

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS

Dr. Doughty, May '17
Archives.

CIVIL SERVICE CANADA

FEATURES

Postal Number.

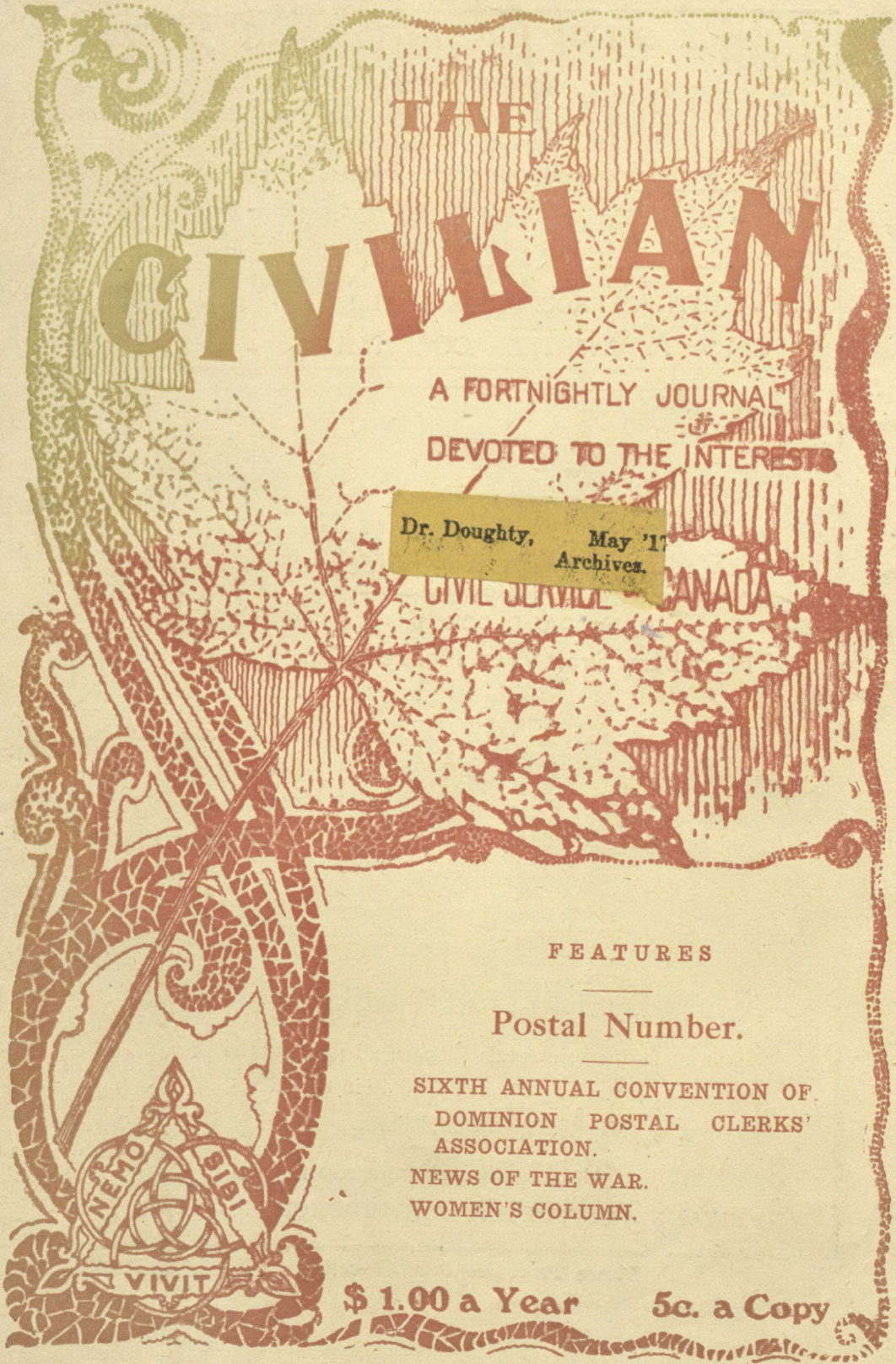
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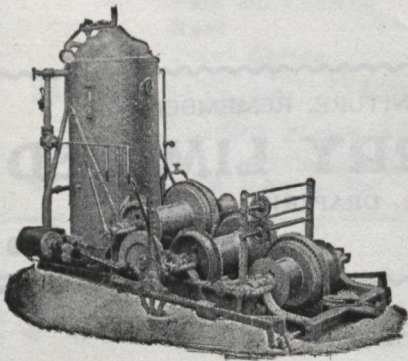
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THE CIVILIAN

Vol. XI.

JULY 19, 1918.

No. 7

The Post Office Department "Carries On."

The People at Home are Served "As Usual" and the Boys in Khaki as Soldiers Never Were Before.

The Post Office Department is the biggest unit in Canada's national services. In every country the postal service occupies a somewhat similar position, but it is probably proportionally larger in Canada than in any other country. Nowhere else in the world can be found a relatively small population of letter-writing, newspaper-reading people scattered over so vast a territory. Nowhere can be found a greater variety of postal services and postal service problems. Down on the Island of Montreal, with its 600,000 residents, the post office does everything that a post office can do, and away up in the Arctic Circle it hands letters from home to the isolated trapper or gold-hunter several times during the six-months-long night of every year. East and West are world-dividing oceans bridged by mail steamers and underlaid with cables, on the Southern boundary hundreds of international mail routes bind Canada to the greatest unit of English-speaking people in the world, and Northward the service fringes out indeterminately towards the Pole. This variety of external communication, like the variety of internal conditions, produces problems without limit in number and complexity. The Post Office Department grapples with them all and solves them.

Rather should it be said that the *men and women* of the postal services grapple with and solve these problems, for the Post Office Department is not a *thing* but a wonderful organization of *people*, provided with certain equipment and charged with duties so numerous, intricate and vast that no one outside the central offices of the Department has any general conception of the whole.

So much for generalities. Let's have a few figures on a year's business of the Canadian post office.

700,000,000 letters are mailed in Canada each year.

13,000 post offices are operated.

15,000,000 money orders and postal notes sold.

\$12,000,000 received in savings bank deposits.

\$10,600,000 returned to savings bank depositors.

160,000 savings bank accounts operated.

35,100 miles of railway in mail routes.

957,000,000 postage stamps sold.

\$20,900,000 revenue collected.

\$16,300,000 expenses paid.

\$4,600,000 surplus provided.

16,932 war savings certificates sold.

\$71,000 worth of annuities contracted for.

And all this in a war year!

These figures outline a great picture and the knowledge that every person has will enable the filling-in of many of the details. When it is remembered that the enormous revenues of the Department are largely derived from the sale of one, two and three-cent stamps and from equally small commissions on money orders; that the business of every accounting post office is audited and checked up to the uttermost cent, just as is the busi-

ness of a branch bank; that for the trifling stamp placed on a piece of mail matter the Department undertakes to convey it, perhaps thousands of miles and to deliver it to the specified address; that thousands of post office buildings with their special fittings, hundreds of railway cars, motor cars, wagons and trucks, tens of thousands of bags and hampers and innumerable other items of equipment, not to mention thousands of employees scattered from Cape Breton to the Yukon,—when it is remembered that all these have to be kept track of, renewed, replaced, repaired, paid or paid for, according to the peculiar needs of each, and all continually maintained at a high state of efficiency, some glimpse of what a wonderful thing postal service is may be secured. There is no service in the world that is carried on under such difficulties, none that has such obstacles to overcome. Every illegible writer, every careless addressor of a letter, every trifler with the regulations regarding the weight, wrapping and sealing of mail lays a new and unnecessary burden upon the employees of the Post Office Department. In the single instance these things are trifling—in the aggregate they are a far vaster problem for the Department to solve than that of trans-oceanic mail transport or the restoration of the services after a blockading snow-storm covering whole provinces at mid-winter. And, lastly, but by no means least, every person who mails or receives or expects to receive any article of mail matter becomes, *ex-officio*, an inspector of mail services, and if the service rendered is not, in his opinion, all that it might be, somebody in the postal service hears about it.

During the years of war the Post Office Department has carried out its enormous work with unimpaired efficiency, notwithstanding that 1,400 postal employees are in khaki. The withdrawal from the postal service of such a number of trained men in itself created a serious problem, but the service has gone on just the same and the latest report of the Postmaster General shows that the expenditure for the fiscal year 1917 is but slightly greater than that for the previous year. Then, the character of postal work has changed. Not only have the parcel post and rural mail delivery systems grown tremendously, but the volume of overseas mails has multiplied again and again. Every time a Canadian unit embarks for England thousands of persons at home become contributors to the mass of mail matter addressed across the Atlantic. And these mails are most difficult to handle, not only from the large proportion of packages, parcels and newspaper bundles that they contain but also from the complexity of addresses and the (to most people) unfamiliar customs and other special regulations.

The Post Office Department has been a great producer of war revenues. The extra cent charge on letters and post cards and the war-tax stamps on postal money orders have brought millions of dollars into the Dominion treasury. The increased sale of stamps involved much extra work, the issuing of special stamps to meet war conditions was another problem, and the neglect of the senders of mail to provide for the war taxes was a greater trouble than either. But the Post Office Department has literally “delivered the goods” in spite of everything.

So far this article has avoided reference to the biggest item of all in the war services of the Post Office Department,—because it is a story in itself. In the Canadian Militia there is a unit called The Canadian Postal Corps. It was organized in 1911 and its normal establishment is nine skeleton detachments, one in each of nine military districts in Canada. The Postmaster General is Director General of Postal Services; Lieut.-Col. George Ross, I.S.O., the chief post office inspector for Canada, is Assistant Director of Postal Services, and there is a captain and nine lieutenants. Just what the war establishment consists of is not disclosed. Four hundred thousand Canadian soldiers overseas get probably more mail than two million people at home. All of it is handled by the overseas detachments of the Canadian Postal Corps.

The Canadian Postal Corps is, from either the military or Civil Service point of view, the most peculiar unit in the army. It is made up largely of civil servants. The army had to get from the Civil Service the men experienced in postal work and mail service organization to make up the Postal Corps. Without the men of the Civil Service, the Postal Corps would have been as helpless and as useless as an automobile in mid-ocean.

Every man in the Canadian Expeditionary Force and every person who has addressed a piece of mail matter to or received one from a man in that Force owes something to the Canadian Postal Corps. As in everything else, efficient service is taken as a matter of course and failure receives all the attention. There is more noise in the newspapers over one plum-pudding delayed in delivery than over ten thousand letters handed to the men in the trenches right on time.

All mails for the Canadian Expeditionary Forces that are on active service at the front, whether posted in the British Isles or received from Canada, are at once forwarded to the vast Army Post Office in London, and are immediately transferred to the Canadian Section. Here the mails are sorted out for the different Canadian formations in England and France, the work being of a difficult and important nature. Insufficiently addressed matter, of which an enormous quantity is received, is intercepted and diverted to the Postal Section of the Canadian Record Office, where the addresses are corrected and supplemented with the aid of the Records, by a detail of the Canadian Postal Corps. The Canadian Section of the Home Depot makes up bags for every large unit in the Canadian Expeditionary Forces, no small task, taking into consideration the number of Canadians now in the field. These bags are labelled, sealed and sent through intact to the Mail Orderly of the unit for which the contents are intended.

Mails for Canadians at the front are despatched from London daily, arriving at a certain French port between noon and 4.00 p.m. Mails for Canadian Corps, Divisional and Brigade Headquarters are here intercepted and immediately despatched by motor lorry to the Canadian Corps Headquarters Field Post Office, from which delivery is effected to the various headquarters in the field on the same evening. This is known as an express bag despatch and provides an accelerated service for important official correspondence. All other mails are transported by supply train, which leaves the port about midnight of the day of receipt and arrives at the Divisional Railhead, about four miles from the trenches, early next morning. An enormous weight of mail—many train carloads daily—is received for the Canadian Army Corps.

The unloading of the mail trucks is effected by what is known as "Supply Column Postal Details," each of which consists of a corporal and two men of the Canadian Postal Corps. Each Divisional Supply Column has its Postal Detail, the non-commissioned officer in charge of which is responsible for the correct circulation of the mail bags for all units in his Division. On arrival of the supply train at railhead this detail transfers the bags for its Division to motor lorries, two of which are set apart for the use of each Supply Column Postal Detachment. On completion of the loading the bags are taken out to the field, a Postal Corps man accompanying each lorry, and receiving a discharge for the mails at the Field Post Offices to which he delivers them.

Each unit in the field has an authorized Mail Orderly, who calls daily at the Field Post Office from which his unit is served. This Orderly gives a discharge to the N.C.O. in charge of the Field Post Office for every bag of mail received.

An infantry battalion receives some dozen bags of mail daily and it is therefore necessary for the larger units to detail a limber or wagon for hauling the mails to the Mail Orderly's office, usually situated in the unit's transport lines and frequently taking the form of a ruined barn, or, in the absence of other shelter, a tent. Here the Mail Orderly opens his bags and sorts the mails into "Companies," "Sections," etc., each regimental detail having its authorized N.C.O., who takes over all letters and parcels addressed to the officers and men of his detail.

The mails are conducted to the trenches under cover of darkness by means of the ration limbers which proceed to within a few hundred yards of the front line. Here their arrival is awaited by men detailed from the ration parties, who carry the mails into the trenches. The mails are, as a general rule, taken into the Company Commander's dugout, where they are again sorted out for the various platoons. The arrival of the mails in the trenches is hailed with delight by all ranks, from the Colonel to the latest draft man.

All outgoing mail must be censored regimentally before being handed over to the Mail Orderly who posts it at the nearest Field Post Office. Two despatches are made daily from all Field Post Offices, all registered articles being listed and letters stamped, assorted and packaged in the same manner as in a civil post office under ordinary conditions. The outgoing despatch from the Brigade Field Post Offices is taken to the Divisional Train Field Post Office (or Mail Refilling Point) by wagon, in charge of one of the Brigade Postal Staff. It is there transferred to one of the postal lorries for conveyance to Railhead. At the Railhead Post Office the bags are opened and the packages from the Field Post Offices in the Division made up into one large despatch. The work of sorting outgoing mails addressed to British regiments and units in the field is particularly difficult, a portion of each Railhead Staff being specially trained for this branch of the despatch work. From forty to fifty thousand pieces of outgoing mail pass through the Canadian Railhead Army Post Offices daily.

Each Division in the Canadian Corps includes besides a Railhead A.P.O., a Divisional Headquarters Field Post Office, a Divisional Train Field Post Office, and three Brigade Field Post Offices. A Field Post Office is also attached to the Corps Headquarters and deals with the mails for the numerous administrative departments of the Corps and for the units in the vicinity. A Divisional Headquarters F.P.O. performs for its Divisional Headquarters duties similar to those of the Corps Headquarters F.P.O. The Divisional Train Field Post Offices are situated in a central locality and serve the Divisional Artillery and the multitude of small units which perform various duties in and immediately behind the trenches.

All Canadian Field Post Offices in the Field are regularly inspected by the officer commanding the Canadian Postal Corps in France and Belgium. The average distance covered daily by the O.C. on his tours of inspection is thirty miles, although, under certain circumstances it is necessary for him to travel by car distances of over seventy miles to inspect his Field Post Offices. In addition to the Field Post Offices, the offices of Regimental Mail Orderlies are regularly inspected by the O.C. and his assistants.

