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May '19.

VOL. XII.

THE

No. 6.

CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

OTTAWA, MAY, 1919



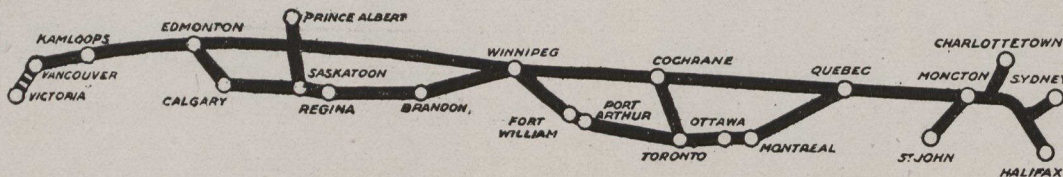
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MAY, 1919

No. 6

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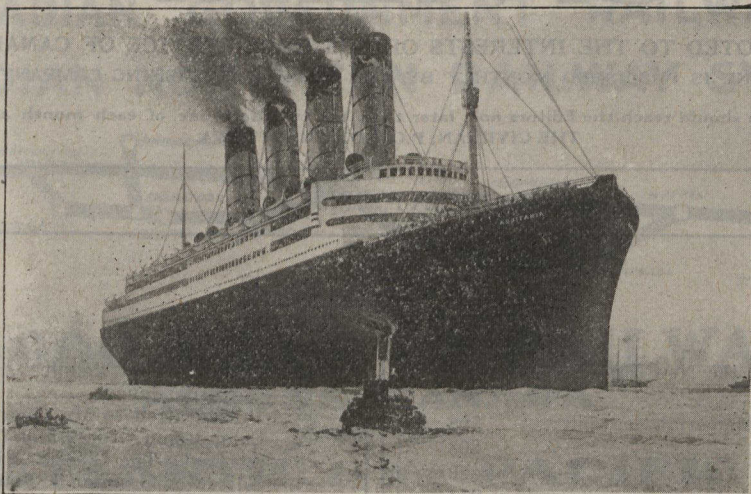
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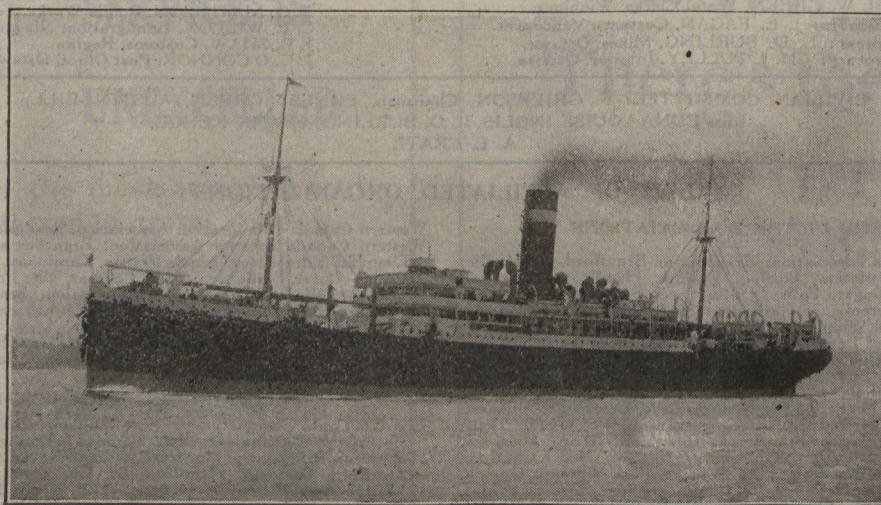
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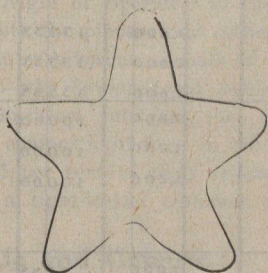
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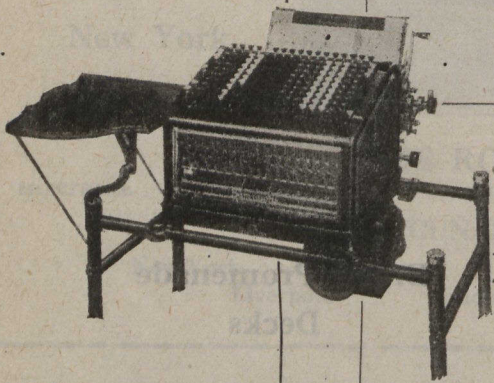
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Cheque Number	NAME.	RANK.	GROSS YEARLY SALARY.	GROSS MONTHLY SALARY.	SUPERANNUATION ADJUSTMENTS.		RE-TIREMENT FUND.	MONTHLY SALARY.	INSURANCE PREMIUMS.	C. S. M. B. S.	SALARY CHEQUE.
					Fund No. 1.	Fund No. 2.					
			6,000	500.00				500.00			500.00
			4,500	375.00				375.00			375.00
			2,800	233.33			11.67	221.66		.66	221.00
			2,800	233.33			11.67	221.66			221.66
			2,800	233.33			11.67	221.66	10.00		211.66
			2,400	200.00			10.00	190.00			190.00
			2,300	191.66			9.58	182.08			182.08
			1,600	133.33			6.66	126.67			126.67
			1,600	133.33			6.66	126.67			126.67
			1,600	133.33			6.66	126.67	6.67		120.00
			1,200	100.00			5.00	95.00		.30	94.70
			1,200	100.00			5.00	95.00			95.00
			1,200	100.00			5.00	95.00			95.00
			1,000	83.33			4.16	79.17			79.17
			1,000	83.33			4.16	79.17	9.17		70.00
			1,000	83.33			4.16	79.17			79.17
			1,000	83.33			4.16	79.17	4.17		75.00
							10 62 1/2		3 00 1/2	96	3,011 19 5/8
				2,999 96				2,893 75			



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THE CIVILIAN

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VOL. XII

MAY, 1919

No. 6

The Party System vs. the New Era

II.

By Fag.

Summary Review

IN the March number of *The Civilian* this series of articles, purporting to deal with politico-economic domination under the bi-party system of government, was begun. As a practical exhibition of this system in two great democracies (so called), the United Kingdom and the United States, attention was called to the contrasts of great wealth (accumulated through privilege and favouritism) on the one hand, and dire poverty on the other hand. The purpose in emphasizing the inequalities of opportunities and conditions under this system is not simply to draw attention to its inherent injustice, but to speak on behalf of the permanency of our race—so that its decline and fall may be at least less precipitous than that of other great world races, such as the Roman and the Athenian. It is the intention to combine closely in these articles effective construction and caustic criticism and in due course to suggest a method by which reforms may be achieved by constitutional means in order that Canada's name may be preserved from the horrors of those disorders which the ruling classes of other countries have brought upon their peoples.

The thesis and hypothesis of this argument is that oligarchic plutocracy is responsible for the horrors of the war, and democratic plutocracy is responsible for the horrors of peace.

In the opening chapter of this series of articles, passing reference was made to conditions in Great Britain and the United States. In the present chapter some attention will be given to Canada.

The Horrors of Peace in Canada

To those who accept the Darwinian theory, the horrors of peace will not be entirely inexplicable. In the economic struggle of the human race man has shown the propensities incarnate of the reptile, animal or bird

of prey. Vol. I of the History of Canadian Wealth is a book that has fallen under the ban of the censor, by accident, so it appears, rather than by design, but it is not in truth fit to read. The book exposes some of the feudal expropriations of the lords of privilege from the earliest days down to 1914, and in it is to be found a verification of the "Origin of Species" in the reptile vices of both the pioneer and modern profiteer, in the carnivorous animals of our feudal system who devoured our public lands, timber, franchises, subsidies, etc., and who have their canines hard fixed in the carcasses of some 65 per cent of their fellow human beings in a tight-locked economic grip.

Economic and Generic Percentages

A high statistical authority on this continent gives us the information that 2 per cent of our people own twice as much as the other 98 per cent, and that 65 per cent of our people have on an average only \$200 to the good. This means that a great proportion of this 65 per cent is under the poverty line. It also means that this great proportion, in propagating its species under poverty conditions, is slowly but surely reducing the virility, the longevity and the supremacy of the race. It is a moot question as to whether the children of the excessively rich (that is of the "2 per cent") add a progressive strain in the generic sense to the blood of the British stock, but accepting the 2 per cent at a par value, we must admit on the authority of the Yale University economist that Canada, instead of being at 100 per cent, is only at a 35 per cent standard of fitness in the contest for race supremacy, permanence and stability. The school of Idealism reasons in this manner, and in so doing raises itself upon the very pinnacle of thought. There is another school of thought—call it what you like—which boils with anger at the idea that 2 per cent of our people have been permitted and are being permitted to pauperize the 65 per cent.

The Ruling Class in Finance

The "2 per cent" began to establish itself in Canada in the earliest days when they drugged the Indian with brandy and took his beaver skin "for a tin mirror or a needle." The Indian having been dispossessed of his country, the "2 per cent" turned on the other 98 per cent of its own race and have wrung from them a tribute similar to that extracted from the Indian. How is such a stunt pulled off? Read the "History of Canadian Wealth," by Myers, after it has been released from its inadvertent ban. In the meantime note a few pregnant facts. Approximately 2,800 million dollars' worth of water has been added to the stocks and bonds of Canadian securities which the "98 per cent" have been compelled to turn into wine or gold for the benefit of the few. You, dear reader, might go and buy up all the cement plants (that is, you might, if the thing had not already been done), add \$50,000,000 profit on the deal and the law allows you to issue stock for the amount of the cost and the profit. The Cobalt and Calgary wildcats make night hideous with cries for supervision of issues of stock, but in this place there is room for a sentence only for matter that would fill volumes.

The Ruling Class in Morals

One paragraph, however, must be devoted to the effect of this economic orgy upon our observance of the Ten Commandments, the Sermon on the Mount, and like tenets which ostensibly we adopt for our guidance. Sir Clifford Sifton is a paragon of the politico-economic type. He was accused by documentary evidence in the hands of Canada's political "Cato" of despoiling his country of lands, timber, water powers and everything else he could place his hands upon at a time when he was a Minister of the Crown and a trustee of the people. Before Christ was born, in heathen Rome Sifton would have been thrown over the Tarpeian Rock, but in Christian Canada

he was canonized as a saint in the sanctified order of St. Michael and St. George and given the sacred public office of Commissioner of Conservation of anything he had not conserved unto himself and his confederates. This incident in our archives typifies the Genesis and the Revelation of Canadian Religion and Ethics as it has been stamped upon our nationality by a small group of less than a hundred men who have been able to usurp extraordinary political and economic powers. Upon the basis of the record made by these potentates in appropriating to themselves financial rewards and in allotting to the mass of the people the burdens they shall bear, they have invented a wonderful tumult-quelling formula—the Sanctity of Wealth.

It may be utterly impossible to effect any alteration in the Canadian economic system. To make any change will certainly take some doing. Nevertheless it is an excusable weakness on the part of the sufferers that they should enquire as to the causes of their torment. If a man is to be burnt at the stake it is a very interesting bit of statistical information for him to know the character of the fuel to be used in his destruction. In these words it is intended to justify the attempt in these articles to understand the "why" of our politico-economic system—the greatest fraud perpetrated since Jacob buncoed his brother Esau out of his heritage.

There are still to be found even in these days people who are deluded into the belief that under (so-called) democratic government, the people actually rule. It is quite excusable that such a misapprehension should arise. All the forms and appurtenances of a system of popular government are visible to the eye and especially are they tangible to the touch during an election. A close scrutiny of our system will disclose the fact that this is not the case. 100 per cent of the electors are entitled to vote, but when that function is performed the responsibility and authority of the people at large in a great measure comes to an end and the manipulators of special privilege take charge. Exceptions to this general rule arise occasionally when an outburst of public indignation makes itself heard in legislative halls. These exceptions would arise oftener were it not that the two great channels of education in (so-called) free countries—the press and the pulpit—are to a great extent subsidized, shackled and submerged. The great evils in our political, social, educational and economic systems which these articles will discuss are therefore not mentioned on account of an inherited prudish delicacy or for fear of

financial annihilation. Let any reader who doubts the verities of these assumptions frame in his mind a list of the laws passed by our federal parliament which have contributed to ethical or sociologic improvements in the lives of the people—improvements which are calculated to have an influence upon the perpetuation of the British

rares beyond the time usually allotted by history as the limit of its virile civilization. Side by side with such a list let our reader make another list of the laws passed which unduly enhanced the bank accounts and personal property of a small privileged class.

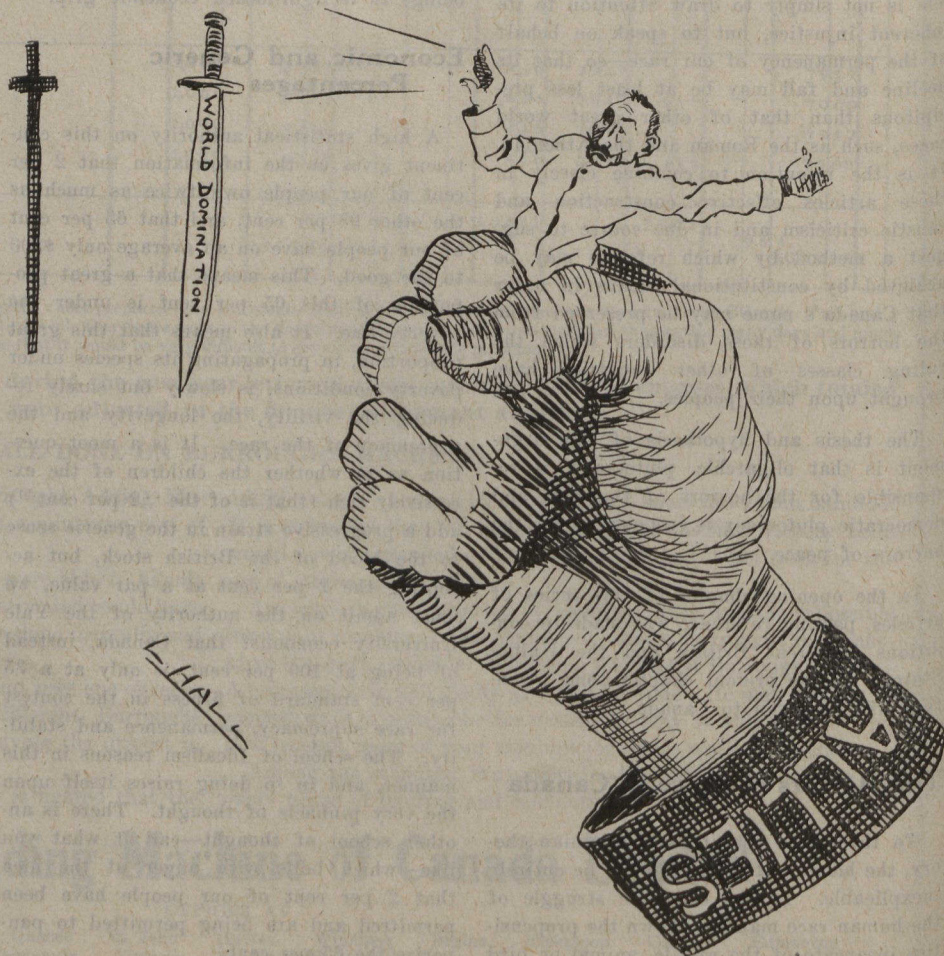
(To be continued.)

—CSFC—

SIR WILFRID LAURIER MEMORIAL SOUVENIR

Copies of the first edition of this beautiful booklet were in such demand that the issue was exhausted in a few days. A second and larger edition has been published and all who desire to secure a copy may do so by applying to The Modern Press, 78 O'Connor St., Ottawa. The price is fifty cents a copy. The edition is printed on fine antique paper with cover in purple and gold. There are eight half tone cuts, comprising single typical postures of Sir Wilfrid, and a

number of groups. The souvenir, among other appropriate features, contains the tributes of Archbishop Mathieu and Father John Burke delivered at the Basilica, and the eulogies of Sir Thomas White and Hon. Rodolphe Lemieux delivered in the House of Commons. Not the least among all these impressive features of the booklet is the eulogy by Mr. T. A. Browne of the Ottawa Civil Service, which was published in *The Civilian* for last month. The booklet is artistically conceived and executed, and no doubt it will be in great demand.



OUR
VOLUNTEERS
IN KHAKI
4,783

Civil Servants Under Arms

OUR
DEAD - - 458
WOUNDED 623
PRISONERS 25

A RECORD N. C. O.

Probably the most-decorated Civil Service soldier of non-commissioned rank is Charlie Olmsted, late sergeant in "C" Squadron of the Royal Canadian Dragoons.

When the war broke out Charlie was following the peaceful career of a clerk in the Land Patents Branch, Department of the Interior, yet he was by no means without military experience. He had been a militiaman ever since he was big enough, serving in the Governor-General's Foot Guards, the 43rd Regiment and the Princess Louise Dragoon Guards; while during the South African war he belonged to the 3rd Special Service Battalion of the Royal Canadian Regiment at Halifax, being deemed too young for overseas service.

He was one of those militia cavalymen who were disappointed that no volunteer cavalry corps were intended to be included in the First Contingent of Canadians for service in France. As the next best thing, he enlisted, on August 7th, 1914, with the 1st Battery, 1st Brigade, Canadian Field Artillery, but jumped at the chance of a transfer to the Royal Canadian Dragoons when that regular corps was raised to war strength.

The R. C. D. went to France, from England, as infantry, on May 3, 1915, fought as infantry at Festubert and was on the line between Dickie-bush and Armentières until January, 1916; when they got their horses back and were re-trained as cavalry.

All the next Summer they waited back of the line on the Somme, but it was not until February, 1917, that the long-hoped-for chance of a cavalry fight came and they rode over "Fritz," somewhere South of Peronne.

Then followed more waiting and watching, until the Cambrai drive of December sent them far across the lines, only to be caught without support when "Fritz" counter-attacked and to have to fight their way back over the hard-won ground.

It was for brilliant work during the Cambrai operations that Sergt. Olmsted was awarded his first decoration, —the coveted Distinguished Conduct Medal. The Order of the award says:

For distinguished gallantry and devotion to duty, both as troop leader and S.S.M., especially during two months' hard fighting.

The R. C. D. opened its 1918 programme on the St. Quentin front, and there, in a trench raid in February, Sergt. Olmsted won his second decoration, the Military Medal. This was presented to him on the field by Major-General Cavanagh, the Cavalry Corps Commander.

About the same time he was awarded a third recognition of his consistently gallant and efficient service, the *Croix de Guerre* of Belgium.

As a Canadian "original" and a married man, Sergt. Olmsted came in for special home leave in the spring of 1918, and this proved to be his permanent return to Canada. Though he had never been wounded, an injury sustained at the front caused him to be retained on this side of the Atlantic, and he was on duty in Ottawa when the armistice paved the way for his discharge.

Besides the ribbons of the D.C.M., the M.M. and the *Croix de Guerre*, his tunic displayed the rainbow decoration of the men of 1914 and his long military experience now entitles him to the green ribbon of the Colonial Auxiliary Forces Long Service Medal, making an array not exceeded by that of many volunteers of "other ranks."



SERG. CHARLIE OLMSTED, D.C.M., M.M.,

Croix de Guerre

DECORATIONS

Capt. Gerald Musgrave Hamilton, who has returned to Canada wearing the Military Cross with which he was decorated by the King in person, is a Welland Ship Canal engineer. He is descended from the old Hamilton family of Queenston, and followed the family tradition of service in the militia. He was an officer of the 44th Regiment when the war broke out. He went overseas in 1916 in command of a draft of Signallers, but served in France with the 7th Engineers Battalion, being at one time in command of a company and later adjutant of the unit. He was once wounded.

Lieut. Oscar Spreckley is coming home with a Military Cross. He is a well-known Topographical Surveys man who went overseas with the "original firsts" as corporal in a Field Ambulance, edited the "Iodine Chronicle," was wounded at Cambrai, received a commission, was attached to the 19th Battalion and now rounds out his war record with a coveted decoration.

Lieut. E. R. Owen, R.A.F., won a Mention in Despatches overseas. He is a Topographical Surveys man, enlisted in the C. A. M. C. in 1914, served two years with that unit and a Canadian mounted corps and then secured his commission in the naval branch of the air service.

A Bar has been added to the Military Cross won some time ago by Captain Vivian C. S. McClenaghan of the Canadian Engineers, in civil life an employee of the Department of Public Works.

A Bar has been added to the D.S.O. of Major David Philpot of the 7th Battalion, in civil life a member of the Public Works staff at New Westminster.

Lieut. Norman Fee, accountant of

the Archives, who served overseas with the Royal Garrison Artillery, holding the post of Brigade Adjutant, is home with the Military Cross on his breast and a Mention in Despatches to his credit. He won the decoration for capturing seven prisoners and important documents from a German headquarters in Preulx, while his Mention in Despatches reads as follows: *On the second morning of action, when going to the batteries of his brigade, he met what was left of the division coming back out of the line, and was advised not to press further forward. However, he continued past the batteries, and located the enemy coming leisurely up the hill. With his runner he quickly picked off the leaders, and ultimately retired amidst showers of bullets from our own lines and those of the advancing enemy. He managed to get back to a telephone line, and sent a message to headquarters advising them of the situation. As a result the batteries were ordered to withdraw, and the guns were saved.*

CASUALTIES

THOMAS JAMES MOXLEY, who died in Ottawa on March 19, as the result of illness caused by military service, was probably the youngest civil servant to lose his life through the war. Though only sixteen years of age, he worked in the Government Printing Bureau until he could pass the physical test for enlistment in the C. A. S. C. That was in 1915. Later, he transferred to the Artillery and spent two years and three months in France. Then his health broke down and he was returned to Canada. He leaves a widowed mother and two sisters.

JAMES C. MacFARLANE of the Department of Agriculture, returned, was wounded twice while at

the front with the 2nd Battalion. He was a recruit of the 207th Battalion.

RELEASED

Official announcement is made of the release from a German prison of John Balchin, an employee of the Department of Railways and Canals, whose experiences during the last year of the war were thrilling and painful. A recruit of the 8th Mounted Rifles, he was transferred to the machine gun squadron of a Canadian cavalry unit in France and was with the "flying brigade" of Canadian cavalry and motor machine guns that was sent to help the broken British 5th Army before Amiens in March, 1918. On the 23rd of that month he was so severely wounded that he could not be removed with the retiring troops and he was left at Fort Vandeuil, his C. O. reporting that the wounds would almost certainly prove fatal. There was great surprise when the Germans reported him a prisoner in their hands and his ultimate return to Canada was long deemed very unlikely.

ADVANCE, INTERIOR!

A checking-up of the Roll of Honor by official lists of the Department of the Interior has resulted in eight additional names being added to the very long record of volunteers from that branch of the Civil Service. These names had been inadvertently omitted from the Roll in former listings. Four are those of Ottawa men and four are those of Western men. The editors hope to receive further casualty reports of Interior men, for it is certain that the Roll is far from complete in that respect.

