

VOL. XIII

NO. 3

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

FEBRUARY, 1920.



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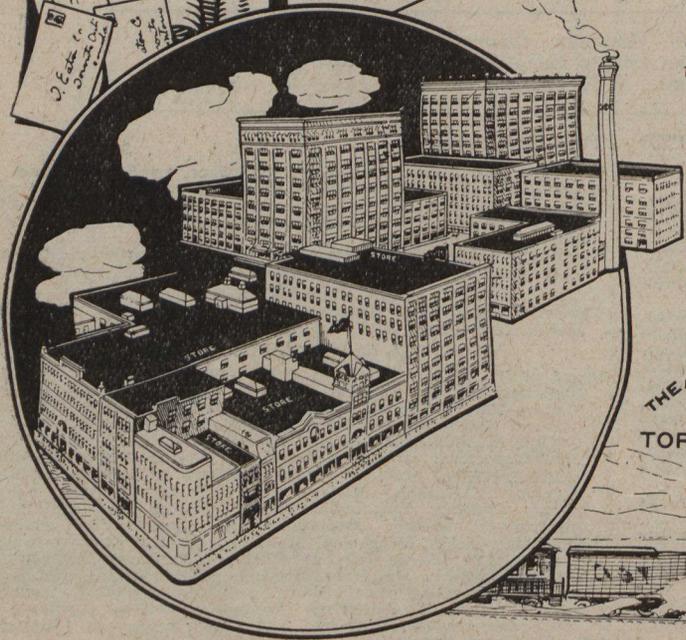
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CLASSIFICATION

AN ENIGMA

(By *Fag*)

The course of events in connection with classification has been anything but promising or happy during the past month. This condition of affairs applies more particularly to Ottawa, where a violent newspaper controversy has broken out between the Commission and various members of the Service. The Commission as the guardian of the Merit System should always stand in a good light, should always maintain a position above reproach either as to its dignity or its honour. All good citizens who desire the final and absolute overthrow of Patronage will subscribe to this doctrine.

In all fairness it must be admitted that it is impossible to disassociate Government and Commission responsibility for policies directing and regulating the course of events. For such principles of Democracy as have appeared in the conduct of the Commission's business it is very likely the credit is due the Commission. However, whether the Government or the Commission is responsible, the old habits of secrecy and arbitrary decision have prevailed to a surprising degree; considering the advance made in other countries in the participation of the workers in management. Federation officers had an unwritten agreement with the Arthur Young Co. that a copy of their original schedules would be made public if not acceptable to the Government. It would be valuable evidence at this time to know whether the schedules originally drawn up were accepted or declined and if declined whether they will be made public as promised by the Arthur Young Co.

In view of the adoption of Whitley councils in other countries, the refusal of the Canadian authorities to follow this lead given by Democracy is to be seriously and sadly regretted. Had departmental councils been instituted at the early stages

of the Classification, or even at the present stages, the bitterness now prevailing would become greatly minimized. The Commission as the technical advisor of the Government had and has a remarkable argument for presenting a case in support of Whitley Councils and an Independent Board of Appeal, two institutions the formation of which would cut the Gordian knot of Classification and preserve the Merit System from participation in the fury and bitterness of acrimonious debate. Sir Robert Borden is on record in the House of Commons in favour of a Board of Appeal. At the convention of the International Brotherhood of Locomotive Firemen and Engineers, Sir Robert declared himself in unequivocal terms in favour of the Whitley principle, going even further than the basic law of that scheme, as reported in the Canadian Labour Press of December 13, 1919.

The case of the members of the Service against the Classification as heard lately in Ottawa is unanswerable except by a thorough Democratic revision of the schedules with full Whitley participation by the workers themselves. An alternative which has been put forward to the Government on behalf of the Inside Service by the executive of the C. S. Association of Ottawa may meet with the approval of the organizations outside of Ottawa but this will not be known until the convention meets on March 8. This alternative plan which was adopted unanimously at a meeting of the executive and the advisory boards of the C. S. A. of Ottawa proposed that the classification should not be considered final until approved by a conference of Deputy Ministers, heads of branches and personnel committees with the Commission.

The objections raised in the Ottawa agitation apply to the rates in the sche-

dules from the technical positions to the lower ranks, and the application thereof to the personnel. The resultant situation is most serious as regards the Services that employ technical men and women, many of whom have resigned and many others preparing to do so. Such outstanding instances as the Architect's and other branches of the Public Works, the Experimental Farms and Seed branches of the Agriculture Department are typical of a condition that seems to be widespread rather than local. An instance of the schedules in non-technical or non-administrative positions is to be seen in the rate of pay for messengers. It is well known that \$2,260.00 has been established as a minimum wage for a family of five in a country where the customs tax on the necessaries of life is \$2.11 per capita compared with \$21.00 for Canada. In spite of this higher cost of living tax for Canada, the rate of pay for the messenger class, even including the bonus, is \$1,000.00 less than the minimum efficiency wage set up by the economic Government authorities of the United States. In this connection reference may appropriately be made to the fact that the report of the Commission on the bonus for the present year fixed the cost of living increase up to the close of 1918 as 53 per cent, whereas the Labour Department figures on food alone to Nov. 1918 show an increase of 70 per cent.

The Canadian Labour Dept. does not furnish the increases on all the materials and ingredients contributing to the cost of living. The Labour Dept. of the United States, where the per capita Customs tax on the necessaries of life is \$19.00 less than Canada, does keep these figures and reports the increase during the war period as over 100 per cent. Compare this with the 53 per cent used by the Civil Service Commission upon which to base a bonus;

even this amount being reduced by about 25 per cent by Canada, the Model Employer.

It is, therefore, distressing in view of the sins of omission and commission which are unavoidable in such a large transaction, and which are palpably and painfully evident in so many phases of the Classification, that the Commission in its public utterances should have pursued the primrose path of dalliance rather than the steep and thorny road. In the Ottawa papers, the Commission issues a three column statement, which likely will not be read by the Service outside of the Capital. The statement loses considerably in statesmanship both as to its fundamental hypotheses and the practical application of its theories. Space does not permit a detailed analysis of such a voluminous declaration, but attention may be drawn to one or two of the many references. The statements, for there have been many of them, declare that the Commission is administering the "largest business concern in Canada," and assumes to do so successfully while declining to compete with economic conditions prevailing in similar kinds of employment in the outside world. In assuming the orthodox capitalistic attitude of keeping the wage-earner on the lowest possible schedule, it is stated that the Mc-

Adoo award for clerical positions has been found unworkable. In reply to that it may be pointed out that the McAdoo award was gained by the Brotherhoods of railway men because they have realized the value of close organization and are willing to pay as much as \$5.00 per month from each member to maintain a strong organization. When civil servants become sufficiently hungry on account of starvation wage rates and an unjust Bonus (unjust as to its basis and inequitable as to its distribution), they also will organize in close ranks and get a McAdoo award. Whatever the Commission may have as to the failure of the McAdoo award, the fact remains as has been stated upon most excellent authority, that the C. P. Ry. is to increase the pay of its clerical staff from January 1, by amounts ranging from \$10.00 to \$125.00 per month and that these increases are in addition to the McAdoo award.

The Commission closes its idiomatic display of rhetoric by declaring that it or the Government is not an "eleemosynary institution." Had the Commission never become a party to eleemosynaryism, such pious declarations would cause the hearts of the faithful to melt away in secret raptures. Now that the custodians of a great public trust have thrown the gauntlet into

the ring of debate, the truth, long suppressed out of respect for the sacred national ideals involved, may be avouched. The truth, at least as it has appeared to close observers of the workings of the merit commission, is that there has been quite a little about the Commission that has not been on a merit basis and that the Commission in collusion with the Government has been carrying on an "eleemosynary institution" in the interests of political Patronage. This accusation it is currently believed applies to some extent to the special technical appointments made, and to the 24,000 appointments of men alleged to be returned soldiers but who are undoubtedly to a large degree political favourites appointed to positions for which there was not always justification. Could there be anything more "eleemosynary" than the three recent appointments of outsiders to an already overmanned Service at Vancouver, at Brockville and at Hull. It is this "eleemosynaryism" that makes of public ownership a "tragic farce", it is this kind of "largess" that makes it necessary to degrade the old permanent and faithful servants of the Crown in the Canadian Civil Service at this time under a Classification which it is believed is based upon political expediency and not upon economic and social justice.

WHAT SHALL THE BONUS BE?

One important task before the Federation Convention is the policy to be assumed in respect to the Bonus to meet the "Cost of Living" for the fiscal year 1920-21. There is no public service in the world so poorly provided for in this particular in the past and the convention should concentrate on improving the average Bonus due the Service during the past five years. Precedents and criterions from other countries may be quoted exemplifying a fairly lively appreciation on the part of other Governments of the economic position of their public servants under the stress of rising prices. This will all be developed at the proper time. In the meantime as a matter of record the following information taken from the December Labour Gazette will be of interest,—

"In retail prices the average cost of a family budget of stable foods in some sixty cities was \$14.27 at the middle of November as compared with \$14.21 at the middle of October; \$13.49 in November, 1918 and \$7.96 in November, 1914. The Labour Department at Washington reports an increase within this period of over 100 per cent."

THE NEW POLICE

The Royal Canadian Mounted Police, formed by the union of the Royal North-West Mounted Police and the Dominion Police, came into existence on February 1 and the old forces passed into history.

Commissioner A. B. Perry has removed from Regina to Ottawa to take charge of the headquarters of the new department. Col. Cortland Starnes will be assistant commissioner and A. A. McLean financial comptroller.

In Ottawa, the protection of Government property will be looked after by Division "A" of the new force, — a dismounted division. Mounted divisions will continue duty in the West and posts of mounted constables will be established on the frontiers and elsewhere in the East. Some of these will be motorcycle sections.

It is expected that A. J. Cawdron, who has been acting Chief Commissioner of Police for Canada since the retirement of Sir Percy Sherwood, will be chief of the secret service division of the new force.

CO-OPERATION

More important and more effective than any government regulation of prices would be the establishment of co-operative stores. The enormous toll taken from industry by the various classes of middlemen is now fully realized.....The obvious and direct means of reducing this discrepancy and abolishing unnecessary middlemen is the operation of retail and wholesale mercantile concerns under the ownership and management of the consumers. This is no Utopian scheme. It has been successfully carried out in England and Scotland through the Rochdale system..... In addition to reducing the cost of living, the co-operative stores would train our working people and consumers generally in habits of saving, in careful expenditure, in business methods, and in the capacity for co-operation.

—Federal Employee.

—CSFC—

The C. S. Mutual Benefit Society

The Civil Service Mutual Benefit Society has completed twenty-eight years of beneficent service to a large membership in Ottawa. Its annual statement shows gains in membership and assurances and the finances are in a flourishing condition.

Brain Workers Organizing.

The following symposium dealing with a subject of particular interest to civil servants at the present time will go to show just how widespread the labour movement is becoming among all classes of the people. More particularly does it emphasize the fact that the brainworkers in America are at last commencing to realize the value and importance of the union which has been the medium of accomplishing so much for labour in recent years. The growing tendency of the brainworker to become united with the man who earns his daily bread from manual labour is indeed a happy augury for the future of Democracy.

U. S. Govt. Scientists Join

The formation of a union of the scientific employees of the Federal Government at Washington is referred to by Mr. P. G. Agnew in a leading article in an American magazine as "a step of great industrial significance" and he refers his readers to the Washington Times which commented editorially as follows:—"One of the most important items in this newspaper or any other newspaper was the announcement that government scientists and technical men had become members of the Federation of Federal Employees. Men who have spent years in enriching the country by the concrete results of their scientific study are today drawing salaries that mean privation and want. The government scientist is a developer. He has been the pioneer who has found the coal, the iron, the gold. He has cleared the waste lands and made the desert bloom. For scientists to combine for their own betterment is only common sense. This newspaper congratulates them and predicts that in joining hands with other employees and officials of the government they have not only done themselves justice but they have fallen into step with the general advance for the benefit of the world."

The advantages to be gained by the American government scientists are numerous. They will obtain improvement of conditions and facilities for more effective scientific and technical work; greater freedom in official and non-official capacities; just and reasonable salaries based on service performed and the economic and

social conditions which prevail; greater public recognition of the aims and purposes of research and the advancement of science and technology as an essential element of national life. It is a significant fact that in the case of the Washington officials the government is completely in sympathy with its employees; the Joint Congressional Reclassification Commission having expressed the wish to deal with the employees only through organizations.

The Advisory Committee of Federal Employees Union No. 2 passed a resolution in which it extended a cordial welcome to the scientific and technical employees; it approved of a separate organization within the union with their own officers to consider their group problems and to present these problems when desirable through the local. It would pledge the union to support the new organization in all ways possible, including such financial support as may be feasible in the study and presentation of their problems.

There is being published, as a result of the important decision of the scientific men of the U. S. Government, a brief resume of the organization together with a strong appeal for co-operation and assistance from scientific workers elsewhere.

Concluding his splendid article Mr. Agnew contends: "That the results of research are so profound and so far reaching in our whole social and economic structure that there cannot but be a very great gain in a close affiliation of the workers in the fields of research with the great body of the workers of the nation."

Teachers and Labour

Charles B. Stillman, president of the American Federation of Teachers which became affiliated with the American Federation of Labour is justly optimistic in his outlook for the future of the American school teacher. After reviewing the progress made by the Federation in one year he tells of the benefits the members have derived through becoming organized, and then states that: "Their chief return, the return that organized labour most desires and co-operates most earnestly in securing, is the increased efficiency of our public schools in preparing the children of all the people for intelligent participation in

the political economic and social life of the community." In conclusion the writer declares that: "Through organization and affiliation with the labour movement teachers are moving forward toward a high goal."

British Brainworkers

The Civil Service Gazette, published in London records the growth of the movement in the ranks of the professional men. Referring to the Professional Workers' Federation it points out that that organization now comprises a large number of well organized bodies, including the National Union of Teachers, Incorporated Association of Assistant Masters, Customs and Excise Federation, Second Division Clerks, Association of Assistant Mistresses, etc., representing altogether some 174,000 workers who have never before been organized jointly to protect their special interests as citizens and consumers. "Experience has already shown the value of the Federation", it says, "in providing a common meeting ground for these workers and it has therefore been decided to open the organization to individual professional, technical or clerical workers by the formation of Individual Members' Sections.

Among the important matters on which this great Federation is taking action are various aspects of the work of reconstruction, the shortage of middle-class houses and increase of rents, the securing of a definite share in the determination of their conditions of service for all employees and reduction of railway fares.

French Teachers

Because of the Government's inactivity in raising wages and providing a retirement pension the National Public School Teachers' Association has voted to align itself with the French Federation of Labour and will hereafter be recognized as a bonafide trade union. The teachers have also voted to inaugurate a plan for international public school education against war. The teachers recently declared by a vote of 170 to 43 in favor of the Federation's working program.