Sections of the Canadian Postal Corps are also located at the Canadian Section, General Headquarters, and at the Canadian Base Depot. The work of the latter is connected with mails for drafts for the front from Training Camps in England, and is of a very difficult nature. The former deals with all mails for casualties, for which, in the Canadian Military Postal Service, an entirely unique system has been devised, as follows:

When a man is wounded and admitted to hospital the unit is not aware of his location, and his mail matter is consequently simply endorsed "Hospital" and returned to the Field Post Office whence it is forwarded through the Railhead to the Postal Section, Canadian Section, General Headquarters. The Postal Detail at this point having access to records showing the exact hospital locations in France of all casualties, it is possible for them to re-direct the mail matter to the hospital in which the addressee is located. When a man has been invalided to England his mail matter is forwarded to the Postal Section, Canadian Record Office, London, where it is similarly re-directed to the appropriate English hospital. Mail for men who have been killed in action, died of wounds or declared missing, is endorsed by an officer and returned to the senders.

The work of the Canadian Postal Corps does not necessarily take its members into the trenches, although every man is trained and armed for front-line service. Certain of the Field Post Offices are necessarily situated in close proximity to the Infantry Battalions and Field Batteries and are consequently well within the "shell zone." Members of the Postal Corps at the Front have frequently had to perform their duties under shell fire and on occasion render service in transporting wounded from a threatened area. They are required to save the mails from salients under severe shell fire and at great risk. Several of the Field Post Offices have been blown to pieces by shell fire.

As is the case with all units at the front, the Postal Corps is on duty twenty-four hours daily. Some of the postal details commence handling mails between 4.00 and 5.00 a.m. and

few cease before 11.00 p.m. All Field Post Offices must be ready to move at any hour of the day or night.

Life in the Canadian Postal Corps on active service is not what might be termed "easy." All ranks, however, submit cheerfully to the many hardships and difficulties in the good work of keeping in touch with their friends and families the men who are risking all for the honour of the British Empire and the safety and freedom of their homes.

Landmarks in Canadian Post Office History.

Benjamin Franklin, as deputy of the Postmaster General of Great Britain, opened post offices at Montreal, Three Rivers and Quebec after the Peace of Paris in 1763.

Hugh Finlay, appointed by Franklin, was the first resident deputy Postmaster General in Canada.

The mail route from Halifax to Quebec was opened in 1788 and post offices established at Fredericton, Digby, Annapolis, Horton (near Wolfville) and Windsor, N.S.

Post offices were established in 1755 at Halifax, in 1784 at St. John, N.B., and in 1789 at Lachine, Cedars, Coteau du Lac, Charlottetown, Cornwall, Lancaster, Osnabrock, Augusta, Elizabethtown (now Brockville) and Kingston.

The first regular mail service through Upper Canada was established in 1810. Niagara had a post office in 1789 and regular mails with York (Toronto) in 1804.

A fortnightly all-the-year-round mail between Montreal and Kingston was established in 1810 and extended to York and Niagara in 1811. Occasional trips were made to Amherstburg.

Lord Durham recommended that the Canadas control their own post office establishment and his recommendation was carried out under Lord Sydenham, 1941.

Postage stamps were introduced in 1851 and were not very popular for some time.

The Money Order Branch was established in 1854.

The Railway Mail Service was established in 1854. The first run was that from Elgin (now Niagara Falls) to London.

When the Grand Trunk was built westward from Montreal, 1855-6, railway mail service was inaugurated on that line.

The modern registration system was adopted in 1855.

Franking of official postal matter was inaugurated in 1855.

Mail service by all-Canadian route to the Red River and the Northwest was established in 1857.

In 1859 street letter boxes were tried for the first time. Toronto had the first boxes.

A parcel post system was established in 1859. It bore small resemblance to the system inaugurated in 1914, but the principle was there.

1868 saw the first post office savings banks in Canada.

Stamped envelopes were introduced in 1860 and post cards in 1871.

The first railway mail service in the West was established in 1882, over the Winnipeg-Brandon section of the C.P.R. In the following year the service was extended to Calgary. Continuous daily mail service from the Atlantic to the Pacific was established in 1886.

The special delivery system and postal notes dates from 1898.

Rural mail delivery was established in 1911.

Postal Employees in the Army.

Splendid War Record of the Inside and Outside Services of the Post Office Department.

The record of the men and women of the Post Office Department of Canada in the present war is, in many respects, remarkable. Considered from any point of view the effect is the same. In their official capacities, as members of their own organizations and as individuals the postal services have done their part nobly and are always ready for a chance to do more.

It seems peculiarly fitting that the Postmaster General was the only cabinet minister who went overseas as a soldier. Hon. P. E. Blondin raised an infantry unit in Montreal and took it to England where, like scores of other units, it was broken up into drafts to reinforce the battalions in France.

The Assistant Deputy Postmaster General was the civil servant of highest rank who donned the khaki. H. B. Verrett answered the first call to arms and went overseas in the First Division as a major. He was in the fighting in Flanders in 1915 and in the following year won the D.S.O. for conspicuous gallantry. His unit was being heavily shelled and he was wounded by shrapnel, but stuck to his men and assisted greatly in strengthening the position they were holding. He was promoted Lieutenant-Colonel and given command of the 4th Entrenching Battalion, but subsequently re-arrangement of the forces permitted him to retire and return to Canada to resume civil duties.

So, from the highest in official position right down to the latest-appointed clerks and carriers, the men of the postal service, from the first day of the war right up to the present, have done their duty magnificently as soldiers of the Empire. There are inspectors and postmasters, superintendents, men from desk jobs, sorters, railway mail clerks, transfer agents, porters,—in fact, representatives from every one of the multifarious grades into which the postal service is divided,—all doing their bit as soldiers just as they did as civil servants.

They occupy all military ranks, from lieutenant-colonel down, and in whatever rank they are placed they make good. Scores of them have been decorated or Mentioned in Despatches and their gallantry is a matter of official record.

Special mention must be made of the women of the postal services who have not been behind their men colleagues in their patriotic services. Quite a number of them are in the nursing services overseas. Miss Alice Houston, of the Department staff in Ottawa, a V.A.D. nurse, was the first of these to win Mention in Despatches and, a few weeks later, Miss Annie H. McNichol, of the Money Order Exchange Office, Ottawa, a Nursing Sister, was decorated with the Royal Red Cross.

This outstanding military effort of the postal service developed in the first days of the war and has been unabated to the present time. Of the first thousand names entered in the Civil Service Roll of Honor of volunteers for overseas service, six hundred were those of Post Office Department employees. These figures indicate that in the early months of the war the post office servants did their full part,—and then some.

Right up to the present they have maintained a splendid record. The Roll of Honour to-day contains 4,457 names of civil service *volunteers*, and of these 1,438 are postal employees.

In the sacrifices of the war the postal services have paid their toll. There is a long list of their dead and a longer one of their wounded but, unfortunately, many of *The Civilian's* correspondents, upon whom it is necessary to rely to a large extent for casualty news, have wearied in well-doing and the record is consequently incomplete. It is therefore useless to quote any figures as to casualties.

Every one of these men and women is worthy of special mention but space will only permit reference to a few of those who have done distinguished service or have suffered wounds or death.

Capt. A. W. Black of the Department, Ottawa, has been wounded four times and has won the Military Cross; Sergt. Rene Bourgeois of Montreal post office, fighting in the French army, won the Médaille Militaire and Croix de Guerre with Palms, then received a commission in

the Canadian forces and was killed in action; H. T. Cameron, a railway mail clerk of Winnipeg, won the D.C.M. at Festubert; Major P. S. Conroy of the Department, Ottawa, has been wounded, promoted several times and Mentioned in Despatches. R. V. Cummer, of Calgary post office, has the Military Medal; A. J. Cobourn, railway mail clerk, Winnipeg, has the same decoration; H. B. Compton, who was on the Regina office staff, won the D.C.M. and was subsequently killed; Sergt. Harry Dibble, of Toronto, has the Military Medal and has been wounded; Major J. P. Girvan, of Toronto post office, has been wounded and has the Military Cross and the Croix de Guerre; Lieut. G. W. Guiou, of the Department, Ottawa, has the M. C. with a Bar; Capt. Percy Gardner, of Arnprior office, has the M. C. and has been wounded; Major Gilroy, postmaster of Smiths Falls, was killed; W. N. Hall, of Toronto, has the M. M. and a wound-stripe; Capt. K. A. Murray, of the Postal Corps, has been twice Mentioned in Despatches; G. F. Martin, of the London office, has the Military Medal; W. M. Musgrove, of the R. P. O., Winnipeg, has two wounds and the M. M.; Sergt. W. J. McCullough, of Kingston office, and Sergt. Horace Pritchard, of Niagara Falls, have the Military Medal, as have also W. H. Smith, of Toronto post office, and Sergt. G. S. Stone, of the R.P.O., Calgary; Lieut. (formerly Sergt.-Major.) F. A. Warner, of Halifax, has the Meritorious Service Medal and Lieut. J. A. Wood, of the Post Office Inspector's Office, Ottawa, won the Military Cross not long ago; Major Alvin Ripley, postmaster of Lethbridge, killed in action, was one of the most regretted officers of the Canadian Expeditionary Force.

Scores of others are recorded in *The Civilian's* roll as having suffered wounds or made the supreme sacrifice, and many others who have been wounded have not been reported to the editors. The above are a few selections from the list quoted, merely to show what some of our boys are doing "over there."

WAR PERSONALS.

The record of James C. Stewart, son of Postmaster James Stewart, of Kingston, is probably unequalled. He went overseas early in the war as a captain at the age of 22. He was made a major at 24 and a lieutenant-colonel at 26 and was also awarded the D.S.O. He was wounded twice and on two occasions mentioned in despatches. He is still on active service.

Basil Halden, of the Bureau of Statistics, with the 74th Battery at Petawawa, was kicked by a horse and badly hurt.

Lieut. A. K. Coulter, wounded, is a son of Alex. Coulter of the Inland Revenue staff, Toronto, and a nephew of the Deputy Post-Master General.

A. M. Fawcett, son of Thos Fawcett of the Boundary Survey, was in No. 7 Canadian General Hospital when it was bombed. He escaped injury, but his chum was fatally wounded. Capt. T. G. Fawcett, M.C., is now on furlough in England.

CIVIL SERVICE CASUALTIES.

CAPT. PERCY R. WHITE, formerly of the 39th Battalion, is now a prisoner in Germany. He belongs to the Marine Dept. staff.

OUR HONOURS WON.

Lieut. Bey A. Neville, of the staff of the Dept. of Customs, was awarded the Military Cross on June 3rd, for gallantry in action. Last April, Lieut. Neville took his platoon "over the top," got into Fritz's front line trenches, and after bombing several of the dogouts, brought back twelve prisoners and valuable identification. His reward followed. Lieut. Neville enlisted in the Duchess of Connaught's Irish Rangers. Upon going to France in October, 1917, he was attached to the Royal Montreal Battalion and remained with this unit.

Major-Gen. Garnet B. Hughes is among those Canadian officers recently recommended for valuable services.

A NEW RESORT.

The soldiers and sailors comforts fund gets all the profits from the refreshment hut on the Driveway near Cartier street. The place is becoming very popular with motorists and evening strollers. The produce of the O.W.C.C. gardens is also sold there for the benefit of the same fund.

THE CIVILIAN

Devoted to the interests of the Civil Service of Canada.

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

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Subscriptions, MSS intended for publication, and all other communications should be addressed to:
THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, July 19, 1918

THE NATIONAL DUTY.

WE MUST GO ON OR GO UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

Dead	335
Wounded	475
Prisoners	22

PRISONER.

CAPT. PERCY R. WHITE.

DOMINION POSTAL CLERKS' CONVENTION.

The convention of the Dominion Postal Clerks' Association is the event of the month. So much importance do the Editors of *The Civilian* attach to the convention of this organization that practically the whole of this issue is devoted to a report of its proceedings. As will be observed by a perusal of the reports, every province in the Dominion was represented.

Why have forty postal clerks travelled thousands of miles from Halifax, Vancouver and intermediate points to sit for hours day and night in an hot atmosphere in a room in Toronto? Be it known that the delegates to this convention contributed their statutory holidays to the event and in case their holidays were exhausted lost their pay. Instead of utilizing holidays for purposes of congenial recreation out of doors, the delegates travelled for days in hot trains to sit in session in stuffy rooms to study the problems of conditions in the great postal service. Nothing but the highest motives of public duty could inspire these delegates to such a course. Esprit de corps or class consciousness is not any too common in the Civil Service, but neither is it unknown. The service rendered by this convention is national in its character and the *Civilian* claims that the results of its deliberations constitute a contribution to the winning of the war. In justification of such a claim let it be remembered that the Civil Service of Canada has for many years been administered by the Patronage System and that many evils exist in the service on account of it. The existence of these evils is incompatible with efficiency in the administration of the war. The men who spend their days in the midst of conditions engendered by the pernicious system of Patronage are best qualified to gather the facts and to offer solutions for the purpose of effecting reforms.

While the matter published in the present number of *The Civilian* will be of great interest to all members of the Post Office Department, it is to be hoped that the reports of the proceedings of the convention will not be without interest to all members of the service who take an interest in the future status of Canada's national ship of State. In the new era of Merit and Reform, there is no doubt the Civil Servant will take a prominent part as indeed he has in the

past in the events which led up to the abolition of Patronage. To the Civil Servant fully or partially endowed with the spirit of organization, for the purpose of attaining the highest ideals in national service, the record of our associations should afford the maximum of interest and supply in ever increasing volume the zeal and co-operation necessary.

The unqualified and unanimous support accorded to the Civil Service Federation by the convention is worthy of note. Union of our forces is at all times to be desired. The Federation is not a perfect institution, but it may be made whatever the component bodies in its membership choose to make it.

C. S. INSURANCE PREMIUMS.

There is possibility that the intention of the Government in passing the Order in Council (published in the last issue of *The Civilian*) respecting premiums on civil service insurance policies held by men now overseas, may be misunderstood. The arrangement provided is only to be resorted to in case of real hardship resulting from the assured's civil pay ceasing and neither he nor his kin being in a position to pay the premiums as they fall due. In such cases the premiums will be charged against the insured's retirement fund or against the actuarial reserve for the policy. It is not the intention that this arrangement may be generally resorted to by insured men now in the army. It is only an emergency provision for use in cases where no other means of meeting the premiums is available.

Carry on.

Wheat may be scarce. Potatoes will be needed. Keep the hoe bright.

The fall of an elevator in the Printing Bureau, with disastrous result, arouses curiosity as to the condition of the elevators in some of the Gov-

ernment office buildings. Are they all regularly inspected and the risk to passengers covered by insurance?

There are vexatious delays in the delivery of parcels to boys at the front just now, but letters get through very regularly. Moral, — write lots of letters.

If the war bonus is to be longer withheld it should carry interest.

Madame Defarge was a sinister knitter,—but she knitted for France, her country. The Canadian woman of to-day, amusing herself in making unnecessary articles from colored wools is a still more sinister knitter. *She knits for Germany.*

Lady living in an apartment won a live pig at the street fair. Wonder will she keep him in a window-box?

