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THE CIVILIAN

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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No. 1

The Bonus, the Government, and the Federation

IN the October number of *The Civilian* there was published the War Bonus memorial of the Civil Service Federation. In the November number appeared the report of the interview with the Government at the time of presenting the memorial. The Federation officers carried on a series of communications with the Government. One of these was very important and was sent to the Prime Minister on November 6 asking for a reply to the memorial on November 7. The necessity for this urgent request was due to the fact that the delay of the Government had caused one of the large associations in the west to advise the Federation officers that their patience was exhausted and that they intended to cease work on Thursday, November 8, unless a reply was forthcoming. The Government issued its bonus Order-in-Council, No. 2752, on November 7 as follows:—

The Committee of the Privy Council have had before them a Report of the Sub-Committee of the Privy Council appointed to take into consideration the question of the payment of a War Bonus to Civil Servants recommending, after a full consideration of the various bonuses and advances previously given and made in 1917 and 1918, in respect to the Outside Service, as follows:—

(1) That the Ministers of the several Departments, who have not already done so, present to Council, recommendations for the payment of a War Bonus to such employees as are engaged in the Outside Service of the said Departments, on the principle adopted in P. C. 2051, P. C. 2047 and P. C. 2188.

In respect to the Inside Service the Sub-Committee recommend:—

(1) That under the provisions of the War Measures Act, a sum of money not exceeding in the aggregate \$175.00 for each person engaged in the Inside Service of the several Departments of Government, receiving a salary of not

more than \$1,800.00, be appropriated from the War Vote and placed to the credit of each Department, to be used in the payment of a War Bonus to such employees or classes of employees, of the Inside Service, as shall be fixed or determined upon in the manner indicated in the next succeeding paragraph.

(2) That the employees or classes of employees and the Branches or Departments of the Government which shall participate in the War Bonus mentioned in the foregoing paragraph, and the principle upon which the same shall be distributed, shall be determined after investigation and inquiry by a Sub-Committee of Council.

(3) When it has been determined what employees or classes of employees shall be entitled to participate in such Bonus in the manner provided in Section 2 herein, the Minister of the Department to which there has been allocated moneys for such purposes, shall, after consultation with his chief executive officers, determine the amount to be paid to each employee or classes of employees, provided, however, that the amount of War Bonus payable to any one person shall not exceed \$250, and provided further that no War Bonus shall be paid in excess of the proportion which together with any salary now being paid to any employee, shall constitute a remuneration of \$1,880. The same shall be payable to those only who were of the Inside Service as of April 1st, 1918, and as from the said date.

(4) That any War Bonus payable hereunder shall hereafter be payable in quarterly instalments and the proportion of said Bonus which relates to the period from April 1st, 1918, to the date hereof shall be paid as expeditiously as possible after it is determined to whom the same shall be payable.

To this Order-in-Council the officers made an interim reply on November 8 as follows:—

Once again civil servants have been placed in a position where it becomes necessary for them to pass public judgment upon an act of Government. Four weeks have been spent by Government in the deliberations of which this action is the result, and it can not be regarded in any way as fortuitous or hasty. We have therefore nothing but the most poignant regret over the fact that Government has placed upon us the necessity of answering a document such as the Order-in-Council of November 7.

Government has answered a request, not for justice, but for a partial measure of that right, already long delayed, in a document which betrays a curious deafness to public opinion, which substitutes charity for justice, which demands expert interpretation to be intelligible, which dodges responsibility, which adds another period of inaction to a span already long, which fails to profit by the experiences, and undercuts the award of other nations who have passed through the crucible of war with which we have little more than come in contact, and which does not even grasp the spirit of a Service which wished first for sympathetic guidance.

We look in vain for the name of our Minister of Personnel, or any reference to this vital subject. Government must be given credit for realizing the prime importance of our request for a "shepherd of the flock" to quote the picturesque words in which he was promised to us. The apparent breaking of this promise far transcends any and all thought of monetary award.

In the few hours that have elapsed since the publication of the terms of the Order-in-Council it has been impossible for us to determine the extent or nature of an award under the terms of Orders-in-Council Nos. 2047, 2051 and 2188, to the Outside Service, and fuller consideration of the award and

a statement of our line of action will have to await the action of the executive of the Civil Service Federation.

Inroads of High Cost of Living.

An increasing cost of living over which we have had no control has gradually reduced our salaries through nine years by nine annual amounts, the last of which is more than half our salary. We, in a spirit of moderation and fairness in keeping with the present emergency, closed the books on the years before and asked for half of this half, half of what we ought to have gotten for this year alone, and the ministers of a people cut our small sum in half and ask someone else to look into our family history before giving it to us.

Only Austria has done this, and this is unfair to Austria without the further statement that their war bonus bore fixed ratios for all salaries and varied automatically with the number of children. It was not left to the discretion of deputy ministers or to any one else. Did Government go into our homes and count our children when they paid us our initial salary? Should we let these searchers see into the future? Can our memorial have breathed a line to indicate that what we wished was charity?

Stone Instead of Bread.

The Order-in-Council appears to leave unchanged, except in amount, the present anomalies in the distribution of war bonuses, the lack of equalization of salaries East and West, and draws an upper salary limit of \$1,880. When France hears this she can say: "What, with my back to the wall, and with the equivalent of your Maritime Provinces and Quebec in the hands of the enemy, I stopped long enough to give my employees, each and all up to those drawing \$2,400, a war bonus that cost two and a half dollars for every one of my people, counting those behind the enemy lines."

Denies Extremity of Statements.

We did not ask the bread and butter others are receiving; we asked bread and are given stone with these words: "The bonus is given in appreciation and recognition of the loyal and wholehearted service of the vast majority of the men and women in the public employ, notwithstanding the extreme and unwarranted statements of some of those who have been advocating the war bonus."

The first statement we shall pass over without comment. The second

merits this: No statements made by us in our campaign of education of the people, a campaign carried on as a direct result of the suggestion of the Acting Prime Minister, has been knowingly false, misleading, or wilfully misapplied.

What Other Conditions Would Have Done.

The facts proving the justice of our case and showing what a small measure of justice we have really asked have been startling, almost unbelievably so. Our Government has just given a maximum bonus of \$250; if we had been working for the United States the hundreds of employees at \$500, every one without exception, would have been given a salary increase of \$580, the hundreds more at \$600 would have been given \$480, the thousands at \$700 would have been given \$380, and so on. And unless action has been taken of which we are not aware, all these would receive an additional bonus of \$200.

Our Government has just placed an upper limit of \$1,880; if we had been working for Great Britain the ones of us receiving more than \$2,000 would have been given \$400 and the rest a maximum of \$250.

Cites Example of Turkey.

We have already mentioned France and Austria, but the supreme comparison which can be made, and this has only just come to our attention, is that Turkey—yes, Turkey!—granted, on January 8, last, a war bonus of fifty per cent. to those in receipt of salaries of less than \$50 a month, thirty per cent. to those in receipt of salaries less than \$150 a month, and twenty per cent. to those receiving higher salaries, a bonus to all more generous than we asked and far more generous than we have received.

The memorial was written by a people who sought justice at the feet of reason, precept, and example; it has been answered by the ministers of a people in an act which does not recognize this justice and casts charity at our feet.—

FRANK GRIERSON, president.

L. D. BURLING, secretary.

The Federation officers after discussion with the associations and with the Executive of all the phases of the Bonus question forwarded to the Acting Prime Minister on November 22 a carefully considered statement

of the attitude of the Service as a whole in the following words:—

Ottawa, November 22, 1918.

To the Acting Prime Minister and the Members of Cabinet:—

We, as employees of the Canadian Government, once more approach you in a communication which partakes of the nature of a memorial. Like the one of October 8, this memorial reaches you, not as the expression of a few, but as the solemn well-considered expression of a united people seeking relief from their distress. The fourteen days that have elapsed since we received your answer have been momentous in the world's history. We realize something of the deep significance of the present moment, and we have waited to be sure of unanimity in the action which we take.

The Dawn of a New Era Demands Better Things.

We regard the appeal to force as one of the principles of an era that has just passed, a principle which should not cloud the dawn of the new era. To the era that passed with the cessation of international hostilities belong also the forces of neglect and failure to measure justice, forces which are even more oppressive and none the less to be called forces than the weapons used by the sufferers from injustice. Full appreciation of the new era will depend upon the extent to which this principle is recognized.

Our Request of October 8 more than Justified by Economic Conditions.

An increasing cost of living over which we have had no control had been gradually reducing the purchasing power of our salaries until our average salary was \$725 less than it should be. We, in a spirit of moderation and fairness in keeping with the present emergency, closed the books on the previous years and presented, on October 8, a memorial asking for less than half of this \$725, less than half of what we should have received for the year 1918 alone.

We asked also for a minister of personnel and for the equalization of salaries east and west. These are vital, but we understand that it was not intended to cover them in the Order-in-Council of November 7 and that they are still under consideration. We shall, therefore, make no further reference to them at this time.

Continued on page 31

OUR
VOLUNTEERS
IN KHAKI
4,465

Civil Servants Under Arms

OUR
DEAD - - 422
WOUNDED 602
PRISONERS 25

Well-won Promotion

The cables brought news, a few days ago, that Major A. E. Dubuc had been gazetted to the command of a battalion of the Canadian Expeditionary Force.

This promotion had been anticipated, for the recipient had commanded a battalion on previous occasions and was officially rated as "acting lieutenant-colonel."

Arthur Eugene Dubuc is a young engineer of the Department of Public Works' staff in Montreal. He took a commission in the C.E.F. in 1914, and saw active service in Flanders in 1915. On November 2 of that year he suffered his first wound, and in January, 1916, became a casualty for the second time.

At the Somme he participated in the work that made the fame of the 22nd French-Canadians, including the taking of the sugar refinery at Courcellette. The officer commanding the unit becoming a casualty, Major Dubuc was temporarily in command.

On January 1, 1917, he was awarded the Distinguished Service Order, and, a few days later, was Mentioned in Despatches by the Commander-in-Chief.

More recently he was awarded the *Croix de Chevalier* of the Legion of Honour of France.

This summer Lieut.-Col. Dubuc has again been in the thick of the fighting, and in August he was wounded in the face.

—CSFC—

Our Decorations

A civil service soldier who has had a meteoric career is Lieut.-Col. James C. Stewart of the Canadian Artillery. A son of the postmaster of Kingston, he was an engineer on the "Chapleau staff," Public Works, Ottawa, when he enrolled in the C.E.F. as an artillery lieutenant in August, 1914. Besides rising to his present rank, he has been awarded the decoration of the D.S.O.

Capt. and Acting Major Bruce

Ross was awarded the Military Cross in the Amiens battle honours. Capt. Ross was an engineer on the staff of the Department of Public Works when he enlisted, in 1915, in the McGill Company of Engineers. He was severely wounded in the head in 1916 and was home on furlough for a short time. He is the eldest son of Mr. H. T. Ross, lately Asst. Deputy Minister of Finance, and has two brothers at the front,—Alan, with the Royal Air Force, and Henry, with the "Tanks." Bruce has been through heavy fighting lately, the Engineers now going "over the top" with the Infantry and constructing roads, etc., under direct fire. The battle of September 27 is called "the Engineers' Battle."

Samuel Alexander McIlroy, letter carrier, of Toronto, won the Disting-

uished Conduct Medal in France some time ago, and is now en route to Siberia for further service. He was an "original first," served twenty-eight months, was discharged as unfit, and then re-enlisted. Three of his brothers have been killed in the war.

Signaller Franklin Eagleson has won the Military Medal. He is a clerk of the Department of the Interior, and a son of J. S. Eagleson. He went overseas two years ago.

The Military Cross has been awarded to Lieut. William J. Webber, formerly of the Pioneers, now serving with the Canadian Engineers, in civil life a member of the staff of the Public Archives.

Text of the Orders awarding decorations to several civil servants, which were previously announced, are now received.



LIEUT.-COL. A. E. DUBUC, D.S.O.

The late Lieut. Edward Thomas Mennie won the Military Cross,—*for conspicuous gallantry and devotion to duty during a raid on enemy trenches. Though wounded, he led his party through the enemy wire under heavy fire and successfully accomplished his task. He twice assisted in carrying out men who had become casualties. His work throughout showed masterful leadership and an heroic devotion to duty.*

The Military Cross was awarded Lieut. Bey Ambrose Neville, 14th Battalion,—*for conspicuous gallantry and devotion to duty. He successfully led a raid, gaining his objective, and when the enemy counter-attacked, he and two others shot the officer and captured five prisoners. He displayed fine leadership throughout and set a splendid example to his men.*

The Order awarding Lieut. George Harold Burland's Military Cross says,—*for conspicuous gallantry and devotion to duty. This officer, in command of a raiding party, came against untouched wire and was exposed to heavy fire, which killed a N.C.O. and wounded him and two men. He, however, forced his way through the wire, being the first to reach the trench, driving one of the enemy into a dug-out, which was blown up. He continued to act with the utmost vigour, checking his party out of the trench and seeing that a wounded man was carried back to safety.*

Lieut. Solomon H. Ogden, who won the Military Cross last July, gets a Bar to his decoration under the following Order: *For conspicuous gallantry and devotion to duty. He was in command of a battle patrol and engaged and defeated a superior force of the enemy who were advancing to raid our outpost line. He inflicted heavy losses with Lewis gun-fire and bombs, and eventually withdrew, bringing all his casualties back to our positions. He displayed great personal gallantry and tactical ability, and set a very fine example to his men.*

—CSFC—

Our Casualty Roll

CAPT. FRANK H. TINGLEY, M.C., whose splendid career in the C.E.F. has been the subject of many references in these columns and concerning whom a special article appeared in the October issue, has suc-

cumbed to wounds received in action in September. News of his death was received with deep regret in every circle in which he was known,—particularly in the Department of Public Works, where his achievements were the source of great pride and admiration.

CAPT. ANGUS U. MEIKLE, M.C., wounded in the right thigh on September 28, belongs to the Topographical Surveys staff. He is a field artillery officer and won his Military Cross at the Somme in 1916.

SERGT. E. A. BRYENTON, wounded in the chest, belongs to the Privy Council Office staff, and went overseas with the 8th Mounted Rifles.

W. O. M. PEAKER, wounded, is a field artilleryman and belongs to the Department of Customs.

LIEUT. A. M. SCOTT, killed in action October 12, was an employee of the Department of Militia and Defence before he joined the C.E.F. He had been overseas two years, with an Eastern Ontario battalion, and was wounded last August.

LIEUT. G. O. KEMP, wounded, is a Customs Department clerk. He has served with the 130th and 240th Battalions.

DAVID STANLEY STUART, killed in action September 28, left the Department of Militia and Defence to enlist with the Signallers. He was only 18 years of age.

CAPTAIN ERIC WEST, of the Canadian Engineers, who died of pneumonia in England recently, was, in civil life, assistant to the Superintendent of Dominion Parks. He went overseas in 1916 as a lieutenant and won his promotion in France. He was 27 years of age and leaves a widow.

LIEUT. OSCAR SPRECKLEY, wounded, belongs to the Department of the Interior, and went to the front as corporal with a Field Ambulance in the First Division of Canadians. A year ago he was given a commission in the infantry. Lieut. Spreckley was identified with Boy Scout and St. John Ambulance work in Ottawa. In France he has had much to do with the production of trench newspapers and has been editor of several, including the *Iodine Chronicle*, the second trench paper of the Canadian troops.

FRED'K. ALEX. D'ORNELLAS, died October 18 in Bristol, Eng., was formerly a clerk in the Department of Customs, and later with the War Trade Board. He was born in Bri-

tish Guiana in 1889 and entered the Civil Service in 1914. He was enrolled with the 74th Battery, but transferred to a Tank Battalion. Miss Emily D'Ornellas, of the Customs, is a sister.

SERGT. F. J. WILSON, wounded in the thigh, is a Customs officer of St. John, N.B. He enlisted with the 73rd Battalion.

LIEUT. GORDON SIMPSON JOHNSTONE, who died of wounds in hospital at Buxton, Eng., after prolonged suffering, was a clerk in the Post Office Department and a prominent athlete. He was commissioned in the 207th Battalion and transferred to the "Royal Ottawas," with which he was serving when wounded. He was 30 years of age and leaves a widow.

THOMAS HUGH OGILVIE, killed in action September 27, belonged to the Department of Indian Affairs and was 26 years of age. He enlisted with the C.A.S.C., but transferred to the infantry.

C. E. KINGDON JONES, killed in action September 29, was in the employ of the Department of the Interior, Ottawa, but his home was in St. John, N.B. He had been recommended for a commission.

ELMORE FRANCIS BURGESS, clerk in Woodstock, Ont., post office, was killed in action on August 30.

THOMAS W. BRADLEY, of St. Catharines post office, was killed on August 10.

HUGH WILLIAM HUGHES, of Winnipeg post office, who had served in the 78th Battalion, fell in action on August 8.

KING KERR, of St. John, N.B., post office, killed on August 6, was formerly with the Postal Corps in the base post office at Boulogne.

CHARLES MORRIS-WHITE, of Vancouver post office, a recruit of the 68th Battery, C.F.A., is recorded as dead from June 27, 1918.

SERGT. CHESTER E. WOOD, a Winnipeg letter-carrier, who enlisted with the 183rd Battalion, was killed on August 10.

CHARLES WILFORD, of Winnipeg post office, killed July 22, went overseas with the C.A.M.C.

HUGH WALLACE O'BRIEN, letter-carrier, of Fort William, who enlisted in 1915, was killed on September 27.

LANCE CORP. CHAS. JEEVES, suffering from contusions, is a Toronto postal clerk who went overseas

with the Royal Canadian Dragoons in 1916.

GEORGE J. CUMMINGS, a Public Works man of Winnipeg, who had served with the 101st and 16th Battalions, was reported missing more than two years ago. He is now recorded as having died of wounds on July 29, 1916.

JOSEPH CONLEY, a Public Works man from British Columbia, who was in the Western Scots, is reported as having died of wounds on July 18, 1916.

J. R. C. MACPHERSON, killed in action near Cambrai, was an employee of the Department of Militia and Defence, and a son of J. C. MacPherson, of the Bureau of Statistics. He was 30 years of age and had been at the front for seven months without being wounded.

CAPT. WM. GEO. HAZLETT, M.C., died in Kingston on October 24, aged 29 years. He was born and educated in that city, and in 1912 entered the Department of the Secretary of State, Ottawa. In 1914 he enlisted in the 21st Battalion and went overseas with that unit as sergeant. After eight months at the front, he was awarded a commission, and in the fighting on the Arras front in April, 1917, he was gassed and wounded. For conspicuous gallantry he was awarded the Military Cross. The official Order stated that he was *wounded but rallied his men and gained the objective, capturing a machine gun*. Invalided to Canada, he was put on staff duty with the rank of captain. "Bill" Hazlett was prominent in athletics, both in Kingston and Ottawa, and his death is much regretted in sporting, military, and Civil Service circles.

JOHN MILTON KLOCK, died of wounds at Etaples, October 9, 1918, was on the staff of Engineer Coutlee, Department of Public Works, and went overseas with the Artillery in 1915. He received his fatal wounds on October 4. Gunner Klock was a son of Dr. and Mrs. Klock, of Shawville.

LIEUT. ALBERT F. SMITH, R.A.F., reported to be a prisoner in Germany, belongs to the engineering staff of the Welland Ship Canal. His home is in Toronto.

ERNEST GRANVILLE TINDALE, clerk in the Regina post office, who enlisted September 26, 1915, is posted as presumed dead from November 30, 1916.

LIEUT. EDWARD THOMAS MENNIE, M.C., of the Railway Lands Branch of the Department of the Interior, Ottawa, was wounded on November 1—for the third time in eight months—and died on November 7 from his injuries. Lieut. Mennie enrolled with the 207th Battalion and was subsequently with the 38th. He was 28 years of age and married, and had been a civil servant since 1910.

V. R. A. CROMBIE, a Toronto postal clerk who enlisted with a Queen's Own Rifles unit, has been killed in action.

HARRY J. PRICE, who gave up his place in Toronto post office to enlist with the 170th Battalion, has been wounded in the back. He has been with the 20th Battalion.

LAWRENCE FRED. DAVIS, killed in action on September 30, was a Toronto postal clerk. He enlisted with the 204th Battalion and transferred to the 75th.

LIEUT. E. H. STRICKLAND, wounded, was on the staff of the Department of Agriculture at Lethbridge. He enrolled with the 196th Battalion.

C. W. NEAL, of the Department of Agriculture, Ottawa, has been wounded.

F. M. MACKENZIE, killed in action, belonged to the Department of Agriculture staff at Fredericton, and was at the front with the "Princess Pats."

JOSEPH ROTHSCHILD, killed in action recently, was a Niagara Falls letter-carrier and a well-known and popular young man in that city. He enlisted with the 176th "Niagara Rangers." His kin live in England.

W. F. TOMNEY, wounded in the arm, belongs to the Department of Public Works, Ottawa.

EDWIN CEDRIC CLARKE, missing, unofficially reported killed August 13, 1918, was a Regina postal clerk. He enlisted with the 95th Saskatchewan Rifles in the first week of the war.

CECIL WM. CROFTS, of Vancouver post office, was killed in action on May 8, 1918, according to a report just received. He enlisted in 1915 and was for a time a signalman on H.M.C.S. *Rainbow*.