Others Organizing

The Federal Employee, the magazine of the National Federation of Federal Employees in the United States, after dealing with the case of the American scientists in a brilliant editorial informs us that in the States, teachers, physicians, newspaper reporters, actors, drug clerks, photographers — even ministers — are merging with the trade union fraternity "in the growing consciousness that they are wage earners by the stern fact of their economic condition", and concluding says: "The old line of demarcation between the brain-worker and hand-worker is

rapidly approaching the vanishing point. It now remains for wage earners to decide whether they will be organized or unorganized wage earners."

The only conclusion

The Railroad Brotherhoods represent the highest development in class organization. For this service the members are pleased to pay in good round figures; the fees in some bodies being \$60.00 per year, while in some civil service bodies \$1.00 is considered too high. The Canadian Railroader (Montreal) has the following to say on the value of close organization,—

These three advertisements are taken

from the issue of the Montreal Daily Star for January 8th:—

Window Cleaners Wanted — We pay from \$35 to \$40 a week. Apply New York Window Cleaning Co., Toronto. We will return your fare if you remain with us.

Protestant Teacher Wanted for Cote St. George school, County Soulanges, holding first class diploma; salary \$40 per month. Duties to commence at once. Apply to John J. Dewar, St. Telephore, Que.

Pressers on men's coats; steady work; salary \$40 to \$48 a week. Write Box 1221 Star office.

Pressers and window cleaners are unionized. Teachers are not. And there is the whole story.

If I Were a King

(By King)

You now observe the clerks assorting newspapers. Even without this experience, it would not be unreasonable to assume that, except for a knowledge of distribution and of the rack-separations, there is only one thing to prevent a clerk from assorting papers just as fast as he can throw them,—the addresses must first be read. Good eyesight and legibility of labels are therefore absolutely essential to speedy and correct assortment.

For entrance to the railway mail service the Post Office Department commendably insists on good eyesight. But having shown its own foresight to this extent, it lays itself open to the charge of inconsistency by tolerating remediable conditions which make any approach to prolonged good eyesight impossible. Under the most favorable conditions, the work of a mail clerk on a jolting car next the engine necessitates a continuous and severe strain upon the delicate mechanism of the eye. Leagued with the oft-times blurred and the never never-ending small print of the addresses, this combination soon drives the clerk to the optician for assistance.

Despite the fact that printing is their special business, not more than five per cent of the printed addresses on newspapers attain even a passable standard of excellence. The print is too small, and the address label, if it hasn't rebelled at the indifference to its rights and importance and gone into voluntary exile before reach-

ing the clerk, is liable to be found, after considerable search and loss of time, in some unexpected and ingenious hiding place. Now, hide-and-go-seek is a very interesting and diverting game; but when there are too many good hiding-places, and when you're continuously "it", you're liable to get discouraged, weary, and disgusted. In the wide interests of all concerned, a sufficiently large, bordered space at the middle of the top (and about one-half inch below the latter) of newspapers should be reserved for the subscriber's address. All type used in this space should be not less than one-quarter inch in height. This law will make many a mail clerk jobless; but cheer up! There will soon be room for all in the aeroplane service, where, unlike its sister railway mail service, promotion will be mostly upward, and there will be leisure and opportunity for "building castles in the air."

"Standard-cars" is another unworked and rich gold-mine, but rumor says that it is now staked—so let us pass on.

But hark! There sounds that long-continued and congenial "ding-dong, ding-dong" from the engine announcing the end of our trip. But not the end of the mail clerk's work. By no means, for every mail-bag in the baggage and postal cars must by him be transferred to the trucks; and, perchance, he may have to push them himself. For one expected to have much "pull" but very little "push", this seems

hardly fair. On some runs this transfer-work often means an additional two hours' work. And often, too, this extra task, which has no more influence on the payroll than the baying dog on the man in the moon, means missing the last car; and then a walk of two miles or so to a home which force of circumstances makes modest and far-removed. If there were no transfer-agents, and if there were no significance in official names, there might be some reasonable grounds for the defence of this "Let-George-do-it". As matters stand, I now and hereby exercise my prerogative by doing the kingly transfer-work necessary to rectify this wrong.

A detailed enumeration of the defects and disabilities of the railway mail service would include much more than I have been able to elucidate under the present heading. Considering its vast proportions and its comparative youth, this service can truly be regarded as an achievement reflecting much credit upon a band of official pioneers, too long handicapped by the black-hand of political patronage—an achievement well worthy of an age, heir to all other ages, and, in consequence, "Rich with the spoils of Time."

In so far as it relates to the railway mail service, my "Bill for the Reformation of all Canadian Services in General, and of the Railway Mail Service in Particular", is now before you. In the case of the Re-classification Bill the "buck was passed" to the Civil Service Commission. Having much faith in the judgment and goodwill of the latter, as well as in the god of precedent, I now do likewise, and declare that any necessary additions or amendments to this bill shall be within the province of the Civil Service Commission.

EDITORIAL

The end of all political struggle is to establish morality as the basis of all legislation. 'Tis not free institutions, 'tis not a democracy that is the end — no, but only the means. Morality is the object of government.—(Emerson.)

The Only Way

During the past month, the executives of the Federation and of the Civil Service Association of Ottawa have offered up prayers to the "powers that be" for the institution of Whitley Councils and a Board of Appeal. The C. S. A. of Ottawa has made a particularly courageous representation of their desires in this connection. The appeal is not a new one but has become a pressing necessity on account of the great dissatisfaction arising out of the Classification. The fundamental principles underlying these petitions have beforetime been treated in these columns but reiteration may serve a useful purpose.

Whatever may be said on the one side or the other as to the "caste" or "class" nature of the old political machine, there is no debating the cold fact that civil servants as a class have no voice or representation in Parliament, and that for over 50 years they have patiently endured thus to be denied the rights of citizenship. Up against the adamant stone wall of invested power as we are, it becomes a question as to whether we shall continue in our hereditary state of hungry respectability or whether we shall resort to those measures which are being adopted by all classes of brain-workers in all parts of the world. Some recent instances of the organization of classes of salary folk in occupations similar to that of civil servants, will be found on another page of this number. The hunger that is afflicting the Civil Service body politic is both economic and ethical — economic, for instance as regards a bonus to meet the H. C. of L. on account of the war, and ethical, for instance as regards Whitley Councils and a Board of Appeal. In respect of both the latter institutions, our Government lags far behind other countries not heretofore remarkable for advanced legislation. Even in the United States, the Appeal Board idea has made progress for in June 1919, there was introduced a bill in the House of Representatives "to constitute a court of appeals for employees in the classified Civil Service of the United States".

It has long been the opinion of *The Civilian* that there is but one method left by means of which we may surmount the stone wall of arbitrary power and achieve a right to the free use of the two democratic institutions

above mentioned, for which Mr. O'Connor and his associates strove so valiantly during the past month. Proportional class representation in Parliament is the method, and civil servants, not being competent to run for Parliament, must find expression for their views and opinions through the forces of some organization which will pledge itself to faithfully present these opinions. All other classes of brain-workers are achieving this object by joining forces with the Labour movement. In what way may grievances be redressed such as the patronage appointments at Vancouver and Brockville in the Customs Service? If there is any other way out of the difficulty or if there are any objections to affiliation with the Labour movement, the columns of *The Civilian* are a fitting and appropriate place for the presentation of views at this time, and an invitation is earnestly extended to our readers to make use of our pages for this purpose.

Thoughts for the Convention

Since the earliest days of civil service organization until the present time, such progress as has been made has been due chiefly to volunteer work contributed by civil servants after office hours and often in the early hours of the morning. The concensus of opinion, at least so far as the Federation is concerned, seems to be that the tasks involved have become too heavy for this method. There is a daily routine of correspondence from all parts of the Dominion representing cases that require time to investigate and to settle in a satisfactory manner. There is also a great task in organization work to be attempted and, if possible, carried out effectually. Some evidence in regard to an amended form of organization may be gathered from the experience of our sister organization of the United States, the National Federation of Federal Employees. This organization is but two years old but from the outset it was established on a business basis of close, well disciplined organization; its financial budget for the month of October, for instance, being over \$17,000.00. The president receives a salary of \$4,000.00 and the secretary \$3,500.00. An interesting feature is that the president resigned his position in the Labour Dept. to accept this office and the constitution confirms the rights of "voice and vote" in the case of an officer so separating himself from the Service. The secretary is also giving his full time to his duties and is on leave without pay from the Agriculture Dept. It seems to be fairly well evident that if the C. S. Federation of Canada is to perform its task as the embodiment of the co-ordinated policy of our organization, our ranks should be more closely drawn together and our ideals should be unionized and harmonized. If our affiliations with each other do not become more closely allied, there is a danger that they may become more alienated, and we may find one set of organizations presenting a petition to the governing author-

ities representing a certain policy, for instance, in regard to Superannuation, and another set of organizations presenting quite a different kind of proposition.

These thoughts are humbly submitted to the attention of the delegates to the convention on March 8. An item on the agenda providing for "amendments to the constitution" will afford opportunities for changing the Federation from an amateur to a professional basis and thus making possible business systems and efficiency which has been quite impossible under the present system.

EDITORIAL NOTES

The Calgary outcry for a bonus of \$600 flat is very likely to be taken up and re-echoed from coast to coast. Even this amount does not take into consideration the entire absence of any bonus prior to Nov. 1918 and the shamefully inadequate bonus since that time. How our people at the lower salaries live at all has long been a mystery. One charm about the Calgary petition, which may be seen on a page of this number, is its brevity. This much to be admired parsimony of words may be prophetic of the rigid attitude to be assumed by the whole Service on the Bonus question.

—CSFC—

The undemocratic, indeed Bourbon-like system under which we groan, but under which we, (being well trained-churls, too proud to admit the ravages of hunger in our homes), scarcely emit a growl, is seen in nearly all the acts of the plutocrats whom the gods have given to rule over us. Consider a few examples of the kind of bureaucracy which Cromwell shattered with an iron wand 270 years ago. Consider the "War Bonus Regulations 1919". This edict was not issued from the cabinet of Phillip II for the governance of the Netherlands. No, but it was issued just as secretly from a closet in Ottawa, and occasioned the protests without the retaliation of the Hollanders. Consider the C. S. Regulations under the act of May 1918—hatched at midnight, in secret; those affected by the rules being the only persons whom it seems it would be improper to consult. Consider also the new regulations now being drawn up under the act of Nov. 1919. Consider any statute, order or decree and then ask thyself whether it were better to live in the iron or the golden era. Oh Cato! oh Lycurgus!

—CSFC—

The forced retirements at the Printing Bureau at Ottawa present a commentary upon the system which has brought this misery upon so many worthy people — the Patronage System. This system has held sway in Ottawa since it became the federal capital. It has wasted our resources in the payment of unnecessary and unfair salaries, destroyed hopes and ambitions and generally to sum up is without a redeeming feature. This last phase as seen at the Printing Bureau is ironical in its application,

for the pathos of unemployment should be experienced by the doers of evil and not by the innocent victims. The tragedy of human experience is now being exhibited to us both under the cover of night and in the clear light of day. Patronage is still being practiced by the Government, by the Commission, and we regret to say that we are not without evidence of it in places where it hurts the most. As for the Bureau situation nothing but sympathy can be felt for those who are being separated from employment at this time.

—CSFC—

The Metropolitan Life Insurance Company has recently published a volume of nearly 400 pages analysing the mortality statistics during the years 1911-1916 and comparing them with the mortality statistics obtained by the United States Census. The company's statistics cover 635,449 deaths occurring to insured wage earners in Canada and the United States. The census statistics cover only the United States but give the facts regarding the general population. We thus have in one volume a comparison between the death rates of insured wage earners and those of the general population which it is interesting to summarize.

The children of wage earners are no more liable to die of tuberculosis than are children generally and the rate of death from this cause is decreasing more rapidly among the insured than among the rest. Wage earners are however more liable to die of organic heart disease and Brights disease than are the members of the population at large, and suicide is more frequently resorted to than it is among the people as a whole.

The accident rate is fifth in the causes of death, and there has been little change in the rate during the five years under discussion. The principal differences in the rate of deaths due to accident are geographical or national and indicate the seriousness of the situation and the possibilities before us, for example: In the insured males of Canada and the United States the rate is $2\frac{1}{2}$ times the rate in England and Wales.

Diseases incident to motherhood are shown by the statistics to be taking a fearful toll, ranking second only to tuberculosis during the childbearing period. The rate among the insured has declined more than ten per cent during the six year period under study, and since the rate among the general population does not show so large a decrease, the author attributes the saving of life to the visiting nurse system carried out by the company.

Our insurance companies are waking up to the fact that it is good business to prolong the lives of policy holders who contribute a fraction of their substance to the company. We hope to see the day when Governments will take a more active interest in preventing the loss of citizens who contribute all they have to the country.

Civil Service Federation of Canada

Conference with Commission

On Saturday, January 17th, Mr. Clarence Jameson invited the executive of the Federation to a conference for the following Monday at 10.30 a.m., regarding some features of the Classification problem which the Federation had brought to the attention of the Commission. A hurried call was sent out to the members and the meeting duly took place. The president of the Federation acted as spokesman and emphasized the need of Whitley Council systems and an Independent Board of Appeal in order to calm the storm then raging regarding the salary schedules and the application to the personnel.

After a lengthy debate, the chairman, Dr. Roche, stated that the granting of Whitley Councils and Appeal Boards was a matter of Government policy and did not come within the jurisdiction of the Commission and suggested that the Federation take the matter up with the Government. The chairman of the Commission favoured the Federation with a letter of review and record regarding Classification which is here re-produced for the special benefit of organizations having headquarters outside of Ottawa.

THE CIVIL SERVICE COMMISSION

Ottawa, January 12th, 1920.

Dear Mr. Grierson:—

With reference to the conference which took place this morning between representatives of the Civil Service Federation and the Commission, I now desire to confirm the understanding then arrived at, namely that it is the purpose and intention of the Commissioners to offer every possible facility to the individual civil servant to appeal against his classification should he desire to do so.

The plan suggested and at present being followed is to have any officer who feels he has reason to complain, file his appeal with the head of his branch who will submit the same to his deputy and through him to the Commission. There would be no objection to the appeal being filed direct with the Deputy Minister if the appellant should so desire.

The heads of branches or the Deputy Minister will be given every facility to argue the case before the Commission, but it would not be possible at this stage of the proceedings to allow each individual appellant to argue his own case for the obvious reason that it would not be possible to find time to do this as the preparation of estimates requires immediate attention. It is understood, of course, that every official appealing against this classification will submit his reasons in detail in order that the Commission may form a judgment independent of whatever recom-

mendation may be made in reference to his case.

I may point out that the classification is exceedingly elastic and open at all times to amendment. This should assure every civil servant that at any time his case is submitted to the Commission it will be impartially considered and dealt with.

It has been arranged to furnish each department every two weeks with a full list of the appeals which have been received by the Commission in order that they may be posted in the department and thus give assurance to the appellants that their respective cases are under consideration.

I may quote from a letter recently received from the Honourable the President of the Privy Council which will show that the plan presently followed as above outlined, is approved by the Government and further that the extreme pressure of time for the preparation of the estimates is the one and only reason why individual appeals cannot be immediately provided for.