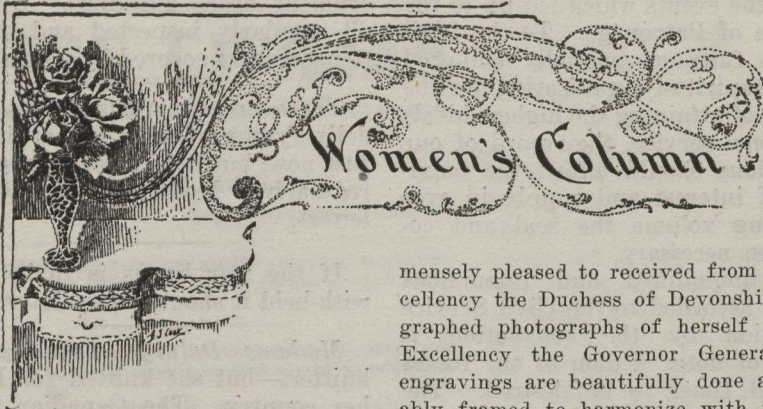
Delinquent subscribers say, "It's no use to bone us. We haven't got ours yet."

It is stated that the Improvement Commission refuses to permit electric wires to be strung for a few feet across its land in order to furnish light to the Women's Canadian Club refreshment hut near Cartier street. Underground wiring would cost \$50, so oil lamps have to be used.

PERSONAL.

Berkeley Carter, an Immigration officer at Niagara Falls, was brutally assaulted by a young man to whom he had refused permission to leave Canada. The assailant was captured after a battle with two policemen.

After thirty-five years service to the Government, J. G. Foley has retired on superannuation from the position of Clerk of the Crown in Chancery. He had held that position for ten years and had previously been deputy clerk for sixteen years.



The Emergency Fund.

An enthusiast regarding the gifts of the Civil Service to patriotic funds is apt to become a nagger so far as the Emergency Fund is concerned. Five cents a month is so little to give yet it is so little to forget to give that many need constant reminder of what that five cents means coming from hundreds in the service. It puts the service in the dignified position of being able to give a contribution to almost every patriotic endeavour that merits its support.

Keep the box circulating — it should never be given a holiday. The following letter from Lady Perley acknowledges the last vote from the fund:

London, June 25th, 1918.

Dear Miss Inglis,

Your letter with draft for one hundred dollars enclosed came yesterday, for which very many thanks. It was most generous of your committee to send it and we appreciate it greatly. The work of our Association grows as the Army increases so that we are always glad to receive contributions to the Funds, or do anything that will be a comfort or benefit to our gallant men. You must be pleased to have new Red Cross Rooms. I wish you all every success in your good work. You will get an official receipt for the money from the Sec. Treas.

MILLY PERLEY.

The Vice-regal Gift.

Last week the members of the Women's Branch and the Halcyon Club were im-

mensely pleased to receive from Her Excellency the Duchess of Devonshire, autographed photographs of herself and His Excellency the Governor General. The engravings are beautifully done and suitably framed to harmonize with the club furnishings.

They were immediately hung back of the stage where they have been much admired.

V. A. D's and Nurses.

The Women's Branch takes a peculiar interest in the V. A. D's and Nurses who have enlisted from the Service and are now overseas.

Since the Christmas parcels were sent, several others have gone forward to these brave women who are enduring a great deal of privation and hardship. It is a source of great pleasure to the branch that it is able in a small way to add to their comfort. The best wishes of the service go with Miss Wainright to France, from whom the following letter has been received:

Canterbury, 18th June, 1918.

The W. B. C. S. Association,

Ottawa, Canada.

Dear girls,—

Yesterday I received a box posted April 27th from your association, and to say that it was a pleasure and surprise to get it would be putting it very mildly.

Everything the box contained was so appropriate. As I am leaving shortly for France and just needed things like tea, (which can only be procured by coupon here!) and chocolates, sugar, etc., etc., will in to my "emergency box" and be much appreciated over there.

I have not been quite a year in England now and have liked it immensely. The work of course is entirely different from any I had done before. But I have loved

it and it has all been a wonderful experience for me, and now that I am leaving for France I am more pleased of course, although I will quite regret leaving England, but one can always come back on leave.

Many thanks again to all of you for your thoughtful remembrance. I will write you again when I go to France and tell you some of my experiences,

Very sincerely,

MURIEL WAINRIGHT.

I Military Hospital,
Canterbury.

England.

Finances.

Many interested — not inquisitive — inquiries have been made both by people inside and outside the service as to the financial condition of the Halyon Club.

The house committee has reported that a liability of eight hundred dollars is being carried and it is hoped to clear this amount off before the first of next May, i.e., in the first year of the Club.

The expenditure was undertaken on a 500 membership basis. As yet this number

has not been reached and the membership convener regretted to announce that some women who had signed up were either dropping out — evidently having no sense of responsibility, or had as yet neglected to pay.

The women's Branch is anxious that all those desiring to join should do so immediately. It is hardly just to the executive to make it carry a heavier responsibility than is necessary.

Membership cards may be had upon a payment of \$5 fee to the Superintendent at the Club or to Miss Lyon, membership convener at the Naval Department, Rea Building.

AERIAL MAILS.

Mails have recently been carried between Montreal and Toronto and between Calgary and Edmonton by aeroplane. This does not mean that mail service by that means has been established. Aviators were making the trip and were anxious to demonstrate the feasibility of mail-carriage by the sky route so the postal officials



MURAD CIGARETTES

Everywhere - Why?

"Finest Quality"

25c a Package

Anargyros

supplied them with bags and letters of greeting were exchanged between postmasters, mayors and other officials by the first trips.

OBITUARY.

F. E. Harrison, Assistant Postmaster at Vancouver, has received word that his son, Cadet Lieut. Dyne Harrison, who went overseas with the 29th Battalion, has been killed at Denham England.

Walter Gerald, for thirty-six years on the Inland Revenue staff at Prescott and for past four years at Kitchener, died suddenly on July 6th. He leaves a widow, four daughters and two sons, both of whom are overseas.

James Trevet Binks, for thirty years an official of the Post Office Department, died on July 19th, aged fifty-six years. He had been in failing health for some time, but continued to attend his office until three



DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.



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

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

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

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.

Unauthorized publication of this advertisement will not be paid for.

weeks before his death. Three daughters and a brother G. J. Binks of the Dead Letter Branch, survive.

Victor Fortier, assistant chief of the Poultry Division, Dept. of Agriculture, died suddenly of heart disease at Rimouski on July 31st. He was formerly on the outside service of the Dept. of Inland Revenue. His success in scientific poultry work led to his being engaged by the Government for the Poultry Division in 1903. He was 51 years of age and leaves a widow.

A DEVIL PRINTER.

The printer's devil is well-known. He's black or red or blue, according to the color of the "job" he's working on, and sometimes things get "blue" around the shop when the foreman discovers that the devil has dumped the "pie" into the "hell-box." A short time ago a brand-new and unexpected sort of devil printer turned up in Ottawa. When the Chasseurs Alpains, or "diables bleus" of the French army were visiting the Capital some of them were shown through the Government Printing Bureau. One of the visitors, is a printer by trade, and he sat down at a linotype machine and set a few lines,—to the great delight of the Bureau operators who keep "the devil's slugs" as souvenirs.

ELEVATOR HURT THREE.

Three men were hurt when one of the old steam-operated elevators at the Government Printing Bureau broke from its cable, one day last week, and crashed down three floors. One man went to hospital, but the other two were able to go home after their injuries were dressed. When the elevator started in its descent the safety clutches nearly stopped it, but were broken by the run of the cable. However, they lessened the drop materially. Certain of the Bureau elevators have recently been re-built and electrified and this one was listed for the same treatment. It is rumored that employees have been afraid of it for some time, owing to its age and erratic behaviour and the heavy loads it had to carry.

Sixth Annual Convention Postal Clerks' Association of the Dominion of Canada

Toronto, Monday, July 8th.

The convention assembled at 9.30 a.m. In the absence of the President, Mr. A. E. Crate, Vice-President, occupied the chair.

With a few well chosen words, the chairman introduced to the convention Mr. Lemon, the new postmaster of Toronto, who is generally conceded to be the first real postmaster ever appointed.

Mr. Lemon started to address the convention, but on the arrival of Sir Wm. Hearst, Premier of the Province of Ontario, who was accompanied by His Worship the Mayor of Toronto, immediately gave way to the latter gentlemen. Sir William was introduced by the chairman and his speech was listened to with the greatest interest by all present.

Speaking on behalf of the province, he welcomed the delegates. Their duties, he said, were such as demanded a high degree of ability, integrity, patience and energy. They held, as employees of the post office, positions of special trust; seldom had this trust been betrayed. They were meeting at the present time under peculiar and trying circumstances. Many of their comrades had gone overseas and doubtless many had sacrificed their lives. This involved more responsibility upon those left behind.

"When they come back," said Sir William, "I hope they will find a better land than the one they left. We who are left behind must see that Canada is made truly worthy of the blood which is being shed for its protection. It has always been a great thing to be a Canadian, but never so great a thing as to-day."

The conclusion of his speech evoked great applause.

His Worship the Mayor was then introduced to the convention, the chairman speaking of the great popularity enjoyed by the Mayor and the progress which had been

made in the city of Toronto under his tactful guidance and advice.

Mayor Church welcomed the delegates on behalf of the city. The Post Office Department, he said, had been a great success and had kept ahead of public opinion. The Association was to be commended for its work. He was glad the Government had recognized the principle of promotion in Toronto. They could not have made a better appointment than Mr. Lemon. His appointment was a credit to the Government. Mayor Church paid a passing tribute to Sir William Hearst. The people of Toronto were proud of him. No man in Ontario had taken a greater interest in every line of patriotic effort.

The convention showed, in an unmistakable manner, their appreciation of the remarks of the Mayor.

The postmaster, Mr. Lemon, then took the floor, and it is regretted that his speech was not reported verbatim, for, especially from a postal point of view, it would have made very interesting reading. However, the following points may be recorded:

Mr. Lemon, after being congratulated on his appointment by the Vice-President, Mr. A. E. Crate, who was in the chair, addressed the delegates on behalf of the Toronto post office. It was a pleasure for him to welcome them to Toronto—the first in Canada as far as postal revenue was concerned.

The Toronto Postmaster traced at length the organization of postal officials in England and Canada and the long, hard struggle the officials had had to secure recognition and to better their conditions. Now, however, the advice of the civil servants was sought in framing new legislation. The Association had as one of its objects the improvement of working conditions. He said that the Railway Mail Clerks had recently called the attention of the Government to the condition of some of the cars

used for mail purposes. Legislation was being drafted which would compel the use of modern rolling stock for railway mail clerks.

Mr. Lemon said he regarded it as an honour and a privilege to be in the public service. There has always been a certain amount of stigma attached to public service in this country. The public thought that a man went into the Government service for an easy job. All should work, he said, to remove this stigma. There should be inducements in the public service, which would invite the best brains of the country. The Civil Service should be made attractive. There should be the same opportunities for advancement as in the service of private corporations. If the public appreciated that they, as civil servants, had the public interest at heart, it would work to their own advantage.

Mr. Lemon hoped they would soon have in Toronto at the new Union station the best postal facilities in Canada. He had agitated for twenty-two years for the establishment of a terminal postal system. It would save time and money. They had been allotted the whole Eastern wing of the new station with some 150,000 square feet of floor space. Mail cars would be run into the station and mail would be ready for delivery before it is now delivered to the main post office.

Mr. M. Jacques, of Montreal, replied to Mr. Lemon's address and thanked him on behalf of the Association. His appointment had brought hope to every postal official in Canada. Mr. Lemon, he thought, was the first Postmaster to be promoted from the ranks.

"I made a particular point in making my application for the position," said Mr. Lemon, in reply, "to base it solely on merit. Friends wanted to use influence and I asked them to refrain. I wanted to establish a precedent that a man could be promoted on merit and experience solely. I wanted to break down the barrier of pull and patronage." Mr. Lemon was given three cheers and a "tiger."

Although Mr. Lemon's arrival had evoked a great burst of applause from the delegates, the conclusion of his speech brought

forth a still more enthusiastic appreciation of Mr. Lemon himself, his speech and the first great example of the Merit System which his promotion typified.

Report of Credential Committee.

Your committee beg to report that we have examined the credentials of all delegates present and have found the same in order.

LIST OF OFFICERS AND DELEGATES PRESENT.

Vice-President—A. E. Crate, Toronto.

Secretary-Treasurer—J. W. Green, Winnipeg.

Organizing Secretary — S. H. Foster, Saskatoon.

Editor—L. Pickup, Winnipeg.

Vice-President for Ontario—M. E. Hynes, Toronto.

Vice-President for Quebec—A. Jacques, Montreal.

Vice-President for Saskatchewan—H. S. Bell, Moose Jaw.

Delegates—R. Guy, Sr., Hamilton; Jas. Keenan, Hamilton; W. J. Gallagher, Toronto; Chas. Gardner, Regina; Wm. Menzies, Winnipeg; H. D. Talbot, Edmonton; R. Neill, Winnipeg; R. E. Hall, Ottawa; W. R. Woodstock, Toronto; J. E. Jeffrey, Toronto; W. J. Johnson, Medicine Hat; R. D. Torbet, Saskatoon; C. H. Johnston, Winnipeg; E. M. Stewart, Toronto; Geo. M. Ferris, St. John; Jos. Hebert, Montreal; W. J. Cantwell, Ottawa; Wm. Christie, Toronto; J. M. Meagher, Halifax; F. Kinde-lan, Quebec; E. Desjarlais, Montreal; J. Atkinson, Winnipeg; Geo. B. Sweetman, Toronto; G. B. Scott, Kingston; E. W. Howey, Brantford; Thos. Burnett, Charlottetown; D. T. Crawford, St. Catherines; Geo. Boothman, Calgary; A. S. Black, Vancouver; A. Carrothers, London; Geo. Lynch, Peterboro.

One of the delegates then raised the question of invitations being extended to fraternal delegates from sister organizations, and after some discussion it was moved by Mr. Talbot, seconded by Mr. Cantwell, That no further invitations be issued.—Carried.

Moved by Mr. Bell, seconded by Mr. Menzies, That the minutes of the last convention, as published in *The Civilian*, be taken as read.—Carried.

The question of adjournment being raised, it was moved by Mr. Green, seconded by Mr. Desjarlais, That the convention adjourn at 12.30 to meet again at 7 p.m.

REPORTS OF OFFICERS.

Report of the President.

Toronto, Ont.,

July 8th, 1918.

Mr. Chairman and Delegates,—I feel that I ought to express my apology at the outset for my absence from this convention. That feeling of regret is tempered, however, by the knowledge that under the tactful guidance of our esteemed Vice-President, the procedure will be in safe keeping.

The past year has been an eventful one for this Association, as it has been, indeed, for every human activity in the land. The sustained support of the almost superhuman war efforts of this great Dominion, in common with the rest of the Empire and our allies, is, of course, bearing heavily upon our members, as upon every one. It is a cloud that is not, however, without its silver lining, inasmuch that as a people we are being forced to attempt the solution of questions of national importance that in days less strenuous were only too lightly dismissed by our statesmen and politicians.

