

VOL. 4

JUNE 16th, 1911

No. 4



THE CIVILIAN

A fortnightly journal devoted to the interests
of the Civil Service of Canada.

NEMO SIBI VIVIT.

FEATURES :

Shall the Government "recognize" Civil Service organizations?
Won't be happy till he gets it.

Editorials : The Government and the Service ; Silas Wegg,
a wanderer.

Civilian Portraits.

Personal Items from the Civilian's Files of 1941—by Silas Wegg.

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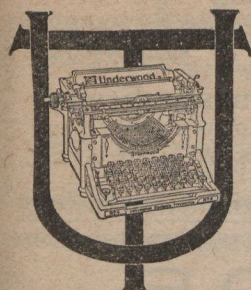
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THE CIVILIAN

VOL. IV.

JUNE 16th, 1911

No. 4

Shall the Government "recognize" civil service organizations? — How the question is answered in Denmark.

The Text of a Most Interesting Agreement as to the Settlement of Civil Service Grievances, Recently Entered into Between the Government of Denmark and its Employees.

At the present moment no question is the subject of more loose and hazy treatment in the public press than that of the *status* of civil servants, as compared with that of other employees. The service is scarcely or never referred to in the press except in terms that show an almost entire lack of appreciation even of the outlines of this distinction. For example, we are constantly flooded with dissertations on why should not the civil service pay income tax, why should not the wages of civil servants be subject to garnishee, etc., etc., by newspapers who hold very valiantly that civil servants should be as others in respect of these and similar matters, but who in almost the next breath oppose, say, the participation of civil servants in municipal politics, or in the labour movement, or in a dozen other activities.

Perhaps the question of organization among civil servants is the most important point involved in these discussions. We in Canada have solved that problem very satisfactorily. Civil service organizations here stand in nearly all cases apart from the organized labour movement. There is no prospect here, accordingly, of the embarrassments which recently occurred in France. That, however, does not prevent our having a very keen interest in the solutions of the problem in other countries where it has entered upon other and more difficult phases. Perhaps the case in which arrangements have been entered into between the government and its organized employees in the most definite and clear cut way and which offers therefore the greatest amount of general illumination is that of Denmark. We have pleasure in reprinting below a translating of certain rules which the ministry for Public Works, the Treasury, and the Home Ministry of Denmark have recently agreed to follow in all negotiations between the government and the associations of employees existing in the Railway, Telegraph, Customs, and Postal services. They show an extraordinary breadth of mind on the part of the government and a most exemplary spirit of conciliation. We can recommend their very careful perusal by all who are interested in this growing problem of government, and especially to civil servants who are interested in the organizations which have already accomplished so much for the Canadian service.

The Ministry for Public Works, the Treasury, and the Home Ministry have decided to follow the rules mentioned below under the negotiations and deliberations that are tak-

ing place between the Administrations and the Associations existing within the State Railway, Telegraph, Customs, and Postal services.

I.—When amendments are prepar-

ing regarding alterations in the laws concerning the duties and rights of the personnel, propositions to that effect shall be submitted to the respective Association or Associations that is or are representing the interests of the persons concerned. The same proceeding is to be followed when regulations or instructions of a more general nature are preparing involving alterations with respect to the existing scale of pay, the regulation working hours, the legal status in the service concerned of persons invested with situations under same, and with respect to similar, not technical matters, no matter whether the regulation or the instruction applies to the whole of the service concerned or parts of same, but not when it applies to a single person only. The Associations shall reply to the applications made to them in the above respect as soon as possible, and at the latest within two months after the reception of the application; if necessary, it may be claimed that the answer shall be given in a shorter time, which is to be indicated beforehand. In case of a wish being set forth to that effect, verbal deliberations are to take place between representatives for the Administration concerned and the Association concerned.

II.—Any Association is at liberty to address itself to the Central Administration to which the service appertains with any non-technical question relating respectively to the whole service, to groups of same, or to a single man, but not with respect to the appointment and discharge of a single person. Groups of the Associations of the different services — of the existence of which Associations the respective superiors of the service concerned have been informed — shall be at liberty to address themselves to the nearest common superior for the group (or part of the members of this latter) with respect to such local matters that only are of interest to the members of

the group or to one or some of these members. The right of a single man to address himself to his superiors in the usual official way shall not be affected by these regulations. Applications in writing will, in case of a wish being expressed to that effect, be replied to as soon as possible by the person to whom the application is directed. The Central Administration will reply to the application within two months after its being received, other superiors within one month. The negotiations may be carried on verbally, in case of a wish being set forth to that effect.

III.—If negotiations are to be carried on verbally between an Association and the Central Administration, the Association is to be represented by a committee. If the negotiations only concern the affairs of a single group, the Committee and the Association shall each have a right to claim the assistance of a member of that group, who must be a member of the Association, for elucidation of the matter. The members of the Committee must occupy a permanent situation in the service concerned, but it is to be observed, however, that one or two managers of each Association — no matter whether these managers occupy a permanent situation in the service or not — may participate in the deliberations. A representative for the Administration is to be acting as President at the meeting, and a representative for the Association is to be keeping the minute-book, which is to be read to the members at the end of the meeting and then signed by the two representatives. There is not to be any voting, but if agreement cannot be attained, the case may be submitted to the Minister in case of its being desired by the Association, which may be done in writing or verbally at the option of the Association, and it will be made acquainted with the objections of the Administration to its wishes, so that it can reply to them. The decision

taken by the Minister is conclusive with respect to the question.

IV.—If an Association is of opinion that an instruction or regulation ought not to have been issued without having been subject to negotiations and deliberations with it, or if it is of opinion that the negotiations and deliberations have not been carried on in a proper manner in accordance with the regulations set forth here, the personnel belonging to the services shall not on account of this be exempted from being subject to the decision that has been taken, but if the case is brought before the Minister and he sides with the Association with respect to its standpoint in the case, the said instruction or regulation will, if the Minister deems it more advisable, be suspended, until mutual deliberations have taken place in accordance with the present regulations. Applications regarding amendments with respect to settlements that have been made, do not in any way alter the duty of the personnel to obey the existing decisions. When negotiations are taking place with several associations at a time, or with one or both of the central organizations, the same rules are to be followed as with negotiations with a single association.