The Honourable Mr. Rowell's letter reads in part as follows:— "Referring to the interview of the Members of the Civil Service Commission and their experts with the Government in reference to the re-classification, I am instructed by Council to advise you that the Government approves the suggestion that the Board of Hearing established by the Commission should continue to hear all appeals for the rectification of classification schedules, but that in order that the preparation of the Civil Government Estimates may not be delayed further, it is understood that no individual appeals against the application of such schedules are to be considered by the Board for the present, but that the Commission itself should deal with such appeals at as early a date as they can arrange to do so.

Yours very truly,
(Signed) W. J. ROCHE,
Chairman.

Frank Grierson, Esq.,
President, Civil Service Federation,
Box 484, Ottawa.

The G.W.V.A. and the Civil Service

The Civil Service in its relation to the repatriation of returned soldiers presents one of the most difficult problems in the history of national ownership. On all sides the desire is evident to do everything possible for the men of the C.E.F., especially for those who have in the slightest degree become physically unfit on account of the war. There is, however, the danger of abuses creeping in, such as for instance in bringing to the higher positions those who are without departmental experience. An injury may thus be done to men already in the Service whose promotion would constitute a recognition of both military and civil service. An injury may also be

done as regards the efficient manning of the higher positions with the most competent men who may help to make the principle of National Ownership in Canada a credit to the country. Another abuse arising out of this problem is due to the danger that political Patronage is receiving comfort and "eleemosynary largess" instead of the worthy and deserving returned soldier. There has been a suspicion of this feature in many cases notably in the appointment of a Colonel to the collectorship at Vancouver.

These considerations seemed to be of such an outstanding nature that the president of the Federation addressed a letter to Mr. C. G. MacNeil, Dominion Secretary-Treasurer of the G. W. V. A. and the result of this exchange of views will be learned from the two letters received in reply as follows:—

F. Grierson, Esq.,
President, Civil Service Federation,
Ottawa, Ontario.

Dear Sir and Comrade:—

I am grateful for your communication of the 7th inst., in which you express your views upon the admission of returned men to higher appointments in the Public Service.

I have forwarded copies of your communication to all members of the Dominion Executive Committee, urging consideration of the question of policy involved, and I trust that an opportunity may offer, for a further discussion upon this matter.

Yours fraternally,
C. G. MACNEIL,
Dominion Secretary-Treasurer,
G. W. V. A. of Canada.

F. Grierson, Esq.,
President, Civil Service Federation,
Ottawa, Ontario.

Dear Sir and Comrade:—

I regret that owing to the limited time at the disposal of the members of the Dominion Executive Committee, when in recent session, it was impossible to arrange for a conference with you on the question of promotion in the public service. Many of the Western members were considerably delayed in arrival by weather conditions, consequently the program arranged was seriously interfered with.

Your communication, however, was dealt with, but final decision in the matter was referred to the Dominion Convention which assembles in Montreal, March 22nd. It was the sense of the Committee, however, that promotion in the public service should be based on meritorious service to the Country wherever performed, with preferred consideration to returned soldiers.

I would appreciate a further discussion on the subject, with the object of introducing a definite resolution at the forthcoming convention.

Yours fraternally,
C. G. MACNEIL,

Dominion Secretary-Treasurer,
G. W. V. A. of Canada.

Mr. Tulley resigns

At a meeting of the executive held on Thursday evening, January 29, the resignation of Mr. Ch. J. Tulley as secretary-treasurer was under consideration. The president reported that since his return from Rochester where he had undergone a serious operation, Mr. Tulley had pressed to have his resignation accepted on account of the condition of his health. Finally in a letter dated January 21, Mr. Tulley stated that he was unable to devote the necessary time to his duties and asked that his resignation be accepted. A resolution was adopted accepting the resignation with regret, and directing that a letter be transmitted to Mr. Tulley expressing appreciation of his loyal and self sacrificing services to the Federation during his term of office. It is probable that the president who is devoting all his time to the Federation will perform the duties of secretary-treasurer until March 8 when the convention meets, as he has been doing so since December 1.

Increased Wages for Office Cleaners

In this department of the January number considerable space was devoted to the case of the Office Cleaners Assn. and its claim for increase of pay. The reason for all this detail was that the settlement of the claim was so long overdue that it was considered probable that wide publicity would be necessary before justice would be done. This case was first taken up by Mr. O'Connor, 2nd vice-president and Mr. Tulley, secretary of the Federation in June 1919, and they succeeded in obtaining from Hon. Mr. Carvell in writing, a pledge that an increase of 25 cents from July 1st, would be granted. Five months passed, (and in the meantime in August Mr. Carvell resigned from the Government), and still the increase was not given. Ministers and acting ministers of Public Works came and went and the Premier's illness and absence caused further difficulty and delay. Fortunately, however, at last the Federation officers called upon Senator Robertson and secured at once his earnest and enthusiastic interest and support. The Honourable Senator

promised to represent the case to Council and met with the success which was to be expected. The Federation was advised by Mr. J. B. Hunter that the increase of 25 cents per day had been granted and would date from July 1, 1919.

The Federation received from Madame Mercier a very warm expression of thanks for efforts made on their behalf with special reference to the officers above mentioned and the Federation addressed to Hon. Senator Robertson a letter of appreciation "for the kindly sympathetic and serious interest you took in this case after hearing the particulars connected with it."

Sec. 1.—Bonus Regulation

On page 6 of *The Civilian* for December appears the report of an application made to the C. S. Commission referring to the application of Sec. 1, of the Bonus Regulations, especially affecting returned soldiers. The reply of the Commission has been received as follows,—

Ottawa, Dec. 26th, 1919.

F. Grierson, Esq.,

President Civil Service Commission.

Dear Sir:—

Your communication of Dec. 22nd having reference to Section 1, of Bonus Regulations has been received.

The Commissioners regret that there is no regulation authorizing payment to men who were absent on duty overseas, on the basis contained in your communication.

Yours truly,

(Sgd.) W. FORAN,
Secretary.

Promotion

The promotion of the old permanent members of the Service to higher positions is a moot question on account of the present tendency of the authorities to bring in outside returned men to go over the heads of returned men who were on the permanent list before the war. Officers of the Federation learned that the 700 branch offices of the G. W. V. A. were receiving copies of the Commission's advertisements. At the conference with the Commission on January 12, the Federation officers asked that copies of the advertisements be placed over each attendance book, etc. This request was not conceded but the Commission agreed to place all our organizations on their mailing list. It is hoped eventually to have the original request granted. Regulations affecting the promotion of the present members of the Service are now under advertisement.

Co-operation

"Each for all and all for each."

The movement among Civil Servants in Canada

The action of the Brotherhood of Railway Employees, who have invested a large sum of money in factories for the production of goods to be distributed among railroad men at cost, is very significant. This powerful organization has on several occasions in the past demonstrated its ability to obtain increases in salary which protected its members, for the time being, from the rising cost of living, but they are evidently satisfied that mere increases in salaries will not suffice to afford them any permanent relief. In other words, they are convinced that, as in the past, any future increase in compensation which they may obtain, will be speedily nullified and even overtaken by the higher cost of the necessities of life, which invariably follows any general increase in wages. These men, instead of dealing with the effect, are now preparing to attack the evil at its source, and there is no reason why, given proper organization, they should not succeed in materially benefitting themselves by their proposed plan of action.

It is known and universally admitted that the cost of distributing goods, due to the present haphazard system, bears far too heavily on the final consumer, who, in many cases, must pay more for the distribution of his goods than for their production or manufacture. No person, except the hitherto unorganized consumer, has had any interest or incentive to diminish this cost. On the contrary, every one engaged in distributing goods makes a profit on each handling, hence many middlemen whose services could be employed, with more benefit to the consuming public, in other capacities.

The problem of the Railway Employees confronts Civil Servants with redoubled force, as our compensation has not increased in such proportion as that of the railroad men, in recent years. There is no reason why the various organizations composing the Civil Service Federation of Canada should not evolve some plan whereby the manifest advantages of co-operative buying could be enjoyed, to a certain extent at least, by Government employees from coast to coast.

This question would be a very pertinent one for the coming Convention of the Federation to deal with. Meanwhile, it is suggested that the bodies affiliated with the Federation consider the question.

FRANK JAMMES.

At the Sign of the Wooden Leg

Just About Family Affairs

Your
Humble
Servt.
Silas
Wegg

Using the telephone as a medium, I asked Quidnunc one evening in the latter part of January, what he thought of the statement issued by the Civil Service Commission regarding the pernicious activities of civil servants in seeking a classification that would enable each and every employee to pay the rent and butcher's bill and have a five-cent piece left for the street car conductor on twenty-below-zero days.

"Well," said he, "you got a good spanking, and you no doubt deserved it. They did not spare the rod, knowing that to do so would spoil the child. I could hear Mother say, 'Now will you behave yourself?' Many a time and oft have I pestered the good lady with my complaints about being hungry. 'Wait till supper-time,' she would say to me. 'This eating between meals will be the ruination of your stomach and of my temper.' Ah me, I am afraid her temper was damaged more than any poor stomach."

"Explain yourself," I ventured to say.

"It is like this," replied Quidnunc. "The Civil Service Commission is your mother, or, at least, *in loco parentis*, as they say at the Orphans' Home. The Administration is your father. The one is the bread-winner, the other the butter-spreader. As a fair inference, — I am making myself clear, I hope, — you are the children, the noisy, restless, hungry children of a poor father and a worried mother. The war has proved to be a heavy burden on Father's finances, and, even with the drink bill cut off, he finds it hard to make both ends meet."

"Please don't try to put this war game over on me again," I pleaded. "Everything I go to buy — boots, balloons or bologna sausages—"

"That's where you can make both ends meet at any rate," interrupted Quidnunc.

I was sorry I had given him the chance, but managed to pick up my sentence and inform him that I could not go into a store without the war, or that mysterious thing called Reconstruction, being trotted out as a reason for a double price.

"But that is not all," resumed Quidnunc. "father has been investing a good part of his income in railway stocks, and he has had to kill a fair lot of his fatted calves for the sons who have been in a far country. Can you not imagine the talks between Pa and

and Ma when the kiddies are all safe asleep under the rafters?"

"Pa asks, 'How have the yungsters been acting today, old woman?' And Ma replies, with a sigh, 'Oh, much as usual. But it's the same old story from one month's end to another. They come home with woful faces and tell how that Tom Binks, the grocer's son, and Ned Jinks, the plumber's boy, and even Charlies Chinks, the laundryman's son, have each a new overcoat and a pair of tube skates, and are all going to the movies tonight, and ask if Dad can't spare them a little more pocket-money."

"And Mother continues her tale, and tells about 'that crock of Bonus jam you brought home last spring' being about used up now, 'and they all do complain that they never have enough for dinner."

"At this point Father says something about when he was a boy, and lights his pipe preparatory to reading the Evening Journal. And Ma sets to work to put a new Classification patch on Johnnie's trousers, remarking that one would think they were rich men's children, the way they treat their clothes. 'Anyway this pair will have to do Johnnie another year unless he can find a job for himself in British Guiana where they are looking for likely lads.'

"But Pa does not think that Johnnie should go abroad, feeling in his honest heart that the boy will be lost to Canada. 'But not to the Empire,' urges poor, harassed Mother, and Dad goes on with his smoking."

"A very pathetic picture," I told Quidnunc, "but what happened next?"

"Well Ma did the best she could, as mothers always do. The hired help she obtained from Chicago proved very expert in patching the coats and trousers, but there were always murmurs among the children who compared their out-of-elbows clothes with the nobby suits of the other boys in their neighborhood. And then the meals in that crowded household could not be up to health-and-decency standards when you consider the flattened condition of Father's pocket-book."

"Crowded household?" I repeated. "Whose fault is that? Father was never an advocate of race suicide, and even Mother has favored the adoption of some

children, not to overlook the influx of hired help from Chicago you referred to."

"Seek not," said Quidnunc, "to fasten blame. Rather seek to find a remedy. The one fault I have to find with the Commissioners' statement is that there is no solution offered to the problem before them, only an over-worried mother's petulant discontent that there is a problem to be solved. The situation is difficult, but not complex."

"Hey there, old man," I broke in. "Are you in training for a Cabinet position. Your sentences have all the polished finish that belongs to that class of things that don't mean anything."

"Never kid an orphan," he replied. "Orphan as not—"

"Go on," I interrupted, for I feared the worst.

"Well, I will go on if you won't come one. The situation is not complex. Father has not too much cash. Mother has rather a large family. The children, consequently are not receiving full nourishment. What is the answer? There are three. Father must look around for more money, or mother must reduce the establishment, or the children must be content with potato soup. I am afraid the third solution is the most popular one with the 'over-burdened taxpayers of the country.' "Please supply quotation marks," he added, but I don't know who the author of that phrase is. At any rate the over-burdened persons referred to are getting even with the taxes when you consider that potatoes are three-fifty a bag, so much so that I will have to revise that solution that included potato soup for the children. Just make it 'soup' — and a rather weak solution it is."

"Enough of that, my friend," I told him. "Your puns last month led me into trouble with the printer. One of them got stuck in the linotype machine and tangled the type up fiercely."

"What a joke," he chortled. "That was pie for them. He, He. However, there is poor Mother and her under-nourished children yet on our hands. I do not know whether Ma Roche is a reader of poetry or not, but has it not occurred to you that the recent statement to the press was

written by one thoroughly versed in the glorious literature of Mother Goose? Listen! There was an old woman who lived in a shoe — owing to the present inadequate office accommodations at Ottawa — she had so many children she did not know what to do. — Oh, those heckling brats. — She gave them some broth — good old potato soup — without any bread, and whipped them all soundly — you could hear the spanking a mile away — and sent them to bed. Now, will you be good?"

I was in tears. I cannot reproduce the pathos of Quidnunc's voice or my readers would be in tears also. I implored him to think of something more cheerful. Surely in the great storehouse of literature he could find something of comfort for our sad hearts.

"Mother Goose, like Shakespeare," he remarked, "touched all the various strings of human life. She pictured the Civil Service for us in all its aspects if we have but eyes to see her pictures aright. Here is the Civil Service Commission advertising for a stenographer,—

Curly locks, Curly locks, will you be mine,
You shall not wash the dishes, nor yet feed the swine,
But sit on a cushion and sew a fine seam
And feed upon strawberries, sugar and cream.

Then consider the story of the Ten Little Nigger Boys, or, in modern phrase, The Disappearing Geologists.

Ten little Geologists standing in a line
One went to Ecuador, then there were nine.

Nine little Geologists paid a low rate
One said, 'Nough for mine', then there were eight.

And so on by the road of reverse arithmetical progression until we have

One little Geologist playing with a gun,

He pulled the trigger, knowing well what he was doing, and then there was none.

Then we get a glimpse of the 'overburdened taxpayer' in his hilarious glee over being able to economise at the expense of Johnny,—'he shall have but a penny a day'—under the new classification 'because he won't work any faster.'"

"Nothing cheerful in all that, Quidnunc," I urged.

"If you are looking for cheerful things attend the meetings of the Public Works Department Advisory Committee. But

there was one old song about the jolly miller who lived on the RiverD—, on the dam I suppose, but that is neither here nor there. I should like to commend to all civil servants the jolly miller's state of mind.