ATHLETES ORGANIZE

The Civil Service Amateur Athletic Association of Ottawa is showing some real post-bellum "pep" and promises to have its colours to the front on many fields this year.

At the recent re-organization meeting the following officers were elected: Hon. president, Hon. F. B. Carvell, Minister of Public Works; Hon. vice-presidents, Mr. J. B. Hunter, Deputy Minister of Public Works; Mr. D. C. Scott, Deputy Minister of Indian

Affairs; Mr. S. L. T. McKnight; President, Mr. W. J. Fraser; vice-president, Mr. J. S. Woodill; secretary, Mr. R. A. Tapley; treasurer, Mr. C. P. Roche; auditors, Messrs. Ph. Phalen and J. D. Sutherland; Executive committee, Messrs. W. E. Taylor, C. A. Wallace, W. A. Matheson, J. K. Wilson, H. Hartley, L. R. Younger, A. E. Shore, J. D. Sutherland.

Chairman of the Bowling Committee, W. E. Taylor.

"RIGA"

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EDITORIALS

I see a world without a slave. I see a world at peace; adorned with every form of art, with music's myriad voices thrilled; while lips are rich with words of love and truth—a world in which no exile sighs, no prisoner mourns; a world on which the gibbet's shadow does not fall; a world where labor reaps its full reward; where work and worth go hand in hand.—Robert G. Ingersoll.

FREE SPEECH

The agenda of the Civil Service Federation Convention as originally drawn contained the item "Free Speech" as a subject for discussion. Objections were made to this item, and it was withdrawn solely for the purpose of conserving harmony in the ranks. As promised in our editorial page last month, we now contribute what appears to be very lacking—a little free speech on the subject of "Free Speech."

To the objectors to this item on the agenda we attribute sincerity, unsupported by understanding. We affirm that there is no such thing in Canada, either in the Civil Service or out of it, as "free speech." "Free speech" in support of the feudal system of profiteers is fairly universal, though somewhat disguised, but freedom of speech on behalf of the wage earner is heard only in muffled tones. The daily press with an occasional exception is shackled, and parades under the standing orders of The Grain Growers' Guide's 42 feudal lords. The pulpit, that medium of boundless publicity possibilities, has always been compelled in the battle for survival to confine its attention to living conditions in the world beyond the grave, neglecting remedial reforms in this one. A member of the clergy who nobly broke away from this old tradition of the church, and uttered a protest in favour of the hungry majority in this country, was recently called to time by one of the economic feudal lords and threatened with the withdrawal of further donations from the magnates of feudalism. The Federation officials who objected to a discussion of "free speech" either considered that this great attribute of freedom was not desirable, or that we are all in full enjoyment of its glorious benefits in the Civil Service. Let us talk about that.

It must surely be assumed that the objectors are in favour of freedom of speech, but that they felt that our liberty is untrammelled in this respect in the Civil Service. We affirm that civil servants have been in the past incontinently afraid to open their mouths. Amidst all the diabolical prostitution of the King's and the Queen's Service in the past, reckon up the number of indignant protests that have been uttered, either by organizations or individuals. Departments are not alike, but take as an instance the great Post Office Department. The members of this department have endured with ignoble toleration the brutal tyranny of officials such as the present Deputy P. M. G., and the controller of the Railway Mail Service. The editors of this journal have seen tears in the eyes of their splendid comrades in the postal service as they

told of the brutalities to which they had been subjected. The only excuse for failure to rebel against the Coulter-Armstrong régime is the absence of morale in our ranks. Yet the members of the postal service have been in the past too fearful to give publicity to their conditions by means of "free speech." The great Inside Service Association has been the weakest sister in this regard since its foundation. To the best of our recollection the executive of the Civil Service Association has never passed a cogent resolution of protest against the countless horrors to which some members have been subjected. To the members of the present executive of the Civil Service Association of Ottawa let us hasten to point out that if this is taken as a criticism of their administration it is also a criticism of the author of this article, who has served on the executive of this association for as many years as any man at present holding a position on it, and is therefore as culpable as any for the old time lack of courage in exercising the right of "free speech."

This is intended as a heart-to-heart talk. Insofar as *The Civilian* is concerned we do not propose to surrender the right of "free speech" which we put into effect in these columns over a year ago. And we must say in all brotherly love and kindness to those who did not care to discuss freedom of speech at the convention that the sooner they begin to talk "free speech," and to practice it, the better it will be for us all.

This subject cannot be brought to a close without bestowing a full measure of praise upon all our organizations for the manly, courageous part they played just a year ago, on May 7, 1918, when the great Merit Bill was trembling in the balance. Certainly on that occasion the red blood in our organizations came to the surface. The result of the action taken at that time will remain stamped upon our national system of public ownership for all time.

INDEMNITY OR BONUS ?

The *Ottawa Citizen*, always a worthy champion of our cause, has deserted us, only temporarily we hope, and gone over to the support of the members of Parliament in a well substantiated argument for an increase in the sessional indemnity from \$2,500 to \$4,000. The *Citizen* has a simple and unanswerable argument to present and does so in its usual good form. For instance, it is shown that \$2,500 five years ago is only worth \$1,000 today. This is very true about the sessional indemnity, but how does this *reductio ad absurdum* touch the class of citizens who wear the King's civil uniform? On the basis that \$2,500 has shrunk to \$1,000, the average salary of federal civil servants, viz., \$1,125, has shrunk to \$450. And this is the only source of income the civil servant has or is allowed to earn while members of Parliament have their private business and investments. \$450, upon which thousands of men are trying to support thousands of wives who committed no greater crime than having the hardihood to marry a man in the employ of the Government, and trying to support more thousands of half-starved children who are the involuntary victims.

The Government owes to each civil servant an average of over \$1,500 to meet the increases of the past five years. The Government gave nothing to those over \$1,800 and \$175 to those under that amount; except that

the postal clerks who struck got more. There are those aggressive and misguided souls in our midst who, having heard the wail of hunger from the children in civil service homes, will become unduly excited when they hear that each member of Parliament and the Deputy Minister is to get a very necessary increase, but that the "ordinary worker" may go hungry. Let us plead with these misguided agitators to console themselves and try to do honour to our great feudal system. A little while ago Mackenzie and Mann received \$10,800,000 as a bonus to help them up with the cost of living; next the members and then the deputies. You have sworn allegiance to this system in the true words—"I become your man from this day forth of life, of limb and of worship." So therefore it is better for you to do your part in a modest and contrite spirit, and you cannot commence better than by joining in another "Peter's Pence" collection, not to set up another glorious St. Peter's, but in order to maintain the constitution by contributing benefits to the few, and heaping burdens upon the many.

TECHNICAL APPOINTMENTS

There have been several instances in the present session of Parliament of members making objections to the operation of the Civil Service Act as administered by the present Commission—one of these instances being in connection with the proposed Department of Public Health. The Service is unanimously supporting the merit system. The Commission in administering the Merit Civil Service Act has made mistakes. So far we have all made allowances for mistakes made in applying a new system to the 50,000 people who came under the Act on May 24, 1918. These mistakes cannot be condoned forever, nor for any long indefinite period, for it is possible that such mistakes, by generating and justifying opposition to the act, may become extremely dangerous. We therefore point out, for the consideration of the commissioners, the one feature of their administration which has aroused most of the criticism, and the remedy for which it becomes their duty to apply without delay. Many returned soldiers consider they have grievances in respect of the feature referred to, and a delegation from the G. W. V. A., Ottawa Branch, presented a resolution on the subject to Sir Thomas White on Tuesday, April 1, as follows:

Whereas the system of filling positions of a special or technical nature, which positions are afterwards advertised, has resulted in abuses; it is requested that this practice shall be discontinued, i.e., that applicants shall not receive a temporary appointment prior to the taking of such examination as may be required. Further resolved that the examination required in such cases of special appointment shall not be by a comparison of credentials as at present, but by a personal and practical efficiency test in the nature of oral and, if deemed necessary, written examinations.

The Civilian declared a wordy warfare against the Shortt-LaRochelle Commission on this self-same principle, and we trust we will have merely to seriously bring the necessity for this reform to the attention of Dr. Roche and his colleagues in order to have this cause of complaint removed by the introduction of the suggested reform.

NOTES

On another page our readers may see the reply of the acting Prime Minister to a very well-framed argument of a member who spoke in favour of two representatives of the employees on the directorate of the Canadian National Railways. The negative reply of the minister leads to the suggestion that the heads of Government may be too deeply engrossed in work to read the dispatches from the other side of the water.

*A great many subscribers have written to report the non-arrival of copies of *The Civilian*. In investigating the causes of this condition the conclusion has been reached that the wrapper which has been used in addressing slips from the copy, and so the address is lost. We have therefore changed the system and in future the address will be placed upon the margin of the front cover and we hope there will be no further cause of complaint on this account.

A news item states that the Trades and Labour Council of Hull, Que., has complained of interference in their organization on the part of the Church. After a recent convention of civil servants it was asserted that clerical influence had brought pressure to bear to defeat a movement having for its purpose an affiliation of all labour and salaried bodies in a defensive warfare against the bread and butter profiteers. So we have Hocken and his Orange lodges fighting to re-establish the awful patronage, and we have the Church determined to maintain the status quo of awful poverty. They all look alike to us—conformists, non-conformists and all the other myriad names of the sects—Orange lodges, societies secret, wise and otherwise—will all meet opposition from this magazine when they interfere with the rights of hungry people to organize, and especially when they attempt to uproot the merit system.

The following item appears in the *Ottawa Journal* of April 26th: "When the question of the G. W. V. A. entering politics was raised, it was with the idea of hastening the return to the two-party system." The reactionaries of the old system of machine politics never sleep. The debate in the G. W. V. A. parliament was neither raised nor carried on with any such idea as the perpetuation of the party system, but was raised as a protest against that system. If we are to return to the old discredited two-party system we may as well "put out the light—and than put out the light." For then we may confidently look forward to still greater horrors of war and to a continuation of the slums, the poverty and the misery of our economic system, and the eventual rise of the infuriated masses in an uncontrolled outburst as in Russia against the insane Bourbon feudal systems which have brought the world into its present chaotic state. The horrors of those systems arising out of the war are spectacular. The horrors that have existed under peace conditions have been endured by the great body of the people in patience and in silence. There isn't a chance of the *Journal* getting back its two-party system. The privileged class is not the only class that is to get representation in Parliament in days to come. For the

benefit of *Civilian* readers we will point out the basic significance of this subject by affirming that a Merit Civil Service Act would never have been passed under the two-party system and not even under a coalition of the two parties had it not been for the war.

The Civilian has not heretofore given any space to the Hocken charges in the House of Commons. The impression taken from such attention as we have been able to give to a somewhat voluminous subject, is that Mr. Hocken was making an attack upon the merit system. Aside from the system of special and technical appointments (as to which *The Civilian* entirely disagrees with the Commission) there seemed little ground for Mr. Hocken's long tirade, except that patronage had been abolished. The gratuitous attack made upon Mr. Wm. Foran, the Secretary, will be resented by every member

of the Service in Canada, when he knows the circumstances. Mr. Foran is strongly in favour of a reform in the present method of making technical appointments. He has constantly advocated the "personal test" method instead of the "absentee-comparison-of-letters-indited-by-partizan-friends" methods. But Wm. Foran has a still higher claim to the support of the Service. It was while attending the convention of the Civil Service Commissions of the United States that Mr. Foran first heard in detail of the Arthur Young Co. He reported the matter to his Commissioners and it may be safely assumed that Mr. Foran's personality shone out strongly in his presentation of the case and it is surely not too much to say that we owe classification to Mr. Foran more than to anyone else. In the light of these facts Mr. Hocken should be compelled to go over a great many dead bodies before he gets Wm. Foran.

CSFC

The Civil Service in the House

RECOGNITION of the Civil Service is usually more pronounced in the House than in the Cabinet. In both places, however, it is recognized to the extent that there is such a thing at least, which is all right enough, but as the cartoonist says: "It doesn't mean anything—" to the civil servant. The Service, however, is a handy thing to have about the House; it affords an excellent target when, for a variety of reasons, it is not wise to try too closely for a bull's-eye on the tariff, the high cost of living, grants to railways, industrial unrest and such other questions closely associated with the soft pedal. "Safety first" is good modern practice; when in doubt take a whack at the Civil Service; apparently it's the only thing in the country that needs to be reformed. But while some M. P.'s apparently thus regard those who also do a part of the nation's work, there are others who evidently consider the Service a useful institution possessing some capable officers. It's important at all events, to know what they say about us, and the following account which deals with the period from the opening of the House to the Easter vacation may prove interesting.

Civil Service a Popular Topic

Right from the start of the session the Civil Service occupied an end seat in the front row, and it was not long after the show began on February 20 that the scape-goat commenced to receive attention. On February 26, Mr. J. H. Sinclair, speaking on the address in reply to the Governor-General's speech, got around in the course of his remarks to the Service. He, of course, was getting after Union Government, but incidentally he handed a few to the Service.

"This administration," said Mr. Sinclair, "is claiming a great deal of credit for abolishing patronage and reforming the Civil Service. It appears that some good people really believe they did these things. The trouble with the Civil Service is that it was debauched in 1911, and reformation is impossible without first cleaning out the stable. It has not been forgotten that within two years after the administration came into power they crowded the service with 25,000 new appointments. There is only about half that number of vacancies by deaths and dismissals. This new army was not needed and they demoralized the whole Service, and this condition still prevails and cannot be remedied by organizing a board to make new appointments."

Mr. Sinclair considered that if the Government had not sufficient courage "to send their unwelcome friends back to productive employment" the only thing to do was to "wait for ten thousand funerals before any remedy is possible." Prof. W. L. Grant who, according to Mr. Sinclair, has been studying the situation (or as we ourselves might be inclined to say, one of the sleuths who has been "working on the case") had suggested as a partial remedy that no new appointments be made for the next five years. Mr. Sinclair quoted from *The Civilian* "the only paper in Canada that is wholly devoted to the Civil Service," in an attempt to support his argument that "the Government has crowded the Departments with employees to such an extent that nobody can say how many civil servants there are." What *The Civilian* did say was that nobody knows how many civil servants there are until the Civil Service Commission ascertains by inquiry what persons are to be counted as belonging to the Civil Service.

Dr. Sheard, the day following Mr. Sinclair's remarks, had a few words to say about the Civil Service Commission. While he was still in favour of this body, he had known instances where returned soldiers had not got a fair show. He considered, however, that the Commission had made many good appointments. He believed that postmasters were "scandalously underpaid" in the cities, and he considered "the poorest policy one could adopt is to underpay responsible officials who have responsible duties to perform." Referring to the strike of postal employees and the investigation which the Government had made of their case, he said, "We were disappointed to find it gave an increase which I think was given with a very mean and stinting hand." The concluding paragraph of Dr. Sheard's remarks will bear repetition:

"I am convinced that it would be a good policy to go through the whole Civil Service administration from top to bottom. Let there be a portion of the work of reconstruction applied to it. Let us weed out the useless rot; let us take out the weed crops; let us take out the old decayed roots from the structure, and let us revitalize that which is retained and give strength and character to the Service by paying a decent, generous, liberal wage to the men who have to assume the responsibilities of carrying on the Government and administering the work which is, after all, for the benefit of the people. Let us in that way make them satisfied in the knowledge that when they devote their talents, time, energy and years to public trust in the public service, they are serving an honest and good administration, and will not have to spend their

declining days in a workhouse or a home."

Mr. Edwards backed up what Dr. Sheard had said about poor pay of postal employees. Conditions, he said, were 100 per cent worse in the country than the cities.

The Hocken Charges

On March 3 Mr. Horatio Hocken got promptly on the bridge, but unlike his illustrious namesake conducted an offensive operation. While any specific comparison of the weapons used on the two occasions is difficult, it may be stated that the present-day Horatio was pretty handy with the harpoon and the "Anvil Chorus" had nothing on him when he came to rap the Civil Service Commission, and particularly the secretary. He started out by referring to his statement last year that the Civil Service Act was badly conceived, but that he had hardly expected his predictions would be fully realized in ten short months. Mr. Hocken then went ahead to formulate what have since become nearly as famous as President Wilson's "fourteen points." The charges were given such wide publicity in the daily press that it is not necessary to re-hash them here. He wound up by a plea for amendment of the Civil Service Act in a way which would have every position in the Outside Service filled upon the recommendation of the member for the constituency in which the appointment was to be made. He testified to the Commission's impartiality in appointing "more men and women who had supported Sir Wilfrid Laurier than those who had supported Union Government." He thought this form of impartiality a little strained.

On the day following Horatio Hocken's harangue, Mr. McGibbon ventured the opinion that the returned soldier was not getting enough sympathy from the Civil Service Commission, and Mr. Pedlow also drew attention to the same matter. On March 6, Mr. McCoig, who represents a farmers' constituency in Kent County—and the farmer never had much use for the Civil Service anyway—proceeded to tell the Civil Service where he stood. This is what he said:

"With regard to the Civil Service I will tell them where I stand. I think the Civil Service of this country could be reduced by one-third, and I think the Government will do well to appoint a committee to see that the Civil Service is reduced by that amount, thus saving hundreds of thousands of dollars that is at present expended unnecessarily. The

men in the Service who are rendering good service to the country could then be paid proper salaries and the committee would see that the money was not thrown away unnecessarily. The saving in this regard would be sufficient to pay a large amount of pensions that we hope will be paid to returned soldiers or the money could be spent in giving a better rural service and in giving the men who have rendered such service a fair day's pay for an honest day's work. If there is one department of the Government that is underpaid it is the mail service, and I say it is a sin and a shame particularly as in the future many of these positions will be held by returned soldiers. I urge the Government to see that these men receive fair and even good remuneration for the work they perform."

—which was after all a pretty nifty little speech from the rural member's point of view.

Mr. Hocken's Side-Kick

Old Horatio at the Bridge, it will be remembered, played a lone hand, but Horatio of Toronto is lucky in always having a faithful "side-kick" to put the finishing touches where his pal's hammer may have knocked a bit too lightly. John Wesley Edwards had a day or two to bring up supplies, and on March 6 he got into action. What he said to back up Mr. Hocken has also been so fully covered in the press that it is unnecessary to more than touch upon it here. His criticism was not directed against the members of the Commission, two of whom he knew well. He objected on the same lines as Mr. Hocken to the delegation of the Commission's duties to committees and mentioned a number of cases which he considered justified criticism.

Hon. Mr. Maclean Replies

Hon. Mr. Maclean on March 7, in a counter-attack on Messrs. Hocken and Edwards, proved that they had gone into action with defective ammunition. He took their charges up one by one and exploded them, though he admitted there were some points, such as the practice of making temporary appointments, the methods employed in making transfers, etc., where there was room for discussion, but these matters were not the fault of the Commission so much as of the Departments concerned. He believed, also, there might be some ground for criticism in connection with Boards of Examiners or Committees to which the Commission del-

egated some of its powers in selecting candidates for certain positions. This system, however, was used in Great Britain to-day and had been used in the United States. Hon. Mr. Maclean made it clear that if Mr. Hocken would make formal charges and ask for an investigation, he would be glad to provide it.

Mr. Richardson's Remarks.

After the excitement of the Hocken charges died down, the Civil Service was immune from mention for a few days, but on March 11, Mr. R. L. Richardson (who being a newspaper man, probably "boils down" when he writes, but certainly doesn't when he talks) had a few things to say about the Printing Bureau, which he considered was about "the worst cess-pool of patronage out of Hades." Putting aside any question of the effect of fire on cess-pools, the Printing Bureau, according to Mr. Richardson, must certainly be one bad spot. Mr. Richardson, according to his own statement, would make a pretty good garbage man as far as cleaning up this particular cess-pool is concerned. Here is what he said about it:

"As Chairman of the Debates Committee it has been my duty to visit the Printing Bureau on different occasions, and I came to the conviction that of all the patronage cess-pools out of Hades the Printing Bureau was the worst. It so sickened me that I thought how can Canada ever succeed if that sort of thing goes on? Perhaps I will be pardoned for saying that last session I went to the Prime Minister and told him about the state of affairs at the Bureau. He was pretty busy at the time, but he gave me a moment or two, and I said to him, 'If you, Sir Robert, will place me in charge of the Printing Bureau for one year and give me a free hand, I will promise to cut the expenditure in two, and I shall not charge the country one farthing for my services.' Sir Robert did not give me a direct answer; he asked me to confer with another member of the Cabinet. Of course I did not do so, but I thought it was a rare opportunity for a reformer—I call myself a reformer—just to give one object lesson as to what could be done at the Printing Bureau. . . . Now what has happened in the Printing Bureau has in my judgment, happened before, and is happening, though perhaps not to the same disgusting extent, all over the Civil Service of the country."

Mr. Richardson was for getting rid of the barnacles, "the thousands who have been fastened on the body politic and were

eating its vitals out." He believed there were in the country men of firmness and courage, careful of the public interest, who if given a fair opportunity could clean the thing up. The time to do it he considered was with Union Government in power. Mr. Richardson mentioned that when he was a member of the Debates Committee twenty odd years ago, he found certain translators were farming the work out to girls at one-fourth of what the translators were receiving. He had moved that these men be dismissed, but nothing came of it.

Mr. Foster and Others

On March 12, Mr. Foster, while admitting that the Hon. Mr. Maclean had put up a good defence to the charges of Messrs. Hocken and Edwards, thought "where there is so much smoke I think there is a little fire," and he thought there should be an investigation. After such an investigation, if it were shown that there was no justification for the statements made, he would be disposed to feel that the Civil Service Commission was the proper means of administering the affairs of which it had charge. Mr. Savard cited the case of an appointment in his constituency where someone had been appointed who was not the choice of the citizens in the locality concerned, and Mr. McQuarrie speaking on the following day hoped that patronage as in the old days would never be restored, but he thought the Commission could stand some remodelling. He considered that the members of the Commission were trying to do their best, but that the existing system needed improvement. One thing he found peculiar was that while a number of applicants for positions gave his name as a reference—of their own volition—he had never had any reference from the Commission, and no appointments so far as he knew had been made by the Commission of anyone in his constituency. He thought it strange that before making an appointment the Commission should not communicate with all the references given in applications.

Mr. Anderson on March 14 in referring to the Hocken charges, and Hon. Mr. Maclean's reply, stated, "In my opinion the placing of appointments in the hands of the Civil Service Commission does not entirely do away with patronage—we are simply centralizing it in Ottawa," and as an army of something like 50,000 men and women was under the control of the Civil Service Commission, he considered that the number of members should be increased. He thought that the Secretary of the Commission should have nothing whatever to do with appointments made by

the Commission and he assumed that he had nothing to do with them. If the Commission delegated its authority to the Secretary, or anyone else, then there was no need for the Commission, and he would think they should be removed from office. He thought that members of Parliament should be taken into the confidence of the Government, and that while the charges made had been replied to by the Minister, not all of them had been refuted.