VI.—When the Ministries are preparing propositions for alteration in the laws touching the rights or duties of the personnel of the four services (Railway, Telegraph, Customs and Postal services), or some of them, the project for such alterations shall be submitted to the central organizations concerned, or to the two co-operating central organizations, if all the services respectively Divisions A and B, are represented in the central organizations, while, on the other hand, if this is not the case, the project is to be submitted to those associations the project is touching on. The same proceeding is to be followed when an instruction or regulations are pre-

paring, which according to the opinion of the Ministries ought to be common or uniform for all four services, or at least for some of them. In case of a Central organization, or both Central organizations, wishing verbal negotiations with respect to cases mentioned in Article 6, the organization shall be represented by a committee, in which there must be representatives for each of the services which the case concerns. (See for the rest Article 3.)

VIII.—The general right which any Association or single man has to apply to the Administration shall not be affected by these rules, but applications to the Central Administration or the Ministry from Associations that do not belong to the Head Associations mentioned in Article IX regarding decisions of a similar nature as those mentioned in Article I, are, before the case is settled, to be sent to the Association or Associations concerned for approval.

IX.—The above rules for the negotiations are to be applied towards the following Associations:—

(a) The Union of Railway Functionaries (functionaries of the lower grade).

(b) The Railway Officials' Association (the staff and personnel of the offices, railway officials, station-masters, and higher officials).

(a) The Committee representing messengers, mechanics, foremen, &c., in the Telegraph Service.

(b) The Association of Danish Telegraph officials (Telegraphists and higher officials).

(a) The Association of Preventive men, watchers (Customs).

(b) The Danish Customs' Association (Assistants, Examining officers, Surveyors, Inspectors, and Collectors).

(a) The Postmen's Association and the Union of Postmen, Porters, &c.

(b) The Danish Postmaster's and Post Officials' Association, as well as towards Associations that are enter-

ing an alliance with those Associations that now are forming the Head Associations within each service, and towards the two Co-operative Central organizations, under which these Associations are collected.

The laws of the Associations are to be sent to the Administrations concerned, and every year on the 1st of August a report regarding the composition of the managing committees of the Associations and a statement regarding the number of members that each Association contains shall be submitted to the administration concerned. In the statement is likewise to be mentioned what classes of functionaries the respective Association comprises. Alterations in the composition of the managing committees shall be reported to the administration concerned every time that such a thing is taking place. Alterations in the laws shall likewise be reported, and in both the aforesaid cases announcement shall be made at the latest within a month after the respective alteration has taken place. The regulations set forth here are not to be applied at the same time towards more than two Associations within each service (one (a) Association and one (b) Association) or towards more than two Central organizations, one consisting of Associations admitting functionaries within the lower classes of pay (division a), the other consisting of Associations admitting officials within the higher classes of pay (division b).

Supplementary Notes.

Only the above Head Associations are acknowledged as being entitled to enter into negotiations with the Administrations. The Associations marked (a) admit as members all functionaries within the lower class of pay, while those marked (b) give admittance to all officials within the higher classes of pay. Besides the Associations mentioned, there are some small separate Associations, only representing a single class or some few classes of officials or func-

tionaries. These Associations are not entitled to deliberate or carry on negotiations with the Administration, as they do not fulfil the required condition to be an entirety of officials or functionaries within each service.

As an example of one of those Associations not entitled to enter into negotiations with the Administration may be mentioned "the Association of higher Custom House Officers," which does not admit Assistants and Examining Officers as members of their Association in contradistinction to "the Danish Customs' Association," which is representing officers within the higher classes of pay, and in consequence of which this Association is acknowledged to have a right to enter into negotiations with the Administration.

The above regulations for the negotiations came into force in the month of May, 1910.

A personnel consisting of about 16,000 persons belongs to the above-mentioned Head Associations.

At present all the Associations marked (a) are co-operating within one Central Organization, and all the Associations marked (b) in another Central Organization, and the two Central Organizations re-co-operate with each other in many cases.

When the Parliament prepared a law with new scales of pay for the four services in the years 1907-08 all the Head Associations in the four services co-operated, and they unanimously agreed upon setting forth a proposal for scales of pay for the four services. These scales were not adopted by the Parliament, but the co-operation in many ways influenced upon the matter and Parliament conceded new scales of pay by which the pay for 12,000 persons were raised by a sum of about £150,000.

Since that time the two Central Organizations were formed, and a Radical Cabinet decided to follow the above-mentioned rules under negotiations and deliberations between the Administrations and the acknowledged Associations.

Won't be Happy till he gets it.

(With apologies to Messrs. Pears.)



Poor little chap to be so cramped
 In that to which you've such aversion,
 No wonder that your soul is damped
 By long immersion!

In water far too hard to take
 The grateful case you need so often,
 You want that saponaceous cake
 Your bath to soften.

The bath itself, unless there's peace,
 May find your strugglings soon upse; it,
 But *there's* the soap, and you'll not cease
 Until you get it!

THE CIVILIAN

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THE EDITORS,
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Communications on any subject of interest to the Civil Service are invited and will receive careful consideration.

Ottawa, June 16th, 1911

THE GOVERNMENT AND THE SERVICE.

The relations existing between the government and the organizations representing the service are eminently satisfactory and advantageous. It is not long since the service was without a concentrated tongue with which to make known to the government the diseases from which it suffered or the ideals to which it aspired.