He worked and sang from morn till night,

No lark more blythe than he;
And this the burden of his song
For ever used to be,
'I care for nobody, no, not I,
And nobody cares for me.'

Take it from me, Silas, if you think the over-burdened tax-payers are going to hold mass meetings to protest against the criticisms that the Commission, the Government or any other creature directs against the Civil Service you have another guess coming. So you had better emulate the miller — what is the price of flour, now? — and, if you cannot stand the grind, give the public some of your chauff."

"But, Quidnunc," — I began.

"Good night," said he. "I have to reserve what strength I have to be ready to read the inevitable statement of the Commission in tomorrow morning's paper."

I started for bed myself, but the ringing of the telephone bell detained me. It was Quidnunc.

"Say," said he, "was the Chairman of the Civil Service Commission a practising physician, or is he only a fancy doctor?"

I informed him that he was a medical man.

"In that case it will be of no use to get saucy and stick out your tongue at him. He will misinterpret your actions. This above all, to thine own self be true, and remember what Mother Goose wrote for your edification,—

Open your mouth and shut your eyes,—
You're an easy mark then for other guys."

INTEREST ON RETIREMENT FUND

Order in Council No. 2717 is of special interest to all who are under the Retirement Fund and also as being a recognition by the Government of representations made on this behalf. The O. in C. after narrating the facts in connection with the fund goes on to state that,—

The Minister of Finance recommends that he be granted authority to pay interest on the Retirement Fund at a rate not exceeding 5 per cent from the 1st January, 1920, such rate, in case the value of money should decline, to be subject to such reduction as to him may seem equitable, the rate, however, not to be less than 4 per cent; and further that the necessary legislation to give effect to the above be obtained from Parliament at its next session.

The Board concurs, etc., etc.



BONUS PETITION

The employees of the several branches of the federal Government resident in Calgary have forwarded the following petition to Ottawa and are urging upon all branches west of the great lakes to take similar action,—

(1)—That the cost of living bonus granted civil servants in 1919 was found to be wholly inadequate to meet the increased cost of living.

(2)—That the prices of most commodities have since advanced, and that there are indications that there will be further advances.

Your petitioners therefore respectfully pray that the Cost of Living Bonus be increased to a straight bonus of not less than \$600.00, regardless of rank or salary.

This petition which was adopted at a mass meeting at Calgary on January 24, and which will likely establish a record for brevity in documents of this nature, is being adopted at mass meetings in the West and Senators and members are being interviewed.

Personal
Newsy
Notes

Mainly About People

What we
all are
doing

A SCIENTIST GONE

On January 8, death deprived Canada of one of the most distinguished technical men in her public service in the person of James M. Macoun, C.M.G.

Mr. Macoun was designated chief of the Biological Division of the Geological Survey. He was a son of Prof. John Macoun, the famous botanist and explorer, who, after thirty-seven years' service, is still on the Survey staff. While still in his 'teens, the son accompanied his father on exploratory surveys in the far West and aided in the preparation of some of those reports and works of record that first made the name of the Macouns famous.

Soon the younger man became directly connected with the Geological Survey staff and commenced his own career of brilliant achievement. The Rocky Mountains, the unmapped plains and the dreary shores and waters of Hudson's Bay were the fields of labor from which he gathered great stores of information to be interpreted and presented, by his knowledge and skill, as the most convincing of all proofs of the greatness of Canada's unutilized resources. Heat, cold, exposure, hunger, shipwreck and prodigious toil he underwent uncomplainingly, year after year, ever sustained by his enthusiasm and the great gladness of sure accomplishment.

Memberships and fellowships in many learned bodies and the C. M. G. from the Crown were among the titular recognitions of his worth. His appointments to successive advisory posts in connection with the Behring Sea arbitration and settlements were evidences of the esteem in which his judgement was held by the greatest authorities.

At home, in Ottawa, he was "Jimmie,"—a cheerful, winning, charitable soul, devoted to many good works and always with a hand outstretched for more to do. Economic and sociological problems, the open forum, reform of the system of representation, — these and associated interests absorbed his leisure hours. He was also a valued worker in the establishment of the Civil Service Association of Ottawa and of the Civil Service Federation.

At the early age of fifty-seven years he passes on, missed and mourned in every circle in which he was known.

He leaves a widow, a daughter, his aged father and mother, a brother, — W. H. Macoun of the Central Experimental Farm, — and three sisters.

The funeral was held in Ottawa on January 10 and was attended by a large gathering of men distinguished in every line of public life and service.

F. K. BENNETTS DEAD

Francis K. Bennetts, assistant clerk of the Privy Council, died very suddenly on January 19 at his home in Ottawa.

Mr. Bennetts was born in England in 1854 and came to Canada at an early age. He entered the Civil Service in 1875 and held positions of great trust and confidence, being finally assistant clerk of the Council in 1907. His long experience gave him a great store of highly specialized knowledge which was fully appreciated and freely utilized by Ministers and other dignitaries of State. Two years ago his long and valued services received the recognition of the I. S. O. His death called forth expressions of regret from Hon. N. W. Rowell, president of the Council, and others.

Mr. Bennetts leaves a widow and two daughters.

PERSONAL

Finlay McEwan has resigned the post-mastership of Carleton Place after having held the post for half a century. He was in the postal service for ten years before he was made postmaster.

The appointment of C. J. McKenzie to be collector of Customs at Niagara Falls gives great satisfaction to the public in that city and to civil servants everywhere. Mr. McKenzie has been in the Customs service for more than thirty-five years and his promotion is a notable exposition of the benefits of the merit system.

OBITUARY

MACDONALD — In Ottawa, on December 25, Donald Macdonald, of the Department of Public Works, aged sixty-one years.

SHUTT — In Ottawa, on January 5, Charlotte, widow of the late W. D. Shutt, C.E., of Toronto, and mother of Dr. Frank T. Shutt of the Central Experimental Farm.

EDWARDS — In Ottawa, on January 8, Mrs. John D. Edwards, mother of William Edwards of the Post Office Department.

WEBSTER — At Woodbridge, Ont., on January 29, James S. Webster, aged seventy years, formerly of the Department of Marine and Fisheries.

DREHER — In Ottawa, on January 8, W. A. Dreher, of the Experimental Farm staff, late Lieutenant 8th Battery, Canadian Field Artillery, aged twenty-nine years. He was an "original" of the Canadian Expeditionary Force, was wounded at Sanctuary Wood, June 3, 1916, and was awarded a commission for meritorious service in the ranks.

SCHINCK—In Ottawa, on January 8, Edward Schinck, of the Post Office Department, aged twenty-three years, lately of the 2nd Battalion, C.E.F.

HICKSON — In Ottawa, on January 13, Herbert J. Hickson, of the Dominion Bureau of Statistics, aged twenty-nine years.

PINARD — In Ottawa, on January 15, Alphonse Pinard, lately of the Department of the Interior, aged seventy-one years.

AMI—In Ottawa, on January 21, Samuel Ami, for thirty-seven years an employee of the Department of Public Printing and Stationery, aged sixty-three years.

ROSS — At Picton, Ont., on December 30, Walter T. Ross, aged twenty-two years, collector of Customs for forty-one years.

HEBERT—At Drummondville, Que., on January 2, Alphonse Hebert, acting sub-collector of Customs.

PATTERSON — At Belleville, on January 6, Donald Patterson, of the Customs, aged fifty-two years.

CARROLL — In Ottawa, on January 22, Henry Carroll, formerly of the Post Office Department, aged ninety-eight years.

BENNETTS — In Ottawa, on January 19, Francis K. Bennetts, I.S.O., assistant clerk of the Privy Council, aged sixty-five years.

MACOUN — In Ottawa, on January 8, James M. Macoun, C.M.G., of the Geological Survey, aged fifty-seven years.

LEWIS — In Barbados, B.W.I., on January 29, Rowland A. Lewis, assistant accountant, Department of Trade and Commerce, Ottawa, aged fifty-two years; a member of the first executive committee of the Civil Service Association in Ottawa.

LASH — In Toronto, on January, Zebulon A. Lash, K.C., aged seventy-three years, deputy minister of Justice from 1876 to 1882.

ROBINS — In Ottawa, on January 25, Martha, widow of the late Paul M. Robins of the Department of Inland Revenue.

BLANCHET — In Ottawa, on December 29, Emma, widow of the late F. A. Blanchet, civil servant.

Our
Volunteers
in Khaki
4818

Civil Servants Under Arms

Our
Dead - - 477
Wounded 682
Prisoners 26

Eight additional decorations and a casualty are added to the Civil Service war record as result of the recent publication of official Orders.

Lieutenant-Colonel David Sobey Tamblin, O.B.E., D.S.O., has been created a Chevalier of the Order of Leopold, by the King of the Belgians. Lieut. Col. Tamblin belongs to the Department of Agriculture staff at Regina.

Captain Philip S. Conroy, 5th Battalion, is awarded the Military Cross. He belongs to the Post Office Department, Ottawa, was wounded in 1916 and has been mentioned in Despatches.

Captain Norman Albert Thompson, of the Topographical Surveys, was awarded the Military Cross some time ago, but the award was not then announced in *The Civilian*. Capt. Thompson now receives a Bar to his Cross. He was wounded.

Major George Hugh MacCallum, of the Geodetic Survey, has also won the Military Cross and a Bar, both of which are additions to the previously announced decorations won by civil servants.

Captain George Francis Dalton, of the Geodetic Survey, is another new winner of the Military Cross.

Major James Joseph Stock, M.C., of the Topographical Surveys, is awarded a Bar to his Cross.

Orders awarding some of these decorations are as follows:—

Captain Norman Albert Thompson, M.C., H. Q. 2nd Bde. C.F.A., Bar to Military Cross:

"For conspicuous gallantry and good work in command of a battery. On 27th September, 1918, this battery was detailed to advance in close support of the infantry crossing the Canal du Nord near Sains-le-Marquion. This was brilliantly executed owing to the fine leadership of this officer, who, although wounded, remained at duty and directed the coming into action of his battery and the engagement, over open sights, of the enemy."

Captain George Francis Dalton, 3rd Battalion, Canadian Engineers, the Military Cross:

"For skill and daring in carrying out a rapid reconnaissance of a bridge site over the Canal du Nord, immediately

North of Lock 3, near Sains-le-Marquion, during the morning of 27th September, 1918. He went forward with two runners to reconnoitre the bridge site and made his reconnaissance under machine-gun fire. The bridge was completed later in the day."

Lieut. (A. Capt.) (now Major) George Hugh MacCallum, M.C., 4th Battalion, Canadian Engineers, Bar to Military Cross.

"For conspicuous gallantry and devotion to duty on the night of 8-9 October, 1918, north-east of Cambrai. He was in charge of his company whose task it was to bridge the Canal de l'Escault in three places. He first made a daring reconnaissance and finally his energy was the main factor in rushing to successful completion the bridges, thereby making possible the crossing of the canal by heavy traffic."

Captain (A. Major) (now Major) James Stock, M.C., 2nd Battalion, Canadian Engineers, Bar to Military Cross:

"For marked gallantry during the operations East of Inchy and the Canal du Nord. He was in charge of a company of Engineers employed on motor supply and forward roads. He did excellent work on 27th September, 1918, and on the 28th he advanced with the Infantry and assisted the gunners getting forward. On the 29th, while on a daring reconnaissance of road East of Haynecourt, he was severely wounded."

Orders authorizing several decorations to civil servants, the awards of which were previously announced, are also published. Among them are the following:—

Major (A. Lt.-Col.) John Pollands Girvan, D.S.O., M.C., 15th Battalion, 1st Central Ontario Regiment (Toronto post office) is awarded a Bar to the D.S.O.

"For marked gallantry and ability in the attack on the Canal du Nord on 27th September, 1918. Crossing the canal on light bridges and the River Agache by planks, under heavy machine gun and sniping fire, he pushed on. He personally attacked and captured an enemy machine gun, shooting the gunner and turning the gun on the enemy. He went on and assisted in capturing Chapel Corner on the village of Marquion and then gained his final objectives. His courage and dash were a fine example to his command."

Major David Philpot, D.S.O., 7th Infantry Battalion; British Columbia regiment (Public Works, New Westminster), gets a Bar to his D.S.O.:

"For great gallantry and devotion to duty. During the Boulon Wood operations, 27th September to 2nd October, 1918, he commanded a battalion with great success. After the capture of Marquion he withdrew the company committed to its capture and with his battalion advanced without artillery barrage. During this phase and the subsequent action up to the Blue Line he showed consummate leadership. When the Blue Line was reached he inspected his foremost positions under heavy fire so as to prepare most advantageously for a possible counter attack. Throughout, his courage and able leadership inspired those under him."

Lieut. Robert Oscar Spreckley, 19th Infantry Battalion, 1st Central Ontario Regiment (Topographical Surveys), won his Military Cross as follows:

"For conspicuous gallantry and determined leadership north-east of Cambrai, 11th October, 1918. He led his company forward in an advance to the River Erclin, which he successfully crossed and established his line on the far side. His company suffered severe casualties, he himself being wounded, but refused to leave and continued on until his objective was reached. He then ably reorganized his company and, two hours later, advanced a further 1,000 yards, capturing four machine guns and killing the crews. In doing so he was wounded but remained in command."

Captain (A. Maj.) (now Major) Bruce Ross, M.C., 3rd Battalion, Canadian Engineers (Public Works) wins the Bar to his Military Cross:

"For marked gallantry and good work in bridging the Canal du Nord between Sains-le-Marquion and Marquion on 27th September, 1918. He had two light transport bridges, with pontoons or trestles, to construct, also four foot bridges to build. He personally supervised the whole operation, including the bringing up of the bridging material and the construction of each of the bridges under machine gun fire. As soon as the crossing was affected the enemy on the opposite bank was captured."

The Railway Mail Service

The Examination that Examines

(By C. M. Sinclair.)

Sometimes, when we come across a doctor or a lawyer who seems half-educated, we say "How on earth did that fellow manage to slip past his examinations." There may be such "slippings past" in law or medicine — though the writer doubts it very much — but in the examination about to be described there are none — absolutely none. You know to a hair-breadth where some thousands of post offices receive their mails from or you don't know it; you succeed or fail accordingly. There is no middle ground, no compromise, no explanation. You have the facts stored up in your memory or you haven't. The examiner won't argue with you, he furnishes you with the cards to sort, it's solely your affair to put them in the right or wrong pigeonholes. At every stage of this examination its strictly "up to you."

"Another thing—you cannot evade this examination and stay in the Railway Mail Service. Every year up to sixty, along shortly after New Years, you receive a notification something like this.

".....Ont., Jan....., 1919.

"John C. Jones,
Railway Mail Clerk.

"Dear Sir:—

"Mr. Hawkins, the Case Examiner, will be at your headquarters on or about April 22nd, to examine the Railway Mail Clerks on the Ontario Distribution. A plan of the case for this year is sent herewith.

"A. E. SMITH,
"Supt. Ry. Mail Service."