More directly concerning ourselves in this respect is the new Civil Service Bill passed at last session of Parliament. We have here the medium through which our greatest and most outstanding grievances should be capable of being removed. We have also the promise of due recognition as an organization of our views in respect of the new conditions to be inaugurated by the Civil Service Commission. The importance of this achievement for which this Association can claim a good deal of credit is apt to be overlooked in the clamour for individual reforms in the Service, which we trust will eventually be obtained under the all-embodying principles which this epochal event establishes.

It is the business of this Association to use its best efforts to ensure a just—shall we add, generous—interpretation of the new law, and remembering that both in the Service and out we have still to contend with unscrupulous enemies of reform, close attention is demanded now, and constant vigilance from the incoming executive.

The events of the past year have proved the wisdom of the decision of last convention to appoint a representative at the Capital, who by virtue of location could the more advantageously keep track of our Association interests there. Throughout the year it was also found expedient to send several representative delegations to Ottawa. To enter into details of these would be for me a work of supererogation, and when the officers present have been heard from I am satisfied that you will record your entire and unanimous approbation.

You will be asked at this convention to consider several proposed changes in our constitution and method of organization. I am aware that some of the officers and delegates present have given this matter some attention, and in this regard I mention Messrs. Foster and Venables. Whatever may be the result of your deliberations on this point, I would bespeak more generous financial support for carrying on the Association's activities, believing that we are suffering—and have suffered—through the parsimonious spirit so much in evidence at earlier conventions. The difference to the individual member between what might be regarded as ample and what is known to be insufficient is so infinitesimal that this position is indeed hard to understand.

If I may be permitted to do so, I would also suggest that more enlarged provisions for carrying on our secretarial work would seem to be necessary. With this is linked up more or less closely the editorial branch of our "Journal," which in one shape or another is very necessary to our existence. At this juncture, it may not be out of place to refer to the magnificent services rendered the cause of Civil Service reform by *The Civilian* since our last convention, and I think you will agree that it should have the support of our entire membership in the crusade for a cleaner and better public service.

Our pride in the growth of our own organization takes an added joy in the development of Dominion-wide associations in the Customs and R. M. Service. It is to be hoped that a broad spirit of service co-operation will be developed between our respective bodies from which a good deal of mutual benefit must result.

Mention must be made before closing of our unbounded satisfaction that the Government at last were brought to see the justice of our claim in the matter of the semi-staff office system. Its abolition constitutes a remarkable triumph for organized and persistent effort.

It is a matter of sincere regret that so far a war bonus of a more generous kind than that of last year has not yet been forthcoming, and in this connection I anticipate the convention will have something strong to say. In no case is the need for relief at all disputed, while in very many, indeed, its absolute necessity requires no argument. At all events, I think you will agree that the Association has done its utmost, and in this connection special thanks are due Mr. Cantwell and the officers of the C. S. Federation, notably Mr. Grierson. To the efforts of these gentlemen during the past six months, coupled with those of our Secretary, the Association owes very largely the splendid results achieved, and I am sure you will fittingly record your appreciation.

With best wishes, Mr. Chairman and Gentlemen, for the success of the sixth annual convention and the welfare of the Toronto Branch,

I am,
Sincerely and fraternally,
S. H. TEASE.

Report of Secretary-Treasurer.

Toronto, July 8th.

Gentlemen,—

Reviewing the work of this Association during the past year I cannot help but wonder at the results obtained, when taking into consideration the great handicap under which we have laboured. I refer principally to the war, and, secondly, to the absence of the Postmaster General. As forecasted by the last convention, the year just ter-

minated has been an exceedingly busy year, and my only regret is that I have occasionally found it impossible to devote the time necessary to perform the duties of my office to my own satisfaction.

We must all admit that, however much we desired the abolition of patronage, the adoption of a merit system and a satisfactory settlement of the semi-staff office question, yet not one delegate at Winnipeg last year would have dared, for fear of ridicule, to have prophesied that which has actually occurred.

The first success attained, after much delay, was the granting of the provisional allowance or war bonus of \$100. Very few of you are aware of the anxious moments spent by certain of your officers and the amount of work which they were called upon to perform before the final decision was made. The continued advance in the cost of living, which I have no hesitation in saying is due to the activities of war profiteers, made it absolutely necessary for us to once again approach the Government in an endeavour to secure some additional measure of relief. Our requests were very moderate, many thought them altogether too modest, but the Government has decreed otherwise. At the time of writing it cannot be stated definitely how the recent allowance will affect us. The Ministers themselves do not agree on certain points, but no doubt the convention will be in possession of the desired information at the opening session.

Since the last convention was held it has been found necessary to send two delegations to Ottawa, also it was deemed desirable that this Association should be represented at the convention of the Civil Service Federation, held at Ottawa in November last, and in accordance with the expressed wishes of officers and branches certain of your officers attended this convention.

I have endeavoured to keep all branches notified of events of importance and many circulars have been issued, the contents of which are known to you and therefore need not be repeated. Certain of these circulars called for information from branches, and I am sorry to have to report that in some cases no replies were received. Such neglect on the part of secretaries of branches places

a double burden on the shoulders of the executive besides increasing the volume of correspondence and also the expenditure. In my circular of July 27th, 1917, I stated that owing to the limited time at our disposal it would not be possible to consult the whole of the executive, and asked that confidence be placed in such officers as were easily accessible for consultation. After events proved the truth of my statement

Federation at their convention in November last. Your delegation which visited Ottawa in April availed themselves of an opportunity to discuss this report with the Civil Service Commissioners and also with Mr. B. M. Northrop, Superintendent of Staff Branch, Post Office Department. Time alone will show with what success. Many of our branches have seen a copy of the report referred to which will be submitted



H. VERRETT, D.S.O.
Asst. Deputy Postmaster General, Ottawa.

and I sincerely trust that the decisions arrived at and the actions of the officers responsible have given satisfaction.

Immediately it became known that the Civil Service Commission would be charged with the organization of the Outside Service, under the provisions of Bill 53, a report was prepared for submission to the commissioners. This report was submitted through the medium of the Civil Service

for the consideration of delegates to the convention.

Owing to the absence of the Postmaster General many resolutions passed by the last convention have not yet been brought directly to the attention of the Department, although the most important of such resolutions are embodied in the report submitted to the Civil Service Commission.

In accordance with a resolution passed at

the last convention, I communicated with the Secretary of the Railway Mail Clerks Federation re affiliation with this body and have to report that the question was considered at the last convention of Railway Mail Clerks when it was decided to take no action along the lines suggested, it being considered that the time was not opportune for such action.

The question of the granting of Civil Service pay to civil servants on active service has been a very delicate matter to handle, the final ruling on this question being a decisive setback, although at the same time being a decided gain when compared with the provisions of Order in Council, P.C. 811, dated April 5th, 1918.

The inclusion and passing of Clause 56 in Bill 53 is another success to our efforts, inasmuch as it abolishes the barrier of the \$1,000 maximum salary for certain clerks already appointed in the Service.

I must now pass on to the financial part of my duties. Although the balance sheet shows a balance in hand of \$450.00, the figures are deceiving for you will notice that this amount includes \$165.00 of next year's revenue and in addition I have to inform you that the sum of \$100 which was voted the Secretary-Treasurer by the last convention has not been withdrawn from the funds. There is only one outstanding account of \$1.00 and the sum of \$25.00 on hand, paid since the books were closed. No per capita tax has been paid by Toronto, Lethbridge and New Westminster. There is approximately 1,700 letterheads and the same number of envelopes for the use of branches on hand, value of same being \$22.10. Postage accounts show a decided increase over previous years, but this is mainly due to the increase in the number of branches.

It has been found necessary to use the telegraph to a considerable extent during the past year, but this was unavoidable.

Expenses incurred by delegations during the past year is about one-half of the total expenditure, but I think it will be readily admitted that the utmost economy has been practiced in this respect. The receipts include one amount of \$50.00, refunded by Mr. Pickup, account expenses while acting as a representative of this Association at

the convention of the Civil Service Federation. I would recommend this amount be re-paid to Mr. Pickup as soon as possible. I would not have accepted this re-payment had it not been that at the time re-payment was made we were badly in need of funds.

The Winnipeg Branch has once again rendered valuable assistance, for they advanced a sum of \$100 in order that we might carry on. This amount has since been repaid and the transaction is not shown.

After all liabilities have been met, including expenses incurred by officers attending this convention, I estimate that a balance of \$250.00 will be carried forward, including all outstanding per capita tax for the year 1917-1918 and unsold stock. Deduct from this the amount of revenue already collected for the year 1918-1919 and we have an approximate balance of \$85.00 on the year.

In conclusion, I beg to thank all officers and branches for their hearty co-operation and would especially tender very sincere thanks to Mr. F. Grierson, President of the Civil Service Federation; Mr. Burns, Secretary-Treasurer of the Dominion Customs Association, and, last, but by no means least, our friend, Mr. W. J. Cantwell, Ottawa, for the great assistance rendered during the past year.

Faternally yours,

J. W. GREEN.

P.S.—I have just been advised that \$150 per capita tax from the Toronto Branch was forwarded to me on June 29th. I am sorry that it was too late to have this amount included in the balance sheet.

BALANCE SHEET, 1917-1918.

Receipts.

Balance brought forward—	
Cash in bank	\$ 270.50
Secretary-Treasurer	74 93
	\$345 43
Per capita tax—	
1916-1917.	
Sarnia	2 10
Medicine Hat	9 00
	11 10

1917-1918.	
Port Arthur	6 75
Fort William	6 75
Owen Sound	2 50
Brandon	4 00
Hamilton	26 50
Sarnia	3 00
Prince Albert	6 00
Winnipeg	69 50
St. John	24 00
Fredericton	5 50
Niagara Falls	4 00
Brockville	3 50
Ottawa	30 00
Regina	27 00
Edmonton	16 50
Medicine Hat	6 00
St. Thomas	4 50
Saskatoon	16 50
Calgary	31 00
Victoria	18 50
Vancouver	35 00
Moose Jaw	14 50
Sydney	4 50
Halifax	20 50
Montreal	150 00

536 50

1918-1919.	
Quebec	64 50
London	32 50
Kingston	5 50
Charlottetown	5 50
Port Arthur	4 50
Owen Sound	3 50
Charlottetown	50
Hamilton	32 50
Peterboro	5 50
Sherbrooke	5 00
Sarnia	6 00
	165 50
Sale of buttons	106 50
Sale of stationery	24 00
Sale of constitutions	9 20
Refund on expenses incurred by	
L. Pickup	50 00
Interest on bank account	3 67
	165 50
Total	\$1,251 90

Expenses.

Convention expenses, 1917—	
President	\$ 50 33

Editor	78 85
Semi-staff representative	40 00
	\$169 18
Buttons—	
Messrs. Whitehead & Hoag...	22 00
Stationery—	
Winnipeg Printing and En-	
graving Co.	41 60
Spiers & Son	11 90
Stovel Co.	2 25
Richardson & Bishop	2 60
	58 35
Printing—	
Winnipeg Ptg. and Eng. Co.,	
ac. Editor	10 00
Western Bus. Service, Saska-	
toon, ac. Organizing Secy...	3 00
	13 00
General Account—	
Telegrams	37 54
Second-hand typewriter	10 00
Christmas cards	9 00
Miscellaneous	8 36
	64 90
Postage—	
President (1916-1917)	3 17
Organizing Secy. (1916-1917)	4 32
Organizing Secy. (1917-1918)	7 00
Secty.-Treasurer (1917-1918)	28 04
Editor "Postal Journal," do.	3 50
	46 03
Civil Service Federation, per	
capita tax 1917	46 00
Delegations—	
Convention of C. S. Federation	180 00
Ottawa	202 40
	382 40
Balance, June 22nd, 1918—	
Cash in bank	450 04
	450 04
Total	\$1,251 90

Audited and found correct,
July 2nd, 1918.

(Sgd.) E. SIMMS,
(Sgd.) H. HOLDEN,

Auditors.

Report of Organizing Secretary.

Toronto, Ont.,

July 8th, 1918.

Mr. President and Gentlemen,—

In presenting my report for the period extending from July, 1917, to June 30th of the present year, I regret that I am unable to place strictly correct figures before you, owing to the fact that information asked from branch secretaries has not been forthcoming. I do not think that the omission to supply the required information has been intentional, but rather has been caused by procrastination.

I appealed to my esteemed friend, Mr. Green, for help, but for the reasons already mentioned he was unable to assist me, so that I have been forced to base the figures that I shall bring before you upon a basis deducted from returns sent in by twenty-one branches, the branches who should have mailed returns totalling thirty-one, so that you see I am placed at some disadvantage. However, I have tried to gather some information from the figures supplied, which I hope will interest you.

We have now a total of thirty-seven branches, six new branches having been added during the year. These branches consist of Belleville, Charlottetown, London, Peterborough, Quebec and Sherbrooke.

I should like to point out here, that I alone have not been responsible for these offices coming in, as various other officers of the executive have helped in this connection. We are hoping that in the near future this list will be still further increased.

Compared with the number of clerks employed in offices represented by our branches, our members total 66% per cent. This figure in my humble opinion is hardly good enough, and denotes a lack of interest, which if allowed to expand will seriously handicap the work of our Association. May I be allowed to suggest that branch executives give this matter their most careful consideration, and I trust that we shall see a marked improvement in this connection during the coming months.

Subscribers to *The Civilian* average a little over 22 per cent, and here again improve-

ment is needed. The editors of the various sections of this valuable little paper have worked hard to make it a bright, interesting and instructive periodical, and it is up to our members to support them to the fullest extent, and by so doing we shall be helping the cause of justice and at the same time we shall be kept in touch with all that is passing which is of vital interest to our welfare. Can I then bespeak the help of the branches in this matter? I feel sure that branches



W. E. LEMON

“Merit” Postmaster, Toronto.

will themselves benefit, for the more subscribers there are the greater amount of interest will be taken in the work of the P. C. A. D. C. and the editors will also be encouraged to keep up the good work.

I regret that I cannot give figures of members on active service or of casualties amongst same, these figures not having come to hand.

Our total membership at the present time is in round figures 2,000. This is a figure of which we may well be proud.

I sincerely trust that the criticisms contained in the foregoing paragraphs will be

accepted in the same spirit that they are given, the desire to see our Association prosper being my only reason for calling your attention to these matters.

Acting on a suggestion made to me by Mr. MacCulloch, Vice-President for B. C., I commenced in January of this year to send out a monthly circular to branches, and I trust these may have been of some help.

In conclusion, I should like to tender my sincere thanks to the members of the executive for the valuable help they have accorded me during my term of office; it has been a pleasure to work with such a body of men.

I shall look back with a great deal of pleasure upon the time I was privileged to work with the branches, and I wish you all every success in the coming year.

Yours fraternally,
 SYD. W. FOSTER,
 Organizing Secy.

Report of Editor "Postal Journal."

Winnipeg, Man.,
 8th July, 1918.

Mr. Chairman and Delegates,—

I beg to present the annual report of the editor of the "Postal Journal."