All this is happily changed. The warmth of the reception accorded the representatives of the service and the readiness to take into consideration all subjects presented to the ministry are becoming more and more apparent. This was particularly evidenced in the hint dropped by Mr. Fielding in the Superannuation interview, that when the time arrives for the consideration of Superannuation, the service would be taken into confidence and consultation in connection with the details of the measure to be introduced.

The service is to be congratulated on the success that has attended its efforts for organization and recognition in the conduct of its own administration. Mr. Fielding once called the Bankers' Association the Annex of the Finance Dept. For the purpose of the administration of the public service, this is what the service organizations should be to the government — an advisory board always studying its own problems and getting ready a store of information as a fund from which the government may draw at will. There can be no doubt the service is studying its problem. On behalf of the Civil Service Commission, Professor Shortt is going to England to study civil service government there and on the continent. All this is well and conducive to the ultimate great design — a perfect and scientifically conducted service. It is just possible there is one thing lacking.

* * *

It is safe to say that there is not one minister of the Crown who has the time to properly study the whole complex question of the administrative control of the 8,000 officials comprised in the permanent list. If it were so the Post Office members of the Outside Division would not still be clamouring for salary recognition on account of increased cost of living, nor would there be the sad and cruel anomalies that exist in both divisions of that Department. But ministers of the Crown are the busiest men in Canada. Parliamentary, political, departmental and other official engagements take up their days and nights. Notwithstanding the Commission, the government largely administers the service. All promotions are initiated by it. Many appointments are still in its hands, and of course all appointments in the Outside Division are so. It is to be hoped that some day the government will set aside one of its number (perhaps without portfolio) to

exclusively attend to service administration and to be an expert thereupon.

The subject will be found worthy of such a departure.

* * *

It is gratifying to know that the Federation has appointed a committee to report on the question of the Outside Division coming under the operation of the Act of 1908. The Outside Division is operated under the patronage system. As to patronage so called in connection with appointments to the public service or any service, there can be only one opinion. Of course good appointments have been made under the patronage system, but the system as a system must be judged by what it is capable of and by what it has led to. A lady in the neighbouring Republic desired to get a nomination for her son at Annapolis. As is well known each Congressman has two nominations and each Senator one, for this institution on which the defence of the country so largely depends. The lady's husband had been a Naval officer but she found it utterly impossible to have her son introduced at the National Naval College. One day on passing through the Navy Yard she was accosted by a labourer who was under some obligation to her family for favours received. The labourer said, "I hear you wish to enter your son at Annapolis." "I have tried every possible means to get a nomination, but without success," replied the lady. "I will get it for you," said the labourer. She got it the next day. The foregoing is an actual occurrence, and illustrates the working out of the system. Now the civil service is the premier national institution of a country. The best criterion of a country's advancement in the arts may well be gauged from its progress in the art of government. Canada is making good progress. The one essential thing now is for the Federation to follow up

its problem closely and all will be well.



SILAS WEGG A WANDERER FROM THE FOLD.

Since the inception of *The Civilian* Silas Wegg has, under one nom de plume or another, been a contributor to *The Civilian*. His brilliant and versatile pen has, during the period of our existence, given pleasure to the service as we have reason to know. But Silas Wegg, we regret to report, has wandered from the fold. He has been caught in the act. The last number of the Canadian Collier contains an editorial contribution from his pen which is quite worthy of our eminent Silas. In reproducing the lines from Collier, we take the opportunity of warning trespassers from intruding upon our preserves. We might lend him occasionally as a great favor, but Silas belongs to us.

The clipping from Collier is as follows:—

Concerning Canadian Cities.

Our friend Silas Wegg, who has a turn for epigram, sends us these good-natured local hits, which will be generally understood:

Brandon will be in Manitoba as long as Winnipeg makes no objection.

Halifax is more English than a Hunt Club. They play cricket there and have a tramway.

Hamilton has a mountain. If you bet a Hamilton man it has not he will take you up.

Kingston is eminently Presbyterian. The penitentiary is non-sectarian, but is not very popular.

Medicine Hat was discovered by Kipling. It has been trying ever since to change its name.

Montreal is a national port when not otherwise engaged.

New Westminster has a confession of faith embracing its lacrosse team.

Ottawa has an admirable situation

on Parliament Hill—for every good Grit.

Port Arthur tolerates Fort William. Vice versa and mutatis mutandis.

Quebec was taken by Wolfe and is held by Wilfrid.

St. John has a fine harbor, especially adapted for dredging.

Sydney is a miner city, but you must be careful of your spelling when you write it out.

Toronto, the home of Colonel Denison, is three thousand miles or so from England, but it is not aware of the fact.

Vancouver, B.C., is not so ancient as its sounds. The chief industry is census taking.

Victoria is the first city in Canada, from Japan's point of view.

Winnipeg is at present East of the Rocky Mountains. There are large elevators in the city. They are used for statistical purposes.

Civilian Portraits.

Mr. John H. Bertram.

John H. Bertram, Collector of Customs, Toronto, whose portrait we produce in this issue, was born at Lindsay, Ont., in 1872.

He is a son of the late George H. Bertram, M.P. for Centre Toronto, who was at the head of the Bertram Engine Works, Toronto, up to the time of his death.

The Collector entered the Customs service in 1900 as Appraiser in the Hardware Branch at Toronto, for which position he was well qualified after thirteen years in his father's employ. After four years he was appointed Surveyor of the Port, and in February, 1909, was promoted to the important position of Collector.

Both of Mr. Bertram's parents were Scotch. He was married in 1895 and has a family of three boys.



MR. JOHN H. BERTRAM.

THE LATE RAILWAY MAIL CLERK, WILLIAM D. TYE.

We are informed that the G.T.R. has paid the widow of the late Wm. D. Tye, who was killed in the wreck on the Bridgeburg and Goderich route, at Richwood, on the night of Feb. 5, the sum of between \$9,000 and \$10,000 as compensation. Mr. Tye was a comparatively young and powerful man, whose chances of life and a pension almost due were good. He practically disappeared off the face of the earth, as the fire which burned the wreck completely consumed his body.

