusiliers.
 E. Reid, 141st Battalion.
 F. Pyatt, 239th Battalion.

—CSFC—

CASUALTIES

Casualties occurring to men of the Grain Commission staff, not previously reported in *The Civilian*, include the following:

G. J. SPENCE, 31st Battalion, wounded;
 A. BEAUMONT, 78th Battalion, wounded;
 J. McMURDO, 43rd Battalion, wounded twice but reported as a casualty only once;
 W. EGGLESTON, 4th Field Ambulance,

wounded; SERGT. R. BEDWELL, 101st Battalion, wounded; W. BECK, 12th Field Ambulance, twice wounded; LC. CORP. T. WREN, British army, wounded; H. CRABB, Royal Field Artillery, wounded; H. CARRUTHERS, 12th Field Ambulance, wounded; SERGT. C. BARTON, 44th Battalion, wounded; T. LINDSAY, gassed; E. ELLISTON, 100th Battalion, wounded; SERGT.-MAJ. H. SHORE, 8th Battalion, wounded; F. HUFFMAN, 101st Battalion, reported missing 8-9 October, 1916, now listed as killed in action; SERGT. C. L. SLOAN, from 94th Regiment, wounded; A. W. HOLDER, 44th Battalion, wounded; H. S. WHITEHEAD, 76th Battery, C.F.A., killed; LC. CORP. L. G. CLEMENTS, 44th Battalion, wounded; SERGT. H. J. HARRIS, 44th Battalion, wounded; B.Q.M.S. WM. J. RENNIE, 52nd Battalion, wounded at Sanctuary Wood; ALEX. OLIVER, 44th Battalion, killed in action; JOHN GRANT, 44th Battalion, killed in action; DONALD MCKENZIE, 179th Highlanders, seriously wounded, shrapnel in the hip; ALEX. BEATON, 179th Highlanders, killed in action; GEORGE McLEOD, Highlanders, killed in action; WALTER J. GODDARD, 10th Battalion, died of wounds; THOS. LAW, 52nd Battalion, wounded (previously shell-shocked); CECIL KING, C.A.M.C., wounded; RICHARD GREEN, 44th Battalion, twice wounded; T. MASTERTON, 52nd Battalion, killed in action; J. L. OGDEN, wounded and prisoner; LIEUT. G. V. PARKINSON, 8th Battalion, gassed; A. TOWERS, 8th Battalion, wounded; SERGT. L. MOONEY, 28th Battalion, wounded; A. HODGE, 28th Battalion, wounded; LIEUT. J. A. ROSS, 44th Battalion, wounded; B. ARNOLD, 94th Battalion, wounded; H. M. MEARS, 94th Battalion, gassed; LIEUT. S. McLEISH, 94th Battalion, killed; J. SAMUELS, 141st Battalion, killed; F. A. RUDD, 27th Battalion, wounded; J. GREEN, Royal Scots Fusiliers, accidentally killed; ARTHUR LUCAS, 19th Battery, C.F.A., formerly 52nd Battalion, shrapnel wound in left cheek and right eye.

—CSFC—

THEY DIED UNKNOWN

Hope can no longer be entertained that Flight Lieutenants M. F. ("Mac") Cunningham and Erland D. Perney, of the Royal Air Force, are alive. Both the missing officers were civil servants; the former in the Department of Militia and Defence, and the latter in the Department of Agriculture.

Flight Lieut. Cunningham disappeared on June 6, 1918. On the morning of that day he was in an air squadron that bombed Chaulnes Junction. They crossed the line

near Amiens and carried out their plan, though twice heavily shelled by German "Archie" guns, causing the formation to split up. Finally, on the return trip, the bombers were attacked by twenty enemy planes. Lieut. Cunningham was to the rear and six of the Huns concentrated upon him. No one has been found who saw him go down, but neither he nor his observer, Lieut. W. J. Stockins, have been heard of since.

Flight Lieut. Perney has been missing since November 17, 1917, as has also his observer, Lieut. Blackledge. It is believed that they sacrificed themselves in an heroic effort to assist the remnants of a company of the Royal Irish Rifles, cut off in a trench near Bourlon Wood, during the reverse that marked the second phase of the first battle of Cambrai. Captain Miller, commanding the company, describes the incident as follows:

"About three o'clock in the afternoon a plane came over low, from behind us and rocked from side to side several times, then dived straight at a strong point and machine-gunned it and flew away under very hot fire. About five or ten minutes later it came back again and once more did the curious rocking from side to side just before crossing overhead. Then I suddenly realized it was a signal from the airman that whilst he attracted the attention of the

Germans overhead, we should rush them when all eyes would be fixed on it. But it was too late. The machine suddenly swerved, sailed straight down and crashed just over the ridge behind the Boche lines. They must have been killed instantly."

Description of the machine, a "Bristol fighter," flown by these gallant fellows, tallies with that of the one used by Lieut. Perney, while other evidence seems to make it highly probable that the story told by Capt. Miller is that of the death-fight of a heroic young civil servant and his equally brave companion.

—CSFC—

A TRIPLE AWARD

There was a great demonstration and three-fold presentation of decorations to Albert A. Bacon when that gallant and thrice-wounded young soldier reached his home in the Mount Pleasant district of Vancouver after serving through the war with the 7th Battalion.

Friends, comrades of the war and colleagues of the Customs service, gathered in large numbers to swell the welcome and do him honor. Lieut.-Col. Worsnop, of the Customs staff, made the presentation to Pte. Bacon of the Military Medal which he won at Hulluch Wood, near Hill 70. The official Order awarding the decoration reads as follows:

For exceptional bravery and devotion to duty whilst taking part in a raid on the enemy trenches on March 12, 1918. Noticing an enemy machine gun on his left front whilst in the assembly position, he dashed at them when the barrage lifted, shot one of the enemy and pursued the others, thereby saving his party from being held up in their assault. The concussion of a shell knocked him into the enemy trench and temporarily stunned him so that he lost sight of the machine gun crew who saved themselves by flight to their own supports.

Mr. A. McRae then presented a vellum certificate of the Royal Humane Society of Great Britain and a medal of the Royal Canadian Humane Association, both awarded to Pte. Bacon for rescuing Pte. T. Scott from drowning in the sea at Cayeux, France. It was recalled that Pte. Bacon had also won an award of the R.C.H.A. when only seventeen years of age. The man that he saved from English Bay on that occasion was John McFayden, who was secretary of the committee that arranged for this demonstration in his rescuer's honor.

The gathering was one of the memorable and unique events that marked the close of the war for Vancouver people generally and particularly for Pte. Bacon's numberless friends and admirers.

CORRESPONDENCE

CO-OPERATIVE BUYING

Editor, *Civilian*:

I want to deal squarely with Mr. Frank Jammes and his Co-operative Committee, and therefore I trespass upon your space again.

Investigation has shown that the department referred to as not having opportunity to participate in co-operative buying missed that privilege through the non-performance of his duties by the departmental representative. An independent committee has since been formed in the department and it is dealing with Mr. Jammes' committee directly and with entire satisfaction.

Mr. Jammes' committee is evidently making the best of a very difficult situation and I hope that he will be able, before long, to start some real co-operative wholesale buying and distribution in spite of Mr. E. M. Trowern and the interests that he serves so well.

SQUARE DEAL.

POUSSONS-NOUS

Ne dira-t-on pas que je me pousse à propos du *The Civilian*? Quiconque en douterait n'a qu'à lire sur l'étiquette du numéro qui m'est destiné. Il verra que je suis abonné jusqu'au mois de "JUIN 1925."

Voulons-nous reconnaître, d'une manière pratique, ce que notre journal a fait, depuis douze ans, pour le Service Civil, donnons-lui notre abonnement (payé) pour cinq ans à venir. Assurons aussi, par ce moyen, son succès financier et du même coup, son efficacité.

Ce que j'ai fait, tout abonné, et pour dire mieux, tout employé civil le peut.

Qu'il donne, durant cinq mois consécutifs, un abonnement mensuel d'avance et payé pour une année; et, lui comme moi, sera sûr d'avoir son journal durant cinq ans.

UN ABONNE.

Québec, 15 juin 1919.

PUSHING SUBSCRIBER

Am I not a pushing man towards subscription to *The Civilian*? If somebody doubts let him look at the label on the copy addressed to me and read "JUNE 1925."

Why, if we want to pay our indebtedness for the valuable work done by our official organ, and insure its financial success, do not we pay an ante-publication subscription for 2, 3, 4, or 5 years in advance?

What I deem fit to do, every subscriber and more properly every Civil Servant can, by sending one dollar in advance monthly subscription during five months.

A READER.

Quebec, June 15, 1919.

"Change may not imply immediate improvement or progress, but the absence of it surely never does."

—Meyer.

"A merry heart goes all day long
Your sad tires in a mile."

—Shakespeare.

Civil Service Federation of Canada

We Want A Button

HAVE you a good idea for a button? Something for civil servants who are members of the national organization to wear, which is small and inconspicuous, but easily identifiable? The officers of the Federation have ideas as to what might appear upon it but they prefer to leave everything to your imagination and to your ingenuity.

Do not think you have to be able to draw, a rough sketch will be sufficient if you catch the spirit and have the right idea. If selection is difficult, ten or a dozen of the best designs will be published in *The Civilian* with a request that the various associations indicate their preference. It may be that a combination of two or more of the designs submitted will yield the best result.

We are starting the ball rolling now in order that by the time of the next Convention, in September, organized civil servants may be able to wear a tangible evidence of their interest in Civil Service activities.

Mail your designs to the Button Committee, Box 394, Ottawa, so that they will reach us before noon of August 1.

Publicity

At a meeting of the Executive Board, held in the Federation offices June 30, it was decided, on motion of Mr. Tulley, seconded by Mr. Burns, to open the meetings of the Executive to the press and to publish full proceedings in *The Civilian*. The memorials headed "The Bonus for Last Year" and "Classification and the New Bonus" published below were read and adopted at this meeting.

The Annual Dues

The annual dues to the Federation are now 25 cents per member per year. This means that each member of an association comprised within the Federation is asked to contribute the sum of two cents a month in order that the Federation may carry on. Since the activities of the Federation have netted an average of \$175 to the greater part of the Service during the past year, or nearly fifteen dollars a month, the Federation is asking for little more than a tenth of one per cent from each one.

Last year the average amount received was so small, less than half a cent per month per member, that it was necessary for the Federation to borrow to carry on its business.

If each member of the Federation does his or her share during the coming year the Federation will be able to present a clean slate at the next convention. And this year will see large additions to the financial assistance granted by the Government as a direct result of the activities of Civil Service organizations.

The proportionate part played by the Federation and by the associations comprising the Federation is not only difficult but unnecessary to determine. The point is that organization is essential, and that a central body through which these organizations may get into communication with the Government is also essential. It is this organization which has secured from the Government at least a measure of relief from the burden of high prices and certain desired changes in the working conditions of civil servants.

Much remains to be done; this is certainly not the time for any one to rest on his oars; and in order that the individual civil servant may see the cost to him in its true perspective we will simply state that if the cash contributions required from each civil servant for the support of Civil Service activities were one hundred times the amount asked by the Federation for the present year, the cash return to civil servants from the Government in bonuses would still be ten times the outlay in dues.

This is a more or less selfish way of looking at it, but it should dispose once and for all of the argument that 25 cents a year is a "large" amount. And the financial relief secured from Government does not compare in real importance with such things as superannuation, the elimination of patronage, trial boards, improved conditions of employment, etc.; all of which we are endeavoring to secure and will secure if we keep at it.

Western Postal Employees

At a meeting of the Executive of the Federation held on the evening of June 26 the Secretary was authorized to communicate with the delegation sent to Ottawa by the Amalgamated Postal Workers for the purpose of asking the reinstatement of the postal employees who went out on strike in Winnipeg, Calgary, and Saskatoon, and to inform them of the willingness of the Federation to support them in their appeal to the Government for reinstatement if they desired to request it.

On the morning of June 27 the officers

of the Federation and the delegation were in consultation and had agreed to co-operate. At the same time there was received the following telegram from the Secretary of the Amalgamated Postal Workers:

Vancouver, June 26.

President, Civil Service

Federation of Canada, Ottawa.

Can we look for support from your organization in urging reinstatement of striking postal employees? Delegation at present in Ottawa submitting evidence towards causing Government to recede from their stand. Ask you present yourself at House and back delegation.

G. E. JAMES,
Secretary, Amalgamated Postal Workers.

To this the following reply was sent:

Ottawa, June 27.

G. E. James, Secretary,

Amalgamated Postal Workers, Vancouver.

Your wire twenty-sixth asking support in reinstatement of striking postal employees received morning twenty-seventh. Executive of Civil Service Federation of Canada at meeting twenty-sixth decided to approach delegation of Amalgamated Postal Workers offering support if they would request it. We met them to-day and are co-operating. Thanks for simultaneous evidence of your desire for our support.

L. D. BURLING,
Vice-President.

Acting in co-operation with the delegation the officers of the Federation forwarded to the Prime Minister, upon June 30, the following letter:

June 30, 1919.

The Right Honorable Sir Robert Borden,
G.C.M.G., etc., Prime Minister of Canada.

Sir,

In a spirit of fraternal sympathy and co-operation the Civil Service Federation of Canada takes this occasion to present a humble petition on behalf of our fellow civil servants in the Postal Service who became involved in the industrial disputes prevailing in the western cities.

While not condoning the action of the postal employees it should be pointed out that these men felt that their affiliations morally committed them to the support of their fellow workers, and they were carried along on the crest of a general strike wave at a time when the merits and the demerits of the "sympathetic strike" were not taken into consideration.

Regarding their failure to obey the order to return to work, may we briefly state that these men and women had to choose between the loss of position and the loss of the regard of their fellow citizens at a time when the strife and excitement of the moment could only obscure their vision and cloud their judgment. They now find themselves and the members of their families seriously and permanently affected as a result of action taken at such a time.

We trust it may be permissive for us to appeal to you, Sir, to exercise toward them that attribute which is mightiest in the mighty. The great weight of heavy responsibility that weighs upon

you and your Government at this time is evidenced in the strong divergent feelings that prevail throughout the country. Might not an act of grace, of clemency, and of mercy, especially an act that will remove a burden from thousands of innocent women and children, help to remove much of the discontent which still appears to exist in the West, help to give buoyancy to our national atmosphere now generally perturbed, and become at once a precept and an example to other employers of labor, particularly those who are now negotiating with their employees under similar circumstances.

We venture to suggest that such an act of grace would indicate strength rather than weakness, and would contribute greatly to the dissemination of the spirit of harmony and goodwill which we all so much desire.

Respectfully submitted on behalf of the Executive Board,

CH. J. TULLEY,
Secretary.

The answer of the Prime Minister of Canada to this appeal and to the appeal of the postal delegation will be found in the "Postal Journal" on page 299.

Amendments to Bill 136

At a meeting of the Executive of the Federation held in the offices of the Federation on the evening of June 20 the situation arising out of the failure of Government to incorporate the principles of superannuation, trial boards, and the Whitley Council in the legislation amending the Civil Service Act of 1918 was canvassed, and it was decided to forward to the Prime Minister a memorial asking for the addition of these features to the legislation (Bill 136) before it comes up for third reading. These items had been the subject of previous conferences between the officers of the Federation and members of the Government, but it was felt that every effort should be made to secure their passage at the present time. The memorial follows:

June 26, 1919.

The Right Honorable Sir Robert Borden,
Prime Minister.

Sir,

At the last convention of the Civil Service Federation of Canada, held in the city of Ottawa March 17 to 22, and attended by representatives of Civil Service organizations from Halifax to Vancouver, action was taken regarding a number of items of importance in connection with the efficient administration of the Service. Some of these items properly come within the jurisdiction of the Civil Service Commission and can be effected by regulation thereunder. We transmit herewith the action taken by the convention with regard to the other and more important features. These comprise the bonus (treated in a separate communication), superannuation, trial boards, and the application of the principles of the Whitley Council to the Civil Service.

These three items, superannuation, trial boards, and Whitley Council, have all been the subject of discussion between the officers of the Civil Service Federation and members of Government at hearings granted by the Government for the purpose, and it has been the expectation of civil servants that they would be included in the legislation amending the Civil Service Act of 1918. Our reason for calling them to your attention

in particular at the present time is to be found in the fact that they are not included in Bill 136, now before the House for its second reading.

We hope that provisions so essential to the efficient conduct of the Government service as superannuation, the right of appeal, and the privilege of mutual discussion regarding wages and conditions of employment may be incorporated in the legislation accompanying the classification of the Service before it receives the final sanction of the House.

Superannuation is not only an accepted but an essential feature of good business, and needs no further elaboration.

Trial Boards: It is recognized that from time to time certain removals should be made in the interests of the Service. The power to do this is now vested in the Governor in Council, but there has been no method by which investigation could be made and the power has rarely been exercised. Trial Boards will enable Government to determine the truth and to act fairly with regard to recommendations for dismissal. They will also allow civil servants to defend themselves. Both of these possibilities are essential to efficiency in the administration of the Service and are in line with the constitutional right of citizens to a public hearing.

Whitley Councils are now in operation in the British and United States navies where representatives of the upper and lower decks can meet upon a common ground of mutual understanding and co-operation. The British National Joint Committee has also recommended, unanimously

the establishment of a Whitley Council of 54 members for preventing or settling differences between employers and employed in the Civil Services of Great Britain. We hope the Government will make possible this form of co-operation between itself and its employees.

(The resolutions, as passed at the Convention, were then quoted. See the April *Civilian*.)

Respectfully submitted,

FRANK GRIERSON,
President.

L. D. BURLING,
1st Vice-President.

J. C. O'CONNOR,
2nd Vice-President.

T. H. BURNS,
3rd Vice-President.

CH. J. TULLEY,
Secretary-Treasurer.

The Bonus for Last Year

The officers of the Federation forwarded to the Government, upon July 1, the following strong plea for recognition by the Government of the claims of those civil servants who failed to receive a bonus for the year ending March 31, 1919. It asks for the extension of the \$350 bonus to everybody or the institution of a Board of Arbitration as suggested by the Prime Minister.

MEMORIAL

Asking either that the full bonus of \$350, for last year, be given to those who have not already received it, or that a board of arbitration be established to render a decision, as suggested by the Prime Minister.

The Right Honorable Sir Robert Borden, G.C.M.G., etc.
Prime Minister of Canada.

Sir:—

The question of the bonus on account of the high cost of living is still the object of much thought, agitation, and doubt on the part of civil servants.

We sought, in the first place, to save the Government trouble by submitting a proposition which, we believe, had it been acted upon, would have given general satisfaction, and certainly, the Civil Service Federation would have felt called upon to bear the blame of any dissatisfaction.

Our proposal, also, was in line with the precedent established by the flat increase of salary in 1909. We asked that the flat bonus of \$350, already granted to thousands of Government employees, be extended to every member of the Civil Service. The Government decided not to take the course suggested, but to confine the bonus to certain parties and to grant larger or smaller sums according to conditions. The amount and terms of the bonus granted have been changed many times since the first decision was reached, and on many occasions we have urged that the attempt to make distinctions in this matter could not result in satisfaction or a feeling that justice had been received. We were notified in May last that final conclusion had been reached and that the matter was closed so far as the bonus for the fiscal year 1918-19 was concerned. But almost immediately after this notification was received by us we learned that the matter had been re-opened and that the bonus had been granted to certain portions of the Civil Service, to whom, up to that time, it had been, not merely generally, but specifically denied.

We, as officers of the Civil Service Federation, have undertaken to represent the great classes of the Service who, though they have borne their share of the universal burden of high prices, are still denied any relief. These have just reason to complain. We submit for your consideration that, in doing this, we are not merely helping to keep the Civil Service united, but we are also saving the Government the worry of receiving representations from many classes and interests. We cannot pretend to be satisfied with a

series of bonus grantings which seem to have no basis of justice, reason or relativity. But the effect of such a policy upon the esprit de corps of the service has been ruinous. We feel it our duty, therefore, as the maintenance of an efficient service is our main object, to continue to plead for those who are still left without succor in the distress of present living conditions. Are they responsible for the fact that the doubled cost of living has cut their salaries in two? And if they are not responsible, should they be penalized? If a high appreciation of one's duty to the State has kept the civil servants whom the Government has so far ignored from using the methods so successfully used by their co-workers in the industrial field and by some of their own fellow-workers, has there not been created an inviolable trust in a similar appreciation of its duty on the part of the Government which employs these needy men and women?

We forward this memorial to you in a sincere attempt to solve a problem which involves nothing less than the restoration of efficiency, a willingness to do our best, in the Service. This affects all classes: those who suffered in silence until October 8th, 1918; those who waited for the reply that they would receive only half of the amount given to the rest; those who have waited since and have received bonuses that came in slower than the cost of living went up, and were, therefore, no return for the previous four years of unrewarded struggle; and those who have yet to receive anything, a class which includes those at the lowest and the highest salaries. The raising of the bonus to everybody to the figure established by the Government, \$350, for the fiscal year 1918-19, will, in our opinion, contribute greatly toward the creation of that esprit de corps which is essential to the efficient conduct of the Civil Service.

Alternative Suggestion

Your own recent address in Parliament suggests a middle course which, for our part, we shall be glad to take, if you think necessary. You stated on May 23rd, that, under certain conditions and in certain cases, the civil servant should have some sort of appeal "against the Government." We submit that this is a case in which the principle to which you refer might apply. Not as arguing for a decision, but as showing that there is a prima facie case to go before the new tribunal that you propose, we would point out briefly the conditions:—

(1) Whereas the burden of high prices is universal, the relief granted has been only partial. In the nature of things those unrelieved do not accept the decision. Even a similar decision by an independent body before whom they had had an opportunity to state their case would be better received. This would smooth out dissatisfaction, and so would promote efficiency in the Service.

(2) It is not reasonable to suppose that the Government, faced by the problems of war, and now by the greater, though less grievous problems of peace, could give the requisite attention in detail to the claims of a body so widespread, so diversified, and so numerous as the Civil Service. The question, if it is to be decided in a way to give general satisfaction, should be dealt with by some tribunal that is free to give its sole attention to the facts and considerations involved.

(3) The principle of a bonus to relieve the burden of increased prices was established on November 11, 1918. The method of its distribution has, however, left problems involving, not principle, but distinctions between individuals and classes of the Service. These are too fine for Government to make, and should be considered by some body in the position of a referee.

We would ask first that the Government grant to those civil servants who have not already received it, the \$350 bonus for 1918 already granted by the Government to thousands of its employees.

If the Government does not see its way clear to the performance of this act of justice, we would ask that steps be taken to institute a board of arbitration, or a joint committee of arbitration between the Government and the Civil Service Federation, if that is more acceptable, at the earliest possible moment.

Respectfully submitted on behalf of the Executive Board.

CH. J. TULLLEY, Secretary.

Classification and the New Bonus

The Right Honorable Sir Robert Borden, G.C.M.G.,
Etc., Prime Minister of Canada.

Sir,

Acting under instructions of the annual convention of two hundred associations comprising the Civil Service Federation of Canada, the Executive Board has forwarded to the Government a petition in respect to Superannuation, Trial Boards and Whitley Councils, and also in regard to the bonus for the year 1918-19.

In regard to classification, the Executive Board finds that each of our associations has intricate problems peculiarly its own, and, therefore, the Federation has heretofore refrained from expressing its sentiments in favor of the immediate adoption of the Government's classification report. The opinion of the Federation is that as a general principle, and subject to the necessary adjustment of errors and anomalies, the adoption of the Government's classification report is of the most paramount importance.

The Federation awaits with intense interest the announcement of the amount of the bonus for the year 1919-20, whether the classification schedules are adopted or not. It is known that, acting under the instruction of the Government, the Civil Service Commission is recommending a bonus for the present fiscal year, and also that the Civil Service Association of Ottawa is recommending a bonus for the current year based upon the advice of a high expert authority. Under these circumstances the Federation considers that further recommendations might tend to complicate the problem confronting the Government, and therefore an urgent petition is hereby tendered to the Government praying that an adequate bonus be granted. During the five years of war the cost of living has increased year by year to a maximum of 125%, but the average civil servant has received for all these years a bonus amounting to about 10% of his salary for one year. This potent fact presents a picture of suffering in many cases amounting to actual hunger among our members, which it is hoped will appeal to the hearts and minds of the Prime Minister and the Members of the Government.

The Federation desires to present its congratulations to the Government in that it is leading the federal Governments of the world by its adoption of a Merit Civil Service law accompanied by a classification system.

Respectfully submitted on behalf of the Executive Board,

CH. J. TULLLEY,

Secretary.

F. GRIERSON,

President.

To this letter the following reply has been received:

Ottawa, Ont., 4th July 1919.