From March 17 to 27 references to the Civil Service came chiefly in the form of inquiries of ministry on such questions as the strike at the Printing Bureau, appointments made to Pensions Board, activities of civil servants in connection with societies, number of committees appointed by the Civil Service Commission and similar matters affecting more or less Departmental routine.

Mr. Boyce, on March 27, following a remark by Mr. Fripp regarding workers in Ottawa, got off the old one about there being no labouring class in Ottawa, only civil servants. Hansard does not indicate whether the House "got" him, but as there have been references before to the great army of the unemployed which throngs Ottawa about 5 p.m. no doubt the House saw the point.

The Civil Service a Dog's Life

On the same day in the discussion of the estimates of the Customs Department some comment developed about Civil Service matters, chiefly devoted to the Departmental items under discussion, but in their general aspect to the Civil Service the following from Mr. Read will no doubt be of interest, particularly perhaps, to those who believe that every dog has his day:

"I think the whole country has gone crazy on this matter (returned soldiers and the Civil Service). If I had an enemy, or if I wanted to do the soldiers a dis-service, I would endeavour to get them into the Civil Service. If there is any calling in the country more degrading than another, it is the Civil Service. Put a man into the Civil Service and as a general rule you spoil him for anything else. But apart from that, he is bereft of all ambition and his career is destroyed. You might as well commit economic suicide as to enter the Civil Service. There are soldiers coming across the seas who are persuaded by this propaganda—whether it is political or otherwise I do not know—that the Civil Service is a desirable thing to get into. But I would not put a dog into it."

And with that part of Mr. Read's statement as to "economic suicide" many low-paid civil servants will no doubt heartily agree.

Preference to Returned Soldiers in Civil Service Positions

Evidently Mr. Read's views were not shared by all, for on March 31 Mr. McCurdy made a motion to the effect that the Civil Service Act should be amended, so that while having full regard to efficiency, a preference in appointments to the Public Service should be afforded to members of the Canadian Expeditionary Forces who have become casualties in a theatre of war. He referred to undertakings given the soldiers when they left Canada and to the fact that the Government had provided much machinery for returning the soldier to civil life, and urged that the practice of the Civil Service Commission should be in accord with the policy of the Government. Mr. Redman thought the Commission should confine male appointments to returned soldiers for a year or from year to year until soldiers were absorbed into civil life. He considered that soldiers' dependents should be put in the same class as soldiers and have the same preference; that soldiers should be given positions now filled by promotions and that the Commission should be empowered to dismiss from the Service, if necessary, young men who had been appointed since the war broke out in 1914. Sir Sam Hughes agreed with the motion, but would broaden the word "casualty" so as to take in all men who had seen active service in the trenches. Mr. Manion, Mr. Donald Sutherland, Mr. Morphy, Mr. Wigmore, Mr. Lavigueur, Mr. Coeksbutt, Mr. Michaud, Mr. Douglas, Mr. Wm. Duff, Mr. Tweedie and Mr. Nickle all spoke in favour of the principle of preference in Civil Service appointments to returned soldiers, the latter stating that one way to help the situation would be to appoint a returned man to the Civil Service Commission. Hon. Mr. Burrell and Hon. Mr. Maclean expressed sympathy with the principle and pointed out that as the Civil Service Act would be amended within a few weeks, it would be desirable to postpone consideration of the subject until amendments to the Act were presented to the House. Mr. McCurdy in view of the Ministers' statement that extensive amendments to the Civil Service Act would be presented, "and the hope they hold out that these amendments will include the sense of the resolution of this afternoon" then withdrew his motion.

On April 4 there was a little discussion in connection with the Public Health Act

in regard to the appointment of medical and scientific men by the Civil Service Commission. Hon. Mr. Rowell pointed out that the Act covered the point.

On April 8 upon the discussion of some Public Works Department estimates Hon. Mr. Carvell referred to the necessity of providing some kind of superannuation to employees who were past a serviceable age, and who were not under existing superannuation schemes. He had already got rid of some employees though not as many as he would have liked to. It was a pretty hard thing to do, but he would have done more of it but for the fact that the Civil Service Commission was making a report on the whole Service,

which report was now practically ready. If the Commission reported that at any place there were officials who were not earning their money or whose services could be dispensed with, then notwithstanding his dislike of taking positions away from people he would carry out the recommendations of the Commission.

Mr. Sinclair asked if it were the policy of the Government to return to the old plan of pensioning civil servants, and Mr. Carvell mentioned that the Canadian Government was not the only employer which provided pensions for old employees; the large railway companies had pensions schemes and the Bank of Montreal "is

much more generous to its old employees than is the Government of Canada either in the legislation which we introduced last year or in the legislation which we propose introducing this year."

The Minister also made some reference to the work being done by American experts who were assisting the Commission in classifying the Service. He believed they were men who knew their business.

On April 14, the date the House adjourned for the Easter vacation, Hon. Mr. Rowell went into questions affecting postal employees. (Full reference to this matter will be found in the Postal Journal section of the present issue.)

— C S F C —

Railway Mail Clerks' Federation

The following correspondence between the Postmaster General and the Civil Service Federation in respect of the now celebrated case of railway mail clerk W. G. Jessop, of the Toronto Division, brings the progress of events up to date and is self-explanatory. On April 10 the president of the Federation wrote the P. M. G. as follows:

Ottawa, April 10th, 1919.

Hon. P. E. Blondin,

Postmaster General, Ottawa, Ont.

Dear Mr. Blondin,

We sent a delegation to you during our Convention on March 17th, to enquire from you regarding the Jessop case, which reported to the Convention that you would furnish us with a reply in a few days.

It is just that I should inform you, Sir, that our organization is very determined that every effort shall be exerted to obtain for Mr. Jessop full reparation for the cases of persecution to which he has been subjected, both in the years 1918 and 1911. Unless we hear some word from your Department we will come before the Prime Minister or Parliament with the largest possible delegation and will make known the full particulars of this case.

Yours faithfully,

(Sgd) F. GRIERSON,

President.

To which Hon. Mr. Blondin replied on April 12 as follows:—

Ottawa, 12th April, 1919.

F. Grierson, Esq., President,

Civil Service Federation of Canada,

Ottawa.

Dear Mr. Grierson,

Answering your letter of the 10th instant, referring to the requests presented to this Department concerning the two cases of suspension of Mr. Jessop, a railway mail clerk of Toronto, I beg to inform you that, as already stated, I sent my recommendation

to the Civil Service Commission in favour of the reimbursement of the money retained during the suspension which occurred in the course of the year 1918. The Civil Service Commission reported accordingly, orders were given for the payment of the money owed to Mr. Jessop, and the latter was informed of the fact on the 29th March last.

As for the 1911 case, I beg to state that it is the policy of the Government not to revise the acts of former administrations, and that by going through the fyle. I see that an appeal was made to the Minister presiding over the Department at that time, and the decision of the latter confirmed the action of the Controller.

Yours very truly,

(Sgd) P. E. BLONDIN,

Postmaster General.

The president of the Federation then addressed the Postmaster General in the following terms:—

April 17th, 1919.

The Honourable P. E. Blondin,

Postmaster General,

Ottawa.

Dear Mr. Blondin,

I am extremely obliged for your letter of the 12th instant regarding the Jessop case, and beg to express full appreciation for the act of reparation accorded Mr. Jessop in the case of his 1918 suspension. At the same time, we must express our keen disappointment that, in this era of renaissance, reparation for the acts of a former administration is attainable in Belgium, but not in Canada. We shall refer to this case again, as I am sure you will agree that arbitrary acts should not be allowed to go unchallenged, and we shall quote precedents to prove that Canadian Governments have revised "the acts of former administrations" and have righted wrongs committed.

In regard to your statement that Mr.

Jessop was notified on March 29th of the refund of his pay deducted during the period of his suspension, I have the honour to quote a letter received from him under date of April 7th, by which you will see that the fact is not as you advise. The letter reads:—

"Toronto, April 7th, 1919.

"Dear Mr. Grierson,

"It is nearly three weeks now since Dr. Roche promised that he would let me know in two or three days in my affair. I have not had a word or hint from him or the P.M.G. as to anything being done. Only I have had my time while at the Civil Service Convention deducted, or at least my pay for that time, deducted from my salary cheque. Have you heard anything or can you suggest anything to be done now?"

Sincerely yours,

(Sgd) W. G. JESSOP."

Not only was Mr. Jessop not advised, as you state, of the refund of his pay, but he has suffered deduction from his pay during time spent at the Convention of the Civil Service Federation, although the officials of your Department had been advised over a month ago by the Honourable Mr. Maclean, that leave with pay had been granted by the Government to attend this Convention.

My respect for you as a returned soldier and as a Minister from whom we have experienced many courtesies, impels me to renounce that art called diplomacy, by the practice of which the truth is suppressed, and to draw your attention to the two implications in Mr. Jessop's letter, as you may think it desirable, for the good of your Department, and in respect of your personal relations with your employees and the public, to consider whether such acts of omission and commission are indicative merely of accidental inefficiency, or of pre-determined

persecution. For it should be made known to you that arbitrary acts, both towards individuals and towards postal associations, by officials of your Department, have been the rule, rather than the exception. Pledges have been violated; pledges even given by yourself, some of them in my own hearing, have been blocked by your officials, railway mail clerks have been murdered in match-box cars because they have been under the administration of a tyrannical oligarchy and dare not complain, and postal carriers' organizations have enjoyed but scant recognition, the individuals comprising them have been subjected to breaches of faith, procrastination and incivilities, and the uprising of the postal employees of the West last summer, which reflected so seriously upon postal administration, was, to my knowledge, due entirely to the causes enumerated above.

So flagrant have been the actions of certain officials of the Post Office Department, that some outside observers have been led to the conclusion that the result, if not the deliberate object, of such conduct is the bedevilment of the principle of public ownership.

This letter is intended to be remarkable for its truth rather than for that policy and punctilio which usually colour the face of such communications, but it is the belief that you, preferring the truth rather than the varnished effusions of the day, will find in it a talisman which may dispel the clouds of discontent surrounding all the branches of your great Department.

I am, Sir,

Yours faithfully,

(Sgd) F. GRIERSON,

President C.S.F.C.

Mr. Blondin's reply:—

Ottawa, April 24th, 1919.

F. Grierson, Esq., President,

Civil Service Federation of Canada,

Ottawa.

Sir,

I have your letter of the 17th instant, referring to my letter of the 12th, in which I stated that orders were given for the payment of the money due Mr. Jessop, and that the latter was informed of the fact on the 29th March last. You state that Mr. Jessop was not only not advised of this decision, but that his pay during the time he was attending the convention of the Civil Service Federation at Ottawa had also been deducted. On looking into the matter again I find that the decision of the Civil Service was received on the 26th of March, and a letter was written to Mr. Jessop on the 29th March advising him of the action of the Commission. Some question, however, arose as to the interpretation of the decision of the Civil Service Commission, and that letter was not despatched, although the carbon was inadvertently left on the file. When I received your letter of the 10th

instant I sent for the official file and dictated my letter of the 12th. The letter of the 29th of March was re-written and despatched on the 8th April, but was not attached to the file until after my letter of the 12th instant had been written, and the file returned to the Department. I may say that a letter has been received from Mr. Jessop acknowledging the receipt of the cheque covering his salary for the time he was off duty.

As regards the question of paying Mr. Jessop for the time he was absent from duty attending the Convention of the Civil Service Federation at Ottawa, I beg to say that a letter was received from the Honourable Mr. Maclean on the 26th March, stating that the Privy Council had decided that no deduction from the salaries of representatives of the various Departments of the Public Service should be made for the period during which they were absent attending the Convention in question, and enquiry was immediately made of the officers of the different associations of Post Office employees, for the names of the credited delegates to the Convention. This information was received on the 27th March, and instructions for the payment of their salaries were issued on the 28th. Mr. Jessop's name was not submitted by any of the associations of this Department, and it was only by chance that one of the officials happened to know that Mr. Jessop was in Ottawa at the time of the Convention, and made enquiry as to whether he should be paid for absence from duty during the time he was attending the Convention here, and instructions were issued for the payment of his salary on the 17th instant.

Yours truly,

(Sgd.) P. E. BLONDIN.

A further letter was sent to Mr. Blondin on April 24:—

April 24th, 1919.

The Honourable P. E. Blondin,

Postmaster General,

Ottawa.

Dear Mr. Blondin,

In my communication to you of a few days ago relating to the Jessop case, I omitted to enclose to you a copy of a resolution passed at the Convention of the Civil Service Federation of Canada, April 17th to 22nd. I am correcting that omission now, and beg to enclose you the said copy herewith.

Yours faithfully,

(Sgd.) F. GRIERSON,

President C.S.F.C.

Railway Mail Service, arbitrary and unjust treatment.—The following resolution was moved by Mr. Kehoe, and seconded by Mr. Beard, and was adopted:

Resolved, that the Civil Service Federation desires to express condemnation of the arbitrary and unjust treatment of one of our members, Mr. W. G. Jessop, of the Railway Mail Service, by the head of the Railway Mail Service, Mr. B. M. Armstrong, and consider that any officer guilty of an act of such gross injustice should be disciplined by the proper authorities. Further, that this convention pledges its wholehearted interest in the attainment of prompt reparation, both moral and financial, for the said Mr. W. G. Jessop. This letter was duly acknowledged by Mr. Blondin.

A GREAT IDEA

A splendid movement has been initiated in connection with the Accounts Branch of the Department of Naval Service at Ottawa. This branch is composed of approximately 135 persons, and is divided into various sections along the lines of the different classes of work, which is very diversified, covering separation allowances of naval officers and men, large payments on account of the British Admiralty, recovery of foreign wireless claims, etc., apart from the ordinary routine of a Government Department Accounts Branch. The organization is termed "The Naval Accounts Club," and is composed of the chief accountant, Mr. L. J. Beausoleil, who acts as chairman, the assistant accountant, Mr. H. F. Williams, vice-chairman, and 14 senior members of the staff, Mr. T. L. Killeen acting as secretary.

The object of the organization is to promote a better understanding amongst the members of the staff, and to increase the general knowledge regarding the work of the various sections of the branch. The Club meets on the first Thursday of each month at luncheon, after which they adjourn to one of the offices and discussion is entered into, questions being asked and answered regarding the various problems which arise, a rule being in effect that questions must be handed to the secretary, for distribution to the proper individual, at least two weeks before the meetings.

The Club has proven of considerable value, particularly to the younger members, as a general meeting ground where they hear things discussed, of which some of them would have no opportunity of acquiring information otherwise, because of the pressure of work during office hours.

The number of co-operative societies in Poland is 2,011, with 176,000 members, and a total share capital approximately of \$1,250,000.

Federated Association of Letter Carriers

THE contributions to this department for the month of May come in both prose and poem. The prose contribution consists of quotations from an editorial in *The Observer*, London, Eng., entitled "Labour in the New Day." This powerful article on Labour's new status is reproduced at the special request of Mr. A. McMordie, Secretary-Treasurer of the F. A. L. C. The poem, "The Men of the Postal Corps," an original production from the talented pen of Henry A. Ashmead, a letter carrier of 30 years' standing at the Toronto P. O., will be found on page 244.

Labour In The New Day

Of all the riddles which the Government and the nation have to solve, that of securing the social rights of Labour is the most profound in its nature and the most critical in its consequences. The most conspicuous danger ahead is the extensive failure of the employing class either to realize what is passing through the brain of Labour or to develop any social philosophy of its own. There is a dangerously large and stolid mass of the business community to whom it has not yet been revealed that the traditional ethics of property, profit, and employment, are no longer tolerable to the moral sense, and that a new conception altogether is required of their place and function in the community. We do not at all like the tone of some demands for the removal of "shackles" from business with the return of peace. If it is meant that every one should be free once more to make all the money he can and to "do what he likes with his own," it cannot be emphasized too strongly that those conditions have vanished for good. They belonged to an era of economic barbarism which "the common sense of most" has decided to terminate. Their condemnation has spread rapidly from the wage-earners to the ranks of the professions, and the general middle-class attitude to these questions has been most remarkably transformed. The Labour vote in the Universities has a significance which cannot be mistaken, and it would have been larger had the Labour cause not been compromised with Pacifism and other vices.

* * *

It goes without saying that there must be mutual forbearance on the part of Capital and Labour, but even good-will will miss its aim unless there is in the first place a clear perception of where the roots of trouble and anger lie. The main truth is that we have come to the end of an ex-

hausted system whose principle will no longer keep our economic life a-going.

Liberty combined with indigence is no liberty at all. There is no freedom of contract for the man who has to take what employment he can get in a competitive—still more in a congested—labour market. For the vast majority there is no outlook but that of anxious and unending effort to keep up with the claims of livelihood. They are on a treadmill from which they are ever liable to fall into the chasm of pauperism. The individual worker is often as effectually bereft of self-determination as if he were invested with a formal serfdom. "Wage-slavery" is not nearly so much of an exaggeration as we like to think. It becomes a galling yoke, under which industrial effort is a payment of the hated price of an existence that too often seems not worth having. The productive output of this country was for some years before the war alarmingly low. The ultimate cause of that is not to be sought in conservative methods of obsolete machinery, but in the fact that the wage system as it stood had come perilously near to killing "the will to work." In industry, as in war, the moral factor is the greatest. The nation that wins the race is that in which the largest proportion of men and women feel, for whatever reason, an inclination to do their best. Great Britain had fallen out of that category because there was no equitable balance between exertion and comfort.

The fullest possible flow of national energy is precisely what we require at this moment. We need a gigantic production for many reasons, and we cannot attain it unless industrial energy is released from the moral paralysis of hopeless and embittering conditions. The assurance of a higher standard of life is necessary to high production, just as high production is essential to the improved standard. Mere redistribution of existing wealth would go no distance at all. The Bolsheviks have redistributed, and we know where they have got to. The only road to betterment lies through an increased output, to which only a juster allocation of its fruits can supply the stimulus.

If these conditions are fulfilled, we do not hesitate to confess to the most optimistic estimates of economic recovery and progress. The world has yet to learn what Great Britain could accomplish under a régime conducive to all its millions doing their best. Anything that may be sacrificed by curtailing the autonomy of capital will be repaid a hundredfold by the diffused hope, courage, and force that will spring up in

the sunshine of social justice. In five years' time we should be well on the way to making light of our War Debt and forgetting the significance of "class warfare." But if such visions are to be realized, there must be no disguising the magnitude of the transformation to which we are summoned. There must be no clinging to the relics of industrial feudalism by employers. The rights of Labour must be made the "acid test" of all religious propaganda. The churches must show themselves in earnest about doctrines of property at which they have only timidly nibbled. And the Government must prove its readiness to cut with a broad axe, if necessary, at obstructiveness or indifference. The Whitley Report has provided it with an explicit policy for some problems, which can be readily adapted to others. There must be no ambiguity as to Labour's future status of partnership in respect both of operations and results. In proportion as it is admitted to knowledge it will acquire responsibility, and as fast as its rewards become assured and substantial it will advance in zeal. It is best to face the fact frankly that it is a revolutionary change that is demanded, and it will not be free from the hitches and discomforts of revolutions. But it is the only basis upon which we can achieve unity of national heart and effort; it is the alternative to developments for which no language would be too sombre; and it carries the promise of a brighter day than the most visionary of patriots has ever dared to conceive.

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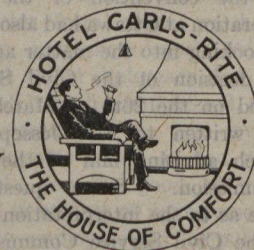
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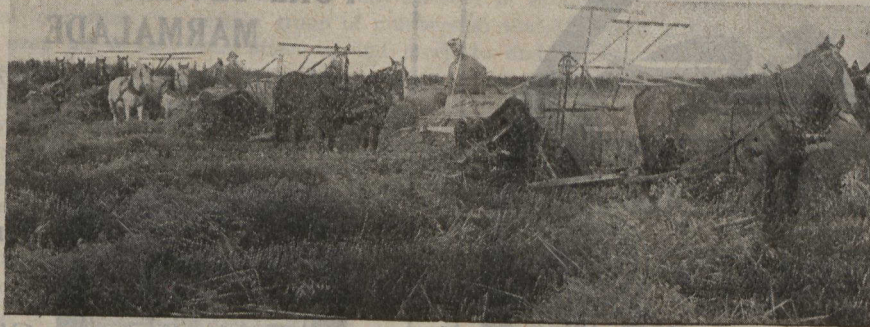
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Minister of Lands,
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Mainly About Pigs

LAST month, in writing of the expected rising of the Sun of Re-classification, I made reference to the doubting Thomases who infest our pathway at every turn. Little did I dream that there were so many of them, or that they were possessed of such a spirit of devotion to their cult as has been madee vident by the protests that have been coming to me in the few days between the appearance of my last article and the writing of this, days rendered miserable—perhaps I had better say memorable—by savage letters and yet more savage conversation on the street corners. People think they can say anything to a man with a wooden leg. He can raise only his voice in reply—he does not dare to raise his foot.

"There lives more faith in honest doubt," writes one, "believe me," he continues, "than in half your creeds." Granted, slang and all, but does that give anyone the right to call your humble servant "a leather-headed fossil," or yet "a snivelling sycophant," whatever that may mean, in the new system of re-classification? . . . I hope a snivelling sycophant is graded, as the sonority of the title demands, alongside the statisticians, agrostologists and analytical chemists . . . Another reminds me that, even let it be proved that the sun will rise, we have no guarantees that the sky will not then be clouded. That Thomas even tried some ironical humour on me about *gray day* not bringing a *Grade A* . . . Be careful of the italics, Mr. Printer, for I don't wish to have this choice *jeu d'esprit* lost in the wilderness of ordinary type . . . Yet another, a subscriber to *Popular Science* or an inveterate reader of the advertisements of the coal-dealers, quotes for my edification the following words of Lord Kelvin: "It would be exceedingly rash to assume as probable anything more than twenty million years of the sun's light in the past history of the earth, or to reckon more than five or six million years of sunlight for time to come."

Is it not presumptuous, argues our Thomas, in consideration of the time already consumed in getting the schedules in shape, and the further amount of time that will be required to pass the necessary Orders-in-Council, and to have the pay-lists verified, to hope that the Sun for which we are longing will have any benevolent rays of light or heat left in

its shrunken body when it actually does rise? It would be idle for me to attempt a discussion of this point with the learned academician of the *Popular Science Monthly*—or the *Coal Heaver's Gazette*—for I know now that, should I allude to the possible six million years that remain in which we may have the re-classification put into effect, he will beat me down to a probable five, and use Holy Writ to show that a thousand years are as a day in the sight of a government.