“Enquirer” should address the Civil Service Commissioners.



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 Sugar for.....\$4 57
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 3 Tins 29c
 Choice Eastern Township Butter.
 Regular 26c a pound. Saturday,
 in 3 pound lots, per pound..... 23c
 10 Cases Fresh Local Strawberries,
 per box 19c
 2 Pounds Gunns Matthews or
 Davies pure Lard, for 25c
 6 Pounds Germ Meal, Cream Wheat,
 Oat Meal, or Roiled Oats 23c
 49 Pound Sack Five Roses Flour \$1.38
 10 Pounds Granulated Sugar..... 48c
 Quart Bottle Lyttles Catsup..... 17c
 Foufa's Cherries in Mocosquino,
 per bottle 23c
 Quart Bottle Smalls Standard
 Maple Syrup, for 19c
 6 Pkges Beata Pie Filling..... 23c
 Comfort Baking Powder, the finest
 made, per poundtin. 23c
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 for 23c
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 Sauce, a summer delicacy, 2 for 25c
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2 Tins Campbells Tomato Soup for 25c
 Wagstaffs Fine Old English Mar-
 malade, per sealer 25c
 Sutton's Tarracon Vinegar. Reg.
 per bottle 19c
 Heinz Pork and Beans, plain or in
 Tomato Sauce, per tin 14c and 23c
 Currie Powder, Ground Mace or
 Pastry Spice, ¼ pound for..... 14c
 98 Pound Bag Fine Roses Flour, \$2.63
 98 " Sack Purity Flour \$2.63
 3 Pkges Reas Macaroni or Ver-
 micelli for 23c
 ¼ Pound Cake Lowneys Chocolate 11c
 ½ " Dutch Cocoa 11c
 Skinners Manjo Chutney, per bot.. 10c
 3 Pkges Challenge Corn Starch.
 Regular 9c, for 19c
 6 Pkges Pearline 25c
 10 Pound Tin Pure Lard ... \$1.23
 Rea Pure Maple Syrup, per gal..\$1.15
 (Wine measure).
 Hotel Mushroom, Reg. 25c, for.. 19c
 6 Bars Comfort Soap for 25c
 Davies Lunch Tongue, per tin.... 33c
 Liquid Veneer, per bottle, 23c and 43c
 Orangeade, ½ pint bottle..... 9c
 2—20c Bottle Rea's Extracts.... 33c
 3 Tins Gillets Lye..... 25c
 2 in 1 Wash Boards. Reg. 25c, for 19c
 Pascoult French prepared Mustard,
 per bottle. 9c, 14c and 19c
 2 Pound Tin Lynn Valley Straw-
 berries in Heavy Syrup 17c
 3 Pound Tins C & S Coffee.....\$1.10
 2½ Sack Carolina Rice 25c
 Canadian Mild Cheese, a pound.. 15c
 MacLaren's Stuffed Olives, per
 bottle..... 23c
 3 Pounds Cooking Figs 23c
 3 " Flaked Peas 15c
 2 Tins Brand Cocary Sardines... 25c
 Bloater Paste, per glass jar.... 19c
 Anchovie " " " 19c

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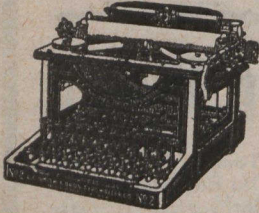
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- † Our Brockville Factory is discontinuing this line—hence the sale.
- † Prices lower than wholesale. Sold on the convenient lease system or cash. An opportunity in refrigerators that does not often come.

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If you want the best, drink . . . **DOW'S** Ales, Porter and Crown Stout
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At the Sign of the Wooden Leg

By "Silas Wegg."

Personal Items from The Civilian's Files of 1941.

The Civil Service Commissioners have given assent to the following appointments:—

Hiram Jones, D.C.L., of Kazubazua, P.Q., to be a messenger in the Department of Public Worship.

Bazoo Bazeek, of Calcutta, to be assistant deputy minister of War. Mr. Bazeek has won his appointment by coming first in the examinations in apogetics and comparative anatomy.

Sir Francis Martingale, M.A. (Oxon), of Ponsonby Bridge, Bilgewater-on-the-Brain, Herts., to be sub-accountant in the Department of Agriculture.

Hezekiah Pinkham, of Montpelier, Vermont, to be Solicitor General. This is the first notable position captured by a competitor from the new province.

Col. Julian Starbottle, D.B., of Walkerville, Ont., to be Controller of Irrigation.

Rev. John Smith, D.D.S., of Hamilton, Bermuda, to be editor of the humorous section of *The Civilian*.

Prof. Antonius Hybrow, late of British Columbia University, to be shipping clerk at the Civil Service Co-operative Stores.

An order-in-council has been passed certifying the engagement of Thos. Hardupp, of the Finance Department, to Miss Aurora Bingo, of the Audit Office.

Much discussion has been caused by the recent order-in-council annulling the marriage of Mr. and Mrs. Frederick Porker, of the Department of Subsidies. Mrs. Porker was charged with using the wastepaper baskets of Mr. Porker's office as cradles to the detriment of the public service.

Reginald De Zero, of the Weather Bureau, has been transferred to the Transcontinental Railway Service. The probabilities are Fare, please.

Palmerston Gray, of the Income Tax office, has been dismissed for fraud. He falsified his entries in the attendance book on the 20th and the 21st ult. to the aggregate extent of 3.6 minutes.

Silas Wegg, C.V.O., for many years on the advertising staff of this journal, has been superannuated on account of inequality of legs. His associates presented him with a semi-illuminated address and a bag of potatoes as a token of their esteem. Mr. Wegg has invested the potatoes in Canada Sixes.