Dear Sir,

By direction of the Prime Minister, I have the honor to acknowledge your letter of July 3rd, with enclosed memorial on the subject of Bonus for the Civil Service, and to say that the matter is engaging the attentive consideration of the Government.

Very truly yours,

GEO. W. YATES,

Prime Minister's Secretary.

F. GRIERSON, Esq.,

President, Civil Service Federation
of Canada, Ottawa, Ont.

EDITORIAL

POLICY OF THE "CIVILIAN"

The editors of *The Civilian* have not confined the activities of the magazine to civil service for very good reasons. It is only right that these reasons should be known to those who feel that a magazine "devoted to the interests of the civil service" should concern itself only with bonus, superannuation, appointments, births, marriages, transfers, promotions, and deaths.

For example, bonuses secured to offset an increased cost of living are themselves the cause of a further increase. In fact they are usually discounted at the time of their earliest mention and in advance by the landowners. This makes their postponement serious and their final payment almost absolutely essential. We see in the long drawn-out controversy as to whether all civil servants shall share in the \$350 bonus given to the postal clerks a struggle to secure the wherewithal to pay for a general increase in prices which took place when Government first established the precedent of granting bonuses on account of the cost of living. And the simple lapse of time might now make it possible for there to be another rise in prices when Government finally takes action extending the bonus for 1918-1919 to everybody.

Besides all this, landowners are unable to distinguish between civil servants and other laborers, and the increases in rents which have followed each of the many increases in wages enjoyed by labor have meant corresponding drains on the unchanged pocketbooks of civil servants. The increases in salary under re-classification and the new bonus for 1919-1920 will likewise be absorbed in increased rents, with all that this means in increased prices everywhere. This sequence of cause and effect is as certain in the civil service as it was in Detroit when increased rents robbed the employees of the Ford factory of any advantages which they might otherwise have gained as a result of the five-dollar wage, and should be recognized.

We see in the operation of the fiscal policy of our country no opportunity of reaping the advantage from any bonus or other financial concession that might be secured; we therefore add the discussion of fiscal policies to the activities of *The Civilian*,—of course.

Civil servants represent a cross section of society, and their organization is unique in that it represents neither race, religion, party, craft, or any of the differences that have so frequently tended to alienate mankind. Civil servants should therefore be the first to apply their faculties to the solution of our national problems, not the last. And while self-interest determines that this shall be so,

the acceptance of our responsibilities is at once our privilege and our duty.

SOLDIERS' SETTLEMENT

The placing of returned soldiers on small farms near cities already established is now possible as a result of action taken by the Soldiers' Settlement Board. This simply means that the men from overseas are not going into the wild and woolly portions of northern Quebec, Ontario, or Saskatchewan unless they do so from choice.

Pioneering by a family who enjoys it is all right so far as the family is concerned, but pioneering because land speculators are in possession of all the idle land between the railroad and the pioneering portions of the country is all wrong. We are against the grubbing of stumps 25 miles from a railroad when it is possible to grow crops on forty-two million acres of idle land that is within ten miles of a railroad. There is in addition serious economic loss to the country, and at a time when it can little afford it, in placing men where their energies will be expended almost entirely upon unproductive work.

Families, also, who think they would enjoy the struggle with untamed nature should know something of the conditions under which homesteading is too often carried on. They can secure this from the report recently issued by the child welfare bureau of the United States Labor Department, regarding conditions in a typical homesteading area in Montana.

We are not discouraging the settlement of our country, not in the least. We simply can not see families trudging to the wilderness past square mile after square mile of perfectly good land all ready for the plow. But we hope steps will be taken to eliminate the profiteering features from the purchase of these lands.

Lands that have been held in idleness by would-be profiteers while the men were overseas should never be sold for profiteering prices, and least of all to the men who have "done their bit."

And last, and perhaps most important, why should all of the assistance of the Government be given to the men who are willing to farm? This question is worthy of serious consideration.

RESPECT FOR THE NATIONAL ANTHEM

Scene: Any movie theatre.

Time: Every week-day evening; Sundays also in Quebec.

A thinker has happened to sit out the entire performance and rises to his feet when the lights are turned on. But the piano, or the organ, or the orchestra breaks into its rag-time with a melody he remembers. He looks around: "Why, it's the National Anthem", he says, and stands silently erect, though he notices that most of the others do not.

Just then the orchestra breaks into the anthem as unceremoniously as it did into the rag-time and he starts for the door, in a curious quandary. Should he ignore the anthem next time simply because it will be mutilated, should he leave a minute or two before the hero and the heroine dissolve, should he stay away from the darned old movie entirely, should he keep his seat next time (rising being an act necessary if one is to leave the theatre and therefore not in itself and at the time a token of respect), what effect has this nightly parody on the finer sensibilities of the millions of Canadians who go through the experience, hasn't it ever occurred to any one else to question the practice, have we lost not only our respect but our ability to know when a thing is disrespectful, are the others afraid that an appreciation of what is right and fitting will be misunderstood?

The toast to the King is drunk first and is never drunk in silence. The National Anthem should never be mutilated, never played in medley, and never be used in connection with a movie or ordinary professional theatrical performance; it should always be put first on any program, and except where used ceremoniously should always be sung.

THE "WINNIPEG STRIKE"

What do we think of the strike in Winnipeg?

We see the currents of life dammed instead of free; we look upon this interference as a dam which has held back the masses of the people. The volume back of the dam has simply risen so high that it has poured over the top in places, and it is ready to pour over the top in other places.

The social force that is seething behind this dam cannot be suppressed, and it must be turned into useful channels. A few irresponsible members of society may be picking away at the dam in their rage but we shall never have a flood because of them. The disaster will come only because the men who occupy the positions of responsibility in our body politic are building no sluice gates, erecting no power houses, building no transmission lines, irrigation canals, locks, factories. They are ready to throw stones when there is a spill over, but are doing nothing to prevent the carrying away of the entire dam.

Fiddling while Rome burned wasn't a circumstance to the failure to provide useful outlets for the tremendous forces that are stirring society today.

This is as true now as it was before the men went back to work.

EDITORIAL NOTES

Through a mistake, chargeable to *The Civilian* and not to the Civil Service Commission, the list of appointments, transfers, and promotions was omitted from the June

Civilian. The list presented in this issue is in two parts, one for March and the other for April.

The review of the first forty years of the P. O. D. Mutual Benefit Association which will be found in this issue presents a record that reflects great credit not only upon the men who have done the work but upon the Service as well. Those who may not be in close touch with this phase of civil service activity should know that there is also a Civil Service Mutual Benefit Society available to all members of the Service.

We hope that the parliament which is about to prorogue will raise the sessional indemnity. The members can do this without laying themselves open to the charge of self interest if they adopt it as a measure applicable to the next parliament. And they can arouse real enthusiasm by adopting a few of the suggestions we are making to the Senate committee in the next paragraph.

A committee of the Senate is considering ways and means of improving the machinery of Government in Canada. We would suggest (1) an increase in the sessional indemnity, (2) the abolition of the property qualification, (3) the abolition of election deposits, (4) publicity with regard to campaign receipts and expenditures, and (5) proportional representation.

The Civilian has just received a report of the "National Provisional Joint Committee on the Application of the Whitley Report to the Administration Department of the Civil Service." This committee was appointed by the Imperial Government and sat at Caxton Hall, Westminster, on April 8th. This report which we conceive to be one of the most important developments in Civil Service administration in all time, will be published in full in the August number of *The Civilian* and attention will be drawn to its outstanding features at the time.

All lovers of good and clean government will hear with regret that the establishment of the Purchasing Commission upon a permanent basis has not become an accomplished fact. We feel sure that the failure to achieve this result during the session of Parliament just closed will be a severe disappointment to the Prime Minister for, as the Hon. Mr. Rowell stated in the House, the abolition of Patronage in government purchases and contracts was a pre-election pledge of the Union Government. The issue must not be allowed to subside but an active publicity campaign should be undertaken to remind Canadian citizens that our country's good name is at stake in this act of merit.

Classification, the first requisite for efficiency in the administration of the Civil Service, and a pre-requisite for equal opportunity and reward for merit, may be or may not be by the time these lines reach our readers. We hope the classification and its attendant legislation will pass at this session, but there are many sides to the question and we would call your attention to the article headed "classification" on page 318, and the letter to Sir Robert Borden under the title "Classification and the New Bonus" in the Federation columns. Civil servants interested in the improvement of the public service should write the King's Printer for a copy of the "Report of Transmission," a pamphlet of 82 pages accompanying the classification of the Civil Service of Canada. We wish we could place a copy in the hands of those who are not. The table of contents and a part of the letter of transmittal will be found on page 300.

If you can look at the photograph of the Customs picnic at Vancouver, and read the description, without wishing you had been there, say nothing about a picnic to any of the boys, or girls. As for ourselves, we have telephoned to the weather-maker, the bulletin board artist, the boat company, a bathing suit manufacturer, a hammock company—already, and aren't through yet. We forgot one thing when we accepted the picture, however, and hope no one will notice the well-nourished appearance of the group and the proof that the problem of race suicide does not bother the Vancouver Customs service. Shhhh, they get the same princely salary that we do, and we have told the Government that it isn't a living wage. So don't let a copy of this number of *The Civilian* get into the hands of the Government until you have written "sunday-school picnic" under the picture and cut out this note.

We appeal to each one of our readers to send us items of interest regarding civil servants: picnics, dinners, athletic events, clubs, co-operative societies or activities, etc., etc. The record of a successful picnic at one place may result in the holding of one at another, and any event that brings civil servants together, makes them better acquainted, is worth while. Many a man turns out to be a pretty good scout after all when you have beaten him in a three legged race or when he has pounded out everything from a single to a home run every time he has faced you. Getting together is really possible in flannel shirts and running shoes or a bathing suit, and it helps a whole lot to have the wives and the kiddies getting acquainted at the same time. No, we aren't going to say anything about *esprit de corps*, that will take care of itself.

Elsewhere in the pages of this issue of *The Civilian* we record the burning of twenty-five million dollars worth

of opium. This had been kept for some time; we should like to have been where we could put it under lock and key for a year or two longer. We would have engaged a chemist and told him to spend a year or two in an endeavor to find some useful purpose which the opium might serve. In days when peach stones turn out to be invaluable for gas masks, when a straw compound has been proven to have many advantages over coal, when slag can be sold at a profit to someone who will carry it away (it used to cost the United States Steel Corporation ten million dollars a year to dispose of it); when coal tar can be made into perfumes; when waste beer yeast is made into buttons; an investigator should have had a chance at that twenty-five million dollar pile. What if it turned out to be worth only a million? The investigator would have saved the world 200 times his salary of \$5,000 for the year.

One of the initial acts of the Executive of the Civil Service Association of Ottawa, at the time of its foundation in the year 1908, was the compiling of a document which was an outstanding contribution on behalf of the great class represented by the executive of that day. The present executive has nobly fulfilled its duty to its over 6,000 constituents at this time of emergency and stress, in the patient attention it has given to the many problems involved.

The inadequacy of the government provision for the cost of living prompted the executive to take heroic action and the engagement of the services of the J. L. Jacobs Co. of Chicago will surely be endorsed by all members of the Association. Mr. O'Connor and his brother officers and the members of his executive have no doubt welcomed the close of the session with its release from a long period of responsibility and anxiety.

The Civilian Committee desires to make a comment regarding editorials in the April and May numbers wherein reference was made to the Civil Service Association of Ottawa. To this allegation some exception has been taken. As harmony and sympathetic understanding among our organizations and institutions are fundamentally necessary conditions, the Civilian Committee desires to state that there was no intention to give offense and sincere regret is here expressed that such has appeared to be the case. The loyalty of *The Civilian* to its class has been too thoroughly tested in the past to lay it open to the charge of wilfully reflecting upon any of our organizations. As soon as circumstances permit the chairman of the committee will ask permission to appear before the Executive of the Civil Service Association of Ottawa in order to more fully satisfy the members of the absence of any intention to give offense but on the contrary to do a service by indulging in a familiar family talk.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

Stick to the Facts

Only one letter carrier, if we are to believe a statement in one of the Toronto papers, will benefit by the new classification, and he is the Superintendent! Fortunately the classification is out and lies like this can be nailed down hard. In the Toronto office there will be a superintendent of letter carriers, a supervisor of letter carriers, and about twenty overseers. Every man who has any supervision of letter carriers benefits, the amount of the increase in the case of overseers being from a maximum of \$939 to a minimum of \$1,440! Letter carriers begin at \$780, according to the new rates, and there are nearly a hundred men who receive less than this and will go at least to the former figure. The number of years required to rise to the old maximum of \$939 is the same as will be required to reach the new maximum of \$1,260, the jumps per year being \$120 instead of less than \$80.

The published statement also says that though the maximum salary of all letter carriers is to be raised, none of them are going to get these increases immediately. It is inconceivable that a man who has been at the maximum of the old classification should not be raised from \$939 to at least \$1,020, or to \$1,140 and even \$1,260 if conditions warrant it.

The fitting of the new classification over the personnel provides an opportunity for the rectification of at least some of the anomalies of the past, for the proper promotion of people who have been held at maxima that were too small, for a start on the reward for merit principle, not for an inconsiderate blanketing of large classes varying in individual competency and length of service into uniform, even though higher rank.

Dominion Executive Active

The Executive of the Dominion Postal Clerks' Association has been in session at Ottawa for more than a week, in connection with matters arising out of classification, the bonus, civil service legislation, etc.

Postal Notes

The annual picnic of the Toronto Letter Carriers was held on June 3rd at Oakville. About five hundred carriers and members of their families were present, including members of the staffs of the Hamilton,

Guelph, and Kitchener post offices. Oakville, five hundred people, the lake, a glorious day, sports of all kinds, and, as the newspaper reported it, "a whale of a time." (Note.—We wish you had told us more about it, and we would have published a snapshot showing Messrs. Schreiber and Kneebone of the Kitchener staff beating the rest of the bunch in the three-legged race if you had sent it.)

It would be interesting to know the amount of money that could be transferred to current account in the national treasury if the statute of limitations were to be applied to the postal notes which disappear after being sold. Those that have not turned up for more than two, or three, or five years might be "outlawed" and the money put where it will do some good. The principle is there whether the amount is a few thousand or a few hundred thousand, and we are inclined to think that the amount is much larger than most people would dream.

The offices of postmaster at Kitchener and Galt are vacant, the former by resignation, and the latter by death.

The community of interest between the postal workers in the east and the postal workers in the west would seem to leave little room for any lack of co-operation between the different organizations. Certainly no mere technicalities should interfere with anything that will help along the constructive work which the Dominion Postal Clerks Association, the Railway Mail Clerks Federation, the Federated Association of Letter Carriers, the Amalgamated Postal Workers, and the Civil Service Federation are all doing.

Railway Mail Clerks are, under the proposed classification of the service, eligible for appointment to postmasterships of second and third grade offices. This is only one illustration but it is an evidence of a new appreciation of qualifications within the Service that should render impossible the importation of men from the outside for positions that can be more efficiently filled by members of the rank and file.

Attention should be called in this column to the section headed "Railway Mail Cars" in our Interpellation Column. The

time will come when a question asked of Government in the Interpellation Column of *The Civilian* will be answered. For the present the question and the answer refocuses attention upon a problem and a condition of affairs that has been brought to the attention of Government time and again.

The conditions in the Winnipeg Post Office are sufficiently normal with regard to first class mail so that it can be said that this is being disposed of, either by carrier or through the wickets, approximately as fast as it is being received and that the accumulation of first class mail has largely been distributed. Second class mail, according to our latest advices, was not being received, however, and enormous quantities of mail matter other than first class are stored in various buildings awaiting distribution.

A resolution favoring the abolition in the United States postal service of all speed tests, time measuring devices, and "other unreasonable standards of personal efficiency" was adopted at the recent convention of the American Federation of Labor at Atlantic City.

The Western Strike

A bill to empower the permanent appointment of the men taken on in the Winnipeg, Calgary, and Saskatoon post offices during the sympathetic strike was brought down in the House by Mr. Rowell on June 14. The explanation given was that there was no time for the ordinary examination, and the object of the bill was stated to be "to authorize the Civil Service Commission to appoint the men permanently who had been taken on temporarily, providing the postmaster certified they were efficient."

Further action on the bill was postponed, on the request of the Amalgamated Postal Workers, until their delegation could reach Ottawa and be heard.

The Amalgamated Postal Workers have failed to secure the reinstatement of the postal employees who went out at the time of the general strikes in Winnipeg, Calgary, and Saskatoon. The delegation which came to Ottawa for this purpose was composed of Messrs. Christian Sivertz, of Victoria, President; Lawrence Pickup, of Winnipeg; A. Venables, of Calgary; and J. V. John-

son, of Winnipeg. They were received by the Prime Minister on the morning of June 27, and later forwarded to him and to the members of the House the following statement:

Ottawa, June 28th, 1919.

To the Hon. Members of the House of Commons. Postal employees to the number of about 600 have permanently lost their positions in the Government Service through participation in the recent strikes in Winnipeg, Calgary, and Saskatoon.

A delegation is in the City endeavoring to obtain a modification of the Government's policy and in this connection desires to point out the following extenuating circumstances leading to the participation of Government employees in a strike of this character.

1. The organization to which these men and women belong is officially recognized by the Government and its constitution embodies the strike provision along the lines acted upon by the men, and the Government has never objected to such provision in their constitution. They are now prepared to eliminate the sympathetic strike clause from the rules governing their organization.

2. The general unrest not only in Western Canada but throughout the world which naturally has its effect upon postal workers as well as on the entire community making for an unstable and restless frame of mind.

3. The definite promise of the Government in April last, to these men that the Reclassification Bill would be brought down in the House on or about May 1st. While it was apparently humanly impossible for this to be done, yet the disappointment over the repeated delays, most decidedly contributed to the men's willingness to be caught in the trouble suddenly arising in their locality.

4. The suddenness and magnitude of the strike, which attracted to its call practically every unit of organized workers in Winnipeg besides many that were unorganized. The sense of moral obligation to support their affiliated bodies must be considered as a strong factor in the decision they reached. Disregard of these considerations would have subjected these men and women to ostracism and the contempt of their fellow citizens in every walk of life.

Now that the question of reinstatement is under consideration by all employers, it is felt that the Federal Government might well adopt a policy of magnanimity and conciliation, thus eliminating from the Federal Service that bitterness of mind which otherwise must unavoidably prevail in the future.

The foregoing points have already been submitted to the Rt. Hon. the Prime Minister in an interview accorded the delegation on 27th inst.

Respectfully yours,

CHRISTIAN SIVERTZ,

President, Amalgamated Postal Workers,
Victoria, B.C.

L. PICKUP,

J. V. JOHNSTON,
Winnipeg.

A. VENABLES,
Calgary.

A statement of the action taken by the Civil Service Federation with regard to the application of the western postal employees for reinstatement will be found upon the page devoted to the activities of the Federation.

The Prime Minister of Canada forwarded to the delegation the following reply:

Mr. Christian Sivertz,
President, Amalgamated Postal Workers.

"My dear sir,—I have carefully considered, in consultation with my colleagues, the representations which were placed before us a few days ago by you and the gentlemen who accompanied you. The representations in question were made on behalf of postal employees in three western cities, viz.: Winnipeg, Calgary, and Saskatoon.

"In Winnipeg certain employees engaged in a sympathetic strike and were given a period of about three days within which to return to their duty, failing which they clearly understood that they were permanently retired from the postal service. A certain number returned, but the remainder persisted in their complete disregard for public duty.

"In Calgary and Saskatoon certain employees of the postal service entered upon a sympathetic strike after a most distinct intimation that any such course would be attended with the consequences above mentioned.

"The attitude of the Government towards these employees has been stated more than once by myself, as prime minister, in the House of Commons. I enclose herewith for your information copies of Hansard report of my remarks.

"I very deeply regret the unfortunate position in which these employees now find themselves. You must, however, bear in mind that the course which they took was of their own deliberate choice and after the most distinct intimation as to the consequences which would ensue. My colleagues and I feel that we cannot in the public interest recede from the policy which has a ready been announced on several occasions and which is set forth in the announcements already alluded to.

"Yours faithfully,
(Sgd.) "R. L. BORDEN."

Halifax P. O. Clerks' Banquet

The Halifax Branch of the Dominion of Canada Post Office Clerks' Association held a banquet at the Green Lantern Tuesday evening. About 60 members including the ladies and guests were present.

Letters were read from the P. M. General, Dr. R. M. Coulter, L. J. Gaboury, T. J. D. Moffatt, F. P. Bent, and the Postmaster of Dartmouth regretting their inability to be present.

The King, proposed by the Chairman, was duly and loyally honored by heartily singing the National Anthem.

The toast, Postal Department of Canada, "The Premier branch of the Civil Service", was very happily responded to by the Postmaster, Colonel F. H. Oxley, who in well chosen words referred to the duty and relationship existing between all members of the staff in respect to the work of the office and in dealing with the public whose servants they were. He closed with wishing the Association every success in establishing cordial relationship between its members.

The next toast, Dominion Postal Clerks' Association, brought Mr. J. N. Meagher

to his feet and in an able manner he explained the object and results of the work of the Association throughout the Dominion.

Mr. E. Mellish then gave an original sketch on the clerks of the office, which was well received.

The Ladies, proposed by T. F. McDonald, was responded to by Albert Syberg, in a very fitting manner.

"The land we live in," proposed by R. W. Gibson, was interestingly responded to by J. M. Donovan.

"Our absent members Overseas" proposed by D. A. King, was very ably responded to by Major M. A. Boggs, who mentioned the names of those of the staff who had gone overseas and had gained distinction and honor in the service of their country during the great War.

Our guests, brought many interesting remarks from the Deputy Postmaster, Mr. J. S. O'Bryan, C. Dunn, President of Railway Mail Clerks' Association, Mr. F. W. Griffiths, President of Federated Mail Clerks' Association, and F. Jamieson, President of Letter Carriers' Association.

Among those invited, but who were unable to be present was P. T. Coolican, P. O. Inspector of Ottawa.

Notes from Kingston

Robert E. Genge, a clerk of over thirty years' service, is ill and in the hospital.

The staff is much pleased with the half holiday and the additional help.

Press synopsis of the new classification has just come to hand. At a glance it seems that a post office "clerk" enters the service at \$600, and a "letter carrier" at \$840. Why the clerk has to enter at \$240 less is not understood. Perhaps fuller details will explain matters.

The exact details of the dispute between the Dominion Postal Clerks' Association and the Civil Service Federation have not been revealed. Perhaps the whole matter will be referred to the branches. It is hoped that this will not end the "Postal Journal."

The sympathetic strike of the postal servants in the West is regretted. The Post Office Department has done a great deal in the last year to better working conditions in the various post offices. They are entitled to a lot of gratitude for what they have done, and it is hoped that the good work will keep up.

THE ARMY AND NAVY POSTAL ASSOCIATION

At a meeting of the Army and Navy Postal Association held at the King Edward Hotel, Toronto, June 24th, 1919, the following officers were elected for the ensuing year:

- Honorary President, Col. Geo. Ross, I. S. O.
- President, Comrade Ben. Terry,
- Vice-President, Comrade Thos. Matthews,
- Secretary, Comrade T. J. Christie,

Treasurer, Comrade S. E. Curran,
 Filer, Comrade J. A. Reeves.
 Auditors, Comrades W. H. Graham and A. E. Lindsay.

Executive Committee: Comrades Smith, Harrison, Ginn, Hine, Cameron, Ploss, Hollobon, Cox, Phillips and Clarke.

The Army and Navy Postal Association, although only recently organized, consists at present of 200 returned soldiers, employees of the Toronto Post Office, who have voluntarily served with His Majesty's Forces on active service.

The following resolution was adopted:—

Resolved:—That, we, the members of the Army and Navy Postal Association, place ourselves on record as being opposed to all Mob rule and Bolshevistic tendency to cause unrest and disorder which prevails in our Fair Dominion of Canada today, especially in the City of Winnipeg.

That this Association of Dominion Civil Servants, composed solely of members of His Majesty's Forces, do bind ourselves as citizens to foster loyalty to Canada and the Empire with the same spirit of sacrifice that banded us together for our common good and welfare—"Over there".

Submitting the Classification

For the benefit of those of our readers who would like to know a little more about the 82 page pamphlet which we recommend in the editorial pages, we quote herewith four paragraphs from the letter of transmittal, and the table of contents. This will indicate as nearly as possible the spirit which has animated the corps of experts who have been engaged in classifying the Service and the objects which they hope to have accomplished or to have made more possible by reason of their sojourn within our midst. They are to be congratulated upon the document.