In accordance with instructions given by the last convention, an effort was made early in the year to establish a journal of our own to be published in the city of Winnipeg. The response of branches to an appeal for subscriptions was encouraging. The Dominion Railway Mail Clerks' Federation was invited to join in the project on the basis of equal responsibility, but the invitation was declined. The management of *The Civilian*, on learning of our effort, made the request that we suspend further action to enable them to submit a proposal which included increased size of the "Postal Journal" and considerable improvement in the character and service of *The Civilian* itself. Upon the recommendation of the President and other members of the Association, I attended the convention of the Civil Service Federation held in Ottawa in November, and had an opportunity of discussing the

matter with the management of *The Civilian*, who stated their intention of issuing *The Civilian* in an entirely new form as early as circumstances would permit. After a careful review of the situation I did not feel disposed to assume the responsibility of starting a new journal, and the "Postal Journal" was continued. It will be for the convention to decide whether we shall continue our relationship with *The Civilian* or have a journal of our own. I would respectfully suggest that the whole matter be



A. JACQUES
 President Dom. Postal Clerks' Association.

made the subject of an enquiry and report by special committee of convention.

In view of the large number of Eastern branches, and the importance of the "Postal Journal" being able to publish without delay notes on developments in regard to postal service legislation, Mr. W. J. Cantwell readily accepted an invitation to act as associate editor, and it would be difficult to adequately express the value of his services, both as associate editor and parliamentary representative. To him and to the branch

correspondents throughout the country my sincere thanks are due.

Respectfully submitted,

LAWRENCE PICKUP,

Editor "Postal Journal."

Moved by Mr. Meagher, seconded by Mr. Hall, That the reports of officers be adopted as read.

Amendment moved by Mr. Woodstock, seconded by Mr. Gardner, That reports of officers be received as read and referred to a special committee.—The amendment carried.

The chairman then named Messrs. Gardner, Jacques and Cantwell to act as above committee.

Moved by Mr. Johnston, seconded by Mr. Neill, That the Rules of Order be suspended in order to allow the convention to discuss the question of war bonus.—Carried.

12.30 p.m.

Moved by Mr. Desjarlais, seconded by Mr. Talbot, That the time set for adjournment be extended pending solution of action to be taken re war bonus.—Carried.

Moved by Mr. Jacques, seconded by Mr. Gardner, That the question of war bonus be referred to a special committee, such committee to submit a report to the convention on Tuesday morning.—Carried.

Moved by Mr. Cantwell, seconded by Mr. Gardner, That a telegram be sent to the Acting Prime Minister asking that the Government defer final decision re distribution of recent war bonus until such time as this convention have had an opportunity to submit the views of our Association on this question to the Government.—Carried.

Special committee appointed by the chairman to deal with this matter: Messrs. Gardner, Jacques, Cantwell and Green.

Adjourned 12.50 p.m.

The afternoon was devoted to pleasure, the delegates accepting an invitation to a drive around the city of Toronto in automobiles placed at the disposal of the convention by the city authorities. The aviation camp at Leaside was also visited, which proved very interesting to delegates from distant points.

The convention convened for the evening session at 7.45.

Report on Constitution and By-laws as Called for by the Last Convention.

As it is essential to have some fixed ideas from which to frame general amendments to a constitution, these proposed amendments are based on the adoption of the following principles: changing the convention from annual to biennial and for the whole or part of the expenses of delegates attending future conventions to be paid out of the general fund.



W. J. CANTWELL

Vice-President Dom. Postal Clerks' Assn.

Article 3, Section 1. After the word "clerk" in the third line, insert "including clerks employed in the offices of Post Office inspectors and in offices of superintendents of Railway Mail Service," and then as formerly.

Section 2. Amend by substituting "chief clerk" for the words "first class clerk."

Article 4, Section 1. Amend by deleting the word "annual" in the first line and the words "in each year" in the second line. Insert the word "biennially" after the

word "held" in the second line and add after last line "If through unforeseen circumstances the Executive Board consider it to be in the best interests of the Association the date of convention may be changed by a two-thirds majority vote of all members of the Association."

Section 2. (New.) "Convention expenses of the Branch entertaining the convention shall be restricted to rent of hall and committee rooms in which convention is held and such incidental expenses as may be considered necessary but must not in any case exceed the sum of ?"

Article 5, Section 1. To be deleted and the following substituted therefor: "Representation in the convention to be based on fully paid up membership in the following proportion, from 5 to 50 members, one delegate; 51 to 125 members, two delegates; 126 to 250 members, three delegates; 251 to 500 members, four delegates; over 500 members, five delegates."

Section 2 to be deleted and the following substituted therefor: "No branch shall be represented by proxy, but any branch not represented may place their views on any question in the Agenda before the convention in an open letter addressed to the convention, care the Secretary-Treasurer. A delegate must be a member in good standing of the branch which he represents and must not be employed at any office other than that which he represents."

Section 3. Delete all words after "delegates" in the fourth line and substitute therefor: "and the delegate or delegates from such branch present at the convention may cast the full number of votes to which the branch is entitled."

Section 4. To be deleted. Amendment to Section 1 covers this section.

Section 5 would now read Section 4.

Article 6, Section 1. Amend to read "The officers of this Association shall consist of President, Vice-President, Secretary-Treasurer, Editor, and one Vice-President for each province," and then as printed with the exception of the insertion of the words "or duty" after the word "sickness" in the tenth line.

Article 7, Section 1. Substitute the word "five" for the word "three" in the seventh

line, the word "seven" for the word "five" in the eighth line and "five" for the word "three" in the eleventh line.

Section 4. Treasurer to read Secretary-Treasurer. (This to apply in all cases where the word Treasurer is used.)

Secretary-Treasurer, Section 2. Delete all words after "moneys" in the third line and substitute therefor "of the Association and shall give receipts for same. He shall



J. W. GREEN
Secretary D.P.C.A.

keep a complete record of all receipts and countersign all cheques drawn on the Association, duly signed by the President."

Section 3. Strike out all words after "branches" in the fourth line.

Section 4. To read "He shall have charge of all printing and supplies and shall keep a record of all supplies sold. He shall keep account of all moneys paid out and obtain receipts for same.

Section 5. As per Section 3, Treasurer.

Section 6. He shall render a quarterly statement, the same to be printed in the official organ of this Association and shall submit to the convention, etc.—as per Section 4, Treasurer.

Section 7. To read the same as Section 5, Treasurer.

Section 8. He shall submit to the convention a written report of his official acts during his term of office and shall perform all other duties as the rules and usages of the Association may require. He shall receive an annual salary of ?

Omission. After the duties of President insert the duties of Vice-President, as follows: "The First Vice-President shall perform the duties of the President in his absence or in case of his refusal or neglect to discharge the duties of his office. It shall be necessary for him to approve the work of the Press Committee appointed at any convention before publication of same."

Editor. Section 1. "The Editor shall edit the official journal of the Association, which shall be printed and issued at such time and place as may be decided upon by the convention. He shall keep mailing lists revised and shall be required to issue annually a detailed financial statement which must be indorsed by the President and Secretary-Treasurer."

Executive Board. Section 4. (New.) It shall be their duty to prepare such printed blank forms as may be considered advisable in order to obtain information concerning the working of branches and also general working conditions of post office clerks.

Article 8, Section 1. Amend to read: "The duty of the Finance Committee shall be to examine and approve the signed statement of the Auditors, report any item which they consider to be unnecessary or unauthorized and excessive charge, also to submit a report on the estimated expenditure and receipts for the next succeeding fiscal year.

Section 5. Auditors. Delete all words after "June."

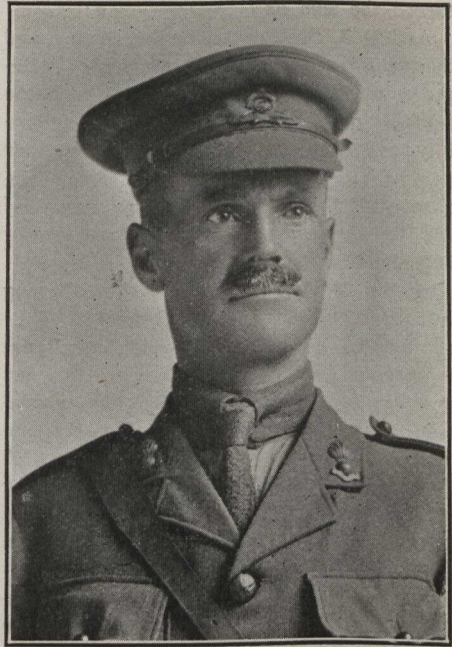
Article 9, Section 1. Delete the words "of fifty cents per member" in the third line and substitute therefore "of such amount as may be determined by the Com-

mittee on Finance and concurred in by the convention," then as printed.

Section 3. Amend by substituting "Executive Board" for the words "Finance Committee."

Section 4. Amend by inserting the words "three months" in lieu of "sixty days," and substituting the word "may" for the word "shall" in the second and third lines.

Article 10. The word "of" in the first line to read "or."



F. GRIERSON

President Civil Service Federation of
Canada.

Order of Business. 3. Add "If called for." Numbers 1, 2, 4 and 5 to stand; 6 Report of Standing Committees; 7, 8 and 9 to stand; 10 "Unfinished Business; 11 New Business; 12 Naming of Place of Next Convention; 13 Election of Officers; 14 Adoption of Minutes; 15 Supplementary Report of Committee on Finance and Adoption of same; 16 Adjournment.

After some discussion it was decided that the report on the Constitution be taken up clause by clause.

Moved by Mr. Talbot, seconded by Mr. Torbet, That the proposed amendment to Article 3, Section 1, be adopted as read.

Amendment by Mr. Jacques, seconded by Mr. Cantwell, That Article 3, Section 1, be altered to read, after the word "Department": "as a permanent post office clerk including clerks employed in the offices of post office inspectors, in the offices of superintendents of Railway Mail Service, and in the Money Order Exchange office, shall be eligible to membership in this Association."

After considerable discussion on this question, an amendment to the amendment was moved by Mr. Johnston, seconded by Mr. Jacques: add after the words Money Order Exchange office in the previous amendment the following: "and temporary clerks acting as substitutes for permanent clerks shall be eligible to membership in this Association but shall not be permitted to hold any office on the Dominion Executive."

This addition to the amendment was agreed to by the seconder of the amendment and therefore becomes part of the amendment.

Result of vote: The amendment lost. The motion carried.

Article 3, Section 2. Moved by Mr. Menzies, seconded by Mr. Torbet, That the proposed amendment be accepted as read. Amendment by Mr. Christie, seconded by Mr. Johnston, That the words superintendent in a city post office or assistant post office inspector be substituted for the words "first class clerk." Amendment to the amendment by Mr. Pickup, seconded by Mr. Atkinson, That Section 2 of Article 3 be deleted from the Constitution. The amendment to the amendment carried.

Article 4, Section 1. Moved by Mr. Jacques, seconded by Mr. Kindelan, That the proposed amendment be adopted as read.

Amendment by Mr. Talbot, seconded by Mr. Boothman, That the question of changing from an annual to biennial convention and the question of giving the Executive Board power to change the fixed date of convention be dealt with separately. The amendment carried.

Moved by Mr. Jacques, seconded by Mr. Menzies, That the Constitution be so amended as to permit a change of policy as de-

sired in the first portion of the proposed amendment, namely, changing from annual to biennial convention. The motion was lost.

Moved by Mr. Talbot, seconded by Mr. Neill, Add to section 1 of Article 4 the words appearing in the proposed amendment. The motion was lost.

The convention adjourned to meet at 9.30 a.m. Tuesday.

Tuesday, July 9th, 9.50 a.m.

Moved by Mr. Woodstock, seconded by Mr. Johnston, That Press representatives be not admitted to the convention room, but that all information be given out by a committee to be appointed for that purpose.—Carried.

Moved by Mr. Johnston, seconded by Mr. Foster, That the report of the special committee appointed to consider the question of war bonus be called for and dealt with forthwith.—Carried.

Report of Special Committee on War Bonus.

Your committee beg to report as follows: Acting in accordance with instructions received, the following telegram was despatched at noon yesterday: Hon. C. J. Doherty, Acting Prime Minister, Ottawa: Postal clerks in convention assembled request you to kindly defer decision regarding distribution of provisional allowance until convention has opportunity of making representations to Government. Signed by J. W. Green, Secretary-Treasurer, care Prince George Hotel.

Further, we have to report that the following resolution has been drafted by us and we await the decision of the convention before taking further action:

Resolved, that we, the officers and delegates of the Postal Clerks' Association of the Dominion of Canada in convention assembled at Toronto, do hereby express appreciation of the introduction and passing of Vote 419, Schedule C, Bill 111, interpreted by all concerned as providing the sum of \$150 per annum to clerks in receipt of a salary of \$1,200 or less, and \$100 to those in receipt of a salary of more than \$1,200 and less than \$1,550, in addition to previous and existing allowances; and,

Whereas, Members of Parliament since interviewed have concurred with our opinion that the allowance aforesaid is in addition to the allowance of \$100 per annum which was introduced and passed at the previous session of Parliament and again included and voted in the main estimates of the Post Office Department for the current fiscal year; therefore,

Be it further resolved, that, in view of rumors—which appear to have some foundation—that the allowance granted by Vote 419, Bill 111, is intended to replace the allowance of 1917, this convention desires to strenuously protest against the abolition of any previous allowance granted, and would respectfully point out that such action would have the effect, in many cases, of reducing actual remuneration, which we consider could not possibly have been the intention of Parliament when the vote in question was passed which made provision for increases in remuneration; and,

Whereas, the abolition of any previous allowance would in effect merely increase any remuneration or salary to the extent of \$50 per annum, thereby being distinctly contrary to the provisions of Vote 419;

Be it further resolved, that the attention of the Government be directed to the fact that the granting of the allowance provided in Vote 419, in addition to any previous allowance, still leaves the remuneration received by post office clerks below the sum generally conceded to be necessary in order to meet the increase in the cost of living and would not be at all commensurate with increases granted by all business and industrial concerns, also to civic employees and provincial civil servants.

Moved by Mr. Gardner, seconded by Mr. Hebert, That the report of the committee be adopted and included in the minutes of this convention; also that a letter be sent to the Acting Prime Minister, to which letter shall be attached a copy of the resolution, and that the letter shall be forwarded by first mail bearing a special delivery stamp.—Carried.

Moved by Mr. Hynes, seconded by Mr. Menzies, That in order to enable the delegates to accept the invitation of The T. Eaton Company, this convention do adjourn

at 11.30 a.m., to meet again at 2.30 p.m.—Carried.

The chairman named a committee of three to act as a Press Committee during the convention: Messrs. Cantwell, Pickup and Christie.

Article 4, Section 2. Moved by Mr. Gardner, seconded by Mr. Bell, That the proposed new section to Article 4 be so amended as to provide that not more than the time usually devoted to four sessions be



S. H. TEASE
Former President Dom. P.C.A.

placed at the disposal of the Branch entertaining any future convention for purposes of entertainment.

Amendment by Mr. Jeffrey, seconded by Mr. Bell, That the first three days of any convention be devoted entirely to the business brought before it.

Amendment to the amendment: Moved by Mr. Cantwell, seconded by Mr. Boothman, That the convention proceed with considera-

tion of the next clause. The amendment to the amendment carried.

The question of time spent in entertainment created a great deal of discussion, it being finally considered as undesirable to limit any Branch entertaining a convention to a specified number of hours, taking into consideration the fact that any convention has the option of cancelling any part of the entertainment programme if through pressure of business such a course of action is deemed desirable.

Article 5, Section 1. Moved by Mr. Gardner, seconded by Mr. Menzies, That the proposed amendment to Section 1 of Article 5 be adopted as read.