The superannuation of Colin Carmichael, chief of the Butterfly division of the National Musaeum, was the occasion of a presentation to him of an aeroplane, appropriately called the Empress Moth. Accompanied by members of his late staff, Mr. Carmichael made an unsuccessful attempt to investigate the price of breakfast bacon.

Daniel O'Callaghan, the inventor

of the new automatic census enumerator, which has supplanted the wireless apparatus in use heretofore, has been granted a bonus of ten feet of land on Mackenzie avenue by the Government. Mr. O'Callaghan will retire from the public service.

The physicians attending Miss Flora DeClancy, of the Mounted Police, who led the attack on the striking officials of the Post Office, give hopes of her recovery. We regret that the same cannot be said in regard to the strikers.

J. P. Lemmon, the so-called editor of the so-called civil service paper, *The Sulphite*, has brought action against *The Civilian* for definition of character.

Excavators for the new city hall on the Glebe have brought to light the bones of what is supposed to be a member of the extinct third division of the service. The generally accepted theory regarding the discovery is that the unfortunate man was one of those who tried to live within his income and slipped through a knot-hole in the cellar floor.

Lionel Moore, of the Department of Interstellar Communication, is spending a week in Egypt and Hull.

Mrs. Samuel O'Gregor has been promoted to the chief clerkship in the Department of Customs, made vacant by the death of her husband, Sam. O'Gregor.

At a banquet given last week by Ferdinand P. Turner, fifth vice-president of the Civil Service Club, seven black bass caught by Mr. Turner himself on an ordinary hook at Kettle Island were served under microscopes.

A largely signed petition has been presented to the Government asking

for an extension of the ten days' sick leave granted to Mr. Philip Fluker, who suffered the loss of an arm in an attempt to open a window in the new departmental building on Sussex st.

Sir Benjamin Cognac, manager of the Chateau Laurier, has been given the rank of a deputy minister. Sir Benjamin was called to the bar in 1911.

Mr. Boanerges Blowhard, who entered the service in 1900, lectured before the Y.W.C.A. last Saturday evening on *The Good Old Days and How I Made Them*.

THE R. M. CLERKS' CASE.

How do the railway mail clerks like the new salary schedule passed in the House on May 19?

The clerks receiving less than \$800 salary are pleased with the substantial increases granted to them, and the whole service is pleased to see the minimum salary raised from \$400 to \$500. The older clerks, who have reached, or shortly expect to reach, the former maximum, are very properly glad to participate in the raise of the maximum from \$1,200 to \$1,400. The increases for the juniors and seniors are most commendable. The better pay offered new appointees should induce young men of desirable qualifications to join the service more freely than formerly, which will be an advantage to the authorities,—who have been plagued with an overplus of non-qualified young men.

The raise of the maximum salary gives the long service railway mail clerks a continued advantage over a large percentage of their brother clerks, as most of them were originally second or first-class clerks almost from the time of their appointment, and have been drawing good pay during almost the whole period of their service, during the years

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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

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when commodities were cheap, and thus did not suffer from the high cost of living in the same way as the majority of the clerks have done, and will continue to do, for over half the clerks will not receive the much-needed and reasonably-expected immediate increase, though some of them served for 17 or 18 years, the greater part of the time being in the high-price epoch, at extremely low salaries. Some of these clerks will not reach the maximum until they have served the very long period of 25 to 30 years of service.

These are the clerks who actually need money most; for the younger men have few, if any, depending upon them, while the older men, who have, as I point out, been drawing good pay from almost the moment of their appointment, will have their families raised and provided for, while they themselves have a comforting superannuation to look forward to.

The clerks paid \$800 and upward will be found to be generally engaged in the struggle to provide for their children (until self-supporting, at 15 or 16 years of age—early enough for poor boys and girls!) at the average increased cost of \$1,600 or \$1,800 each. That is my own positive experience. An immediate increase of even \$25 annually would have been a Godsend to these clerks, that is, the raising of the annual increase of \$50 to \$75.

I begged the Postmaster-General, on behalf of London district clerks, to grant this concession, but my appeal was too late. I deeply regret the fact, for half the clerks in the country have had their hopes unexpectedly dispelled, when such a very small concession would have been such a help and would have obviated discontent. Perhaps Hon. Rodolphe Lemieux will grant us this concession when the House re-assembles in July; and the clerks will be hoping so, strongly hoping so. I have asked the P.M.G., on behalf of

the London district clerks affected, if he would be prepared to receive a memorial. He will probably answer "Yes," for he must have great sympathy for the clerks, as no person gave us greater praise than he did. It is to be regretted that our service could not have seen a copy of the Amendment to the P. O. Act. I personally tried to obtain one from the Controller, but could not, though I finally obtained a copy through the courtesy of Mr. Parmelee, the King's Printer. If, say 300 of the less than 700 railway mail clerks in Canada had been granted an annual increase of \$75 instead of \$50, it would have only meant a present annual increase of expenditure of \$7,500.

Well, we must be patient and hopeful, and must use all lawful, respectful efforts to induce the efficient Chief of Canada's Postal Department to make his new salary schedule, which has so many good points, comprehend every railway mail clerk in the country.

Ours is an efficient service. Not only did our respected chief pay us a welcome compliment, but the Civil Service Commission singled us out for special favourable mention in its report some time ago. A veteran mail clerk remarked to me a few days ago that he did not think any class of toilers in Canada surpassed the railway mail clerks in efficient service. I am glad that it is so; let me beg of my brother clerks to spare no effort to keep it so. We have our difficulties and dangers to face, as the sad list of our brothers killed or wounded while on duty in the past ten years testifies,—but there were many more clerks injured (though not so seriously) than the list indicated. Three years ago, in a collision at Pt. Colborne, I missed having my brains dashed out by a few inches; and I know a great many clerks (who do not appear in the list) who had "close shaves." It might seem an extreme expression

to say that the railway mail clerk "carried his life in his hand," but it would hardly be an exaggeration. I was gratified, as many clerks will be, to note, in a recent Hansard report, that the P.M.G. was looking forward to the time when the railway mail clerks would be placed under the Civil Service Commission, with the prospect of their obtaining the "flat" increase granted some time ago to the inside service. It cannot come too soon—indeed we might petition our chief, with propriety, to hasten the day.