MATTHEW HENRY HARLOCK, a Vancouver letter-carrier, is believed to have been a victim of the *Llan-doverly Castle* outrage. Officially he is

missing from that date. He enlisted in the C.A.M.C. on August 22, 1914, and was at first in No. 18 Field Ambulance.

ARTHUR WM. McLACHLAN, railway mail clerk, Winnipeg district, died of wounds on October 16, 1918. He belonged, originally, to the 144th Battalion and was first wounded in June, 1917.

HAROLD CLIFFORD McKAY, clerk in Brockville post office, was killed in action on October 15, 1918. He was formerly in the 2nd Battalion.

ARCHIE B. RUSSELL, railway mail clerk, Vancouver district, a recruit of the 143rd Battalion, was killed in action on September 27, 1918.

CORP. J. E. KNOX, of the Dominion Police, Ottawa, has been wounded in the head. He enlisted with an ammunition column and was transferred to the 38th Battalion.

JOHN FREEMAN T. KELLY, clerk in the office of the Post Office Inspector, Edmonton, has been killed in action. He went overseas with the 5th Universities Company to reinforce the P.P.C.L.I.

H. McBRIEN, wounded on September 10, resigned from his position in the Adelaide street post office, Toronto, to enlist.

The death, in action, of LIEUT. E. E. BOUCHETTE, formerly posted as "missing, believed killed," is confirmed.

G. R. STAGG, of Toronto post office staff, who went overseas with the 180th Battalion, and has been in the Machine Gun Corps, is in hospital with cordite poisoning.

CORP. T. G. HUNTER, wounded, is a Toronto postal employee. He enlisted with the 75th Battalion and after two years at the front transferred to the 3rd Battalion.

CAPT. GEO. T. DODGE, M.C., a Public Works engineer, serving with the 87th Canadian Grenadier Guards, has been wounded, but is now out of hospital.

LEUT.-COL. H. L. KEEGAN, wounded, but now discharged from hospital, was on the staff of the Department of Agriculture at Calgary. He is a 15th Light Horse officer, went overseas as a captain in the 50th Battalion, has risen to his present rank, and has won a Legion of Honour decoration.

LANCE-CORP. J. CLARKE, killed in action, was a Toronto man, but was on the Railways and Canals staff at Port Nelson when he enlisted with the 116th Battalion in 1915.

CORP. JOHN GEORGE LANDSKY, died, belonged to the Land Patents Branch, Department of the Interior, Ottawa. He enlisted at the outbreak of the war with the 1st Artillery Brigade, and transferred subsequently to the C.A.S.C., and the Railway Troops.

CORP. WM. GEO. CLARKE, returned, was a Toronto Customs man when he joined the 234th Battalion. He transferred to the 75th and was gassed at Passchendaele.

—CSFC—

The Wind-up

Germany is wound up. So is Austria; so is Turkey; so is Bulgaria. The war is wound up.

But,—the Civil Service war records are *not* wound up,—nor will they be for a long time to come. The ideal closing of the records would be the recording of the name of the last casualty, decoration, promotion or other

fact of interest concerning our forty-four hundred volunteers who have donned khaki since August 4, 1914. Ideals are seldom attainable, but the editors of *The Civilian* want to make the Civil Service war record just as near complete as it is by any means possible.

Co-operation alone can attain this end, and therefore the editors appeal once more to all readers for news of casualties, honours, etc., affecting civil servants. This appeal is especially directed to postmasters, collectors of customs, and other officials at the head of staffs and offices, and to officers of Civil Service organizations, all of whom can send valuable "rolls of honour,"—if they will.

Lend a hand!

—CSFC—

War Personals

T. E. R. Bourret, killed in action, was a son of the late J. C. Bourret, of the Customs, Montreal.

Sergt. A. P. Campbell, M.M., died of wounds, was a son of J. A. Campbell, postmaster at New Richmond, Que.

—CSFC—

During the past month every Cabinet Minister has been junketing over some part of Canada, *to tell the people*, they say—most probably to mend political fences; in any case, thousands of dollars have been unnecessarily spent, and, when deserving underpaid servants ask an increase, they are turned down.

Gentlemen, this road leads to— (In the country of France during the years of 1789-1795, the people rose in rebellion and the world was shocked, but France emerged purer and more democratic. The bath of blood and terror seemed to be necessary to induce the Government to govern for the people and not for predatory interests.) Cannot those in authority see,—hunger and want are arguments that no Government can down—necessity knows no control; to see plenty next door, while penury and want abound, is not conducive to a settled, contented and peaceable population. Do not allow these most important matters to go too far.

Yours truly,
"JANUS."

Ottawa, Ont., Nov. 5, 1918.

Lance Corp. G. H. Percival, wounded, is a son of J. B. Percival, of the Department of Militia and Defence.

Major J. P. Girvan, M.C., is gazetted acting lieutenant-colonel while commanding a battalion.

Lieut. T. J. Morin, who won his commission in France, is attached to the Siberian contingent.

Lieut. A. V. Stupart, son of Sir Fred. Stupart, has won the Distinguished Flying Cross.

Flight Cadet Cyril Casserley, died of injuries on November 7, was the youngest son of the postmaster at Tottenham, Ont.

Another civil servant called home and assigned to the "Snowball Brigade," for service in Siberia, is Norman Ross, of Public Works, St. Andrews, Man. He is an "original" of the 8th Little Black Devils and was wounded at Ypres.

Kenneth H. Holmden, wounded, is a son of H. R. Holmden, of the Archives. Of four brothers who went to the front, one has laid down his life and the other three have been wounded.

Lieut. L. Capreol, R.A.F., injured, is a son of F. C. Capreol, of the Department of the Interior.

PROVINCIAL COMMISSIONER

W. H. McInnes, a Vancouver accountant, has been appointed to the position of Civil Service Commissioner of British Columbia, to administer the new provincial Civil Service law drafted by Dr. Adam Shortt.

CORRESPONDENCE

The Editors do not hold themselves responsible for opinions expressed under this heading.

Editors, *Civilian*.

What a kind, parental Government it is to be sure,—"If there is dire necessity, the bonus will be granted," how generous and open-handed, what an interest the Cabinet takes in its workmen! But what was to be expected,—only a short time since an Order-in-Council was passed, prohibiting strikes, so that corporations of which there are representatives in the Cabinet should have full swing in working their several grafts to the limit, and now the Government would deal with their employees in the same way.

I beg to point out, Sir, that it is a shame and disgrace, and most improper, that the Government should have to assume that any of their workers are in "dire necessity."

SUBSCRIPTION FEES

The *Civilian* committee appeals to the esprit de corps of its subscribers to examine the label on the wrapper, and, if subscription is not paid in advance, to remit same. On account of the great increase in the cost of paper and printing, fees must be paid in advance or the names of those in arrears will be struck off. *The Civilian* is the fighting arm of the Federation. Do your part by remitting your fee in advance to

P. O. Box 484, Ottawa.

EDITORIALS

PEACE

In this, the first issue of *The Civilian* since the signing of the armistice, we join with all the civil servants of the Dominion in a heart-felt expression of the great joy we all feel that the end of the long struggle has at last arrived, and that our comrades will soon be back happily re-united with their families. Our civil servants have been loyal to the core in their allegiance to the cause of the Empire. Those who crossed the water to take a military or naval part in the contest comported themselves nobly. Those who remained, carried on the duties of the Public Service which made possible the carrying on of the war. Many of those at home took part in patriotic and war work after or before official hours, and many others patriotically withstood the distressing increases in the cost of the necessities of life which have constantly accumulated since the beginning of the war.

We desire to join in the chorus heard on all sides that the human race may rise to new heights as a result of that mental and spiritual discipline which follows close upon an era of treasons, strategies and crimes such as we have just experienced. Let us have in democratic Canada a little less autocracy. Let us have a little less affluence for the rich and a corresponding increase of nourishment both physical and intellectual for the poor, a little less aggrandizement for the privileged class and a more generous distribution of the necessaries of life for the great masses of the people. These great changes in the scenes of our national life will not come automatically, but will undoubtedly call for a contest between the ideals of the new school of sociology and the ambitions of the inevitable forces of re-action. We will from time to time discuss some phases involved in this approaching contest, more especially such phases as more particularly concern our associates and comrades in the King's Civil Service.

CAPITAL VERSUS LABOUR

Canadian Government employees have been victims for four years of a measure of mistreatment and neglect that would have been corrected

three years ago, by force, in private industry. After allowing Government several years in which to exercise something of the initiative we have a right to connect with statesmanship, civil servants asked that they might all receive part of the treatment already accorded on a hit or miss plan to thousands of their number. The amount involved was one-fourth only of what thousands of employees in private industry had already gotten to meet the increased costs of living during the war.

The Government waited four weeks before replying, and then refused to do this in an Order-in-Council which cut the bonus of \$350 to the quick and granted \$175. This is one-eighth of what civil servants would have received if they had not been working for the Government. This fact, together with the method adopted in the distribution of the bonus, called forth a well-merited rebuke from the officers of the Federation; but the full enormity of the Order-in-Council has only gradually developed through the interpretations which have been put upon it, and we have good authority for stating that if Government does not change its mind civil servants will be further disappointed.

The bonus is not being paid to the permanent and in many cases skilled employees whom the Government has been calling "labourers," simply because they are so called and so paid. Government apparently sees no loss of dignity nor lack in statesmanship in passing Orders-in-Council which have to be tinkered with, however, and it may reverse this decision. But it can never remove the stigma of having given the bonus to the lowest salaried employees only, hence to a group with the smallest percentage of familled individuals, and of then having removed from even this group one of its largest and most deserving elements. The bonus is also being kept from returned soldiers and the wives of soldiers still overseas, on technicalities unworthy of any employer.

In the face of all this, civil servants asked to be allowed to share in the formation of a board of arbitration and conciliation. In doing this they have asked for something from Government that Government offers to others on its own initiative and even urges in situations much less serious than the present. Civil servants have asked for the privilege of placing their case before an impartial tribunal, and Government has already let several days go by without even answering the request.

Government must agree to arbitrate. Refusal to take its own medicine when it means only the

possible removal of injustice to its own employees will raise the following questions:—

Is public trust incompatible with common sense?

Is Government bereft of reason individually as well as collectively?

Should not the right to be an employer cease with the failure to pay living wages or to render justice to those employed?

Things have come to such a pass in Canada that nearly half of the employees of the Government are getting less than a minimum wage. It will not do to talk of salary changes next year. If the cost of living goes on soaring, it will be as high again by that time, and Government employees want to buy coal and clothing for a winter that is upon them now.

The people of Canada are thinking. An audience of over 1,000 people in the Capital City the other night stopped to think instead of applauding when they heard the following statement: "We are fortunate in having a Government at the helm that will see that the returned soldiers get a square deal." And after applauding several other remarks they again paused in silence after a remark to the effect that the problems of reconstruction were many and were going to be settled by a Government in whom we could trust.

This is probably to be explained by the fact that since the meeting was held in the Capital City civil servants likely formed a large percentage of the audience. They may have been too well aware of the Government's policy of tinkering, temporizing, and procrastinating with regard to the simple problem of granting a measure of justice to 50,000 men and women to be at all sure that Government would deal differently with the problems of the era of demobilization, repatriation, and reconstruction that is upon us.

The attitude of Government must have raised similar doubts in the minds of all thinking people. And the refusal of Government to allow this case to go before an impartial tribunal will justify their worst fears.

Won't someone please page the members of the Government and tell them that the people of Canada would like to see in Government something more nearly comparable with a dynamo or a fly-wheel than a hand machine for the turning of whose crank certain kinds of pull are necessary?

PASSING THE BUCK

In addressing a convention of the Builders' Association in Ottawa on November 26, the Hon. Mr. Carvel expressed the hope that the Government would abandon its habit of "passing the buck." Let us examine a few details of the past few weeks to enquire how the Civil Service has fared under the system of "passing the buck."

On October 8, the Federation presented a memorial asking the Government for (1) \$350.00 bonus; (2) a Minister of Personnel, and (3) equalization of salaries East and West.

(1) On November 7 an Order-in-Council was passed granting an average bonus of \$175.00 or one-eighth the amount mentioned by the Labour Department as necessary to meet the increase in prices. (2) As to the appointment of a Minister of Personnel, Sir George Foster, acting Prime Minister, promised the delegation on October 8 that such an appointment would be made. The Federation heard nothing further of the matter until a member of the Government advised one of its officers that a certain minister had been appointed to act in that capacity. Upon application being made to the supposed Minister of Personnel, it was refused on the ground that no such appointment had been made. So the pledge of a Canadian Prime Minister to a large class in the population remains unfulfilled. (3) No acknowledgment even has yet been received by the officers of the Federation in answer to the application for equalization of salaries East and West. Mr. Carvell, frank as usual like his name, has crystalized the Government's policy in regard to the Civil Service. The buck has been passed so assiduously that its whereabouts is at present unknown.

THE QUALITY OF JUSTICE

There is a well defined rumour going the rounds that an act of injustice is about to be perpetrated upon the person of a returned soldier who was and is a civil servant. *The Civilian* is usually found espousing the cause of the lower ranks, but to-day we seem to find an under dog in the upper ranks. Mr. W. St. Pierre Hughes went overseas with the first division, taking with him a promise that his position would be held for him. During his absence in France, where he was twice mentioned in despatches, his position was abolished and he was given one year's leave of absence with pay to be retired or dismissed thereafter. The act which abolished his position (Inspector

of Penitentiaries) made a new position (Superintendent of Penitentiaries) and the duties of the new position General Hughes has been performing since his return to Canada. The military and civil record of Gen. Hughes is the very highest. A delegation from the G. W. V. A. called upon the Deputy Minister of Justice, who stated that there was nothing whatever against the record of General Hughes. Now then, with such a man in the Service the Justice Department sends the following advertisement to the Civil Service Commission:—

5. A Superintendent of Penitentiaries, Department of Justice, at a salary of \$5,000 per annum. Candidates should have a good education, considerable business experience, organizing ability and capacity under the Minister to direct and superintend the administration and business of the penitentiaries. They should be qualified to offer intelligent suggestions and advice in connection with their practical working and reform, establish, and work upon an economic, methodical and satisfactory footing, the administration, management, discipline and police of those institutions.

Candidates should be in the vigour of life, having reasonable expectation of prolonged activity in office, and the age of candidates may, therefore, be a determining factor in the selection of the person who is to receive the appointment.

It is a well-known fact that the Government thinks it cannot afford to pay a living wage to those whom it now has on the pay rolls, and yet it advertises to the outside world for a man to take a position already filled effectively by a faithful employee. Not long ago the same department brought into the Service Mr. C. H. Cahan, a defeated politician at the last election, allotted to him a small portion of the duties performed by Sir Percy Sherwood, gave him \$1,000.00 more salary a year than Sir Percy receives, and it is understood that he has stated that he intended to continue to carry on his practice in the city of Montreal. The Justice Department is the last place in the world where one expects to find injustice, but the impression is very prevalent that there is a man desiring to obtain the position occupied by General Hughes and that he is allied to the Minister of Justice by ties which threaten to prove a worthier qualification for the position of Superintendent of Penitentiaries than the nearly thirty years given by General Hughes to that Service. We are offering this warning note in anticipation, for it is often and often that we have seen the just claims of good men disregarded in order to grant a boon to the scions of privilege and Patronage. Were the Brigadier a batman, we would feel inclined to go further, but it cannot be that public opinion will permit the axe to fall at once upon a good citizen and a good soldier.

We desire to point out the following facts,— (1) in the evident desire to retire Mr. W. St. Pierre Hughes from the Service, the Minister of

Justice is breaking a pledge given a soldier upon going overseas by the Minister's own Department, (2) advertising this position to the outside world is most unfair, if it is not an insult, to General Hughes who is admitted to be an efficient officer, (3) the objection to General Hughes' age, which is fifty-six, is made by a great Minister of Justice who is himself very many years older, (4) the action of the Justice Department is a violation of the Merit System.

The development in this case will be watched with interest, and, if the worst happens, the Civil Service Federation and the G. W. V. A. should accept the decision as a test case and a gage of battle in the old familiar joisting lists of Merit *vs.* Favouritism and Pull.

SAVING OUR HOMES FROM FIRE.

Fire departments tell us that they are able to put out eight or nine out of every ten fires with a hand extinguisher. A fire breaks out, it is discovered and someone either telephones or runs to the nearest alarm box, the fire department hitches up its horses or starts its engine, and drives all the way to our home, and nearly always gets there in time to put it out with something which we could have had fastened on our own wall.

A man owns a car that he could duplicate to-morrow to the last little detail, and he adds a hand extinguisher to its equipment; he owns a home full of things which no amount of money or time could ever replace, and he depends on a hand extinguisher kept in a fire station a mile away.

Moreover, the car is largely unburnable, the house a practical bonfire; everybody is awake in the car, which is easy to get out of, everybody is asleep a third of the time in the house, which may be difficult to leave.

We should think the fact alone would be sufficient to spur everybody into action; but it has been a fact ever since hand extinguishers were invented, and must be charged with failure. We have little idea of the amount of compulsion that will be necessary to get the people to take an action which is solely in their own interest, but we believe in constructive criticism and shall waste no time in stigmatizing such a condition of affairs or in locating the persons to blame.

The following plan should succeed, and more drastic measures can, for the present at least, be held in abeyance.

We hereby suggest the passing by every city council, and by counties for those who live outside of city limits, of an ordinance providing for the entering upon the assessment records of all buildings a statement as to whether or not the property is protected by hand fire-extinguishers of approved design and in approved numbers.

The expense of running all fire departments and of a periodical inspection of the hand extinguishers shall then be charged to an account that shall not appear nor be charged in the general assessment, except as to whatever balance there may remain unprovided for from the revenue raised by an assessment of double the cost of installing the required hand extinguishers upon those buildings which remain unprotected after a given date.

In addition to this, a section should provide for the periodical renewal of the extinguishers and the affixing to each of a suitable statement of the date of the last renewal by the companies doing the work. Failure to renew should subject the property so discovered to the penalty imposed for lack of protection in the preceding paragraph.

In addition to this, a section should provide for the indemnification of neighbouring property by a fine chargeable to the owner of an unprotected building for any damage caused by fire originating in his building. A section should provide also that any revenue over and above that required in the running of the fire department and the inspection service shall be used to lower the general tax rate. All of the money so received will, in the case of counties, for example, which maintain no fire departments, be applied in this way.

Provincial legislatures should make the suggested action by city councils and county officers obligatory. We think also that fire insurance companies should extend to private homes somewhat of the indirect compulsion that they exert over business houses in variable rates for variable risks within buildings of identical construction.

We are merely pointing the way, as our first contribution in response to the appeal sent out by the Prime Minister of Ontario, and do not wish to be charged with any incompleteness or slips in our suggestions as to how the destination may be reached. But reach it we must.

OUR BIT

With the announcements published in this issue, the recorded casualties to Canadian civi-

servants pass the thousand mark, and four hundred of them are fatalities. The proportion of wounded to dead in the casualty record of the whole Canadian Expeditionary Force is three to one. On this basis it may be calculated that twelve hundred civil servants have been wounded. Non-fatal casualties in the Civil Service record number only about six hundred; therefore there must have been as many more wounded who have not been reported to *The Civilian*. Adding six hundred unrecorded wounded to the total casualties on record brings the total number of civil servants killed, wounded or prisoners to between sixteen and seventeen hundred,—a big sacrifice from the strength of one brigade. Have we done our bit?

NOTES.

Several departments of the Inside Service were not enabled to take part in the recent exciting election of the Civil Service Association of Ottawa. The cause in most of these cases was due to the effects of inertia and similar diseases derivable from too long contact with the lotus eaters. In the Finance Department, however, the clerks were disfranchised as the result of an order issued by the Deputy Minister, Mr. T. C. Boville. The Department of Finance has been a little Prussia for years in so far as the attitude of the Deputy Minister towards organization was concerned. Mr. Boville's refusal to allow his staff to contribute to the Patriotic Fund through the machinery provided by the Civil Service Association was not resented by the association's officers of that day. It is a question if men of the calibre of those just elected to the Inside Service Executive will allow a repetition of such an unpatriotic and undemocratic act. The Finance Department will be disfranchised, at least during the incumbency of Mr. Boville in the office of Deputy Minister, for it is well known that few clerks in the Inside Service will take any action at variance with the express wish or will of their Deputy Head. We had a war over in Europe and won democracy for the German people, the most beastly and contemptible race upon Earth, but while we were performing that feat Kaizer T. C. Boville, Deputy Minister of Finance, nailed the inscription "*Prussia*" over the Finance Department door so that all returned soldiers who look upon it may wonder and admire. For the purpose of making our criticism constructive, we ladd the suggestion that the Federation officers

bring the matter to the attention of the Prime Minister upon his return to Canada.