Not a very formidable looking document to the outsider, but to the Railway Mail Clerk is has a world of meaning. It means two or three months of strenuous study and practice on the case, it means that the coming examination is with him at all times since the names slip out of the memory so readily, it means that the failure to remember the distribution of even one post office may cost him several hundred dollars. "How could this happen?" the outsider will ask. Well, we will suppose two Railway Mail Clerks, John Jones and William Smith, go up together for their first case examination, and that the minimum salary is \$800, the maximum \$1,680, and the annual increase \$120, provided of course that the examination is passed each

year. We will suppose too that John Jones is successful at the examination, that is he gets at least 90 per cent of the 1,000 cards in their correct pigeon holes, for you must not drop under 90 per cent correct. But William Smith has not quite so fine an edge, he gets 899 cards correct out of the 1,000, but he is under the fatal 90 per cent. He has failed by an eyebrow, but definitely failed, and is not eligible for his first increase of \$120. Thus John Jones will draw \$120 more that year than will William Smith, and he will repeat the trick next year again, and every succeeding year till the maximum (\$1,680) is reached, even if William Smith should pass every year after his initial failure. Work it out for yourself, and you will find that William Smith, by missing that one card, lost the difference between \$1,680 and \$80, that is he lost \$880. That is the reason why Railway Mail Clerks regard the case examination so seriously.

"But what does this dreadful case examination consist of," the outsider will ask. Though it is so well known to those in the Mail Service, to those outside it is as

a sealed book. Well, to make it concrete and consequently understandable, the writer — a Railway Mail Clerk of 35 years standing, who has passed every case examination since they were instituted in Canada — will confine himself to Ontario as being typical of the other Provinces. In Ontario there are about 3,200 post offices — there formerly were about 3,700, but Rural Mail Delivery has cut into them deeply — and every post office receives its mail from some other post office or Railway Mail route, often from both or more. Thus Kingsmill receives its mail only from the Bridgeburg and St. Thomas Railway Mail route, whilst Stratford receives from a dozen or more post offices and Railway Mail routes. Very well then, remembering that a Railway Mail Clerk must absolutely know where every one of the 3,200 Ontario post offices receive their mail from, the examiner (Mr. Hawkins) has framed a case of 100 pigeon holes, each pigeon hole labelled with the name of a post office that sends mail-bags to other post offices, or a Railway Mail route. Here for example is how the case for

Case Examination. Province of Ontario.

Plan of Case used for the year 1918.

A. & G.	B. & S. T.	C. & P.	L. & S.	N. B. & S.	R. & T.	S. L. & R.	T. & O. S.	St. William	St. Souds
A. & M.	B. & O.	H. & A.	L. & Winc.	O. & S. J.	P. C. & P. D.	S. & S.	T. S. M. L.	Goderich	Perth
A. & P.	B. & W.	H. & G.	L. & W.	O. & N. B.	P. D. & H.	S. & F. W.	T. & S.	Hamilton	Peterboro
B. & C.	C. & W.	H. & L.	M. C. & O.	O. & P.	P. D. & S.	Sud. & Sur.	T. & May.	Windsor	Pictou
B. & M.	C. & O.	K. & S. L.	M. & K.	O. & Tees	P. H. & B. J.	T. & A.	W. & M.	Vincent	P. A. & L.
B. & A. L.	C. J. & S. T.	K. & Tor.	M. & O.	O. & M.	P. & O.	T. & B. J.	W. & M.	London	Soo.
B. J. & O.	T. F. & W.	K. & Ind.	M. R. & O.	O. H. & Tor.	S. T. & C.	T. & E.	Barrie	Meaford	Sudbury
B. & S.	F. F. & W.	L. & H.	M. & S. J.	P. & K.	S. T. & W.	T. & G. C.	Brantford	W. & S.	Tillamook
B. & B.	G. & E.	L. & B.	N. F. & H.	P. & S.	S. J. & D. H.	T. & H.	Chatham	Ottawa	Toronto
B. & G.	G. & N. B.	L. & P.	N. B. & C.	P. H. & O. S.	S. T. & T.	Tor. & Lon.	Cochrane	O. Souds	W. & L.

1918 looked, the initials representing a Railway Mail route, thus "L - H" (Lindsay and Hailburton).

Now, to revert to the illustrations already used, Kingsmill must be put in the pigeon hole labelled "B - St. Thos." (Bridgebourg and St. Thomas), or it counts as an error, whilst Stratford would be correct in any one of the dozen places it receives a mail bag from. But there are limitations to this too. For example, Ashworth receives its mail from Huntsville, and Huntsville in turn receives from the "G - NB" (Gravenhurst and North Bay). But Mr. Hawkins would be certain to count it an error if you put Ashworth in the "G - NB" pigeon hole instead of in Huntsville, because Huntsville is on of the "straights", that is one of post offices with a pigeon hole to itself. Many a Railway Mail Clerk stubs his toe on the "straights".

Well, we have at last reached the exam. itself. The candidate finds 1,000 cards, neatly piled up, awaiting him, each card has a different name on it, the name of an Ontario post office, and trust Mr. Hawkins to have all the difficult ones among them, for some are more difficult than others to remember. He asks the candidate if he is ready to start sorting. If the answer is in the affirmative he tells him the exact time and "to go to it". Thence forward the candidate's fate is in his own hands absolutely. He can sort the 1,000 cards swiftly or slowly as he pleases, he can scan each ward by itself—but that all takes time and the 1,000 melts away very slowly — or he can shoot them into the pigeon holes hurriedly. The danger of getting them in wrong is in inverse proportion to the speed — it's up to himself whichever method he adopts, and meanwhile Mr. Hawkins is timing him. When the 1,000 pile has finally melted away, he announces to the examiner "all in", and together they go over the case carefully, pigeon hole by pigeon hole, the examiner pointing out the errors and duly recording them against the candidate. These are the anxious moments, to see whether the errors are going to wipe out the 90 per cent or not. "I am all goose flesh", one man said as he saw the error cards heaping up.

"And how do they average up", you ask. Well, very well, considering the difficulties. The large majority of the men make the required 90 per cent, a majority of this majority make over 95 per cent, a scattering few make 99 per cent, and an occasional "top-notch" makes the even hundred per cent, but anything around 98 to 100 per cent is only obtained by a supreme effort of time and close application. For example, Mr. J. D. Anderson (London and Warton route) was practising for six



Mr. J. D. ANDERSON

years in speed and accuracy before he was able to make his notable record of 1918, viz.: 1,000 cards, every one sorted correctly in 17 minutes and 28 seconds. In training for this record, each year he sorted between 80 and 90 thousand cards — keeping a record of each sortation — and in the last year he sorted 211 thousand cards, so his case is another illustration of:—

"They, whilst companions slept,
Were toiling upward in the night."

For this fine performance, Mr. Anderson, familiarly known as "Jimmie", was honored by the following general notice—the first issued in Canada.
Cir 7407-8805.

Office of Superintendent,
Railway Mail Service,
London, Sept. 23rd, 1918.

Messrs. Ry. Mail Clerks,
London District.

Railway Mail Clerks are informed that Railway Mail Clerk, J. D. Anderson at the recent Case Examination, distributed 1,000 cards in Seventeen minutes and twenty-eight seconds, and obtained 100 per cent.

Mr. Anderson is congratulated and complimented on his efficiency and speed.

R. G. MERCER,
Superintendent.

(This article to be concluded in next number.)

WHAT IS IT?

A ditch digger works ten hours a day for \$2.50—that's labor.

A mechanic takes \$5 worth of material and makes it into watch springs worth \$50—that's skill.

A merchant takes an article worth 75 cents and sells it for a dollar—that's business.

There's a man in our town who takes a fifty-cent piece of canvas, paints a picture on it and makes it worth several hundred dollars—that's art.

Långfellow took a worthless sheet of paper wrote a poem on it and made it worth thousands—that's genius.

Pierpont Morgan could write a few words on a piece of paper and make it worth a million—that's capital.

A woman can buy a hat for \$2.75 but prefers one that costs \$27 — that's!—?— (Author Unknown.)

A REFORMED CALENDAR

A certain doctor claims our present calendar is a "ferocious mess", and he is exactly right. A more inconvenient arrangement could hardly be conceived. There is no regularity in its construction and its months are of several different lengths.

We absolutely must have a better method of measuring time, and here it is.

This new Liberty Calendar will, when adopted by Congress, give us months of exactly four weeks each.

This is done in the following manner:—

First, New Year Day becomes an independent legal holiday. It is not included in any week or month.

Second, another independent legal holiday, called "Correction Day" is provided for leap years. It is not included in any week or month.

Third, the remaining 364 days are divided into 13 months of exactly four weeks each, every month commencing with Monday.

Neither the number nor length of our months is governed by the moon or any natural law, hence they can be changed as we see fit. The months in this new form are: January, February, Liberty, March, etc.—Exchange.

NOTICE

As The Civilian goes to press news is received that the Bonus Regulations have been amended: presumably a change has been made in respect to sick leave.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

The Call

From end to end of our vast and glorious country, the call has been made to our widespread membership to assemble in Ottawa for the Second Annual Convention which will take place at the Chateau Laurier on Wednesday, March 3rd, at 9 a.m. Like the trumpet call to war of the olden days, the summons has been heeded, and already representatives duly appointed, are making the necessary preparations to be present.

Greatest interest and enthusiasm is being manifested in this gathering, owing to the paramount importance of the problems to be considered. The application of the classification to the personnel is confidently expected to be finished, and many matters, including appeals in this connection will form part of the discussions. The D. C. A. will present its case to the Board of Hearing and Appeals during the Convention, an opportunity being given the delegates to witness the adjustment of their problems. Superannuation; the Bonus of 1920-21, and other items are on the agenda together with the many questions in connection with the carrying on of the work of our Department.

Each branch, has been asked to take up matters of most interest to its members, study and pass them and other questions to their delegates, and so bring them to the attention of the convention. This includes revision of the constitution as well.

Annual meetings

This is the time of year that our Branches are taking stock, in the receiving of annual reports and election of officers, etc.

Saskatchewan branch

Saskatchewan Customs Association, held its annual meeting at Saskatchewan on January 10th with president J. B. Shaw, of Regina in the chair. The reports of the past year were read by secretary J. S. Thomson, and proved that most interesting and valuable work had been done, and a number of important resolutions were drafted to be sent to the secretary treasurer of the D. C. A., Mr. T. H. Burns, Ottawa. Other matters of interest to the membership were thoroughly discussed. Representatives were present from the following Branches: — Moosejaw, Messrs. T. W. McPhail and H. D. Titus; Regina, Messrs. J. B. Shaw, M. O'Connell and J. S.

Thomson; Prince Albert, W. M. G. Beal; North Postal, Mr. H. M. Chadwick; besides the entire staff of the local Port. A banquet was tendered the delegates and guests by the Saskatoon Branch among whom was Mr. A. C. Patterson, Regina, who was also called upon to address the gathering. Excellent addresses by the chairman, Mr. Alan Sproat, collector of Saskatoon, and the retiring president, Mr. J. B. Shaw, Regina, added to the enjoyment of the evening. The election of officers resulted as follows: — President, Mr. C. W. Underhill, Saskatoon; vice-president, Mr. W. H. Beale, Prince Albert; secretary treasurer, Mr. W. S. Macleod, Saskatoon, who was also elected as delegate to the D. C. A. convention at Ottawa.

Manitoba branch

The annual general meeting of this association was held on Jan. 5th in the Travellers' Hall, Winnipeg, with the president, Mr. T. F. Glenwright in the chair. There was a large attendance including vice-president A. F. Collard, Emerson, and Mr. C. B. May Sprague, who were in town for the meeting.

It is to be regretted that lack of space prevents the publication in full of the very interesting reports of the president and secretary-treasurer but a very brief synopsis of each is furnished. In his report, the president dwelt particularly on the necessity of regular attendance at meetings, it was not only necessary to keep oneself in good standing, but to be present and assist in advising the officers in the policy of the Association. He concluded his excellent report by thanking the officers and members for their loyal support in the past year, and bespeaking their loyalty to his successor. The secretary-treasurer, Mr. J. T. Bailie in a voluminous and comprehensive report gave the members a slight inkling of the amount of the work performed in the past year. He dwelt on the harmonious relations with the parent body, the D. C. A. and the readiness and activity of the secretary-treasurer, Mr. T. H. Burns at Ottawa, not only in the prompt replies to the numerous demands on his services, but also in the manner in which many grievances and misunderstandings were adjusted by bringing the same to the attention of the Department and Commission as the case required. Mr. Bailie gave a brief but succinct account of what had been accomplished by the D. C. A. during

the past year, making special mention of the appointment, through promotion, to the collectorship of the Port of Winnipeg of Mr. F. J. Allen.

The promotion of Mr. R. R. Farrow, Assistant Commissioner, to Commissioner of Customs through the vacancy caused by the death of the grand old man, the late John McDougald, was commented upon as an evidence in the change of conditions, a brought about by removal of patronage from the Service. Mr. Bailie also commented upon the passing of the new Civil Service Act, and Classification, for which the D. C. A. had worked so hard. He concluded his lengthy and interesting statement, by referring to the heavy work of his own office, to which he devoted practically all his spare time, and which he felt was a worth while job. As an appreciation, on the part of the members, Mr. Bailie was voted \$75 as an honorarium, as a slight appreciation for his valuable service of the past year.

The election of officers took place, the complete list of which has not yet been received, but will be included in the next issue.

Another merit appointment

Mr. Charles J. McKenzie has been promoted to the office of collector of Niagara Falls, vice late collector A. Boyle, recently deceased.

This promotion following the merit plan laid down by the Government some time ago, has caused general satisfaction, not only to the service but to the public generally. Mr. McKenzie is an old timer in the Department, having over thirty years service.

Personal

Officer R. W. G. Bruce and his bride of Charlottetown spent a couple of days visiting Ottawa recently on their way to New York and Boston on a honeymoon trip.

Convention notes

All meetings and conferences in connection with the convention will be held in the Chateau Laurier. The management, owing to the fact of the convention being held during the session of Parliament was unable to guarantee accommodation or make reservations any length of time in advance. As most of the delegates of former conventions have had to take sim-

ilar chances, this is not regarded as a hardship.

All suggestions, as to amendements to constitution, regulations or other matters relating to D. C. A. affairs, should be carefully prepared by the delegates before leaving for Ottawa, to be submitted to the Convention at the first opportunity.

A pleasant event at Halifax

The entire staff of the Port of Halifax assembled in the Long Room after office hours on January 2nd, and the retiring collector, Mr. A. S. Mitchell was called upon, and presented with an address, reciting the good qualities which had endeared him to the staff during the years he was in charge of the Port of Halifax, and was, at its conclusion, presented with a magnificent sterling silver loving cup, a leopard walking stick, a case of fine pipes and tobacco pouch, all suitably inscribed. Mr. Mitchell was visibly affected, and made a feeling and suitable reply, touching on the pleasant relations which had always existed between himself and the members of the staff. The address was read by Mr. W. G. Gleason, surveyor of the Port, and was signed by every officer of the staff. The presentation was made by Mr. W. C. Acker, who is the acting collector.