"At this point a brief recapitulation of the desirable results that should follow the adoption of a classification such as that now laid before you may be in order. It will remedy the confused conditions now existing in respect to the relation of pay to work. It will insure the same pay for the same work. It will carry this uniformity throughout the Service regardless of department lines or geographical location of work. It will make possible the advancement of pay of an individual within proper limits for increased efficiency in the same position but will call a halt on seniority advancement out of all reason when there is no real change in duties and consequently no increase in usefulness to the government. It will furnish a practical basis for promotion by drawing sharp lines between classes of positions differing in their importance and responsibility. It will insure higher compensation for those selected for the higher positions because best fitted, and for no others.

"The classification, properly administered, will do all of these things, but even they are not in our opinion the most important benefits to be expected. It will be of invaluable aid to Parliament in making a discriminating application of public funds to the several agencies of government. The use of a generally accepted nomenclature for the designation of positions, each title carrying with it a definite concept of the kind and value of the employment designated, will make it possible for departments to prepare their estimates in a way that has not hitherto been feasible. Parliament in considering departmental estimates of organization requirements can concentrate its attention if it desires on the need of the specific classes and exact numbers of positions requested instead of considering merely lump sums or attempting to deal with individual salaries. When it has satisfied itself as to the real organization needs, the automatic application of the ap-

proved schedules of compensation to the classes of positions authorized will naturally lead to uniformity and consistency in salaries.

"Furthermore, the Commission with a classification at hand picturing in detail the service that it is called upon to recruit, will be able, as it has not been hitherto, readily to inform the public of opportunities in the government service, systematically to seek out desirable applicants, to devise effective and practical tests for determining their relative fitness, to employ similar scientific methods for filling positions of the higher ranks, to ascertain individual efficiency, to control compensation, and to effectively regulate transfers, layoffs, and other employment processes.

"This resumé of the benefits to be derived from the work would not be complete without some reference to the by-products that will come from the Commission's investigations. Such facts as have been brought out as to opportunities for the elimination of unnecessary work, for the reduction of overlapping and duplication, and for the establishment of a more efficient relationship between the work done and the pay-roll cost ought certainly not to be disregarded."

TABLE OF CONTENTS.

| | PAGE |
|--|------|
| Letter of Transmission by the Civil Service Commission | v |
| Letter of Transmission by Arthur Young & Company | vii |
| Part I—The Classification of the Civil Service— | |
| (a) Definitions | 3 |
| (b) The need and purpose of classification—a discussion of the considerations that made a classification of the Civil Service imperative | 4 |
| (c) The basis of classification—a record of the principles approved by the Commission for the guidance of those engaged in the work | 7 |
| (d) A description of the classification schedules— | |
| 1. The title of the class | 8 |
| 2. The definition of the class | 9 |
| 3. The examples of duties | 10 |
| 4. The statement of qualification requirements | 10 |
| 5. The suggestions regarding lines of promotion | 11 |
| (e) A brief explanation of the method of preparing the classification schedules. | 11 |
| (f) Recommendations regarding the administration of the classification | 13 |
| (g) A discussion of the considerations involved in fixing the status under the | |

| | |
|--|----|
| new classification, of employees now in the service | 15 |
| Part II—The Standardization of Compensation in the Civil Service— | |
| (a) A description of present conditions with regard to the compensation of positions | 21 |
| (b) A discussion of the considerations that led to the standardization of compensation at this time | 23 |
| (c) The principles and policies adopted as a basis for the recommended schedules of compensation | 24 |
| (d) A description of the schedules of compensation | 27 |
| (e) Recommendations for the administration of schedules of compensation | 30 |
| (f) A discussion of the considerations involved in determining the salary status, under the new schedules of compensation, of employees now in the service | 32 |
| Part III—A Discussion of the Problem of Personnel in the Civil Service of Canada with Recommendations for a Comprehensive Employment Policy and Plan— | |
| (a) The place of the problem of Civil Service personnel in the administration of government | 35 |
| (b) A theoretical analysis of the problem of personnel | 36 |
| (c) A statement of the essential features of a complete employment plan for the Civil Service of Canada | 38 |
| (d) The scientific selection of employees for original and promotional appointments | 40 |
| (e) The training of employees | 45 |
| (f) The ascertaining of the individual efficiency of employees | 47 |
| (g) The advancement in pay and promotion in position of efficient employees. | 50 |
| (h) The removal of inefficient employees. | 52 |
| (i) The retirement of incapacitated employees | 55 |
| (j) The lay off of unnecessary employees. | 57 |
| (k) The working conditions and welfare of employees | 59 |
| (l) The establishment of a means of co-operation between Civil Service employees and the government as their employer | 60 |
| Appendix—Notes on Recent Developments in Civil Service Administration with Especial Reference to the Classification of Employments and the Standardization of Compensation | 65 |

Spraying Machines For All Purposes

The Spramotor Line Embraces Spraying Machines for:

- PAINTING
- DISINFECTING.
- WHITEWASHING.
- SPRAYING VEGETABLES.
- SPRAYING FRUIT TREES.
- KILLING WEEDS, MUSTARD, ETC.

Spramotors have been on the market for close upon a quarter of a century, and are absolutely reliable. They are manufactured right in Canada, and of the highest grade throughout.

FREE:—Our 88 page illustrated treatise respecting diseases affecting fruit trees, vegetables, etc., together with spraying calendar and formulas for mixing the various chemicals used in the destruction of insect pests, scale and other fungus diseases common in the orchard, will be mailed to those who require it. Send a postal card to-day while the matter is fresh in your mind.

SPRAMOTOR CO.,
6909 King St., London, Ont.

R.M.S.P. CANADA to West Indies

Under Contract with Government of Dominion of Canada

Fortnightly Mail and Passenger Service

By Twin-Screw Steamers—5000 Tons.



PORTS OF CALL:
From St. John, N.B., and
Halifax, N.S.
to

Bermuda, St. Kitts, Antigua, Montserrat,
Dominica, St. Lucia, Barbados,
St. Vincent, Grenada, Trinidad,
Demerara.

For Illustrated Booklets, etc., apply to

**The Royal Mail Steam
Packet Company**

St. Paul Building, Halifax, N. S.

WAGSTAFFE'S PURE SEVILLE ORANGE MARMALADE

ALL ORANGE AND SUGAR,
NO CAMOUFLAGE



Also

Pineapple
Marmalade

Ginger
Marmalade

and

Bramble Jelly



Wagstaffe Limited

Hamilton, Canada



Operating over 18,600 miles of railway, The Canadian Pacific is the empire's greatest railway. It serves all the important cities of Canada, and many—with direct communication—in the United States. The chief industrial, commercial and agricultural districts are situated on its system.

The most beautiful scenery in Canada is to be found along the Canadian Pacific. The magnificent Rocky Mountain resorts of Banff, Lake Louise, Field and Glacier, for instance, as well as the numerous and attractive resorts of Ontario, Quebec and the Maritime Provinces.

Canadian Pacific service is famous; and it will be met not only in Canadian Pacific trains, but in the chain of sixteen Canadian Pacific hotels that stretch from the Chateau Frontenac, at Quebec, and the Algonquin, at St. Andrews, N. B., to the Empress at Victoria, B.C.

WHEN YOU ARE PLANNING A BUSINESS TRIP,
OR A TRIP FOR YOUR FAMILY, PLAN IT BY
CANADIAN PACIFIC

For information apply to

J. A. MCGILL, City Passenger Agent, 83 Sparks St.,
OTTAWA, ONT.

WHEN YOU BUY
SHORTENING

SAY

"EASIFIRST"

A pure vegetable shortening for use in all kinds of food—

Fry fish with it—
Cook meat with it—
Bake cake with it.

It is more economical than butter or lard, and is an ideal shortening.

Include a package in your next grocery order—you'll be glad you did.

Gunns Limited

WEST TORONTO

Clayton & Sons

Limited

HALIFAX, N.S.

PIONEER

MANUFACTURERS

OF

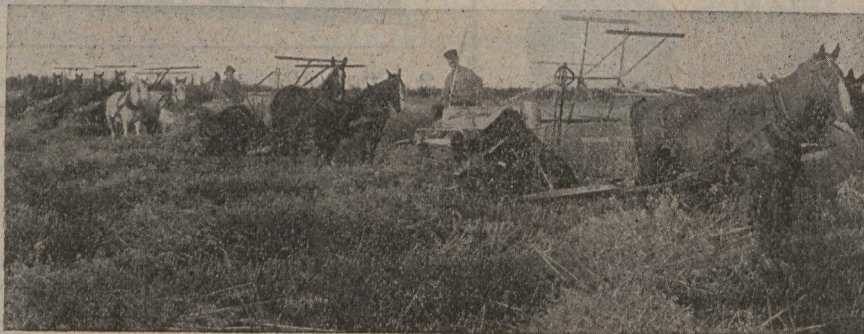
Clothing

IN THE

Maritime

Provinces

NORTHERN ONTARIO



HARVESTING IN NORTHERN ONTARIO

NORTHERN ONTARIO is a vast forest-robbed land stretching from the Province of Quebec on the east to Manitoba on the west and extending north for 770 miles from Southern Ontario to Hudson Bay, covering an area of 330,000 square miles.

This fertile land lies one degree south of Winnipeg and is well watered by lakes and rivers. The climate is ideal for perfect health—warm in summer, cold and invigorating in winter. Already there are thousands of miles of colonization roads and

steam railways spreading like a spider's web over that immense new land. A settler can ride from the big cities of Ontario or the West in a Pullman if he wishes almost to his own door. This is something new in pioneer life.

This rich agricultural land may be had by returned soldiers and sailors in 160 acre blocks free; to others 18 years and over, 50c. per acre.

Our literature descriptive of this great country may be had free on application.

G. H. FERGUSON,
*Minister of Lands,
Forests and Mines.*

WRITE:—

H. A. MACDONELL,
*Director of Colonization,
Parliament Buildings,
Toronto, Ontario.*

Office Cleaners' Association, Ottawa

(Contributed)

The women employed in the work of cleaning the Government offices have formed an Association that will be known as the Civil Service Office Cleaners' Association and its object like many other organizations of this kind is to create a means of communication and a bond of fellowship among its members, as well as to try and obtain the sympathy of the Government in their just and honest requests for increases in their remuneration. These women now receive \$1.00 per day and they rightly claim that the amount is absolutely inadequate owing to the everlasting increase in the cost of living.

Madame A. Mercier and Madame E. Bellefeuille have spared no pains nor zeal in their efforts to get their sister workers to unite into an association, and they were successful in every respect for the membership has reached the 800 mark. There is every prospect that the remaining 300 or 400 will join in the very near future. The first meeting was held at the Français Theatre, May 11, and was attended by over 600 women workers. The meeting was addressed by Mr. C. J. Tulley of the Civil Service Federation and Messrs. Lewis and Burke of Allied Trades and Labor. Mr. J. E. Fauteux was requested by the organizers to preside, and he ably interpreted in French the remarks that were made by the English speaking guests. He was made a member of the organization committee. At this meeting the main executive officers were elected, as follows: Mrs. A. Mercier, president; Mrs. E. Walsh, vice-president, and Mrs. A. Duchesne, secretary.

A second meeting was held at the Monument National on Saturday May 17, and the Theatre Hall was filled to its capacity. About 900 were there, and on the platform were the Officers and the following guests: Messrs. L. D. Burling and C. J. Tulley, vice-president and secretary, respectively, of the Civil Service Federation, Mr. C. S. O. Boudreault of the Board of Direction of the Monument National, and Messrs. Thomas, Flanagan, and Ralph, charring foremen. Mr. J. E. Fauteux, president of the Federated Association of Letter Carriers, Branch No. 2, acted as master of ceremonies.

Everything went on smoothly until Mr. Lewis, business agent of the Stationary Engineers, made his appearance on the platform, and claimed that the proceedings were hostile to the Allied Trades and Labor movement. This accusation was refuted by several speakers, and by Mr. C. S. O. Boudreault in particular, who tried in vain to persuade Mr. Lewis that civil servants were in great sympathy with the Labor movement and that they were anxiously awaiting the day when all civil servants would be affiliated to the Labor movement.

The President, Madame Mercier, then rose

and outlined in a very capable manner the burden of her working sisters. Using her personal self as an example, she said that to be a charwoman, not a charwoman but a civil service office cleaner, was not a disgrace, but a burden that one must suffer with resignation. "Among you," she said, "I know some that are lawyer's wives, the wives of doctors and professional men, but if it is the wish of Providence that we should come to what we are, let us be good christians and bear our lot honestly and proudly. I am not an agitator nor a seeker after notoriety, but when I noticed that we were cut off from the bonus grant and that there was no sign of any increase coming, all in the face of an increase in the cost of living which was being felt by everyone, I felt that the time had come for some action to be taken. Using the common and true motto "Union is Strength" I thought that if we all got together we might possibly move the sympathy of the Government."

"All we receive is \$1.00 per day, and we lose this if we are sick, and get no such thing as bonuses, even though our dollar is only worth fifty cents compared with what it used to buy. Our sisters doing work in some of the departments have been lucky enough to obtain it, but when I wrote to the minister of Public Works and asked him why were we not all receiving it, the only reply I received was that we were not entitled to it, and that the char service was considered to be a pension scheme for the women of Ottawa. We do not want patronage or pensions. We want all those who believe in living and let live, to rise in the House and insist upon action in our behalf. We have affiliated with the Civil Service Federation, in order that these ladies and gentlemen might help us in our fight for our own lives and those of our children."

*Civil Service Office Cleaners' Association,
Branch No. 1. Founded by Mrs. A. Mercier and Mrs. E. Bellefeuille.*

Mrs. A. Mercier, president; Mrs. E. Walsh, 1st vice-president; Mrs. E. Bellefeuille, 2nd vice-president; Mrs. A. Duchesne, secretary; Mrs. B. Villeneuve, financial secretary; Miss L. Paynter, treasurer; Miss Parker, Sergeant-at-Arms.

Owing to the large number of members the ladies are divided into groups, each of the 12 groups being entitled to a representative at the Grand Council, as follows:

Group No. 1, Mrs. N. Donaldson; No. 2, Mrs. P. Guilbault; No. 3, Mrs. L. Logan; No. 4, Mrs. J. Dery; No. 5, Mrs. M. Hodgins; No. 6, Mrs. M. J. Sabourin; No. 7, Mrs. J. Ingram; No. 8, Mrs. M. Stranar; No. 9, Mrs. J. Ouimet; No. 10, Mrs. S. Chapman; No. 11, Mrs. M. Johnston; and No. 12, Mrs. E. Labarge.

SPECIAL

The Bonus Award

(Editorial Note)

In the closing hours of the session which has just prorogued Parliament voted twelve and a half million dollars for bonus purposes. This is additional to grants provided in departmental estimates. The method of award was not determined by the House, nor has it been announced as we go to press.

If we had the distribution of the amount and could not get the money in any other way, we would suggest the setting aside of enough to pay a bonus for last year to every civil servant below \$1,800 at least, who did not get it, before the rest is divided up among all of us for this year. If the amount left is too small, let it be understood that it is to cover six months or nine months only and that the next session of Parliament will be asked for enough more to pay a bonus for the second half or the last quarter.

DO YOU BORE YOURSELF

Riding on the train the other day, I got to watching a man whose condition was really pathetic.

He had forgotten to bring a book or a magazine; there was no one in the car with whom he could talk. For one of the few times in his life, he was utterly alone in the world: and he was utterly miserable.

Cast on his own resources, he discovered that there were inside him no reservoirs of thought or interest on which his soul could feed.

He was thrown unexpectedly into his own company, and he bored himself terribly.

His was not an exceptional case: on the contrary, he was rather typical of the ordinary modern man.

In olden days, when towns were more scattered, distances greater, and life less complex, men were accustomed to be alone for hours and even days, and could stand it.

The modern man must be talking, or he must be reading, or he must be playing: *anything* lest by accident he be left alone for a little time and compelled to think.

I would not have any man unsocial. He who—like Thoreau—withdraws himself from his fellow men, lessens his service and impoverishes his life, no matter what work of art may come out of his solitude.

But it would do the world good if every man in it would compel himself occasionally to be absolutely alone.

Away from people, who blunt the edges of his personality; away from books and magazines, which give him his thinking pre-digested; away on a long walk, where he could face the world with a naked mind and compel himself to think some things through by himself.

Most of the world's progress has come out of periods of such loneliness.

—Bruce Barton in "Every Week."

Interesting, Strange, and True

Trees as Wireless Aerials

Amateur wireless workers will be glad to know that an ordinary tree is as good as any man-made aerial, regardless of the size or extent of the latter, for the receipt of wireless messages. It is true that the tree has to be alive and will work better when in full leaf but it can be of any kind or size, and may be either alone or in a grove.

The wire from the receiving apparatus is simply attached to a nail (iron will do but copper is better because it does not rust) driven into the tree two thirds of the distance above the ground. Experimentation has shown that with sensitive amplifiers it is possible to receive signals from any one of the principal European stations, and that there is very little static interference.

If interested read "With trees for ears" in the Scientific American Supplement for June 14.

—CSFC—

Color of Water

Whether water shall be blue black, as in mid ocean, or incomparably blue as in certain portions of the Mediterranean, or green as off the banks of Newfoundland, depends largely upon the amount of suspended matter; and the purer the water the bluer or blacker it is. Many explanations of the color of water have been made and Professor Baneroff describes these as well as the experiments which he conducted in arriving at his conclusions in a very interesting article which started in the June 14th number of the Scientific American Supplement.

The Stars

If you were 53 miles from the top of Mount Robson and knew that a friend of yours was on that icy peak it would not occur to you to light a candle in order that he might warm his hands. Yet the investigators who are endeavoring to learn something about the stars have instruments that could measure the amount of heat from a candle 53 miles away if the intervening air did not interfere. And of course in pointing the instrument at a star the effect of the air that is in the way is not only small but the same for all the other stars.

Again, let us suppose that you are on the nearest star and that our sun has grown and grown until it fills up all of the space between where the earth is in the spring and where it is in the fall; in other words that the sun is as large as the earth's orbit around it, and that the earth is rolling around the surface of the sun like a bubble of water across a red hot stove lid. How big do you think this huge sun would look to you? Well, it would "subtend 1.5 seconds of arc" which is an accurate way of telling you that it would look a little bigger than the end of a telegraph wire seen end on at a distance of half a mile.

Interested? Read "News from the Stars" by C. G. Abbott, in the Annual Report of the Smithsonian Institution for 1916. The volume also contains many other articles, ranging all the way from an experimental study of gun-report noise to stories of the squid and octopus under the title of "Pirates of the Deep."

Color of Feathers

The fact that many birds wear differently colored feathers in the summer than in the winter makes us sure that the feathers are changed twice a year, even though we do not see the actual shedding that replaces the summer or nuptial feathers by those characteristic of the winter plumage, or the similar moult that accomplishes the reverse change.

In an attempt to study the process of geographic variation in birds scientifically, Mr. C. William Beebe placed several scarlet tanagers and bobolinks under close observation under conditions of decreased sunlight and increased food from the time of full summer through the succeeding winter. At the time when wild scarlet tanagers were changing the bright red feathers of their body for the yellowish green which they wear during the winter the birds Mr. Beebe was observing lost none of their feathers. The sharp contrast of black wings and red bodies was preserved until the tanagers were brought under normal conditions in the spring when they immediately began to moult; and the change was not from red to yellowish-green but from red to red.

That the color markings on feathers should change with the seasons has always aroused interest, but that a feather due to come in yellowish-green should come in red because the time for yellowish-green feathers has passed opens up an interesting field for speculation.

A complete statement of the experiments and many other interesting papers describing the results of studies of living birds and mammals in their natural environments, or in environments closely imitating those of nature, will be found in Volume I of the Scientific Contributions of the New York Zoological Society.

THE "LAY-OFF"

A big business is a steamship bound for a port called Success. To keep this steamship moving, the captain requires the assistance of hundreds of people who have a singleness of aim—one purpose—a desire to do the right thing and the best thing in order that the ship shall move steadily, surely, and safely on her course.

Curiously enough, there are men constantly falling overboard. These individuals who fall off, and cling to floating spars, or are picked up by passing craft, usually declare that they were "discharged." They

say the captain or the mate or their comrades had it in for them.

I am inclined to think that no man was ever "discharged" from a successful concern—he discharges himself.

When a man quits his work—say, oiling the engine or scrubbing the deck—and leans over the side calling to outsiders, explaining what a bum boat he is aboard of, how bad the food is and what a fool there is for a captain, he gradually loosens his hold until he falls into the yeasty deep. There is no one to blame but himself, yet probably you will have hard work to make him under-

stand this little point.

So I repeat: no man employed by a successful concern was ever discharged. Those who fall overboard get on the greased plank and then give it a tilt to starboard.

If you are on the greased plank, you had better get off from it, and quickly, too.

Loyalty is the thing.—*Elbert Hubbard.*

Nothing that can be poured out of a bottle and taken with a spoon will take the place of a sawbuck.—*Elbert Hubbard.*

We are Looking for a Cartoonist

WHAT CAN YOU DO WITH THIS IDEA?

A PROFITEER is standing beside a huge barrel labelled "profits." This is being filled from three spouts or pipes labelled respectively "legitimate earnings," "privilege," and "monopoly." From the bung hole is pouring a large stream which falls into a tub labelled "surplus." From a much smaller hole is flowing a stream which a stock-holder is catching in a pitcher; and from a tap which has to be turned is flowing a still smaller stream which labor is catching in a cup.

Now, we do not want you to draw this without the knowledge that you are presenting the truth. So in a few words we shall prove everything but the fact that profits are made up of the three elements we have stated. First with regard to the size of the surplus: 20 per cent of the surplus earned by the Dominion Steel Corporation in 1917 would have enabled that corporation to pay 15 per cent on the common stock! (Why 20 per cent? Well you see the Government could have taken an excess profits tax of 80 per cent and left enough to pay 15 per cent on the

common stock.) Now with regard to the relative sizes of the flow to surplus and the flow to share-holders: one-fifth of the surplus would enable our company to pay 15 per cent and what it did pay to the share-holders was 6 per cent on the seven millions of preferred stock and per cent on the 37 millions of common stock. Last with regard to the little stream to labor, and using the United States Steel Corporation for example (we have been unable to secure the figures for the amount paid to labor in the Canadian Company): While wages were going from \$1.00 to \$1.27 the return to share-holders went from \$1.00 to \$3.34!

DOESN'T THAT MAKE YOU FEEL LIKE DRAWING THE CARTOON?
THINK OF PUTTING ALL THAT DOWN SO EVERYBODY WILL SEE IT
AT A GLANCE.

No, you don't have to subscribe to *The Civilian* to try, nor are we going to promise a grand piano or a trip to Europe to the successful contestant. But we will write out our cheque for ten dollars to him or her, and will publish the best of the cartoons received, giving a year's subscription to the artist of each one.

Mail your drawings flat, not folded, to CARTOON EDITOR, Box 484, OTTAWA, so they will reach him before noon of August 1.

Vancouver Customs Picnic

On the King's birthday the staffs of the Customs and Customs Brokers' offices, with friends and children to the number of over 400, threw dull care away and hied them to Bowen Island where a very enjoyable picnic was held. The weather was perfect, the merchants prodigal in the donation of prizes, and the committee in charge untiring in efforts to make the outing an even greater success than the two previous ones.

On the voyage up, G. R. Northey, clarionet, and J. W. Kenning, pianist, furnished excellent music—rag and other time. The tables were served by the ladies from the brokers' offices under the capable direction of Miss Alcock. There were races of all known kinds, for all kinds of people of both sexes, including a mixed-sex three-legged race. A riotous base-ball match between the Inside and Outside officers was pulled off—the latter being declared the winners. In this, Umpire Wood, exercising his prerogative, fined Cap. Green \$5.00 and three months C. B. for talking back. He might have suspended the Captain or, at least, threatened him with it, but he remembered on behalf of the offender that there was a keg of two-per-cent on second base—hence the leniency. For the races, D. Leith was handicapper and announcer and got through with all his epidermis intact.

The prizes ranged in value from an elegant silk sweater won by Miss McKenzie to cans of pilchards or the timely book on "German Conspiracies in the U. S. A." Messrs. Wood, McKibben, Trythall, and lesser bloods exhibited astonishing bursts of speed and the writer of this was only deterred from making a record by a bunch of aspirants getting in the way. While the races were being run others staged some fancy dancing, the most notable exponents being Bros. Bush and Anderton.

The picknickers voted the tireless promoter of the outing, W. Cullen, of the Appraisers' staff, their hearty and unanimous thanks for his successful conduct of the picnic, without belittling in any way the other members of the committee, of which G. H. Sweet was chairman. Financially and in number of participants the event was a success, and by the rate of growth shown in comparison with former efforts it is predicted that an Empress liner will be required in the distant future.

In Memoriam

The death of Mr. John McDougald, C. M. G., Commissioner of Customs, which occurred at Halifax, N.S., on Saturday, June 14, removes from the Civil Service of Canada, one of its very ablest administrative

and executive heads. If any criticism can be made in connection with his tenure of office it cannot be said that he was prodigal in the matter of salaries paid to the great

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor



VANCOUVER CUSTOMS PICNIC

majority of Customs Officers, not from any personal desire or wish, but a too scrupulous interpretation, and strict adherence to the letter of the law.