"Did you ever try the 'pigs-in-clover' or the 'fifteen puzzle'?" queries another correspondent. That is his idea of re-classification. You know the nature of these amusements, even if you have forgotten the exact requirements. The former demands steady nerves and an observance of the third commandment. The little balls that represent the pigs must be herded all in one pen, and those balls are more obstinate than all the pigs that ever breathed. He that tackles the fifteen puzzle must have taken an advanced course in mathematics and a post-graduate course in deciphering gas and electric light bills. With such a mental equipment he may succeed in arranging a certain group of numbers so that they will total fifteen up and down, to and fro, back and forth, diagonally and through a looking glass.

My querulous friend remarks that these are but shadowy symbols of the labour of re-classification. Instead of six or seven pigs we have fifty thousand (does he really mean pigs?) and instead of one pen into which to put them there are fifty thousand pens. (Pigs must be all right, after all, since the pen part of the analogy fits so well.) As for the fifteen puzzle—no, not the fifteenth puzzle, which is to make ten dollars cover a twenty dollar account—that yields a faint idea of the criss-cross permutations and combinations involved in building salary schedules that will accommodate the needs of the fifty thousand (pigs?) above referred to! "Do you really believe," he asks, "that 'the golden largess of the full day,' as you call it, will come to each and all of these porcine frequenters of the trough?" There is always a jar about mixed metaphors—Silas Junior says there is generally one about mixed pickles—that puts me off my train of thought, else I would

do battle with this sceptic. Inequality in the distribution of sunlight, or hogwash, to pigs must be expected in our imperfect state of civilization. "This little pig got bread and butter; this little pig got none." So ran the old song, but there was a little pig, the flower of the flock, that kept crying, "Wee, wee, wee, I want some."

It is this little pig that will win the day for us. The pig that goes to market, an ardent supporter of the Civil Service co-operative movement, is a valuable member of the community. He helps in alleviating the distresses under which we labour in this present economical crisis. The pig that stays at home, and lets the other fellows do all the work on committees, will help us none at all. The pig that gets bread and butter—see the estimates—and the pig that was left out in the distribution of the bonus—"this little pig got none"—are fair types of the passive folk that fare well or ill as the case may be. But the little pig that makes the racket with his "wee-wee-wee" is the one that, despite his unpopularity, at length calls the attention of the powers that be to the need of doing something, if only it is to stop that infernal squealing. This pig, if he ever leaves the Service, will be adopted, I am sure, by the Importunate Widow. What a time of it the Unjust Judge will have when these two get working together!

The vocal pig received some compliments from members of the House of Commons in the recent debate on the question of appointing a committee to inquire into the state of the sties. One member would have him canned, squeal included, and the Service recruited from tongue-tied porkers only. The "Agitator in the Service," that little pig was called, whose constant wee-wee-wee kept the other pigs from exercising their proper function of rooting (for the Government) and spoiled the sleep of the Just Judges. Can him by all means, Honorable Sirs, place him at once in a barrel, bound securely with "hoops of Steele," as Shakespeare says, and set the finished work on a pedestal near the new Parliament buildings, so that for all time members of the Service may know that it is wise to chew the boards of their empty troughs and say nothing.

How I should like to be the artist to

decorate the outside of that monumental barrel! Mythical and allegorical figures would not be wanting. . . . Doubting Thomas says that the increase of salary under the re-classification is a mythical figure, but enough of that. . . . There would appear Samson shorn of his locks. That would typify the Service when it trusts itself to the Delilah of Agitation. Appropriate words might be inscribed beneath this picture, such as, "He lost his hair; be careful, or his head goes next." Then, of course, there would be a representation of Prometheus bound to the rock, because he would, forsooth, have some of the fire for his fellowmen that the gods were enjoying on Olympus. "Fired"—that would be the inscription. The vulture pecking at his vitals is no other than the High Cost of Living. This is all too obvious. A festoon of martyr's bones would not be amiss, I think, and the heads of infamous agitators, the Apostle Paul, John Howard and Lloyd Garrison, stuck on pikes, might tower over all as a warning to any who ever thought of opening their mouths.

We have travelled a long way from Pigs-in-Clover to Pigs-in-Pickle. Blame it all on the Doubting Thomases. They it is who have monkeyed with my motor this month so that if I start to go for one goal I am almost certain to land at another as far removed from it as possible. In fact I think sometimes that I am obtaining an education in the art of fooling the compass that will enable me to take a portfolio soon as Minister of Civil Service Affairs. Begin a sentence

about Bonuses and I can complete it so that you'll think we were talking all along about Town-planning or the Battle of Ypres. Bring up the matter of Re-classification. Before you strike the first comma I can have you discussing the Bolshevik propaganda in its relation to the Daylight Saving By-law of the City of Vancouver.

This inconsequential style of conversation, once the peculiar mark of Ladies' Aid meetings, is now so generally recognized as the first requisite of statesmanship that any cabinet minister who, in reply to a query from one on the street about the weather, says "It looks like rain," is sure to be found among the missing at the next election. I met the Hon. Mr. Buncombe the other day and asked him what he thought about Superannuation. He replied that it did not help his hair a bit, but the influenza was not so bad as theosophy. I repeated the conversation to his esteemed colleague, the Hon. Mr. Jollyboy. "Very good, very good," says he. "The next thing will be footless stockings."

So you see there is a method in my madness when you thought there was only a certain madness in my methodism, as Mr. Rowell would put it. I am planning to leave the Service and, as the sessional indemnity is apt to be increased to offset the cost of living in Ottawa, I think my best bet is a seat in Parliament. What a change! To be M.P. on four thousand a year instead of

M.T. on eighteen hundred. Come on in—the water's fine.

SESSIONAL INDEMNITIES

What about higher sessional indemnities? The matter came up in a general way at a recent caucus, and while the Government refrained from committing itself, it is felt that a larger indemnity is not by any means improbable. Twenty-five hundred dollars twenty-five years ago was not an inconsiderable amount, but, to-day, with the cost of everything doubled and, in some cases, trebled, and with infinitely longer sessions, involving longer absence from business and increased expense, it is considered as absolutely inadequate. An increase to four thousand a year is proposed, and, in the opinion of most observers, no reasonable objection could or would be taken to such a step.—*Ottawa Journal*.

There are about 1,488 industrial co-operative, distributive, and productive societies in the United Kingdom, with a membership of 3,563,769. The total share and loan capital is approximately \$389,688,680. The total trade approximately (distributive and productive) annually is \$1,187,625,675. The total profit before (deduction of interest on share capital) is approximately \$94,791,940.

BOLSHEVISM DEFINED

From THE PUBLIC, New York

Stripped of its non-essentials, the Soviet idea of Government is a blunt expression of the rule of the working classes. It contemplates a society of producers; not necessarily manual laborers, but all who render service to the community—teachers, writers, artists, scientists, as well as farmers, carpenters, and trainmen. To the ideal thus put forth no broad-minded person can object; for the reverse of producers is non-producers; and no person laying claim to the title of democrat can contend that in a society in which all wealth is produced by human effort any should live who put forth no effort.

But there may be a difference of opinion as to what is productive effort, and, who render service. Just as some of the original Bolsheviki who limited the Soviet to laborers in their narrow sense of the term have come to recognize service to one's fellows as labor in the broader sense of the term, so others would add managers, tradesmen, and capitalists. All applications of principles must take into consideration the facts of nature and human nature. Political economy is at best an approximation of results, but there are nevertheless recognized laws that operate in a Bolshevist society no less than in a capitalistic society.

The Bolsheviki have cleaned house by throwing everything out of the window at the beginning and taking back what is afterward found necessary; whereas the democrat cleans house by throwing out rubbish as he comes to it. The best way to prevent the wholesale discarding of the household furniture that should never have been thrown away, is to begin now to throw away the things that never should have been left to clutter up the premises.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

Classification

HERE seems to be a great deal of confusion and misunderstanding in the minds of civil servants regarding this very important matter. A little reflection and study of what it means may help to dissipate some erroneous ideas held by a great number of people who are vitally concerned in its practical working out. At the outset, let it be stated, even if it is adopted by Parliament as it comes from the hands of the Civil Service Commission, presuming it is satisfactory to the Civil Service as a whole, it will not automatically right the wrongs or remove the anomalies that obtain in the Service at the present time. When it is considered that approximately fifty-five or sixty thousand public servants have to be fitted in to their proper places by this scientific plan, it means that many months will elapse before the work can be finished and everyone be "on the job" in the new scheme of things. Many old orders and titles will disappear under the new dispensation, and for this we should be truly grateful.

Bonus

Pending the adjustment of the salary schedule to the new order, and in view of the continued high cost of living, the members of the D.C.A. should make a determined and united effort to secure the maximum in any bonus or living allowance obtained by any other branch of the Public Service. Two specific cases may be cited as showing discrimination against the Outside Customs in the awarding of the bonus last year. A man in receipt of \$1,200 a year received only \$200 bonus, although he may not have received an increase of salary for six or seven years. Again, the limitation for other branches of the Service was \$1,880; in other words, the man at \$1,600 could get \$250; \$1,700, \$180; \$1,750, \$130; \$1,800, \$80. To get the \$250 in the Outside Customs, his salary had to be below the bread line, as shown on chart in memorial of 8th Oct. Again, take the matter of salaries: we are the only branch of the permanent Public Service that does not enjoy the right to annual statutory increases, and, still, I have heard it said there is no discrimination in the treatment of the Outside Customs as regards the allotment of salaries and other remunerations enjoyed by others. Help! Get busy, D.C.A. Justify your existence as

a worth-while organization by insisting and pressing your claims for a square deal from those who have neglected to do so up to the present time. Why the Outside Customs should not receive the same treatment as other branches of the Service is one of the riddles of administration. Is it their reward for having a higher conception of their duty as public servants, in staying "on the job" to "carry on," under great provocation, the business entrusted to them, to receive a much smaller amount than those who rebelled and refused to "carry on"? However, we have the assurance of Hon. Dr. Reid, Acting Minister of Customs, in reply to representations made to him on behalf of the D.C.A. for equalization of the bonus or living allowance, that he would see that we would receive whatever would be given to any other branch of the Outside Service.

—CSFC—

There are two vacancies in the Outside Customs caused by death, viz.: the Collectorship at Brockville, Ont., and Summerside, P.E.I. The appointment of their successors in office will be watched with the keenest interest by members of the D.C.A., as it will indicate in no uncertain manner whether the principle of promotion by merit has come to supersede the old order of so-called promotions which have been in so many cases flagrant violations of all that was decent and honorable in public service.

—CSFC—

Members of the D.C.A. will be interested in knowing that J. Alexander Killingsworth, a member of our London, Ont., branch, is the Grand Secretary of the Benevolent Protective Order of Elks, and also Editor and Manager of The Dominion Elk, the official organ of the Order in Canada. I trust Mr. Killingsworth will find time in the near future to favour our column with some good advice and counsel on matters concerning the welfare of the D.C.A.

—CSFC—

I regret that I am unable to give the names of the new officers of the Montreal Customs Association who were elected at the annual meeting held on Monday, the 14th April. However, we can all rest assured that the first port in Canada has done the right thing, and that "Old Montreal" can always be relied on to have men at the helm who will "carry on" and do their share in any work tending to improve conditions in the Service generally and Customs in particular.

Toronto Is Happy

Toronto's long, long dream of a new Customs House is about to come true. The staff of the port have moved into temporary quarters and the old Customs building is being demolished. The new structure will have 560 feet frontage on Front street, 248 feet on Yonge street, and 90 feet on Bay street. It will be five storeys in height.

A "MERIT" PROMOTION AT OTTAWA

A signal recognition of the Merit System is discovered in the promotion of Mr. S. J. Willoughby to be chief accountant in the Soldiers' Settlement Board. Mr. Willoughby was always a public-spirited civil servant. Beginning as long ago as 1903 he took an interest in the formation of the pioneer Ottawa Civil Service Committee. Afterwards in 1908 he assisted in the organization of the present C. S. Association and was the representative from the Interior Department for three years, and assisted in framing the celebrated memorial of 1908.

Mr. Willoughby was born in Peel county, Ont., and entered the Interior Department in 1886. He has worked slowly through every grade until he has reached his present position by merit and without "pull" of any description. Always prominent in patriotic works, Mr. Willoughby sent his only son overseas two years ago, where he still is with the Queen's Field Ambulance. There is a strong feeling springing up in the Service all over Canada that there should be more promotions of this kind and advertisements of positions of a special or so-called special nature, as it is believed that there are men at present in the Service with the necessary qualifications for nearly all such positions.

ALBERTA IN LINE

Provincial civil servants of Alberta have organized and have incorporated their Association. By eleven trustees, they applied to the Supreme Court of the province and were granted letters of incorporation as "The Civil Service Association of Alberta." The association's initial membership was more than five hundred, including both men and women and representatives of all departments.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

The following extract from *Hansard* of April 14th will be of interest to all postal employees, and indicates that the recently elected Executive of the Dominion Postal Clerks' Association is very much alive to its responsibilities, and determined to leave no stone unturned to improve the conditions of the men whom they represent:

SALARY AND ALLOWANCE OF POST OFFICE EMPLOYEES.

On the Orders of the Day:

Hon. N. W. ROWELL: A few days ago the hon. member for Maisonneuve (Mr. Lemieux) made inquiry as to questions outstanding between the employees of the Post Office and the department. Later on, I think on Friday last, the hon. member for West Toronto (Mr. Hocken) also drew attention to a protest of the letter carriers. Perhaps the House will permit me, at this stage, to make a statement with respect to the position of matters as between the Post Office employees and the Government. Doubtless the House will recall that last year—I think in the month of July—representatives of the employees of the Post Office made certain representations with respect to an increase of salary, the equalization of salaries between the East and the West, and some changes in the war bonus. As a result of those representations a report was made by Council by a committee of the Cabinet, and the Cabinet acted upon that report. I draw attention to two of the provisions, because it is upon those that the Government's action has now been taken. In the report it is set out that:

The establishment of existing salary schedules, or the amendment of existing salary schedules, has always been regarded as a function of Parliament. Any action of this character by Order in Council would be without precedent, and in the opinion of your committee unwarranted. Further it is to be observed that the request for an immediate increase of salaries or remuneration is based upon present economic conditions due to the war.

The report then points out that the Civil Service Act of last session provided for a re-classification of the Service which would include the fixing of salaries, and that the Civil Service Commission was to proceed with that re-classification. Then in reference to the equalization of the bonus it states:

With reference to the special allowance of \$180 payable in recent years to employees at and west of Sault Ste. Marie owing to the higher cost of living in the West as compared with the East, your committee beg to

report that they concur in the opinion which was strongly expressed at the hearings that the conditions upon which this preferential allowance was based have, in considerable measure at least, disappeared, and your committee recommend that this be taken into consideration in the granting of any additional allowance.

Then this conclusion was reached:

In consideration of the abnormal cost of the necessities of life largely due to war conditions which impose serious burdens upon those in receipt of the smaller incomes, and the higher remuneration generally paid to-day for service and labour, your Committee beg to recommend that under authority of the War Measures Act and pending action of Parliament on the report of the Civil Service Commission, there be paid as a further provisional allowance to the employees of the Outside Postal Service for the current fiscal year as and from April 1, 1918, and in addition to all salaries and allowances voted by Parliament and now payable, the sum of \$100 to employees east of Sault Ste. Marie, and \$50 to those at and west of Sault Ste. Marie; provided, however, that this additional provisional allowance shall not be paid in excess of the proportion which together with any salary or provisional allowance now payable to any of such employees shall constitute an income of \$1,880.

You will see, Mr. Speaker, that this report contemplated the presentation to the House of the report of the Civil Service Commission providing for a re-classification of the Service, until which the salaries would be fixed in accordance with the scale recommended by the Civil Service Commission, and that pending that these bonuses should continue. That has been the position of the Government. Certain requests have been made by the employees, both West and East, for certain changes in salaries, in the bonuses, and in a number of departmental matters. A series of conferences were held during the past week in Ottawa, and certain other conferences to-day, between the representatives of the Amalgamated Postal Workers—that is the organization in Western Canada—the Dominion Postal Clerks Association, and the representatives of the letter carriers. I am pleased to say that those conferences have been carried on in the very best of temper and spirit, and on the whole I believe reasonably satisfactory conclusions have been reached. The post office employees would like these changes which the re-classification may bring into effect, to go into effect at once, but the position of the Government is that until the re-classification is made it cannot put them into effect, and in the meantime it should not under-

take to change the existing schedule. I may say that the matter is summed up, in so far as the eastern men are concerned, in three letters which have passed between the President of the Dominion Postal Clerks Association, and myself, as representing the Committee of the Cabinet with whom the conferences have been held. On the 9th of April the Dominion President of the Dominion Postal Clerks Association wrote me as follows:

I have the honour to submit herewith, in duplicate, memorandum of requests presented and discussed with yourself and the Honourable P. E. Blondin, by a delegation representing the Dominion Postal Clerks' Association on Tuesday, April 8th.

We are desirous that there shall be no misunderstanding as to the conclusions arrived at in regard to the several matters under discussion, and would therefore appreciate it as a favour if you will be kind enough to indicate on the margin of the enclosed memoranda the replies which you gave to our delegation.

With regard to requests numbers one and two, I would respectfully remind you that you promised our delegation to advise us of the final decision arrived at by the Government, in respect to these two matters, in the course of two or three days.

The visiting delegates are remaining in Ottawa for those decisions.

I would appreciate a reply, with the return of one copy of the memoranda, at the earliest possible moment.

To that I replied on April 10th, giving the answer of the Government in regard to those matters as follows:

Dear Mr. Cantwell,

I am in receipt of your letter of April 9th, together with the memorandum of requests presented and discussed at the conference with the Government on Tuesday last. I have passed this on to the Postmaster General in order that the various requests presented may be duly considered and an answer given to you.

In accordance with the intimation I made at the conference, I now beg to advise you:

1. That the re-classification of the Service which is now being made by the Civil Service Commission involves not only a change in classification but of the salaries which should be paid, having regard to the character of the service rendered. The new classification when put into effect will apply to the current fiscal year commencing the 1st of April, 1919.

2. We understand that this re-classification will wipe out the differential as between East and West. The basis of the re-classification is to be the character of service rendered by the men in the Service, irrespective of the section of the country in which it is rendered.

3. The Civil Service Commission in recommending the re-classification may, as has been suggested, recommend salaries applica-

ble to normal conditions. If they do so, the Government has requested them to report on the additional amount which should be paid to all classes of the Service to meet the abnormally high cost of living at the present time, so that the report from the Civil Service Commission will cover the total remuneration which the Government will pay to each member of the Service during the current fiscal year.

The foregoing answers the two questions on which I promised to give you the Government's answer immediately, and deals with the matters mentioned in paragraphs 1 and 2 of your memorandum of April 7th.

Then, to that Mr. Cantwell replied on April 11th:

I beg to thank you for your letter of yesterday in reply to my communication of the 9th instant.

May I take the liberty of directing your attention to the paragraph of your letter which you state is a reply to question No. 2 in my memorandum of April 7th. The paragraph I have reference to reads as follows:

"We understand that this re-classification will wipe out the differential as between East and West. The basis of the re-classification is to be the character of the service rendered by the men in the Service, irrespective of the section of the country in which it is rendered."

I am, personally, satisfied that the wording of the paragraph is intended to convey to me the positive assurance of the Government that when re-classification becomes effective, as from April 1, 1919, the existing difference in remuneration amounting to \$130 will be wiped out. The use of the words "We understand," however, leaves your answer liable to a different construction being put upon it from that which I feel sure you intended. For this reason I have deferred communicating the contents of your letter to the other members of my executive.

If you would be kind enough to authorize me to substitute the words: "I can assure you on behalf of the Government" for the words "We understand," I feel reasonably certain that your reply to the most important request submitted in our memorandum of the 7th instant, would be considered quite satisfactory.

Our branches in nearly all of the large centres have called special meetings for Monday night next, to receive the report of the delegation that waited on you and the Honourable P. E. Blondin, and I should like them to be able to make such a report as will allay—or at least reduce to a minimum—the existing discontent. I am sure you will appreciate my position in this matter.

With sincere appreciation of the courteous reception accorded our delegation.

To that I replied on the 11th of April in the following terms:

I am in receipt of your further letter of the 11th, in reference to the following clause in my letter of yesterday:

"We understand that this re-classification will wipe out the differential as between East and West. The basis of the re-classification is to be the character of the service rendered by the men in the Service, irrespective of the section of the country in which it is rendered."

I used the expression "We understand" as being based on the information received from the Civil Service Commission as their

report has not yet been presented to the Government.

You may rest assured, however, that the existing difference between East and West will be wiped out and that remuneration will be based on the character of the service rendered, irrespective of the section of the country in which it is rendered. I believe the above fully answers your inquiry.

That covers the correspondence, Mr. Speaker, with the exception of one further letter, which again relates to that \$130. This letter was received to-day, and I have not yet had an opportunity to reply to it. To sum up, the situation is this. The re-classification will wipe out all existing schedules and will provide a new scale of payment on the basis of the work done, irrespective of the section of the country in which it is done. It will therefore wipe out this differential between the East and the West. When it is ready to go into effect it will be dated back to the first of April, so that all members of the Service will get the benefit of the new classification from that date. My hon. friend, the Acting Minister of Trade and Commerce, who is in charge of this re-classification, hopes to be able to introduce it into the House by the first of May. Under those conditions the House and the Service will soon have the information desired on the subject. What I have said with reference to the Dominion Postal Association will apply equally to the letter carriers and to the men in the West, but a specific answer will be made to them in reference to their request.

The letter to which Mr. Rowell refers to in his closing remarks is as follows:

Ottawa, Ont., 14th April, 1919.

Hon. N. W. Rowell, K.C.,
President of the Privy Council,
Ottawa.

Dear Sir,

Having further reference to the conference with yourself and the Honourable Mr. Blondin, which began on April 8th, regarding certain grievances respecting Post Office clerks, I respectfully beg to point out that the most important request submitted has not, as yet, been disposed of in a manner calculated to allay that spirit of discontent in this Service which we had hoped would be the outcome.

Insofar as the question of equalization of remuneration is concerned, we are satisfied that the obstacles which you suggested in the way of an immediate adjustment are less difficult to surmount when the matter is carefully considered in all its phases.

In my letter to you of April 11th, I intimated that a positive assurance from the Government that the differential of \$130 would be added to the remuneration now being paid to postal clerks resident east of the Great Lakes—and the same dated back

to the 1st of April, 1919—would be quite satisfactory. Since then our Committee has conferred with a number of our largest branches, and we are convinced that the feeling is so strongly in favour of an adjustment before re-classification becomes effective, that we consider it our duty to request the Government to further consider the matter.

Following the conference held with a Subcommittee of the Council last August, a report was submitted to Council, from which the following is an extract:

"With reference to the special allowance of \$180, payable in recent years to employees at and west of Sault Ste. Marie, owing to the higher cost of living in the West as compared with the East, your Committee beg to report that they concur in the opinion which was strongly expressed at the hearing, that the conditions upon which this preferential allowance was based have, in considerable measure at least, disappeared, and your Committee recommend that this be taken into consideration in the granting of any additional allowance."