—CSFC—

Section 8 of the memorial of November 22, being one of the objections to the Order-in-Council of November 7, discloses the fact that the women of the Bindery at the Printing Bureau receive a salary of \$4 to \$10 per week. In May last when the bonus was given to the Outside Service the Hon. Mr. Burrell informed these women that they belonged to the Inside Service and so were not entitled to the bonus. In November when the Inside Service got a bonus, the Hon. Mr. Burrell visited the Bureau and explained to the same women that they were placed in the Inside Service only as a convenience for the time being and that they were no longer in the Inside, nor were they in the Outside and so were entitled to no bonus at all. But he added that as a proof of the magnanimity of the Government he was giving them a bonus of \$1.00 a week. We contend that under the Act every employee permanently on the Government pay roll is a full-pledged civil servant, and so entitled to either the Outside or the Inside bonus. We have not enquired whether women doing similar tasks in private industry are being paid more or less. The point is that the Government is the employer in this case and should be ashamed to pay a sweat shop wage to women in the capital city of a wealthy country like Canada. Mr. Burrell has not enhanced the reputation either of himself or of the Union Government by switching a number of helpless women from status to status to avoid paying them a necessary bonus and finally to pay them only 1-5 of the amount of the bonus granted; which bonus was in fact only 1-8 of the amount required to meet the increase in the cost of living. Mr. Burrell also announced to the women of the Bindery that even the \$10 a week maximum would not be paid, except in cases where one of their number was dying or about to be married. \$10 a week vs. death or marriage. Help!!

—CSFC—

In our November number an unjust reflection was cast upon the Civil Service Commission in connection with the appointment of Mr. C. H. Cahan as Director of Public Safety and for that unfair reference we desire to express regret and to offer apologies. The fact is that we were so engrossed in the one great idea that we had abolished Patronage that the idea of the Government resorting to such an ignoble act as making a

Patronage appointment never entered our unsophisticated minds. We find, however, that such is the case, as Mr. Cahan was appointed by Order-in-Council without reference to the Commission under the clause in the Act providing for technical appointments. The appointment of Mr. Cahan is mentioned elsewhere to-day in connection with another peculiar action on the part of the Hon. Mr. Doherty.

—CSFC—

The number of Military Medals and D. C. M.'s awarded to non-commissioned officers and men of the Canadian Expeditionary Force greatly exceeds the number of decorations won by officers, but *The Civilian* has record of more Military Crosses alone than of all medals to "other ranks." The editors regret that they have been unable to report the achievements of the men in the ranks more fully, but the fault lies on the method in such matters followed by military authorities. Officers' decorations are shown in the official Militia List. Those of N. C. O.'s and men are not. It is always possible to get information about a decorated officer, but not so easy in the case of an N. C. O. or man. For news of M. M.'s and D. C. M.'s the editors have to depend largely upon correspondents all over Canada. These friends will please take note of the difficulty and report promptly every case they know of a civil servant winning a medal. The editors believe that there are scores of such instances not yet placed on *The Civilian's* record.

—CSFC—

Did it ever occur to you that it is a patriotic thing to write lots of letters until the boys come home.

The post office is the greatest branch of government in point of actual profits made on business done. Its surplus revenues are an important factor in Dominion finances. The more business it does, the larger are its annual profits, for it is the well-recognized policy of the department never to increase expenditure on service except when increase of business warrants so doing.

There are about 8,000,000 people in Canada, or about 1,600,000 families. If each family would write one extra letter a week, that would make 83,200,000 extra letters in a year, increasing the postal revenue by \$2,496,000. Of this amount a large portion would be profit.

Who should the extra letters be written to? The boys in khaki preferably.

Civil Service Association of Ottawa

As a result of the recent epidemic and the prohibiting of all public meetings, the wind-up of the work of the Association at the end of the last Association year was unfortunately retarded. The annual meeting of departmental advisory boards with the Executive was accordingly only held on Tuesday, November 12, at St. George's Parish Hall. The agenda for the meeting proved too heavy and controversial for one evening's work, necessitating an adjournment to the following Tuesday, November 19.

Annual Report

The annual report of the officers and Executive was presented and adopted on November 12.

The report dealt in full with the varied activities of the Association during the year, which was most eventful for the entire Civil Service of Canada and for Civil Service organizations, inasmuch as the vitiating influence of political patronage has been thrown off and the principle of merit given its rightful place in the government of the Public Service of Canada. Though many essential reforms have been accomplished, the foundation only is laid and a great deal of real constructive work still remains to be done.

In discussing the subject of legislation, the report regards the Civil Service Act, 1918, as the herald of a new era in the history of the Civil Service. While it does not embody all the reforms desired by the Service, it is a long step in the right direction. Legislation was regarded as one of the most important features of the Executive's work, and a large number of meetings were devoted to the study of the problems arising out of it. The officers of the Association were in constant touch with the Acting Minister of Finance, who had charge of the Bill. Several conferences were held, at some of which the members of the Civil Service Commission were also present. Vital questions of principle were dealt with, and forceful representations were made to the Government regarding the proposed legislation. In the great majority of instances the results achieved were very satisfactory.

A very gratifying feature of the present Civil Service Act is its abso-

lute dependence upon a measure of superannuation in order to give effect to the underlying principles of the law. The Commission, in whose hands the government of the Service is so largely placed, cannot perform their functions with entire success without further legislation to provide an adequate system of superannuation and pension. It is, therefore, confidently expected by the Executive that the present law will be supplemented by a Superannuation Act during the next session of Parliament.

One of the matters of most absorbing interest to the whole Service is the re-classification now being undertaken by the Civil Service Commission. During the year the Executive kept in touch with the Commission in connection with this all-important matter, and a general meeting, open to all civil servants, was called by the Association on Tuesday, September 17, in the House of Commons Chambers, Victoria Memorial Museum. The proceedings of this interesting meeting were published in full in the columns of *The Civilian*. It is felt that this meeting accomplished a great deal towards establishing confidence in the Commission, and will contribute in a large measure toward the successful working out of the re-classification of the Service.

The Women's Branch of the Association has been very active in the past year and has accomplished much in useful endeavour. The patriotic work of the Branch, as in the past, has been the principal feature of their activities. The establishment of "The Halycon Club" is regarded as one of the big events in Civil Service organization. It enables the women of the Service to carry on their work with greater comfort and effectiveness and to further extend their activities along other lines. A complete report of the Women's Branch is included in the report of the Association for the first time as an appendix.

As heretofore the Executive has continued its activities in patriotic affairs; the principal feature in this connection being the obtaining of Civil Service contributions to the Canadian Patriotic Fund and Red Cross Society. The total subscriptions for the year amounted to \$132,068.46.

For the first time in the history of the Association, theatricals have been included in their activities. A very successful performance was produced at the Russell Theatre in aid of the Prisoners of War Fund. The venture proved an entire success in every respect, and the sum of \$525.43 was realized for the fund. The formation of The Civil Service Operatic and Dramatic Society of Ottawa is announced.

In compliance with a request from the Executive of the Federation for assistance in raising the necessary funds to carry an appeal to the Privy Council in the case of "Morson vs. City of Toronto," the Executive secured a total subscription from the Service at Ottawa of \$1,683.58.

In referring to Civil Service organizations, the Executive urge upon all the necessity—even the duty—to extend their support and help. Particular mention is made of *The Civilian*, which because of the good work it is performing in the interest of the entire Service is highly commended.

The abnormally high cost of living in the past year made it necessary to ask the Government for a war bonus on two occasions, at the beginning and again at the end of the year. The failure of the Government to grant the first request for a bonus of \$200 placed members of the Service, with few exceptions, in a position of financial embarrassment, entailing hardships which no employer of labour, of whatever kind, is justified in imposing upon his employees. As a result, civil servants in the Inside Service were brought face to face with an intolerable and impossible position, and steps were taken to ask for a war bonus of \$350 for all civil servants, permanent and temporary, who give full time to the Service, inclusive of any amounts already paid them during the fiscal year 1918-19 as war bonuses, and that the bonus date from April 1, 1918. Following the appointment of a Special War Bonus Committee, it was learned that the Federation were also engaged upon a similar undertaking. It was therefore decided to work in co-operation with the Federation with a view to obtaining concerted action from the whole Service. The concluding paragraph on this subject in the report is as follows: "While,

for reasons which have not been explained, the Government has not in the past been convinced of the necessity for action, it is confidently expected the steps now being taken by organizations representing the Civil Service will result in a substantial measure of financial relief."

The Executive make a strong plea for a wider interest in the affairs of the Association, pointing out that the seriousness of conditions obtaining at the present time should make it apparent to all that the one and only way to have the employees' side of the case taken into account when the law is being framed, is through organi-

zation—which to be effective must be fully representative.

Amendments to the Constitution

Very radical amendments to the constitution were proposed at the annual meeting by the Executive and members of the Association. Owing to the fact that many of these were of a controversial nature and to some extent conflicting with one another, no progress was made with them at the meeting on November 12. A committee was accordingly appointed to consider the proposed amendments and to report at the adjourned meet-

ing. The report of the committee was presented on November 19 and adopted with minor changes only.

The following are the principles involved in the amendments as adopted:—

Election of Officers by Ballot

Instead of electing the officers at the annual meeting, by the members of the advisory boards and the Executive, all members of the Association in good standing are now allowed a vote. Nominations are made at the annual meeting, but are not finally closed until 10 o'clock a.m. of the second business day following the meeting. Machinery is provided in the constitution, including the appointment of an election committee, for the holding of the election throughout the Service.

It is felt this change will make the Association more democratic and bring the members of the Association into closer and more intimate touch with the controlling body of their organization.

Annual Meeting Thrown Open to Service

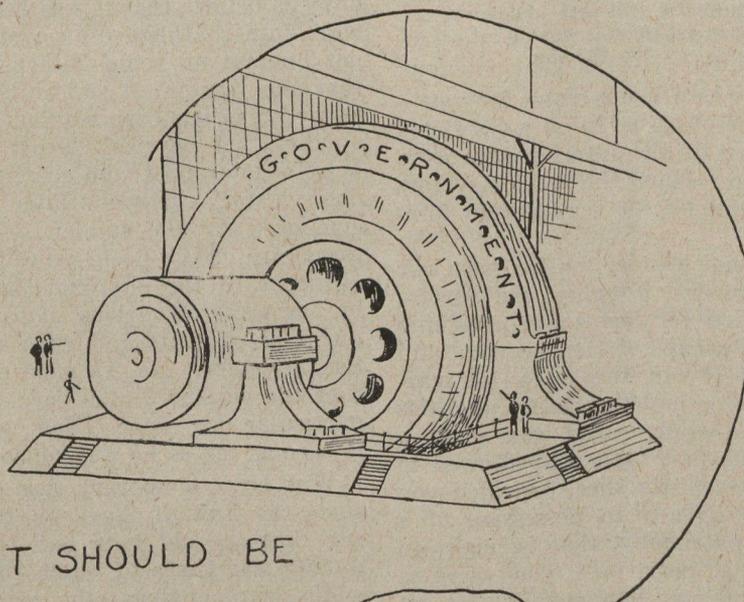
The annual meeting, at which the work of the year is reported upon and nominations for officers made, will in future be open to all members of the Association in good standing.

Amending the Constitution

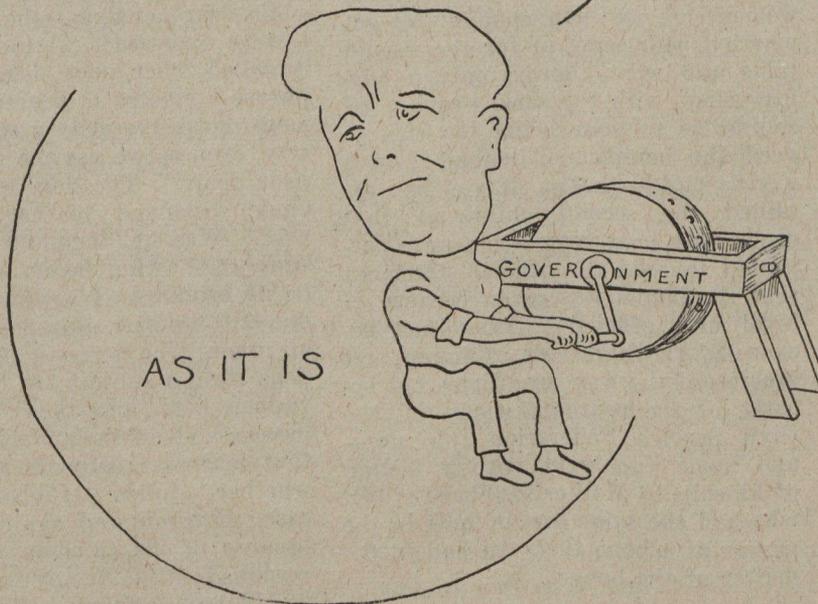
The constitution may now be amended at a general meeting of the Association, at the annual meeting, or by ballot. This will obviate the necessity for waiting a whole year and permit a progressive movement being dealt with constitutionally at any time.

Branch Representation

Section 28 is amended on the principle that there shall be an annual fee of \$1.00 graduated to \$5.00 on the basis of membership of a branch organization; and that where a branch association is local to one department, the representation from that department and branch association to the Executive shall not be greater than is at present allowed a single department.



AS IT SHOULD BE



AS IT IS

CANADIAN GOVERNMENT

At The Sign Of The Wooden Leg

Your
Humble
Serv^t.
Silas
Wegg

Bonus, Bona, Bonum.

"DADDY," said Silas Wegg, Junior, who is wrestling with his Latin grammar at present, "how do you decline *bonus*?" My reply was instantaneous. "We don't. At any rate I have heard no one in the Civil Service doing so these days."

Then I gave myself up to reflection. There were the Cabinet ministers to be considered—those eminent grammarians who found so many cases—other than the dative—when they came to deal with our bonus, and who at least put the word through all its paces as far as gender was concerned. Nor did I lose sight of the fact that the whole scheme as made effective was one grand declension from our original hopes and desires. Declension! I thank thee, Junior, for teaching me that word.

The feature that impresses me most is the insistence on gender. The man on the street had forgotten that there were any variations that could be played on the simple word *bonus*. It had won its place in the English dictionary and had thereby been loosed from its Latin bonds, for—

Slaves cannot breathe in England; if their lungs
Receive our air, that moment they are free;
They touch our country, and their shackles fall.

But this was war-time, and even words had to submit to a certain necessary internment. Some genius of the administration—you have three guesses at his name—detected the alien origin of old Bonus and, lo, how easy it was to inflict upon it the restrictions of gender that it had worn in other days. Bonus—bona—bonum! Three genders—masculine, feminine, neuter; ergo, three kinds of remuneration: one for the master, one for the dame, and *none* for the little boy that lives in the lane—that's me.

By the way, I love those old melodious lays of Mother Goose that softly melt the ages through, and just here

I would call the attention of the Minister of the Interior to what good King Arthur did when he ruled the land; he made a wondrous pudding for his court,

And stuffed it well with plums,
And in it put great lumps of fat
As big as my two thumbs.

There was a bonus-giver for you—an Arthur who was in no ways mean, a minister of the interior who even stooped to robbing the grain elevators rather than let his servants go hungry!

Let us not wander too far from our text, however. Roughly, the Service was divided for bonus purposes into the three groups of men, women, and children. If you were a man—a married man, or had the manly qualities of a bread-winner—you were given a seat at the first table and allowed to cut off a two-fifty slice, provided you were not already in possession of a prince's patrimony, that is, eighteen hundred a year. If you were a woman, or not man enough to get married, you came in for the second table and were allowed only a one-fifty slice, with the same proviso, of course, as to your being too rich to need the bounty. Thirdly, if you were a child—that is, if you had attained the second childhood that comes with long years—you were permitted to read the official statement that the bonus was given because of loyal and efficient service—not because of the high cost of living, not because of the war conditions, not because of the representations of the Civil Service Federation, oh no,—and home you went with a feeling of kinship to Mother Hubbard's dog, who had the same sort of luck in the matter of a bone that you had in the matter of the bonus.

But when she got there, the cupboard was bare,
And so the poor dog got none.

I wonder what were the disabilities under which that dog of Mother Hub-

bard's laboured that he should be left without his bonus bone. Of course the poet who gave us the story dressed it up, as poets are wont to do, in the trapping of pathos, and would have us believe that it was because of Old Mother Hubbard's poverty, and not because of some discrimination, that the dog fared so badly. This poverty gag has been worked at times on the Civil Service. Trust it not. Why, a later poet who continued the dog's history—it was a later poet, as evidenced by the sudden change in the metre of the poem—dwelt on the affluence of the old dame as shown by her visits to various shops for the purchase of coats and wigs and coffins, et cetera. No, we must conclude that the cupboard was bare for that particular dog alone. Now, why was it bare as far as he was concerned?

Was he a temporary dog engaged since the first of April—a transient cur that the old lady had taken on during war times to watch the house while the other dogs—the dogs of war—were overseas? I think not. He is called "her poor dog," and that phrase connotes a degree of attachment, not necessarily a status of poverty, even as we use the phrase, "my poor dear." The dog, we must conclude, belonged to her permanent staff. Was he, then, no one's "sole support"? Had he no sister? Had he no brother? Was there no dearer one still, and no nearer one yet, than all other? The domestic obligations of dogs form a subject too wide for discussion here, and there is a certain looseness about their marital relations that makes it difficult to determine whether Mother Hubbard, in this case, discriminated against the dog because of his freedom from family responsibilities. At any rate, that fact would have affected only the matter of the size of the bonus he was to receive. We can dismiss that question, therefore, and only hope that the good woman did not peer too closely into the dog's social life. Of course the

dog may have been a "she" and entitled, other things being favourable, to a bona and not a bonus. It is the later poet, the second Isaiah, that refers to the dog as "he." The earlier bard gives no hint of the sex of our hero (or heroine). But, again, we make no progress, for being a female is only a partial, not a total, disability.

Our conclusions, therefore, must be that the dog had been engaged for many years on Dame Hubbard's staff in a permanent capacity, and that his income amounted to over eighteen hundred bones a year. He came to the old lady, we can surmise, with some whimpering tale about the high cost of knuckle-joints, and she was convinced at first that his case was a good one. In fact her own expenses had gone up greatly during the last few years and she had to pay more for all the supplies she bought from the fruiterer, the draper, the joiner, and the butcher. Why not, then, she reasoned, should she not be expected to pay more for her dog's services. So she started for the cupboard. On her way thither she began to think more deeply, and came to the conclusion that any dog that received as much as her dog did should be enabled to live decently, in fact luxuriously, and bury a few bones in the garden for a rainy day as well. By the time she reached the cupboard, her mind was made up. No bonus for Towser. And then, the story getting abroad among uncivil dogs, she had a poet write a

piteous story of good will struggling vainly against poverty.

"And so the poor dog got none." The later poet, as we remarked above, attempted to atone for the grievous lapse on Mother Hubbard's part. He brushed aside all that piteous fallacy about her circumstances being reduced on account of the war, and pictured her as going on innumerable errands to obtain luxuries for the dear pet that had been deprived of his bonus. But Towser was never the same dog again. His feelings may have been hurt, or Mistress Towser, away off there in some kennel where he spent his nights, might have made his life that of a dog's in truth just because he did not bring home the bacon. We read of strange actions,—dancing a jig in office hours, reading the news when he should have been digesting a report, dying and coming to life again, and making a huge joke of the circumstance, for all the world like Macbeth, who found "nothing serious in mortality." The story of the Hubbard Civil Service seems to teach that the only time to right a wrong is when the wrong stares one in the face. Fruit and wigs and coffins in after days cannot make up for that one sorely needed bone in the dark hours when all the Towserlets were barking and whining for something solid to set their teeth in.

Well, well, we have indeed wandered far from the text this time, and here is Silas Junior again at my side to know the derivation of that word

bonus. Surely the time is sad enough without the youngsters begging to sit on the hearse beside the driver. Bonus, my boy, is derived according to some from Bohunkus, by the easy expedient of dropping all unnecessary letters. Bohunkus was the mythical medicine man of the Neversweats. He acquired great fame by converting birch bark into pemmican, or prehistoric chipped beef, so that to this day no one can tell the difference. As time went on, and ideas became confused, squaws used to pacify their papooses by promising them a Bohunkus, that is, something that would do them all sorts of good, and also something that they would never get. The word *bonus* came into use at the time of Columbus, who became aware in due time, I am told, of a practice known as Indian giving, by which a gift becomes of no use because it has to be handed back immediately. In more refined times the ceremony of surrendering gifts is more indirect than in the olden days. One who now gets a bonus is not called upon to return it immediately to the giver, but you find on the morrow of bonus-day that beef, and flour, and coal, and eggs, and milk, and rents have all enjoyed increases in price over night; so you transfer your bonus, before many weeks have elapsed, to the butcher, the baker, and the candlestick-maker, and they buy Victory Bonds—and, behold, the wheel has come full circle—you are It.

CSFC

CENTRAL COUNCIL FOR TORONTO

At a meeting of the Executive Committees of Postal Clerks, Letter-Carriers, Railway Mail Clerks, Inland Revenue, Customs, Public Works, Meteorological Service, and Weights and Measures Department, held at Toronto on Wednesday, Nov. 20, 1918, the following resolutions were adopted:—

1. That a body be organized consisting of representatives of the several branches of the Dominion Civil Service located in Toronto.

2. That the organization be named the "Toronto Dominion Civil Servants Association."

3. That its purposes consist chiefly in advancing the good and welfare of the Dominion civil servants of Toronto.

4. The adoption of such measures from time to time as may serve to keep the different local branches of the Service in touch with each other.

5. That a levy, not to exceed \$1.00, (one dollar) per month, be made on each association for the expenses of this Association.