By the time this is in print, his successor in office will no doubt have been appointed. We trust that the principle for which all Civil Service organizations stand will be recognized and vindicated, and that the new Commissioner will assume the reigns of office with an eye to the needs and requirements of that branch of the public service which collects and protects the revenue of Canada, and which in the past has not received the remuneration it was entitled to, having regard to the importance and responsibility of the work performed.

The staff at the Port of Ottawa were shocked and grieved at the sudden death of "Charlie" Whittier which occurred on Tuesday, June 10. He was at his work as usual that morning, and on his way back to office after lunch, when he was stricken down, and expired before medical aid could be summoned. "Charlie" was one of the

"old guard" at the Port, and held in the highest esteem, both by his brother officers, and the merchants who had occasion to come to the "long room." The writer was associated with "Charlie" about sixteen years, and in all that time, he ever proved himself a good pal, and a man whose friendship would stand the test, and not be found wanting. To Mrs. Whittier and family, the staff at the Port of Ottawa extend deepest condolence in the great loss they have sustained.

Classification

As I write, there is the question whether it will pass or be shelved for a later period. It would seem to me the better policy to take it now with its imperfections, than take the chance of losing it entirely. It will be subject to changes and amendments. As the "experts" themselves expressed it: it will not be a "100 per cent classification", to start with, but it is a beginning in the right direction, and we are prepared to offer suggestions where we think it will be in our interests to have changes effected.

The New Commissioner of Customs

The King is dead, "Long live the King" was never better exemplified than by the present situation. In the midst of the testimonials of respect and affection for the late Commissioner, his possible successor to the vacancy was freely discussed.

The D. C. A. has no hesitation in giving its opinion on this very important question, indeed it is a question of policy, of the application of the merit system, and promotion to the senior officer whose efficiency and fitness entitle him to the vacancy. Such being the case only one man is available. Assistant Commissioner R. R. Farrow, who by years of faithful efficient service in a position in which tact and experience were in constant demand, who proved equal to the responsibilities thrust upon him, merits the promotion and should get it. Far be it from the D. C. A. to presume to dictate to the Department or the Government as to how the business of the country or the Department should be conducted, but on matters of principle, like the above, it is our

plain duty to speak in no uncertain manner on what we believe affects the question of good government and the fundamental principles of Civil Service reform.

was more conversant with details. The vice-president, Mr. M. P. McGoldrick of Montreal, followed with a very brief statement acknowledging the courtesy and hospitality of the Niagara Falls officers, and stood aside for Mr. A. Callow of Toronto, who reaffirmed the appreciation of the hospitality of the local Branch, praised the D. C. A. briefly and left the secretary-treasurer, Mr. T. H. Burns, to "carry on" for the rest of the meeting. The main topics of interest were touched upon, including classification, its adoption and effect. Superannuation and other questions of importance were discussed. A number of questions were asked at the conclusion of the address, and an interesting and informative discussion followed. Votes of thanks were tendered at the conclusion of the meeting and it was felt that a great deal of good had been done in clearing the air regarding many of the problems of the service. The party were driven about the Falls, and made a brief call on the Collector at Bridgeburg, Mr. Frank Pattison, who received the congratulations of the visitors on his appointment.

The Standing Committee

In accordance with the understanding at the last D. C. A. Convention, as soon as the report on the classification of the service was tabled in the House, arrangements were made to call the members of the committee together to discuss this most important scheme. The committee assembled in Ottawa on Thursday, June 24, sitting continuously until Saturday. After two days' study of the classification itself, interviews were held with the Civil Service Commission Department, and on Saturday, with a sub-committee of the Cabinet consisting of Sir Robert Borden, Hon. Mr. Maclean, who is in charge of the classification report, and Hon. Mr. Calder.

The delay in disposing of the amendments to the Civil Service legislation this session was a severe disappointment to the members of the Committee, who endeavored by every means to secure the passage of the foundation upon which Civil Service Reform can be erected. Sir Robert Borden assured the civil servants at the interview that the classification would be brought down at the Fall session in a form more pleasing to the Government and the Service, and that a suitable bonus would be arranged for in the meantime. With this we had to be content, and no doubt the delay will permit the smoothing over of the rough edges which the experts in charge of the report will take advantage of to the benefit of all concerned.

Good work was done on the classification in suggestions for amendments and changes, all of which will be presented to the Civil Service Commission at the proper time.

A Pleasing Event

To arrange the details of the Standing Committee who met in Ottawa shortly afterwards, the officers of the D. C. A. held a meeting in Hamilton on June 13, and while in session accepted a cordial invitation to attend a meeting of the local branch at Niagara Falls the following day.

Word had been sent to the surrounding Ports and Sub-Ports, and a large audience greeted the visitors with the Ontario representative, Mr. A. Callow of Toronto, who was also an invited guest.

Mr. J. Burns, president of the Niagara Falls district, took the chair and introduced the visitors briefly, informing his hearers that the gentlemen before them held their destinies in their hands, in the management of D. C. A. affairs, and called upon the president of the D. C. A., Mr. R. Colvin, for an address. The president who is an experienced and fluent speaker only spoke for a few minutes, stating he would waive his privilege in favor of the secretary-treasurer, who because of his being on the firing line

Equal Pay
for Equal
Work

What Our Women Are Doing

In Honour
Preferring
One another

Classification

When all is said and done nine out of ten of us cannot find ourselves in the new classification. We can pick out the duties we perform in three or four different grades. We suspect that the grading we think we deserve will be held just out of our reach like another Tantalus, but we hope for a new heaven and a new earth. And after all it is just possible.

Classification as a theory has the unqualified approval of the Service, and what complaints we hear may come under the 10 per cent of imperfections we were told to expect. The Organization Board we shall have with us always; no doubt it will earn its salary. A readiness to admit and remedy that 10 per cent of imperfections will go a long way towards quieting the fears of many civil servants, and it may as well be admitted that there are fears. The tenth person who can find his place in the report often finds a lower salary than the old schedules gave, which is a little disturbing, to say the least. The report on the bonus may lighten the uneasiness considerably.

One criticism, if one may venture a criticism, concerns the extent to which the ordinary commercial education has ousted the higher educational requirements from their old place in the service. A business training one may get in six months with very little educational foundation. The Civil Service of Canada is not entirely a business organization, and the general lowering of the standard is a matter for regret to those in whom an appreciation of British traditions has not entirely given place to admiration for modern American business methods.

—CSFC—

Annual Reports continued from the June Civilian.

Programme

The first venture of the Programme Committee was the Masquerade Dance held in the Racquet Court, Nov. 26th. The event was a brilliant success and the proceeds amounting to \$89.80 were turned over to the Halcyon Club to help with current expenses. Subsequent events were as follows:

Dec. 17, 1918—Lecture by Mr. C. M. Barbeau, of the Geological Survey, on "Canadian Folk Lore."

Jan. 21, 1919—Lecture by Mr. H. G. Barber, of the Interior Department, on "Tariffs."

Feb. 18, 1919—Illustrated lecture by Dr. E. Sapir, of the Geological Survey, on "The development of a design."

Mar. 18, 1919—Reception for the delegates to the Convention of the Civil Service Federation held in Ottawa, Mar. 17 to 22.

April 22, 1919—Business, with a short address by Mrs. Muldrewe, of the Reconstruction Department.

May 13, 1919—Lecture by Dr. H. Béland, described in the last issue, the proceeds going to the Belgian and French war orphans.

Those to whom we owe thanks for solos, orchestral selections, fancy dancing, etc., are: Mrs. I. W. Sheppard, Mrs. Asselstyne, Mrs. W. A. Fuller, Miss G. Ferguson, Miss Lavoie, Miss Clarice Brodey, Miss Grace Hiney, Miss Kate Baldwin, Miss Mabel Long; Messrs. C. A. McAdam, Paul Ouimet, Harry Sproule, Edward Williams, and little Nesta and Lorne Williams.

Refreshments were served at the January, February, and March meetings.

LILIAN SALT,
Convener.

—CSFC—

Legislation

A report of the full activities of the Legislation Committee for the past year would be a long record both of things attempted and things accomplished. By far the great majority of the Women's Branch have received something in the way of a bonus, but the chief interest has been the classification and the accompanying revision of salary schedules. The Legislative Committee of the main Executive has met weekly nearly all winter to study the different plans and theories of classification. These weekly discussions have had as their object the gathering of enough information, not only on classification but on such subjects as trial boards, plans of promotion, efficiency rating, superannuation, etc., to give grounds for constructive criticism.

While no one can tell how he or she will be affected until the classification is fitted over the personnel, the concensus of opinion seems to be that any classification based upon the American system will be an improvement upon present conditions.

The classification salaries are not intended to meet the present abnormal cost of living and the main executive has been asked to make recommendations to the Commission, and will recommend a bonus of \$300 plus twenty per cent of the salary. The work of this committee is by no means over.

GRACE REYNOLDS,
Chairman.

—CSFC—

Recreation

During the early part of the association year it was impossible to interest any one in anything pertaining to recreation, for then, as during the previous months of the great war, everyone had their own quota of war work to occupy their time.

In the latter part of February, however, it was decided to make arrangements for lessons in dancing, open to men and women in the civil service who cared to take advantage of the opportunity. We secured the services of Professor Laing of the Astor Studio, and the first registration date, March 3, showed a total of 203 persons who wished to join the class. This was increased to 235 before the first class met for instruction and two classes were arranged; one numbering 102 and composed entirely of women commenced on March 6 and met every Monday and Thursday thereafter, the other numbering 133 and composed of both men and women commenced on March 7 and met twice a week thereafter.

Repeated applications for membership in one of the classes resulted on March 18 in the formation of a third class composed also of both men and women, and numbering 140, but in spite of large demand it was impossible for the dancing studio to accommodate another class. We regret this disappointment.

The total number of civil servants participating in the classes was 375, and the last dance was held on May 29, but the formal closing took place at a Thé Dan-

More Deadly Than War

Statistics show that influenza is much more deadly than war. In a few months it has taken more victims than fell in over four years of fighting.

That it has awakened the average citizen to a more lively sense of the constant risk of death which he faces, and the results which would ensue for his dependents, is shown by the enormous and growing demand for life assurance protection.

Have you realized the magnitude of this risk as affecting you and yours?

For information regarding necessary protection communicate with the

Sun Life Assurance Company of Canada

Head Office: MONTREAL

T. B. Macaulay, President



Insist on having
**Dominion Rubber
System
BRANDS**

when buying Rubber Footwear and
Raincoats.

This Emblem is the Mark of Quality and Service

The Goldie & McCulloch CO., LIMITED

HEAD OFFICE & WORKS

GALT, ONTARIO, CANADA

TORONTO OFFICE--1101-2 TRADERS BANK BLDG.

WESTERN BRANCH OFFICE

248 McDERMOTT AVENUE, WINNIPEG, MAN.

Builders of

LAND AND MARINE
POWER EQUIPMENT

SAFES, VAULTS AND VAULT DOORS

Ask for Catalogues, etc., if interested

SUNSHINE BRAND

The Standard Hosiery

Sunshine Brand represents quality
and value in hosiery.

Into it is woven the experience and long standing reputation of the largest hosiery manufacturers in Canada.

The durability, good looks and style of sunshine brands have made them Canada's hosiery select—the standard of value, price and quality.

There is a special hose for each member of the family

For Ladies—Three Eighties.

For Children—Little Daisy, Little Darling.

For Men—Marathon, Pedestrian.

For Boys—Buster Brown, Rock Rib, Hercules.

THE

CHIPMAN HOLTON KNITTING CO.,

Limited

Largest Hosiery Manufacturers in Canada

HAMILTON, ONTARIO.

Mills at Hamilton and Welland

Keep Them Handy

IMPERIAL IOCO LIQUID GLOSS

is an excellent polish for highly-finished surfaces. It is sanitary and disinfectant. Use a little on your dust cloth. It picks up dust as well as polishes.

IMPERIAL HOUSEHOLD LUBRICANT

is recommended for all light lubricating purposes in home and office. It is non-gumming and non-corrosive. Put up in convenient tin oilers that are instantly ready for use.

IMPERIAL PAROWAX

is indispensable to good preserving. Renders screw-cap jars air-tight, preventing fermentation and retaining the natural flavor in preserves. Parowax saves times and labor in the laundry. Does not injure the daintiest fabrics.

For Sale By Good Dealers Everywhere

Imperial Oil Limited

Branches in All Cities

T-1006



DEPARTMENT OF THE NAVAL SERVICE.
Royal Naval College of Canada.



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

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

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

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.

Look for this "Trade Mark" on Baggage

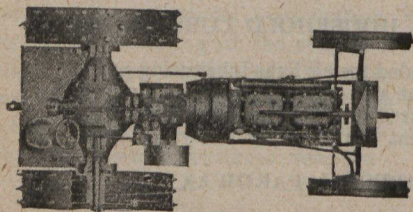
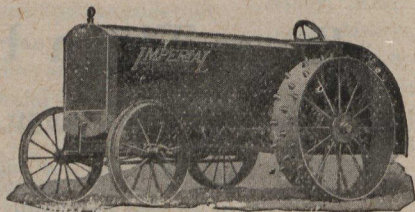


Wardrobe Trunks and Suit Cases, Travelling Bags

Canada Trunk & Bag Limited

KITCHENER, ONTARIO.

IMPERIAL
KEROSENE
Super - Drive
TRACTOR



Transmission.—Steel Cut Gears, fully enclosed. Dust proof, running in Oil Spring Cushion drive. Hyatt Roller Bearings throughout.

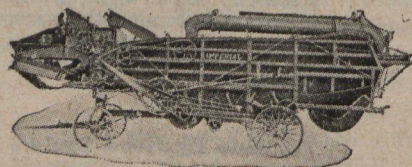
Motor—Four Cylinder. Kerosene, High grade

Threshing Machines

All Sizes

Imperial Junior, 20-32, 24-40.

Imperial Standard 28-40, 32-50, and 36-60.

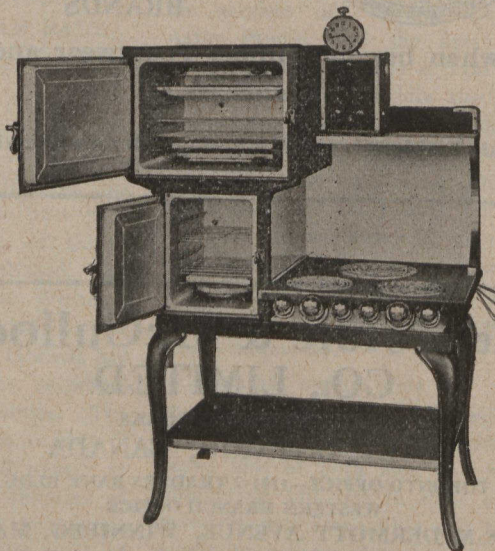


Write for full particulars, Prices, Catalogue

The Robt. Bell Engine & Thresher Co.,
Seaforth, Ont. Limited

GET YOUR COMFORTS AS YOU GO ALONG
Consider this Electric Range
WESTINGHOUSE AUTOMATIC !

Has Dinner Ready When You Come Home



Canadian Westinghouse Co., Limited
HAMILTON, ONT.

Vancouver, Edmonton, Ft. William Montreal
Calgary, Winnipeg, Toronto, Ottawa, Halifax.

sant, held at the Astor Studio on Saturday May 3. This proved to be an exceptionally enjoyable event and netted the sum of \$102.25 for the general purposes of the Association.

I desire to thank Miss Helen Leggett for so ably assisting me with the registration of members, and my thanks are due not only to her but to the officers of the Association and to Misses Ina Blackburn and Agnes Macfarlane for the success of the Thé Dansant.

NELLIE CASEY,
Convener.

—CSFC—

Red Cross

In presenting the last report of the Civil Service Red Cross, I do so with a sense of gratitude, for it means that the dreadful war is over and the need for Red Cross supplies at an end. As an organization we have accomplished much and this has been due to the faithful and tireless workers who have carried on to the end.

During the past year illness and the influenza epidemic necessitated several changes in the committees, Miss Helen Robinson and Miss Grace Reynolds both acting as conveners during the year. Ability to work in the new club rooms gave special impetus to the work during the trying summer months, and while the following list will show that much work was done, the energies of the committee were chiefly devoted to gathering in the work and closing up the activities. This took place in April. Special mention should be made of the assistance rendered by Miss Agnes Brown, Miss Crocker, Miss Armstrong, Miss Martin, and Miss Haycock.

The following list shows what was accomplished during the year:

| | |
|------------------------------|-----|
| Christmas stockings | 100 |
| Handkerchiefs | 156 |
| Hospital shirts | 156 |
| Pillow slips | 12 |
| Personal property bags | 109 |
| Pyjama suits | 115 |
| Service shirt | 1 |
| Socks (pairs) | 733 |
| Stretcher caps | 15 |
| Ties | 4 |
| Towels | 412 |
| Ward shoes | 7 |
| Wash cloths | 14 |
| Wristlets | 2 |
| Children's dresses | 73 |
| Knitted cap | 1 |

As this is the last report, it might be of interest to include a complete record of what was done in the Red Cross rooms from September, 1914, to April, 1919:

This list is taken from annual reports of our Red Cross and includes work done

at Canadian Club and by the women in the Geological Survey.

| | |
|------------------------------|--------|
| Bandages | 3,176 |
| Bedsocks | 7 |
| Balaclava cap | 1 |
| Children's dresses | 73 |
| Comfort bags | 100 |
| Christmas stockings | 291 |
| Dressing pad packages | 14 |
| Fracture shirts | 114 |
| Gowns | 53 |
| Grey flannel shirts | 4 |
| Holdalls | 59 |
| Handkerchiefs | 1,174 |
| Helmets | 45 |
| Hot-water bag covers | 25 |
| Knitted cap | 1 |
| Knitted vest | 1 |
| Hospital shirts | 472 |
| Mouth cloths | 50 |
| Mittens (pairs) | 19 |
| Personal property bags | 252 |
| Pillow slips | 3,322 |
| Pillows | 26 |
| Pyjamas | 1,229 |
| Pyjama cords | 299 |
| Scarfs | 405 |
| Socks | 3,401 |
| Sheets | 228 |
| Surgical shirts | 91 |
| Sponges | 14,371 |
| Service shirts | 15 |
| Stretcher caps | 73 |
| Towels | 3,280 |
| Trench caps | 4 |
| Triangular bandages | 305 |
| Wristlets | 710 |
| Wash cloths | 61 |
| Ward shoes | 217 |
| Ties | 227 |

Total number of articles..... 34,205

MAUD C. RUSSELL,
Convener.

—CSFC—

Welfare Bureau

Your representative to the Welfare Bureau begs to report as follows:

In these days when we hear so much of "Federations" it is interesting to note that the Ottawa Welfare Bureau describes itself as "A Federation of Relief-Giving Organizations." The staff consists of an Executive Secretary, Mrs. Bryce M. Stewart, and two paid assistants who report monthly to a Board of Directors—25 in number—composed of the President, Mr. J. A. Machado, three vice-presidents, a treasurer and representatives from many affiliated societies as well as from the Board of Control.

Your representative attended the monthly meetings as well as special meetings held during the "Flu" epidemic.

This year the "Housing Problem" has received a great deal of consideration and much helpful work has been done along the line of bettering conditions.

During as well as after the epidemic special meetings were held and the many

cases of distress brought to the notice of the Bureau by various representatives were investigated, those left dependent being put in touch with the proper organizations, the Bureau doing "follow up" work to see that the organizations were dealing with the specific cases assigned them.

The aim of the Bureau is to so relate all cases of relief to some particular organization that overlapping may be prevented.

As you know, it was the contribution of \$15.00 per month made by our Women's Branch of the Civil Service Association which entitled us to representation on the Board of Directors. This contribution being made from our Emergency Box collections must necessarily cease with the closing of our Emergency Fund.

In presenting this report your representative would heartily commend this work to our new Executive with the hope that it may be able to evolve some plan for "carrying on."

MARTHA TURNBULL,
Representative.

—CSFC—

Soldiers' Correspondence

The Correspondence Committee reports that up to the end of November, 17,200 letters were addressed and mailed to wounded soldiers overseas. At that time it was decided to discontinue the work on account of so many of the soldiers being returned home.

About 1,600 replies to these letters were received and parcels containing whatever was asked for were sent to these men by the Soldiers' and Sailors' Comforts Committee of the Ottawa Women's Canadian Club.

JESSIE PARMELEE,
Convener.

—CSFC—

The Candy Booth

Everyone must feel a natural interest in the work carried on by the Perley Home, so when plans were laid for the annual Garden Party, on June 18th, the Women's Branch took charge of the candy table. Miss Nellie Casey convened the committee and the service responded so well to the appeal for candy or money donations that seventy-five dollars was the net result of the effort. The convener was assisted by the president, Miss Jessie Ross, Mrs. J. G. Lyon, Miss Ina Blackburn, and Miss Fidelia Duhamel.

General

"Hansard" for June 24 contains the following explanation of the reason for the doubling of the permanent military forces of the Dominion: "But does it follow that if we raise our permanent police from 5,000 to 10,000 men we are thereby going in for militarism to the ruin of our immortal souls? Following all great world conflicts there is necessarily a period of local and international unrest.. and I think it will be a strong antidote to some portion of the unrest if the Government of the country is able to guarantee protection to law abiding people."

When presidential and municipal equal suffrage became a fact the Knoxville Equal Suffrage League formally disbanded and merged into the Non-Partizan League of Knoxville, open to both men and women of voting age.

The total insurance carried by United States soldiers in the War Risk Bureau amounts to nearly forty billion dollars, the average policy being \$8,747. The total amount is more than two billion dollars larger than the total British national debt.

"For a generation or more to come," says the Finance Minister, "Canada may look forward to providing, say thirty-five million to forty million dollars per annum for pensions. In addition there will be the annual expense for maintenance of hospitals, convalescent homes, and other services established for the aid and comfort of our soldiers."

The number of farm tenants in Kansas has increased 40 per cent during the last eighteen years; the number of acres farmed by tenants 80 per cent during the same period.

The Washington-Philadelphia-New York air mail service recently celebrated its first anniversary. The number of letters carried has been 7,720,840 on which a revenue of \$159,700 was received. Since the expense of the service has only amounted to \$137,900 during the same period the undertaking has been a financial success, but curiously inclined people will perform a mathematical operation on the figures quoted and then compare the 2.1 cents per letter received with the six cents which it was necessary to pay for an air mail stamp. Were five million "franked" letters carried free?

Twelve hundred and five chests of opium, valued at 25 million dollars, were officially burned in China recently in furnaces erected for the purpose at Pootung. The ashes



were then put in baskets and thrown into the river.

Proportional representation has been recently adopted in the following European countries: Czecho-Slovakia, Switzerland, Germany, Poland, Hungary and France (for the chamber of deputies).

Housing conditions in England were shown to be deplorable in statistics presented to the House of Commons by J. C. Davison, M.P., who said that over 500,000 more houses would have to be built in England if the population were to be allowed to have one room apiece. As quoted in *The Public*, Mr. Davison gave the number of people in England who live in less than half a room apiece as 3,500,000; the number who have less than a room apiece as 7,060,000; and the number who live in tenements of from one to five rooms as 23,000,000. The housing conditions are shown also to be reflected in the infant mortality rates, that for unskilled laborers ranging from 150 to 250 per thousand while the rate for doctors was only 40 and the rate for the "middle classes" 77.

Public printing, legal notices, etc., are to be printed in but one paper in each county in North Dakota, and the official paper in each county is to be selected, every two years, by vote of the people at the general election.

Compulsory unemployment insurance was for the third time in the last three years voted down at a special council meeting recently held in London by British Trade Unionists representing 700,000 workers.

The death rate among illegitimate babies in England, and this involves only the illegitimate babies that have been registered, is double that of the legitimate children. This means that of the forty

Democracy

thousand annually registered in England ten thousand die during their first year, and that for five thousand of these no other cause can be assigned for death but the fact that they were born into a country where illegitimacy is penalized.