In discussing the matter with the representatives of the men concerned at that time, Sir Thomas White frankly admitted that the remuneration paid by the Government to Post Office employees east of the Great Lakes should be the same as that paid in the West, and stated that the Government would not hesitate to grant our request if the House was in session. He did not consider it advisable, however, to make the desired adjustment in full by Order-in-Council.

Representatives of the men left this conference fully satisfied that, as soon as Parliament assembled, Sir Thomas White would take advantage of the first opportunity that presented itself to see that this was done. They also felt that, as the Government admitted the justice of our claim, as indicated by the report of the Sub-Committee of Council referred to above in August, 1918, the adjustment would be dated back so as to cover the year 1918.

At our first conference, on the 8th instant, you made it very clear that there was little hope of getting the amount claimed for the year 1918, and we adopted your suggestion to not press for something which, by the Government's own admission, we are entitled to.

We are most anxious that this matter shall be adjusted amicably and without friction, and respectfully submit that, up to the present, we have shown our willingness to compromise at a very great sacrifice. We feel the Government should be equally as generous.

In order that you and your colleagues may more readily grasp the existing situation, we herewith show the existing difference as between East and West, taking as an example the minimum salary:

West—

\$ 600 Salary.
180 Western Allowance.
100 Allowance No. 2.
150 Allowance No. 3.
50 Allowance No. 4.

\$1,080

East—

\$ 600 Salary.
100 Allowance No. 2.
150 Allowance No. 3.
100 Allowance No. 4.

\$950

It will thus be seen that, if the existing difference of \$130 per annum be granted at once it will still leave the salary as before, and therefore, will in no way complicate the work of Parliament when dealing with the report on re-classification. We are satisfied that it would have the opposite effect.

At present allowance No. 1 applies to the West only; Nos. 2 and 3 apply to West and East alike, while No. 4 provides a sum of \$100 annually to eastern employees and \$50 to western employees.

If the Government would add the western allowance (described as allowance No. 1) to the existing salary paid to western postal clerks, it would be partially acceding to the demand of the western Association, *i.e.*, that all existing allowances be added to and form part of the salary. This would not involve any expenditure. At the same time that this is done our request could be granted by adding \$130 to the existing salaries paid to postal clerks in the East. The effect of this would be equalization of remuneration throughout the country, which the Government has already promised.

When dealing with the report of the Civil Service Commission on re-classification, the Government would then only have to consider how the war bonus should be adjusted. This would still leave a difference in salaries, as between East and West, of \$50 in favour of the West, which could very easily be adjusted at the time of re-classification.

It will therefore be seen, from the above, that by dealing with this matter at the present time, instead of introducing complications and thereby delaying the completion of the report on re-classification, it

would very much simplify matters all around.

I have the honour to be,

Sir,

Your obedient servant,

WM. J. CANTWELL,

Dominion President,
Dominion Postal Clerks' Association.

To this letter the Hon. N. W. Rowell replied on April 16th in the following terms:

Ottawa, April 16th, 1919.

Dear Mr. Cantwell,

I presume a reply is hardly necessary to your letter of April 14th, as the conference you requested was held, and the matters referred to in your letter discussed between your Committee and a Committee of the Cabinet. I only wish to say, as I pointed out at the conference, that neither Sir Thomas White nor I could accept the statements made in your letter as correctly setting forth our position in reference to the equalization of the rates payable to the employees of the Post Office Department in Eastern and Western Canada.

In reference to the equalization, the position of the Government in August, 1918, was correctly set forth in the report to Council, which was approved by Council, copy of which you have, and is as follows:

“With reference to the special allowance of \$180, payable in recent years to employees at and west of Sault Ste. Marie, owing to the higher cost of living in the West as compared with the East, your Committee beg to report that they concur in the opinion which was strongly expressed at the hearing, that the conditions upon which this preferential allowance was based have, in considerable measure at least, disappeared, and your Committee recommend that this be taken into consideration in the granting of any additional allowance.”

This report, as you will see, also states that, under the legislation of last session, the re-classification of the Service is to be made by the Civil Service Commission, and that the bonuses granted were granted pending the completion of this re-classification, and action thereon by Parliament. I draw your attention particularly to the following clause:

“In consideration of the abnormal cost of the necessities of life largely due to war conditions which impose serious burdens upon those in receipt of the smaller incomes, and the higher remuneration generally paid to-day for service and labour, your Committee beg to recommend that,

under authority of the War Measures Act, and pending action of Parliament on the report of the Civil Service Commission, there be paid as a further provisional allowance to the employees of the Outside Postal Service for the current fiscal year as and from April 1st, 1918, and in addition to all salaries and allowances voted by Parliament and now payable, the sum of \$100 to employees east of Sault Ste. Marie, and \$50 to those at and west of Sault Ste. Marie; provided, however, that this additional provisional allowance shall not be paid in excess of the proportion which together with any salary or provisional allowance now payable to any of such employees shall constitute an income of \$1,880.”

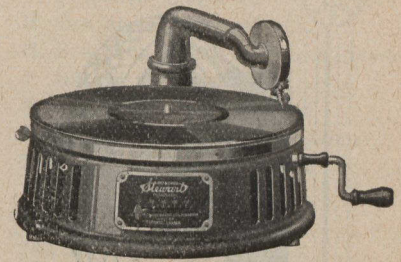
You will, therefore, see that the pledge of the Government was, that pending the bringing down of this re-classification, and action thereon by Parliament, the bonuses provided by the Orders-in-Council would be continued, but that any further adjustment must await the re-classification and Parliament's action thereon. This policy the Government is carrying out to the letter. Owing to the unexpected delay in the bringing down of the re-classification, for which the Government is in no way responsible, the Government has made provision for the continuation of the existing bonuses for three months, ending June 30th next. The Honourable Mr. Maclean, who is in charge of the re-classification and the necessary legislation to put it into effect, assures me, as the result of enquiry from the Civil Service Commission, that he expects to submit the re-classification to the House during the first week of May—he hopes not later than the first day of May. He will press the matter forward as rapidly as possible, and, I understand from the officers of the Civil Service Commission, that they confidently anticipate that, assuming reasonable expedition and the passage of the necessary legislation, they hope to have the re-classification put into effect so that the cheques may be issued to the Postal employees, under the new classification, not later than the first of July next.

In our last conference you suggested that you did not think it would be possible for the Civil Service Commission to bring down their report on the bonus, or additional allowance which should be made to employees, by reason of the abnormally high cost of living, at the same time as they bring down the re-classification. I find upon enquiry that you are correct in this supposition, but that the report on the bonus will be brought down at the earliest practicable date, and, I believe, they expect to be able to report

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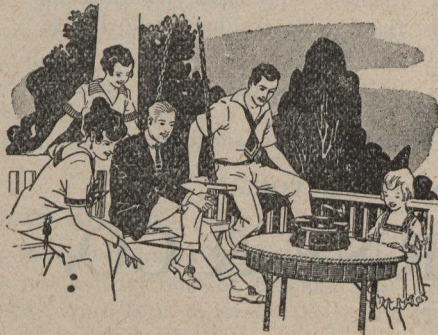
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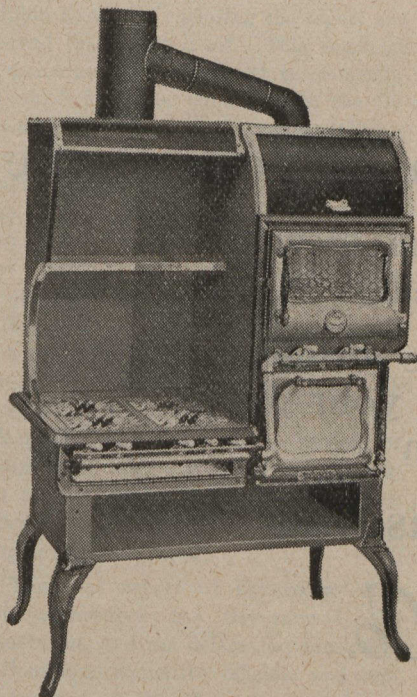
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on this also some time during the month of May.

Yours faithfully,

(Sgd.) N. W. ROWELL.

(Dictated by Mr. Rowell, but signed in his absence.)

William J. Cantwell, Esq.,
 Dominion President,
 Dominion Postal Clerks' Association,
 Ottawa, Canada.

This concludes the correspondence which definitely pledges the Government to equalization of remuneration which will be dated back to April 1st, 1919.

The conferences that were held with the members of the Government were carried on, as Mr. Rowell states, "in the very best of temper and spirit." The same may be said of the conferences that took place with the officials of the Department.

—CSFC—

Toronto Branch

A special general meeting of the Toronto Branch was held at Sons of England Hall on Sunday, April 20th, to receive the report of the delegates who have been in conference with the Cabinet and the Department at Ottawa on matters affecting the Postal Service. A large number of members were present with Mr. W. J. Gallagher, the President, in the chair.

The Secretary having explained the object of the meeting, read a letter from the Dominion Executive enclosing the report and then read the report itself. This consisted of a memorandum covering 21 recommendations which had been submitted to the Department together with the replies thereto and a second memorandum comprising 12 recommendations which had been dealt with by the Government. Whilst the results were not as satisfactory as had been hoped for, it was shown that many concessions had been obtained and the assurance received that the question of equalization of remuneration as between East and West, and that of the barrier against certain clerks' advancement which at present exists would be satisfactorily dealt with by the scheme of re-classification which is shortly to be presented to the Government by the Civil Service Commission. The following resolutions were unanimously passed:

"That the report of the recent conferences between the Government, the Department, and the delegation consisting of Dominion Executive officials and representatives of the Toronto Branch as read by the Secretary, be received and endorsed, together with a re-affirmation of confidence in the representatives present at the conference, and a hearty vote

of thanks to them for their successful work on behalf of the members,

"That the sincere thanks of this Association be conveyed to the Cabinet Ministers, the Postmaster-General, and the Deputy Postmaster-General for their prompt and favourable consideration of many of the requests made to them, and further,

"That we express our confidence in their promises and assurances as to the successful outcome of the grievances now pending between this Association and the Government."

The feeling of the men as expressed at this meeting clearly showed that whilst they were willing to wait a reasonable time for the redress promised by the re-classification any untoward delay in the carrying out of the assurance given by the Government would only serve to aggravate the situation.

T. R. ELSAM, Secretary.

—CSFC—

Action on Affiliation with Labour at Montreal Convention.

Motion.—That this Convention is in favour of affiliation with the Trades and Labour Congress of Canada and that the Executive Board be instructed to take the necessary action to bring this about.

Amendment.—In favour of Referendum of the entire membership of Association.

Amendment carried by 27 votes to 23 against.

The vote:

	For.	Against.
Pres. A. Jacques	1	
Vice-President	1	
Sec. J. W. Green	1	
Vice-Pres. for Ont., E. M. Stewart.	1	
<i>Delegates—</i>		
T. Burnett, Charlottetown, P.E.I. ..	1	
T. Burnett, Vice-Pres. for P.E.I. ..	1	
J. N. Meagher, Halifax (2 votes) ..	2	
J. N. Meagher, Vice-Pres. for N.S. ..	1	
A. C. Toole, St. John, N.B.	1	
W. J. Gallagher, Toronto	2	
W. J. Gallagher, proxy for Guelph.	1	
R. S. Bartlett, Toronto	2	
R. S. Bartlett, proxy for Kitchener.	1	
E. A. Stuart, Toronto	2	
C. E. Swait, Toronto	2	
A. E. Crate, Toronto	2	

T. R. Elsam, Toronto	2
F. E. Kindelan, Quebec	1
F. E. Kindelan, Vice-Pres. Quebec.	1
S. N. Santerre, Quebec	2
H. Benjamin, Montreal	1
H. Benjamin, proxy for Three Rivers	1
J. Hébert, Montreal	1
J. A. Lamontagne, Montreal	1
J. Ste. Marie, Montreal (absent) ..	1
T. de la Madeline, Montreal	1
A. Chartrand, Montreal	1
N. Deguise, Montreal	1
Jas. LaFrance, Montreal	1
O. L'Orange, Montreal	1
H. Tandeau, Montreal (absent) ..	1
W. J. Way, Hamilton	1
R. Guy, Hamilton	1
A. W. J. Gignac, Windsor	1
H. J. Hartley, Brantford	1
A. Carrothers, London	1
A. B. Callahan, London	1
R. E. Hall, Ottawa	1
E. Littlefield, Ottawa	1
J. O. Boily, Ottawa	1
J. Daley, Kingston	1
J. V. C. Truairch, Belleville	1
C. N. Edgar, Brockville	1
J. A. St. Cyre, Sherbrooke	1

27 23

When the resolution in favour of affiliation was moved, it was announced by the Secretary that letters had been received from 22 branches, 19 of which were in favour of affiliation and 3 opposed to it. The branches which voted in favour were: Frederickton, Kingston, St. John, N.B., Windsor, Brantford, Belleville, Toronto, Kitchener, Niagara Falls, Sarnia, Brockville, St. Catharines, St. Thomas, Hamilton, Sydney, Guelph, Sherbrooke, London and Charlotte-town.

The branches voting against affiliation were: Peterboro, Halifax and Quebec.

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

HAVE SERVED 50 YEARS

It is not easy to believe, but none the less is it true, that Lieutenant-Colonel Alfred Hamlyn Todd, chief clerk of the Library of Parliament, has completed half a century of service in the Civil Service of Canada. He was not quite eighteen years of age when he "joined up," on April 1, 1869. A son of the late Alpheus Todd, C.M.G., the first Librarian, he has lived in a Civil Service atmosphere all his life, and his memories of the old days are not excelled by those of any of his few remaining contemporaries. A lifetime in the Library has not prevented Lieut.-Col. Todd from being an active man of affairs. He was long a militia officer. He commanded the Guards Company of Sharpshooters in the North-West Rebellion of 1885, and was afterwards C.O. of the Governor-General's Foot Guards regiment. Lieut.-Col. Todd celebrated his fiftieth anniversary in the Civil Service by a stroll up to Kingsmere and around to Aylmer, about thirty miles in all.

Another veteran who is about to celebrate his golden jubilee of service is J. de Saint-Denis LeMoine, I.S.O., sergeant-at-arms of the Senate, who entered the Civil Service on May 18, 1869, and has occupied his present position since 1873. He will be sixty-nine years of age in July.

—CSFC—

LATE W. C. BOWLES

William Cochrane Bowles, I.S.O., who served in the Civil Service of Canada for more than fifty years, died on April 19, in his seventy-eighth year.

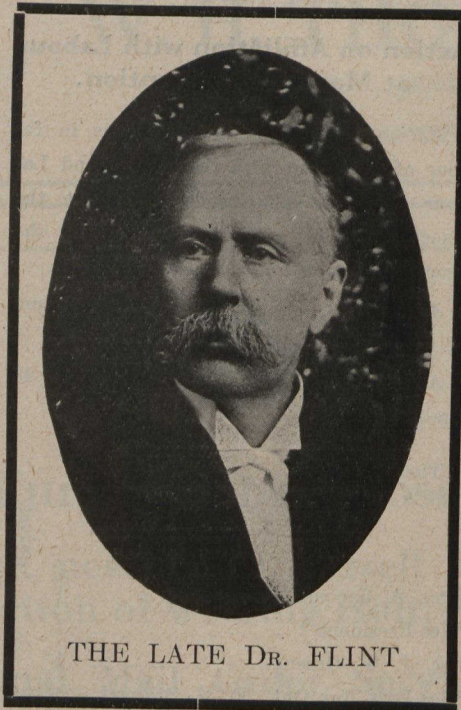
He was born in Quebec city and entered the Government service some years before Confederation. He was made a permanent clerk in 1866, and successive promotions raised him to the place of chief clerk of votes and proceedings in the House of Commons, which place he held until his superannuation in 1915. He received the I.S.O. in 1913, and when he retired from the Service both Sir Robert Borden and Sir Wilfrid Laurier paid tribute to his long, faithful and efficient work.

DR. FLINT PASSES

Thomas Barnard Flint, M.A., LL.D., D.C.L., formerly Clerk of the House of Commons, died at Yarmouth, N.S., on April 7.

He was born in Yarmouth in 1847, educated at Mount Allison and Harvard, was called to the Nova Scotia bar and continued as a practising lawyer and legal officer until he entered politics. He was for a time assistant clerk of the Nova Scotia Legislature.

For eleven years he was a member of the House of Commons, retiring



THE LATE DR. FLINT

in 1902 to take the post of Clerk of the House. He continued in that position until failing health forced him to take a long vacation and, finally, to retire from active life.

Dr. Flint was a man of attractive personality and kindly heart, and was very popular in every circle in which he was known. He took a lively interest in all Civil Service movements and entered into several Civil Service enterprises. The close of his long career is deeply regretted.

LATE R. FRECHETTE

The deep regret at the death of the late Raoul Frechette of the Department of the Naval Service, shared by all who enjoyed his acquaintance, was well-expressed in the following resolution adopted by the Naval Accounts Club, of which he was a member:

"That the members of the Naval Accounts Club have with the deepest regret suffered the loss by death of one of their esteemed members in the person of Mr. Raoul Frechette.

"Mr. Frechette during the last eight years was an honoured member of the staff of the Accounts Branch of the Department of the Naval Service, and had the esteem of each and every one connected with the whole Department with whom he came in contact. He was also an enthusiastic member of the Naval Accounts Club and was always deeply interested in the organization and progress of the Club and ready to render his best assistance.

"By the death of Mr. Frechette, not only has this Club lost a most respected member and good friend, but the Accounts Branch and the whole Department of the Naval Service has lost a most devoted and highly efficient employee.

"Mr. Frechette performed his duties with distinction, and were such as a younger employee might emulate, and the regrettable circumstance is that his death occurred at such an early age, when his future prospects seemed so bright.

"The members of this Club extend to the bereaved and sorrow-stricken widow and children and friends their sincerest sympathy, and commend to them the consolation of the esteem, respect and good wishes which the members of this club had for such a worthy husband, father and friend."

—CSFC—

PERSONAL

Our own Civil Service Victoria Cross man, Lieut. J. E. Tait, died gallantly on the field of battle, but the Civil Service now has a V. C. by adoption. Lieut. Milton F. Gregg, a veteran of the 13th Battalion and Royal Canadian Regiment, who won

his commission in the field, has been appointed to the staff of the Department of Soldiers' Civil Re-Establishment. He won the V. C. at Cambrai, last September, and has also the M. C. and Bar.

Lieut.-Col. E. J. Chambers, Gentleman Usher of the Black Rod, has been officially brought to the notice of the British Secretary of State for War for his valuable services to the Empire in the capacity of Chief Press Censor during the war.

E. F. Drake, Superintendent of the Irrigation Branch, Department of the Interior, was elected Grand Master of the Ancient Order of United Workmen of Ontario at the fortieth grand lodge meeting last month.

Eva L. Fawcett, A.M.C., daughter of Mr. and Mrs. Thomas Fawcett, was married at Nievre, France, on January 11, to Lieut. Willis H. rather, United States Marine Corps.

The war-time romance of a civil servant culminated in the marriage, at Geneva, Switzerland, on March 1, of Allan Brookman Beddoe, lance-corporal 2nd Battalion, C.E.F., in civil life an employee of the Department of the Interior, to Marguerite A. Charrière of Geneva. Lance-Corp. Beddoe was taken prisoner early in the war and spent some months in Switzerland after his release from German prison camps.

Dr. James Bonar, deputy master of the Ottawa branch of the Royal Mint, will retire from active service on July 1, and will be succeeded by A. H. W. Cleave, who has been superintendent of the establishment since its creation.

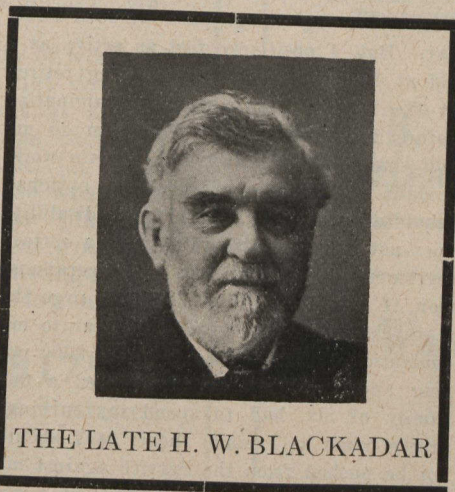
BUSINESS EXPANDS

A marked expansion of the savings side of the business is reported by F. S. James, manager of the Civil Service Savings and Loan Society of Ottawa. This is probably due, among other causes, to completion of war loan payments. Many civil servants put all their savings into Victory Bonds. Final instalments on these were due on March 6. Those to whom the advantage of systematic monthly savings appeal and who want to employ their savings to best advantage are again placing their funds with the society. The society's general business will expand under

VETERAN P.M. DEAD

Hugh W. Blackadar, for forty years postmaster of Halifax, died in Denver, Col., on April 7.

Mr. Blackadar was one of the family of noted Nova Scotia journalists who were prominent in pro-



THE LATE H. W. BLACKADAR

vincial affairs for many years. He was born in 1843, was appointed postmaster of Halifax in 1875, and held office until 1916, when he retired on superannuation. Since then he had resided in Denver.

—CSFC—

OBITUARY

BLOUNT—On March 30, the wife of A. E. Blount, clerk of the Senate.

AUGER—On April 1, Edward Auger, of the Government Printing Bureau.

GUIOU — On April 23, Irma, daughter of A. H. Guiou, of the Dept. of Marine, and Mrs. Guiou, and sister of Capt. G. W. Guiou, M.C.

—CSFC—

this strong support by its members. Mr. James' office in the Journal Building is a busy place long after 5 p.m. these days.

THE POSTMASTERS

The Postmasters' Association held several audiences with the Hon. P. E. Blondin last month relative to remuneration, hours, rent, overtime, etc. Representations indicated an extremely unsatisfactory state of affairs, and rumours were mooted about of affiliation with the Labour Unions as the only means of getting attention from the Department.

WALSH—At Victoria, B.C., on April 2, Major John Walsh, sometime superintendent of the Dead Letter Branch, Post Office Department, aged seventy-six years.

CARTER—In Toronto, on April 9, James Carter of the Dead Letter Branch, Post Office Department, formerly of Ottawa.

COURSOLLES—On April 9, Marie Emma, relict of the late T. G. Coursolles, chief translator, House of Commons.

YOUNG—On April 9, Katherine, relict of the late James Young, Superintendent of Stationery.

LAROSE—On April 12, T. C. LaRose, formerly of the Department of Militia and Defence, aged eighty-one years.

COTE—In Boston, on April 12, Maurice O., only child of N. O. Coté I.S.O., and Mrs. Coté.

LASCHINGER—In Toronto, on April 15, Edmund H. Laschinger, formerly Assistant Deputy Postmaster-General.

GODKIN—At Summerside, P.E.I., on April 22, George Godkin, Collector of Customs.

HUDON—On April 27, Mrs. E. L. Hudon, aged seventy years, mother of Arthur Hudon, of the Department of Public Works, and Emile Hudon, of the Post Office Department.