6. That this Association consist of three members from the Executive Committee of each Association.

7. That this Association at its first meeting appoint a chairman, vice-chairman, and secretary-treasurer.

8. That the Executive Committee

of each Association meet and elect their three representatives on this Association forthwith, and that the said representatives hold their first meeting on Tuesday, Dec. 3, next.

It was also resolved that Mr. A. McMordie be authorized to represent this Toronto Dominion Civil Servants Association at Ottawa on Nov. 27 in pressing the demands of the Civil Service Federation for the bonus of \$350 to all civil servants, and equalization of allowances between East and West as regards the Postal Service and Inland Revenue as per their memorial of Oct. 8, last, and failing this, in support of their demand for a Board of Conciliation.

T. R. ELSAM,
Acting Secretary, T.D.C.S.A.

Great War Work of One of the Old Permanent Departments

WITH so many Commissions and special Boards of one kind and another engaged on war work at Ottawa, the war activities of the regular departments and the big jobs successfully carried out by individual officers of the permanent Civil Service are apt to be overlooked. It has been the fashion, too, in some uninformed quarters, to sneer at the alleged lack of business and executive ability in the Service. A representative of *The Civilian* has been able to gather some facts relating to recent undertakings of the Dairy Branch of the Department of Agriculture on behalf of the Imperial War Office, which seem to "put the shoe on the other foot."

Shortly after the outbreak of war the War Office expressed a desire to secure supplies of hay from Canada. It was specified that the hay should be recompressed into bales of special size and of great density to save ocean space. The business of getting the first lot of hay was entrusted to an experienced hay man, but in the course of a few weeks it was found necessary to make a change. The business had reached a state of confusion that could not be tolerated any longer. It was at this stage that the Department of Agriculture was called in, and the management was placed in the hands of Mr. J. A. Ruddick, Dominion Dairy Commissioner, probably because the Dairy Branch, then under Professor Robertson, procured the hay for the British Army during the South African war.

The recompressing plant, which had already been set up at Sheds 24 and 25 Montreal Harbour, was reorganized and enlarged, and other plants were established at Charlottetown, P.E.I., Windsor, N.S., Woodstock, N.B., and Calgary, Alta. The outputs of three small private plants in the province of Quebec were also secured, until at the maximum capacity of continuous operation, night and day, as much as 1,100 tons daily was recompressed and shipped overseas.

The purchase of oats followed. They were required to be put up in 80 pound bags. Bagging facilities were installed at Port McNicoll, Midland, Port Colborne, Kingston, at the four Montreal elevators, and at West St. John, N.B. The oats were purchased

by Mr. Ruddick chiefly through brokers on the Winnipeg market, shipped in bulk to the bagging plants, and then forwarded to the seaboard. This involved the purchase of millions of jute bags, for which the raw material was mostly imported direct from Calcutta.

Later on, the purchase of flour was included, in such quantities that every mill in Canada was offered contracts. A mere statement of the quantities and values of the forage and flour shipped overseas through this agency will suffice to show the enormous volume of business transacted.

Total Volume of Business.

	Tons.	Value.
Hay	481,250	\$34,966,870.94
Oats	1,300,418	52,946,396.46
Flour	492,391	11,655,780.23
Totals	2,274,059	\$99,569,047.63

The tonnage given represents 76,495,221 bushels of oats, and 12,309,776 bags of 80 pounds each of flour. It required approximately 24,000,000 bushels of wheat to produce the flour. At a rough estimate it required over 100,000 standard railway cars to handle this traffic.

Mr. Ruddick was assisted in the handling of the hay business by Mr. W. W. Moore, of the Dairy Branch, who was largely responsible for the outside end of it, including the recompressing plants. He had previous experience under Dr. Jas. W. Robertson during the South African war. Another employee of the branch, Mr. W. P. Hibbard, was made superintendent of the Montreal recompressing plant, where from 450 to 500 men were employed; and still another member of the Dairy staff, Mr. J. N. Lemieux, was chief accountant for this special work. The War Office sent out Mr. J. L. Grant, an experienced flour broker, to assist in the purchase of flour.

Early in 1917 the War Office intimated that no further supplies of hay would be taken from Canada, and during that year the plan for the Allied purchase of all supplies was worked out, and the flour and oat business was taken over accordingly.

Mr. Ruddick has received very high appreciation from the Imperial Army Council for the manner in which these large and important undertakings have been carried out. Perhaps the best proof that the work has been well done lies in the fact that so little has been heard about it.

About the time that the War Office ceased purchasing hay in Canada, the United States Government, having come into the war, required recompressed hay for its overseas forces, and the Quartermaster General at Washington approached the department with a view to utilizing the idle plant at Montreal, of which there is no duplicate on this continent. An arrangement was completed by which Mr. Ruddick and his assistants continue the operation of the plant on the same lines as heretofore. Some 125,000 tons have already been recompressed for overseas shipment and the plant is running at full capacity, thus making a good market for Canadian hay.

—CSFC—

MICAWBER AMENDED

Micawber was wise,
When he cautioned the guys
Who in debt would quite carelessly
drift;
But it never occurred
To that easy old Bird
That conditions might penalize
thrift.

When salary stands still,
While war fattens the bill,
A Micawber would have to confess
Neither sinner or saint,
Verbal pathway could paint,
Giving thrifty ones hope of success.

Micawber to-day,
Something like this would say,
When expenses beyond incomes
swell,
With the old pre-war check,
You are going by heck,
Down a greased slanting speedway
to Well!

That's not the right word,
And it can be deferred,
Until rising food prices compel
An adjustment of pay.
If this fails, I should say,
Just to write it and call it plain
Hell!

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Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

Lays Down the Burden

Failing health has forced Col. Sir Percy Sherwood, Chief Commissioner of Police for Canada, to tender his resignation to the Government.

Sir Percy has been at the head of the Dominion Police since 1882. From time to time his duties and jurisdiction have been extended and his responsibilities increased. Since the outbreak of the war he has been carrying a tremendous load of care. His administration of the secret service and other Government police work has been magnificently successful and has commanded the admiration of the closest observers and most competent judges. One who saw a side of police work and responsibility that is hidden from the public was H.R.H. the Duke of Connaught. It was on the eve of his departure from Canada that Sir Percy was knighted.

All Canada will wish Sir Percy speedy restoration to perfect health and many years of enjoyment of ease in his retirement.

—CSFC—

Old Friend Comes Back

Ottawa civil servants are much interested in the appointment of Dr. J. G. Rutherford to be a member of the Board of Railway Commissioners for Canada. Dr. Rutherford was formerly Veterinary Director General and was president of the Civil Service Association of Ottawa in 1909-10 and 1910-11.

—CSFC—

Personal Remarks

Jack Cadden of Saskatoon and Gordon Rogers of Ottawa, both well-known to *Civilian* readers from frequent publication of their poems in these columns, were winners of hon-

ourable mention in the Dominion-wide contest for the best Victory Loan poem. There were a great number of competitors, including many noted writers of verse, and a place in the small list of those honourably mentioned was worth winning.

John Sharp, of the Department of Public Works, observed the memorable November 11, when the armistice was signed, by producing a splendid little statuette of a newsboy on the run, crying the tidings of victory. The exhibition of this work of art made a leading Sparks street jeweller's window a centre of much attention, and Mr. Sharp's work was highly praised by many discerning critics.

Prof. W. C. Clark, of Queen's University, who was temporarily attached to the Bureau of Statistics last summer, has returned to Ottawa for special work in the Department of Labour. Prof. Clark is now in hospital with appendicitis.

The marriage of Vera Waters Johnston, of the Department of the Naval Service, to Lieut. J. R. Dickson, was celebrated in London, Eng., on October 25. Mrs. Dickson went overseas as a V.A.D. nurse and will continue her duties at Plymouth Naval Hospital.

Stella Ruth, youngest daughter of Major E. W. Hubbell, was married on November 14 to Capt. L. P. Wood-ill, R.A.F.

C. W. Baxter, for six years past an inspector on the staff of the Fruit Branch, has been promoted to the position of Fruit Commissioner, made vacant by the death of Donald Johnson.

J. A. Landry, of the Ottawa Custom House, was married recently to Miss Alice Roy. A few days previous to the happy event, the port staff presented Mr. Landry with a handsome water set and an appropriate address. Mr. Landry is a veteran of the war.

Miss Beatrice Barber, an experienced member of the staff of the Law Clerk, Department of the Interior, has been gazetted a notary public,



COL. SIR PERCY SHERWOOD.

at the instance of Hon. Arthur Meighen. The appointment, being the first instance of such recognition to a woman civil servant, has been widely commented upon and approved.

P. T. Kirwan, of the Department of the Secretary of State, has returned from a five-months' visit to Ireland.

The marriage of Hazel Olive, only daughter of J. Lambert Payne, comptroller of railway statistics, and Mrs. Payne, to Major W. W. R. Creighton, was celebrated in Dominion Methodist church, Ottawa, on November 2, the Rev. Dr. Aikens officiating.

Merle F. Bancroft, of the Geological Survey, was married on November 2 to Edna Kittura, only daughter of Mr. and Mrs. Stephen R. Payne. Rev. W. A. McElroy of Hamilton officiated.

The marriage of Monica, daughter of M. C. MacCormac, of the Library of Parliament, and Mrs. MacCormac, to R. S. Sayers, of New York, was celebrated at St. Joseph's church on October 9. The bride was formerly on the staff of the Bureau of Statistics.

—CSFC—

Obituary

O'GRADY—On October 21, 1918, Mary Margaret McDonald, wife of Wm. J. O'Grady, of the Department of the Interior.

OGILVIE—On October 24, 1918, the wife of James Ogilvie, of the Railway Commission.

HICKSON—On October 23, 1918, John G. Hickson, aged 30 years.

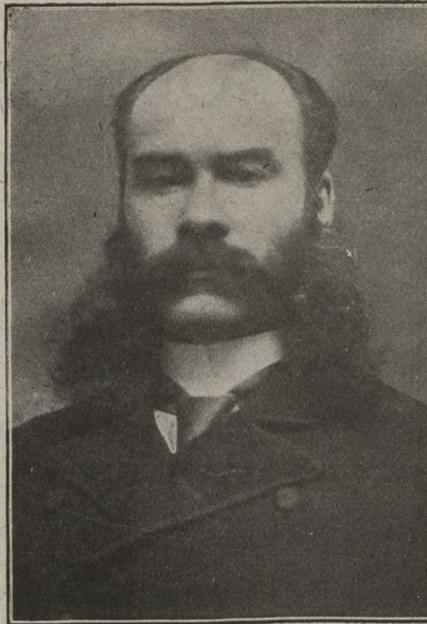
HERBERT—On October 23, 1918, James Herbert, of the Printing Bureau, formerly of the 45th Battalion, Canadian Expeditionary Force, aged 22 years.

HARWOOD—In New York, on October 21, 1918, George Harwood, formerly of the Department of the Secretary of State, in his fiftieth year.

CHOQUETTE—On October 24, 1918, Gilbert A. Choquette, aged 75 years, father of John Choquette, postmaster of the Senate.

WILLIAMSON—On October 21, 1918, A. J. D. Williamson, of the Department of Agriculture, aged 23 years.

ARTHURS—On October 25, 1918, Dora Agnes, wife of J. H. Arthurs, of the Department of Railways and Canals; also their infant child.



PETER CONNOLLY

Last of the "Quebeckers."

Last of the "Quebeckers."

Peter Connolly, the veteran chief messenger and housekeeper of the House of Commons, is retiring from active service and has asked for superannuation.

Mr. Connolly is seventy-one years of age and is the last on duty of the "Quebeckers,"—those who came to Ottawa with the Government from Quebec in 1865, and who were thus nicknamed by the older residents of the new Capital. His permanent appointment dates from 1867, so that he has had fifty-one years of continuous service.

During the last session of Parliament Mr. Connolly broke down in health, and, though he has made an excellent recovery, he feels that half a century is a good life's work.

Last summer Mr. Connolly and his esteemed wife had the pleasure of celebrating their golden wedding.

IRONSIDE — Drowned in the wrecking of the S.S. *Princess Sophia*, off Juneau, Alaska, October 25, 1918, Edward S. Ironside, collector of customs at Dawson, Y.T., aged 39 years; also his mother.

POUGET—On October 26, 1918, Yvette, only daughter of Madame Yvonne Pouget, of the Post Office Department, aged 4 years.

L'ECUYER—On October 23, 1918, Alfred L'Ecuyer, of the Dominion Police.

NOONAN—On October 26, 1918, T. Joseph Noonan, of the Railway Mail Service.

TURCOTTE—In Quebec, on November 1, 1918, Arthur J. Turcotte, postmaster, aged 68 years.

LECLAIRE — On November 1, 1918, René Leclaire, of the Department of Militia and Defence, aged 21 years.

GWYTHYER—On October 29, 1918, Henry William Gwyther, of the Department of Immigration and Colonization, aged 38 years. Deceased was born in India and was formerly Hindu interpreter for the Government at Vancouver. He contracted his fatal illness after serving for many nights in the emergency office at the city hall during the height of the influenza-pneumonia epidemic in Ottawa.

RYAN—On October 28, 1918, Mary Elizabeth, wife of Anthony Ryan, of the Department of the Interior.

DONALD—On November 3, 1918, Mabel J. Donald, of the Department of Agriculture.

GALLIVAN—At Kingston, on November 4, 1918, Mary Gallivan, of the Department of Militia and Defence, Ottawa.

STOCK—On November 7, 1918, Rita Stock, of the Department of Militia and Defence.

HENDERSON—At Haliburton, on November 7, 1918, E. K. Henderson, M.D., son of former Post Office Inspector Jas. Henderson of Toronto.

GIBBS—In Port Arthur, on November 10, 1918, Frank E. Gibbs, formerly Dominion Grain Commissioner, aged 72 years.

BENTLEY—In Toronto, on October 16, 1918, J. S. Bentley, of the post office staff, after twenty-five years' service.

KNIGHT—In Toronto, on October 17, 1918, T. C. Knight, letter carrier. Leaves a widow and three children.

TOMLIN—In Toronto, on October 26, 1918, A. E. Tomlin, of Postal Station "A." Leaves a widow and eight children.

FRASER—In Toronto, on October 18, 1918, J. G. Fraser, of Postal Station "D," aged 25 years.

CONNOLLY—Killed in action in France, 404810, Clarence M. Connolly, 75th (formerly 35th) Battalion, aged 24 years. He was at one time a clerk in Toronto post office.

SHANKS—At Moose Creek, on November 10, 1918, James Shanks, brother of Thomas Shanks, of the Department of the Interior.

BEATTY—At Brockville, on October 24, 1918, Walter W. Beatty, parcel post porter.

LANDRY—At Halifax, A. J. Landry, of the sub-laboratory, Department of Trade and Commerce, formerly of the Department of Inland Revenue, Ottawa.

KENNEDY—In Toronto, on November 27, A. W. Kennedy, sub-trade commissioner, Department of Trade and Commerce, Ottawa.

CIVILIAN EMPLOYEES ASSOCIATION, M.D., No. 6. Halifax, N.S.

This Association held its regular quarterly meeting on the evening of November 13. It was opened by singing the National Anthem, and the harmony created would make any musical troupe take a back seat.

The meeting proved to be the most interesting so far held and one would have thought that the officers were a jury trying to settle an argument by the way members were asking questions concerning the "war bonus," over which great dissatisfaction exists among civilian (Militia and Defence Department) employees of M.D. No. 6.

It was decided to make inquiries from the Civil Service Federation and try to find out who is to blame for the employees in this department not receiving any bonus, or in other words, "Who is the Nigger in the Wood Pile."

Owing to this dissatisfaction, our Association has decided to enlist the sympathy of the press in connection with the method of distribution of said bonus, and to see whether existing conditions in this district cannot be remedied.

It was also decided to raise the dues in order that each member may re-

ceive a copy of *The Civilian* through the Association, instead of individually as at present, therefore assuming all responsibility of receiving *The Civilian* in block.

We are having the best of success, and the membership is steadily growing and in a short time we expect to have every civilian employed in this department a member of our Association. Our membership at the present time is 116.

—CSFC—

GEORGE A. BOUDREAU PROMOTED

The announcement of the promotion of Geo. A. Boudreau to the position of chief messenger of the House of Commons to succeed Peter Connolly, superannuated, furnishes another example of long and worthy service reaching at last its ultimate reward. Mr. Boudreau was born at Quebec City on Dec. 25, 1860, and



GEORGE A. BOUDREAU
Chief Messenger H. of C.

moved to Ottawa with his parents at eleven years of age. He became a page at the House of Commons on Dec. 23, 1873. After serving as Clerk's messenger during the regime of Sir John Bourinot, he in 1904 became supervisor of pages on the floor of the House. He acted as Speaker Marcell's messenger in 1908, and afterwards filled the position of assistant chief messenger until on Oct. 1 last, he was promoted by "merit" to be chief messenger. This reward comes at the end of forty-five years of continuous and faithful service.

SUCCESSFUL CANDIDATES

Successful candidate for the position of officer to take charge of Seed Production Work, Seed Branch of the Department of Agriculture, at an initial salary of \$2,200 per annum: Grant S. Peart, Freeman, Ont. Successful candidate for the position of Collector of Customs at the port of Shelburne, Nova Scotia, at an initial salary of \$1,000 per annum: A. C. Bruce, Halifax, Nova Scotia.

—CSFC—

IF YOU AND I.

By Edgar A. Guest.

If you would smile a little more
And I would kinder be,
If you would stop to think before
You speak of faults you see;
If I would show more patience, too,
With all with whom I'm hurled,
Then I would help, and so would you,
To make a better world.

If you would cheer your neighbor
more
And I'd encourage mine,
If you would linger at his door
To say his work is fine;
And I would stop to help him when
His lips in frowns are curled,
Both you and I'd be helping then
To make a better world.

But just so long as you keep still
And plod your selfish way,
And I rush on, and heedless kill
The kind words I could say;
While you and I refuse to smile
And keep our gay flags furled,
Some one will grumble all the while
That it's a gloomy world.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

(By Customs Associate Editor)

The Special Committee and its Work

The general meeting of the D.C.A. held in Ottawa last April appointed a special committee to deal with the matter of re-organization, and its attendant problems, and the following members were named: Messrs. R. Colvin, Hamilton; B. C. McCann, London; M. F. Mogan, Toronto; W. J. McKenna, Montreal, M. F. Kehoe and T. H. Burns, Ottawa.

In the meantime the affiliated branches of the D.C.A. were instructed to meet and consider their problems, and make any suggestions with the view of improvement of the Service and conditions generally, and prepare also a salary schedule and classification. This advice was generally followed, as about forty replies were received and considered by the committee, which met in Ottawa October 8 and 11. After calling the meeting to order and explaining its importance, the secretary-treasurer explained that Mr. McKenna, of Montreal, was unavoidably absent through illness, and on his suggestion, the Montreal branch had nominated a substitute, who was present, Mr. R. Chas. Irwin, president of the local branch; and his credentials were offered to the committee, and endorsed unanimously. Nominations for chairman and secretary of the committee were then in order. Mr. Colvin was nominated, but declined the chairmanship, on the grounds that the interests of the D.C.A. would be better served by a local man on the board, and named Mr. M. F. Kehoe, Ottawa, as chairman, who was elected unanimously. Mr. T. H. Burns was the unanimous choice as secretary of the committee, which then proceeded with the business on hand.

The recommendations of the various branch associations were then presented for consideration by the committee. It was moved and seconded, by Messrs. Mogan and Burns, that the members of the Outside Customs and Inland Revenue Departments who desired to do so be admitted to the meetings of the committee as spec-

tators. Messrs. F. Grierson and L. D. Burling, president and secretary-treasurer of the Civil Service Federation, arrived and delivered brief addresses on the memorial that was to be presented to the Government that afternoon, and the members of the committee were invited to be present.

Messrs. Boyd, of Hamilton, and Oliver, Toronto, made formal application for membership of the members of the Inland Revenue Outside Service to the D.C.A. On motion of Messrs. Hogan and Colvin, it was unanimously decided that the presi-

dent and secretary-treasurer be authorized to visit the principal ports of the West in the interest of the organization, in the near future. The meeting then adjourned to form part of the large committee that was presenting the memorial to the Cabinet.

Morning session, Oct. 9.—Recommendations of the branch associations were then taken up. Recommendations from Halifax, Winnipeg, Toronto, and other associations regarding returned soldiers, honourably discharged as unfit, who were formerly Customs officers, were presented. It



SPECIAL CUSTOMS COMMITTEE.

Left to right, sitting: T. H. Burns, Ottawa, (secretary), Frank Kehoe, Ottawa, (chairman); left to right, standing: B. C. McCann, London, R. Colvin, Hamilton, M. F. Mogan, Chas. Irwin, Montreal.