Presentation to Mr. Colvin

The Customs House at Hamilton was the scene on a fair day in December of a very happy event in the life of Mr. Robert Colvin, president of the D. C. A., when he was made the recipient of a beautiful travelling bag as a slight token of the appreciation of his efforts in their behalf in civil service matters. For twelve years he was the sole delegate representing the local Customs staff at the meetings of the Civil Service Federation and when the Dominion Customs Association was organized in 1918 he had the honor of being elected vice-president and the following year 1919 he was advanced to the presidency and in this capacity, together with the members of the executive, was of great assistance to the Arthur Young Company, Chicago, efficiency experts, in the re-classification of the Customs Service.

Mr. German Dean, president of the local Customs Association, read a beautifully written letter of appreciation and Mr. Thomas McCallum, in a few well chosen words in which he paid a glowing tribute to Mr. Colvin, presented the bag. Mr. Colvin replied very suitably, thanking the members for the remembrance and hoping that the same good-will may prevail at all times in the future.

St. John News

Two of the popular members of this port have recently undergone operations in the Civil Re-Establishment Hospital, Lancaster,—D. J. Lawson and Leo. Kilborn. The former served as a Lieutenant with the 14th Royal Montreal Regt. and the latter was a member of the 26th N. B. Batt.

The members of the staff have learned with the deepest regret of the death of Millard Caird Noble in the Lancaster Military Hospital after a short illness. His death was a surprise and shock to his parents, Mr. and Mrs. Wm. Noble, of 82 Stanley street, as well as a host of friends. The deceased was an extremely popular young man and went overseas with the first Field Ambulance Corps under Major Duval, saw considerable hard service on the front lines and was invalided home through illness in 1916, and his death is said to have been the result of his work overseas. Since his return home he has



Mr. ARTHUR LOVETT

been chief manifest clerk in the Customs office.

A member of the executive of the D. C. A. and an ardent supporter of *The Civilian*, writes as follows:—

"I am a strong believer in organization. It has worked wonders for the Civil Service during the past 15 years, and if the Federation can succeed in organizing the entire Service, our scope for usefulness will be greatly enlarged and many of the things which now appear so far off will be speedily realized, and brought into active operation."

Organizer and co-operator

It is the intention from time to time to

reproduce in this column the photographs of various co-operators in the D. C. A., and today there is offered to Customs readers the features of one of the live members of the D. C. A. from the most Easterly shores of the Dominion, namely of Arthur Lovett, Secretary of the Nova Scotia Customs Association. There is no intention to be invidious as everybody will get this Civilian decoration in turn. Mr. Lovett is responsible for the organization of the Nova Scotian branch of the D. C. A., and the Secretary of the D. C. A., Mr. Tom. Burns will testify that if the N. S. branch is not 100 per cent organized it is no fault of Bro. Arthur Lovett. Sane and sound in his judgment and always moderate and tolerant in his opinions, Arthur (as he is known) has given faithful service as a member of the D. C. A. Executive and as vice-president of the C. S. Federation. Of no little importance in the work of organization is his contributions to the circulation list of *The Civilian*; nearly every member from a widespread territory being a subscriber.

—CSFC—

PUB. WORKS ASSN., HAMILTON

The regular meeting of this branch was held on Monday evening, Jan. 5; the president, Mr. Thos. Nicholson in the chair. After the adoption of the minutes of previous meetings, the election of officers took place, resulting as follows:— President, Thos. Nicholson; vice-president Chas. Partridge; secretary-treas., Thos. Butler. A resolution expressing the condolence and sympathy of the members for the family of the late John Willglisworth was adopted. After the reading of the financial report, a vote of thanks was unanimously tendered the secretary for his work during the past year.

—CSFC—

D. P. C. A. QUEBEC

Editor *The Civilian*,

I am directed to advise you of the result of the annual election for the Quebec branch of the D. P. C. A., which took place at the general meeting held on January 1. The following officers were elected:— President, L. N. Santerre; 1st vice-president, O. Gilbert; 2nd vice-president, L. Tanguay; secretary, Alderic Beauchamp; asst. secretary, A. Gingras; treasurer, Ed. Darveau; asst. treasurer, E. Gagnon; directors, J. G. Dagneau, F. Kindeland, A. Jobin, J. Blondeau, L. A. Tremblay, P. Leclerc, P. Frechette, A. N. Angers.

ALDERIC BEAUCHAMP,

Secretary.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

Dominion-wide Union

Events are portending favourably for the round table conference of postal organizations in the near future and the date to be suggested is likely to be round about March 6. It is hoped that all the postal services will be represented, including the Rural Delivery and the "country" Postmasters.

It is often the case in our human affairs that there is a bone of contention or in other words a controversial problem dividing opinion in large bodies of men. The issue in the present case relates to the form organization shall take. Two schools have arisen, one favouring amalgamation of all postal workers into one organic union, and the other in favour of different associations for each distinctly different kind of postal vocational occupation. It must be decided whether the importance of this question is to outweigh and obliterate the importance of the goal to be attained; the goal which can only be attained by subduing fanatical prejudices on less essential questions and forming a union at once hearty and harmonious.

It will be well at the forthcoming conference that the "cards be all on the table face upwards. In order to make a contribution to this laudable object, there is printed herewith once again what may be considered at least an approximation of the eastern and western point of view.

The following, subject to amendment, is the eastern view,—

Federation of Postal Employees by Affiliation

Affiliation of Dominion Bodies of Letter Carriers, Post Office Clerks and Railway Mail Clerks by Branches locally, and jointly by Dominion Executives of the three Bodies.

Objects

1st.—To bring about the affiliation of the several Postal Employees' Associations of Canada to the end that all Postal Employees shall belong to one Dominion-wide organization.

2nd.—To impress upon the Government that Post Office salaries must be raised to a point in conformity with increased cost of living.

3rd.—That salaries and allowances East and West shall be placed upon an equal basis for all P. O. employees.

Local Affiliation

1.—Branches of the three organizations shall hold their meetings separately, as formerly; each shall elect its own local executive officers to deal with its own personal problems, such as individual injustice, working conditions locally and all cases of discrimination, etc.

2.—Mass meetings of joint bodies to deal with matters affecting the whole personnel of the Post Office Service or any two branches thereof, or for purposes of social events, if desirable.

3.—Where two or more Branches of the Service are dealing with matters affecting their own personnel or the personnel of the whole locally, the decision shall rest with the local joint executive, but if such decision is appealed against, said appeal shall be submitted to the Joint Dominion Executive, whose decision in all cases shall be final.

4.—Joint Executives of local organizations shall consist of equal representation and there shall not be more than three delegates from any body.

Conventions, Dominion Executive

5.—Conventions of all three organizations to be held biennially at the same time and in the same city, such conventions to cover a period of four days, three days to be devoted to separate study by each organization on its own particular problems. The fourth day is to be devoted exclusively to a mass meeting of all the three Conventions, for the purpose of considering questions of general importance affecting or having a tendency to affect the whole.

6.—Resolutions passed by all three Conventions to be read and approved by the Joint Convention before being finally carried out. This is a safeguard against the inclusion of any resolutions by any of the three bodies which might have a tendency to adversely affect any other Branch of the Post Office Service.

7.—Joint Dominion Executives to be elected by the several bodies at the Joint Convention, said Convention to decide and fix place and date of the next Convention, rules governing affiliated bodies, etc.

8.—Each organization shall determine its own rates of remuneration exclusively

without interference from any other body or the Dominion Joint Executive Board, and shall have the undivided support of other branches of the Service in respect to its demands.

9.—All other matters dealt with by any of the three organizations which may in any manner have a tendency to affect the working conditions, rights or privileges of any other of the affiliated bodies must be first submitted to the Joint Executive for approval or disapproval. Decision of Joint Executive to be final on all such matters.

Representation and Expenses of Joint Executive

10.—Each organization shall have equal representation not to consist of more than three members. All deputations to the Government on any matter to be elected by and from the Joint Executive in equal proportions.

11.—Each organization shall pay an equal amount of per capita tax every six months into the funds of the Joint Executive. Such will be used exclusively by them for the fulfilment of the duties allotted to them from time to time.

Recommended

That the Joint Executives or representatives elected by the three Dominion organizations meet at once in some city to be determined upon to draft temporary rules and decide upon action to be taken respecting legislative matters, pending the meetings in Convention of the three bodies.

The following may be supposed to represent the salient feature of the western case. The matter is furnished by a well-known member of the Vancouver post office,—

The year 1919 has finished its allotted span and 1920 is with us. Looking back slightly more than a year to the inception of the Amalgamated Postal Workers organization, and regarding its progress to date, we are conscious of tangible gains, more of them, and of greater import, than have ever been obtained by Government Employees Associations, in the history of this country. We have had setbacks too, chief of which was the result of the participation of a large portion of our membership, in the General Strike of May and June last. That blow was enough to discourage for all time, any, previously

known Postal Organization. It speaks well of the soundness of the amalgamation idea, when we not only recovered quickly from the blow, but are busily engaged on our forward march. Opponents of amalgamation maintained, that the amalgamation of the various branches of the Postal service into one organization, would prove unworkable owing to friction and jealousy. Our actual experience has been a better mutual understanding with a consequent heightening of the spirit of fellowship. The predicted friction has been noticeable only by its absence. No wonder, therefore, that we are strong for "One Dominion-wide organization of Postal employees". Not only that, the Vancouver Branch and others, believe that some plan of co-ordinating the efforts of all Civil Service organizations, is an absolute necessity under the new classification. That enactment has practically standardized working conditions and salaries throughout the Civil Service. It is but logical therefore, that suggestions for reforms or concessions, emanating from the diverse Branches of the Civil Service, to have any hope of satisfactory conclusion, must also be standardized. To enable the Government employees as a whole to collect, standardize, and press its ideas for the betterment of the Service, the Vancouver Postal Workers suggest, a system of local councils, representative of the various employees organizations (now in existence) throughout the Dominion. Local councils to be composed of delegates elected from each Civil Service organization, on the basis of one delegate for each fifty members or less, and an additional delegate for each additional fifty or major fraction thereof. These local councils could meet once per month on a night to be agreed upon. A National Council of three or more stationed at Ottawa to be in constant contact with the Government or Civil Service Commission, receiving suggestions or grievances from all parts of the country, revising them to a condi-

tion of uniformity, and presenting them to the authorities. Members for National Council to be nominated from the local councils, and elected by the membership. Members of National Council shall be composed of members of the Service on leave of absence without pay. They shall **be paid by the membership** while on such leave and shall hold office only during the pleasure of the majority of the membership. National conferences to be held at such time and place as may be decided. This plan for the unification of the efforts of the Civil Service organizations, is admittedly, only in the rough, the germ of the idea as it were. We desire an interchange of ideas on this subject, feeling that did we build from one side only, the structure might not look desirable to others holding a different viewpoint. Accept the suggestion in the spirit in which it is written, and lend a helping hand. It is simply what the business world would call a "merger", and they look upon "mergers" as an advantageous way of doing business. Why not for us? Let us hear from you on the subject, and, in the meantime don't forget "one Dominion-wide organization of Postal Employees ! !

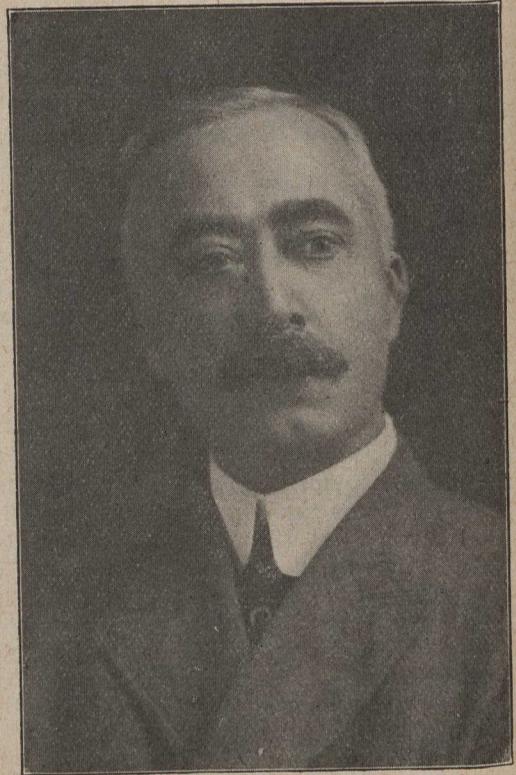
WESTERNER.

May wisdom, toleration and a fraternal spirit predominate in the councils of the postal organizations at the meeting soon to take place.

—CSFC—

FRANCIS HARRISON, Asst. Postmaster, Vancouver.

Francis E. Harrison, Vancouver's Assistant Postmaster. Born at Stratford, Ont., Feb. 1st, 1861, third son of William Dyne and Lucy Harrison. Entered Stratford Post office in 1879, where he remained until appointed to the Railway Mail Service, Winnipeg Division, September 1st, 1884. During the Riel Rebellion of 1885 Mr. Harrison was detailed as acting Postmaster at Calgary, and upon the day Riel was captured, transferred the office to Mr. G. C. King, the present incumbent, and resumed his duties in the Railway Mail Ser-



Mr. FRANCIS HARRISON

vice. When the Vancouver Post office was placed on a "City" basis on the 7th January, 1895, Mr. Harrison was promoted to the position of Assistant Postmaster. In 1889 Mr. Harrison spent several months in British Columbia on special duty, during which time he opened and was in charge of, under the supervision of Post Office Inspector Fletcher of Victoria, the first office on the Mainland in connection with the Railway Mail Service.

—CSFC—

In every railroad with any power behind it, now before Congress, save *one* (the Plumb Plan), there is covered up \$10,000,000,000 — not millions — *billions* — worth of watered stock. That is the ball, and with it the railroad bankers hope to make a "touch-down" between the Congressional goal posts.

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Federated Association of Letter Carriers

Reperesentations on behalf of porters

The executive of the F. A. L. C. has made the following representations to the Board of Hearing on behalf of the porters, under date Dec. 22,—

Hon. W. J. Roche, M.D., LL.D.,
Chairman Civil Service Commission,
Ottawa, Ont.

Sir:—

I have been instructed to place before your Commission an appeal to your Board of Review on Classification of the Post Office Porters of Canada, as set forth in Commission's Report of September 1919.

1.—This Memorial of the Post Office Porters of Canada has to state that when they entered the service as grade men they did so under the same examination and other qualifications as Mail Transfer Agents and Letter Carriers, and were paid the same salaries, no distinction being made as to outside and inside employment.

2.—That the duties and responsibilities hereinafter enumerated entitle Postal Porters to be placed upon the same grades of salary as Mail Transfer Agents, both duties being practically identical as to work and responsibility, and deserving of equal remuneration.

4.—Duties of a Postal Porter consist of receiving and sorting all mail matter received from the publishers, taking entire responsibility for despatching of same; taking charge of all British and foreign parcel post in the absence of clerk in charge, operating and looking after the upkeep of all stamping machines, &c.

4.—Sorting all classes of mail matter under the Rules and Regulations of the Department; he has to have a perfect knowledge of all distribution and be well posted as to all train schedules and destination of each train. The truth of this can be proven from copies of examination papers enclosed.

5.—Responsibility for despatching bags of all classes of mail matter as per train schedules, giving the matter the quickest possible despatch to reach its destination requires an intelligent knowledge and care in distribution; long service and application to duty are required to satisfactorily perform this work, which is done by all so-called porters, and which the clerks in charge of the different stations have found perfectly satisfactory.