NAUBERT—On April 29, Wilfrid Naubert, of the Government Printing Bureau.

BISHOP—On April 28, William Bishop, aged sixty-eight years, brother of R. S. Bishop, of the Department of the Royal North West Mounted Police.

McDONALD—On April 29, John McDonald, for thirty years on the staff of the Exchequer Court.

PARLIAMENTARY COMMITTEE

The Parliamentary Committee which, upon the request of Dr. Michael Steele, has been appointed to inquire into the efficiency of the inside Civil Service, is composed of the following members: Andrews, Archambault, Boys, Charters, Douglas (Richmond); Jacobs, Loggie, Long, McCrea, Mowatt, Pacaud, Redman, Sinclair, Steele, Stevens. It is understood the committee will launch its work immediately.

The membership increase for all classes of organized labor bodies in Canada for the two years 1917 and 1918, according to information received in the Department of Labour, amounted to 88,480.

CORRESPONDENCE

SAYS "INSIDE" NOT PROGRESSIVE

Editor *Civilian*,

Just a few lines to express my keen disappointment with the reactionary stand taken by the delegates representing the Civil Service Association of Ottawa, at the Federation Convention held last month. In looking over the proceedings as reported in *The Civilian*, it is manifest that these delegates have not imbibed very much of the new ideals which seem to be gaining strength in the New Democracy, now in process of evolution, which will in the not distant future, supplant the present false economic system, which fosters and perpetuates "class" and "privilege" for the few, at the expense of the masses. In fact, sir, perusing the report of the Convention, one is almost led to believe that these delegates were specially appointed to block as far as possible, all progressive measures introduced for the bettering of conditions in the Public Service. No better example of "instructed delegates" could be given than their "solid concrete front" in opposition to every motion that had a tendency to get away from the old idols so long held up for our reverence and worship.

A HUMBLE WORKER.

Ottawa, April 20, 1919.

—CSFC—

OBJECTS TO COMPULSORY RETIREMENT

Editor, *The Civilian*:

I congratulate *The Civilian* on its improved form, manly and yet patriotic tone. I am glad to have lived to see the Outside Service, like the Inside Service, placed under the C. S. Commission, and I am glad to know that the C. S. Commission is earnestly working to have the whole Service placed upon an equitable basis. I am glad, too, to see the C. S. Federation active for the good of its members. I like to see it take a stand for some kind of court of appeal or board of arbitration, for I am strongly against strikes, as I do not think that the few have the right to injure the many.

I applaud the C. S. Federation for supporting superannuation, but I strenuously object to a recent recommendation that civil servants be compelled to retire at the age of 65, for I am sure that efficiency at the age of 65 varies very much, some men being bright, strong and active at that age, while others may not be so; but, men are dissimilar in capabilities at 30, 40, 50 or 60,

as reflection will prove. Mother Nature has been kind to me, as I feel physically and mentally strong though past my 60th birthday. But, I positively feel as active as I did at 40, so I would resent being retired at 65. I would need a medical examination before I admitted my inability to do my full share of a railway mail clerk's work. I claim that retirement should be optional, providing, of course, that physical disability does not exist. I also think that a certain service should qualify one for superannuation, if it is desired. I venture to urge the C. S. Commission to give kindly ear to my contentions. I commenced work at \$300 per year and mileage allowance, raised a fine family of six, had to spend my earnings pretty much as I made them; so I should not be pushed from the Service against my will when strong and fit, and when I am beginning to gain a little financially.

Sincerely,

GARRETT O'CONNOR.

Bridgeburg, Ont., March 22, 1919.

—CSFC—

CO-OPERATION

Editor, *The Civilian*:

It is stated in the public press that co-operative buying has been carried on in the Civil Service during the past winter under the direction of the Co-operation Committee of the Association. Why was this privilege not extended through all departments? Scores of members have had no opportunity to participate in the benefits of such an arrangement.

SQUARE DEAL.

Ottawa, April 20, 1919.

—CSFC—

NOT PROGRESSIVE ENOUGH

Editor, *Civilian*:

I wonder if others of the readers of your Convention number were struck, as I was, with the unanimity displayed by the members of the delegation representing the Civil Service Association of Ottawa at the last convention, in voting so many units of 12½ against progressive measures like proportional representation, initiative, referendum, and recall?

The solid vote (added to by only one other delegate*) against the pooling of the expenses of delegates to succeeding conventions by the very delegates who enjoy the privilege of being where the next one is to be held, confirms me in the justice of making the assertion that it might be well if the local Association at

Ottawa were to use the proportional representation method of selecting delegates to the next convention. This method is aimed at securing delegates who shall represent the differing opinions within an organization in proportion to their strength. This seems to me to be a desirable goal.

One who would like to have represented the Civil Service Association of Ottawa.

*Editor's note: We desire to state that the addition of Mr. Tulley's name to the list of those who voted against the pooling of delegates' expenses was an error which we attempted to correct, but the correction was not made upon the proof which was returned to the printer.

—CSFC—

WISHES TO TRANSFER

Editor, *Civilian*:

I would like to correspond with any Customs Officer in the East, who would like to exchange places with another in the West. Address,

W. J. CORDINGLEY,
c/o Customs House,
Regina, Sask.

Regina, April 26, 1919.

PRESENTATION TO MR. GEORGE J. BINKS

Chief Dead Letter Office, Ottawa.

An event of unusual interest took place on the 30th April last, at the Dead Letter office, Ottawa. It was the occasion of a farewell between the members of the staff, and their popular and esteemed chief, Mr. Geo. J. Binks, superintendent of the Dead Letter Branch. Mr. Binks entered the public service forty-five years ago, not long after Confederation, and during his many years as chief of this branch of the Post Office Dept., he has become very popular with the general public, because of his genial manner, and his desire to make the Office perform the utmost service with the least possible amount of inconvenience to the public.

Mr. Binks is now retiring from the Service to enjoy a well-earned rest, and the staffs of the Dead Letter offices throughout Canada desired to express in a tangible form their appreciation of his many fine qualities, and of the consideration which he invariably extended to his co-workers. He was, on this occasion, presented with an illuminated address, and a purse of gold, from the entire Dead Letter Branch. In a few well chosen words, Mr. Binks expressed his pleasure at this manifestation of the esteem in which he has always been held, and extended personal farewell to each member of the staff.

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Royal Naval College of Canada.



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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 for
Ottawa, February 3, 1919.

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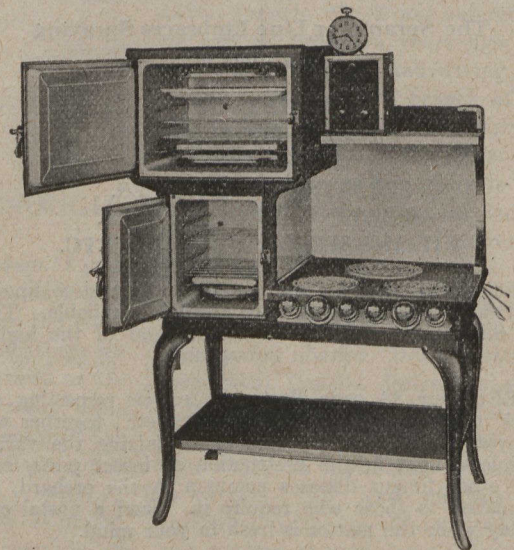
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Commission Orders and Decisions

The following lists of appointments, promotions, transfers and successful candidates for the month of ????? have been furnished by the Civil Service Commission:

Appointments.

Agriculture.—Dr. J. M. Aldrich, asst. entomologist; Annie Presley.

Customs and Inland Revenue.—Arthur A. Godire (R.S.), St. John, N.B.; W. B. Minhinnick (R.S.), Burdett, Alta.; G. E. MacKenzie (R.S.), St. Thomas, Ont.; J. F. R. Lynch (R.S.), Orillia, Ont.; W. J. Blatchelor (R.S.), Walkerville, Ont.; Dr. Harry W. Paddell (R.S.), London, Ont.

External Affairs.—James Losty, messenger.

Indian Affairs.—Henry Larivee and Arthur Morton, Duke Lake Agency; Arthur A. Nicholl, Agent, County of Annapolis, N.S.; Clifford S. Bell (R.S.), Arlton Indian Agency, Sask.

Interior.—Ada Maxwell, Dom. Lands; A. J. Walker (R.S.), Sturgeon Forest Reserve, Alingly, Sask.; Felix F. Gagnon, Mining Lands and Yukon Branch; Miss J. Potter, Dominion Lands; Jos. R. Connolly (R.S.), Timber and Grazing; Joseph Herbert Marsh and Geo. Sentes Deslandes, Hydro-metric Survey; J. A. Martin (R.S.), asst. forest ranger, Turtle Mountain Reserve; E. P. Coe (R.S.), ranger, Beaver Hills Forest Reserve; A. Powell, accountant, Moose Jaw Land Office; Richard T. Cook, forest ranger, Nisbet Reserve; Mrs. Marie Quinn, Miss Reta Roy, Miss Nettie Campsall, Fannie G. Nash, Dom. Land Agent's Office, Winnipeg.

Justice.—Alex. J. Corbett, carpenter, Edmonton; Samuel J. Wood (R.S.), asst. engineer, and Wm. J. Crawford, asst. engineer and steamfitter, and Jos. Flanagan (R.S.), night fireman, Kingston; F. X. Bastien, asst. steward, St. Vincent de Paul; Wm. H. Apps, guard, Saskatchewan; W. A. Bennett, guard, British Columbia; C. Ellison and J. Clarke (R.S.), guards, Manitoba.

Marine.—John H. Dillon, harbour master, Guysborough, N.S.; Milton Elmer Jenkins, wharfinger, Georgetown, P.E.I.; Frank Edwards, meteorological observer, Savanne, Ont.

Militia and Defence.—Wm. J. Neville and E. H. Waddell, sorters.

Naval Service.—Randolph Sangstad (R.S.), fishery overseer, Rivers Inlet Dist.; J. B. Walker (R.S.), Stores Branch.

Post Office.—Francis P. Black (R.S.), Kingston; Maud Lindsay, Peterborough; Germaine LaRose, Ottawa; C. V. Tench, Edmonton; Ethel Geldhart, Moose Jaw; J. L. N. Boldue, railway mail clerk, Quebec Dist.; E. Gibson, railway mail clerk, Saskatoon Dist.; Mildred Eccleston, Accountants' Branch; G. M. Kerry, letter carrier, Fort William; C. E. Johnston, messenger, Vancouver; Allan McDonald, letter carrier, Sydney; Geo. E. Bath and C. W. Pearce, letter carriers, Vancouver; E. Chilton, letter carrier, Saskatoon; Robt. Shields, letter carrier, Regina; Miss G. Oullet, Quebec; Miss

G. E. Ball, St. Catharines; F. P. Kelly, J. Rowland and D. Mackay, Vancouver; A. G. Bennett and Miss M. E. Goth, Regina; H. Langston (R.S.), A. J. Nash (R.S.), and T. Marsden (R.S.), Winnipeg; W. L. Kirkpatrick, A. D. Purcell and P. M. Newton, railway mail clerks, North Bay Dist.; D. Gilchrist and G. H. Robinson, porters, Edmonton; Elzear Cyr and Miss Agnes Pilon, Ottawa.

Privy Council.—Helen McKibbin and Geo. H. Parry, Office of the President.

Public Works.—S. J. Thompson (R.S.), lineman, Govt. Tel. Service, Merritt, B.C.; Chas. W. Brereton, lineman, Govt. Tel. Service, Andrew, Alta.; H. E. Lynch, Asst. Caretaker, public building, Brantford; James Mowat (R.S.), Elevatorman, Vancouver; W. W. Ross (R.S.), lineman, Govt. Tel., Edgewood, B.C.; T. J. Carter, K.C., departmental solicitor; J. D. Lawrence, operator lineman, Lower LeBarge, Y.T.

Soldiers' Civil Re-establishment.—Miss Winnifred O'Connor.

Soldiers' Settlement Board.—Albert J. Maingot (R.S.), legal clerk.

Trade and Commerce.—R. A. Croucher, asst. inspector, Saskatoon; A. P. Couture, asst. analyst, Halifax; Grenville B. Leonard, Office of Ins. Gas and Elec., Vancouver, B.C.; A. E. H. Cable, asst. insp. W. and M., Calgary; Miss L. M. Troy, Nellie Shaver and Louise A. Buckley and Dora Hird, 2C.

Promotions.

Agriculture.—W. A. Brown to Div. 1A.

Conservation Commission.—Miss Anna Young to Div. 3A; Miss I. A. Campbell to Div. 2B.

Customs and Inland Revenue.—J. R. Hanlon to special class exciseman, Guelph; Chas. Granton to special class exciseman, Montreal; J. H. C. Atkinson to collector of customs, Amherstburg.

Indian Affairs.—M. Christianson to inspector of Indian agencies in Man., Sask. and Alta.

Interior.—J. B. Challies to Div. 1A.

Post Office.—Brandon: G. H. Lang to Class 2B; Calgary: Geo. King, letter carrier, to E.; G. H. Webb and S. Pearson, letter carriers, to B; S. M. Fox, messenger, to B; F. J. Purdy and L. H. Collins, mail transfer agents, to D; Mrs. B. A. Pare to class 3A; A. H. Nicol to class 2B; Edmonton: Edwin Marshall, letter carrier, to B; H. A. Barrett, H. W. Gregory, A. Simonson and Frank Crook to class 2A; Fredericton: D. W. Griffiths and E. M. Smith to class 3A; Halifax: F. V. Castel and Geo. Walsh, letter carriers, to B; R. R. Burns, mail transfer agent, to B; Miss I. Creighton to class 2B; Hamilton: T. J. J. Graham and Wm. Whiteside to class 3A; David W. Farr to class 2A; London: W. P. Burns and C. Teeple to class 2B; Geo. E. Rider to class 2A; A. Wallace to class 3A; A. S. Thompson to class 1B. Montreal: Theodule Lamarche to class 3A; L. Melancon and Edouard Vezina to class 2B; I. Laperriere and Miss M. A. Germain to class 3B. Moosejaw: E. A. McGrath, letter carrier,

to E; A. M. Davidson and F. L. Haigh, mail transfer agents, to D; A. W. Pascoe and W. G. Baxterm to class 2B. New Westminster: W. Pellew, letter carrier, to C; H. Robertson and M. Marino, letter carriers, to B; Robt. Bedgar, C. J. Littlewood, D. J. Leggett and H. R. Heaton to class 2A. North Bay: Anna Gregory to class 3A. Ottawa: Miss Y. Briand to class 3A; E. Lefebvre and J. A. St. Amand, letter carriers, to E; E. J. Bruyere and M. G. Perrin, letter carriers, to B; W. J. Hornidge to B; Ed. Cantin and M. Lepine, porters, to B; W. A. Burns, A. C. A. Graham and M. E. Lynch to class 2A; Edwin Gibson to class 1B. Quebec: P. E. Bilodeau to class 2A; J. B. Paquin, letter carrier, to B; F. X. Cloutier, porter, to E; J. J. Pouliot and J. Dupuis, mail transfer agents, to E; J. E. LeFrançois to class 2B. Regina: Jno. Bannerman to class 2B; Thos. A. Empey, letter carrier, to C; A. J. Baldwin, J. L. Fielder and C. Geo. Holmes to class 3A; J. C. Cunningham to class 2B; Thos. Robinson, letter carrier, to B. Saskatoon: Geo. C. Gilpin, letter carrier, to 3A; T. G. Upton, letter carrier, to E; T. G. Braven, letter carrier, to C. Sherbrooke: M. de Lottinville to class 3A. St. John: J. D. Carey, mail transfer agent, to D. Toronto: T. Chesney, Geo. Denham, J. J. McDonagh and H. McLean, mail transfer agents, to B; G. W. Williams, mail transfer agent, to D; A. A. Daniels, E. H. Bowman, C. D. Stuart and Alfred V. Jones to class 3A; L. Giroux and J. B. Walker to class 1B; J. B. Manson to class 2A. Winnipeg: J. W. Delve, messenger, to C; H. McLeod, mail transfer agent to C; J. Cohen, mail transfer agent, to B; J. C. Quinn, V. H. Whittaker, Wm. Neill, Fredk. Powers, Robt. Bowman and Alf. Edwards to class 2A. Vancouver: Harry Shewing and Jas. Harvey, letter carriers, to E; J. D. Sterling, letter carrier, to C; Geo. Sparrow and Geo. Brear, letter carriers, to B; D. J. McCarthy, letter carrier, to C; C. W. Crofts, Miss L. Manson and G. C. Hamilton to class 2B. Victoria: W. F. Hislop, letter carrier, to E; C. Rippengale and Geo. Gedrim, letter carriers, to C; W. J. Wilkinson to class 2B.

Railways and Canals.—D. C. Eason; superintending engineer, Trent Canal; A. J. Grant to engineer in charge of Welland Ship Canal.

Trade and Commerce.—J. A. Riekey to Div. 3A; E. D. K. Mathews to Div. 2B; B. E. Norrish to Div. 1B.

Transfers.

D. W. Johnson, from Interior to Trade and Commerce; Dexter M. Craig, from Immigration to Customs; Chas. Francis Hanington, from Outside Service, Marine, to Outside Service, Naval; H. B. Borbridge, from Public Works to Trade and Commerce; P. R. Rutledge, from Inside Service, to position of Divisional Engineer of Central Division, Outside Service, Trade and Commerce; Florence A. Smith, from Post Office to Interior.

—CSFC—

The Fag—"Oh, I'd go to war quick enough, but mother wouldn't like me to; and I've never disappointed her since the day I was born."

The Snag—"Well, if she was hoping for a daughter, I'm sure you've done your best to console her."

—Sydney Bulletin.

Successful Candidates for Special Positions for months of February and March.

For the position of publicity agent, Department of Immigration and Colonization, at a salary of \$4,000 per annum.—R. J. C. Stead, Calgary, Alta.

For the position of superintendent of construction, Department of Public Works, at an initial salary of \$200 per month.—Jas. Newlands, Kingston, Ont.

For the position of analyst on the staff of the Laboratory at Halifax, Department of Trade and Commerce, at an initial salary of \$1,700 per annum.—A. P. Couture, B.A., Montreal.

For the position of plumber, Department of Public Works, at an initial salary of \$87.50 per month.—H. Fraser, Ottawa (R. S.).

For the position of steward for the St. Vincent de Paul Penitentiary, Department of Justice, at an initial salary of \$900 per annum.—F. X. Bastien, St. Vincent de Paul, P.Q.

For the position of departmental solicitor on the staff of the Public Works Department, at an salary of \$3,500 per annum.—T. J. Carter, Andover, N.B.

For the position of assistant engineer and steamfitter for the Kingston Penitentiary, Department of Justice, at an initial salary of \$1,000 per annum.—W. J. Crawford, Kingston, Ont.

For the position of night fireman for the Kingston Penitentiary, Department of Justice, at an initial salary of \$900 per annum.—Jos. Flanagan, Kingston, Ont. (R.S.).

For the position of assistant entomologist, Department of Agriculture, at an initial salary of \$2,200 per annum.—Jas. H. McDunnough, M.A., Ph.D., Decatur, Ill., U.S.A.

For the position of secretarial clerk in the office of the President of the Privy Council, at an initial salary of \$1,800 per annum.—George H. Parry, Ottawa.

For the position of examiner of masters and mates, Port Halifax, Department of Marine, at an initial salary of \$1,800 per annum.—W. F. Mitchell, Halifax, N.S.

For the position of legal clerk, for the Soldiers' Settlement Board, at an initial salary of \$1,500 per annum.—Albert J. Maingot, Montreal (R.S.).

For the position of forest ranger in charge of the Nichel Reserve, Forestry Department, at an initial salary of \$1,400 per annum.—Richard R. Cook, Prince Albert, Sask. (R.S.).

For the position of assistant engineer and electrician at Kingston Penitentiary, Department of Justice, at an initial salary of \$1,000 per annum.—S. J. Wood, Kingston, Ont.

For the position of observer for the Astrophysical Observatory, Victoria, B.C., Department of the Interior, at an initial salary of \$1,700 per annum.—H. H. Plaskett, Victoria, B.C. (R.S.).

For the position of machinery attendant, Department of Labour, at an initial salary of \$1,050 per annum.—Emile Caron, Hull, Que.

For the position of assistant to the chief clerk of files and records, Soldier Settlement Board, at an initial salary of \$1,600 per annum.—A. E. Latimer, Ottawa (R.S.).

For the position of hydrometric engineer for the Irrigation Branch, Calgary, Depart-

ment of the Interior, at an initial salary of \$1,500 per annum.—C. C. Planche, Ottawa (R.S.).

AT LAST—THE CLASSIFICATION

Before this appears in print, or at any rate very soon thereafter, the long promised classification will be a reality. The copy, with minor exceptions, is in the hands of the printer at the time this is written, and the necessary amendments to the Civil Service Act, the report of the experts, and the schedules showing the duties, qualifications, principal lines of promotion, and compensation for the various classes of positions, will be placed before Parliament as soon as the printer concludes his all-important work.

The final report shows a total of about 1,600 different classes. The great majority of the 50,000 positions classified fall into some 150 or 200 classes such as letter carrier, junior clerk, customs examiner, farm hand, charwoman, linotype operator, assistant engineer, and immigration inspector. In most supervisory positions and in practically all the higher positions such as chief engineer for the Department of Public Works, chief Post Office superintendent, and parliamentary counsel, the number of positions in the class ranges from one to half a dozen.

The schedules of compensation, are the most interesting part of the classification. In order not to delay the work, and for many other reasons, the Civil Service Commission has thought it advisable not to make the rates public until the report is placed before Parliament. After the report is tabled civil servants will have the opportunity for which they have been waiting for months, of learning the relative value of the various classes of positions, as determined by those in charge of the classification after a careful appraisal of the work.

In connection with the compensation schedules, it should be borne in mind at all times that the rates are intended to be adequate only for normal times and that an extra allowance is necessary to meet the present high cost of living.

The Government has already specifically directed the Civil Service Commission to make a study of the bonus question, and to recommend what bonus should be paid in order to supplement the compensation provided in the schedules. The Commission has asked the firm of Arthur Young & Company to make this study. The work is already under way, and will be prosecuted vigorously in order that the plan may be worked out and the application made as early as possible.

EDITOR OF LONDON "TIMES" APOLOGIZES TO WOMEN OF RUSSIA

In the April number of *The Civilian* attention was drawn to a reference made by the *Labour Gazette* to the status of women in Russia. The publicity of news purporting to come from Russia is subject to the censorship of the feudal system and a charge has been laid against that system that it has a specific object in misrepresenting events in Russia. The malicious statements regarding the status of women in Russia have been disavowed by their authors. The "Red Flag" publishes this disavowal in the following manner:

Editor of the London "Times" Apologizes for Slanders on Bolshevik Regime.