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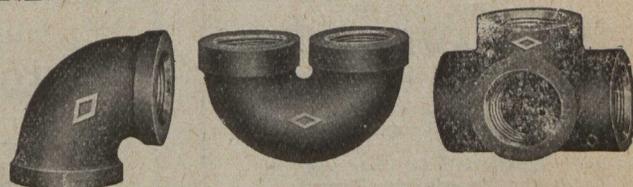
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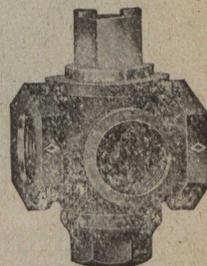
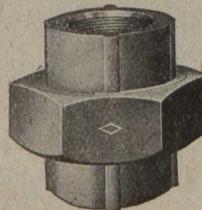
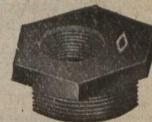
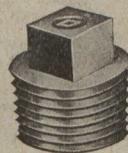
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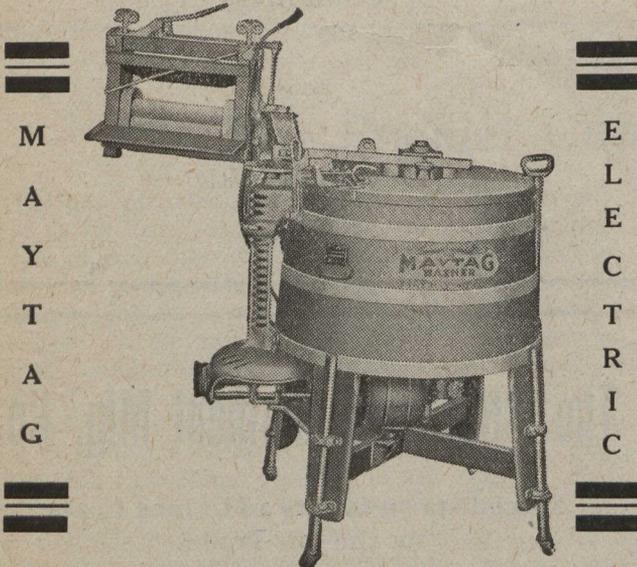
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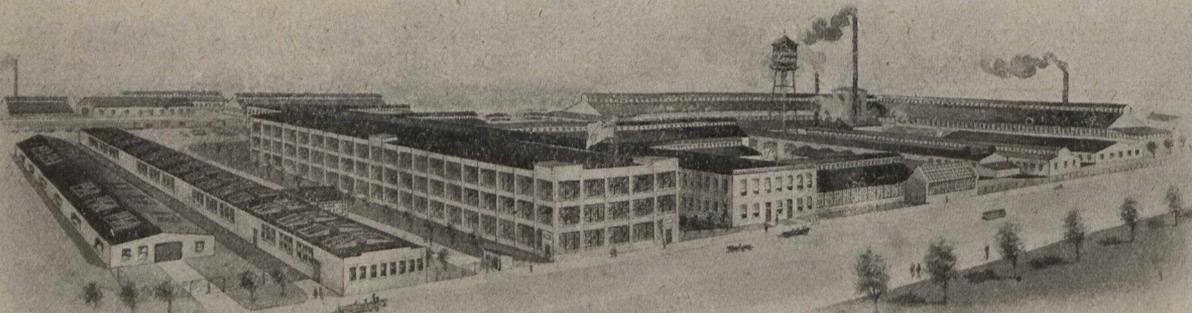
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was unanimously recommended that these officers be re-instated in their former positions or those of similar rank, without loss of salary or increment.

On motion of Messrs. Irwin and McCann, the following telegrams were sent to Mr. A. J. Taylor, president of the D.C.A., and the secretaries of the Saskatchewan, Alberta and Manitoba Associations, and the vice-president of British Columbia: "Special Committee now in session extends warmest greetings. First business transacted authorizes president and secretary to visit the principal ports of the West in the near future to study conditions and report progress and aims of organization." Suitable replies were received from most of the above mentioned officers, acknowledging the greetings and extending a hearty welcome to the delegates upon arrival.

The question of salaries and classification was then considered, being classed in grades from A. to F., a full report of which will be found elsewhere.

Moved by Messrs. Mogan and Irwin: That when officers of Grades D., E., and F. reach the maximum of their grades, they have the privilege of being automatically promoted to next grade, by passing examination on duties of office. Carried.

Moved by Messrs. McCann and Mogan: That in order that length of service should receive fair and just consideration, every officer who has been in the Service whether as a temporary or permanent officer five years or more shall, in addition to the initial salary of such classes, be allowed \$25.00 a year for every year in the Service as a basis for computing his yearly salary, provided such allowance does not exceed the maximum salary paid. Carried.

It was the unanimous recommendation of the committee that a statutory increase of salary of \$100.00 per annum be paid.

Moved by Messrs. Burns and Mogan: That no permanent member of the Customs Outside Service shall be removed, suspended, or transferred therefrom, except for such cause as will promote efficiency of said service, and for reasons given in writing, and the person whose removal, suspension, or transfer is sought shall have notice of same and of any charges preferred against him, and be fur-

nished with a copy thereof, and also be allowed a reasonable time for personally answering same in writing, with any evidence in support thereof, and that copy of charges, answers, reasons for removal, suspension or transfer, and of order of same shall be made a part of the records of the department, as shall also be the reasons for reduction in rank and compensation, and copies of the same shall be furnished to the person affected upon request, and the Civil Service Commission also shall, upon request, be furnished copies of the same. No person employed since February 13, 1918, in a temporary capacity shall continue in such employment, after six months, without taking the necessary examination prescribed by law. Carried.

Motions adopted.

Overtime.—That 50 cents an hour be paid for extra service or overtime. Restrictions as to amount paid shall not apply where the services of the officers are required beyond the time mentioned in the bulletin governing this work.

Salaries.—All officers in receipt of salaries of less than \$1,000 per annum be immediately advanced to this figure, dating from April 1, 1918.

Collectors and sub-collectors of small ports.—That the salaries of the aforementioned officers be increased to correspond with their duties and the increased cost of living.

Grievances.—Further information regarding night watchmen, and preference given to the promotion of night staffs was requested from the ports asking for consideration.

The committee also unanimously endorsed the principle of a proper superannuation bill, and recommended that such a bill be passed at the next session of Parliament.

The applications of the Associations of Vancouver and Toronto in applying to the Civil Service Commission in the request to uphold the principle of merit and efficiency as regards vacancies and promotions, as laid down in Section 16 of the Civil Service Act was endorsed.

Sick leave.—The putting into effect of the regulations regarding sick leave, or special leave of absence, at an early date, to be requested.

Acting Officers.—This committee opposes the principle of acting officers, not legally qualified in discharging the duties they are filling, thereby barring advancement to properly qualified officers, conditions which exist in the Outside Customs Service at the present time.

Inland Revenue Department.—That all branches of the Inland Revenue Department, under the supervision of the Minister of Customs, be admitted to membership of the D.C.A. and made part thereof, as an affiliated body subject to organization of local branches wherever possible.

The committee then waited upon the Minister of Customs, who received the members with his usual courtesy and sympathy, and discussed the recommendations, classification and schedule, which were presented by the chairman, Mr. Kehoe. He readily granted leave of absence to the two members selected to tour the West, and gave some good advice regarding the matters presented.

Afterwards the committee waited on the Commission, and had an interview with Hon. Dr. Roche, chairman, and also members of the re-organization committee of the Commission.

The members of the committee fully realize their responsibilities in the important questions dealt with, and trust the members at large will appreciate the difficulties of reconciling widely different views, and feel, on the whole, that a good deal has been done for the members, should their recommendations be carried out.

—CSFC—

On account of the length of the report of the special committee, a number of other items have been crowded out of this department.

Upon his return to London, Mr. B. C. McCann, a valued member of the special committee, was notified of the sudden death of his son Harold, who succumbed to an attack of influenza at Victoria, where he was located with the Siberian contingent, awaiting orders to leave. He was a promising young man, twenty-one years of age, and was formerly in the Bank of Montreal, London. The secretary-treasurer was in London a couple of days before the body was brought home, and tendered personally the sympathy of the D.C.A. to the members of the bereaved family.

"THE CIVILIAN"

The members of the D.C.A. must realize that it is a duty they owe to themselves as civil servants to become "boosters" for *The Civilian*, and send in their subscriptions to the men who are fighting our battles so fearlessly. It is all very well to pass resolutions endorsing the utterances and actions of *The Civilian*, but, after all, money talks, and these men must be supported by our dollars if we expect them to carry on the campaign against the reactionary forces that still exist and are fighting against any measures of reform in the Public Service. Might I suggest a plan to all the Customs units comprising the D.C.A. Have your fees include a year's subscription to *The Civilian*, so that every member will receive his copy at his home address, thereby making it his own personal property, and something to be proud of. Every member of the D.C.A. must be a subscriber to *The Civilian* if he would have it continue the good work it has in hand. Just as this appeal is being written to the Customs men all over Canada, I am informed the Post Office Association of Toronto has sent in over five hundred subscriptions. So get busy, Customs, and "go over the top," thereby showing in a practical way your appreciation of the work already done by the men who have made *The Civilian* what it is, the fearless champion of the rights of civil servants.

MANITOBA BRANCH

No doubt you will think that the Manitoba Customs Association is a dead issue. I can assure you such is not the case. We are very much alive as you will no doubt have noticed during the postal strike.

On account of the pressure of business at this port I was unable to send a report for the new issue of *The Civilian*. I think the new *Civilian* is just the thing that is required and I hope the paper will keep up to its new form.

The M.C.A. is composed of about 155 members and going strong, our membership extends all over Manitoba, and with one exception our or-

ganization is complete. We hope to hear from that out-port in the course of a few days. Our officers are fully alive to the responsibility of their positions and are working under full pressure for the betterment of the Service and working conditions. We issue to our members each month a bulletin showing our activities for the past month; this bulletin is mailed to all ports and out-ports in Manitoba.

I am sorry to have to report that we have lost an old and valued officer in the person of John Wilkie. We are also sorry to learn of the death of Harold J. Burns. Mrs. Wilkie and Mr. T. H. Burns have the sincere sympathy of our officers and members.

Our members are thankful for the small assistance they have received in the way of a bonus and provisional allowance, and we are anxiously looking forward to results from the memorial recently presented to the Cabinet.

H. R. WHALLEY,
Secretary.

NOVA SCOTIA BRANCH

The following resolution adopted at our annual meeting speaks for itself:—

"A number of the members of the Customs staff in Nova Scotia have joined the Canadian Expeditionary Forces, for services overseas, and are now serving the Empire on various parts of the battle front, therefore be it resolved: That the Nova Scotia Customs Officers Association perpetuate and honour the names of these officers, who gave up all they held dear and volunteered to serve their country in this great war; some of whom have been severely wounded on the field of battle, while others have been honoured by our most Gracious Sovereign for conspicuous bravery on the field.

"In view of this, it is thought wise that a committee of three be appointed from this Association for the purpose of obtaining all necessary information and data required to complete an honour roll of those in our department, in the province, who have proceeded overseas, in the Canadian Expeditionary Forces, and the said committee have power to complete the said honour roll in all particulars; and when completed, permission be requested from the Commis-

sioner of Customs that the same may be hung in a conspicuous place in the Customs House at Halifax, in order that future Customs officials may know that during the great world war, patriotism was not dead among the staff in this province."

A. LOVETT.

—CSFC—

The officers and executive of the N.S.C.A. elected at the annual meeting are as follows:—Hon. President, A. S. Mitchell, Collector of Customs; President, William Gleeson, Surveyor of Customs; Vice-President, J. A. Mitchell, Chief Landing Waiter; Secretary-Treasurer, A. G. Lovett, Landing Waiter. Executive officers: Collectors of Sydney, North Sydney, Yarmouth; C. A. Collins, Appraiser; A. F. Caldwell, Landing Waiter; A. M. O'Brien, Clerk, Halifax.

Wm. Gleeson and A. G. Lovett were chosen to be delegates to the D.C.A. The present membership is 200.

—CSFC—

JOINT MEETING-NIAGARA

A meeting of the civil servants of Niagara district was held at the Canadian Immigration Office on Nov. 8. Civil servants from St. Catharines, Welland, Port Colborne, Port Dalhousie, and Niagara Falls, were present.

Mr. Willox opened proceedings by stating the reason of the joint meeting, and on motion of himself, seconded by A. Milne, moved that Mr. W. S. Byers be elected chairman.—Carried.

On motion of Mr. C. E. Willox, seconded by Mr. H. W. Hodgins, of St. Catharines, A. C. Milne was elected secretary pro tem.—Carried.

Mr. Byers then addressed the meeting, giving such information as he had regarding the workings of the Executive Committee of the Federation in their work of getting bonuses, etc., for the civil servants.

The following civil servants addressed the meeting: Mr. Wm. Phemister (Post Office) advised his Branch of the Civil Service had asked for equalization of salaries with those of the West, on account of the high cost of living in the East.

Mr. Burns (Customs) advised against any measures tending towards antagonizing the department, but strongly advised that we try to get

the bonuses consolidated into a statutory increase.

Messrs. H. W. Hodgins (Customs), Hunt (Immigration), Marshall (Welland Customs), and Abrahamson (Welland Customs), Willox (Niagara Falls Immigration), and others, spoke along the same lines, and the following resolution was adopted:

Moved by Mr. J. Burns (Niagara Falls Customs), seconded by Mr. Begy (St. Catharines Customs):

"That this convention of civil servants of Niagara district endorse any action the Executive Committee of the Civil Service Federation take in their efforts towards getting a bonus of \$350.00."—Carried.

Meeting dissolved at 9.10 p.m.
W. S. BYERS, A. C. MILNE,
Chairman. Sec. pro tem.

—CSFC—
NIAGARA DISTRICT

At a meeting of the Customs officers of Niagara district, including St. Catharines, Welland, Port Colborne, Port Dalhousie, and Niagara Falls, it was decided on motion of Mr. P. A. Abrahamson (Welland), seconded by Mr. R. H. Hamilton (Niagara Falls), that we form ourselves into a branch of the Dominion Customs Association.—Carried.

Moved by Mr. Geo. E. Buckley (Niagara Falls), seconded by Mr. M. S. Chamberlain (Niagara Falls), that we be called the Niagara District Branch of the Dominion Customs Association.—Carried.

Moved by Mr. John Burns (Niagara Falls), seconded by Mr. Abrahamson (Welland), that we elect a president; three vice-presidents; secretary and treasurer.—Carried.

Moved by Messrs. Braeken and Quartus (Niagara Falls), that Mr. John Burns be elected president.—Carried.

Moved by Mr. R. W. Hodgins (St. Catharines), seconded by A. C. Milne, that Mr. Colin Blain (St. Catharines) be first vice-president.—Carried.

Moved by Mr. T. F. Burton, seconded by Mr. Begy, that Mr. F. W. Marshall (Welland) be 2nd vice-president.—Carried.

Moved by Mr. Abrahamson (Welland), seconded by Mr. M. Chamberlain (Niagara Falls), that Mr. Bradshaw of Port Colborne be 3rd vice-president.—Carried.

Moved by Mr. T. F. Burton (Niagara Falls), seconded by Mr. Hodgins (St. Catharines), that A. C.

Milne be elected secretary.—Carried.

Moved by Mr. H. W. Hodgins, seconded by Mr. C. E. Buckley, that the fees be \$2.00 per annum, including the subscription for *The Civilian*.—Carried.

Moved by Mr. T. F. Burton, seconded by Mr. W. S. Byers, that the Executive Committee consist of all the officers of this association, to meet quarterly.—Carried.

Moved by Mr. G. Begy (St. Catharines), seconded by Mr. John Burns (Niagara Falls): That this Association of Niagara District Branch of the Dominion Customs Association hereby approve of the report of the Dominion Customs Association held in Ottawa on the 8th to the 11th Oct., 1918, relating to classification of salaries for the Outside Customs Service, and respectfully request the Special Committee to urge the adoption of said classification in any way possible.—Carried.

Meeting adjourned at 10.10 p.m. to the call of the Executive Committee.

A. C. MILNE,
Secretary.

Those in attendance were: W. H. Book, H. W. Hodgins, W. J. Addy, H. G. Thorne, G. A. Begy, St. Catharines; C. R. Catherwood, M. E. Bradshaw, Port Colborne; A. E. Ness, Port Dalhousie; P. A. Abrahamson, A. B. Marshall, W. W. Wilson, Welland, and A. R. Green, R. H. Hamilton, F. C. Fisher, G. E. Buckley, M. S. Chamberlain, L. F. Rose, F. G. Wood, F. W. Breckon, J. Burns, P. G. Reilly, A. R. Robertson, W. S. Byers, J. Wallace, L. S. Quartus, G. Swayne, A. C. Milne.

—CSFC—

If the material results achieved do not appear commensurate with the efforts put forth it has to be kept in mind that we have been organized less than a year, that the inertia of a governmental body requires a tremendous momentum to set it in motion in the direction of paying increased sums for salaries, and that to get the requisite momentum to move the inert body it will be necessary to have still better organization among ourselves, and closer co-operation with other branches of the Civil Service (and perhaps with other employees outside of it) and a greater determination on the part of each individual Officer to be, not merely a passive member of the Port organization, but an actor in it and for it.

THE "GALIANO" LOST

The patrol steamer *Galiano*, of the fleet of the Department of the Naval Service, was lost with all hands off the Queen Charlotte Islands on the British Columbia coast on October 30. Lieut. R. M. Pope, R.N.R., and about forty men went down to watery graves. A heavy gale was raging. The coast wireless stations picked up a message from the *Galiano* at 3 a.m.,—"Holds full of water; send help." This was the last word. No trace of the ship has been found, but a number of bodies of members of her crew have been recovered. Another two score of Canada's public servants have died at the post of duty.

—CSFC—

THOUGHTS FOR THE WORKERS

Be alive all the time, and especially when you work. Enthusiasm creates energy.

The honest worker demands more of himself than his employer ever expects of him.

However poor your work is, it is never hopeless. You are a success if you make it a little better each day.

The best remedy for failure is plenty of hard, conscientious work.

Think success, but that is not enough; think it so hard that it becomes action.

—CSFC—

TROMBONES OUT OF STEP

Pittsburg Chronicle Dispatch.

Colonel B— is a fine commander, but not a musician. He sent for the chief musician of his regimental band one day and delivered this scathing criticism:

"I notice a lack of uniformity about the band which must be regulated. Yesterday morning they were out on parade, and the largest man in the band was playing a little bit of an instrument—flute or something of the kind—and you had the big drum played by a small man. That sort of thing doesn't look well, and must be attended to. I want the small men to play small instruments and the big men the big instruments. And another thing—I want the trombone players to slide their instruments in and out in unison. It annoys me to see them all out of step with their hands."

Lilting
Lines

Brickbats and Bouquets

By
Blackie
Daw

The Civil Service Association

"Have you joined the C.S.A.? If you haven't, join to-day, as a member of the Service it is strictly up to you; for alone you can't do much, but an Association such as the C.S.A. can start a thing, and, what's more, see it through." When I heard these words, said I, "When I want a thing I try to catch dame opportunity while she's yet on the wing; so why should I dispense with two dimes and five more cents to join the C.S.A. or any other blooming thing? I admit I've got no car, but I've other things that are as useful—such as Victory Bonds—I've most everything I need. My bank account's not low; I pay cash where'er I go, and life to me is rosy. I'm quite satisfied, indeed." My friend smiled, then said he, "Take a little tip from me, you're young and life's sad troubles haven't bothered you, I know. You're single, independent, and your star is still trans-

centent, but *you'll* find thorns and boulders o'er the road you've got to go. Many years ago I thought, with the steady job I'd got, there was little cause for worry or complaint upon my part. Ten a week I got, that's all, but the cost of keep was small, and I figured I was lucky to get forty bucks to start. But it wasn't very long e'er I changed my little song; with a wife and kid to keep, I was going into debt. I asked the boss one day if he couldn't raise my pay. He wrote me 'Yours received, but your request cannot be met.' Shortly after this I heard, though it sounded quite absurd, that some Bolsheviks, as they were called, had met and organized a sort of club or clan to make sure that every man who joined the Civil Service would be fully recognized. How wond'rfully they grew, that band of heroes few! It was not many months before they'd hundreds going

their way. They've stuck through bad and good as all brothers always should; and, with the passing of these years, we have the C.S.A. So once more I declare 'tis your privilege to share the cost to help the cause of all,—the many and the few. Take off your Piker's Peep; dig, my son, and dig down deep, you're a member of the Service and IT'S STRICTLY UP TO YOU." So, dear reader, don't you see, it is up to you and me to help our brother workers who have done so much for us. For while the Lord reclaims a thief, I'll admit it's my belief that for the piking grafter he just doesn't care a cuss. Let's do our bit right now. Let's show our brothers how, though we were late in joining, we are with them to the last. Let's send our dues to-day with two extra bucks to pay for *The Civilian* for the next twelve months and the twelve months that have passed.

— C S F C —

The Bonus, The Government, and The Federation

Continued from page 2

Why the Order-in-Council of November 7 is Unsatisfactory.

Our memorial of October 8 asked for \$350 for all; it has been answered in the Order-in-Council of November 7 which grants an average of approximately \$175 to those in receipt of salaries less than \$1,800.