6.—Porters on entering the Service understood they were placed under the grade system, and at the same rate of pay as Mail Transfer Agents or Letter Carriers, no distinction being made under the grade system as to qualifications for inside or outside duties, with the exception that the qualification of a porter are such as require longer service before he can reach his highest efficiency.

7.—We understand that the classification as regards salaries was based upon the word Porter, rather than upon the nature of the duties performed, thereby giving a wrong impression to the Commission.

8.—We submit that the name Porter now in classification should be changed to conform to the duties performed and would suggest that same should be changed to that of Mail Despatcher; the name Porter minimizes a man's standing with his fellow workers as well as apparently with that of the Civil Service Commission.

9.—We submit that there is an equal responsibility attached to our duties with that of Mail Transfer Agents, that we are entitled to the same classification and salary. Our memo is the logical sequence of conditions over which we have no control. Other employers of Labor have recognized that cost of living now has gone up to "seventeen hundred and Forty Dollars" and have made generous provision to alleviate the burdens this entails. We therefore submit that under present conditions we are entitled to a living wage sufficient to maintain our families in at least the same degree of comfort as previous to 1914.

A. McMORDIE,
Sec.-Treasurer,

DOMINION OF CANADA CIVIL SERVANTS' ASSOCIATION

British Columbia

A regular monthly meeting was held in the O'Brien Hall, on January 13. There was an extra large attendance, and general business and Nomination of officers and Executive occupied the main part of the evening. The president, Mr. E. A. Burns was in the Chair. Mr. Roy D. McLellan kindly consented to act as a Auditor for the year 1919, and was elected to that office, in the place of Mr. R. G. L. Clarke who resigned on account of ill health.

The Secretary read the December Bulletin from the Civil Service Federation requesting that a Referendum of the members of the Association be taken as regards affiliation with labour. Mr. Scott pointed out that the Association was not allowed by its Constitution to affiliate with any Political Party which fact seemed to him to be an insurmountable objection to the Association affiliating with any Labour Organization. After further discussion it was resolved to mail a notice to every member of the association stating that a Referendum on the question of affiliating with labour would be taken at the Annual General Meeting, which will be held on February 10.

Several departments including the Fisheries, Gas and Electricity, Public Works and Immigration, reported that they had not yet received their classification. It was finally decided to wire to the proper authorities and request that these departments be notified of their standing in the service.

In connection with the Finances of the Federation, it was unanimously moved that the Secretary be instructed to issue a cheque to cover the per-capita levy of fifteen cents as outlined in the December Bulletin, also to state that the members appreciate the hard work the Federation has done and is doing for the good of the service.

The following members were nominated as officers for the year 1920:—

President: — E. A. Burns.

Vice-Presidents: — G. A. Stevens and F. MacLachlan.

Secretary-Treasurer: — H. E. Warburton.

Executive: — A. T. Milner, B. C. Hydrometric Survey; A. M. Scott, Public Works; W. M. Chapman, Fisheries; J. McMurphy, Immigration; D. T. Bulger, Labour; Dr. Kenneth Chester, Veterinary; R. H. Cairns, Indian Department; C. H. Cherry, Pensions Board; E. R. Costello, Gas and Electricity; A. H. Dutton, Weights and Measures.

Two Auditors: — F. MacLachlan and E. R. Costello.

The Annual General Meeting will be held in the O'Brien Hall on February 10. Important business will be dealt with including: Election of Officers, Amendments to the Constitution and By-Laws and the matter of increasing the annual fee.

H. E. WARBURTON,
Secretary-Treasurer.

*Equal Pay
for Equal
Work*

What Our Women Are Doing

*In Honor
Preferring
One Another*

What about Superannuation?

A committee of the Cabinet is considering Superannuation, and many persons throughout the Service are also considering it individually. Many more women are interested in it now than when the matter last came up for discussion and it is advisable that their views should be known. The bill as it was framed some few years ago rather overlooked the claims of the women in the Service. *The Civilian* is an excellent medium through which to air one's opinion and letters addressed to "Elian", Box 484, Ottawa, may find a place in the next issue.

A Woman Registrar

One of the first appointments made by the United Farmers of Ontario was that of Miss Minnie Walker to the vacant registrarship in the County of Middlesex. Miss Walker had been acting registrar since the death of the recent incumbent some time ago, so that her appointment was a logical reward for merit.

Women Magistrates

Seven women in Great Britain have been appointed magistrates in pursuance of an Act of Parliament making members of their sex eligible to such an office. They are: Mrs. David Lloyd George, the Marchioness of Crewe, the Marchioness of Londonderry, Mrs. Humphrey Ward, Mrs. Sidney Webb who has been active in investigating social and industrial conditions; Miss Elizabeth Haldane, sister of Lord Haldane, and Miss Gertrude Truckwell. They are to constitute also a Women's Advisory Committee to advise the Lord High Chancellor as to the fitness of other women for magistrerial office when vacancies occur.

Education needed

One often wonders how many of the women of the Service are educating themselves along the lines of their particular work. If one is to advance one must become better educated.

Some one has said that an individual should know a little bit about everything and all there is to know about one subject. Just this is needed in the Service. Each clerk ought to know his own subject through and through and all around and then to keep properly balanced he needs

ever so many hobbies—serious and comic, —outside.

The first of the year is usually a time for taking count and no better resolution could be taken than that of seeking to become better educated.

The writer hopes to see the time when the Civil Service Commission will be not only the machinery to administer the C. S. Act but will also afford facilities for higher education within the Service. Too often the examination — be it what it may — for entering the Service is considered by the entrant to be the end instead of just the beginning.

The reclassification is a serious effort to put the Service on a business basis and if business methods are to be copied let it be done thoroughly. In large mercantile firms, the educational end receives much attention because it pays—pays the stockholders in hard cash—so it will pay the stockholder to have it in the Civil Service. It is to be hoped that the time is not far distant when this sort of education will not be left entirely to individual effort.

Miss Jackson

Mrs. M. L. Cornwell, formerly Miss M. Jackson, who was a stenographer in the Glasgow office of the Canadian Government Service, joined up as a V. A. D.



Mrs. M. L. CORNWELL

October 11, 1916. She served one year in the 2nd Western General Hospital, Manchester and in Arran Auxiliary Hospital, Lamlash, Arran. On September 30, 1917 she resigned the Service to be married. Miss Jackson was born, brought up, educated and lived all her life in Glasgow. Her interest in Canada centred in the Emigration office but Canadian civil servants will be interested in her war services and the little picture that accompanied the details.

An Evening with the Local Council

While the Women's Branch, C. S. A., has had affiliation with the Local Council of Women it has never been able to take much active interest in the work of the larger body as the meetings were always during office hours and it was not possible for civil servants to attend.

In order to do away with this difficulty, the Local Council has changed its program to evening sessions and the first one of the season was held on December 15, when the members of the Council were the guests of the Halcyon Club. Besides a social hour over the teacups many interesting subjects came up for discussion. The Mayor and controllers were present.

The Bazaar a Huge Success

It seems only necessary for the women of the Civil Service to undertake an affair in order for it to be a complete success. When it became necessary for them to raise funds to pay for the recently purchased Steinway Concert Grand piano and plans were laid to do it by means of a Christmas Gift Sale, everyone felt assured of a successful result.

The bazaar quite surpassed all expectations, not only in financial returns but in artistic arrangements and perfection of organization. It would be impossible to pick out one booth for special mention without injuring the others, each of which in its own way deserves special mention.

Rivalry in the matter of receipts aroused keen interest among the workers. The record was made by the doll table convened by Miss Agnes O'Farrell, assisted by the Misses Cameron, Mary McGreevy, Hazel Campbell, Lena Rocque and the girls of the Post Office Department. Their proceeds netted \$209. The total proceeds are about \$1,185, and the members of the Halcyon Club have every reason to feel proud of their success. The Advisory Council of the Club is as follows:—Presi-

dent, Miss Alice Walker; secretary-treasurer, Miss May C. Lyon; past president, Miss E. L. Inglis; president of the Women's Branch, Miss Jessie C. Ross; the Misses B. K. Dibblee, Mildred Ashfield, Helen McKibbin, Ellen Delahaye, Eleanor Ross, Jane McInnis, Marie Duhamel.

The Masquerade

On New Years' Eve the Halcyon Club had a Masquerade Dance as a benefit for the Day Nursery.

All the arrangements were in charge of Miss Mildred Ashfield, who had an excellent committee in Miss May C. Lyon, Miss Jessie Ross and Miss Jessie McJanet.

The Club looked unusually well with its Christmas decorations and was filled to capacity by gaily dressed masquers. Music was supplied by the Ionian Quintette of the Collegiate Institute and the old year was danced out and the new one tripped in by a happy throng of young people.

Prizes for the two prettiest costumes were donated by the president, Miss Alice Walker and were won by Miss Jessie McJanet, as an Italian girl, Miss Olive Lowry as a Spanish maid and Mr. R. R. McKibbin as a Spanish gentleman.

Mrs. A. G. Mather, Mrs. A. J. Freiman, and Mrs. Gerald Brown, officers of the Board of the Day Nursery acted as judges, and donated three extra prizes; the funny ones being awarded to Miss Gertrude Maxwell as Maggie and Mr. T. Rankin as Button. As a result of the entertainment a nice little sum will be given the Day Nursery.



Miss MARION CALHOUN

Mrs. S. C. McLean, formerly Miss Marion Calhoun, daughter of Mr. J. C. Calhoun,

of Ottawa, was librarian of the Mines Department when she left for overseas service in September, 1918. She was stationed as a V. A. D. in the 2nd Southern General Military Hospital, Bristol, England, till her return to Canada in May, 1919. Miss Calhoun resigned from the Civil Service and in November married Mr. Stuart C. McLean, of the Geological Survey at Ottawa.



Miss A. E. GEACH

Miss Adine E. Geach, of the Parks Branch, Interior, Edmonton, trained as a V. A. D. and when the opportunity came and she could secure leave from her office, she went overseas in January, 1918. The first six months of her service was spent in France at No. 72 General Hospital. Later she served in the Holborn Military Hospital, Mitcham, Surrey, and the Middlesex War Hospital, Napsbury, Hertfordshire, from which she was demobilized in June, 1919. On August, Miss Geach returned to Canada and has again taken up her duties in the office of the Dominion Parks at Edmonton.

—CSFC—

SUPERANNUATION

As noted in an eleventh hour announcement in the January *Civilian*, Superannuation has taken a new lease of life after lying dormant since the appearance of Bill No. 229 of 1914. The inevitable consequences of events have no doubt brought home to the minds of the Ministry the stern necessity of finding a panacea for a condition that exists; the paliative offered to the Printing Bureau being but temporary and quite insufficient.

Upon receiving word from Senator Robertson of the intention of the Cabinet

to take up the problem of Superannuation with a view to introducing legislation at the session in February, the Federation officers collected a mass of information for the use of the members of the sub-committee of the Cabinet. Fortunately, *The Civilian* has furnished an extensive library on this subject, covering a period of several years; consisting of original articles from the pen of Mr. Milton D. Grant, for years one of the editors, and also valuable contributions written by Mr. A. D. Watson. There were also in the files many articles on the subject taken from current literature.

It may be not untimely to refer just now to the latest creation in Civil Service Superannuation schemes; the latest being know as the Sterling-Lehlbach bill of the United States. There are two bills in fact but quite identical in principle; one introduced by Senator Sterling in the Senate and the other introduced by Representative Lehlbach in the lower house.

There is a contribution from the Service of 2½ per cent. The 2½ per cent which the employees contribute gives them a vested interest in the fund and a right to be heard upon matters of its administration. It guarantees to those who withdraw from the Service a return of their contributions with compound interest at 4 per cent.

For rural letter carriers and post office clerks the retirement age is fixed at 62, and railway postal clerks at 60 years. A minimum of fifteen years of service is necessary to come within the provisions of the act; and provision is made that any employee who has served not less than fifteen years but who has become incapacitated by reason of disease or injury, not due to his own fault, shall be retired on an annuity. Another excellent feature of these bills is the provision made that an employee who has reached the retirement age shall not necessarily be removed from the Service, but upon application, shall have his time extended, (not more than four years), provided he is physically able; and a very commendable provision is embodied that in case of the death of an employee before reaching retirement, his payment shall be returned to his heirs.

—CSFC—

THE WESTERN STRIKE

The sub-editor of the Postal Journal received too late for publication, copy of the regulation of the Commission dealing with the strikers in the western post offices. Briefly, as advised by Mr. Foran, the bar to re-employment is removed and application for re-employment—not re-instatement may be made. The age limit has been removed and each case must be approved by the Governor in Council

Civil Service Federation of Canada.

Call for Ninth Convention.

The postponement of the ninth convention from September last and the various reasons therefore together with the selection of the second Monday of March as the date of said convention has already been announced to our organizations.

No convention of the Federation has been called under circumstances so charged with interest as the convention now being called for Monday, March 8th. The unusual solicitude is due to differences of opinion that have arisen in regard to the values attached to certain positions in the schedules of the classification, and also in regard to the application of the schedules in certain cases. This feature of the convention's programme will require wise counsel and calm consideration.

As already announced the popular subject of superannuation has undergone a sudden and practical development; the Government having appointed a sub-committee of the Cabinet to collect information and to report to Council. Superannuation is thus placed in the forefront of problems to engage the attention of the delegates.

Some of the other important topics which will require attention are:—

- (1) Independent Board of Appeal,
- (2) Whitley Councils,
- (3) Adequate Cost of Living Bonus.
- (4) Amendments to the Constitution.

PER CAPITA FEES.

Fees are due by organizations at 25 cents per head for the year ending September 1919 and for the current year ending September 1920. There is also a special levy of 15 cents per head; the necessity for which will be explained by the financial statement. Fees should be forwarded to the Secretary-Treasurer, P. O. Box 394 as soon as possible.

CREDENTIALS.

Credentials in duplicate should be made out for each delegate; one copy to be mailed, as soon as possible, to the Secretary with the per capita fees and the other to be presented at the convention hall.

MEETING PLACE.

The place of meeting will be the same as in March 1919, viz.: the G. W. V. A. hall, 29 Cartier St., Ottawa.

In order that the preparation of the agenda may not be delayed you are especially requested to furnish the Secretary with copies of proposed resolutions or amendments to the constitution.

N.B.—Above all attend to these matters without delay.

F. GRIERSON,
President and Acting Secretary-Treasurer.

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A Fine Example for Us

Official endorsement by the executive council of the National Federation of Federal Employees in the United States, representing 148 local unions of Government workers from coast to coast, has been given to the report of the Advisory Committee on Wage Policies of the Joint Congressional Commission on Reclassification of the Civil Service. The Advisory Committee's report recommends an absolute minimum wage of \$1,320 for government workers, with the possibility of reaching \$2,220 at the end of the sixth year, this recommendation predicated upon the raising of the efficiency standards of the service, provision for retirement of superannuated employees, and the elimination of employees otherwise sub-standard or unnecessary. The \$1,320 and \$2,220 it is pointed out, are equivalent to salaries of \$733 and \$1,233 at the pre-war value of the dollar.