Cheer up! brothers.

Though many of us have been disappointed, the new schedule is a solid advance on the old one; and our chief may even yet grant the modest concession which we crave.

The Hon. Rodolphe Lemieux stated in the House that he was prepared to consider the supplying of uniforms to the railway mail clerks. The clerks I have spoken to do not want a uniform, but would very much appreciate an additional annual increase equal to the cost of a uniform. As the clerks have nothing to do with the public, and generally work with their coats off and shirt sleeves rolled up, a uniform seems quite needless.

We are really postmasters, and our offices are called railway post offices. The Hon. R. Lemieux called us such himself in the House a short time ago, when he remarked that we were really "postmasters on wheels, etc." But we work in retirement, whereas ordinary postmasters have constant connection with the public. It would be more suitable for them to wear uniforms, like the Customs officers, than for our railway mail clerks or "railway postmasters" to do so. If uniforms were supplied, two a year would be necessary, summer and winter weights, whose cost would be easily \$25 each, or \$50 for two suits; while we would be satisfied to receive an additional annual increase, say, from \$800 until the maximum

was reached, equal to the cost of one suit. How simple it is! I earnestly direct the attention of the P.M.G. to this logical reasoning.

GARRETT O'CONNOR.

Bridgeburg, Ont.

Personals.

F. G. Bennet, of the Statistical Branch of the Customs Dept., is leaving for a well-earned holiday to the Maritime Provinces, where it is to be hoped his health will be much benefited.

F. C. C. Lynch has been appointed Assistant Superintendent of Railway Lands, vice Horace Fitzsimons, resigned.

Congratulations are in order on account of the recent promotion of Lewis H. Colman to the Assistant Secretaryship of the Public Works Dept.

C. S. Scott, of the Finance Dept., and John Gorman, of the Auditor General's Office, have left city on an extended business trip.

E. E. Stockton of the Auditor-General's office, has left on his annual tour of inspection.

T. C. Boville is on a holiday visit to Halifax.

R. H. Coats has left on a business trip to the Lower Province.

THE CIVIL SERVICE CLUB OF OTTAWA.

The dining room of the club, the latest development, is being well patronized, and meals can now be served from 8 a.m. to 8 p.m. This is the civil servants' home, and those who are bereaved of their families during the lunch hour in the summer months will find the club lunch of the very best and pleasant company.

Two new members have recently joined, viz.:

Hector B. Verret, P. O. Dept., and J. B. Parmelee, Customs Dept., Sherbrooke.

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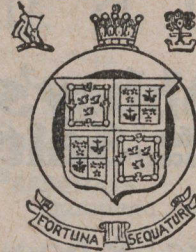
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Humours of the Coming Census.

By X.

The census is a recurring decimal. It takes place every 10 years. The census must not be confused with the censor. He takes plays every year. He also bans them. Hence he may be described as Freedom's Banner. He has to face the music sometimes. That is when, in spite of his orders, the Banned begins to play. This is a digression. But digression is necessary in connection with the census. You cannot take a census without wandering from one subject to another. It is estimated that there will be fully eight million subjects described in the volume of the census. The census returns are taken for reasons of state, and there are various states of reason. Therefore, let us return to our census. The census papers are called schedules. This seems a hard name, but they are called worse by those who have to fill them up. The census is a game which is played with counters. They are called enumerators, which sounds less common and bigger. But they are only counters. Therefore, they need not be so proud—and they need not think they are the only people that count.

They are all bound under great penalties not to divulge the information they obtain. Hence it is supposed that none of them will be enumeratresses.

It is rumoured that by way of protest several militant supporters of the "Votes for Women" movement will suffer themselves to be cast into dungeons rather than reveal, at the bidding of mere man, their ages and conditions as to marriage.

It is not necessary to fill up your census paper correctly. If, for instance, you are a married man you will nevertheless describe yourself as "Head of the Family" though painfully aware you are only related to her by marriage.

If her mother happens to be staying with you, it will be your duty and pleasure on this one occasion to put her down. You will also have to ascertain her age. You may likewise, if you think fit, ask her advice as to what entry you shall make in regard to yourself under the heading of "conditions as to marriage."

This is the portion of the census paper which offers most scope to a conscientious married man. But as the authorities allow the inadequate space of 2 inches by $\frac{3}{4}$ of an inch under this heading, the particulars cannot be given with that fulness which so important an enquiry deserves.

It is not only the married man who is injured by this thoughtlessness on the part of the officials.

There are also lady occupiers who are sometimes described as spinsters, who may wish to insert many conditions; on the other hand there are widows, who may not wish to insert any conditions whatever.

There are seven ages. They are pupil-age, under-age, over-age, marriage, parentage, shrinkage and dot-age. Shakespeare has described the seven ages of man. He did not attempt to enumerate the ages of woman. He knew that his descriptive powers were unequal to such a task. The census enumerators have to do it.

It is announced that the "sole end and purpose of the census is to obtain facts." A woman's age is not a fact. It is often the reverse. It is not a matter of arithmetic and calculation, it is a matter of opinion.

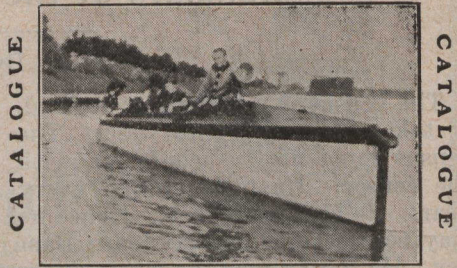
This will be the 5th census which has taken place in Canada. Few people survive more than ten. The effect of taking the census has not, however, been as injurious to the constitution as was originally anticipated.