The following letter written by Joseph King, member of the British House of Parliament, to the editor of "Common Sense," London, Eng., speaks for itself. The Canadian press is asked to copy. Of course it will not, because it is the kept press of the capitalist class. It will keep on repeating the slanders.

To the Editor of "Common Sense":
Dear Sir,—

Lenine and Trotsky must be congratulated! Here is the "New Europe" apologizing for starting and spreading the stories which have been spread *ad nauseam* by the Government and the press that women have been "nationalized," meaning that all women are made prostitutes by law. This piquant idea was first stated by the "New Europe" several months ago. Now the "New Europe" is a weekly magazine, very ably run by a committee on which sit men like Mr. Wickham Stead (Editor of the *Times*), Colonel Buchan, and Dr. Seton Watson, gentlemen in high official authority. So, when the "New Europe" stated that the Bolsheviks had made a monstrous decree of this kind, many believed it. The "New Europe," after the abominable lie had done its work, is now brought to book by the People's Russian Information Bureau, and Dr. Harold Williams, of the *Daily Chronicle*, a strong anti-Bolshevik writer, and recants its error; it "withdraws unreservedly the imputation and expresses regret for the mistake." We ought to congratulate Lenine and Trotsky, and the Bolsheviks on getting an apology from the Editor of the "Times" and his Foreign Office colleagues.

Yours truly,

JOSEPH KING.

Reform Club, March 17, 1919.

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.

to him was 845-3,089ths of 842 or 230, etc. The remaining 512 in O'Connor's pile and a similar proportion remaining in the other piles make up Burling's quota of 2,352, and must be left to his credit.

3.—Distributing O'Connor's Surplus

The addition of 230 to O'Connor's vote gave him 161 more than he needed, so the whole 230 were distributed, as were the votes for Burling, but to the third choices this time, and then 161-230ths of each pile was taken and given to each of the other seven candidates. The remaining 69-230ths of each pile makes up the extra 69 votes needed by O'Connor to make up his quota of 2,352, and must be left to his credit.

4.—Distributing McMahan's Votes, for example

In the case of the distribution of the second choice votes of men at the bottom of the list all of the ballots are distributed, each ballot being credited to the person who is entered thereon as next choice. For example, reference to the table will show that

100 of the people who gave McMahan their vote for first choice recorded second choice for MacInnes, etc.

5.—Non-transferable Votes

The significance of non-transferable votes, votes upon which the voter has indicated only one, or two, or three preferences, will be appreciated when the table is analyzed. (Of course, it is recognized that many voters will know only a few of the candidates, and will not care to express a preference when they have none, especially when so doing might hurt or help a candidate whom they do not know. But 694 voters failed to even record their preference in the case of men as prominent in Civil Service organization as Messrs. Burns, Cantwell and MacInnes).

When McKeand's votes were distributed to the next choice, for example, 244 had indicated none and had to be discarded. Yet the indication of a preference on 18 of the 244 for one of the candidates would have caused the distribution of the votes for MacInnes, rather than those of Cantwell in the final count. And the indication of a particular preference on the 694 votes which could not be counted in the

contest for third vice-president could have even changed the final result.

6.—Why Mark All Nine Candidates

One example will explain this: We will suppose that on the eighth count it is required to distribute a ballot marked for O'Connor, Sheppard, Burling, MacDonald, McKeand, Cantwell, McMahan, MacInnes and Burns in the order named. The tellers simply say to themselves "O'Connor and Burling are already elected; Sheppard, MacDonald, McKeand, Cantwell, and McMahan are out of it, and their next choices have already been, or are being allotted; the voter prefers MacInnes to Burns, or he would not have placed him first, so the vote goes to MacInnes, though he was 8th on the ballot." As a matter of fact, the tellers counted hundreds of fifth and sixth choices and scores of seventh and eighth choices. And those who marked only one choice simply deprived themselves of any part in the election after their candidate was either elected or dropped, without helping the former or hindering the latter. The same thing is largely true of those who marked only three.

DEPARTMENT	Burling	Burns	Cantwell	MacDonald	M.A. MacInnes	McKeand	McMahan	O'Connor	Sheppard	T.R.L. MacInnes	Tulley
CIVIL SERVICE ASSOCIATION OF OTTAWA.											
Agriculture.....	81	4	8	3	8	4		67	6	57	133
Archives.....	6	2				1		21		14	15
Auditors General.....	66	2			2	2		33	1	32	73
Civil Service Commission.....	3	4			16	1		9		16	17
Commission of Conservation.....	7		1		2			12		8	15
Customs.....	94	45	6	5	11	8	2	73	3	88	160
Distribution Office.....	4							32		31	1
Dominion Police.....	101	1			2			13	3	105	18
House of Commons.....	11		1		1			26	1	19	22
Immigration and Colonization.....	34	1	1		2			16	2	14	41
Indian Affairs.....	4						2	52	1	59	2
Inland Revenue.....	6	3	1					26	2	13	24
Insurance.....	9				2			7		4	15
Interior.....	427	8	9	3	42	19	4	264	8	245	530
Internment Operations.....	8						1	8			17
Justice.....	4				7			38		30	19
Labour.....	15	5	1	1	11	2	1	35		56	16
Library of Parliament.....	2		1					9	1	11	2
Marine.....	12	5		1	4	1		50	2	29	44
Militia.....	59	6	2	2	50	24		133	3	176	95
Mines.....	128	2	4		1			15		61	88
Naval Service.....	22	2	1		4	1		158	2	156	29
Post Office.....	125	7	25	2	17	23		418	17	298	332
Public Works.....	73	12	31	2	14	6		120	5	87	172
Royal North West Mounted Police.....	8									3	4
Secretary of State.....	4		1		1			8	1	9	5
Senate.....	6	2		2				11		13	8
Soldier's Civil Re-establishment.....	42	5	4	1	17	56		87	4	55	161
Trade and Commerce.....	40	1	2		4	5		64	1	50	70
C. E. F. Employees.....	24							33	1	42	
Clerical Staff of the Printing Bureau.....	13	3	1		2			11	19	14	34
Proofreaders' Association.....	17	3	1					17	13	11	41
S. A. and A. P. Branch.....	180	10	12	3	17	28	3	279	12	401	177
TOTAL.....	1,635	145	113	25	237	181	13	2,145	108	2,207	2,380
CIVIL SERVICE ASSOCIATION OF VANCOUVER											
	27	1	1		5		13			5	29

	Members	Ballots	Spoiled for V.-Pres.	Spoiled for Sec.	VICE-PRESIDENT								SECRETARY-TREASURER			
					Burling	Burns	Cantwell	Mac-Donald	MacInnes	McKeand	McMahon	O'Connor	Sheppard	MacInnes	Tulley	
DOMINION CUSTOMS ASSOCIATION—																
Abercorn	4	4				4										
Abbotsford, B.C.	8	8				8									4	8
Amherst	1	1				1										1
Armstrong, P.Q.	2	2				2										1
Arnprior	1	1				1									1	1
Bridgeburg Courtright	18	15				15									1	1
Brantford	28	28				25									4	22
Calgary	11	6				6									14	4
Chatham	13	8				8									18	10
Coaticooke	12	12				3									7	6
Fort Frances	16	15				15									7	1
Fort William	3	3	3			3									6	6
Guelph	2	2				2									3	
Glenelm	64	64				64									1	1
Hamilton	8	8				8									64	
Highwater, P.Q.	17	17				17									5	3
Kingston	8	7				7									17	
Lethbridge	33	14				11									7	
London	3	3				3									4	7
Midland	333	296				296									3	3
Montreal	25	22				20									295	
Moose Jaw	200	128	8			114									9	13
New Brunswick and Prince Edward Island	46	36				33									31	41
North Alberta, Edmonton		39				36	1								3	33
North Portal	7	6				6									20	19
Nova Scotia, Halifax	300	154				154									3	3
Oshawa	6	6				6									9	142
Ottawa	55	35				11									6	
Peterboro	12	12			23	11									35	
Port Arthur	10	10				8									12	
Port Hope	4	4				2									2	8
Port McNicoll	5	5				5									4	
Prince Albert	8	8				8									5	5
Quebec	84	51	1			25									5	3
Regina	27	20				14									17	34
Sarnia		15	9			5		1							16	4
Saskatoon	20	20				16	1								5	8
Sault Ste. Marie	24	23	4			17									8	12
St. Agnes de Dundee	1	1				1									1	22
St. Armand	6	6	3			3									1	
St. Hyacinthe	5	4				4									5	
St. John	25	25		1		25									4	
Simcoe	4	4				4									20	4
Thetford Mines	2	2				2									4	
Three Rivers	8	7	3			3									2	
Vancouver		160	1			146		1	2						4	3
Valleyfield	5	5				2									7	103
Whitby	2	2				2									3	
Windsor	46	25				24									5	2
															9	16
	1376	32		69	1226	3	2	8	4	1	22	11	768	583		
DOMINION POSTAL CLERKS ASSOCIATION—																
Brockville	10	10				6									4	6
Brantford	20	15				15									13	2
Belleville	10	10				10									3	7
Guelph	9	8	8												4	4
Halifax	61	58				58									58	
Hamilton	79	61	5			37	10	1	1	1					21	26
Kingston	18	18				18									12	4
Kitchener	10	10				10									9	1
Niagara Falls	7	7				7									9	
Ottawa	110	103	8			89									7	
Quebec	130	130				127									14	82
Sarnia	9	9	4			5									17	113
Sherbrooke	15	15				15									2	7
St. Catharines	10	10				9		1							2	12
St. Johns	56	56				56									9	1
St. Thomas	8	8				8										55
Sydney	10	10		2		7									6	
Toronto		220				76		2	1						6	4
Three Rivers	10	10		79	3	10	49	8	3		2				42	176
															3	7
	768	25	2	98	7	558	60	11	5	1	3		232	507		
DOMINION PUBLIC WORKS ASSOCIATION—																
Hamilton	12	12				8									12	
Montreal	142	139				135										
Ottawa	400	304				16	26	1	1	5	2	1			139	
Toronto (Maintenance Staff)	57	56	9			45		2							170	
Toronto (Mechanical Branch)	25	25				21									56	
Winnipeg	50	41				1			1						25	
															16	25
	686	577	9	377	72	27	3	2	5	14	20	9	139	415		

	Members	Ballots	Spoiled for V.-Pres.	Spoiled for Sec.	VICE-PRESIDENT									SECRETARY-TREASURER	
					Burling	Burns	Cantwell	Mac-Donald	MacInnes	McKeand	McMahon	O'Connor	Sheppard	MacInnes	Tulley
WESTERN CANADA INTERIOR ASSOCIATION—															
Dauphin.....		14			1					13				2	12
Calgary.....	72	44	2		9					33				18	13
Edmonton.....	34	34			20					12		2		10	24
Kamloops.....	17	17								17					17
Lethbridge.....	12	9								9				9	
Moose Jaw.....	32	22			2					20				8	14
Prince Albert.....	14	14								14				14	
Saskatoon.....	20	17				1				16				15	
Swift Current.....	27	22			2					20				18	4
The Pas.....	4	4	4											4	
		197	6		34	1				154		2		98	84
IMMIGRATION ASSOCIATION.—															
Bridgeburg.....	6	5			4					1				4	1
Montreal.....	32	29			25							1			29
Niagara Falls.....		13			1							12			13
Windsor.....		13			12						1				13
Winnipeg.....		20			6					2		12		1	19
		80			51					3		13	13	5	75
INLAND REVENUE ASSOCIATION.—															
Guelph.....	12	12			12									12	
Hamilton and St. Catharines.....	22	21			17	2							2	13	8
London.....	29	15			14								1	2	13
Ottawa.....	2	9		3	1	5							3	2	2
Perth.....	1	1			1										
DOCKMASTERS ASSOCIATION, Lévis.....															
	9	9			9										9
DOMINION ARSENAL, Quebec.....															
	21	21			20	1								1	20
LAY MEAT INSPECTORS, Toronto.....															
	30	28			19							7		19	9
VETERINARY MEAT INSPECTORS, Toronto.....															
	102	9			7							2		3	6
M. & D. No. 6, Halifax.....															
	100	80			80									2	78
M. O. Exchange, Ottawa.....															
	113	113			34	1	54	1	2	2		21	1	33	72
Meteorological Service, Toronto.....															
	29	24	1		16	2				1	3			2	21
Naval Clerks' Association, Halifax.....															
	100	58	5	2	52					1				17	39
Nova Scotia Marine Association.....															
	63	63			63										63
PENSION COMMISSIONERS OFFICE.—															
Ottawa.....	443	380			27				2	335		2	1	148	216
Toronto.....	60	47			27				1						46
	503	427			54				3	335		2	1	148	262
Railway Commission, Ottawa.....															
	50	50			41			1	1			7		12	38
Railway Mail Clerks, London.....															
	38	38			8	2	13	8		3				4	21
PRINTING BUREAU BRANCHES—															
Geographical engravers.....	11	11			9									2	1
Government Stationery.....	94	94			90	1				1				2	3
Mechanical Branch.....	525	520	61		108	2	4			8	1		9	327	76
SHIP CANAL EMPLOYEES, Sault Ste. Marie.....															
	39	39			39										38
Welland Canal Employees.....															
		88	1		74	1						14			88
Western Federal Grain Employees, Winnipeg.....															
	102	88			74				13	1	53	1		88	
Canadian Federal Grain Employees, Fort William.....															
	112	101			29	3								98	3
Unaffiliated Federal Employees' Association.....															
	59	59	12	4	20	10	7	2			6	2		38	17

NEEDS EXPLANATION

In the Order-in-Council of December 10 treating of the bonus, section 8 is found to read as follows:

Your sub-committee further recommend that one of the members of the Government be designated to give consideration to matters relating to the Civil Service and to whose attention may be brought

from time to time matters affecting the Civil Service as a whole or important classes thereof.

In a letter dated January 11, addressed to the president of the Federation, the Hon. Mr. Rowell made the following statement:

Mr. Maclean was appointed under Section 8 of the Order-in-Council of December 10, which you quote in your letter, and the

scope of his authority is defined by that Section.

On April 16, Hon. Mr. Maclean made the following statement in the House of Commons:

I do not want to have the country looking to me with regard to matters for which I am really not responsible. There is really no such person as a Minister of the Civil Service.

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.

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Reports of the Civil Service Commission

THE tenth report of the Civil Service Commission has been laid upon the table of the House. This report ushers in a new era in publicity which, though it has not attained perfection, is a step in the right direction. Heretofore the commissioners have been content to dispose of the hopes, fears, quarrels, aspirations, etc., involved in the struggle between Idealism and Patronage in about half a dozen lines. In the present report twenty-four pages are devoted to a discussion of the general principles for which the Commission stands. This is excellent, encouraging and hopeful, for which Dr. Roche and his colleagues should receive the congratulations of the Service and of the public. At the same time there is an element of weakness in the report which may not be allowed to pass unnoticed — the politic, diplomatic weakness, almost universally observed at Ottawa, of evading disagreeable tasks which involve the disclosure of crucial and fundamental facts. The Commission has been much criticized for evasions of the law, for standing in with the political machines, surrendering to ministerial solicitations, etc., and it was expected we would see in this report a showdown of hard facts and a showing up of the really guilty parties. The following extract from the report should be carefully noted:

"That there have been violations of the Act during the initial months of its operation is not surprising. The change was so drastic, the new conditions so unfamiliar, the needs so pressing and the means to meet them so inadequate that, as has already been pointed out, difficulties developed which would not have arisen in normal times. One inevitable result was that friction was unavoidable, leading in some instances to violation of the law, though it must not be understood to be charged that this violation was always intentional and deliberate.

"There has been, of course, every desire on the part of the Commission to assist the departments in meeting these difficulties, and in a gratifying number of cases a reciprocal desire was abundantly evidenced in the departments. There were, unfortunately, cases to the contrary, but the Commission feels justified under the circumstances in withholding particulars in this the first report under the new conditions. It should, however, be made clear and be fully understood that the Commission is determined to continue to the utmost the effort to carry out the law and regulations in spirit and in letter, and any infractions of the law in the future will be fully reported upon to Parliament."

Now it is a well-known fact that the Civil Service organizations have given the commissioners their whole-hearted support, and that *The Civilian* has considered that the best manner of rendering this support in these early days of reform was by refraining from the publication of the criticisms that have been heard from time to time. It was felt that the Commission should be given every opportunity to demonstrate their good faith. There will no doubt be disappointment that the commissioners have omitted to publish all the correspondence that must be involved in such declarations as are to be found in the two paragraphs quoted above. The commissioners have chosen to follow the old pre-war methods of discretion, secrecy and diplomacy and other let-us-be-popular strategies. This, however, is supposed to be the era of glass-house and shirt-sleeve diplomacy and of publicity without limit. The impression gathered from a consensus of opinion expressed by the civil servant on the street is that if the Commission does not open up a publicity campaign in respect of its difficulties, the ambushes into which it is beguiled, and the temptations and threats to which it is exposed, then it will be opportune for *The Civilian* to fill up the hiatus by taking the initiative in this respect.

So that the grass may not grow under our feet in these swiftly moving days, attention may be drawn at once to page 95 of the report which gives a list of special appointments as the result of open competition. It has been openly and not infrequently stated, especially by returned soldiers, that these positions have been almost wholly patronage. This serious allegation is based upon the method pursued in allotting these positions by simply comparing the credentials of the applicants. As they say in the army, "this practice must cease," or there will be trouble.

On page 96 is a list of appointments under sec. 15 of the act; these being patronage appointments in the light of day. The last item on this list is what under the old act would have been called "otherwise peculiar." It is the appointment of Marcel Gabard to the Debates Branch of the House of Commons, on May 18, a few days before the House prorogued. Why should this appointment have been made just as the Hansard staff was completing its work preparatory to a ten months' recess? If the other appointments in this list do not emit a purer odour than this one, a supply of disinfectant will have to be obtained for the use of our purity league.

The report contains three special reports by Commissioner Jameson, one of which served the useful purpose of instituting the Printing Bureau investigation. The balance of the book is devoted to the usual tables of candidates, examiners, promotions, etc.

The above does not attempt to mention more than one or two phases of the report. The report is an infinite improvement on all past efforts and it would be well if all our organizations, especially outside of Ottawa, procured copies and kept them available for all their members. They are obtainable from the King's Printer; price, 35 cents a copy.

—CSFC—

The Civil Service List, 1918

The C. S. List for 1918 contains the following introductory remarks:

"The Civil Service List, 1918, is the first issued by the Civil Service Commission under the provisions of the Civil Service Act, 1918. Some slight changes and additions have been made which it is believed will make the List more useful and complete. The Departments have been arranged alphabetically, the Table of Contents extended and amplified, the Index carefully revised and a tabulated summary added which will show approximately the total strength of the Service as it stood on April 1, 1918. From this it will be noted that in addition to 4,147 names in the permanent Inside Service and 18,593 in the permanent Outside Service there were at that date 6,324 temporary Inside and 12,555 temporary Outside employees, making a total of 41,619. To this again may be added some 13,000 rural postmasters, all of whom are under the jurisdiction of the Civil Service Commission and indubitably a part of the personnel of the Service. Thus a grand total of 54,619 is arrived at, and this may be accepted as the approximate strength of the Civil Service of Canada on April 1, 1918."

In addition to the foregoing grand total there is the great body of employees of the Canadian Government Railways who are not at present under the act, but who will in due course be placed under the act. The number of these employees who are in effect civil servants was 21,500 on June 30, 1918, and adding these to the 54,619 reported above there is a total strength of 76,119.

The latest Civil Service List is extended in its scope to take in the names of the personnel of those Outside Services which, under the 1918 act, have come under the Civil Service law. As the usual invitation has been extended in respect of suggestions

for improving the List, it may be in proper form to offer a suggestion for the consideration of the commissioners. It is in regard to the arranging of the departments by branches. Those who frequently use the List will surely appreciate the arrangement of the Interior Department by branches. The application of the Interior Department system, at least so far as the clerks in the head offices at Ottawa is concerned, would surely be an improvement.

CIVIL SERVICE ASSOCIATION, VANCOUVER

A monthly meeting of the Dominion of Canada Civil Servants Association was held in the Orange Hall, Vancouver, B.C., on March 11th. Mr. E. A. Burns was in the chair.

It was finally decided that this Association would not send a representative to the Convention this year. We went into the expense, etc., in that connection, and came to the conclusion that we were not financially able to do so. We hope, however, to be well represented next year. The matter of increasing our list of members was taken up, and we are going to get in touch with every civil servant in British Columbia, and if they do not already belong to one of the associations, will ask them to join us. A number of civil servants do not belong to any association, but benefit by the work that we are doing from time to time. It was moved that the following resolution be sent to L. D. Burling, Esq., to be taken up at the convention, and also to D. H. Elliott, Esq., Vancouver Customs delegate.

"That an order be issued to all local heads of departments, that upon receipt of a request in writing from any member or members of the staff, that is asked in writing to be referred to the departmental head, the original letter shall in every case be forwarded by him to his departmental head." In accordance with a motion that was passed at the annual meeting, the President, on behalf of the officers and members presented Mr. Kaye with a set of pipes, as a mark of appreciation of his good work during the past year. Mr. Kaye held the office of Secretary, but this year he is our Vice-President.

A letter from the Immigration officials on the border was a main topic of discussion. They stated that their hours of duty average from 11 to 13 hours each day of the year, excepting three weeks annual vacation, and also that they work alongside other Government officials who put in no more hours of duty and receive overtime each day, in addition to overtime for Sundays and Dominion holidays.

This Association considers that these men are entitled to the same treatment as the other members of the Service, especially as regards overtime for Sundays and Dominion holidays, and we have written several letters to the proper authorities in the hope of getting this matter adjusted.

H. E. WARBURTON,

Secretary.

THE COUPON FIEND

"The doctor says I must quit smoking," announced John. "One lung is affected already."

"Oh, John"—his loved one hung upon the awful possibility—"can't you hold out till we get enough coupons for that dining-room rug?"

—Ladies' Home Journal.

"The Men of the Postal Corps."

We read of brilliant charges, of going "over the top,"
Of the rush of madden'd soldiers which the Teutons couldn't stop;
Of charges by the Cavalry, right through the belching guns,
Cutting down the frightened gunners, bringing in the captive Huns,
We read of plucky Engineers bridging the stream with boats
When you'd think the shot and shell would sink the heaviest thing that floats,
We hear of men who fell the trees, and those who build the roads,
And the work of the Army Transport Corps who carry the heavy loads.

We love the Red Cross sisters who soothe away the pain,
And carry on their blessed work in sunshine and in rain,
The ambulance does splendid work, the Royal Air Force, too;
The Blue Cross workers in the field save horses not a few,
And there's the dogs who do their part in saving wounded men
Finding out the sorely wounded far away from human ken;
All these are praised unstintedly, and very many more;
But of another class you seldom hear, the men of the Postal Corps.