This answer is unsatisfactory for many reasons. Chief among these are the following:

(1) Because thousands of civil servants have already received a war bonus of \$350 during 1918;

(2) Because even the full \$350 would have been only part (less than half) compensation to civil servants for their failure to receive those increases in salary which have been granted annually to the employees of private industry because of the increased cost of living;

(3) Because Canadian Government salaries are so low that, if the bonus is not made larger than \$175, one-fourth of our number will still be

getting less than the minimum wage in the United States;

(4) Because it has been interpreted by the Justice Department as not applying to "labourers, charwomen, and persons who renderservices of a like character, remunerated by the day, week, or month, and whose pay or wages are not regulated by statute." Such interpretation would keep the bonus from hundreds of employees in the poorer paid and harder portions of the Service, employees moreover who are permanent in everything but name.

(5) Because it has been interpreted as excluding all of the various war board employees. The Government could have asked an accountant for the names of those who have been appointed at living wages instead of excluding all, it is asking the individual employee in other departments regarding his dependents before deciding upon the amount of his bonus;

(6) Because it refuses the bonus to civil servants who entered the Service after April 1. Again, consultation with an accountant would have made it

unnecessary to exclude all. The effect of this provision has been to keep the bonus from civil servants (men in the receipt of civil pay only) who have re-entered the Service upon their discharge from the army after April 1;

(7) Because the award to the Outside Service is based "on the principle adopted in P.C. 2051, P.C. 2047, and P.C. 2188." These Orders-in-Council provide (1) that Post Office and Inland Revenue employees in the west shall be allowed \$130 and \$100, respectively, more than those in the east; (2) that in the Public Works Department the conditions shall be reversed and that the eastern employees shall get \$50 more than the western; and (3) that in the Customs Department east and west shall be treated alike and shall each get \$100. The bonuses to the other Departments are to be made on the basis of these three principles.

(8) Because preferential treatment is possible, and the bonus is being distributed differently to different groups of employees. The ruling that the bonus does not apply to employees

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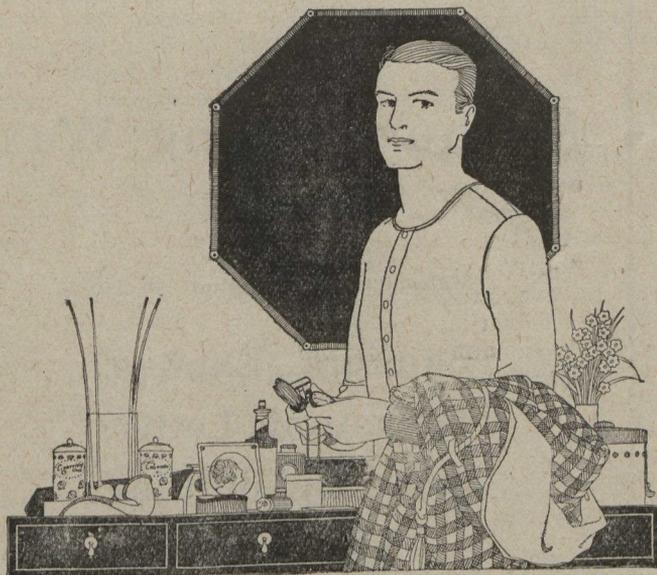
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Playing the Modern Game

By "A Progressive."

whose rates of pay are regulated in accordance with union standards is acceptable; the ruling that it does not apply in full to the women in the bindery of the Printing Bureau, for example, is not. These women work under factory conditions for wages of from \$4.00 to \$10.00 a week, and have been given a bonus of only \$1.00 a week.

(9) Because it places an upper salary limit of \$1,800. The more than doubled cost of living has so reduced the effective purchasing power of salaries that \$4,000 is to-day no larger than was a salary of \$1,800 in the early days when that figure was first used as a limiting basis. Furthermore, all Government employees in Great Britain, Austria, and Turkey have already received bonuses on a percentage basis which has given more to the men at the larger salaries instead of nothing;

(10) Because it is not in keeping with the spirit of the new era of reconstruction which has dawned in the few days since the award of November 7 was made. This change has already been cited by Government as the reason for rescinding other Orders-in-Council.

For all of these reasons we have been instructed to convey to you the request of your organized employees to be allowed to share in the formation of a Board of Arbitration and Conciliation before whom we can plead our case.

We are not unmindful of the fact that you have asked others to arbitrate differences far less serious than our own, or that Great Britain and France do not hesitate to use this method in dealing with their own employees, and we hope you will see your way clear to recognize the inauguration of the new era in the manner suggested.

Conclusion.

A word with regard to ourselves: It cannot be unknown to you that a feeling of failure to receive justice, even a feeling of neglect alone, will always affect the work of any employee. You have the privilege of ending the present serious and in voluntary crippling of the Service.

We desire to add an expression of our united hope that we may receive your answer without unnecessary delay.

Respectfully yours,

FRANK GRIERSON, president.
L. D. BURLING, secretary.

THE last four years have seen more precedents, customs, and unwritten laws smashed up and sent to the scrap-heap than any other similar period since Cromwell discarded the "bauble." Necessity knows no law. Necessity of winning the war abolished partyism in government and scissored red tape in the War Office. Even the sacred K. R. and O. has crawled into a cyclone cellar now and again.

One of the minor canons that has been so buffeted that its seams ripped and its stuffing leaked out is that which holds that there is not and cannot be common cause between labour unionism and Civil Service organization. The stuffing of the old scarecrow was straw, and will now serve to send his bogey-ship up in smoke.

Civil servants are wage-earners,—daily toilers for bread,—just as are carpenters and engine-drivers and cigarmakers. They have their unions just as the bricklayers and the machinists have theirs. The only difference is that the Civil Service unions are the poorest of the lot. They are not strong enough to enforce closed shop rules, and only recently have discovered that some of them are strong enough to run a successful strike. This applies in less measure to the letter-carriers than to other classes of the Civil Service. The carriers have long been imbibing strength from their connection with the Trades and Labour Congress of Canada, which is affiliated with the American Federation of Labour. At the head of the A. F. of L. is old Sam. Gompers, cigarmaker, whose part in the smashing of Prussianism in both Europe and America is second to that of no other man. All branches of the A. F. of L. may not live up to his great leadership, but to be in even remote touch with Gompers is worth while.

When the letter-carriers walked out without their bags of mail and the stampers and sorters left their machines and racks, the old gospel of the right of the nation to grind its employees exceeding small, collapsed. The middle fell out of it and the two ends came together with a bang that echoed from Dawson to Digby. The noise awakened the railroad employees and the express messengers and the telegraph operators, and they said among themselves, "These are men

and brothers." That was the beginning of the end. When organized labour said "brothers," little Canadian czars abdicated and reasonable men stepped in and settled the trouble. Oh, no,—that is not written in the school histories,—yet!

Ten years ago, when civil servants first organized, the Government buildings really took on the appearance of a refuge for old women for a while. Such a parade of the timorous and trembling, in long-tailed coats and mutton-chop whiskers, was never seen before. It was noticeable that most of the fearful ones were in the \$3,000 class and would have been hard put to it to define their duties on one of Arthur Young & Co.'s cards. "Undignified," "unpatriotic," "not in keeping with the old customs," they said. But the Civil Service organization went on, and mutton-chops went out of style and there are more \$3,000 salaries to-day than ever before, and most of them are earned, too, which was not so certain in the mutton-chop era.

Now they are going to put the Government concern on an efficiency basis,—business basis,—merit basis, or whatever you want to call it,—the kind of basis that real progressive businesses are run on. The Government is modernizing its methods, it has called in experts,—"foreign" experts,—(oh, shades of the mutton-chops) and it's going to do things in 1919 as they are to be done in 1919,—not as they were done in 1859. The Government is coming along,—coming fast,—but it is not leading,—oh, no, it's not leading! The civil servants are leading. They took the lead in 1908 when they organized. Right then was taken the first step towards modernizing the Public Service of Canada.

But the civil servants must not lose their lead. The Government is going to get right up-to-date in organization and system, like a great railroad or manufacturing concern, and the civil servants must get right up to date on the lines of the employees of such concerns. Trade unions, federation of similar trades, and fraternal relations with the other bread-earners of America,—those are the cards we must hold if we are going to "sit in" the game with the Government and play at modern business.

Shall we take a hand?

AS A MAN THINKETH

To every man there come noble thoughts, that pass across his heart like great white birds. These things must be habitual with us; we must learn to live in a beauty, an earnestness, that shall have become part of ourselves.

Mæterlink.

Fame is the perfume of heroic deeds.

Socrates.

A little less of the rifle and a little more of the machine-gun method in our hero worship and the boys who pass up the ammunition will raise their eyes and smile at each other; enough of it, and they will see that duty has been *holding* them. Who runs with joy-in-doing has snapped the reins of duty.

By culture I mean a knowledge of some of the best things that have been done and said in the world; a certain refined and gracious spirit; a soul of honour; a depth of human sympathy; a wise and understanding heart; an all-pervading love for what is useful and true, and therefore good and beautiful.

Woodward.

Genius is the power of carrying the feelings of childhood into the powers of manhood.

Coleridge.

The die is cast, the book is written, to be read either now or by posterity, I care not which. It may well wait a century for a reader, as God has

waited six thousand years for an observer.

Kepler.

Daily let us widen the spiral of our sympathy, until it includes not only our kin of blood and our kind of soul, but even those whom the various and dividing differences among men keep far distant from our understanding and goodwill.

Fleischer.

A pebble must be thrown into the water before the waves will start; who throws it makes no difference. Thought must find expression if the circle of its influence is to widen; who says it matters little if it moves us, nothing if it does not.

—CSFC—

Civil Service Association of Ottawa

Continued from page 13

The effect of these changes in the constitution is to give the individual member a larger voice in the affairs of the Association and at the same time to arouse a greater interest. While it is felt the old rules were good in their day, conditions obtaining to-day are such as to require vigorous and united action from each and every civil servant. New machinery has accordingly been provided by the Executive.

Nomination for Officers

The following nominations have been duly received for the different offices:—

President: Mr. E. F. Drake, of the Department of the Interior, and Mr. J. C. O'Connor, of the Post Office Department.

Vice-Presidents: Mr. Edward Lisle, of the Department of the Naval Service; Mr. F. D. Withrow, of the Department of Trade and Commerce; Mr. T. M. Cramp, of the Department of Agriculture; Miss M. Tremblay, of the Department of the Interior;

Mr. H. V. Gilbert Smith, of the Department of Justice; Mr. J. L. Payne, of the Department of Railways and Canals; Mr. J. B. Harkin, of the Department of the Interior; Mr. R. C. Thornloe, of the Department of Militia and Defence; Mr. F. J. Plant, of the Department of Labour, and Mr. F. McDonnell, of the Department of Marine.

Secretary: Mr. V. L. Lawson, of the Department of the Interior; Mr. J. H. Ryan, of the Post Office Department; Mr. C. J. Tully, of the Department of the Interior, and Mr. W. Irvine, of the Department of Militia and Defence.

Treasurer: Mr. T. R. L. MacInness, of the Department of Indian Affairs, and Mr. G. A. Lindsay, of the Auditor General's Office.

The following members were elected to serve on the Election Committee:—

Mr. Walter Todd (House of Commons), Chairman.

Mr. R. H. Hooper (Labour).

Mr. N. B. Sheppard (Interior).

Miss G. B. Reynolds (Auditor General's Office).

Mr. F. Jammess (Post Office).

Mr. E. Lisle (Naval Service), Secretary (*ex-officio*).

A vote of thanks was passed by the meeting and tendered the retiring president, Mr. Walter Todd, in appreciation of the great work he accomplished for the Service during his tenure of office.

S. A. and A. P. Branch of the Civil Service Association.

It is desired to announce the affiliation of the S. A. and A. P. Branch of the Civil Service Association with the Association. This body having complied with the provisions of section 28 of the constitution, the Executive has granted affiliation to the Branch. The new organization is welcomed into the fold.

—CSFC—

The Election of Officers

THE election of officers, under the amended constitution, of the great Inside Service Association was held on Tuesday, Nov. 26. An interesting feature of the election was the adoption of the system of proportional representation, of which one of our own num-

ber, Mr. Ronald Hooper, is the most efficient exponent; he being secretary of the P. R. Association. The result of the election is as follows:—

President, J. C. O'Connor, Post Office Department; vice-presidents, E. Lisle, Naval Service; J. B. Harkin, Interior; and Miss M. Tremblay, Interior; secretary, J. H. Ryan, Post Office; and treasurer, G. A. Lindsay, Auditor-General's Department.

The election was most unusual in every particular. It seems that two diametrically opposite forces were contending for election. The canvassers for Mr. Drake, one of the candidates for the presidency, claimed that Mr. O'Connor, the successful candidate, was going to lead the Service into labour unions and such-like associations of an unmentionable kind. The idea that the proud, well-preserved seigniors of the aristocratic Inside Service might have to eat or drink or pray or vote with the commonalty was held to reprehensible. Mr. O'Connor's canvassers retorted that fine words didn't pay the rent and that there had been an abundance of words unaccompanied by action. They claimed that the old regime with all its nobility was somewhat out at the elbows on account of the high cost of living, that the old regime had been re-actionary in the Executives of the past, that only recently Mr. Drake's influence had prevented the Inside Service Association from officially taking part in the open-air mass meeting recently held on the Hill, and that a little aggression was more suitable to these stirring times than a humble spirit or a mead of popularity with a Government which recently in a spirit of great prodigality had given the Service a bonus of \$175 instead of \$725. The scintillations of combating wits on both sides of the question furnished a field day, the like of which has been unknown and even unthought of by our predecessors in the early days of Ottawa's capital.

The winners in the election are full of good red blood and express themselves as most desirous of taking part in the winning of the war in Canada for a people's democracy. They are going after a little democracy for the Civil Service and expect to extract from the Government a war bonus something like \$725 as the Labour Department says it should be.

The leaders in this Young Man's movement in the Inside Service modernized, may try to induce the Government to make the bonus at least as large as that which destitute Turkey gave its public servants, and will likely try to have the objectionable features in the Inside Service portion of the Order-in-Council materially changed or entirely eradicated.

While bonus is the immediate question in hand, the new regime promises to act with precision and alacrity in

—CSFC—



MISS M. TREMBLAY

Second Vice-President Civil Service Association of Ottawa and President of the Women's Branch.

It is fitting that Miss Tremblay should be the first woman to be an officer of the C. S. Association, as it was she who first had the foresight to form the Women's Branch and the enterprise to carry it through.

—CSFC—

regard to the great problems of merit, efficiency, and superannuation, etc. The election offers a situation extremely interesting to all members and may be best visualized by the one fact that the membership jumped from about 2,500 to over 5,000. The

head of an important branch was heard to remark that he had taken no interest in the association for years, but when he read the humiliating terms of the bonus Order-in-Council he went into the election might and main, and this attitude seems to have been general throughout the Inside Service.

Commenting on the manner in which the new system of electing candidates was turning out, Walter Todd, retiring president of the association, said: "It brings out the real choice of the Service and it is the fairest way of voting. In the old way of doing it, one candidate might receive 51 per cent of the votes cast and his opponent 49 per cent, and the result would be that the element voting for the second man would be without representation. It would mean that the minority got no representation, while by the single transferable vote system which we are using representation is fairly distributed."

—CSFC—

The spirit rather than the letter.

A cable despatch, exactly as received, showing how war news is carried to some of our sister colonies:

"Losses like that of tuscania unite country in more says special 7-2 washington war secretary baker in statement determined purpose to press on new york torpedoing of tuscania has evoked universal exertion and promises to wake nation to actuality this misfortune will steel their courage and resolution have been brought home to them they don't blanch fear american people entered war knowing from two years evening sun voices general sentiment by saying watching what it means now that its dread obligations lost americans as heroes who have perished in noble cause of war as nothing has yet done newspapers generally hail to exact just retribution from enemy or civilisation."

The Colonial Journal.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

Union or a Split

The appointment, or rather the promotion, of Mr. E. A. Verret to the postmastership at Quebec affords pleasure to all members of the Postal Service east and west. The eastern and western sections of the Post Office Department imagine there is a dividing line at Sault Ste. Marie, and hence have allowed a division to occur in their hitherto united ranks. All the members of the other departments of the Public Service sincerely hope that the present division in the ranks of the postal organizations may be ephemeral in its nature. A breach in the ranks of the postal association spells misfortune and ill luck not only for postal employees but for all the bodies affiliated with the Civil Service Federation. The promotion at Quebec may be the last of its kind if the postal clerks are intending to carry on a deadly feud amongst themselves. The champions of Patronage are not indulging in the luxury of feuds, even though they can afford to do so, for they are well-fed at the trough, always full of provender, at the capital of Canada. No, the aforesaid champions of Patronage always present a united front and were never better trained for the contest than now. But the postal employees have had such a roaring happy life of it, have been so well nurtured by their masters, their permanent and political heads, their representations have been so civilly received and so amply implemented by Dr. Coulter, that they have become blazé with the good things of life and decide they can afford the luxury of a domestic quarrel. Well, go to it, boys, and have a good time. Do not forget or forgive your comrades who may have been a little too peppery or a little too cold-blooded in their attitudes of the past. No, hold your malice, brothers, and allow union and concentration of purpose to be confined to the pot-hunters who are looking for the vacant postmasterships such as the one just filled by "merit" at Quebec. The cost of living required that postal employees should have received \$725.00 on June 30, last, to meet the profits

of the profiteers, and they are getting only \$350.00 of it. The profiteers are putting it on at the rate of 50% increase each twelve months, so there will be some empty stockings this Christmas and later on there will be quite a few empty postal stomachs, the bread-winner and the mother and the loved little ones. Do not expect this paternal Government to rush forth in any mad haste to hand you a little justice. They are not built that way. They are great at finding the little loophole and are very strong on the getaway. How grateful they will be that luck has brought them a feud amongst their petitioners of the postal service who need a re-adjustment of salary and a few amendments as regards working conditions. Good laddies who live so far away from the smithy where Vulcan, the politician, forges the capitalistic chains for wage-earners, just take it from us who live near the foot of the throne that you may have a chance for your lives and those of your dear ones if you are happily in agreement in all you propose to do. But, if you are cutting each other's throats, you have not got a chance, believe me.

F.A.G.

—CSFC—

Public Help

The fact has been established that there is wide scope for improvement in the administration of the Post Office Department. Medieval customs have been too long kept prevalent by patriarchal officials, and there appear innumerable conditions that have long ago required improving or abolishing. Wherever the department is lacking in this regard there appears no reason why postal employees should not take advantage of opportunity to improve the conditions under which they labour. With the co-operation of the business men and the public generally, much could be done to improve the postal branch of the Public Service. A spirit of co-operation would quickly develop between the public and postal employees, if the latter were to make known their desires and requirements.

"Der Tag"

Duty before pleasure must have been the ideal of the members of the Toronto Post Office staff Monday morning, Nov. 11. While the ever-joyed populace thronged the streets and blocked all through traffic, the loyal staff arrived at the customary scene of toil somehow and fairly well on time. Arriving at the office, Postmaster W. E. Lemon was enthusiastically received by the assembled staff. Making himself heard above the acclaims from the crowded streets he said, "He had much joy in meeting the employees on such an occasion,—an historical event of all time, and hoped nothing resembling the events of the past four years would ever again darken the pages of history. For over four years the hardships that preceded the dawn of victory have been borne throughout allied lands with unflinching courage and steady devotion. As the enemy is vanquished and the struggle ends we have a just right to help make this a glorious day. The achievements and sacrifices of our valiant forces in battle make all praise seem feeble."

Then we all went off to join the joyfull throng, close up shop, "a celebrating we will go." With cheers for King and Allies, we proceeded to motors, led by a Percheron charger, with band playing, implements of noise and flags waving. A ten mile trip through the crowded and cheering city was surely enjoyed.

Every participant in this event will remember, as will the overworked motors, November 11, 1918. "The Day."

—CSFC—

Postal Clerks Association of the Dominion of Canada, Toronto Branch

The annual general meeting, which had been postponed from Oct 20 on account of the influenza, was held on Nov. 13 at the Sons of England Hall, when a gathering of 125 members was presided over by Mr. A. E. Crate. The reports of the Executive Committee and the secretary-treas-

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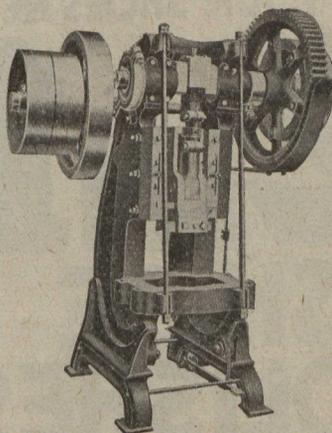
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The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis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

Candidates must be between their fourteenth and sixteenth birthdays on July 1st following the examination.

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

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Ottawa, January 8, 1918.

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urer, which were presented and adopted, showed a membership of 516 as against 320 last year and a balance in hand of \$870.00. The results of the year's working were considered most satisfactory; the membership total, including as it does nearly the entire clerical staff of the Toronto Post Office, was very gratifying to all, especially to the Executive, who have had a very strenuous year of office; whilst the financial position was one for congratulation.

The election of officers resulted in Mr. W. J. Gallagher, last year's vice-president and an indefatigable worker, being elected to the office of president by acclamation. Mr. R. S. Bartlett, another hard worker on last year's Executive, was elected as vice-president, also by acclamation, with Mr. W. Christy, 2nd vice-president, and Mr. C. E. Swait, 3rd vice-president.

Mr. W. W. Leake, who has hitherto acted as secretary-treasurer, seeking relief from the onerous duties of this office, Mr. T. R. Elsam was nominated for the position of secretary with Mr. Leake as treasurer, and these two were elected by acclamation.