So far as a modern census is concerned, the more liberties people take with the papers the more chance there is of profanity on the part of the enumerators.

It is estimated that half the papers will be filled up incorrectly, and that most of the rest will be filled up illegibly. People get out of practice in ten years.

But they might do better if they tried. There should be a spirit of give and take in these matters.

Most people's idea on this subject is to give as much trouble as possible and to take as little.



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 PHONE 1772

Matters of interest connected with the service are continually occurring throughout the country. As many of these, some of them taking place in localities somewhat out of our purview, are not likely to come under notice, we shall feel particularly obliged if those interested will forward us a copy, or copies, of the papers containing such notices, or items of interest to those in the service, or cuttings from the paper, or papers—in the latter case giving the date of issue and the name.

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DISTRIBUTIVE CO-OPERATION IN OTTAWA.

A co-operative store on the principles that have been so successful in Great Britain is now an accomplished fact. The Civil Service Co-operative Supply Association have secured a charter and sufficient capital for their present needs. They have opened a store on Slater and O'Connor streets, and have commenced business with a carefully planned scheme, purely co-operative, and lacking only the assistance of the people to whom they specially appeal, namely, the civil servants.

The distributive associations in Great Britain now cater to many millions of people. That it is an assured success, therefore, goes without saying. The conditions that made it a success are, first, a permanent wage-earning class, and second, an intelligent co-operative sentiment. Capital was forthcoming just as soon as this constituency was properly organized and wherever these conditions are to be found there is no difficulty in establishing a successful co-operative distributive store. The same conditions are not common in Canada, nor indeed in any new country. Ottawa is peculiarly situated. It has a very large number of civil servants among its citizens, who are permanent in their positions and who receive a fixed salary, none too high in most cases.

present prices considered. It is fair to suppose, then, that if co-operation should succeed anywhere, it should succeed among the civil servants in Ottawa. What is lacking is information upon the subject of co-operation and the conditions of its success. Civil servants, therefore, should inform themselves and support this enterprise so that the movement may have a fair trial. So far, everything has been planned carefully with a view to protect the interests of all parties concerned. A careful examination of the rules and regulations will show that so far as human ingenuity can devise, no loophole is left for any after-claps. The basis of the enterprise is strictly cash. Members are not asked to assume liabilities, and the advantages are strictly mutual. The charter provides for strict audit, both by the Association, and, if necessary, by the Provincial Government. The business management is entirely in the hands of members and the books are at all times open to any enquirer without formality.

Complaints have been made of the high cost of living and few civil servants find their monthly salary cheque too big. If, however, they can by co-operation reduce the cost of living from 10% to 20% the effect will be practically the same as if they had that addition to their salary. They have it, therefore, in their power by means of this scheme

Sims' Spring Hats

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and we by experience know just what you require

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HENRY J. SIMS Co. Ltd.
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THE CIVIL SERVICE CO-OPERATIVE SUPPLY ASS'N. STORE

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1. All goods are bought and sold for **CASH**. You are not asked to carry people who live on credit nor to pay the bills of dead beats.
2. All reputable brands of goods are in stock, but the Association gets no "rake-off" as an inducement to push particular brands.
3. Adulterations and "short weight" packages will be exposed without fear or favor.
4. The service is now fairly efficient. If it is not the best possible, you have an opportunity to make it so. As a member you have an equal voice in the general management of everything connected with the store.
5. The strictest economy and the closest oversight will be given to every department of the business. The net profits will not go to one man, but will be distributed among the members in proportion to their purchases.

The Store is Yours : Patronize It.

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to help themselves very materially. It is hoped every civil servant, for his own sake and for the good which he wishes to do to his fellows, will enquire into the co-operative store scheme and become a member if the claims of the promoters of the movement are sustained. Co-operation among civil servants is on trial, and if it fails it will fail through the apathy of the rank and file of the civil servants and not for want of an opportunity to help themselves.

A logical sequence of the success of the movement in Ottawa will be the extension of co-operative principles throughout the civil service of Canada under a federal act which is sure to be placed in the statutes. This is a laudable ambition, and the development of the idea will be watched with interest.

A. M.

Athletics.

Bowling in the Ottawa Service.

Bowling is again in full swing on the civil service greens.

That interest in this game is getting greater every year is evidenced by the large number of new members who have joined the club this year.

On May 24th a friendly game was played with the Ottawas on their greens on 3rd avenue.

On May 27th another game was played with the Vittoria Lawn Bowling Club on the latter's green. Both games were much enjoyed by the members.

The next games on the season's programme are matches with the Ottawa and Vittoria clubs for the Rosenthal Trophy. A full report of these games will appear in the next issue of *The Civilian*.

NOTES.

Inter-rink matches will be started soon.

Mr. S. L. I. McKnight is looking after the condition of the green. As a result it is in splendid condition.

The new members from the Trans-continental Ry. Commission are already distinguishing themselves.

General.

On Saturday last there was held in Toronto one of the largest gatherings of amateur athletes, which have taken place in the history of track and field events in Canada. It was the annual meet of the Eaton athletic association, composed of employees of the mammoth store of the Queen City. Truly the attendance of competitors and spectators, and the enterprise exhibited would have done credit to the Amateur Association of Canada. Many of the most prominent United States athletes, and one or two from England took part.

After spending over \$50,000 in hard cash for expenses, the visiting team of English polo players to the United States were compelled to return home without having secured the coveted Cup, emblematic of the world's championship. Some of England's team came all the way from India to take part. There is now a leisure class in the neighboring republic just as wealthy and as well trained as that of Britain, and they are gradually securing to themselves many of the prizes in events in which only the rich can take part. But, thank fortune, in such events as amateur boxing, lawn tennis and golf, Britain still holds supremacy.