The convention adjourned at 11.30 a.m.

Tuesday afternoon.

The convention was called to order at 3.25, the delay being due to the fact that the trip through the buildings of The T. Eaton Company, followed by a splendid lunch provided by this company, had occupied more time than the estimate provided for. The hospitality extended by The T. Eaton Company was very highly appreciated by the visitors.

The chairman read a letter which he had received from Mr. W. E. Lemon, Postmaster, Toronto, also an enclosure having reference to an erroneous report in the Toronto Daily Star, regarding the remarks made by Mr. Lemon when responding to a vote of thanks tendered to him by the convention.

The enclosure referred to is as follows:

Toronto, Canada,

July 9th, 1918.

The Editor,

"Toronto Daily Star,"

Toronto.

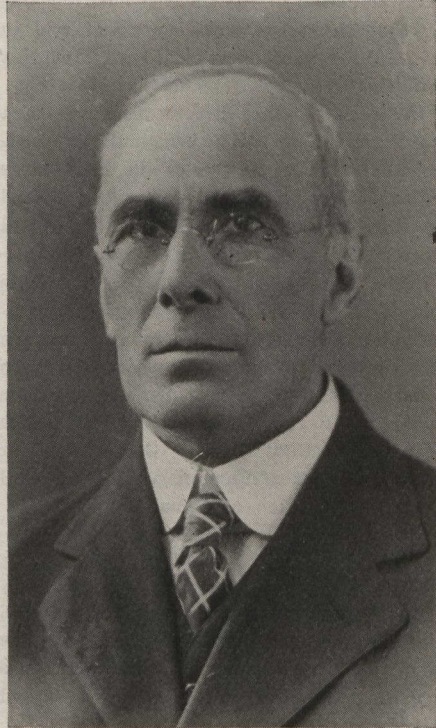
Dear Sir,—

I observe that the report of my remarks at the convention of Postal Clerks of the Dominion of Canada at the opening session in the Prince George Hotel, Toronto, yesterday, as contained in your issue of July 8th, 1918, is mis-quoted, and not in accordance with the facts; it being stated in your report that I "declared I had broken down the barriers of pull and red tape at Ottawa," and also that I "let the Govern-

ment know that I was not applying for the position through political pull, favoritism or with any other string attached."

These words were *not* used by me, and create a wrong impression which is entirely contrary to the spirit of my remarks.

In company with Sir William Hearst and Mayor Church, I had the privilege of extending a few words of welcome and greeting to the delegates, on completion of



A. E. CRATE

Chairman of Convention Dom. P. C. A.

which a vote of thanks was tendered to me by Delegate Jacques of the Montreal Post Office staff, who made kindly reference to my recent promotion to the Postmastership here, and in replying to the vote of thanks, I made the remarks that I had the honour of being the first officer to get through the barrier that had hitherto stood in the way of advancement of postal officers to the higher positions, and that my application for the promotion had been made to the Department

on the grounds of merit only, and that I had refrained from using influence or political pull in seeking the promotion.

The spirit of my remarks was praiseworthy for the action of the Post Office Department, Civil Service Commission and the Government, in their having acknowledged the principle of promotion on merit, and I pointed out to the assembled delegates that the way was now open to all members of the staff for advancement, and that it was now their opportunity to appreciate the action of the Government by showing that through their energy and zeal in the Service that they would warrant this confidence.

The remarks were not at all made in a boastful personal spirit, but to the everlasting credit of the officials of the Post Office Department, Civil Service Commission and the Government, and were understood and accepted as such by the delegates present.

Under the circumstances, I would be obliged if you would give this letter publicity, in order that any wrong impression that your report may have created will be corrected, and that no injustice may be done either to the officials of the Post Office Department, Civil Service Commission or the Government of Canada, or to the Postal Clerks' Association of Canada.

Yours truly,
W. E. LEMON.

Moved by Mr. Hynes, seconded by Mr. Atkinson, That the letter be placed on the records of this Association and that the Chairman and Secretary-Treasurer be asked to address a suitable reply.—Carried.

Article 5, Section 1 (Continued). The motion was lost.

Article 5, Section 1, therefore stands as printed.

Article 5, Section 2. Moved by Mr. Johnston, seconded by Mr. Howey, That the proposed amendment be adopted as read. The motion was lost.

In view of the fact that the previous motion had been defeated, it was generally considered to be unwise to abolish proxy votes as no provision could be made for direct representation.

Article 5, Section 3. Moved by Mr. Jacques, seconded by Mr. Hebert, That the

proposed amendment to Article 5, Section 3, be adopted as read. Amendment by Mr. Gardner, seconded by Mr. Atkinson, That the convention proceed to discuss the next clause. The chairman ruled the amendment out of order. The motion was lost.

Article 5, Section 4. Moved by Mr. Gardner, seconded by Mr. Black, That the convention proceed with consideration of the next clause. The motion carried.

Article 6, Section 1. Moved by Mr. Gard-



L. PICKUP
Editor "Postal Journal."

ner, seconded by Mr. Bell, that Article 6, Section 1 be amended to read as follows: "The officers of this Association shall consist of President, Vice-President, Secretary, Treasurer, Editor, and one Vice-President for each province. All of said officers shall be elected at the convention from the delegates present, provision to be made for unavoidable absence through sickness only, then as printed.

Amendment moved by Mr. Cantwell seconded by Mr. Talbot, That the proposed amendment to Article 6, Section 1, be re-

ferred to a special committee, the personnel of such committee to be as follows: Messrs. Gardner, Green, Black and Keenan. Mr. Cantwell was proposed by the seconder of this motion as an addition to the names proposed, and with this addition to the named committee the amendment was carried.

Article 7, Section 1. Moved by Mr. Gardner, seconded by Mr. Talbot, That the proposed amendment to Section 1 of Article 7 be adopted as read.—Carried.

Article 7, Section 4. Moved by Mr. Bell, seconded by Mr. Hall, That the proposed amendment be referred to the special committee appointed to report on Article 6, Section 1.—Carried.

Article 7, Section 3. (Duties of Secretary.) Moved by Mr. Hynes, seconded by Mr. Talbot, That this section be referred to the special committee.—Carried.

Moved by Mr. Green, seconded by Mr. Atkinson, That all proposed amendments having reference to the duties of the Secretary-Treasurer be referred to the committee appointed to report on Article 6, Section 1.—Carried.

Duties of Vice-President: Moved by Mr. Johnston, seconded by Mr. Hall, That this question be referred to the committee appointed to report on proposed amendments to the Constitution.—Carried.

Duties of Editor: Section 1. Moved by Mr. Bell, seconded by Mr. Menzies, That the duties of Editor be referred to the committee appointed to deal with the reports of officers.—Carried.

Executive Board: Section 4. (New.) Moved by Mr. Bell, seconded by Mr. Atkinson, That the proposed new section be adopted as read.—Carried.

Article 8, Section 1. Moved by Mr. Bell, seconded by Mr. Atkinson, That this proposed amendment be adopted as read.—Carried.

Mr. Gardner moved that the convention adjourn to meet again at 7 p.m. Amendment by Mr. Pickup: That the convention adjourn at 6 p.m. to meet again at 7.30 p.m. The amendment carried.

Article 8, Section 5. Moved by Mr. Jacques, seconded by Mr. Menzies, That the

proposed amendment to Section 5 of Article 8 be adopted as read.—Carried.

Article 9, Section 1. Moved by Mr. Black, seconded by Mr. Bell, That the proposed amendment to Article 9, Section 1, be adopted as read. Amendment by Mr. Atkinson, seconded by Mr. Johnston, That discussion on the proposed amendment to Section 1 be deferred until clause 2 of the Constitutional Resolutions be taken up by the convention. The amendment carried.

Article 9, Section 3. Moved by Mr. Christie, seconded by Mr. Cantwell, That the proposed amendment be adopted.—Carried.

Article 9, Section 4. Moved by Mr. Johnston, seconded by Mr. Talbot, That this proposed amendment be adopted as read. Amendment moved by Mr. Boothman, seconded by Mr. Menzies, That the proposed amendment be adopted with exception that the word "shall" do remain as at present. The amendment carried.

Article 10, Section 1. Moved by Mr. Cantwell, seconded by Mr. Keenan, That Section 1 of Article 10 be deleted.—Carried.

Convention adjourned.

Tuesday Evening.

Moved by Mr. Cantwell, seconded by Mr. Keenan, That Section 2 of Article 10 be referred to the committee appointed to report on previous amendments.—Carried.

Order of Business. Numbers 1, 2, 4 and 5 to stand.

Number 3. Moved by Mr. Gardner, seconded by Mr. Bell, That the proposed amendment be adopted.—Carried.

Number 6. Moved by Mr. Cantwell, seconded by Mr. Johnson, That the proposed amendment be altered to read as follows, Reports of Committees.—Carried.

After much discussion on the various proposed changes in the Order of Business, Mr. Green moved, seconded by Mr. Menzies, That the remaining Order of Business read as follows: Number 7, Unfinished Business; Number 8, New Business; Number 9, Election of Officers; Number 10, Naming of Place of Next Convention; Number 11, Supplementary Report of Finance Committee;

Number 12, Adoption of Minutes; Number 13, Adjournment.—Carried.

Moved by Mr. Cantwell, seconded by Mr. Burnett, That the old Constitution shall remain in force until October 1st, 1918, in so far as it affects the working of Branches.—Carried.

Moved by Mr. Gardner, seconded by Mr. Johnston, That such portion of the new amendments which can become operative at this convention be brought into immediate effect.—Carried.

Moved by Mr. Pickup, seconded by Mr. Burnett, That the convention now proceed with that portion of the Agenda having reference to Constitutional Resolutions.—Carried.

Constitution Resolutions.

1. That the convention be asked to consider the desirability of appointing a paid Secretary-Treasurer who shall devote his entire time to the interests of this Association.

Moved by Mr. Johnston, seconded by Mr. Guy, That, owing to the financial weakness of this Association, due to existing conditions, this question be deferred until a vote of the total membership be taken.

Amendment by Mr. Menzies, seconded by Mr. Jeffrey, That this question be deferred until after the war. Amendment to the amendment: Moved by Mr. Jacques, seconded by Mr. Burnett, That a paid Secretary be not appointed. The amendment to the amendment carried.

2. That the convention again discuss the question of fixing the per capita tax at such an amount as may be necessary in order to ensure that the expenses of delegates to future conventions be paid from the general fund, such expenses to consist of railway fare or other transportation — including berth—by most direct route and a per diem allowance of \$3.00 for hotel expenses.

Moved by Mr. Guy, seconded by Mr. Cantwell, That resolution number 2 be not entertained.—Carried.

Article 9, Section 1. Moved by Mr. Jacques, seconded by Mr. Burnett, That the proposed amendment to Section 1 of Article 9 be not concurred in.—Carried.

Mr. Hynes moved adjournment, to meet on Thursday at 1 p.m. Amendment by Mr. Pickup, That the convention continue in session until 11 p.m. The amendment carried.

The following committees were named by the chairman: Committee on Resolutions and New Business, Messrs. Gardner, Torbet, Talbot, Burnett and Guy; Committee on Working Conditions, etc., Messrs. Jacques, Desjarlais, Carrothers, Gallagher, Keenan,



H. S. BELL

Vice-President Dom. Postal Clerks' Assn.
for Saskatchewan.

Atkinson and Meagher; Finance Committee, Messrs. Black, Bell, Boothman, Jeffrey and Hall.

3. That, at all elections of officers, either at annual convention or Branch annual meetings, a President of Elections be elected, he to hold office that election only. No nominee for office to be eligible for election as President of Election. To provide for this it will be necessary that at the annual convention all nominations for officers be handed to the Secretary in writing at least

twenty-four hours before the election, signed by the proposer and seconder.

Moved by Mr. Desjarlais, seconded by Mr. Cantwell, That resolution number three be referred to Committee on Resolutions and New Business.—Carried.

4. That this convention consider the desirability of appointing an Advisory Committee. The duties of the said committee being to act for this Association, with the Post Office Department or with the Government, on all matters affected by present or proposed legislation. This committee to be appointed by the convention from other than executive members.

Moved by Mr. Christie, seconded by Mr. Menzies, That resolution number four be referred to Committee on Working Conditions, etc. Amendment by Mr. Cantwell, seconded by Mr. Atkinson, That this resolution be not entertained. The amendment was carried.

Convention adjourned.

Wednesday, July 10th.

The entire day was taken up by a trip to Niagara Falls. All delegates and their lady friends thoroughly enjoyed the trip. Great credit is due to the officers and members of the Toronto Branch for the very thorough manner in which all arrangements had been made. Many points of interest were visited, but the great sight for most of those present was the Falls. The programme included a trip on the Maid of the Mist. Also permission had been obtained for a tour through the power house of the Ontario Hydro-Electric Commission. Immediately after the delegates boarded the steamer at Queenston on the return trip, the conveners of the various committees rounded up their members and started work.

The convention reassembled on Thursday at 1 p.m.

Constitutional Resolutions.

(Continued)

5. That the convention consider the advisability of limiting the term of office of any officer of this Association for a definite number of years.

Moved by Mr. Jacques, seconded by Mr. Hynes, That as such action as suggested in resolution number five is detrimental to the best interests of this Association, such resolution be not concurred in.—Carried.

Report of Committee on Amendments to Constitution.

We, your committee, after careful consideration of the various items referred to



S. W. FOSTER

Organizing Secretary D.P.C.A., year 1917-18.

it, beg to recommend that the office of Treasurer be re-established, that the office of Organizing-Secretary be abolished, and in order to carry out our recommendation we herewith submit certain amendments for your consideration:

Article 6, Section 1. To read as printed in original Constitution up to and including the words "through sickness only." Amend last paragraph to read as follows: "No person shall be eligible to the office of President, or to hold any office in this Association unless he is a member in good standing.

Duties of Secretary: Section 1. As printed in original Constitution.

Amend Section 2 as follows: He shall keep a record of the total membership of each Branch from statistics supplied by the Treasurer based on per capita tax received.

Section 3. As printed in original Constitution. Amend Section 4 as follows After the words "moneys received for same" add "but in no case shall the amount retained by the Secretary exceed the sum of \$50.00. He shall also perform all other duties pertaining to his office.

Duties of Treasurer: Section 1. As printed in the original Constitution.

Amend Section 2 as follows: He shall receive all moneys for per capita tax and assessments, and shall keep an account of all moneys paid out, obtaining receipts for the same. Section 3. As printed in original Constitution.

Section 4. Amend the first part to read: "He shall render a quarterly statement to the President, Secretary and Secretaries of Branches," then as printed in the original Constitution.

Section 5. As printed in original Constitution.

Duties of Vice-President: Strike out the word "first" appearing immediately before the words "Vice-President."

We, your committee, beg to bring to your notice that the duties of Editor cannot be dealt with by the committee to which the question has been referred—Committee on Reports of Officers—until such time as the policy of this convention *re Civilian* or publishing a magazine of our own has been decided.

Article 10, Section 2. Amend by adding after the existing paragraph the words provided the vote has not been taken."

Moved by Mr. Gardner, seconded by Mr. Johnson, That the committee's report be adopted as read. Amendment by Mr. Cantwell, seconded by Mr. Woodstock, That the report be considered clause by clause. The amendment carried.