Labor

The following figures apply to Canada alone and are quoted from the Labor Gazette:

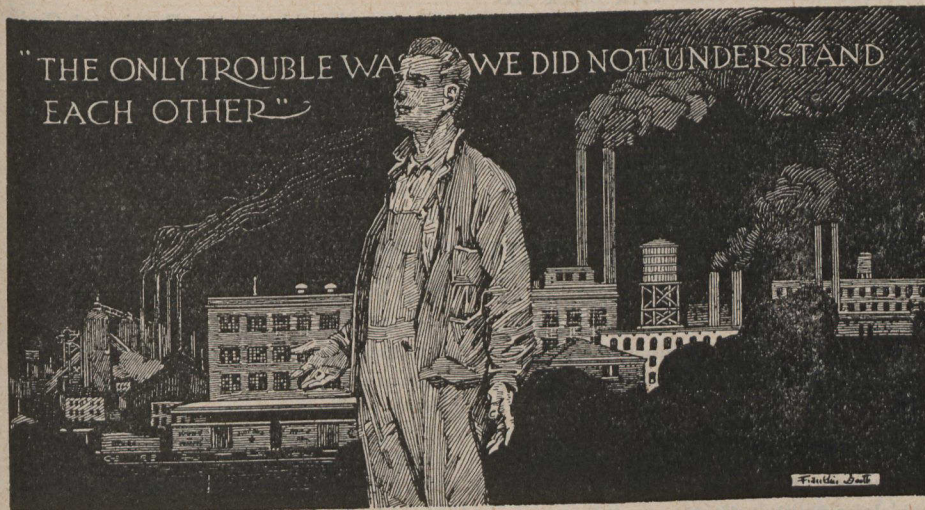
Percentage of unemployed among members of trade unions: At the beginning of May, 4.38; April, 5.62; March, 5.61.

Extent of industrial disputes: During May, 84 strikes, involving 77,688 workers, and resulting in time loss of 893,816 days; during April, 37 strikes, involving 12,415 workers, and resulting in time loss of 111,083 days.

Cost of living: Family budget at middle of May, 13.53; April, 13.35; March, 13.05. Index number for May: 284.1; April, 279.6; March, 277.6.

Changes in rates of wages and hours of labor: 63, affecting 48,398 workers during the first quarter of 1919; 46 of these increased wages, 2 decreased wages, and 11 shortened the hours of labor to eight or less.

The Canadian Labor Board of Appeal provided for by P. C. 1743 on July 11, 1918, was on May 1, 1919, discontinued, Council being of the opinion that the various movements now under way on the part of both employers and workmen with a view to improving the relations between their respective groups made the continuance of the Appeal Board unnecessary. It was felt that the Industrial Disputes Investigation Act provided the machinery



[From System]

in the Making

necessary for dealing with any industrial disputes that might arise.

The United States Department of Labor has issued figures showing that the labor turnover in the United States is 250 per cent; and Mr. Frank A. Vanderlip has estimated that the cost of this turnover to the manufacturing industries, and therefore to the people of the United States, ranges anywhere from two and a half to five billion dollars a year. Read the section entitled "The waste in firing men" in our Interpellation Columns.

The National Board of Farm Organizations, representing over three million farmers in the United States, have petitioned Congress to continue the United States Employment Service in order that farms may be adequately supplied with labor.

In Great Britain the farm laborers have organized the National Agricultural Laborers' Union, with over 2,000 locals and 100,000 members. They are endeavoring to solve the serious problem of securing adequate farm labor and have recently met in conference regarding the establishment of a six-day working week of 44 hours, with overtime when unavoidable at time and a half for week days and double time for Sundays.

Lord Northcliffe has put into operation for the *Daily Mail* a five-day week applicable to all brain workers.

Unemployment in the United States will cease before fall, according to Colonel Arthur Woods, assistant to the Secretary of

War, and the country will face a labor shortage of seven million men.

The women's section of the Saskatchewan Grain Growers' Association numbers more than four thousand.

The fortune left by F. W. Woolworth, who died recently, is placed at \$60,000,000. It is understood that the wages paid in nearly all of the stores of the Woolworth Company in the various cities vary from \$4.50 to \$7.50 per week.

Co-operation

There has been organized in the United States an Association for the Advancement of Co-operative enterprises.

For associations which do not desire to go so far as to transact a fraternal insurance business there are possible, at the present time, several types of group insurance. Representatives of several insurance companies recently presented to the Executive Council of the National Federation of Federal Employees in the United States figures showing that under the group plan members could obtain a very material reduction in the cost of insurance over what similar policies would cost an individual not connected with a group plan.

A co-operative stores company was recently organized in Vancouver, under the British Columbia Co-operative Companies Act, by the Great War Veteran's Association, the Army and Navy Veterans, the Comrades of the Great War, the British Campaigners, and the Provincial and Dominion Civil Service Associations.

The Winnipeg Co-operative Society was reorganized a little more than a year ago and is operating a large store with butcher, dairy, and grocery branches. Business has doubled in the past year and three dividends, in addition to the six per cent paid on the invested capital, have been paid. The shares are \$3.00 each, no person is allowed to hold more than 100 shares, and no shareholder has more than one vote in the management of the Society which is making rapid progress.

The Federation of Co-operative Societies in South Africa has established headquarters in London for the study of trade conditions.

There has been organized in New York City, by former students of privately owned preparatory schools, a co-operative preparatory institute planned to prepare students for college entrance examinations on a tuition fee just large enough to cover expenses. The 300 student co-operators are using one of the public school buildings.

It is announced that the returned soldiers and trades unionists of Cape Breton are about to unite in "what will be virtually a workmen's and soldiers' council" designed to limit the possibility of one being played against the other in movements involving changes in wages and working conditions.

In Russia there are 244 co-operative unions, numbering 8,876,263 members of local societies, and therefore embracing fully 36 million individuals. These form the body of the Russian Consumers' Co-operative Movement, officially represented by the Central Union of Russian Consumers' Co-operative Societies, with main headquarters in Moscow, but with branch offices in forty-one different provinces. In addition to the membership just mentioned, which represents just 48 per cent of the total population of Great Russia, another 15 million persons are served by the Central Unions' machinery for the distribution of goods, making altogether 51 million people out of a total population of 76 millions who have been drawn into the movement. Private enterprise in the distribution of all of the necessities of life has been completely abolished in Soviet Russia. *The Public*, from which this information has been secured, illustrates the method of working by stating that last July the Soviet had on hand two million pounds of tea for distribution during that month, and that of this amount 1,400,000 pounds were handed over to the Central Union as its share of the total stock in the general distribution. When the Soviet was

distributing 150 car loads of matches a month, the share of the Central Union amounted to 80 car loads.

Russia is credited with a co-operative bank that does a business of one billion dollars a year.

The Co-operative League of America, 2 West 13th St., New York City, has announced that it will soon issue a pamphlet thoroughly covering the housing problem and presenting practical methods for its solution.

Plans are under way for the Federation of the English-speaking rural women of Great Britain, Canada, and the United States.

The British Co-operative Movement embraces 2,500 societies with a total membership of over 3,500,000 persons and a total share, loan, and reserve capital of \$375,000,000. It has its own factories and wholesale societies, and the latter have recently issued a loan of \$12,500,000 for the purchase, in foreign countries, of land capable of producing raw materials for direct importation. They already own 10,000 acres in Saskatchewan. The total turnover last year was upwards of \$1,475,000,000 and the amount divided among the purchasers was over \$80,000,000.

Natural Resources

The total estimated water power of Canada is estimated by Prof. J. C. McLennan at 18,800,000 horse power, divided roughly among the provinces as follows:

| Province | P.C. | H.P. |
|---|------|-----------|
| Quebec | 32 | 6,000,000 |
| Ontario | 31 | 5,800,000 |
| Man., Sask., Alta., and N. W. Terr. | 18 | 3,500,000 |
| British Columbia | 16 | 3,000,000 |
| Maritime provinces | 3 | 500,000 |

About 12 per cent of this is actually developed, or 2,305,310 horse power. Canada exports over 200,000 of this horse power to the United States and imports annually an equivalent amount of coal to run her factories!

Privilege

It is reported that New Zealand is considering the possibility of preventing an increase in the cost of bread by subsidizing the millers. The "cure" is estimated to cost, for the first year of its operation, a sum large enough to buy new machinery capable of grinding all of the flour that will be used.

Two seats on the New York Stock Exchange recently changed hands for a cash consideration of \$85,000.

Monopoly

The Chinese Minister of Communications has brought down a return showing that the Government Railways have earned, during the years 1916 and 1917, a surplus amounting to one third of the total revenue. The actual figures are a surplus of \$20,726,755 out of a total revenue of \$62,761,720 in 1916, and a surplus of \$21,630,195 out of a total revenue of \$63,873,703 in 1917.

The Boston Elevated Railroad charges an eight-cent fare and has issued a statement claiming that for the month of April the cost of carrying each passenger was nearly two cents more than the amount received.

The Canadian Commission of Conservation has announced that there are in Canada 358 privately owned electric light and power plants, and 207 municipally owned plants.

A merger of eight independent packing houses, capitalized at \$165,000,000 and organized to operate in the United States and Canada has been announced.

Civil Service

The British National Joint Committee has been considering the application to the civil services of the so-called Whitley system for preventing or settling differences between employers and employed. It unanimously recommends the establishment of a national council of 54 members, appointed half by the government and half by groups of staff associations, with subsidiary departmental councils and district committees and an office or works committee.

Because there was found to be an average difference of \$1.52 per day in the pay of the clerical workers in the United States navy yards as compared with the mechanical forces whose wage scales have been adjusted by wage boards, it has been decided as the result of negotiations between the Navy Department and the National Federation of Federal Employees that there shall be wage boards to recommend adjustments of pay of the clerical employees. These wage boards, one for each yard, are to be composed of three persons, two of whom shall be representatives of the yard and one of whom shall represent the employees concerned.

The membership in the Provincial Civil Service Association of British Columbia now exceeds 1,100 and includes ninety per cent of the total number employed by the Province. They are co-operating with the Dominion Civil Servants and various Returned Men organizations in a co-operative enterprise located in Vancouver. (See the note under "Co-operation").

The Victoria Branch of the Provincial Civil Servants' Association of British Columbia has voted overwhelmingly in favor of affiliation with organized labor.

Education

California has passed a bill providing that industrial workers under eighteen shall be given at least four hours' class work a week between the hours of 8 a.m. and 5 p.m.

Columbia University has announced the establishment, for the 1919-1920 school year, of two sets of admission requirements; one of which requires proof of brain power rather than stock of knowledge.

In the United States the organization of public school teachers is proceeding so rapidly that the American Federation of Teachers is issuing a new charter every other day.

It is proposed that there be established in the United States a Department of Education and that the cabinet be increased to include a Minister of Education.

The new salary scales proposed for school teachers in the State of New York for the coming year will cost the State more than five million dollars and the city of New York a sum variously estimated at from nine to twelve million dollars.

The English Education Act, 1918, embodies, according to the *Monthly Labor Review*, the spirit of reconstruction and will result in a complete change in the principle and method of national education in Great Britain.

P. S.—If you would like to read this kind of information in the original, and in much greater quantity than we can hope to give in a monthly magazine, read *The Labor Gazette*, *The Public* (New York), *The Grain Growers' Guide* (Winnipeg), *The Veteran*, *The Canadian Rail-roader* (Montreal), etc.

At the Sign of the Wooden Leg

Your
Humble
Servt.
Silas
Wegg

Replanning the Planets

I SAT unsphering Plato ere I slept. In other words I had spent a busy evening over that popular publication entitled "Meyers' Miraculous Mirage, or The Civil Service as seen from a Distance"—which is supposed to lend enchantment to the view—and had taken as a chaser a chapter from Sir Robert Ball's "Story of the Heavens." This mixture of Young's "Night Thoughts" and astronomy had a strange effect on me. Lobster and mince pie often act the same way. I dreamed that I had been commissioned to re-organize the solar system. I still believe I would have made a good job of it, but ere I had essayed a fair start on Mercury, to whom I was transferring one of Jupiter's surplus satellites, a crowd began to gather around me, and the inevitable comments and suggestions put me all to the bad.

You would like to know, perhaps, who they were that came thronging to the circus of my dreams. There were present, the honorable Anti-Kammia Maclean, the honorable Mrs. Silas Wegg, Silas Wegg, junior (supply "honorable" before each name as desired), Frank Grierson in his robes of office, Dear Tom Burns, carrying a jimmy, whether for the opening of trunks or the federal treasury I was not sure, J. C. O'Connor, who eclipsed the moon twice when asking for special information, the president of the Postal Clerks' Association, and a number of more or less known civil servants, who every time a shooting star came across the line of sight asked, "Is that the bonus?"

The honorable A. K. (we will dispense with his full medical title) was the first to make an objection to my scheme of reorganization. Was I sure, he asked, that I was following the orthodox lines of promotion in transferring one of Jupiter's moons to Mercury. The latter was too small a body to have a satellite, except it take on one of the planetoids or a meteor. Jupiter's well-organized system, recognized by succeeding governments, should not be interfered with for the gratification of a member of the solar family whose sole claim for recognition was his propinquity to the Sun. The interior planets should not be glorified at the expense of the exterior bodies.

Here Mr. Burns interrupted the Minister to inquire if the latter's words were to be

taken as favoring a perpetuation of the distinctions between the Inside and the Outside services. If so, he would enter a protest. The Jovian moons had been on the outside service for a long time and had suffered on that account, being deprived of their rightful amount of solar light and heat. Why not try an experiment along the lines proposed by Mr. Wegg? Too many officials in the outports of the solar system were being deprived of the genial influences of the central positions.

Mr. O'Connor asked if Mr. Burns thought that having to endure year in and year out the blistering effects of the sun's rays could be set down as a privilege. There had been much said in times past about proximity to the sun being a benefit, but Mercury had to live under a pitiless publicity that more than compensated for the rapidity of growth supposed to be assured by his position.

The matter might be adjusted, said Mr. Grierson, by expanding Mercury's orbit, so that the period of revolution—

But he got no farther, for a cry of "Bolshevik" from some of the older civil servants, who had heard the word "revolution," quite downed the controversy for a time. All this while the moon that I had started inward on its way from Jupiter's sphere was in danger of disruption through contact with the Earth. I pleaded for immediate action and less discussion, the hour being late. It was decided to leave Mercury where he was with the grading of a private secretary of the sun. Mrs. Wegg, however, secured the passage of an amendment by which free trade was established between the Earth and Mercury so as to secure access to the vegetable markets of the planet that had four springs to every one of ours. It will be so nice, she said, to have new potatoes in January. No one objected. Ours was not a Cost-of-Living Committee.

Mr. Grierson then remarked that he had often regretted the lack of eccentricity in the orbit of Venus. He thought that eccentricity should be made a distinguishing mark of planetary excellence.

Mr. Maclean demurred! He had observed a marked eccentricity about some members of the Civil Service of Canada and—he had no reference, of course, to any of the *Civilian* staff,—he was of the opinion that the lack

of it was rather to be taken as a guide in upward grading than otherwise. Some of the minor planets had very elliptical orbits, and he would move that the committee—my visitors had taken charge of operations entirely by this time—should proceed to consider their case. There should not be the pronounced differences between perihelia and aphelia that we now have. Now, the minor planet Eros when east of the sun is some millions of miles farther away from him than when he is west of the sun.

This gave the president of the Postal Clerks' Association his chance. He was all for equalization of the East and the West. Civil servants in dreamland interrupt cabinet ministers more freely than they do in actual existence; so the honorable A. K. was left to draw diagrams providing for circular orbits applicable to four or five hundred asteroids while the Postal Clerks' representative kept the floor,

Silas Wegg Junior here asked me who was the man who was doing the talking. I told him it was Mr. Cantwell. The boy fell asleep soon, muttering, "Mr. Cantwell can't well make the planets' orbits cant well," and that was all the aid we got from him that night.

When the discussion resumed its orderly course, and we came to where the Earth stood in this matter of reorganization, there was not much divergence of opinion. We were all for the good old *status quo*. It is well enough to disturb the relations of our neighbors and rearrange their family affairs on a scientific plan, but let us not be too hasty in revolutionizing what too immediately concerns us. Home Rule for Ireland, or sovereignty for Poland, is easily put in operation from across the seas. It is another matter when we have to map out the duties and functions of a branch of the Department of Wayside Ditches. Thus it was we held to that help of the helpless, the ever present refuge of the feeble minded and weak kneed—*status quo*. We knew that the axis of the Earth should be straightened so that the Pole Star should be exactly due north, we knew that there was a bulge at the equator that made a pound of sugar weigh less there than at the poles, but we had none of us the courage to interfere.

Even our Moon escaped without much



Delecto Assortment

The rich, smooth, chocolate coating is delicately flavored to harmonize with the flavor of the centre — *Try Them.*

Ganong's  Chocolates
— *The finest in the land.*

EVER SINCE THIS COMPANY WAS FOUNDED IN 1855

Its Motto Has Been
"SERVICE"

Customers have recognized this and their numbers have constantly grown. The original "traders" would not recognize the present store nor credit the present volume of business, so greatly has it grown, but their children and their children's children are among our most valued patrons.

If we have never had an opportunity of Serving You, we hope to have in the near future.

SUMNER COMPANY

MAIN ST. MONCTON, N. B.

WHOLESALE AND RETAIL DEALERS IN

Shelf and Heavy Hardware, Stoves and Ranges, Paint, Oils and Varnish, Glass and Putty, Electrical and Plumbing Supplies, Sporting Goods and Automobile Accessories, China, Cut Glass, Silver and Kitchenware.

**Canada Brush Co.,
Limited**

MANUFACTURERS OF

Brushes

OF ALL DESCRIPTIONS

OFFICE AND FACTORY:

CORNER DUKE AND CROWN STREETS

ST. JOHN, N. B.

Morrison & Co.

**WHOLESALE
GROCERS**

Manufacturers of

**Signet Brand, Essences
and Spices**

AMHERST, NOVA SCOTIA

**Where there's a
-- WILT --
There's the Way**

**QUALITY
SERVICE**

The largest exclusive manufacturer
and producer of High-Grade Drills in
Canada---Quality and Quantity

**Wilt Twist Drill Co.
of Canada, Limited**

WALKERVILLE, ONTARIO, CANADA

Pritchard-Andrews Co.

ENGRAVERS AND DIE SINKERS

MEMORIAL TABLETS

for Churches and Halls

IN BRASS OR BRONZE SEND FOR CUTS

264 SPARKS STREET - - OTTAWA

**Victoria Foundry Company,
Limited**

Engineering, Machine and Foundry
Contractors

Patterns, Castings, Forgings, Heat
Threading

OTTAWA, CANADA

tinkering, although some amateur gardeners endeavored to have her movements so adjusted that we could have wet moons when our gardens needed moisture and dry moons when there was an excursion under way. One of the unnamed civil servants wished to know if we could not arrange for more blue moons, since it was only once in a blue moon that any of us ever got promotion. This matter was left with Mr. Maclean.

We were more at home with the rings of Saturn. Mr. O'Connor came out strong for "busting the rings." The Saturnian influence was too strong. Mr. Burns dissented. It was another interference with the Outside Service. He urged that the rings be made a matter of special legislation since they could hardly come under the regulations in regard to satellites. Mr. Grierson sought to effect a

compromise. He would maintain the ring system as an entity independent of any planet, but it was feared that he intended to turn it to some ulterior use in connection with *The Civilian*, so we talked about Saturn and did nothing. Our loose organization had now become a Civil Service Committee in almost every respect.

Somewhere in the outer spaces of our system wander Uranus and Neptune. Stars of beauty and magnificence they appear to dwellers on Jupiter and Saturn perhaps, but the unaided eyes of Earth dwellers cannot see them as they travel on their huge orbits about the sun. So there are members of the Civil Service, tide waiters and inspectors on far fields, who do their yearly rounds unobserved from Ottawa. They have their worries, their hopes, their problems. But little does the ordinary Inside official think

about them. He lacks a telescope, that is, he has no imagination. Our committee did not intend to overlook them I am sure, but ting-a-ling-rh-rh-bang the alarm clock rang the knell of parting night, and I heard Mrs. Wegg call from somewhere downstairs, "It is time to start a fire in the kitchen stove." I, who had been playing with suns as with marbles, to lay kindling wood in a cast iron box and strike matches on a stove-pipe!

P.S.—To understand this article one needs such knowledge of astronomy as can be obtained from the front pages of a public school geography, and such knowledge of Civil Service conditions as is afforded by certain reports recently presented to Parliament. A university education is not imperative, but it would be very unwise to force small children to attempt to master the principles involved.

—CSFC—

The Classification

The classification of the Service has been a big job; it must be treated in a big way. It will not do to oppose lightly or for ill-considered reasons, a constructive piece of work involving months of effort on the part of sincere people interested solely in building up a framework upon which the Canadian Civil Service of the future may rest.

We must realize that the Civil Service of Canada is growing fast, that it will continue to grow, that it can not grow properly without classification, and that for every month in which it does just grow the problem of classification becomes increasingly difficult. Not only this but classification is the first essential. There must first be interdepartmental uniformity, a fixed relation between titles and positions, between salaries and responsibilities, before there can be equal opportunity or reward for merit. These are essential if we are to secure or retain an efficient personnel in the public service.

Those civil servants who feel that they suffer by the classification which has been prepared are assured that the machinery for making any needed changes in the classification is in working order and at their disposal for the asking. They have, therefore, the opportunity of sinking temporary self interest in what is permanently best for the Service. We have always claimed that this was our aim, that this was our reason for organization; we have a chance to prove it.

Objection has been raised to the clauses in Bill 136 repealing the rights of civil servants to the future increases they would have received under the old classification, and providing that advances within a rank shall be subject to favorable recommendation. These new provisions are open to serious objection if they lead to favoritism of whatever kind in the bestowal of the recommendations, but I

shall attempt to prove that with this exception the objections that have been raised are not entirely valid, and that the new provisions are important from the standpoint of what is best for the Service.

First, with regard to the right to future increases up to the present maximum: the old act did not apply to the entire service, therefore the repeal of a provision granting continued increases to a part of the service will promote uniformity within the service. This principle of equal pay for equal work is fundamental, and it would certainly seem as if the right to receive the former salaries were a sufficient recognition of any principle of vested right.

Moreover the right to automatic future increases to some only of a service which does not now provide automatic increases for the rest would automatically benefit those employees who were considered to be already overpaid. This would not contribute to *esprit de corps*.

Next with regard to the provision that advances shall be subject to favorable recommendation: if the new act and the classification is to do anything more than introduce the principle of equal pay for equal work it is to provide opportunity for advancement to the civil servant who desires it and is worthy of it. Both of these principles are essential to our *esprit de corps*. We believe that the principle of advancement for seniority rather than merit is largely responsible for the present condition of the service and are glad to see the principle of automatic annual increases replaced by one which will enable a chief to reward the efficient members of his staff. This principle, applicable to the entire service, far outweighs the local and temporary disadvantages that may arise from inefficient chiefs.

We are much more concerned over the facts: (1) that Bill 136 provides for the lay-off during slack seasons of competent employees and does not provide for the superannuation of the aged and incapacitated employees; (2) that Bill 136 provides for removals without providing for trial boards by means of which Government may hear both sides before passing upon the right or the wrong of a recommendation for dismissal; (3) that Bill 136 provides for future alterations in wages and conditions of employment without providing for some method of bringing the employees and the Government together before such decisions are reached; (4) that Bill 136 accompanies a classification admittedly based upon normal conditions and admittedly inadequate to meet the present condition of high prices without providing for the necessary bonus.

If any of these things (superannuation, trial boards, Whitley Councils, bonuses) were unfair, either to employer or employee; if any of them were new or untried; if any of these things had not been placed before Government by the employees concerned; if any of these things had not been recommended to Government by the Civil Service Commission and the Classification experts; or if the bill contained no provisions suggestive of the necessity for each of the four we might be inclined to be more charitable with legislation that should put them off till a more convenient season. But none of our suppositions are correct. We therefore earnestly hope that Bill 136 will be amended in accordance with our suggestions, but we feel that the present passage of the classification and its attendant legislation is essential to the efficient administration of the Civil Service.

Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

JOHN McDOUGALD DEAD

By the death of John McDougald, C.M.G., Commissioner of Customs, who died in Halifax on June 14, the Canadian Civil Service loses one of the best-known of its officials of high rank.

Mr. McDougald was one of the oldest Deputy Ministers in the Service, having been the permanent head of the Department of Customs since 1896. Prior to that time he was prominent in public affairs as Member of Parliament for Pictou, N.S., his native county, which he represented in Ottawa for fifteen years.

Mr. McDougald had been entrusted by the Government with many special missions, membership on Royal Commissions and boards of inquiry and investigation. He was one of the Canadians sent to Washington to arrange the details of the Reciprocity proposals of 1911.

Born in 1848, Mr. McDougald's advanced years did not deter him from carrying the full burden of office. Long hours at his desk and intense application to his work were the rule of his life until within ten days of his death.

He went to Halifax on a semi-official trip and was stricken with paralysis shortly after his arrival there. He survived the stroke but five days.

The funeral was held in Ottawa on June 18, and was attended by a great number of public men and leaders in the business world from all parts of Canada.

Mr. McDougald is survived by his widow and one son, R. Bryson McDougald.