It seems indeed strange that the terribly long list of fatalities among aviators in France still continues. As *mecaniciens* the French are unequalled in the world,—as witness their success with automobiles, motor boats and aeroplane motors. Yet it is almost impossible to pick up a

paper nowadays without finding a gruesome account of the death of a French aviator. One does not observe it in Great Britain or the United States. After killing one Cabinet Minister and almost fatally injuring the French Premier, it would appear the price of conquering the air will be high.

The Amateur Athletic Association of the United States is at last taking action—too long delayed—to investigate the “expenses” paid to many of the most prominent of their athletes in the so-called amateur ranks. It goes without saying that if a man can command, practically, an unlimited sum as expense money in attending the various meets, with no itemized account rendered, he can virtually devote his whole time during the season to training and thus be placed in a position of dis-

tinct advantage over his less fortunate competitor. Happily, in Canada the line of demarcation is very sharply drawn in these matters.

In all our asylums throughout Canada much attention is being paid to athletics, as a means of improving the mental and physical condition of the unfortunate inmates. The beneficial results obtained are truly remarkable. In some of the institutions very proficient teams have been organized in cricket, baseball and lacrosse. Indeed in cricket one recalls a certain reverend gentleman — an inmate of an Ontario asylum — who was considered the best “bat” in Canada some years ago. As Elbert Hubbard says, “there is nothing like the wind and the sun to drive the foolishness out of a man”—and this applies to many of us who are not incarcerated.

‘Tis Sixty Years Since.—The Civil Servant of 1840.

The Civilian owes to an obliging correspondent the entertaining sketch of an old-time British civil servant which appears below. It is taken from the Civil Service Gazette published in London, Eng., in the year 1860. Note that even in 1860 the type is referred to as “old style.” We may perhaps set him down as contemporary with the time that the immortal Pickwick and his friends were on their rambles in England.

THE SENIOR CLERK—OLD STYLE.

He was appointed in the year '30, long before “this confounded rubbish” of competitive examinations had been heard of, and he thanked Heaven he got his steps by regular seniority, before the promotion-by-merit dodge had been introduced to render jobbery more easy. His father was land-steward to Sir Hippen Hawse, the county member, who

got him the appointment. He was a short, fat, bald-headed, common-looking man, with grey mutton-chop-looking whiskers, checked muslin cravat, blue coat, black waistcoat, and pepper-and-salt trousers, with brown gaiter-boots. He lived at Dalston, and came in every morning by the same omnibus, in which he had the same seat, and, from his position under Government, was looked upon as the political oracle of Kingsland. He went through the ordinary duties of his office methodically, writing a square, clerkly hand, and being very particular that every paper should be duly docketed and free from noticeable erasures. He was intensely tetchy, and, under provocation, used very full-flavoured language. To see a letter written on half-margined paper where quarter-margin was de rigueur annoyed him; to receive a paper wrongly folded caused him to burst forth.

At twelve o'clock the messenger brought him the "Times," which he read carefully from the title to the imprint, while he munched sandwiches, which he brought with him in a japanned box, and sipped sherry from a leather flask. He took a great deal of snuff, filling his box from a jar which he kept in his desk, and mixing it up with his official paper-knife.

About three o'clock he began his work, which consisted of signing his name or initials to endorsements and letters prepared by his juniors; he kept his orthography correct by constant reference to a pocket Johnson's Dictionary, which dwelt in the right-hand green drawer of his desk, and he nibbed and renibbed his quill pens with perseverance and dexterity.

He used to employ the office messengers in work which can be scarcely set down to be purely official, such as the purchase of ducks, poultry, and fish, the despatch of oyster-barrels to the coach office, the conveyance of official pouches and despatch-boxes, very much O.H.M.S.'d outside, but really containing curious garden stuff or bulbs of early hyacinths or crocuses.

As the clock struck four he took off his coat and washed his hands previously to starting, sometimes walking round by the West End, "to see the fine women," but generally going straight home to Dalston, where he would spend the evening in dibbling with a spud, or in watering his little garden, winding up with a bit of hot supper or a lobster, and a glass of grog.

He had a jolly, genial, vulgar little woman for his wife, two or three daughters, known as "the gals," and a couple of sons, one of whom was in "the office," while the other, known to be a clerk to a tea-broker, was said to be "in business." Every winter they gave a party, at which "the gals" played a duet, and to which the most eligible of the Junior Clerks were invited. He was very hospitable, always asking people to

take "pot-luck," or "a chop," or "a cut of mutton" with him—a phrase which the lucky acceptor found to mean a very good British dinner, with sound port and sherry.

He always spent his month's leave at Ramsgate with his family, proceeding thither by boat, taking roomy lodgings "on the Paragon," and at once assuming semi-nautical attire. His attendance at the office was marvellous; he was never "under the line," and never had sick leave. He never read any books, but was accustomed to say that Shakespeare and the Bible were enough for him, though he knew but little of either of them. He subscribed to all the official charities, and always had a five-pound note to lend any necessitous brother officer.

He retired from the service years ago, when, as he said, he found the place getting too clever for him. He comes down now on stated days to draw his pension, and has a solemn chat with some old chums, when there is a vast amount of head-shaking and chin-wagging over the changes that have taken place. "That fellow fit for chief clerk, sir," he will say, naming the present holder of the office—"that fellow fit for chief clerk—impossible! I knew his father"; and his mind cannot conceive a more cogent argument.

He is grimly jocose about the proposed employment of women in the service, and in reference to the suggested use of boy power in the copyists' situations, declares "he'd boy 'em," with a significant shake of his black-thorn stick. Though he opines that the service has "gone to the devil," he is anxious to hear what is taking place, being specially curious as to any proposed change in the "scale." He haunts the parades of the civil service volunteers, and speaks of the regiment to admiring bystanders as "our fellows." When he dies he will leave instructions to be described in the newspaper obituary as "formerly of the Tin Tax Office" where his very name has probably long since been forgotten.

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