Consideration of the proposed amendments was then proceeded with, the chairman putting the question after each recommendation had been read:

Article 6, Section 1.—Carried.

Duties of Secretary, Section 1.—Carried.

Duties of Secretary, Section 2.—Carried.

Duties of Secretary, Section 3.—Carried.

Duties of Secretary, Section 4.—Carried.

Duties of Treasurer, Section 1.—Carried.

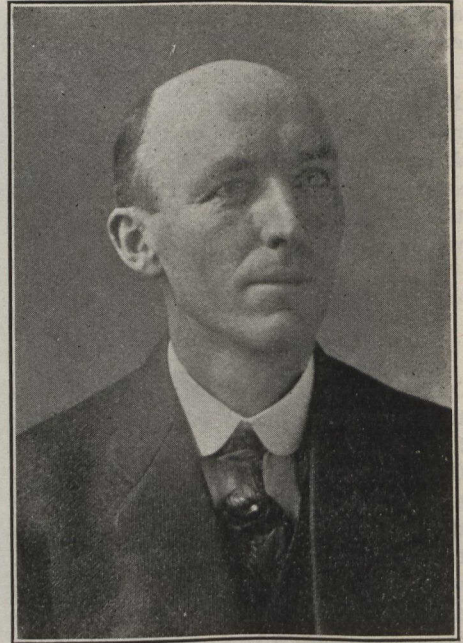
Duties of Treasurer, Section 2.—Carried.

Duties of Treasurer, Section 3.—Carried.

Duties of Treasurer, Section 4.—Carried.

Duties of Vice-President, Section 1.—Carried.

Article 10, Section 2.—Carried.



W. J. GALLAUGHIER

Vice-President, Toronto Branch, Dom.
Postal Clerks' Assn.

Report of Committee on Working Conditions, Etc.

Your Committee met and carefully considered the several clauses referred to us and resolved as follows:—

(2). We would respectfully submit that the manner of granting sick pay at the present time causes unnecessary delay and hardship, owing to the withholding of such payment in some cases for several weeks after the return to duty of the clerk affected, and we suggest that in all cases

where an employee is reported as absent from duty through sickness his salary be paid in the usual course and without delay, upon the recommendation of the local authorities if for a period of three days or less, and if for more than three days then upon the production of a doctor's certificate and the P.M.'s recommendation. We understand that at the present time such pay is only given after a special order has been passed by the Treasury Board or Council and we respectfully suggest that this practice be discontinued and that the Department be authorized to pay salary to all employees absent from duty on account of sickness as soon as they have complied with the above conditions.

This committee further recommends that the department be requested to take all necessary precautions, to prevent the admission into the Service of all persons suffering from tuberculosis or any other contagious disease of a nature to be a menace to the health of the staff.

(4) We recommend that the incoming Executive make recommendation to the department for the installation of vacuum cleaning plants in all large Post Offices.

(5) We consider that this clause refers to matters which come within the jurisdiction of the local Postmaster and should not be taken up with the Postmaster General. The clause referred to is as follows:—That this Convention do consider the desirability of this Association approaching the Postmaster General in an endeavour to eliminate the necessity of clerks being required to work after the hour of 6 p.m. more frequently than every alternate week and also making recommendation that seven hours shall constitute a day's work between the hours of 7 p.m. and 7 a.m.

(7) We do consider it advisable to raise the question as contained in this clause at the present time. The clause referred to reads as follows:—That the Convention be asked to consider the advisability of making recommendations to the Department with a view to the adoption of a more generous system of provision for Annual Leave in order that clerks may obtain such leave during the summer months.

(8) We recommend that the incoming Executive be instructed to use every effort to obtain a weekly half-holiday for all Post Office clerks as has already been recommended by this Association to the Department and the Civil Service Commission.

The above report contains amendments which were introduced after certain parts had been referred back to the Committee for further consideration and in its amended form the report was adopted.

Moved by Mr Gardner, seconded by Mr. Johnston:—That all business be suspended for consideration by the Convention of important news just received *re* War Bonus. Carried.

Moved by Mr. Meagher, seconded by Mr. Gallagher:—That a committee of two be appointed to investigate the authenticity or otherwise of news just received and that the Convention proceed with the regular order of business.

The delegates from Hamilton introduced the question of work done in basements, explaining conditions under which they are required to work in the Hamilton Post Office and also giving a brief resumé of the efforts made by their Branch to have the staff removed from the basement. The Winnipeg delegates also spoke to some length on this subject and informed the Convention that a satisfactory solution of the basement question, so far as the Winnipeg Post Office is concerned, had been arrived at through the help of Mr. Geo. Ross, Chief Post Office Superintendent.

Moved by Mr. Atkinson, seconded by Mr. Neill:—That the Dominion Executive continue to use every effort in an endeavour to abolish the use of basements for clerical work.

Report of Committee on Resolutions and New Business.

We, your Committee, beg to recommend as follows:—That the words "twenty-four hours" appearing in number three of Constitutional Resolutions be deleted and replaced with the words "the day previous to the election." With this alteration, we recommend the adoption of this resolution. This recommendation was adopted by the Convention.

We have pleasure in recommending the adoption of clause 3 of the Agenda, but would suggest that the words "as to make possible" be amended to read "as to provide for." This clause, after the suggested change had been made, was adopted. The amended clause now reads as follows:—That the Executive be instructed to urge upon the Government the necessity of the adoption of some system of superannuation, with the least possible delay, and also the desirability of amending existing Superannuation Legislation in such a manner as to provide for the return of contributions to the dependents of employees who are under the old Superannuation Act and who may die while in the Service.

Resolution number 6, which reads—"that the Government be asked to grant special leave, with pay, to delegates attending conventions" has our strong endorsement.

With reference to clause 10 of the Agenda, referred to this Committee for our consideration, we beg to say that as this clause represents the principal plank in the platform of this Association since its formation, we would urge our members to work strenuously for the complete success of our efforts along these lines and let "Eternal vigilance" be your watchword. Clause 10 reads as follows:—That this Association ask that promotion be granted by virtue of efficiency, good conduct and seniority and for the right of appeal before being passed over; also for the opportunity of competing for all higher administrative appointments.

Finally, you Committee begs to suggest that the words "and in *The Civilian*" be added after the words "Canada Gazette" in clause 11 and with the suggested alteration recommend that the clause be adopted.

Moved by Mr. Cantwell, seconded by Mr. Hall:—That clause 11 be referred back to the Committee for further consideration. Carried.

Moved by Mr. Gardner, seconded by Mr. Bell:—That the report of the Committee on Resolutions and New Business of clause 11. Carried.

Mr. F. Grierson, president of the Civil Service Federation, accompanied by Mr. T. H. Burns, Secretary of the Dominion Customs Association, entered the room and were given a splendid reception. The Con-

vention listened with great interest to speeches delivered by these gentlemen and it is safe to say that the Civil Service Federation of Canada, gained many new friends.

Moved by Mr. Johnson, seconded by Mr. Neill:—That the Convention proceed to consider that part of the Editors' report which has reference to the question of a separate journal. Carried.



R. S. BARTLETT

Executive Committee, Toronto Branch.

After very little discussion it was moved by Mr. Menzies, seconded by Mr. Torbet:—That this Association do continue their present relation with *The Civilian* on the Assurance received from Mr. Grierson that we may have all the space required. Carried.

Moved by Mr. Guy, seconded by Mr. Gardner:—That a committee be appointed to deal with the question of unsanitary conditions in certain Post Offices and that a memorial be sent to the Government. Amendment by Mr. Green, seconded by Mr. Jacques:—That the Secretary of the Hamilton Branch be requested to refer the case of working conditions in the basement of the Hamilton Post Office to the Secretary, giving

full details, and that the matter be taken up immediately by this Association. The amendment carried.

The Convention adjourned at 5.50 p.m.

Thursday Evening.

Further Report of Committee on Resolutions and New Business.

Your Committee begs to recommend that clause 11 of the Agenda be amended to read as follows:—That this Association petition the Government to announce in the "Canada Gazette" all vacancies for the higher administrative appointments in the Post Office Department and that only employees of the Post Office Department shall be considered eligible candidates; preference to be given to those employed in that department in which the particular vacancy occurs.

Carried as amended.

Moved by Mr. Pickup, seconded by Mr. Neill:—That this Convention do consider the attitude to be adopted by this Association in the event of failure on the part of the Government to pay an adequate War Bonus within a period of one month from date. Carried.

Discussion waxed very warm at times many different suggestions being made. Some delegates were strongly of the opinion that this Association should demand equal rights for all but the impossibility of this was quickly apparent when it was pointed out that new legislation would have to be passed in order to provide for this and that any action along these lines might delay distribution of the recent grant until the House reassembled.

Moved by Mr. Pickup, seconded by Mr. Burnett:—That the incoming Executive be instructed to request all Branches to carry out the programme recommended in his memorandum. Carried.

Report of the Finance Committee.

We have examined the balance sheet submitted, which has been duly audited by Messrs. Sims and Holden of Calgary. It bears a certificate certifying it to be correct, dated at Calgary, July 2nd, 1918.

The bills are found to be accurate and are approved of.

We consider that the duties of the Finance Committee, in so far as they pertain to an examination of accounts for moneys already received and expended are unnecessary, this work really pertaining to the auditors.

The delegates should add to the copy of the balance sheet, with which they have been supplied, the auditors certificate reading "Audited and found correct.

"E. Simms,
H. H. Holden."

Calgary, July 2nd, 1918.

The balance as shown is \$450.04. Since the balance sheet was closed, \$150 has been paid by the Toronto Branch. This brings the balance to \$600.04. From this amount is to be deducted \$50.00 to be repaid to Mr. Pickup; \$100 voted at last Convention to the General Secretary and the expenses of the officers to this Convention will be approximately \$280. This leaves an actual balance of \$170.04. We would point out that \$165.50 of this amount represents *per capita* tax paid for the year 1918-19, so that the Association is practically without funds at the close of the last fiscal year.

We are of the opinion that this is not creditable to an Association with a membership as large as ours, and would take this opportunity to bring before the delegates the necessity of having their Branches pay the *Per Capita* Tax at the earliest possible moment.

We also think that this Convention should take into consideration the advisability of creating a contingency fund, so that the Association may be in a financial condition to properly undertake any business that may occur.

In past years on more than one occasion, the Association has had to rely upon loans from Branches and members, to enable it to carry on. This should not be the case, and in view of conditions as they exist today, and the probable necessity of sending further delegations to the seat of Government in order to obtain what we deem to be just and necessary, we would urge this Convention to take immediate steps to place the Association in a sound and strong financial condition.

Without money we can do nothing, and it is the duty of the delegates in Convention

assembled to ensure that the necessary funds will be forthcoming when required.

Moved by Mr. Black, seconded by Mr. Hebert:—That the report of the Finance Committee be adopted as read. Carried.

Clause 1 of the Agenda:—That this Convention do discuss the desirability of affiliating with the Trades and Labour Congress of Canada.

Moved by Mr. Menzies, seconded by Mr. Bell:—That in order to allow discussion, this clause be adopted. Carried.

Moved by Mr. Black, seconded by Mr. Torbet:—That the question of affiliation with this body be indefinitely postponed. Amended by Mr. Green, seconded by Mr. Brunett:—That the question be postponed until after the war. The amendment carried after a very lengthy debate.

Clause 9 of the Agenda:—That the Convention consider the advisability of this Association affiliating with the Great War Veterans' Association and the Army and Navy Veterans' Association.

Moved that Mr. Gardner, seconded by Mr. Johnson:—That clause 9 be laid on the table. Carried.

Supplementary Agenda.

1. That in order to better facilitate the Postal business of the country, this Association do press for the appointment of a permanent Postmaster General in place of the present arrangement of Acting Postmaster General.

2. That in order to better assist in the management of the work of this Association, a General Secretary for the West be appointed.

No motion being submitted on numbers 1 and 2, the Convention proceeded to discuss number 3.

3. Whereas Postage due stamps are only issued in small denominations of 1c, 2c and 5c and,

Whereas at large Post Offices where mail order houses operate, Catalogues, Price Lists, etc., are frequently returned in bulk, necessitating the use of large quantities of small denominational stamps

Therefore, this Convention do respectfully recommend to the Department that Postage Due Stamps of 25c and 50c denomination be issued.

Moved by Mr. Gardner, seconded by Mr. Johnson:—That such recommendation also

include postage due stamps of 10c, 20c and \$1.00 denominations and that the resolution with the suggested addition be adopted. Carried.

Moved by Mr. Johnston, seconded by Mr. Jeffrey:—That in view of the facts brought to the notice of this Convention, this Association do ask the Department to strictly enforce the ruling whereby skunk skins or any of a like objectionable nature and hides and skins that have not been dried are prohibited transit through the mail. Carried.



J. E. JEFFERY

2nd Vice-President, Toronto Branch, Postal Clerks' Association.

The Canadian Official Postal Guide, as at present published, came in for a great deal of criticism from the delegates who claimed that the various regulations contained therein required the abilities of a K.C. to decipher. It was also stated that certain officials of the Post Office Department readily admitted the urgent need of revision of the Guide, but that they were too busy to attend to this important matter.

Moved by Mr. Cantwell, seconded by Mr. Hall, that the Post Office Department be re-

quested to appoint a number of officials of the Department to revise the Postal Guide.—Carried.

Moved by Mr. Green, seconded by Mr. Gardner, That steps be immediately taken in order to obtain a definite ruling on the interpretation of Section 53, Chapter 12, an Act respecting the Civil Service of Canada, assented to 24th May, 1918, which section repealed Chapter 14 of the Statutes of 1912, in view of recent developments whereby this Association has been informed that Chapter 14 is still in effect.—Carried.

Moved by Mr. Gallagher, seconded by Mr. Boothman, That this convention do record a vote of thanks to The MacLean Publishing Co. for their active support of the principles advocated by this Association and for their generous help in other directions.—Carried unanimously.

Moved by Mr. Boothman, seconded by Mr. Hall, That the incoming Executive Board be instructed to use every endeavour to bring about the amalgamation of all postal organizations in Canada to the end that all postal employees in Canada shall belong to one Dominion wide organization.—Carried.

Moved by Mr. Gardner, seconded by Mr. Hall, That the convention proceed with nomination of officers.—Carried.

Nominations for President, Messrs. Jacques and Cantwell; for Vice-President, Messrs. Boothman, Cantwell and Stuart; for Secretary, Messrs. Green and Gardner; for Treasurer, Messrs. Black, Woodstock and Gardner; for Editor, Messrs. Pickup and Cantwell. Vice-Presidents for Provinces: for British Columbia, Mr. Black; for Alberta, Mr. Boothman; for Saskatchewan, Mr. Bell; for Manitoba, Mr. Atkinson; for Ontario, Mr. Stuart; for Quebec, Messrs. Desjarlais and Kindelan; for New Brunswick, Mr. Ferris; for Nova Scotia, Mr. Meagher; for Prince Edward Island, Mr. Burnett.

Convention adjourned at 11.45 p.m.

Friday, July 12th, 9.40 a.m.

Report of the Committee on Reports of Officers.

Your committee beg to inform the convention that, owing to lack of unanimity,

we are unable to bring in a report. It was considered inadvisable to lay before you a majority and a minority report.

Moved by Mr. Cantwell, seconded by Mr. Green, That Reports of Officers be dealt with forthwith, commencing with the Report of the President.—Carried.