There were fourteen nominations for the five positions on the Executive Committee, and the ballot resulted in the election of Messrs J. E. Jeffrey, N. D. O'Leary, W. H. Miller, E. A. Stuart, and W. R. Woodstock. Mr. A. E. Crate, the retiring president, received a hearty vote of thanks for his past services and was formally elected past president with a seat on the Executive, while the retiring secretary was unanimously voted an honorarium of \$50.00 and a hearty vote of thanks.

On the motion of Mr. R. S. Bartlett, seconded by Mr. W. J. Gallagher, it was unanimously resolved that the membership dues for the year ending Sept. 30, next, be paid at \$3.00, this to include a twelve month's subscription to *The Civilian*. This action was taken on the strong recommendation of the proposer and seconder, who in conjunction with the rest of last year's Executive felt that the circulation of *The Civilian* among all the members was in the best interests of the individual and the Association as a whole.

The proceedings closed as usual with singing of the National Anthem.

T. R. ELSAM,
Secretary.

Labour Affiliation

The Association of London (England) Postal Superintending Officers has decided by a large majority to affiliate with the Labour Party. The Parliamentary fund of the Postal and Telegraph Clerks Association of Great Britain has reached £2,500. The mark set some few weeks ago was £3,000. The progress made thus far has been satisfactory. The Parliamentary candidates selected, four in number, will subscribe to the platform and principles of the Labour Party.

Ottawa Branch

The Ottawa Branch, Dominion Postal Clerks' Association, held a very successful entertainment, in the form of a Euchre and Dance, on the night of Nov. 19th, at Raequet Court.

While the postal clerks have held other entertainments, their latest venture far surpasses anything they have ever attempted before, and the large crowd that attended thoroughly enjoyed themselves.

The entertainment committee, composer of, F. J. Hanratty, R. E. Hall, T. Butler, F. R. Sparks, and W. E. B. Mann, are to be congratulated on their splendid success, and that their efforts were appreciated is shown by the numerous requests, soliciting the holding of other entertainments.

The card programme under the supervision of T. J. Leblanc and W. A. Dorion passed off without a hitch. The four beautiful prizes were donated by Postmaster A. G. Acres, Assistant Postmaster W. H. Pennock, and Superintendent H. W. Mix, and W. J. Cantwell.

Mr. W. E. B. Mann had charge of the dance programme and much of the success of the evening was due to the very able manner in which he conducted this most difficult part.

The advertising and printing was looked after by E. Littlefield, and in connection with the entertainment a unique souvenir booklet was issued. These booklets, setting forth the aims and policy of the Postal Clerks' Association besides giving the programme, were distributed throughout the entire Civil Service.

The postal clerks wish to take this opportunity of thanking their many friends for their loyal support.

The Civil Service Commission Progress of Classification Work

In recent weeks several of the departments have been called upon by the Civil Service Commission to assist in the classification work which has been under progress since August. According to those in charge of the work, both department employees and executive officers have co-operated in a most hearty fashion. As practically every civil servant realizes, the work of sorting, reading, and analyzing 40,000 cards is a formidable one. The mere task of putting the cards in order according to the branches and smaller subdivisions of each department preparatory to analysis took so much time that the Commission requested several of the departments to assist in doing this work, and also to draw up rough organization charts.

The extent of the help extended and the high class of the personnel "loaned" for the work may be judged from the following list of those assigned:—

Customs—W. B. Smith, Resident Inspector; Charles B. Patton.

Food Control Board—K. S. MacKenzie, Assistant Chief of Staff.

Indian Affairs—L. H. LaMothe.

Inland Revenue—T. M. Lane.

Marine—John McCharles.

Naval Service—John A. Wilson, Director of Stores; Edward Lisle, Stores Branch.

Post Office—W. J. Glover, Accountant; F. E. S. Grout, Superintendent, Money Order Branch; W. G. Milligan, of the Chief Post Office Superintendent's Staff at Toronto; and J. Taylor, of the Chief Post Office Superintendent's Staff at Montreal.

Public Works — Stephen E. O'Brien, clerk in charge of Parliamentary Estimates.

Railways and Canals—A. L. Killaly, Superintendent of the Trent Canal; F. M. McLennan, Auditor; and Robert H. Lang, Assistant Accountant.

Secretary of State—G. R. Shibley.

Soldiers' Civil Re-establishment — Miss Laura O'Reilly.

In addition, arrangements have been made with the Public Works Department by which James H. Ridgeway and Joseph R. Grant, draughtsmen, will draw the organization charts in final form from the rough sketches.

Equal Pay
for Equal
Work

What Our Women Are Doing

In Honour
Preferring
One another

A Successful Masquerade

On Tuesday evening, November 26, at the Racquet Court, the Women's Branch of the Civil Service Association held their annual masquerade dance. Over three hundred women were present in all kinds of pretty, original, and funny costumes. So charming and attractive were all the costumes that the judges had a difficult task in awarding the prizes.

The guests were received by Miss M. Tremblay, president of the Women's Branch, in a picturesque costume, indicating "Glorious Peace by Victorious Arms"; Miss Lillian Salt, convener of the programme committee, who was charming as a Spanish dancer; and Miss Edna Inglis, past president, in a graceful Grecian gown.

The prize for the handsomest costume went to Miss Myrtle MacDougall as a Chinese mandarin; the prettiest was Miss Gertrude Wright as Little Red Riding Hood. Miss Wright wore the same cape that her aunt had worn over thirty years ago at a masquerade on board ship crossing the Atlantic.

Miss Agnes O'Farrell won the prize for the most original character, a part which she played to perfection, as a Sailor. Her disguise was so complete that no one knew her till the masks were off.

The Gold Dust Twins—Miss Hazel Hayes and Miss Beryl Inglis—captured the prize for the funniest.

In making the presentation, Mrs. Duncan Campbell Scott said that the committee hadn't expected twins, so she promised to see that the pretty cup and saucer would be duplicated. Mrs. Frank Grierson, Mrs. William Pugsley, and Mrs. F. D. Burling assisted Mrs. Scott in judging, and their awards were received with enthusiasm.

As a girls' frolic the evening could not have been surpassed and great credit is due Miss Lillian Salt and her committee, who were responsible for all the arrangements.

Halcyon Club Membership Widened

Because there have been applications by some wives of civil servants to become members of the Halcyon Club and because the women of the Service are willing and anxious that no stone should be left unturned to promote a feeling of comradeship and *esprit de corps* throughout the Service, it was decided at the last executive meeting of the Women's Branch that such applications should be accepted.

Membership cards may be obtained at the Club or from Miss May Lyon, of the Naval Department. The committee was pleased to note that the first card issued was to Mrs. Frank Grierson, wife of the president of the Civil Service Federation of Canada.

Christmas Sale

Wait till Dec. 14 to buy your Christmas gifts. Then in one shopping expedition you will be able to get almost everything you need. That date, Saturday afternoon and evening, the Halcyon Club is to hold a sale of Christmas gifts—fancy and useful articles, home-made cake, bread, bottled fruits and vegetables—in the club rooms at 106½ Sparks street.

Don't fail to put in an appearance at some time during the day and help boost the club along.

First General Meeting

After having been postponed over a month, the first general meeting of the Women's Branch was held in the Halcyon Club on Thursday evening, Nov. 14. Semi-annual reports were read by the conveners of various committees, while those listening busily plied needle and knitting needles on Red Cross work. The programme convener announced the plans for the masquerade dance; and the recreation convener reported that nothing had been done in a recreation way during the summer.

The report on legislation was most interesting, outlining as it did the

work of the committee in connection with recent Civil Service legislation, and also the action taken regarding the war bonus. In conclusion the convener said: "We understand that very radical changes are contemplated in the Civil Service Act, and the new year will probably bring problems which will require our united effort to solve, and your committee can but repeat that the one indispensable need of the Civil Service is absolute unity of action, and increased organization. A divided Service or an insufficiently supported association can accomplish nothing."

Our representative to the Welfare Bureau reported the work being carried on there, and urged that the Branch increase its support to a work that appeals to the head and heart alike.

The convener of gardening reported on what had been accomplished in the way of greater production of food. In the last number of *The Civilian* an account of this work was given.

The soldiers' correspondence committee came in for much praise when it was learned that during the last six months 15,600 letters had been addressed and mailed to wounded soldiers overseas, and 1,072 replies had been received. Red Cross output since May 15, 1918, was as follows:—563 pairs of socks, 130 suits of pyjamas, 55 personal property bags, 336 towels, 12 pillow slips, 90 handkerchiefs, 14 wash cloths, 4 stretcher caps, 4 ties, 1 hospital shirt, 7 pairs of shoes, and also 100 Christmas stockings filled.

Halcyon Club

The convener of the House Committee of the Halcyon Club outlined the work accomplished during the last six months, and announced that the club's liability had been reduced to \$675. In order to liquidate this amount, plans had been made for a bazaar to be held at the club rooms on Saturday, Dec. 14, afternoon and evening. Each member of the club was urged to bring in at least one new member before Christmas.

The Billiard Table

A pleasing feature of the meeting was the presence of the two vice-presidents of the main association, who in graceful speeches eulogized the work of the Women's Branch and their courage in starting so large a project as the Haleyon Club, and presented on behalf of the main association a billiard table for use in the club.

The gift was accepted by the president on behalf of the Women's Branch and by the house convener for the club.

The next meeting of the Women's Branch will be on the third Tuesday in December—the seventeenth.

Nurses and V. A. D.'s

An energetic committee under the able direction of Miss Grace Reynolds has been busy packing Christmas parcels for the nurses and V.A.D.'s from the Civil Service on active war service. The Women's Branch has tried to keep in touch with its members in the war zone. The following letter from Miss Muriel Wainwright has come in acknowledgment of a parcel sent her in September:—

4th October, 1918.

Dear Miss Reynolds,—

The very welcome box from the C. S. Association reached me last week and I hope you will convey my thanks to all for the kind thought that prompted them in sending it. Everything arrived in splendid condition and made a welcome variety in our "army rations." Since I last wrote you I have been on the move, but not to France as I was first ordered, but to Sunny Italy. I am at a most beautiful place on the "Italian Riviera," and only a short distance from the greatest gambling centre in the world. I don't mention this as an added attraction, but just to give you an idea what part of the world I am in. Since coming to Italy I have been nursing in officers' wards, but my work is much the same as it was in England and our hours on and off duty are also the same.

I have made the most of my opportunities to see the country round about here, as we may move on again before long. The scenery is absolutely lovely—colours and foliage, etc., almost too gorgeous to be natural sometimes. I am down on the shores of the Mediterranean, and the mountains slope up almost from the shore.

We have an abundance of fruit, which is very nice for us as I believe in England it is almost unprocurable. We also, of course, have most marvellous flowers, roses and carnations as common almost as our daisies and buttercups in Canada. It is wonderful, too, to see the oranges, lemons, figs and olives all growing on the trees here, and the pears and peaches are huge and the grapes like our "hot house" varieties in Canada.

Our only means of "locomotion" when not driving in the ambulances belonging to our hospital, is in gharri—quaint old Italian carriages, the horses having bells on their harness. There are any number of beautiful drives all about here.

I am sorry I cannot tell you more about my work, but the censor won't allow us to mention such mundane matters!

The best of luck to you all who are "carrying on" at home, and many thanks to you all for the very nice box.

Very sincerely,
MURIEL WAINWRIGHT.

The Epidemic Workers

The thorough organization of the Women's Branch, with their capable president, Miss Tremblay, to lead the way, was accountable for the excellent work the women of the Service were able to perform during the recent epidemic of influenza. Not only did they keep their own rooms filled with workers, but they supplied valuable clerical and other assistance at the City Hall. Many were detailed for duty at the various hospitals and homes throughout the city wherever help was needed. The V.A.D.'s deserve a great deal of credit for the way they stuck to their duty. The following list of those who helped is necessarily incomplete:—

- Miss Hazel Todd.
- Mrs. Louise Allen.
- Miss Dorothy Barber.
- " Nellie Bishop
- " Margaret Stronach.
- " Mary Doyle
- " Tina Enman
- " Lily Emery
- " Frances Gibson
- " Hazel Hayes.
- " Nora Darby.
- " Beatrice Holmes.
- " Lois Jarvis.
- " Lois Johnson.
- " Nora McClenaghan
- " Ida Leslie.
- " Agnes Low.
- " Ada McCormick.
- " Annie McElroy.
- " Kath. Montgomery
- " Pearl Mortimer.
- " Annie O'Connor.
- " Annie F. Grant.
- " Mary Percival.
- " Winifrede Raye.
- " Pearl McCagherty
- " Helen Drake.
- " Winnifred McGill
- " Sara Kingston.
- " Helen Robertson.
- " Helen Russell.
- " Mary McKay Scott
- " Frances Shore.
- " Arma Smillie.
- " Muriel Smith.
- " Margaret McCreary
- " Gladys Vipond.
- " Dorothy Willoughby
- " Alice Wilson.
- " Jane McElroy.
- " Dorothy Fair-
weather

- Miss Ethel Stanistreet.
- " Christine White.
- " Elsie Wilson.
- " Margaret Wilson.
- " Mary Carter
- " Esther Strachan.
- " Edith Strachan.
- " Margaret Govan.
- " Amy Reid.
- " Mary Macoun.
- " Jean Belot.
- " Florence Brown.
- " Wilhelmina de Blois
- " Alice Higgins.
- " Helen Patching.
- " Adrien Beaudet.
- " E. Bennett.
- Mrs. M. Bertrand.
- Miss L. Braden.
- " Lena Brule.
- " B. E. Cummings.
- " G. Donaldson.
- " J. E. Denison.
- " A. Dewar.
- " Ruth Edwards.
- " E. M. Fraleigh.
- " Patricia George.
- " Marie Hartney.
- " Muriel Hervey.
- " I. M. Johnstone.
- " M. Kilburn.
- " M. Larkin.
- " L. McKinnon.
- " Beryl McElhinney
- " Marion McElhinney
- " Leona O'Connor.
- " L. Pelton.
- " L. Reardon.
- " K. B. Robinson.
- Mrs. A. Schingh.
- Miss D. Warner.
- " M. Webber.
- " I. Webber.
- " J. Cussans.
- " M. A. Hanlon.
- " Hazel Hill.
- " Jean Harrison.
- " S. A. Jones.
- " K. Living.
- Mrs. M. E. McIver.
- Miss M. J. Martineau.
- " E. W. Rogers.
- " E. M. Smith.
- " M. Stevenson.
- " Martha McLean.
- " Eunice Shattuck.
- " Gertrude Lightfoot
- " Edith O'Connor.
- " Elizabeth Haskett.
- " Anna Henderson.
- " Helen Gould.
- " Helen Dalgleish.
- " Christine McLean.
- " Janet Herron.
- " Minnie McLean.
- " J. Garvie.
- " F. Duhamel.
- " D. Helmer.
- " McSloy.
- " Gamble.
- Misses Turnbull.
- Miss Helen Alexander.
- " Beatty
- " J. Kydd.
- " May Lyon.
- " Dumoulin.
- " Clements.
- " Marjorie Bush.
- " Carmen Neale.
- " B. Hogan.
- " Jessie McCuaig.
- " Bessie McMillan.
- Mrs. Cherry.
- Miss Wilcox.
- " Margaret Gorman
- " Maude Miller.
- " Ida Armstrong.
- " Frances Crocker.
- " Ernestine Dion.
- " Jessie Telford.
- " Lucy Robinson.
- " Agnes Brown.
- Mrs. Yetts.
- Mrs. Austin.
- Miss Jessie Ross.
- " Kate McElroy.
- Miss I
- " Jessie Wilson.
- " Briggs.
- " Leitch.
- " Madge Casey.
- " Casey.
- " Lillian Salt.
- " L. M. Sempie.
- " Leda Putnam.
- " McDougall.
- " Powers.
- " McGowan.
- " M. C. Darcey.
- " S. Darcey.
- " M. K. Allan.
- " McCarthy.
- " Helen Grange.
- " May Drummond.
- " Katie Allen.
- " Agnes Grant.
- " Grace Reynolds.
- " Jean Smith.
- " Kathleen Seacord.
- " Margaret Percival.
- " Louise Reardon.
- " Gertrude Leyden.
- " Helen Robinson.
- " Marion Robinson
- " Winnie Bentley.
- " Florence Burt.
- " Margaret Lister.
- " V. Wilde.
- " Jennie Cumming.
- " J. I. Rorke.
- " Marjorie Graham.
- " C. L. Morris.
- " Mary Daly.
- " Margaret McCallum
- " Cadieux.
- " Stella Renaud.
- " I. Wright.
- " C. L. Egan.
- " E. Bogart.
- " C. Coomb.
- " E. Edmonds.
- " M. Casselman.
- " N. de Renzie.
- " Whyte.
- " McCauseland.
- Mrs. Wain.
- Mrs. Geo. Beason.
- Miss T. H. Brown.
- " Lorna Mann.
- " Edna Moulds.
- " Myrtle Bartlett.
- " Margaret McDonald
- " A. V. Moffat.
- " M. McKenna.
- " E. Liddle.
- " M. Young.
- " Ina McLeish.
- " Leila Jones.
- " Hattie Burns.
- " A. McMaster.
- " H. McKibbin.
- " L. Palmer.
- " M. Powers.
- " F. A. Stevenson
- " E. M. Blatchley.
- " C. Ingersoll.
- " C. McDermott
- " E. E. Shiels.
- " J. M. Murphy.
- " M. Hammond.
- " Phoenix.
- Mrs. Rutherford.
- Miss Helen Leggett.
- " Reid.
- " Henderson.
- " Nelson.
- " Dow.
- " Curry.
- " Faulds.
- Mrs. M. J. Lyons.
- " Muldrew.
- " Helen Johnson.
- " Marie Tessier.
- " Katie Maloney.

Our Two Belgians.

Truth is so very much stranger than fiction nowadays, that it would seem as if every story in connection with the war should begin "once upon a time." While it frequently seems as though the black witch and the ogre are the only successful characters in many tales, the good fairy is not lacking in some and in the stories of the two Belgian boys, who have been adopted by the Women's Branch, we find that our president, Miss Tremblay, has played the part of fairy godmother to perfection. While president of "Le Cercle des Annales," of Ottawa, Miss Tremblay made an allocution before the Consul General, in praise of this noble and valiant little country of Belgium. So charmed was Mr. Goor with this Canadian eulogy of his countrymen that he had it printed, with the result that it was reproduced in "le Journal de l'Armée," a Belgian publication, and so fell into the hands of two Belgian boys, who subsequently wrote our president.

Auguste De Kester, a lad of twenty, who escaped from invaded Belgium near Malines about three years ago to join the Belgian army, in which he is still fighting, was a college boy when war broke out. In March last, having read the above reproduction, he sent the following letter to Miss Tremblay:—

Belgian front, 3-3-1918

Miss Tremblay,

President, "Cercle des Annales,"
Ottawa.

In my youthful days, I was then very small, the teacher use to tell us "Who risks nothing gets nothing," which is a French saying.

I had never been able to grasp exactly the meaning of that until now. Yes, these three years of war,—three years of suffering and agonies, three years during which I feel forsaken, without parents or relatives, without friends, three years during which I have lived like one abandoned,—have been largely sufficient to make me understand better than I ever did.

I said, "mademoiselle," without relatives or parents; this is not quite exact. I have some, but alas! they are so far away! They are over there, under the heel of the oppressor; over there, behind this barrier which we have not yet been able to pass.

However, let us drop that subject, as the remembrance of "my home"

would make me cry, I a soldier, defender of right and of humanity threatened.

I write to you "mademoiselle", at the risk of displeasing you; but the

LA BELGIQUE

Mlle Tremblay, présidente du "Cercle des Annales" à Ottawa, recevant M. Goor, consul général de Belgique, parla en ces termes de notre pays, en lui souhaitant la bienvenue:

"La Belgique est grande par tout ce qui est beau, noble et sublime; par tout ce que l'on estime, admire et exalte: élévation des sentiments, amour de la Liberté, du Droit, de la Justice; grande par la vaillance et l'héroïsme; grande surtout par son martyr.

"De tous temps, les yeux de l'univers furent fixés sur la Belgique, qui, pendant deux mille ans, fut le champ de bataille de l'Europe. Sur son sol se sont décidés bien des conflits. Des réputations s'y sont faites et défaits. C'est là que les Gaules furent soumises par les Romains, que la nation française prit naissance; là que Louis XIV connut l'échec à son ambition, que Napoléon s'éveilla de son dernier rêve de domination universelle: Waterloo! . . .

"Tour à tour germaine ou dominée par l'Espagne, l'Autriche ou la France, la Belgique toujours lutta pour secouer le joug plus ou moins lourd de ses maîtres jusqu'au jour glorieux où, grâce au succès de la révolution qui éclata à Bruxelles, en 1830, elle put proclamer son indépendance, qui fut reconnue par les grandes puissances, qui, toutes, deux ans plus tard, garantissaient son autonomie, sa neutralité. Elle vivait depuis lors, heureuse et prospère, développant son commerce, ses industries. Les sciences, les arts, la littérature y fleurissaient. Elle gardait fièrement, jalousement les privilèges acquis, quand survint le cataclysme d'août 1914.