The outstanding features of the Advisory Committee's report to which the organized federal employees are giving their backing are the following:—

"1. The minimum entrance salary shall be \$1,320 per annum (which is equivalent to \$733 on a pre-war basis.)

"2. Salary increases within the class, and promotions from class to class shall be made in such manner as to lead to a compensation of \$2,220 within a normal period of about six years, unless dependency studies should show the necessity of reducing the six year period.

"Your sub-committee endorses the principle of an absolute minimum wage rate for Government service—below which the Government should not go in the payment of wages for any adult full-time work. Your sub-committee believes that the employment of minors below the age of 18 is not in the interest of the public service. The principle of a minimum salary has already been recognized by the lower House

of Congress, both at the last and the present sessions, in the passage of the Nolan Minimum Wage Bill.

"The minimum wage rate for employees in the Federal Service in Washington should be based upon the cost of living in Washington, in accordance with the accepted theory of minimum wage laws for private industry—namely, that every worker is entitled to at least a health-and-decency standard of living.

"It is recommended that the Reclassification Commission require a standard of service for the Government which will recognize maturity and full competence as the point of application for the minimum family wage, such maturity and competence to be normally reached in about six years of service. This provision should under no circumstances be construed as implying that higher grades of work and commensurately higher pay may not be received at entrance or by more rapid promotion in accordance with qualifications.

"The minimum pay for junior grades of work, covering the period prior to the point of application of the minimum for mature competence, shall be based on the cost of living for the individual. This provision, likewise, is not to be interpreted as precluding higher pay for proper qualifications."

For the use of the Joint Congressional Commission on Reclassification of Civil Service Salaries, Dr. Royal Meeker, U. S. Commissioner of Labor Statistics, has compiled a family budget showing the minimum cost of a "health and decency standard of living" in Washington for the typical family of five. The total cost of this budget, Dr. Meeker's figures show, is a little more than \$2,200 per year.

Dr. Meeker itemizes the family budget as follows:—

Food	\$ 773.93
Clothing—	
Husband	\$121.16
Wife	166.46

Boy (11 yrs.)	96.60
Girl (5 yrs.)	82.50
Boy (2 yrs.)	47.00
	<hr/>
	513.72
Housing, fuel and light	428.00
Miscellaneous	546.82
	<hr/>
Total	\$2,262.47

That this is actually an irreducible minimum is urged by officers of the National Federation of Federal Employees, who cite such items in the budget as an allowance of a quart and one-quarter of milk per day for three children; one and one-half pairs of shoes per year for the father of the family, and one winter union suit each per year for father and mother. Other items in the budget are similarly meagre as to quantity.

The cost of the budget, Dr. Meeker states, is based upon the actual price of food, clothing, rent and fuel in Washington at the present time as ascertained by several agents of the Bureau of Labor Statistics who made separate shopping tours of the city covering all the representative stores.

For the individual man (allowing him a margin for saving toward the establishment of a home):—

1. Room — \$18.00 per month.	\$ 216.00
2. Board — Regular table board, 2 meals on week days, 3 on Sunday — \$6.00 per week	312.00
Lunch, 25 cents per day, 313 days	78.25
Other food, fruit, con- fectionery, etc., 25 cents per week	13.00
3. Clothing — including repair- ing and cleaning	158.36
4. Laundry — average of \$1.00 per week	52.00
5. Toilet supplies and services.	15.00
6. Health — medical charges, dentist, oculist	32.00
7. Religious organization — 10 cents per week	5.20
8. Labor organizations	5.00
9. Newspapers	8.40
10. Books, Magazine and edu- cational allowance.	20.00
11. Car fare, 14 rides per week.	32.50
12. Amusement, recreation, gifts	39.00
13. Vacation and travel home to vote	50.00

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LIDLAW BALE TIE CO., Ltd.
WIRE MANUFACTURERS
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Canada of
High-Grade
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PURE MILK from inspected herds
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pure cream and selected fruit

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For Business and
Professional Men
22 Stores and Tailor Shops in Canada.

THE BANK OF NOVA SCOTIA

Capital Paid Up . . \$9,700,000
Reserve Fund and un-
divided profits . . \$18,000,000
Total Assets over . \$220,000,000

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ALBERT STREET.
Velie, Lexington, Essex, Hudson,
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Republic and Oldsmobile Trucks.
Parts and Accessories."

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HIGH GRADE UNDERWEAR
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FAMOUS DRESS GOODS

JOHN DATE

Manufacturer of
Diving Apparatus, Brass Founder
and Copper Smith

13 & 15 Concord St., Montreal

14. Insurance	60.00
15. Savings	200.00
16. All other items	26.00
<hr/>	
Total	\$1,322.71

For the individual woman (allowing her a larger item for room rent because of the acute housing conditions in Washington and the greater scarcity of rooms available to women):—

1. Room \$20 per month	\$ 240.00
2. Board—Regular table board, 2 meals on week days, 3 on Sunday — \$6.00 per week Lunch, 25 cents per day, 313 days	312.00
Other food, fruit, con- fectionery, etc.—25 cents per week	78.25
3. Clothing	13.00
4. Laundry — average of \$1.25 per week	240.15
5. Toilet supplies	65.00
6. Health — medical charges, dentist, oculist	5.00
7. Religious organizations,— 10 cents per week	43.00
8. Labor organizations	5.20
9. Newspapers	5.00
10. Books, Magazines and edu- cational allowance	8.40
11. Car fare, 14 rides per week	20.00
12. Amusements and recreation, gifts, etc.	32.50
13. Vacation and travel home to vote	20.00
14. Insurance	50.00
15. Savings	60.00
16. All other items	101.58
20.00	
<hr/>	
Total	\$1,319.08

SHOCKING
(Bystander)

Mrs. Simon Pure — Such an immodest display!

Her Husband — It is rather a scant skirt.

Mrs. Pure — I was'nt looking at the skirt. But she has arranged her hair so it exposes the greater part of her ears.

TEACHERS AND LABOUR

Organized labour has been the most aggressive supporter of the public schools since their establishment. The teachers are at last realizing that as workers their place is with the other workers of the country, and that it is their duty to the schools to align themselves with the labour movement, the most powerful and progressive democratic force in our national life, and the force most vitally and intelligently interested in public education.

—American Federationist.

Affiliation with the Labor Movement

A propos of the Referendum to be taken by organizations of the C. S. Federation in regard to affiliation with the Trades and Labor Congress, a most illuminating statement has been issued by President Steward of the National Federation of Federal Employees of the United States in the "Federal Employee" for December. The whole statement is applicable to the situation in Canada but a few features especially relevant to doubts that have been expressed are reprinted herewith:—

What Has the National Federation of Federal Employees Gained by Its Affiliation With the American Federation of Labor?

(1) It was the A. F. of L. that at the beginning of our organization's history defeated the Borland amendment the first time it was introduced in Congress. Later the A. F. of L., under the leadership of President Gompers, was largely instrumental in bringing about the veto by President Wilson of the Legislative bill because it contained the Borland movement.

(2) It was the membership of the A. F. of L. through its affiliated body, the Central Labor Union of Kansas City, that cast the votes which defeated Representative Borland in the primaries in his district in 1918, and prevented his return to Congress. This happened because we were affiliated to the A. F. of L.

(3) It was the membership of the A. F. of L. through its Central Labor Unions in every state that asked Congress, at our request, to grant the war bonus, first of \$120 per year, and then of \$240 per year, which 200,000 federal employees are now receiving. Those central labor unions, representing millions of votes throughout the country, helped us because we were affiliated to the A. F. of L.

Is the National Federation of Federal Employees in Any Way Controlled by the American Federation of Labor?

No. The N. F. F. E. is completely self-governing as are all other organizations affiliated with the A. F. of L. As stated in the constitution of the A. F. of L. (Art. 2, Sec. 2), national and international trade unions chartered by the A. F. of L. are "based upon a strict recognition of the autonomy of each trade."

Can Members of the National Federation of Federal Employees Be Called Out on Strike?

No. Not under any circumstances. The constitution of the N. F. F. E. contains the following clause (Art. 2, Sec. 2):

"Provided, That under no circumstances shall this Federation engage in or support strikes against the United States Government."

The A. F. of L. has no power to call a strike of any organization whatsoever, and no striking organization has power to call out the members of any other organization.

The Steel Equipment Co.,

MANUFACTURERS OF

Metal Filing Devices

FILING CABINETS

STEEL FURNITURE

Factory at Pembroke

UNION BANK BUILDING

OTTAWA CANADA

IMPORTANT NOTICE

It has been found necessary, owing to the increased cost of printing, paper, etc., and the difficulty in collecting back dues, to have all subscriptions paid in advance. If this is not done, the paper will have to be cancelled. Kindly send us your subscription so that you may receive the next issue. Look at your label which tells the month and year to which your subscription is paid.

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NO need to keep the furnace going full blast these days. Ease up on your coal consumption — use

**IMPERIAL
ROYALITE
COAL OIL**

The ideal fuel, none better, gives clean immediate heat, without odor or soot — uniform in quality.

Used in your oil heater it gives quicker, cleaner and warmer heat, lots of it. Try it for your oil cookstove. You'll be delighted with the economical results.

For sale by reliable dealers everywhere.

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Power - Heat - Light - Lubrication
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Branches at Toronto and St. John, N.B.
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MACGOWAN & Co., VANCOUVER, B.C.
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**Port Arthur Construction
Co. Limited**
Specialties

**Harbor Work and
Railroad Construction**

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IMPERIAL PROTECTION POLICIES

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Manufacturers *Patents Colt and Side Leather*
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GLOVES and MITTS,
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SHEEP-LINED and MACKINAW CLOTHING,
WORKMEN'S SHIRTS

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**Cold Drawn Rolled,
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ROUNDS	SQUARES	HEZAGONS	FLATS
$\frac{1}{8}$ to 6"	$\frac{1}{4}$ to 2 $\frac{1}{4}$ "	$\frac{1}{4}$ to 2 $\frac{1}{4}$ "	up to 1 $\frac{1}{2}$ x 3"

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**The Canadian Drawn
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**Canal and Harbour
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GOVERNMENT INSURANCE

Furnished by the Department of Insurance

Insurance issued by months in 1918 and for first ten months of 1919:—

Month	1918	1919
January	\$ 65,000	\$ 83,000
February	75,000	214,000
March	91,000	197,000
April	84,000	166,000
May	96,000	95,000
June	76,000	115,000
July	76,000	100,000
August	68,000	66,000
September	86,000	96,000
October	54,000	129,000
November	113,000	109,000
December	98,000	93,000
Total for year	\$982,000	\$1,463,000

The policies issued during the months of October, November and December were distributed among the various departments as follows:—

Agriculture	5	\$ 23,000
Customs	27	67,000
Finance	4	20,000
Health	2	10,000
Immigration & Colonization	1	2,000
Insurance	1	5,000
Interior	6	23,000
Justice (Dominion Police)	1	2,000
Labour	1	5,000
Marine	3	8,000
Public Works	4	5,000

Militia & Defence	1	2,000
Mines	4	11,000
Naval	2	5,000
Post Office	48	125,000
Public Printing & Stationery	2	5,000
Railways & Canals	2	4,000
Secretary of State	1	3,000
Trade and Commerce	2	6,000
	117	\$331,000

The increase in the amount issued to date merely indicates a tendency towards life insurance which is general throughout the continent. Life insurance is being written to an extent hitherto believed impossible.

Much of the increase has come through former policy-holders who have come to look not so much at the principal amount insured as at the amount of income which will be derived from it by their dependants.

Many a man who has heretofore been quite satisfied with \$5,000 insurance has considered the fact that this amount invested at 6% would yield but \$25 a month, and when he has compared this with the amount necessary to keep his home together for his dependants when he is gone, he has decided that he needs at least as much more.

It has been estimated that one-third of the expenditure of the average family is chargeable to the head of the family. Two-thirds should therefore remain for his dependants if they are to continue to live on the same scale after his death, and in the case of most salaried men the necessary income must come from insurance.

The insurance money may be either invested and the interest alone used, or it may be used to purchase an annuity in each payment of which there will be included a portion of the principal sum. In the latter case the amount of the annuity payment will depend upon the age of the beneficiary at the time of the insured's death. It will probably vary from 6% to 10% of the principal.

Even assuming 10% the amount of insurance which should be carried on the foregoing basis should be over six times the present expenditure of the family.

The Civil Service Insurance Scheme will not provide the full amount of insurance necessary but it will at least help. Civil Servants should avail themselves of it to the limit.

The coupon below will bring full information:—

To the Superintendent of Insurance,
Insurance Department, Ottawa.

Date.....

Dear Sir:

Please send to my address, as below, an application form for insurance under the Civil Service Insurance Act, and all necessary information relating thereto.

- I contribute to Superannuation Fund No. 1.
- I contribute to Superannuation Fund No. 2.
- I contribute to Retirement Fund.

Name.....

House Address.....

Departmental Address.....

Note—Draw a line through the funds to which you are not a contributor. If you do not contribute to any of the above funds, but are nevertheless employed permanently, you will state so.

Made in Canada
Conduit

For Ship
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SUNSHINE BRAND The Standard Hosiery

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

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

There is a special hose for each member of the family.

For Ladies—Three Eighties.

For Children—Little Daisy, Little Darling.

For Men—Marathon, Pedestrian.

For Boys—Buster Brown, Rock Rib, Hercules.

THE
CHIPMAN HOLTON KNITTING CO.,
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Largest Hosiery Manufacturers in Canada
HAMILTON, ONTARIO
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ALL SIZES - ALL STYLES

ONE QUALITY OF WORKMANSHIP

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ENVELOPE MAKERS

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We would manufacture better—but we can't!

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Lubricating Oils, Greases, Soaps,
Metal Polish

Cylinder, Engine, Machine, Motor
and Dynamo Greases and Waste

Motor Car Supplies, Carbonless
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More Deadly than War

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

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

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

For information regarding necessary protection communicate with the

Sun Life Assurance Company of Canada

Head Office: MONTREAL
T. B. Macauley, President

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Your wife will certainly wish for a

Westinghouse Electric Iron



Saves time and steps. Is clean, cool, and comfortable.

ASK YOUR DEALER.

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DEPARTMENT OF NAVAL SERVICE
Royal Naval College of Canada.



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

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

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

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

Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimalt near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service. Unauthorized Publication of this advertisement will not be paid. Ottawa, February 3, 1919.

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**Carhartt's
Allovers**



Brush up against the car as hard as you like. There's nothing about Carhartt Allovers to hurt it, as in the case of ordinary clothes, for the buttons are concealed. The garment itself is neat fitting and well tailored. All seams are double stitched; all buttons are riveted and all points where the extra strain comes are doubly reinforced. A special swing pocket keeps the tools in place when you bend over. Practically all dealers carry Carhartt Allovers and are glad to recommend them.

**HAMILTON CARHARTT COTTON MILLS,
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**Canadian
Government and Municipal
Bonds**

afford the owner a degree of safety which combined with the present high yield, renders them an extremely desirable purchase.

*Interesting detail will
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