Moved by Mr. Desjarlais, seconded by Mr. Atkinson, That the President's report be adopted.—Carried.

Nearly two hours was devoted to discussion of the report of the Secretary-Treasurer, Mr. Gardner raising many very interesting points. It was claimed by Mr. Gardner that the executive had not been consulted during the past year on several questions pertaining to the general policy of the Association, and that certain sums of money had been spent without first having obtained the necessary authority, although at the same time Mr. Gardner readily admitted that all moneys expended had been spent advisedly and in the best interests of the Association. The discussion accomplished a great amount of good for a general understanding was arrived at in regard to the future.

Moved by Mr. Talbot, seconded by Mr. Johnston, That the report of the Secretary-Treasurer be adopted.—Carried.

Moved by Mr. Menzies, seconded by Mr. Jacques, That the report of the Editor be adopted.—Carried.

Moved by Mr. Gardner, seconded by Mr. Bell, That the report of the Organizing Secretary be adopted.—Carried.

Convention adjourned at 11.50.

Friday Afternoon.

Moved by Mr. Gardner, seconded by Mr. Johnston, That this Association do request the Department to establish a system of periodical inspection of all city post offices with a view to securing, as far as possible, uniformity of system and working conditions and to insure that the merit system may be efficiently carried out.—Carried unanimously.

Moved by Mr. Gardner, seconded by Mr. Menzies, That the incoming executive be instructed to take up with the Department any grievance which may arise from lack of uni-

formity of system and working conditions on behalf of any office affected.—Carried.

Moved by Mr. Atkinson, seconded by Mr. Neill, That a delegation be appointed by this convention to proceed direct to Ottawa to confer with the officials of the Post Office Department and the Government on the question of the war bonus.—Carried.

Moved by Mr. Jacques, seconded by Mr. Johnston, That the delegation be not appointed until after the election of officers.—Carried.

Moved by Mr. Desjarlais, seconded by Mr. Hall, That the case of Mr. Kennedy, of Toronto, re superannuation be referred to the incoming executive if the executive of the Toronto Branch consider it advisable to submit the same.—Carried.

Moved by Mr. Atkinson, seconded by Mr. Bell, That the committee appointed to confer with the Civil Service Commissioners take up the case of those clerks appointed on April 1st, 1912, who did not receive promotion from Class 3B to Class 3A in 1915, although recommended for promotion in the usual course, and do recommend that an effort be made to have this matter considered when the Commissioners are ready to deal with the re-classification of salaries of clerks employed by the Post Office Department.—Carried.

Moved by Mr. Boothman, seconded by Mr. Atkinson, That Mr. Stuart, through the executive of the Toronto Branch, furnish the incoming executive with full details as the reason of his suspension and that the executive take such action as may be deemed desirable.—Carried.

Moved by Mr. Boothman, seconded by Mr. Menzies, That this Association do continue the policy adopted by previous conventions, viz., that examinations be conducted with uniformity, so far as is possible, and more in accordance with working conditions.—Carried.

Moved by Mr. Pickup, seconded by Mr. Ferris, That the question of the payment of Mr. Walsh's expenses to Ottawa and return in April last be referred to the new executive for such action as circumstances may require.—Carried.

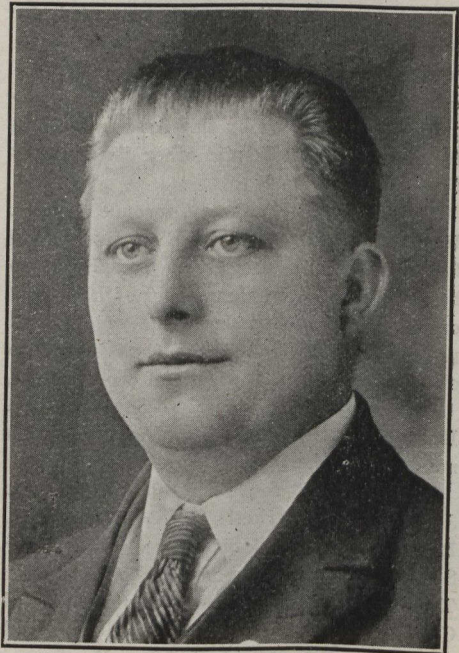
Election of Officers.

Mr. A. E. Crate was elected President of Elections.

President — Mr. Cantwell having withdrawn, Mr. Jacques was declared duly elected.

Vice-President—Mr. Cantwell was elected. Secretary—Mr. Green was elected.

Treasurer—Mr. Woodstock withdrew. Mr. Black was elected.



G. S. SELF

Executive Committee, Toronto Branch.

Editor—Mr. Pickup was declared duly elected.

Vice-Presidents for Provinces:

British Columbia—Mr. Black was declared duly elected.

Alberta—Mr. Boothman was declared duly elected.

Saskatchewan—Mr. Bell was declared duly elected.

Manitoba—Mr. Atkinson was declared duly elected.

Ontario—Mr. Stuart was declared duly elected.

Quebec—Mr. Desjarlais withdrew in favour of Mr. Kindelan, who was declared duly elected.

New Brunswick—Mr. Ferris was declared duly elected.

Nova Scotia—Mr. Meagher was declared duly elected.

Prince Edward Island—Mr. Burnett was declared duly elected.

Auditors—Messrs. Christie and Woodstock were elected by unanimous vote.

Naming of Place of Next Convention.

The following telegram was read: "President, Dominion Postal Clerks' Convention in Session, Toronto: Warmest welcome awaits 1919 convention at Moose Jaw. John Crawford, President Board of Trade."

Mr. Bell, Moose Jaw, also extended a very warm invitation on behalf of the members of his branch.

Mr. Jacques, speaking on behalf of the Montreal Branch, extended an invitation to Montreal.

Montreal won by a very narrow margin.

At this stage in the proceedings, Mr. Crate, the chairman, asked for the attention of the convention in order to pay some measure of appreciation to members of the Association who had rendered outstanding service during the past year. In presenting a purse of money to the Secretary-Treasurer—a personal gift from the delegates present—he conveyed the thanks of the delegates for the work performed by Mr. Green during the year 1917-18.

Mr. Green replied briefly, expressing his appreciation of the gift and informed the delegates that this expression of their goodwill was prized more highly than any sum previously voted from the funds.

Moved by Mr. Boothman, seconded by Mr. Cantwell, That a sum of money be voted from the funds of the Association as an honorarium to the Secretary.—Carried.

The Secretary was then requested to leave the room for a few minutes.

Moved by Mr. Gallagher, seconded by Mr. Boothman, That the sum of \$200 be voted to the Secretary in recognition of his services during the past year.—Carried.

Date of next convention: Moved by Mr. Pickup, seconded by Mr. Foster, That Monday, July 7th, 1919, be the date fixed for the opening of the next convention.—Carried.

Moved by Mr. Boothman, seconded by Mr. Pickup, That Messrs. Jacques, Cantwell, Green and Meigher be appointed to act on the delegation to be sent to Ottawa.—Carried.

Mr. Green stated that it would perhaps be impossible for him to proceed to Ottawa, and consequently Mr. Black's name was added to the above list.

Mr. Cantwell, in a very flowery speech, proposed that a vote of thanks be tendered to the city authorities and to the local Branch for the extensive entertainment and hospitality extended to the convention. Mr. Black, with a few well chosen remarks, seconded Mr. Cantwell's proposal, which was carried with great applause. Mr. Crate, for the Toronto Branch, replied with a very pleasing speech.

Mr. Jacques moved a vote of thanks to Mr. Crate for the very able manner in which he had carried out the duties of his office during the past year and also for his strenuous labours during convention. In reply, Mr. Crate informed the convention that any service which he may have rendered in the past had been a pleasure and that this same spirit would remain with him always.

A very hearty vote of thanks was given to Mr. Christie and to all members of the executive of the Toronto Branch for the very able manner in which they had carried out their programme and for the glad hand which had been extended by them to the visitors.

Mr. F. Grierson then came in for his share of the bouquets, the convention showing their appreciation of the very valuable services rendered by this gentleman in no unmistakable manner, followed by three lusty cheers and a "tiger."

In his reply, Mr. Grierson made mention of the services rendered by Mr. T. T. Hawkins, a brother officer in the Federation, and stated that his services were always at the disposal of the Postal Clerks' Association.

Mr. Jacques thanked the convention for the honour bestowed upon him and the Branch which he had the honour to represent, and asked for continuation of the spirit of harmony and united action so much in evidence in the past.

After singing the National Anthem the convention adjourned until July 7th, 1919.

promptness the little fire engine was on its way to "somewhere in the field," and men were all in readiness for the next order in the fire drill. The delegates were delighted with the exhibition which had been gone through for their interest. The T. Eaton Company's factory and mail order branch were visited and it is regretted that space



CAPTAIN KENNETH A. MURRAY
Canadian Postal Corps, London, Ont.

RECREATION FOR THE DELEGATES.

The entertainment arranged for the delegates was as varied as it was interesting. Monday afternoon, as guests of the city, they were driven out to Leaside Aviation Camp, where flights and rapid descents of machines thrilled the sightseers. As the party were leaving the grounds the fire signal gave an alarm. With commendable

forbids but a passing reference to such an instructive tour of such an immense institution. The company thoughtfully provided a sumptuous lunch, after which more generosity was indulged in. The managers very kindly placed their cars at the disposal of the visitors and the trip through the Humber valley, High Park and Sunnyside was indeed charming. Sir Henry Pellatt's Castle and Government House were places worthy of mention. The delegates were up betimes

Wednesday morning, and in anxious expectancy boarded the good ship "Cayuga" for a jaunt to Niagara Falls. Somebody early discovered a piano and the good-natured "Syd" did the needful, and displayed his usual skill as a pianist of high merit. Mr. Boothman received well deserved applause for his songs and the audience was most unwilling to allow Mr. Desjarlais a breathing spell. His rendition of French songs, coupled with the characteristic gesture, was a tonic for any dyspeptic. His singing of the Marsellaise received rounds of applause.

A four hours' journey across Lake Ontario and up the Niagara River brought the party to Lewiston, N.Y. Thanks to the foresightedness of the Toronto Branch there was little difficulty in passing the Immigration and Customs officials, and the delegates climbed into a special trolley car for the Falls via the Gorge. The whirling waters that flowed down the Gorge increased the thrilling anxiety to see the Great Falls. At last the summit of the steep ascent of the Gorge was reached, and the party repaired to the Tower House, Niagara Falls, where lunch was served. The Postmaster spoke words of welcome, and on his invitation had a car ride round the park. The delegates boarded the "Maid of the Mist," and from the deck of that sturdy little launch gazed in awe-inspired wonder at the sight before them. As one saw the waters of the Niagara tumbling from a height of nearly 200 feet one marvelled at nature and her ways. The stay was all too short and it was unfortunate that the weather man was not on his best behaviour; indeed, he exhibited his worst. On the Canadian side, Queenston Heights refreshed one's memory of historic events. The burial place of Sir Isaac Brock was visited, and in the valley beneath was observed the house wherein had lived one of Canada's greatest women—Laura Secord.

The power house was inspected and supper was partaken of in Victoria Park. The party returned to Toronto via the S.S. "Chippewa" about 11.30 p.m. somewhat tired but happy in the knowledge of the eventful day they had spent. Thursday was a day devoted to business, and the conven-

tion had the opportunity of hearing a spirited address from Mr. F. Grierson. Mr. Grierson recited many incidents in connection with the passing of Bill 53. He paid a high tribute to the excellence of the Association from the viewpoint of organization. He made a strong appeal for unity in fighting the demon, patronage. "The advocates of the patronage system are not dead," declared the speaker, "they are but temporarily suffocated." Mr. Burns also addressed the convention. He eulogized the efforts of Messrs. Cantwell and Grierson in their efforts to secure the abolition of the patronage system.

The concluding hour of the session Friday evening was mainly taken up in votes of thanks, most of which were showered upon Toronto Branch, not forgetting Mr. Christy. 1918 convention was a memorable one. What will the ensuing year bring for postal reform? We hope for changes and developments of such a character as to make it worth while being in the Service.

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IN MEMORIAM.

Since brighter days, in other lands,
Ere yet my second self had died,
And through life's morn, with linked
hands,

We seemed to walk with single aim.

Since of one name, one faith, one
blood,

One heart, my nobler counterpart,
Was drawn with haste, to promised
good,

And all my light of life grew dim.

On earth there has not dawned for me
Of human worth a goodlier form
Than this dear friends, now ceased to
be,

Than this true soul in liberty.

Nor love of books, nor art, nor song,
Nor love of mighty thoughts of men,
Nor love of Right, nor hate of Wrong,
Nor mutual bonds of great and
good.

But that which truly holds them all:
His broadly, grandly human heart
Did draw us, spite of great and small,
And bound us to the bitter end.

Mid fringes of the virgin trees,
And gleamings of a shining mere,
And music of the murmuring bees,
At rest, he waits the blessed dawn.

—Byron Nicholson, D. Litt.

WOMEN TO TEND LIGHTS.

Women are now officially recognized as eligible for appointment as lighthouse-keepers in Canada. The Civil Service Commission has appointed women to tend the lights at Rosseau in the Muskoka lakes and at Church Point, N.S. Women have been in charge of lighthouses in Canada before, being appointed under the Marine department,—usually to succeed deceased fathers or brothers. These, however, are the first appointments of the sort made by the Civil Service Commission.



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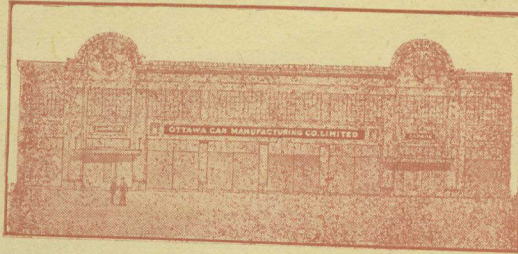
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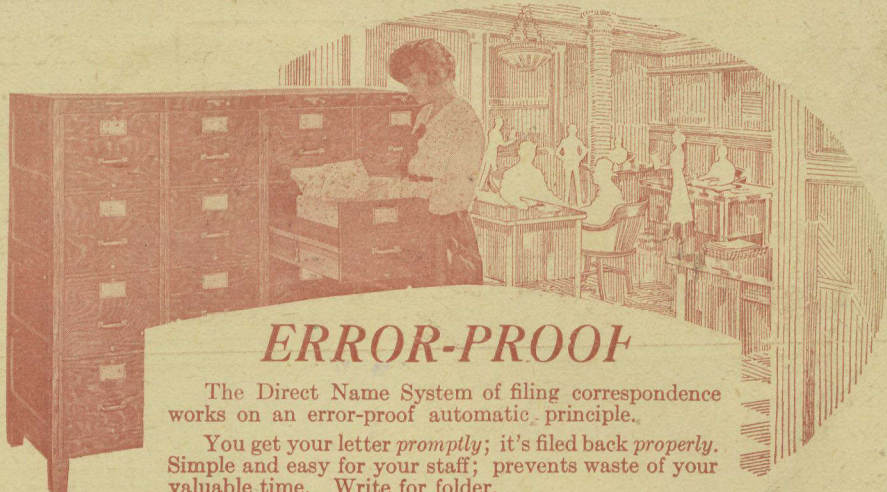
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