—CSFC—

COL. HUTCHISON GONE

Colonel William Hutchison, Exhibition Commissioner, one of the most enterprising special officers in the Canadian Public Service, died on June 17, aged seventy-five years.

He was born in Scotland, came to Canada when a boy, and was in business in Ottawa for many years. He was the father of the electric street railway system of the Capital and was repeatedly elected to municipal office. He also represented the city in the Dominion Commons for one parliament.

His career as an exhibition specialist began with his connection with the Central Canada Exhibition, Ottawa. He was a director for seven years and president for eleven years, and it was during that time that the

exhibition took a leading place among permanent annual fairs and was provided with grounds and buildings suitable to its requirements.

In 1901 Mr. Hutchison was appointed Exhibition Commissioner and his first big show outside of Canada was the Canadian exhibit at the Pan-American Exhibition at Buffalo in that year. From that time until 1917 he managed great displays of Canadian products and resources in Japan, France, Belgium, England, Ireland, and the United States. Canada had a big exhibit at every important show during those years and the Commissioner produced some new and striking feature for every occasion.

In 1904 he was decorated by the Emperor of Japan with the Order of the Rising Sun and made an honorary Colonel of the Japanese army. He also received the Order of Leopold from the King of Belgium and the Order of the Crown of Italy from the Italian king.

Colonel Hutchison is survived by his widow and two sons.

—CSFC—

CHARLES N. MacDONALD

Contributed.

In the passing away of Mr. Charles N. MacDonald, Paying Agent at New Westminster, B.C., on the 28th April last, the Department of Public Works has lost one of its oldest, most conscientious and most efficient public servants.

Entering the Service in 1874, Mr. MacDonald served in subordinate grades, always with a creditable record, and, in 1913, upon the establishment of the separate Paying Agency to deal with all works of the Department in British Columbia, he was selected as Chief of that office. In carrying out the duties of this responsible position, which involved expenditures of from one to two millions per annum, his course was marked by good judgment and constant devotion to the interests of the Department.

—CSFC—

OBITUARY

NOLAN—On May 18, Michael Nolan, father of T. J. Nolan, of the Post Office Department.

GOODALL—On June 7, E. N. Goodall, father of Charles Goodall, of the Department of the Naval Service.

PLATO—At Fort Erie, on June 8, Henry Plato, father of Emerson Plato, postmaster, aged ninety-five years.

WHITTIER—On June 10, A. Charles Whittier, of the Customs, port of Ottawa, aged fifty-nine years.

DEROME—On June 13, Ethel G. Derome, daughter of Charles E. Derome, of the Department of Railways and Canals.

McDOUGALD—In Halifax, on June 14, John McDougald, C.M.G., Commissioner of Customs, aged seventy-one years.

COBURN—In Montreal, on June 16, Alex. H. J. Coburn, of the Railway Mail Service, Ottawa.

HUTCHISON—On June 17, Colonel William Hutchison, Exhibition Commissioner, aged seventy-five years.

MOONEY—On June 22, Joseph Edwin, son of A. A. Mooney, of the Post Office Department.

—CSFC—

PERSONAL

Beatrice Cecelia, daughter of W. J. Lynch, I.S.O., and Mrs. Lynch, was married on June 3 to Major A. L. MacDonald, of the Headquarters Staff, Department of Militia and Defence, formerly of Stellarton, N.S.

Laurence Bradley Kingston, lately Adjutant 9th Brigade, C.F.A., son of Mr. and Mrs. A. G. Kingston, Ottawa, was married on June 4, in Hamilton, to Lilian Elise Weller, daughter of Mrs. H. S. Dean, of Peterboro.

Inspector F. H. French, of the Royal North West Mounted Police, has been awarded the I.S.O.

F. J. George, for thirty years treasurer of the Ottawa Letter Carriers' Association, has retired on superannuation, and G. A. Dixon, for twenty-five years the association's secretary, has transferred to another branch of the Service. As a testimony of appreciation of long and faithful service, each received a silver-mounted umbrella from their old associates.

Ronald H. McNabb, of the Post Office Department, was married on June 25 to Edna L., daughter of Mrs. M. L. McKechnie.

The marriage of Harold B. Sifton, of the Department of Agriculture, and Jean E. Mitchell, of the Department of the Interior, was celebrated at Lansdowne, the bride's former home, on June 25.

President Grierson on the Civil Service

Mr. Michael Steel, M.P., Chairman, House Committee investigating the Civil Service.

Sir: I regret that I am physically incapacitated for the moment from responding to the instruction to attend the Parliamentary Committee issued to me through Mr. Walter Todd. As I believe your committee affords the organizations of the Civil Service a most exceptional opportunity, I have ventured to prepare a short memorandum on matters that may appertain to your inquiry in case you may see fit to accept evidence submitted in this manner.

I desire first of all, on behalf of civil servants, to express the sincere gratitude and appreciation we have all experienced in the passing of the Civil Service Act of 1918 and all that is comprised in that Act, and we enjoy a similar feeling of pleasure in the knowledge that the Prime Minister has announced that the Purchasing Commission is to become a permanent Department.

Perhaps you will permit me to point out that the function of civil service organization is two-fold:

(1) To facilitate the formation of associations of civil servants so that their views as a whole may be co-ordinated and so that if necessary the status of Civil Servants as a class may be protected.

(2) To co-operate in every possible way with the Government in the setting up of a model system of Public Ownership in Canada.

I beg to offer a few suggestions as follows:

(1) Treating in this brief memorandum rudiments and fundamentals only, I would first of all suggest that the highest purposes of the state would be served were it possible for all classes to be represented in Parliament by nominees of themselves, who, with the fullest first hand knowledge, might as required adequately represent the point of view of their electors. The service, for example, has many friends in the House of Commons to whom we are under a great debt, but a civil servant or other person specially informed and inspired to speak on their behalf would seem to many civil servants to be very desirable. The introduction of the principle of "proportional representation" would furnish the means for the adoption of the principle I have outlined.

(2) Whitley boards or councils have been introduced both in the British and

United States navies. This democratic method of discussing scales of wages and working conditions from time to time would be most advantageous.

(3) Trial or appeal boards are in vogue in other countries. In Canada civil servants are the only class who are denied the right of appeal against injustices real or imagined.

(4) It is generally admitted that there is an overmanning of the service. This condition entails a double loss, viz:— In the waste of money capital and in the waste of physical and mental capital in the case of persons whose energies are not fully engaged. This condition handed down from other times is difficult to overcome. The congestion may be relieved by arbitrarily stopping all new appointments (except technical ones) for an indefinite period and utilizing the surplus which may exist in various departments and concurrently putting into effect a superannuation act.

(5) The necessity of superannuation in public service organization has been established time and time again and no doubt the actuaries will give evidence on this subject. Civil servants are debarred by the nature of their occupation from amassing the wealth needful to provide for old age.

GUARDING THE GATES

Now and again, during the years of war, some occurrence that was reported in the newspapers gave the public a peep at the great work accomplished by the unsleeping vigilance of the officers of the Immigration Service in apprehending alien enemies and keeping them under control. Canada's marvellous immunity from bomb outrages and incendiary fires, such as were common in the United States, was due in no small measure to the alertness of these civil servants. On his retirement from the Chief Commissionership of Police of Canada, Sir Percy Sherwood testified to the great aid to his work that had been given by the Immigration inspectors.

Execution of the Order-in-Council excluding the Hutterites rests upon the Immigration force and brings them to public notice once more.

During one week, recently, two statements in the press, from far separated points paid tribute to the work of the fron-

(6) Temperamental and psychological vocational appointment and adjustment. The idea involved in this suggestion, that round pegs should be put into round holes, is not new though it is undeveloped, and it has been practised and has made considerable progress in other countries.

(7) It has been stated that large organizations of business involve the piling up of masses of routine work. Interest might be aroused to offset the ennui and lethargy of the deadly routine by

(a) A more generous distribution of responsibility;

(b) The interchangeability of the duties of office where possible.

In the brief space of time permitted to me, these few notes are all time allows me to present to your committee.

In conclusion I would just point out that the management of the Civil Service before the great reform was often unbusinesslike and not always creditable.

This condition has been keenly felt by patriotic civil servants. What surer criterion can there be of a nation's conscience than the reputation established by the trustees who carry on the nation's work by means of the Civil Service? Civil Service Organizations desire to help in a humble way by suggested idea or by active co-operation in bringing to Canada the honor of carrying on the best national service in the world.

F. GRIERSON,

President,

Civil Service Federation of Canada.

tier guardians. At Niagara Falls, during the last quarter of the fiscal year, 1,380 persons seeking entry into Canada were held for examination and no less than 1,005 were adjudged to be undesirables and were returned whence they had come. At Vancouver, forty-one Chinese, claiming admission as students, all passengers on one ship, were found to be impostors, as were also three who claimed to be farmers. All were deported.

More publicity of the work of the Immigration staff would lead to a better understanding of their great services to Canada.

Keep in your heart a shrine to the ideal, and upon this altar let the fire never die.—
Elbert Hubbard.

God will not look you over for medals, degrees, and diplomas, but for scars.—
Elbert Hubbard.

The P. O. D. Mutual Benefit Association

A REVIEW BY THE SECRETARY

THE fortieth anniversary of the Post Office Department Mutual Benefit Association of Ottawa would seem to be a fitting time to review its history, and it may be interesting to the present membership to know something of the early days of an organization which has grown to a respectable size, there being to-day a membership of 502.

Until the year 1886 the Society was known as the Post Office Department Benevolent Society, but in that year it was decided to change the name to that at present held, the "mutual" feature being one that appealed to the membership.

Established in January, 1879, the Society began operations with a membership of 80, and during 1879 fourteen new members joined and five withdrew, leaving the membership 89 at the close of the year. No deaths occurred during 1879. The first annual statement, submitted in January, 1880, was a very modest-appearing one (done on a cyclostyle) and stated that "The monthly contributions have increased during the year from \$27 to \$30." In another place it stated: "The amount in the Post Office Savings Bank on 16th January, 1880, is \$343.00, and this, with cash on hand, plus interest, made \$349.68 available to meet death claims." This statement was signed by Mr. W. H. Harrington (deceased) as Secretary, and was certified to by Mr. J. Cunningham Stewart (deceased), Supt. Savings Bank Branch, as being correct. In these days deductions were made from salary cheques based on salaries paid, 3 cents, 4 cents, and 5 cents per month on each \$100 of salary for all under 35, from 35 to 50, and over 50 years of age, respectively. Although the amount of deductions from pay cheques underwent slight changes afterwards, this form of contribution by members continued until 1st July, 1914, when Mr. A. D. Watson, B.A., established the Association on the present rates, the change having been ratified at a meeting of members when the actuarial basis of payment was largely supported.

In February, 1883, the Civil Service Mutual Benefit Society, through its Secretary, Mr. J. W. Peachy, approached the Post Office Department Benevolent Society with the object of effecting an amalgamation of the two organizations, but after due consideration the proposition was rejected, the plan not meeting with general favor.

During the first few years the amount paid to beneficiaries was limited to \$200.00 at death of a member, and it was not until the amount in the savings bank reached \$1,000.00 that \$250.00 was paid, this first being done in 1886.

In a memorandum issued to members in 1894 the following paragraph appears:

"The benefit derived from this Association was not intended to be an insurance but simply a means of providing for the payment of a sum of money to the family of a deceased member at a time when it is most needed, and to do away with a practice at one time prevailing, almost generally, in the Civil Service, of asking its members for a contribution towards defraying funeral expenses."

It will be seen from the above that the Society really was brought into existence to meet a contingency that had become so frequent and unwelcome as to make, to use a common phrase at the time employed, the "passing of the hat," a thing that called for action of some kind.

Several attempts have been made in the history of the Society to increase the amount of the benefit, some no doubt well-meaning members being anxious to make \$300.00 the sum payable at death. So urgent was the agitation in the year 1894 that it was considered expedient to throw out a warning to the membership to the effect that "the sum now paid seems to be as much, if not more, than the Association is warranted in paying, taking into consideration that, so far, the calls on the fund have been unexpectedly few, that a heavier death rate must naturally be expected for the future; that a large proportion of members are over 50 years of age, and that the health of others is precarious." Again, "the fact of there being an apparently large fund available to meet death claims should not be taken advantage of to increase the benefit but should rather afford the opportunity of endeavoring to place the Association beyond any risk of future contingencies."

Mr. Arthur Lindsay was made Secretary in 1880, and he continued to act in that capacity until January, 1902, the time of his decease.

Other well-remembered members of the Association, besides those already named, who have rendered good service to it in the early days are: D. Matheson, Wm. White, G. F. Everett, W. J. Barrett, S. S. Thorne, W. D. LeSueur, James Plunkett, W. H. Smithson, A. Bolduc, E. L. Banel, Walter

Rowan, P. E. Bucke, and Capt. Rance, all deceased. A goodly number of the "Old Guard" still enjoy the luxury of living in these strenuous times, amongst them being Major John Walsh, J. Harvey Spencer, J. H. Fairweather, John Chamard, J. Carter, Sidney Smith, I.S.O., T. McGrail, H. S. Shaw, W. J. Glover, W. E. Bennett, W. J. Beatty, G. H. Hayes, R. Greenfield, W. H. Eagleson and others.

The present trustees of the Association are Dr. R. M. Coulter, E. J. Lemaire, and F. E. S. Grout, and these members have taken a keen interest in the affairs of the organization at all times.

Mr. W. T. Wilson, also one of the Old Guard, is President of the Association, and has acted in this capacity for over four years, the members evidently feeling that the administration of its affairs is safe in his hands.

At the time of Mr. Lindsay's death Mr. W. J. Beatty was elected Secretary and he performed the duties thereof until the close of the year 1914, when Mr. W. A. Code was elected to the office.

The following table will show the number of deaths which have occurred since the establishment of the Society, year by year:

| Year. | Deaths. | Year. | Deaths. |
|-----------|---------|-----------|---------|
| 1879..... | None | 1899..... | 3 |
| 1880..... | 1 | 1900..... | 5 |
| 1881..... | 2 | 1901..... | 2 |
| 1882..... | None | 1902..... | 9 |
| 1883..... | 1 | 1903..... | 3 |
| 1884..... | None | 1904..... | 2 |
| 1885..... | 4 | 1905..... | 2 |
| 1886..... | 3 | 1906..... | 2 |
| 1887..... | 3 | 1907..... | 4 |
| 1888..... | 4 | 1908..... | 6 |
| 1889..... | 2 | 1909..... | None |
| 1890..... | 3 | 1910..... | 1 |
| 1891..... | 1 | 1911..... | 2 |
| 1892..... | None | 1912..... | 4 |
| 1893..... | 1 | 1913..... | 3 |
| 1894..... | 3 | 1914..... | 7 |
| 1895..... | 4 | 1915..... | 4 |
| 1896..... | 4 | 1916..... | 2 |
| 1897..... | 3 | 1917..... | 8 |
| 1898..... | 1 | 1918..... | 11 |

It will be seen from the foregoing that there have been 120 deaths since the Association was formed, up to the 31st December, 1918, which would indicate a comparatively small death rate when the conditions under which members are received into the Society are considered, there being no medical examination required except in cases where such may be deemed necessary in the

light of information furnished regarding the applicant's health and habits.

During 1918 there were eleven deaths, the highest in the history of the Association. Only in 1902, when nine deaths occurred, did the number approach that of 1918. The average death rate in the 40 years of operation has been 3 a year, which may be considered a fortunate record.

The amount paid to beneficiaries of deceased members during the forty years (including \$166.00 paid in bonus-additions) is

\$29,335.50, and it does not take a great stretch of imagination to see what relief this sum has provided to bereaved families at a time when a little ready money was most welcome.

In conclusion it may be remarked that the Post Office Department Mutual Benefit Association has fully justified its existence, and the hope is expressed that it may go on in its efforts to alleviate distress in the Department long after its present membership has passed to that bourne from which no traveller returns.

bald Bulman, mail transfer agents, Vancouver district; Michael Aloysius Kelly, sorter and messenger, Ottawa.

Public Works.—R. J. Johnson (R.S.), caretaker, Milltown, N.B.; Frank E. Purdy (R.S.), telegraph service, Victoria, B.C.; W. C. Hobbs (R.S.) and J. D. P. Fahey, messengers; J. H. Searls (R.S.), caretaker, Norwich, Ont.; Wm. Gallagher, Jas. Steel and Leon Boiteau, cleaners, Montreal; Frederick Crump, cleaner, Toronto.

Railway Commission.—Gladys Fitzgerald.

Trade and Commerce.—Marian Walsh and Grace Tunnoch.

Promotions

Agriculture.—Joseph Burgess to 1B.

Customs and Inland Revenue.—(From clerk to senior clerk of Customs) H. McCormick, G. M. Rose, A. T. O'Donoghue and E. E. Ross; H. W. Johnston, Calgary; R. Sutton, Winnipeg; J. E. Mackey and J. E. Hills, Halifax; A. F. Craig, Montreal; Wm. Dickson and W. F. Locke, Hamilton; R. D. E. McMahon, S. C. Johns, D. H. Elliott, B. P. Duffy, H. F. Devlin, Jas. Brown, G. E. Adams and R. S. Stark, Vancouver; A. McDonough, New Westminster.

Interior Department.—R. A. J. McIsaac to 2A; Miss M. I. McDermott, H. O. Bompas and Miss M. E. V. Neilson to 3A; E. F. Drake to 1A; J. H. Buckham to 2A; Miss E. M. Teevens, Miss L. Lepage and H. C. Warner to 3A; A. A. Traversy, R. W. T. O'Hanley, John Eyles, C. R. C. Olmsted, P. V. Low and T. W. E. Sowter to 2B; W. T. Slade, W. J. O'Connor and J. F. Shaw to 3A; Jos. A. Shields to 2A; Jos. Labrosse to 2B; Miss H. B. MacMinn to 3A.

Justice.—Hazel Lewis to 3A; Daniel Malcolmson to engineer and electrician, Saskatchewan Penitentiary.

Mines.—Robert Harvie to 1A.

Post Office.—Brandon: Oswald Cecil Thornborough and John McInnis Shaw to class 2B. Calgary: H. L. Osterhout to class 2A; F. Booth, Alfred Edward King, Edward H. Lewis and Reginald D. Oxley to class 2B. Charlottetown: A. R. B. Buck to class 2A. Edmonton: Roy Marvin Lambertson to class 2B. Fort William: A. McLeod, letter carrier to C. Galt; A. Carter, letter carrier, to D. Hamilton; Wm. J. Clark to class 2A; Wm. Ed. Lawrence to class 3A; W. A. Jones, letter carrier, to E.; W. G. Potter, letter carrier, to D. Kitchener: H. Piellusch, letter carrier, to C. London: G. A. Thorogood, E. W. Horner, A. H. Hodgins and D. Hosie, letter carriers, to E.; W. Phillips and C. H. Parfrey, letter carriers, to C; F. H. Crabb, messenger, to E. Montreal: L. W. J. Gosse to class 2B; Miss Annie Nicholls and Rene Larocque to class 2A; E. L. Aucoin, C. E. Perron, U. J. Gervais, Charles E. Bedard, Adrien Ouimet, J. E. Staunton, Edmond Frappier, Miss Bella Cook, Amedee Rufange, Wilfrid Gaudette, Alice Laflamme and Rene Coriveau to class 3A; Paul Senecal and Charles Deblois to class 2A; Edward Poisy to class 2B. Moosejaw: Allen W. Pascoe and Miss M. Burke to class 2A; Clarke Wm. Unwin to class 3A. Niagara Falls: H. T. Yallup, letter carrier, to B. Ottawa: G. A. Dixon and F. S. McLeod to class 2B; F. A. Collins to class 2A; Mrs. Eugenie Daoust, Miss E. E. Lane and Miss Katie Farrell to class 3A. Owen Sound: James Sword, porter, to D. Peterborough:

Commission Orders and Decisions

The following lists of appointments, promotion, transfer, and successful candidates for the month of March have been furnished by the Civil Service Commission:

Appointments

Agriculture.—J. A. Coe, clerk; Thos. Ovens (R.S.), inspector, Calgary; Raoul Deschamps.

Customs.—Wm. Chivers (R.S.), Galt; John D. Davies (R.S.), The Pas, Man.; Victor S. Raper, Windsor.

Immigration and Colonization.—R. J. C. Stead, publicity agent; Joan Marion Bristow; Francois Paré, guard, Montreal.

Indian Affairs.—R. Rochester.

Interior.—Irma Hobkirk, office of supervisor of Bow River Forest Reserve, Calgary; Laura E. Buck, Dorothy A. Drew and Ethel Dowsett; J. A. Morden, forest ranger, Crow's Nest Reserve; E. H. Plaskett (R.S.), Astrophysical Observatory, Victoria, B.C.; G. R. L. Potter (R.S.), H. H. Reynolds (R.S.), sub-agents, Dom. Lands, Grouard, Alta.; Norval Agar, sub-agent Dom. Lands, Provost, Alta.; J. C. Wright, Top. Surveys; Thos. Arthur Underwood (R.S.), sub-agent, Dom. Lands, Weyburn, Sask.; Wm. Schiemann (R.S.), Albert Skipworth (R.S.), and Thomas Riley (R.S.), truckdrivers; Chas. Wm. Tarratt (R.S.), fire and game warden, Jasper Park, Alta.

Justice.—P. S. Lowes (R.S.), guard, Alberta penitentiary; T. J. Walsh, (R.S.), watchman, Kingston penitentiary; Daniel Driscoll (R.S.), night fireman, Kingston penitentiary; G. H. H. Keeling, guard, British Columbia penitentiary; Perry Crossman and Felicien Leblanc, guards, Dorchester penitentiary; A. R. Hodgkins (R.S.), guard, Alberta penitentiary; Harold White (R.S.), watchman, Saskatchewan penitentiary; Harry Cooper (R.S.), steward, Saskatchewan penitentiary; Robt. Paynter, shoemaker instructor, Kingston penitentiary; Jos. Meaney (R.S.), guard, Manitoba penitentiary; Wm. Irwin, assistant engineer (electrical), Kingston penitentiary; John Watson, night fireman, Kingston penitentiary; Louis Parade, shoemaker instructor, Alberta penitentiary.

Marine.—Benjamin Thompson, harbour master, Barachois de Malbaie; T. F. Mador,

harbour master, Mahone Bay, N.S.; Lt.-Col. W. J. Cheverie (R.S.), receiver of wreck for part P.E.I.; Wm. Rountree and Chas. H. Porter, labourers, Victoria, B.C.

Militia and Defence.—Trelford Orr (R.S.), Wm. E. Tuck and Robt. H. Dart.

Mines.—Genevieve Dixon.

Naval Service.—Gladys Pepper and D. M. Walsh.