"Dans son martyrologe, la Belgique compte une légion de héros de tous rangs; depuis l'humble soldat jusqu'au plus grand de tous, celui qui disait à l'émissaire de Guillaume et à ses hordes maudites: "Vous ne passerez pas, ou vous ne passerez que sur le corps de la Belgique"; il sacrifia tout à l'honneur et sauva non seulement la France et l'Angleterre, mais la civilisation, l'humanité Héros, Albert et Elisabeth avec leurs doux enfants! Héros, les généraux de l'armée belge! Héros, les magistrats et tout le peuple avec eux! Héros, dont on ne devrait prononcer et bénir les noms qu'à genoux!"

French proverb "who risks nothing does not get anything" is there encouraging me and giving me hope.

I am aware of your sympathy towards Belgium the martyr, and it is this sympathy which increases in me the desire of expressing to you my only and last hope. No doubt, you ask yourself, "what does he want?"—Oh! what I want, what I am asking

you is not very much. It is so simple, so easy to find. What can desire or expect to have a lonely soldier, if not to have a godmother? Yes, "mademoiselle," a godmother to help killing time. Time seems so terribly long when one has nobody to write to, nothing to write. A godmother in order to receive letters, such letters as my companions receive mostly every day. Oh! they are so happy when they receive these letters, so gay when they read these messengers of kindness and sympathy, which bring to them such sweet words of consolation and hope. I, also, would like to taste that happiness, which I have always ignored. You are the only one, "mademoiselle," able to procure for me this so long desired blessing.

In the hope that my request will be kindly considered, I pray, accept "mademoiselle," the expression of my most respectful sentiments and my thanks in anticipation.

De Kester, Auguste,
Z. 231, 111rd group,
Belgian army in the field.

Needless to say the above request was granted immediately and since the 6th April a regular correspondence has been going on. To be a perfect godmother one needs to be able to send bulky parcels frequently to the godchild as well as to write him letters. So with this object in view our president brought the case of Auguste De Kester along with that of Edouard Rentier, of whom I shall tell you later, to the attention of the executive, with the result that the two soldiers have been adopted by the Women's Branch.

Our president continues to write hope-inspiring letters to them and Miss Reynolds looks after the packing and sending of parcels containing the many little necessities as well as luxuries that we are anxious to supply them. Their respective officers, having been communicated with when the first parcel was sent, have guaranteed their bona fides.

De Kester is a very good writer and his long letters are most interesting, full of gratitude. His last one, dated the 8th of June, acknowledges receipt of a parcel sent him in the following words: "Last night a very agreeable surprise was awaiting me. "Undoubtedly, you guess what it was. I have the conviction that it was you who prepared it for me. "Yes, a heavy and voluminous parcel had arrived from that beautiful country, Canada, and found me on the shores of Yser. My first thought

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"went to you and it was with a grateful heart, filled with emotions, that I took possession of it. How can I describe my surprise and my joy when I opened it! Everything was so carefully arranged. There was in it chocolate, sardines, milk, butter, coffee, socks, and what not! "A lot of good things, too good for a soldier at war. You are going to spoil me . . . "Oh! if my mamma only knew that some one in that far away Canada is taking an interest in her son, looks after him, taking her place, how happy she would be!

"Later on when I find her again I shall tell her all. How can I express my gratitude? If you only could read what I feel in the bottom of my heart that I am unable to express! You are really too good to me. A little unknown soldier, whom you will probably never know.

"I shall eternally be grateful to you all; and in case death should come to take me, I want to tell you to-day as to-morrow it may be too late, that when thinking of my dearly beloved mamma, I shall always think of you; and if I die, from the devastated plains of Flanders, the sincere thank you of the little Belgian boy, to whom you have been a mother, shall rise and go to you"

(Translation)

Hôpital Albert ler,
Salle Dixmude, Paris, (4e arr.)
2, rue d'Arcole,
France.

Paris, 8th February, 1918.

Dear Mademoiselle,

I take the liberty to write you a few lines to ask you a favour, which would greatly please me.

I wish to ask you whether among your family or friends you could possibly obtain for me a genteel person, who would be my godmother, if so doing does not bother you.

I hope you will kindly listen to my prayer, and in anticipation of a favourable reply, please accept, dear "mademoiselle," the expression of my respectful sentiments.

(Sgd.) **Edouard Rentier.**

Edouard Rentier, our second Belgian protégé has come to us in the same way as the first. His case is a very sad one. He is now twenty-eight years of age. Mobilized at Liege on the 1st of August, 1914, he was wounded on the 6th and on the 7th found himself a prisoner. After three months at Dusseldorf prison camp, he was able to escape and join his unit by way of Holland. In February, 1915, he was wounded again by shrapnel and had his face and hands burned. In May, 1916, he went back to the front and on the 4th September following, at Dixmude, was severely wounded. He had his left forearm smashed, the bullet going through his left side to

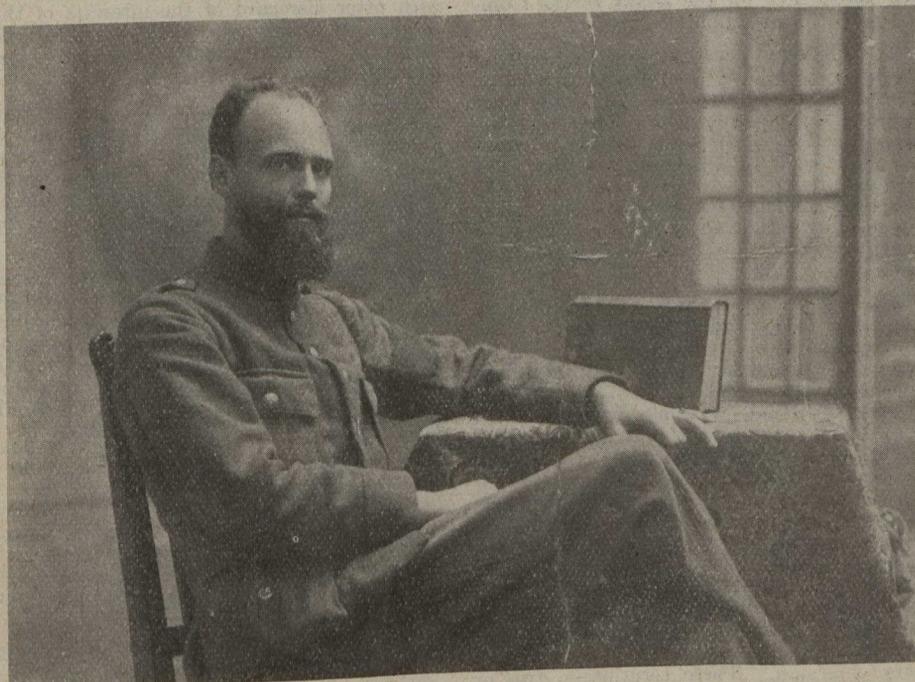
three centimeters of the heart. For eight months he was motionless on his bed. When convalescing, however, he caught cold and since that time has been from one hospital to another, suffering from tuberculosis of the spine.

This last letter is dated June 4th from the St-Jean Belgian Military Hospital at Cap Ferrat, on the Mediterranean, where he is being treated. He says: "To-morrow or the day after, I am going to be put in a plaster cast for about six months. I shall have to lie in perfect immobility and you know at my age, it is rather difficult. Of course, it has to be done if I want to get cured and I must have patience and courage. The treatment will be a long one, about three years, they say."

"The poor boy seems very courageous indeed. In a letter dated May 20th, from St. Louis du Mont Hospital at Chamberg, Savoie, he says: "My lungs are all right but I have tuberculosis of the bones. Four of my vertebræ are much affected and the fifth is commencing to be. But I do not give up hope for so little. Sun baths, open air and super feeding will cure me. This will be difficult, everything is so dear, but they will do their best."

In a letter just received he says: "The pain is terrible and the treatment going to be a long one and I am losing my strength being always in bed. Even after that treatment in plaster cast the microbe will not yet be killed. Sun alone can kill it. I have patience and courage and shall keep hoping . . . I have received from your government through Mr. J. B. Harkin, Com. of Dominion Parks, some books and pictures which have pleased me greatly. It has afforded me a chance to learn something regarding your charming country. I study a little, notwithstanding the doctor's orders to the contrary, for I should be very lonely otherwise. I do it on the sly. I want to learn English for after the war."

While parcels have been sent to this poor boy of the wonderful courage, it was felt that possibly better results could be obtained if the money were sent him and then he could procure just what the doctor ordered. This has been done and judging from his grateful letters our small contributions are helping greatly in his hoped for cure.



EDOUARD RENTIER

How the Wind is Blowing

"The test of the health of a people is to be found in the utterances of those who are its spokesmen, and in the actions of those whom it accepts or chooses to be its chiefs."

—John Morley.

How To Organize

Any sincere body of people can get together, discuss their problems, and arrive at a decision with regard to the action which they would like to take. And there is no legal or illegal way of accomplishing this end. But there are certain steps which will make the decision easier to reach and the action more certain of success. These steps are mainly those of agreement as to purpose and as to responsibility. The first is accomplished by drawing up a constitution, the second by the selection of responsible officers. And there is a proper method of going about this.

The first step is to call a meeting of the persons concerned. Some one person must have assumed some initiative in this, and he should briefly state the reason for calling the meeting and ask for nominations for a temporary chairman. It is of course not necessary that the first speaker shall be selected; but, on the other hand, there is no reason why he should not. The temporary chairman should then take the chair, and a temporary secretary should be nominated and elected.

The objects aimed at in forming the association should then be explained by those responsible for the calling of the meeting, and open discussion should be invited as to the needs, purposes, and possibilities of the proposed organization. Outside speakers may also be invited to speak at this time on the vital necessity for organization in general at the present time, though this is becoming increasingly unnecessary. The temporary chairman should feel perfectly free to call upon representative members for their opinion, if there is any tendency for everybody to wait.

Other subjects for discussion are the name of the association, the scope of the membership, and the dues to be charged. This discussion will give the members ample opportunity to estimate the abilities of the temporary chairman as a presiding officer; but attention should be called to the fact that these are not the most important of the duties the president will be called upon to perform. Ability to properly represent the entire association in its contact with other organizations and before the public, proper aggressiveness in the carrying out of any action decided upon by the association, and personal initiative, are essential.

During this discussion the members should be able also to form an opinion as to the best men to put on a committee which should be nominated and elected do draw up a constitution and to report at a subsequent meeting to be held on a given date. This step may have already been taken and there may be a proposed constitution in writing ready to present to the meeting.

If the first meeting is generally attended, it is too bad to lose this enthusiasm by the postponement of the real organization to a later date. In order to make this merging of the first and second meetings more generally

possible, therefore, we have added to this memorandum a suggested draft of constitution. This contains the essentials, most of them hardly debatable, and the time and thought of the members can be concentrated on the wording of such sections as the ones headed "objects, membership, dues," etc.

The meeting may, by vote, decide to consider the suggested draft of constitution, or any other presented to it, and can proceed immediately to pass upon it as provided in this memorandum for the second meeting. If this is done, the other action provided for the second meeting can of course follow in natural order.

The attendance at the first meeting may be small and limited to those most interested, even though all be invited; but a strenuous effort should be made to get a general attendance at the following meeting.

At the second meeting, or which due notice should be given to all, the previously elected temporary chairman and secretary should take their places and the temporary chairman should call for the reading by the secretary of the minutes of the last meeting. These should contain a list of those in attendance at the first meeting, unless this is impracticable, the names of the persons elected to the temporary chairmanship and secretaryship, a brief statement of the objects aimed at in forming the association, with possibly a list of the speakers who contributed to the discussion, and the personnel of the committee on constitution. If there is no objection, the temporary chairman should announce that the minutes are approved, and should call for the report of the Committee on Constitution.

The suggested constitution should be read clause by clause, and discussion of each clause should be called for before it is adopted or amended by majority vote. After this has been done for all clauses, a motion to adopt the whole constitution should be passed. The persons present when this is done form the charter members of the association, unless the meeting decides to extend the privilege of charter membership to all those who join before a given date.

The first business then is for the temporary chairman to announce the opening of the first annual meeting and to call for nominations for president. As has already been intimated, the proper filling of this position is very important. The man first nominated may or may not be the best man. In any event the temporary chairman, and he may be among those nominated, should call for further nominations, as many as the members desire to make. If there is only one nomination, a member may move that the secretary be instructed to cast the unanimous ballot of the members present for the nominee. The unanimous passing of this motion elects the president. If there are several nominations, scrutineers should be appointed by the temporary chairman. These scrutineers, two or more, pass, collect, and count the ballots, reporting the result to the temporary chair-

man, by whom it is announced. If no one has received a majority, balloting must continue until one has. During this period any nominee may withdraw his name, with the consent of the one who nominated him; but no new names can be proposed.

When a president is elected, the temporary chairman's duties are done, the new president takes the chair, and the meeting proceeds in the manner just described to elect the other officers, the newly elected secretary taking up the duties of secretary immediately upon his election. After this any desired business may be transacted.

Affiliation with other organizations is essential if you desire to help or receive the support of similar groups outside of your own particular field. In fact the only difference between the first organization and the second affiliation is in the size of the units involved. This widened ability to take concerted action has far-reaching potentialities and should be provided for at the first meeting, even if this only takes the form of instructions to the officers or the appointment of a committee to investigate and report.

Last and most important, no amount of red tape will put the breath of life into any organization. A live organization must meet a real demand. The operation of the present fiscal policy, which gravitates wealth to those who already have it, affords ample incentive to workers in industry. The operation of a policy that has carried on the work of Government with utter disregard of the interests of civil servants, and this means with utter disregard of the interests of the people of Canada as a whole, gives to civil servants an entirely justifiable and even patriotic reason for organizing.

Given the reason, organization is essential, and result is the only thing that counts. A quiet chat in Jim's office, over a box of cigars, with a decision to let Jim do it, may be worth half a dozen perfectly proper proceedings. It all depends on the Jims, whether they be styled presidents, chairmen, or what not.

The Secretary of the Civil Service Federation of Canada (Box 484, Ottawa) will be glad to correspond with anyone regarding organization and affiliation. An organization is already in existence, also, with a membership running into the hundreds, for civil servants scattered in groups too small for local organization; write us about it.

SUGGESTED DRAFT OF CONSTITUTION

ARTICLE I.

Name and Objects.

SECTION 1.—This organization shall be known as the.....

SECTION 2.—The objects of this Association shall be to promote the welfare of the

(1) by arousing the *esprit de corps* which is essential to effectiveness in the Public Service; (2) by enabling them to express and give effect as a body to proposals directed toward improvement in the organization and administration of the Department; and (3) by making possible their affiliation with the larger bodies of civil servants who are already organized for the purpose of improving the Public Service.

(This is a suggestion, section 2 should be worded to suit yourselves.)

ARTICLE II.

Membership and Dues.

SECTION 1.—Membership shall be open to all persons employed in.....

SECTION 2.—Dues shall be..... a year, payable in advance to the Secretary-Treasurer.

ARTICLE III.

Officers.

SECTION 1.—The officers shall be a President, a Vice-President, and a Secretary-Treasurer. (Or there may be a Secretary and a Treasurer.)

SECTION 2.—There shall be an executive committee composed of the three (or four) officers mentioned andmembers at large.

SECTION 3.—The officers and Executive shall be elected at the annual meeting, and shall hold office until their successors are elected.

SECTION 4.—Vacancies in the officers or the Executive may be temporarily filled by the Executive Committee until such vacancy can be filled by majority vote at any regular meeting of the Association.

ARTICLE IV.

Duties of Officers.

SECTION 1.—The President shall preside at all meetings of the Federation and of the Executive Committee, shall call the Executive Committee for business at his discretion, or upon requisition of five members of it, and shall perform such other duties as are usually within the province of a presiding officer of a deliberative body.

SECTION 2.—The Vice-President shall perform the duties of the President in case of the absence or resignation of that officer.

SECTION 3.—The Secretary-Treasurer shall keep a correct account of the proceedings and a list of all members; he shall receive all money payable to the Association and shall deposit the same in a chartered bank to the credit of the President and Secretary-Treasurer of the Association, giving his receipt for the same; and shall, under the direction of the Executive Committee, expend it in payment of the just debts of the Association.

SECTION 4.—The Executive Committee shall meet at the call of the President, or of five of its members, and its duties shall be to carry out the decisions and give effect to the recommendations adopted by the Association in meeting assembled.

ARTICLE V.

Meetings.

SECTION 1.—The annual meeting shall be held on.....

SECTION 2.—Regular meetings shall be held on.....

SECTION 3.—Special meetings may be called by the President or by five members of the Executive Committee, or by ten members of the Association.

ARTICLE VI.

Changes in the Constitution.

Changes in the constitution may be made by a two-thirds vote at the annual meeting, or at any regular meeting by the same vote if notice of the proposed change was made at the previous regular meeting.

ARTICLE VII.

Order of Business.

The order of business shall be:

Reading of Minutes;
Business arising out of minutes;
Reports of officers;
Reports of Committees;
New business;
Election of officers.

—CSFC—

FUTURE DEVELOPMENT OF CANADA.

(*Canadian Mining Institute Bulletin*,
July, 1918.)

There are, one can use the word countless (because we cannot count them off-hand), commissions, departmental off-shoots, councils, and committees, charged with doing part or the whole of the work advocated in the course of these articles. During two years of the most precious preparatory time period ever granted to any country, we have had no action from any one of these bodies that, to use a slang expression, amounts to a "row of beans." Instead of action, we have had a bovine contemplation of a vital subject by the men in charge of the work. It is now well over a year ago since two separate grand parties toured Canada, and spoke flattering words in Canadian cities on the tremendous benefits that would accrue to the country as the results of their vast and highly scientific efforts towards the organized development of Canada. A whole new vocabulary has been added to Canadian literature during that same period. It takes in such words as industrial development, research, industrial research, organized development of Canadian resources, inventory of Canadian

resources, mineral industrial development, natural resources, natural resources survey, information bureaux, dictionary of Canadian resources, but it omits the one word, "action."

The trouble consists in driving, not into the average Canadian head, but into the heads of the powers-that-be, that there are in the English dictionary three lucid and simple words, "get something done."

Any one with commonsense—I recommend to the members of these commissions, councils, departmental and Board of Trade, Trade offshoots, Webster's dictionary for a definition of this word—knows that the initial step before anybody was appointed to handle these questions would have been to find out the scope and duties of those already in existence. Even conceding that this position was hurried past with riotous haste, so that some one could get on the ground first and reap the credit, the next step would have been for the now numerous bodies in question to get round a table with a box of cigars — which the country could well afford, much better than long trips over Canada, if any benefit resulted—and arrange to split up the lines of work among themselves.

But can you imagine that being done in Canada? On the contrary, the president of the first body would stand up and say "My dear sir, this body was created five weeks, two days, three hours and a half before you, and therefore we intend to do the work"; and the next would say, "My dear sir, this body was appointed by a man who controls two more seats than you can, and so we intend to do the work"; and the third man would say, "My dear sir, this body is managed by a man with six more letters after his name than either of you, so we intend to do the work"; and the fourth would say, "We are it, and we intend to be it"; which at least has the merit of honesty. In other words, the commonsense suggestion of getting together where there is any overlapping only leads to an intellectual rough-house. If any one desires to know what is the difference between the ordinary kind of rough-house and the intellectual kind, somebody has it that in the former the participants themselves generally suffer, but in the latter, the country suffers and pays for it as well, which is a double injustice. The present status of all this

work at Ottawa is a most pitiful exhibition on the part of those responsible for its progress.

An alternative would be for the Canadian Mining Institute, or the Joint Technical Societies to offer a prize for the best all-round proposal and practical scheme in handling and organizing the future development of Canada. Assuming that a suitable proposal was unearthed, that also should be discussed in all its branches, and thereafter it should be pushed to the complete exclusion of others, refusing technical help to any proposal which has not had the complete approval of all the practical groups interested in Canadian development. Such a prize might well be made an annual affair to be awarded to the best suggestion, the greatest discovery, or the most practical operation that leads to the development of Canada.

J. F. KELLOCK BROWN.

—CSFC—

NO FRICTION IN THE COMMISSION

As the forms for this issue are being closed *The Civilian* has been asked to contradict a rumour to the effect that difficulties had arisen between the Civil Service Commissioners and the members of the Arthur Young firm. Enquiry at the offices of the Commission discovers the fact that quite the reverse is the case, the relations existing between the Commissioners and the chiefs of the Reorganization Branch being of the happiest and most harmonious nature.

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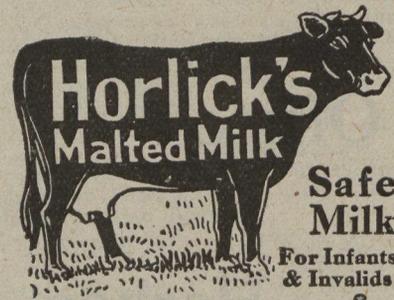
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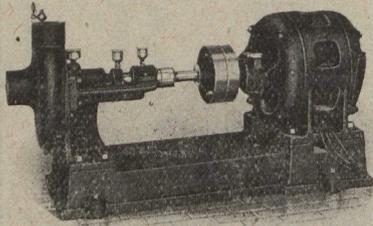
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