These work with ceaseless energy in "Blighty" and in France,
No words too strong to praise them or their qualities enhance;
The dusty mail bags emptied out, their contents sorted o'er,
Are pigeon-holed and bundled up to soon make room for more.
Each man is there to do his best and each one does his "bit,"
Not one of them's a slacker, for all of them are fit;
So while we praise unsparingly all those who went to war,
Let's not forget those working men, the "Army Postal Corps."

What messages of life and death pass through that teeming mail,
Perhaps some loved one passed away, a sad and touching tale,
Or else maybe some token from a fond and loving wife,
To cheer you in your loneliness and brace you for the strife,
Something enclosed from baby hands to show you're not forgot;
These little things seem trivial, but they cheer you up a lot;
And then at Christmas when the gifts lie scattered on the floor,
Sent by the folk from overseas, sent by the rich and poor,
As they're delivered to each man (some wounded, sick and sore),
They'll say "God bless those kindly men, the Army Postal Corps."

—Henry A. Ashmead, F.A.L.C., Toronto.

Equal Pay
for Equal
Work

What Our Women Are Doing

In Honour
Preferring
One another

The Dignity of Labour

The National Women's Trade Union League of the United States has issued the call for its sixth biennial convention, which will be held in Philadelphia, beginning June 2. Virtually every labour organization in the United States which has women members, and is affiliated with the American Federation of Labour, is affiliated with the National Women's Trade Union League or its branches. The purposes of the organization will be; (1) To organize all working women into trade unions; (2) to make possible for women an equality with men in industrial and professional opportunity; (3) to make equal pay for equal work a fact and not just a theory; (4) to translate our nation's war work standards for women into legislative action, so as to assure for women on the constructive work of peace the same protection that was given them when on the destructive work of war.

More than 80,000 women office workers of the United States have joined trade union organizations during the past year, according to reports received by the National Women's Trade Union League at its Washington office. These are for the most part stenographers, clerks, accountants, etc., in the railroad offices throughout the country, and in the various branches of the Federal civil service, and they represent about one-half of the total increase in membership recorded by the Brotherhood of Railway Clerks, the National Federation of Federal Employees, and the local stenographers and office workers' unions, all of these organizations affiliated with the American Federation of Labour.

Mrs. Jean Muldrew's Address

In the course of an address to the Women's Branch of the Civil Service Association at the Haleyon Club, on Tuesday, April 15, Mrs. Muldrew, of the Repatriation Committee, referred to the happy, peaceful, almost careless days of our pre-war life. Since then much has taken place to bring women into public life; they had been largely instrumental in putting through temperance legislation in the Provinces, but the stiffest part of the fight is now to come. She spoke in part as follows:

In regard to the part Canada had played in the war, we might consider for a moment women's share in the financing of this stupendous undertaking. By the aid of the thrift of Canadian women, Canada had not only been able to finance her own undertakings, but had also been able to make large loans to Belgium, Roumania and other European countries. The individual effort might seem very small and of little account, but in the aggregate the result was stupendous. It was abundantly clear from our Red Cross work how important the individual effort was, and how necessary it was for each woman to do her part, however humble it might be. To mention one specific instance of how Canada was able to come quickly to the aid of her Allies: at the time when Italy was recoiling under the tremendous onslaught of the Austrians at Piave and in desperate need of medical stores and comforts, the Canadian Red Cross shipped to this sore-riven country some five thousand bales of stores, for which act Italy will be for ever grateful, and the name of Canada will be remembered with heartfelt blessings when many other things are forgotten.

Canada's progress depends on many things. No other single event has been so important to the well-being of Canada as the enfranchisement of her women, and Canada's progress depends as much on the use we make of this, as on anything else. Many were afraid that with the franchise in their hands women would make mistakes; well, men have been known to make mistakes, and it is only by mistakes we learn. Further, women have brought into public life a "clean sheet," and while many women take an active interest in the welfare of their fellow-citizens, thousands and thousands of women never give it a serious thought. A start to educate women in civics should be made such as the principles of taxation and borrowing, food supply and distribution, etc.

There is one phase of life where even women do not give each other a square deal, and that is in household labour. Women having children to bring up must have help, more help than has been given them in the past. Household labour is the only kind of labour done by either men or women which has a stigma attached to it.

To-day there is a crying need for domestic help, and yet a woman having once tasted the delights of regular hours, freedom to live her own life when the day's work is done, cannot be expected to go back to the slavery and petty tyranny which is so often the lot of many women who have a genuine love of housework, and under proper conditions, would be of inestimable value. Present conditions are a disgrace to civilization and especially to women, and should be remedied at once. We must have equal pay for equal work, and Labour has spoken in no uncertain voice on this subject, but when all is said and done, remuneration should not be the final goal. Whilst demanding a wage which would enable us to make the most of life, we should also take thought of the moral value of our services, our duty to one another, and the debt we owe to our country. War Societies whose activities have ceased are all anxious to be put to some work, and we should lose no opportunity in utilizing this immense reservoir of energy. There are the widows and orphans of our soldiers to look after, also the maimed and the sick among the soldiers; we should make the greatest effort to see that everything that possibly can be done for them is done; all through the years from now on it should be the duty of Canadian women to see that they do not suffer or feel any bitterness because of the sacrifices they have made. For many years there has been a steady flow of immigration to Canada; four years ago the tide turned back, and within twelve months from now that tide will again turn to Canada. At present we are particularly interested in the women our men are bringing home with them. A great many unkind and nasty things have been said about these women. **Let me tell you,** the majority of them are fine, straightforward citizens, the daughters and sisters of the men who sprang into the gap at the first call and saved Europe, yes and America too, from the unspeakable Hun. We know that in our armies there was a variety of men; is it not natural that there will be a variety of woman also?

"Further, many of these women are bringing their babies with them, and these my friends, are the future citizens of Canada. When our boys went overseas, the people of England and Scotland opened

their homes to them and gave them of their best—can we do less? I feel it is contemptible to sneer and say unkind things about these women.”

Books

The book shower given by the Women's Branch for the Halcyon Club resulted in over seventy volumes being added to the library. The members are immensely pleased with the result, and thank the donors most heartily for the interest they have taken in the matter. Many friends of the Club, both members and outsiders, have expressed a desire to send in some books, and these will be received any time by the Superintendent. For the present, at any rate, no books are to be taken out of the Club.

Musicales

Under Miss Marie Duhamel's able convenership, the twilight musicales held at the Halcyon Club on Saturday afternoons have been an artistic success.

In all five programmes were arranged, and all five events were well attended. The Club is immensely indebted to the many artistes who so generously contributed of their talents.

Because of the fine spring weather calling everyone out of doors the musicales have been discontinued until the autumn, when it is hoped that the same committee will carry on the musical work. The committee comprise Miss Marie Duhamel, convener; Miss Ina Blackburn, Miss Minnie Rattray, Miss Leida Taylor, Miss Ruth Lefebvre, Miss S. Turnbull, Miss Clarice Brodie, Miss McKibbon, Miss Amy Beattie, Miss Florence Snelling, Miss Ruby Living, Miss Louise Sarault.

Annual Meeting

As we go to press the date has not been fixed for the annual meeting, but it must be on or before May 15th. At the April meeting the president made the interesting announcement that Dr. Beland, M.P., would likely give an address on his war experiences to the Women's Branch some time during the session. Watch for the announcements of both dates.

Membership Campaign

The second year of the Halcyon Club is commencing with a well organized campaign for members under the convenership of Miss M. Turnbull, with Miss Edith Williams as Secretary. They are to be

congratulated on the bulletin gotten out by the publicity committee and now being circulated throughout the departments. Such well thought out organized effort should result in a large membership for the second year.

—CSFC—

Are you skilled?

Under the stimulus of urgent demand and advanced minimum wages, scores of girls, in Ottawa and elsewhere, are galloping through business college courses and taking positions as stenographers. Many of these will develop, through experience, into thoroughly efficient office workers; but others, it is to be feared, lack the foresight to prepare for the different conditions that will prevail after the war is won, when the great demand for office workers will subside and only the fittest will be able to hold the more desirable positions.

In this connection the following, from the pen of a widely-read woman writer on women's problems in Canada, is worth reading:—

“The teaching of stenography is a most important work, for unless stenographers are taught efficiently, business men are going to suffer. To teach stenography efficiently requires months of special study, several years' practical experience in an office, and a good knowledge of busi-

ness English. In the United States teachers of stenography are frequently required to be university graduates.

“The training of an efficient stenographer consists of a great deal more than the teaching of shorthand and typewriting. These are but the means to an end, and are not an end in themselves. A good stenographer is not known by the number of words she can write in a minute, or by her speed on the typewriter. A good stenographer is known by the quality of her work, by the appearance of her letters.

“A business man does not care anything about the actual shorthand notes. What he is interested in is the letter which is placed before him for his signature and which is to go out as his representative. He is vitally interested in the appearance of the letters.”

If Democracy is to get a footing in the Canadian Civil Service, let the Federation request that the Government introduce Whitley Councils as the Home Government has done in its naval, military and civil services.



PREPARING THE GROUND IN THE SPRING.

(Photo. by F. E. Buck)

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THE PIRATES OF PENZANCE

Civil Service Operatic and Dramatic Society at Ottawa scores a big success in its first production.

Seldom, if ever, has a scene of greater enthusiasm been witnessed in Ottawa to mark the completion of an amateur production, than that which occurred on Saturday, April 26th, when the Civil Service Operatic and Dramatic Society made its final bow to the public in the comic opera, "The Pirates of Penzance."

Good as were the preceding performances, (even the first witnessed by His Excellency, the Governor-General, was well above the average), the Saturday offering was of such a quality that the crowded audience insisted upon numerous encores and, at the conclusion, declined to say farewell until the curtain had been repeatedly raised and the stage manager had very briefly acknowledged the kindness of the citizens of Ottawa during the week.

It is, indeed, hard to assign pride of place where all did so well, but no injustice will be done if the chorus is singled out for special mention. Small in numbers, the members more than made up for this deficiency by brightness, purity of tone, and the clearness with which every word was sung or spoken. In Gilbert and Sullivan's opera where every word has a value and helps to carry on the "plot," this is indeed a virtue much to be desired, and the training both of the musical director and the stage manager was fully repaid by the result attained. The remark was frequently heard that no chorus singing to equal it had been heard in Ottawa for many years, and each night the finale, usually the signal for the audience to grope for hats and cloaks, was repeated two or more times.

The principals, Mr. A. L. Withers as Major-General Stanley, Mr. G. H. D. Gibson as the pirate king, Mr. H. M. Hands as Frederick, Miss Hannah Parkinson and Miss Kaiser as alternate Mabels, Mrs. Kathleen Bonner as Ruth, sustained their parts in a manner worthy of the parts themselves, and to all who know the standard set by Sir W. S. Gilbert, this is praise indeed.

Mr. Withers had the Grossmithian conception of the irritable Major-General, fussy, self-important, and quaintly humorous, and Mr. Gibson's imposing figure and voice was splendidly calculated to act as a foil. As Frederick, Mr. H. M. Hands presented that rare combination, a tenor who is a natural actor. For some reason best known to itself, Providence has decreed that as a rule a pure tenor is a poor actor, but Mr. Hands proved the exception to the rule, and made the *beau ideal* young pirate. He carried a large burden on his shoulders and carried it with the ease of one who had played the part

for years. Miss Hannah Parkinson's magnificent voice was heard to perfection in the captivating music scored for Mabel, and her artistry was apparent in her duets with Mr. Hands. Especially in the duet, "Ah, leave me not alone," the two voices blended so beautifully that, night after night, the audience sat spellbound for a few moments ere it gave vent to its feelings in applause. Miss Helen Kaiser, who alternated as Mabel with Miss Parkinson, while hardly as strong vocally, sang and acted in a manner that promises great things when she is more experienced. Mrs. Kathleen Bonner's rendition of Ruth, the pirate maid of all work, was a finished performance in every sense of the term. Vocally she met all requirements with complete ease, her rich contralto voice being heard to perfection in her impassioned appeals to Frederick. In a part that in weaker hands might have thrown a chill over the entire performance, Mrs. Bonner maintained the high standard set by her fellow players.

In the minor roles Mr. H. W. Merrill as Samuel, Mr. H. G. Richardson as the sergeant of police, Miss G. M. Cole and Miss Vera Press as Edith, Miss F. Kilduff and Miss L. E. Blunt as Kate, Miss M. E. Cairns and Miss N. Johns, made the utmost of their limited opportunities and it is only necessary to say that should the Society lose the services of its leading principals, worthy recruits are already in the ranks.

The scenery and stage was especially painted by Mr. H. G. Richardson, the stage manager, whose artistic efforts showed not only a realization of what was suitable to the play but also what was best adapted to the moderately sized stage and hall. The Society is fortunate in having so versatile a gentleman to lead it and every member acknowledges with gratitude the part played by "Father" as he is affectionately called.

Under the baton of Mr. Ernest R. Williams, the principals, chorus and orchestra performed brilliantly, and notwithstanding that he took up the duties somewhat late in the day, Mr. Williams has every reason to feel proud of his handiwork. A "Martinet" in the musical sense, he demands the best and obtained it and instils into all concerned a feeling of complete confidence. That the music attained the high pitch of perfection it did is due to him as well as to the loyal untiring and hardworking band of workers under his control.

The business administration was in the hands of the chairman, Mr. E. Lisle; the business manager, Mr. H. Ashbee; together with the stage manager and musical director, and went as smoothly as the most optimistic could desire.

With the heavy expenses of an initial performance, including the fitting up of a stage, scenery, lighting and numerous other necessities, the Society will hardly make a

large balance. But it has proved its mettle, placed the Civil Service in the front rank of musical and dramatic Ottawa, and will, we feel sure, march on from success to success.

Good luck to the Civil Service Operatic and Dramatic Society is the hearty wish of all who witnessed its first noteworthy production.

THE "WHITLEY" PRINCIPLE

(House of Commons debate.)

In the debate in the House of Commons on the Canadian National Railway Co., on April 23, an interesting exchange took place between Mr. Ernest Lapointe and the Acting Prime Minister in regard to the "new status" of employees in industry.

Mr. ERNEST LAPOINTE: I rise to support the demand made by my hon. friend from Westmorland (Mr. Copp) that employees of the Government railways should be appointed to the directorate of this board. At the present time a commission, appointed by the Government is engaged in an investigation of industrial conditions, interviewing employers of labour and employees in various centres in Canada for the purpose of ascertaining whether it would be possible to give the workmen a share in the management of private industries in this country. That is a recognition that the principle involved is sound, and such being the case that principle should be embodied in this legislation and the declaration made that employees of the Government railway system ought to be represented on the board of directors of that great public enterprise, the Canadian National Railways. The idea of giving labour a share in the management of industries is now pretty well accepted by all the students of industrial conditions in other countries. In England the great labour unions are asking that this progressive step should be made. The Federation of Miners there are asking that the control of the mines should be vested in a council of ten, five of whom would be appointed by the miners and the other five by the Government, and as they are supported by public opinion in England I think they stand a fair chance of obtaining what they demand. In the United States the same idea prevails, and very recently it was supported and recommended by such a conservative body as the American National Catholic War Council, the administrative committee of which is composed of four bishops. Such an advanced paper as *The Nation*, of New York, speaking on this policy in its issue of March 29th said:

The bishops have taken a courageous step, possibly one that some day will be designated as the most serviceable that Catholicism has recently ventured in America. The paucity of constructive thinking in these last months has been in keeping with our inveterate opportunism in dealing with the subject of economics. That a quartette of Catholic clergymen should give the country stronger labour doctrine, more intelligibly presented and more persuasive than the reconstruction committee of the American Federation of Labour, is a clue to the times.

I merely mention this to show that this idea is entertained not only by radicals and socialists but by all students of labour conditions in every country, and I say that in Canada we should keep abreast of the times. I move, in amendment, that the following words be added to the clause:

At least two of the directors shall be appointed upon the recommendation of the employees of the Canadian National Railways.

Mr. FIELDING: What method would my

hon. friend suggest by which the employees would make the nominations?

Mr. CAHILL: Through the brotherhoods.

Mr. ERNEST LAPOINTE: At the present time I happen to live in a railway centre where all the railway employees are voting for two representatives on the Pensions Board and the Insurance Relief Fund. The employees of the Canadian Government Railways have two representatives on those boards.

Mr. FIELDING: Does that refer to all classes of employees?

Mr. ERNEST LAPOINTE: All classes. The same means can be easily taken to choose representatives of the employees on the board of directors of the National Railways.

Sir THOMAS WHITE: The suggestion put forward by my hon. friend in his amendment is, I submit, unsound in principle. In my view, the amendment of my hon. friend should be negatived.

The amendment was negatived.

Last Minute Editorial Notes

The Civil Service Association of Ottawa has recently prepared a memorial asking for a bonus of \$350 for the year 1918-19 for those civil servants who are in receipt of salaries above \$1,800. Separate copies of this memorial were distributed in each of the Departments and signed by all of the employees receiving more than \$1,800. These were then transmitted to the Ministers of the different Departments by committees appointed for that purpose. It is expected that this action will secure the favourable consideration of the different Ministers when the matter comes up in Council.

The very recent granting of the partial bonus for the year 1918-19 to the Soldiers' Civil Re-establishment and the Board of Pensions mentioned, is a proof that the case of the bonus for 1918-19 is not closed, and that the rest of the Service may yet receive some consideration at the hands of the Government. Those who still hope to be reached in the long drawn-out procrastinating policy of the Government include hundreds, if not thousands, of the most poorly-paid and most deserving of civil servants.

We are also informed that the char service in the Maritime Provinces have received an addition to their salary of 50c. a day. This should be granted to the entire service.

On April 8th the Executive of the Civil Service Federation, together with representatives of some of the organizations affiliated with the Federation, were received by the Acting Prime Minister, Sir Thomas White, to whom was presented arguments, (1) For the extension of the full bonus of \$350 for the year 1918-19, to everybody, those under \$1,800 and those over \$1,800, and there are still hundreds, if not thousands, of both classes; (2) For the extension of the bonus to pensioned and superannuated employees; (3) For the payment of a similar bonus monthly during the new year 1919-20 until such time as the amount of the bonus for this year shall have been determined; and (4) For the application to the Civil Service of the principles of the Whitley Council.

The arguments were presented to the Government in writing on April 9th at the request of the Acting Prime Minister. At the same time Government was in conference with the Postal Employees, the fighting section of our organizations, who had couched their requests in the form of demands. The Postal representatives received their answer within a very few days and left for their homes. The requests of the Federation were re-

plied to by the Acting Prime Minister under date of May 7, as follows:

Ottawa, May, 7, 1919.

Dear Sir:—

Referring to your two communications of April 9th, containing further representations with regard to the matter of a bonus for civil servants, I beg to state that Council cannot see its way clear to reopen the question of a war bonus for the fiscal year ending March 31, 1919.

With regard to the current fiscal year, the question of salary adjustments and bonus for all classes of the Civil Service, both Inside and Outside, based on the present abnormally high cost of living, will be dealt with in the reclassification which is shortly to be brought before the House.

Yours faithfully, (Sgd.) T. WHITE.

I. D. BURLING, Esq.,

Secretary, Civil Service Federation,
Ottawa.

In other words, having delayed constructive action with regard to last year's bonus until the new fiscal year, Council "cannot see its way clear" to reopen the subject, and tells us that the bonus for the current year is coming. With regard to reopening the subject: the passing, since May 1, of a special Order-in-Council granting the bonus of \$150 and \$250 to the Department of Soldiers' Civil Re-establishment and the Board of Pension Commissioners offices for the year 1918-19 has already opened within the present fiscal year the subject of last year's bonus. With regard to the new bonus: Let us not forget that the larger the bonus recommended by the Civil Service Commission and its experts the greater will be the culpability of a Government which persisted in withholding any relief from thousands of its employees who have been in dire distress.

The request for the application of the principles of the Whitley Council to the Civil Service is ignored.

Three of the Federation's requests have therefore been refused, and a fourth ignored, and the Service has had to wait a month to find it out. Corresponding action with regard to the 48 militant Postal demands would have secured the refusal of 36 and failure to consider 12. The differences between the consideration shown to demands and requests are open to but one interpretation: the only argument the Government understands from poor people is force.

If further confirmation of the efficacy of demands is desired it can be found in the fact that the postal service has received, and so far as we have been able to find out, is the only service which has received any bonus for the new fiscal year.

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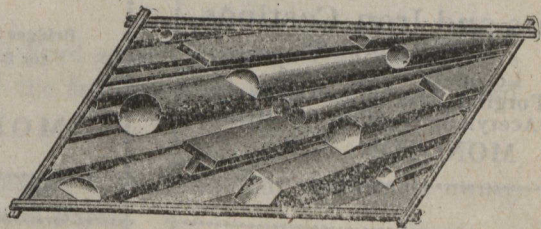
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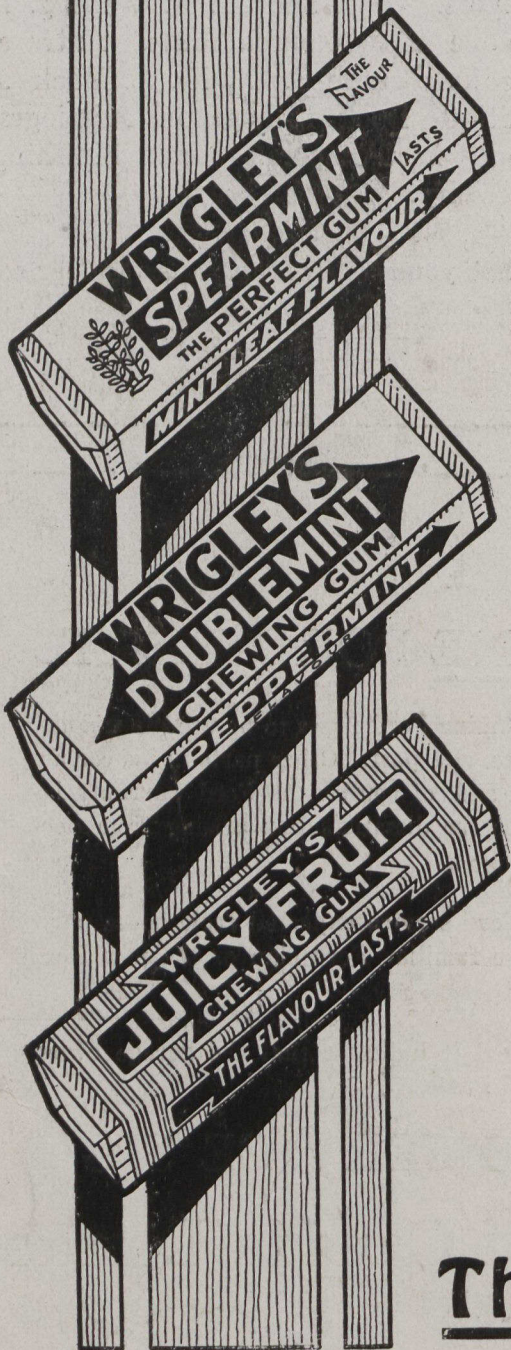
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