Post Office.—Mrs. L. R. Gelinas, Mrs. G. I. Meloche, Miss L. H. Holland, Miss A. Lefebvre and V. A. Renaud, clerks, Montreal; Jas. O. Chisholm, railway mail clerk, Moosejaw district; Geo. J. Edwards and Wm. A. Taylor, letter carriers, Lethbridge; Ezekiel Johnston, porter, Winnipeg; E. Ruffe, A. Sutherland, D. H. McDonald, Wm. Paul, G. F. Talbot, T. Jordon, A. Coverdale and J. Anderson (all R.S.), letter carriers, Calgary; R. Kerr, L. H. Hicks and J. Doyle (R.S.) and F. F. McLaren (R.S.), letter carriers, Vancouver; L. R. Brainerd and V. S. Turkington, letter carriers, Saskatoon; E. Chartrand (R.S.) and F. Cote (R.S.), letter carriers, Hull; Geo. Gwyllt (R.S.) and Wm. Corrins (R.S.), clerks, Saskatoon; Miss M. Gullock, clerk, Ottawa; G. W. McGregor and Miss F. I. Northwood, clerks, Winnipeg; J. A. Robinson, clerk, Moosejaw; A. E. J. Stapleton and H. H. Webster, clerks, Vancouver; Gertrude F. L. Birmingham, clerk, Toronto; E. F. Waters, clerk, Brantford; T. H. Thompson, letter carrier, Hamilton; A. E. Finlayson, E. S. Bach, H. A. Gaw, C. G. Field, H. Sibson, W. C. Tranter (R.S.), R. G. Freeborn, A. E. Jordon, T. Scott (R.S.) and W. G. Hayes, letter carriers, Toronto; C. L. Davis, A. W. Kerslake, W. D. Orchard, C. Nicholls and W. P. Allen (R.S.), letter carriers, Calgary; F. E. Bulger, J. H. Kelly, J. A. Gignac and J. V. Snowden, railway mail clerks, Ottawa district; T. J. Enstone, T. O'Connor, C. B. Milano, W. J. Stoddard (R.S.), J. W. Pearse (R.S.), G. Harris (R.S.) and D. Heberton (R.S.), clerks, Calgary; H. S. Black, clerk, Money Order Branch; John A. Davis, Halifax, N.S.; W.R. Kennedy (R.S.), railway mail clerk, North Bay district; Miss Arthemise Mercier, Money Order Bch., Ottawa; G. T. Bell, John Hindle, G. W. Cummings and E. A. Figg, letter carriers, Edmonton; Arthur John Jeffrey, letter carrier, Woodstock; Wm. F. Kilroy and Archi-

Ernest Mosley to class 3A. Quebec: J. J. L. Dussault to class 2B; J. E. A. Jobin to class 1B; J. G. Bruneau to class 2B. Regina: J. W. Wardrop, S. T. Harris, Geo. Chapman and F. P. Malone to class 3A; Wm. H. Usher to class 2B; Charles Kingdon, Thos. Jos. Stephens, George Percy Brewis and Wm. Henry Clive Sissons to class 2A. Saskatoon: Harold Good, T. Howarth, F. L. Higgins, H. F. Hardy, W. W. Woolhouse, W. K. Upton, H. W. Gibson, D. Denholm and J. Morison to class 2A; Miss J. M. Ross and Miss Marguerite Florence St. Laurent to class 3A; W. F. Knickle to class 2A; R. H. Strumm and R. H. Filkin to class 2B; Robt. Dudgeon Corbet, Thos. Geo. Bale, John Thos. Burrows and Thos. Collins Hollett to class 2B. St. Catharines: J. H. Merriott, letter carrier, to C. Sherbrooke: Rosaire Frechette to class 2B; W. W. Croteau to class 3A. Stratford: D. Scott, letter carrier, to D. St. John: Dawson McKendrick to Supt. Ry. Mail Service. Toronto: V. Woolner, C. R. Irwin, S. Courtenay, A. W. Draper, J. S. Irving, Wm. E. Harrison, Robert F. Lamble, Mrs. M. M. Loveroff, Mrs. I. B. V. McNair, Miss Mary Spence, Miss E. J. Brown, Miss K. I. Pearson, J. H. Rooney, Miss M. Newman and J. W. McCulla to class 3A; Alex. Gibson and W. F. Storey to class 1B; M. E. Hynes to chief clerk; Wm. Stephen Staughton to 3A; Walter McLeod, Richard Parks, Harry Wm. Hawke, Thos. Jas. Shea, Robt. Downey Ennis, Chas. Alex. Gordon, George Rowe, Earl LeRoy Rice, Jas. Lewis Price, Ambrose Jas. Dwyer, Cecil Henry Knowlton, Henry John Hughes, Thomas Sherman, Ernest Frederick Hanbridge, Sydney Philip Bourinot, Stewart John Lindsay, Chas. Frederick Jones, Ernest Ward Brown, Albert Chas. Alderson, Malcolm J. Sinclair, John Beecroft, Benjamin Kirk, Austin Baker, Arthur Harley Lightfoot, Ilbert Henry Stone, Wm. Hologate Ketcheson, James Copeland, David Graham Erath Orr, Donald Macpherson, Clarence Herbert Mitchell, Frederick Wm. Hugh Bauer, Herbert Frank Brown, Narcissus Dini, Francis Rodney Stokes, William John Henderson, Edward John Meehan, Jas. Cussons Bacon, William Albert Hill, Harold Romilly, G. Agassiz, Albert John Russell, Robert Lewis Forbes, John Arnot, Wm. James Buchanan, Ralph Burnett Gilmore, John Forgie, Charles Loveys, Kenneth Evan Thompson, Edward Alfred Lindsay, William Devers, Hugh Reid Gilmour, Samuel Wilson, Thos. Jos. Lundy, Wm. Henry Graham, Thos. Lavelle Wood, Wm. Donald Gordon, Thos. Sage Raith Snider, Martin Eugene O'Grady, Edward Brett, Lionel Hobbs, Thos. Richard Jones, Bert Reginal Dunlop, Louis Rottenberg, Chas. Henry Hickey, Alfred Chas. Northcott, John Clarence Dunn, Kenneth Frederick D. Rogers, Maurice Jos. Harnett, William Milligan, Frederick Taylor, Pierce Kenneth Gould, Roy Alexander Alcock, Frederick Creston Homer Kirk and Lewis Edson Manhard to class 2B; B. Grayden, A. E. Ramsden and J. H. Forbes, letter carriers, to E; A. G. Smedley, R. C. Jack, Fred. Dowd and W. J. Crocker, letter carriers, to D; Robt. Sneath, S. G. Reeder, Wm. McKittrick, H. N. Challis, A. G. Jennings and H. A. Houghan, letter carriers to C; T. McMahon, porter, to E; C. H. Cassan, Miss A. E. VanNostrand, Miss M. C. Houghan, Miss G. I. Thompson, R. J. Fenwick and J. W. Singleton, porters, to D; Thos. Langton, J. E. Beasley and T. C. Hurd, porters, to C. Vancouver: Albert Henry Digby to class 3A; John Lytham,

Thos. Cecil Blair, Samuel Waugh, James E. Holden, Hiram Bamed Cox, Timothy Flood, Alfred Doyle, Alfred Butcher, Harry Cairns and William Menzies to class 2A. Victoria: Chas. Stanley Robinson and Sidney Robt. Webb to class 2A; Miss Lena Miller to class 3A. Windsor: S. A. Bedford, letter carrier, to E; E. J. Brooker, porter, to C. Winnipeg: John Hunter to class 2A; Mrs. Bertha Dubuc Coupal to class 2B; Francis Matthew Crewe to class 2B; Samuel Colville, John Brown, Daniel Robert Park, Donald Stewart, George Black, Harold Gibson Andrews, Philip Ferdinand Ruegg and Joseph Spiteri to class 2B.

Public Works.—J. E. LaRochelle and J. A. Thivierge to 1B; A. A. Rivard and J. Bruchesi to 2A.

Trade and Commerce.—Milton B. Bond to inspector of gas and electricity, Ottawa; E. D. K. Mathews to 2A; M. C. Catherine McRae to 3A.

Railways and Canals.—M. B. Atkinson to chief draftsman.

Transfers

Miss J. C. Macdonald, from Outside Service, Interior, to Inside, Auditor General; Louis Johnston, from London post office to railway mail clerk at Hamilton; L. H. Lamothe, from Outside to Inside Service, Indian Affairs.

—CSFC—

The following list of appointments, promotions, transfers, and successful candidates for the month of April (to May 3) have been furnished by the Civil Service Commission:

Appointments

Agriculture.—W. H. Lanceley, R.S., Div. 2B.

Auditor General.—Eliz. H. Kearns, M. Goldie Cranston, Anna E. Bates, Mary J. Barker, Lyla Hall and Margaret E. Tully, Div. 2C.

Civil Service Commission.—Nellie C. McKay, Margaret Munro, C. E. C. Garrett, R.S., Gladys A. Bogie, Marion Balmer, Nellie Horne and Ethel W. Sibley, Div. 2B; Mildred Gibbard, E. Marjorie Plantz, Mary Blake McCrae, Arla B. Warner, P. Norma Mason and Thos. Patrick Dooley, Div. 2C.

Customs and Inland Revenue.—F. R. Bullis, R.S., clerk, Toronto; Wm. D. Robertson, R.S., Div. 2B; Harris Arnold, preventive officer, East Jeddore, N.S.; H. W. Boulton, sub-collector, Princeton, B.C.

House of Commons.—Fred. Berryman, Div. 1C; T. S. Hubbard, Div. 1D.

Immigration and Colonization.—R. M. McCheyne, R.S., immigration inspector and investigating officer, Toronto; R. B. Watson, R.S., imm. inspector, Windsor; H. G. Young, R.S., imm. inspector, Bridgeburg.

Indian Affairs.—John F. McDonald, R.S., stockman and farmer, Fort William Indian reserve; Dr. Luc LeBel, med. attendant, Cacouna and Whitworth Indian reserves, Que.; Dr. E. J. Lyon, med. officer, Fort George Indians; C. A. Bradbrook, R.S., Indian agent, Kamsack, Sask.

Interior.—Wilena McRorie, Div. 2C; John James, R.S., chief warden, Jasper Park; E. J. Scamrell, R.S., draughtsman, 2B; Nellie Scott and Iva Simmons, Div. 2C; G. Doran, R.S., asst. forest ranger; Anna Rosella Boulger, Div. 2B; D. E. Wilcox, R.S., homestead inspector, Lethbridge Dist.; N. F. Leach, R.S., homestead inspector, Battleford Dist.; Hazel E. McRorie and Nellie Scott, Div. 2C.

Justice.—Francis P. McKay, R.S., clerical asst. to storekeeper, Kingston penitentiary; Norman MacDonald, R.S., blacksmith instructor, Saskatchewan penitentiary; James Pearson, R.S., guard, Manitoba penitentiary.

Library of Parliament.—F. A. Hardy, Div. 2B.

Militia and Defence.—Etta A. Quinn, Div. 2C.

Naval Service.—Reta Roy, Mary Lynch, Eleanor Slater and Pearl Caldwell, Div. 2C.

Post Office.—Claude A. Bishop and John O'Gorman, R.S., railway mail clerks, Saskatoon Dist.; Cecile Gouin, Grace V. Miller and Isabelle Stewart, Ottawa, Class 2C; Desire Breton, clerk, Quebec; Louis A. T. Trottier, mail transfer agent, Montreal Dist.; T. J. Tinman, porter, Ottawa; Michael D. O'Brien, sorter, Halifax; John McKiggan, let. car., Sault Ste. Marie; Geo. Beaton, R.S., clerk, Edmonton; F. J. Webb, R.S., clerk, Lethbridge; J. S. McCorkish, R.S., railway mail clerk, Moose Jaw Dist.; Ralph Ormston, R.S., and Wiley Oliver, R.S., let. carriers, St. Catharines; J. Grover, R.S., and W. Wade, R.S., let. carriers, Sarnia; John L. Cobden, R.S., let. car., Brantford; M. Kaminsky, H. Kitcheman, G. Gauvin, J. P. Lally, J. A. Campeau, M. Nelson, R. Mabee, A. Trudell and J. F. Bartlett, clerks, Ottawa; Wm. Kinloch, clerk, Saskatoon; E. J. Abraham, Chas. Reid, F. J. Bunch, R.S., and F. Hawkins, R.S., clerks, Brandon; G. Lacourse, Ottawa; C. M. Ferguson, St. John; Mary H. Brigganshaw, Div. 2C; Henry E. Brierly, clerk, Windsor; E. W. Ellis, K. J. Williams, H. Fursedonn, E. C. Crossley, P. S. Hamilton, M. C. Schwartz, A. Jackson, J. P. R. Buchan and N. W. Blackstone; F. P. McDonagh, W. J. Hall, P. C. Garbarino, W. H. Green, H. E. Brierly, F. J. Lancaster, F. L. Milner, W. W. Scott, E. Jones, R.S., A. M. Alexander, H. Creighton, A. Welch, A. M. Sloan, J. J. Dowe, R.S., W. H. Cassidy, C. A. Dearle, M. A. Bloom, S. O. Cuthbertson, J. V. Whitson, R.S., S. Pugh, F. A. Masterson, Wm. Hunter, J. N. Hickey, C. F. Mundy, G. Stewart, D. Watson, R.S., E. H. Prior, Harold Davis, J. A. Comley, G. A. Saunders and E. A. Unia, R.S., clerks, Toronto; Reginal V. Snowdon, Div. 2C; T. S. Walker, W. S. Hammond and John McKerman, R.S., let. car., Windsor; F. M. Bryer, Geo. Burns, R.S., and Chas. Willett, R.S., let. car., Hamilton; Oscar Cousineau, J. A. E. Robert and T. M. Burns, let. car., Ottawa; W. Burgess, R.S., C. C. Kamm, and H. R. Gould, R.S., let. car., Toronto; S. Goldie and A. J. Hunt, let. car., Medicine Hat; G. P. Flavin, H. E. Mason, J. E. Marshall, Y. A. Mador and W. B. Collen, R.S., railway mail clerks, Halifax Dist.; W. Dorsett and H. B. Bartlett, railway mail clerks, Winnipeg Dist.; John Carmichael, clerk, Saskatoon; Maida G. Gullock, Div. 2C; H. G. Pheeny, clerk, Halifax; T. M. Buckley, mail transfer agent, Halifax Dist.; M. Freeman, H. Andrews, Jos. Johnson and J. C. Pankhurst, mail transfer agents, Win-

nipeg Dist.; Lou Beaulne, clerk, Montreal; J. L. A. Tremblay and F. X. Robitaille, clerks, Quebec; A. Gouin, Div. 2C.

Public Works.—Fredk. Handley, R.S., cleaner and patrolman, Halifax; Fredk. Crump, cleaner, Toronto; Harry Fraser, R.S., plumber and fitter; J. D. Lawrence, operator lineman, Lower LaBarge, Y.T.; R. H. A. Neilson, agent operator, Dunvegan, Alta.; Capt. A. A. Cosgrove, dredge captain-engineer; John Clark, caretaker, Estevan, Sask.; Wm. J. Jewell, R.S., gardener, Victoria; Percy J. Page, gasoline launch engineer, Port Arthur; James Clarke, R.S., caretaker, Prince Albert, Sask.; Hugh Little, caretaker, Saanich, B.C.; Reba Orr, Div. 2C; Jos. Andrew Fulford, blacksmith, Selkirk, Man.

Railways and Canals.—John Ferguson, bridge tender, Glen Miller; Frank Donaldson, R.S., lockmaster, Brewers' Mills; Walter H. Bowman, R.S., caretaker, Morrisburg; Edward J. Blair, R.S., and Gower Stephenson, R.S., lockmen, Cornwall Canal.

Royal North West Mounted Police.—G. Rock, Div. 2B; J. E. B. Monk, Div. 2C.

Trade and Commerce.—W. J. Saunders, dynamo operator; J. E. Trainer, asst. inspector weights and measures, Charlottetown; N. A. DeLisle and P. McCagherty, Div. 2B; B. Doherty, B. L. L. Davis, M. Walsh, G. E. Lewis, V. J. Cullen, M. Donovan, L. M. Gillissie, H. Menard, L. Murphy, L. C. Pepper, H. McCoy, B. Hartney, A. Aikin and M. Reinhardt, Div. 2C.

Promotions

Agriculture.—Jas. M. Swaine to Div. 1B; M. J. McInnes to Div. 3A; Wm. H. Hicks to Supt. of Exp. Farm, Agassiz, B.C.; M. J. Tinline to Supt. of Exp. Farm, Scott, Sask.; E. M. Straight to Supt. of Exp. Farm, Morden, Man.

Auditor General.—E. M. McConnell to Div. 2A.

Customs and Inland Revenue.—P. D. Stone to chief clerk, Medicine Hat; W. T. Hodgins to chief clerk, London; F. O'N. Dillon and John Hough to chief clerk, Montreal; E. D. Glennister to senior clerk, Halifax; J. H. Landreth to chief clerk, West Toronto; Wm. T. Urquhart to Div. 1B.

External Affairs.—Hazel Scott to Div. 3A.

Finance.—A. S. Start to Div. 2B; O. B. Cohoon and A. M. Hardie to Div. 2B.

Indian Affairs.—C. A. Cook and Henri Fabien to Div. 2A.

Interior.—H. K. Carruthers to Div. 1B; L. A. Brown to Div. 2A.

Library of Parliament.—Oswald Soulieres to Div. 2A; H. D. Throop to Div. 3A.

Naval Service.—F. P. Jennings to civil engineer, Halifax.

Post Office.—Brandon: John Giles McKellar, David Mackie and Ralph Allan Goodman to class 2A; R. Squires, let. car., to C. Brockville: Alfred Whitney Manhard to class 2B. Calgary: Alfred Houghton to class 2B; J. H. Goodman, mail transfer agent, to D. Charlottetown: T. L. Whelan and W. A. Allen, porters, to D. Edmonton: T. Floyd, let. car., to D. Guelph: Wilfrid Harold Mogk to class 2A. Hamilton: John Murphy and James Adney Stirling to class 3A. Halifax: L. F. Weldon and H. J. Brennan to class 3A; J. W. Lewis, let. car., to D; W. W. Graves, let. car., to C; Geo. Passfield, let. car., to B. Lethbridge: G. K. Grant, let. car., to C. London: Henry G. Sears, Walter Logan and Thos. H. Murray to class 1B; H. Peacock, mail transfer

agent, to E. Medicine Hat: W. E. Fretts, let. car., to E. Montreal: J. R. Crocheteire and A. F. Menard to class 1B; Lucien Marciel to class 2B; M. Beaudet to class 3A; John Gleason, Oscar Larose, Ferd. Antel, Arthur Roy, R. J. Wilson, Emile Ouimet, J. A. Laniel, J. N. Marier, J. H. Aumont, W. C. Ryan, Eug. Laframboise, Armand Garipey, Honoré Graveline, J. D. Labreche, P. H. Daoust, Salvador Cadot, Lucien Denis, Cyrille Massie, J. L. Marchand, Raoul Normandin, Ulysse Durenleau, J. H. Barrette, P. J. Donovan, E. Giroux, V. Daoust and R. Lauzon, letter carriers, to E; Henri Ladouceur, Jos. Mineau, Geo. Holmes and M. Joubert, letter carriers, to D; E. L. Roy, letter carrier, to C; Pierre Paradis, messenger, to E; Joseph Meunier, Edwin Polley, Hilaire Hurteau, Albert Rochon, Michel Lalonde, Candide Vinette, L. O. Desilets, Alphonse Chabot, Seraphin Grenier, J. P. Larrivee, Jules Limoges, O. Lachaine, Cyril de Montigny, Jcs. Bincette, Arthur Dagenais and Armand Chinic, porters, to E; A. Lapiere, porter, to B; Gaston Duerin, porter, to D; J. W. Corrigan, Ferd. Desjardins and Oscar Hurteau, porters, to C; H. Hamelin, D. Bisailon, C. Bourdeau and J. A. Palhus, mail transfer agents, to E; Camille Desfosse to class 2A; Henri Baril to class 2B. Moose Jaw: Colin Beresford Hughes to class 1B; M. Robinson, let. car., to D; H. L. Moore, mail transfer agent, to D; Campbell E. Hamilton to class 3A; Wm. Densford Weedon to class 2B. New Westminster: Clarence S. Huff to class 2A. Ottawa: Marie L'Aimée Bourgault, Augustine Gay, Armanda Lallier, Walter Percy Moore, René Roméo Danis, Orianna Fournier, Alexina Cantin, Muriel Foster Dobier, Louise Aird, Yvonne M. Emard, Leda Plouffe, Edna Irene Bowland, Katie Harriet Davidson, Arthur F. K. Johnson and N. M. Gallagher to 3A; L. E. Johnson and M. E. Macarow to class 1B; J. C. J. B. Sirois to class 3A; Lucien Chas. Fraser and Geo. Alf. Duff Mailleue to Div. 2A; Mabel Agnes Williams, Margaret Castlemaine Buell and M. Annie Hinds to Div. 2B; Peter Kehoe and Geo. Elbourne to 2B; Marie Edna Souliere, E. G. G. Dufour, John Caron, Oliver Wawanelett, Normina McLeod Morrison and Cecilia Rose Scanlon to Div. 3A; C. J. Neville to class 2B; Alfred Williams to class 2A; R. A. Spooner to class 3A; J. S. Forsyth, T. E. Foster, T. C. Clark, D. Bourassa, L. N. Lachance, Jos. Chabot and Oscar Levesque, letter carriers, to C; Wm. Vacher and Fred. Mullin, letter carriers, to B; Isaac Browne and John Morris, porters, to D. Prince Albert: T. Jackson, letter carrier, to D. Quebec: L. J. Lavergne, porter, to D; J. B. Vaillancourt to class 2A; Henri Bouffard, Alex. Robitaille and T. Bedard, letter carriers, to E; Adelard L'Heureux and J. G. Gingras, letter carriers, to C; Jos. Cloutier, Ed. Walsh and Wilbrod Grenier, porters, to E; J. P. Guilot, C. Bedard and L. P. Lenganh, mail transfer agents, to D. Regina: P. D. Howland and R. H. Day, letter carriers, to E; Geo. Pell and W. M. McCallum, porters, to D; R. J. Corbin, porter, to C; Walter Jones to class 2A; Thos. H. Smith to class 3A. Sarnia: Geo. Earl Owens and Robert John Lucas to class 3A. Saskatoon: Nellie M. Burke to class 3A; Wm. Samuel Scott to class 1B; E. G. Hearn, letter carrier, to D; Percy Thomas Wells to class 2A. Shawinigan Falls: Ernest Trudel, letter carrier, to C. Sherbrooke: J. T. Cotton, letter carrier, to C. St. John: Frank Cooper, letter

carrier, to C. Sydney: Jas. Foote, letter carrier, to C. Three Rivers: Donat Dupont, letter carrier, to E. Toronto: Ed. Percival Harris and Reta May Stanley to class 3A; A. Hannah, mail transfer agent, to B; C. E. Mann, D. Bailey, M. F. Doyle, I. A. Dunseith and J. S. Courtney, mail transfer agents, to C. Vancouver: W. J. Holland to class 1A; Ira Roy McEwen to class 2A; C. G. Allen, mail transfer agent, to B; Sydney Ernest Spence to class 2A; Peter McHallam to class 3A. Victoria: Archie Harold Gaiger to class 2A; A. E. Brain to class 2B; C. H. Jones, letter carrier, to D. Windsor: Mary Antonia Wagner and Norah McCarthy to class 2B. Winnipeg: E. M. Rutherford to class 3A; R. Hogg, Wm. Ward and T. F. Stewart, letter carriers, to E; T. Booth, letter carrier, to D.

Railways and Canals.—R. A. C. Henry to 1A.

Trade and Commerce.—Jos. Arthur Charbonneau to Div. 2B; Charlemain Flynn Sheppard to Div. 1F; M. A. L. Lallier to Div. 3A.

Transfers

Florence Ada Morgan from Interior to Immigration and Colonization, 3B.

Leonard S. McLaine from Outside to Inside Service, Agriculture, Div. 1C.

A. E. Galpin and Danga Ram from Outside Service, Dominion Police Force, to Outside Service, Immigration and Colonization.

Oscar Hurteau from Post Office, Montreal, to Customs, Montreal.

Morton F. Cochrane from Outside to Inside Service, Interior, Div. 1D.

Jennie M. Kilburn from Agriculture to Labour, Div. 3A.

Successful Candidates

The following appointments have been made as the result of special examinations:

For the position of Superintendent of Penitentiaries, Dept. of Justice; salary, \$4,000 per annum.—Brig. General W. S. Hughes, Ottawa (R.S.)

For the position of Supervisor of Expenditures, Dept. Soldiers' Civil Re-establishment; salary, \$3,500 per annum.—Capt. John F. Waddington, Ottawa (R.S.)

For the position of Astronomer for the Astronomical Observatory, Ottawa; salary, \$2,200 per annum.—C. C. Smith, Vancouver, B.C.

For the position of Assistant Chemist, Mines Dept.; salary, \$1,600 per annum.—Alfred Sadler, Smith's Falls, Ont. (R.S.)

For the position of Indian Agent for the Williams Lake Agency, B.C., Dept. Indian Affairs; salary, \$1,400 per annum, plus allowances.—A. O. Daunt, Lillooet, B.C. (R.S.)

For the position of Indian Agent for the Okanagan Agency, B.C., Dept. Indian Affairs; salary, \$1,400 per annum, plus allowances.—F. J. C. Ball, Vernon, B.C. (R.S.)

For the position of Instructor in Shoemaking for Alberta Penitentiary, Dept. of Justice; salary, \$1,000 per annum.—John Lempiere, Edmonton, Alta. (R.S.)

For the position of Assistant Live Stock Commissioner, Dept. of Agriculture; salary, \$3,000 per annum.—Robert W. Reek, Ottawa, Ont.

For the position of Clerk of Works, Dept. of Public Works at Regina; salary, \$1,500 per annum.—J. H. Clokie, Saskatoon, Sask. (R.S.)

For the position of Assistant to the Superintendent of the Experimental Station at Ste. Anne de la Pocatière; salary, \$1,200 per annum.—J. L. Albert, St. Eloi, Que.

For the position of Assistant Engineer and Electrician for the Kingston Penitentiary, Dept. of Justice; salary, \$1,000 per annum.—Wm. Irwin, Kingston, Ont.

For the position of Assistant Engineer and Steamfitter for the Kingston Penitentiary, Dept. of Justice; salary, \$1,000 per annum.—Wm. McKay, Ottawa (R.S.)

For the position of Night Fireman for the Kingston Penitentiary, Dept. of Justice; salary, \$900 per annum.—John Watson, Kingston, Ont.

OTTAWA GARDEN SUBURB AND HOUSING ASSOCIATION

The housing problem for the civil servants of Ottawa is about to be solved. At a general meeting of the above Association held in the Carnegie Library, on 26th May, the constitution was drawn up and officers elected. Membership will be confined to the civil servants and the fee of one dollar should be sent to the secretary. The fee is intended to cover cost of rooms, plans, blue-prints, circulars, etc.

The executive elected were:

President, G. N. Boivin, House of Commons.

Secy.-Treas., Adam McGregor, Geological Survey, house 373 Sunnyside Ave.

Committee.—Ed. Lisle, Naval Service; C. J. Tulley, Forestry branch; D. H. Hunter, Public Works; A. C. Campbell, House of Commons; T. J. McVeigh, Naval Service.

About the 9th of June it is hoped to have rooms open in the evenings, on the top floor of 130 Sparks St., above Topley's, where intending home builders may bring their wives and friends to consult plans and learn all details of the scheme.

—CSFC—

Sixty-six civil servants have signed applications for building lots on "Lindenlea," the property back of Rideau Hall, and the Ontario Housing Commission has consented to buy the property for the Ottawa Garden Suburb and Housing Association. Survey work has already been commenced and buildings are expected to be completed within six months of the signing of the contract. Further requests for lots on the property, which comprises about 200 lots, will be handled by the Housing Commission at its new offices in the Banque Nationale Building. Information may be obtained from 7 to 9 in the evening at the offices of the Ottawa Garden Suburb Association, 130 Sparks Street, upstairs.

THE BUSY MAN'S CREED

I believe in the stuff I am handing out, in the firm I am working for, and in my ability to get results.

I believe that honest stuff can be passed out to honest men by honest methods.

I believe in working, not weeping; in boasting, not knocking; and in the pleasure of my job.

I believe that a man gets what he goes after, that one deed done to-day is worth two deeds to-morrow, and that no man is down and out until he has lost faith in himself.

I believe in to-day and the work I am doing; in to-morrow and the work I hope to do, and in the sure reward which the future holds.

I believe in courtesy, in kindness, in generosity, in good cheer, in friendship and in honest competition.

I believe there is something doing, somewhere, for every man ready to do it.

I believe I'm ready—RIGHT NOW.

—Elbert Hubbard.

DOING IT WITHOUT BEING TOLD

The world bestows its big prizes, both in money and in honors, for but one thing. And that is Initiative.

What is initiative?

I'll tell you; it is doing the right thing without being told.

But next to doing the right thing without being told is to do it when you are told once. That is to say, carry the Message to Garcia!

Next, there are those who never do a thing until they are told twice: such get no honors and small pay.

Next, there are those who do the right thing only when Necessity kicks them from behind, and these get indifference instead of honors, and a pittance for pay. This kind spends most of its time polishing a bench with a hard-luck story.

Then, still lower down in the scale than this, we find the fellow who will not do the right thing even when someone goes along to show him how, and stays to see that he does it; he is always out of a job, and receives the contempt he deserves, unless he has a rich Pa, in which case Destiny patiently awaits around the corner with a stuffed club.

To which class do you belong?

—Elbert Hubbard.

THE E. B. EDDY CO.,
Limited
HULL, CANADA
Makers of
Matches, Indurated Ware,
Washboards, Paper and Paper
Bag Products.

R. Forbes Company
Limited
Manufacturers of
Woolen and Worsted Goods
HESPELER, ONT.

"RIGA"
PURGATIVE WATER

Is the Surest Cure for CONSTIPATION.

On Sale at all good Druggists

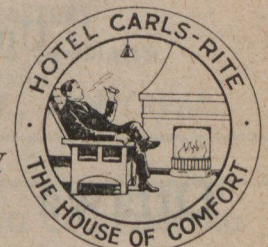
25 Cents per Bottle.

The Bright Spot
IN TORONTO
HOTEL CARLS-RITE
THE HOUSE OF COMFORT

Particular attention paid
to the comfort of Ladies
and Children travelling
alone.

E. M. CARROLL, *President*
M. BROSE REGAN, *Manager*

AMERICAN
PLAN \$3.50
PER DAY
and UP



European plan if desired

MACKENZIE

LIMITED

Manufacturers of

CAMP OUTFITS

We make a Specialty of

SILK TENTS AND EIDERDOWN ROBES

132-136 LYON STREET

OTTAWA, ONT.

"MAPLE LEAF BRAND"

"DR. NEFF'S SANITARY"

Manufactured by

**Thos. Waterhouse & Company,
Limited**

INGERSOLL, ONTARIO

MERINOS, FLAT KNIT

and

RIBBED UNDERWEAR

FOR MEN

We Sell to Jobbers Only

BATES & INNES

LIMITED

Manufacturers of

Paper and Pulp Mill Machine

Felts and Wool Blanketing

For Printers, Lithographers, Engravers,
Etc.; also

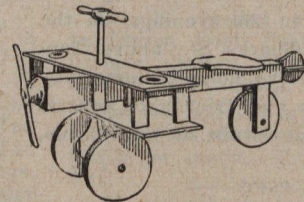
**Wool Ribbed Men's
Underwear**

Ottawa Valley Brand

Mills at Carleton Place, Ontario

The Toy of Today

GLIDO-PLANE



PRICE \$3.25 OTTAWA

A Toy Aëroplane on wheels. Delights all the children and furnishes healthful amusement and recreation. The latest novelty for Bazaars and Church Fairs

Glido-Plane Toy Co.

Ottawa, Ontario

Manufactured by

McAuliffe Davis Lumber Co., Limited

ALGOMA STEEL CORPORATION

Limited

HEAD OFFICE AND WORKS
SAULT STE. MARIE, ONTARIO

MANUFACTURERS OF

Pig Iron

Standard Light and Heavy Rails
Angle and Splice Bars Tie Plates
Reinforcing Bars Merchant Bars

QUALITY FIRST - - SAFETY SERVICE

Montreal Office: 606 MCGILL BUILDING
Toronto Office:
1428 BANK OF HAMILTON BUILDING

Dominion Shipbuilding

COMPANY
LIMITED

OFFICE
DOCKS
YARDS

Harbor Front,
Toronto

THE DENNIS WIRE & IRON WORKS COMPANY, LIMITED

Ornamental Iron and Bronze
Metal Lockers and Steel Shelving

General Office and Works

LONDON - CANADA

THE G. W. McFarlane Engineering

COMPANY

ooo

PARIS, ONTARIO

MEAKINS & SONS, Limited

MANUFACTURERS OF

BRUSHES, BROOMS AND WOODENWARE

Factory and Head Office:
HAMILTON, ONTARIO

Warehouses:

Montreal, Toronto, London, Winnipeg, Vancouver.

THE JAMES SHEARER CO., LIMITED GENERAL CONTRACTORS

Factory Buildings a Specialty
OFFICE AND YARD

225 ST. PATRICK ST., MONTREAL

THE OTTAWA PRINTING CO., LIMITED

Bookbinders PRINTING Publishers

3 and 5 MOSGROVE ST. OTTAWA, CAN.

Pickford & Black, LTD.
STEAMSHIP AGENTS
Halifax, Nova Scotia

STEAMERS FOR CUBA AND JAMAICA

Agents for Steamship Lines to all points in the West Indies

SAILINGS AND OTHER INFORMATION
ON APPLICATION

WE ARE MANUFACTURERS
HIGH AND LOW PRESSURE STEAM PACKINGS
ALSO

Asbestos Gaskets

IF YOU REQUIRE

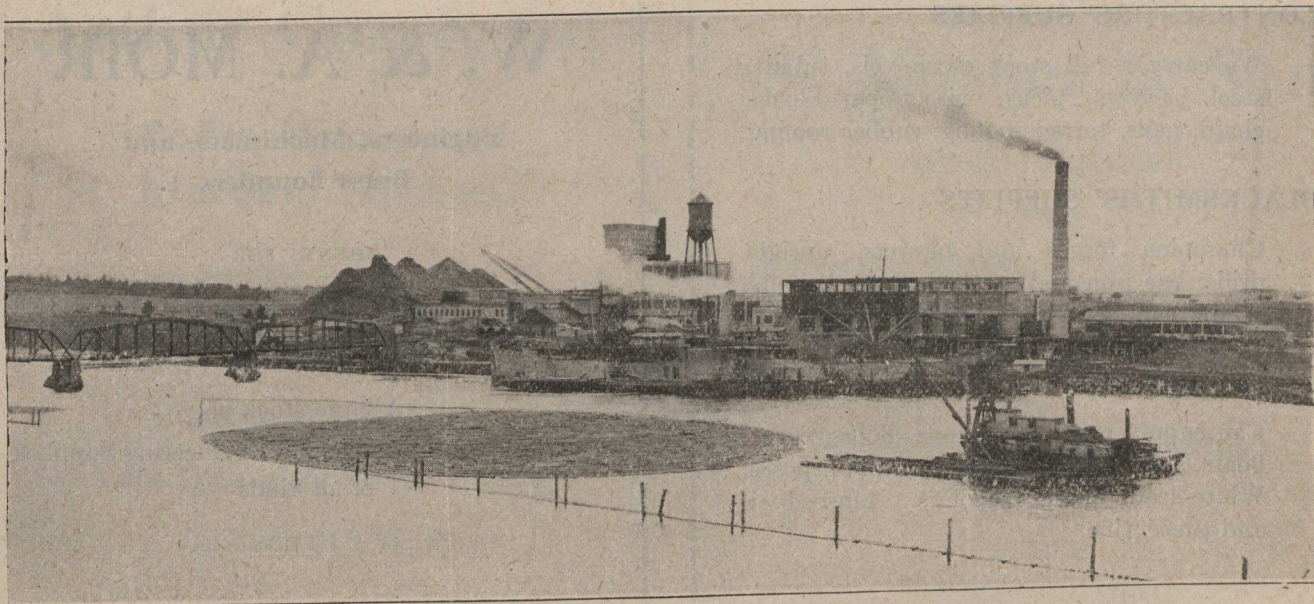
QUALITY
SERVICE

DURABILITY
DELIVERY

TRY

Guildford & Sons, Limited

HALIFAX, N. S.



EASY BLEACHING SULPHITE PULP AND STRONG KRAFT PULP

Daily Capacity Fifty Tons Each, and Dried to 90 per cent to 95 per cent Air Dry

Baled Especially for Export

Steamers or Sailers Loaded at Our Own Docks for any Port in the World

LUMBER—Dry Spruce and Pine, Rough or Dressed.

RAILWAY TIES—Cedar, Hemlock and Hackmatack

SHINGLES—Beaver Brand Cedar, Full Count.

Bathurst Lumber Company Limited.

BATHURST, N.B., CANADA

CONTRACTORS' SUPPLIES

We carry a full stock of shovels, tubular steel barrows, picks, wire rope, blocks, chain, nails, tarred roofing, rubber roofing.

BLACKSMITHS' SUPPLIES

Champion forges and blowers, upright drills, bar iron and steel, drill steel, bolts, rivets, hammers, anvils, vices.

PAINTS AND OILS

Can supply paint for houses, floors, barns, boats, steamers. Varnishes for all purposes. White lead and pure colors. Linseed oil and turpentine.

JAS. SIMMONDS

LIMITED

UPPER WATER STREET, HALIFAX, N. S.

W. & A. MOIR

**Engineers, Machinists, and
Brass Founders**

AGENTS FOR

Beldam's Patent Pilot Packings and Dampney's
"APEXIOR" Anti-Corrosive Compound.

A large stock of
Duplex Steam Pumps, and Engineering Supplies
of all kinds

Office, Store and Works:

694 - 704 BARRINGTON STREET,
HALIFAX, N. S.

R. B. COLWELL

**Butter, Cheese
and Eggs**

Wholesale Only

Wholesale Only

619-621 Barrington Street

Halifax, N.S.

Arthur Cox & Co.

Boiler Makers and
Iron Ship Workers

Oxy-Acetylene
Cutting and Welding
Auto Dumping Truck Bodies
Blacksmith Work

Halifax, N. S.

TELEPHONE: SACKVILLE 788

F. Mosher & Son

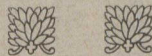
WHARF BUILDERS
AND
CONTRACTORS

Work Promptly Attended To

OFFICE
SCOTT BUILDING
Corner Buckingham and Granville Streets
HALIFAX, N. S.

Wm. Robertson & Son

HALIFAX, N. S.



Light and Heavy Hardware
Ship Chandlery and
Fishing Supplies

"OUR SERVICE IS PROMPT"

ALL ORDERS FOR

Construction Supplies. Light and Heavy Hardware.
Wire and Manilla Rope. Plumbing and Steamfitting
Goods. Bar Iron and Steel and Machinists' Tools

receive instant care. Being called on to supply large quantities of Construction materials for all contracts in Halifax and hereabouts, we are always in a position to fill the needs and requirements of Construction in all its stages.

Wm. Stairs, Son & Morrow, Limited

Established 1810

EASTERN CANADA'S SUPPLY HOUSE, HALIFAX, N. S.

MACHINE TOOLS

IMPORTERS and
MANUFACTURERS

ROELOFSON MACHINE & TOOL CO., LIMITED

Head Office:

1501 Royal Bank Bldg., Toronto, Can.
Works and Warehouse: GALT, Canada

GALT BRASS COMPANY LIMITED

PLUMBERS' BRASS GOODS

GALT, CANADA

Pipe Threading Tools.



Blacksmiths', Machinists' and Boilermakers'

TOOLS

A. B. Jardine & Co., Limited

HESPELER, - - - - - ONTARIO.

Locomotive Superheater Company

MARINE AND LOCOMOTIVE SUPERHEATERS

New York and Chicago

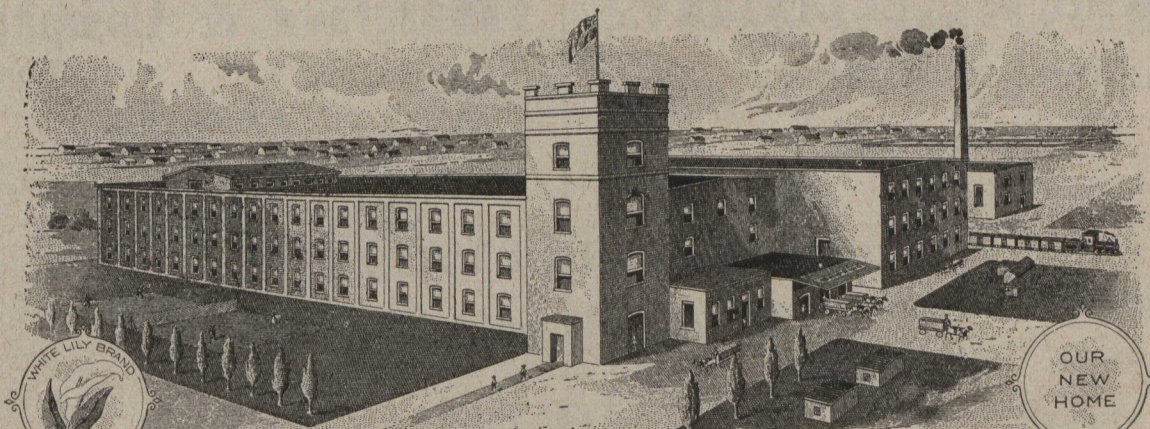
The Waterous Engine Works Co.

(LIMITED)

ENGINES, BOILERS, SAWMILL,
PULP WOOD PREPARING AND TRANSMISSION MACHINERY,
ROAD ROLLERS, FIRE FIGHTING APPARATUS

Brantford, Canada

MARVEN'S WHITE LILY BISCUITS SATISFY



J. A. MARVEN, LIMITED

BISCUIT MANUFACTURERS

MONCTON, N. B.

BRANCHES
HALIFAX, N. S.
ST. JOHN, N. B.

AGENCIES

Winnipeg, Vancouver, Montreal, Ottawa, Quebec, British West Indies

Made in Canada
Conduit

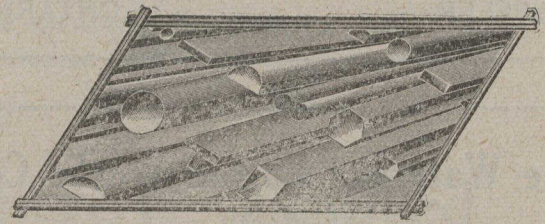
XCELADUCT
Labelled under supervision of Underwriters' Laboratories
(GALVANIZED)

Manufactured by
Orpen Conduit Co.,
Limited
TORONTO

Cold Drawn, Turned and Polished

Shafting and Shapes

SPECIAL DRAWN STEEL
FOR SOCKETS, FUSES,
ADAPTERS AND GAINES



Union Drawn Steel Co.,
Limited

HAMILTON, ONTARIO

BURNS & KELLEHER

147-151 LOWER WATER ST.,
HALIFAX, N. S.

SHIP REPAIRS, ENGINE ROOM
AND
DECK WORK

Repair Shop situated in the most
convenient part of the city.

PHONE: S. 1119

Musgrave & Company Limited

200 HOLLIS ST.,

Halifax, Canada

WHOLESALE LUMBER
AND
COMMISSION
MERCHANTS

T. A. S. De WOLF & SON

HALIFAX, NOVA SCOTIA

SHIP AND STEAMSHIP AGENTS
SHIP BROKERS
FORWARDING AND COMMISSION
MERCHANTS

Passenger Department
Europe, South Africa, Cuba, Mexico,
Etc.

Passengers booked by all Steamship Lines.
Special attention given to securing accommo-
dations. Sailing lists and particulars furnished
on application.

MARINE ENGINES
ELECTRIC GENERATING ENGINES
MILL ENGINES

MARINE BOILERS
WATER TUBE BOILERS
RETURN TUBULAR BOILERS
PORTABLE BOILERS

"BAKER-ROBB" TRACTORS

ROBB ENGINEERING WORKS, Limited

WORKS: Amherst, N.S.

HEAD OFFICE: Montreal, P.Q.

Port Arthur Shipbuilding

Company, Limited

Designers and Builders
∴ ∴ of Steel Ships ∴ ∴
Boilers and Engines

Every Modern Facility for Repair Work, Dry Dock 700' x 98' x 16'

General Offices and Plant at Port Arthur, Ont., Canada

MATTHEWS SASH & DOOR CO.

Manufacturers of
Sash, Doors, Mouldings, Etc.
FORT WILLIAM, ONT.,
Canada

The HORN BROS WOOLLEN CO. Ltd.

Manufacturers of
Pure Wool Blankets,
Fancy Mackinaws, and Yarn
LINDSAY, ONTARIO

**THE
LAIDLAW BALE TIE CO., LTD.**

WIRE MANUFACTURERS
HAMILTON, ONTARIO

ESTABLISHED IN 1832

The Bank of Nova Scotia

Capital Paid Up: \$9,700,000
Reserve Fund and
undivided profits \$18,000,000
Total Assets over \$220,000,000

Howard Smith Paper Mills, Limited

Makers in
Canada of
High-Grade
Papers



138 McGill
Street
Montreal

We Recommend
OTTAWA DAIRY
PURE MILK from inspected herds
ICE CREAM BRICKS made from
pure cream and selected fruit

TURBINES, PUMPS

Made in Canada

Boving Hyd. & Eng. Co.

LIMITED
LINDSAY, ONT.

**BUDGE CARBON PAPER MFG. CO'Y,
LIMITED**

Operating
Wilson Carbon Paper Co., Limited
MONTREAL, CANADA.

MEN'S CLOTHING

SPECIALTIES IN

KHAKI — DUCK — SERGE

The Miller Mfg. Co., Ltd

44-46 YORK ST., TORONTO, Ont.

HAMILTON By-Product Coke
"Hamilton" Pig Iron
OPEN HEARTH STEEL BILLETS, STEEL & IRON BARS,
OPEN HEARTH BLACK STEEL SHEETS.
Forgings. RAILWAY FASTENINGS, POLE LINE HARD-
WARE, BOLTS, NUTS & WASHERS. Wrought Pipe.
SCREWS, WIRE & WIRE PRODUCTS OF EVERY
DESCRIPTION

THE STEEL COMPANY OF CANADA LIMITED
Hamilton Montreal

B. COHEN & Co.**IRON & STEEL SCRAP METALS**

Largest wholesale dealers in
Northern Ontario
Office and Yards:
Sault Ste. Marie, Canada

OTTAWA CAR GARAGE

ALBERT STREET

WILLYS-OVERLAND, HUDSON,
and FORD Cars, REPUBLIC and
FORD TRUCKS.

PARTS AND ACCESSORIES

M. Beatty & Sons

LIMITED

Hoisting Engines, Dredges, Steel
Scows, Clamshell Buckets,
Ship Winches, Etc.

WELLAND, ONTARIO

H. A. DRURY & CO., Ltd.

IRON, STEEL, METALS, ETC.

General Agents for North America
SANDERSON BROS. & NEWBOLD, LTD.
SHEFFIELD, ENGLAND

HIGH GRADE TOOL STEEL

317 Craig Street West, Montreal

Branches:
Toronto and New York City

This space belongs to

TAYLOR FORBES CO.

LIMITED

GUELPH-TORONTO-MONTREAL

Manufacturers of Heating Goods
for Public and Private Buildings

Send for Catalogue

Harvey Knitting Company

Limited

LADIES' AND CHILDREN'S
HIGH GRADE UNDERWEAR

K. W. Harvey, Managing Director.

WOODSTOCK, ONT., CANADA

DOMINION BRIDGE CO.

LIMITED

Bridges and Structural Metal Work
for Buildings, Beams, Angles,
Plates, etc., in stock

MONTREAL, P. Q.

Delecto Assortment

The rich chocolate coating is delicately
flavored to harmonize with the flavor of
the center. An unusually delightful
Assortment.

Ganong's Chocolates

"The Finest in the Land"

We buy and sell
Canadian Government Municipal and
Corporation Bonds

DOMINION SECURITIES
CORPORATION Ltd.

26 KING ST. EAST,
TORONTO

Montreal

London, Eng.

Regent Knitting Mills

Limited

SWEATERS

DE LUXE

MONTREAL, CANADA

**THE CARS OF
THE OTTAWA ELECTRIC
RAILWAY COMPANY**

Run at frequent intervals
between all parts of the
City, the Railway Depots,
Exhibition Grounds and
the Experimental Farm

Also beautiful pleasure resorts
Britannia-on-the-Bay and Rockcliffe Park

The Spanish River Pulp & Paper Mills

Limited

Lake Superior Paper Company

Limited

Head Office: Sault Ste. Marie

MILLS AT

Sault Ste. Marie, Ont. Espanola, Ont.
Sturgeon Falls, Ont.

DAILY CAPACITY

460 Tons Newspaper 370 Tons Groundwood
225 Tons Sulphite

"MADE IN CANADA"

Toronto Paper Mfg. Company, LIMITED

MILLS AT CORNWALL, ONT.

Manufacturers of loft dried, Air dried, Tub sized Bond, Ledger and Linen Papers. S. C. and M. F. Writing, Envelope and Coloured Flats. Extra and medium grade S. C., M. F. Book and Antique Book, Lithograph, Mimograph and Offset Papers. Linen Finishing a specialty.

Ask your dealer for samples and prices

WHOLESALE ONLY

Maritime Nail Co., Limited

SAINT JOHN, N. B.

MANUFACTURERS OF

'MONARCH' BRAND WIRE NAILS

COILED AND CUT HAY AND PULP BALING WIRE

BRANCH OFFICES AND WAREHOUSES:

MONTREAL, QUEBEC, HALIFAX AND LONDON, E. C.

FURNESS LINE

THE ALL YEAR ROUND SERVICE TO AND FROM
HALIFAX, N. S.

REGULAR SAILINGS TO LONDON, LIVERPOOL AND
ST. JOHN'S, NEWF'D. AND VICE VERSA. RATES ON ALL
KINDS OF FREIGHT QUOTED AND ALL INQUIRIES
WILL RECEIVE OUR PARTICULAR ATTENTION.

OUR NEW LINER S. S. "DIGBY" IS NOW SAILING
REGULARLY BETWEEN HALIFAX AND LIVERPOOL,
VIA ST. JOHN'S, NEW FOUNDLAND. THIS STEAMER
HAS EXCELLENT ACCOMMODATION FOR PASSENGERS,
WITH FIRST CLASS CUISINE AND IS ALREADY VERY
POPULAR WITH THE TRAVELLING PUBLIC. OTHER
FIRST CLASS STEAMERS INCLUDING THE "SACHEM"
WILL MAINTAIN A REGULAR SERVICE.

OUR PASSENGER DEPARTMENT WILL BE PLEASED
TO MAKE ARRANGEMENTS FOR PASSENGERS BY
ALL LINES AND PREPAID TICKETS FROM THE UNITED
KINGDOM TO CANADA, CAN BE OBTAINED FROM
OUR OFFICES.

Furness Withy & Co.,
Limited

HALIFAX, N. S.

MONTREAL, P. Q. SYDNEY, C. B.