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VOL. XIII

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

HULL, QUE., JUNE, 1920



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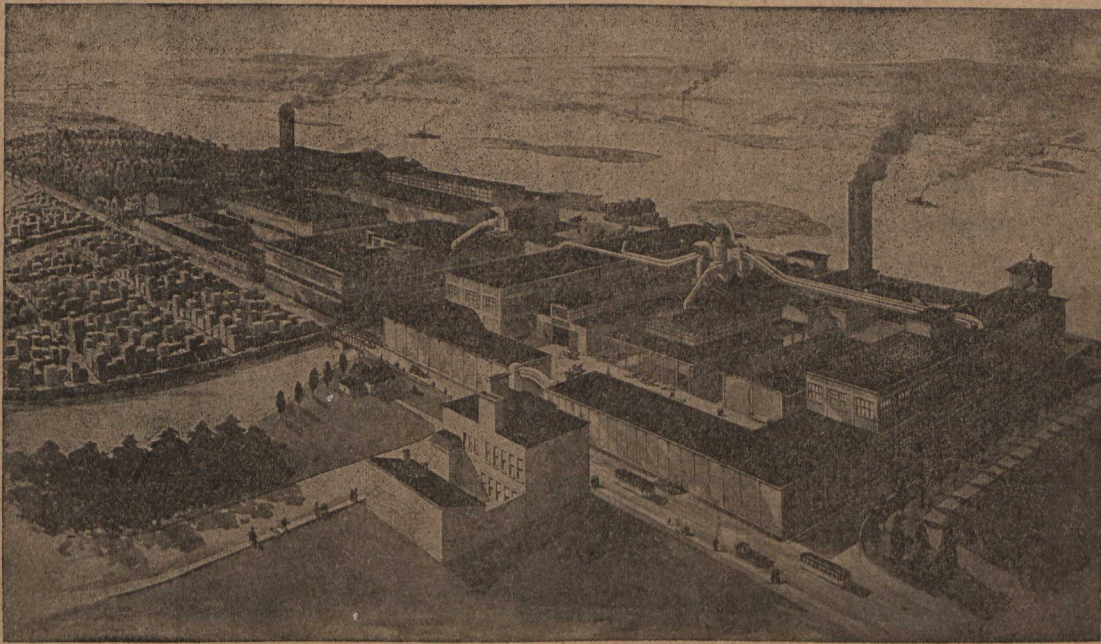
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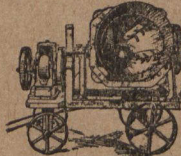
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CONTENTS

PAGE	PAGE
1.—The Bonus	287
2.—Superannuation	289
3.—Regulations of the Commission	290
4.—Editorial	292
5.—Dominion Customs Officers Assn.	300
6.—More About The Overpaid Service	301
7.—Correspondence.	302
8.—At the Sign of the Wooden Leg, by Silas Wegg	303
9.—Mainly About People.	305
10.—Waiting for the Result (Cartoon).	305
11.—What Our Women Are Doing, by Elian.	306
12.—Postal Journal	310
13.—Commission Orders and Decisions.	312

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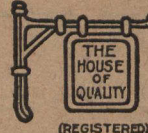
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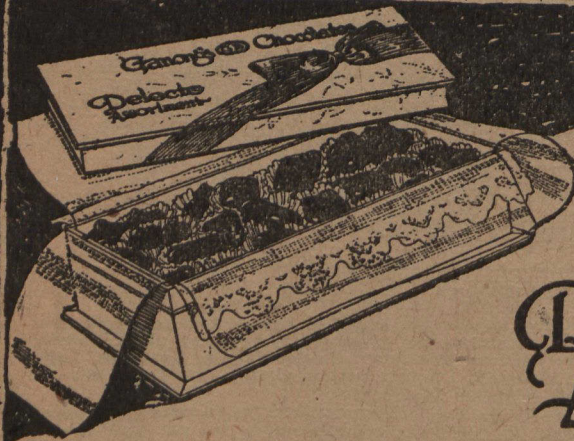
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THE CIVILIAN

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THE BONUS

Regulations for a Cost of Living Bonus for employees in the Civil Service of Canada, prepared by the Civil Service Commission.

The following regulations, prepared by the Civil Service Commission, were approved by Order-in-Council of May 8, 1920, payments under them to be made from moneys provided for the purpose by Parliament at the present session. Regulation 15 is an exception. It was approved in one form by the Order-in-Council referred to, but was afterwards amended, and the amended regulation was approved by Order-in-Council of May 15. It is given below in the amended and authorized form.

Section 1.—In addition to all salaries now received by the employees in the Civil Service, a special cost of living bonus for the fiscal year commencing April 1, 1920, shall be paid to all persons employed in the Civil Service in Canada, in groups named below, subject to the provisions and exceptions enumerated.

BONUS GROUPS

Section 2.—Group 1 (a) Any person 18 years of age or over, supporting one or more dependents as defined in Section 3, receiving less than \$1,200 per year for full time service and not otherwise excluded by the provisions of these regulations, shall receive a bonus for the fiscal year of \$420 payable in monthly instalments of \$35 each.

The Civil Service Commission shall have power to make regulations to be approved by the Governor-in-Council, classifying as heads of households other persons, the sole support of dependents, who, in the opinion of the Commission, are subject to responsibilities equivalent to those of the head of a family, and on the basis of such regulations shall have power to make

rulings as to the receipt of bonus by persons coming under such regulations.

(b) Any person 18 years of age or over, supporting one or more dependents as defined in Section 3, receiving \$1,200 or more for full time service, and not otherwise excluded by the provisions of these regulations, shall receive for the fiscal year, the bonus indicated for such person's salary group.

[See Table A]

Group 11 (a) Any person 21 years of age or over not the head of a household, receiving less than \$960 per year for full time service, and not otherwise excluded by the provisions of these regulations, shall receive a bonus for the fiscal year of \$252 payable in monthly instalments of \$21 each.

TABLE A.

Receiving an income of	and less than	Bonus for Fiscal year	In monthly payments of
\$1,200	\$1,320	\$396	\$33
1,320	1,440	372	31
1,440	1,560	348	29
1,560	1,680	324	27
1,680	1,800	300	25
1,800	1,920	276	23
1,920	2,040	252	21
2,040	and up but excluding	240	20

Deputy Ministers and other public officials in receipt of a salary of \$6,000 per annum and over.

TABLE B.

Receiving an income of	and less than	Bonus for Fiscal year	In monthly payments of
\$ 960	\$1,080	\$222	\$18.50
1,080	1,200	192	16.00
1,200	1,320	162	13.50
1,320	1,440	132	11.00
1,440	1,560	102	8.50
1,560	1,680	72	6.00
1,680	1,800	42	3.50

(b) Any other person 21 years of age or over not the head of a household, receiving \$960 or over and less than \$1,800 per year for full time service and not otherwise excluded by the provisions of these regulations, shall receive for the fiscal year the bonus below indicated for such person's salary group.

[See Table B]

Group 111. Any person less than 21 years of age and eighteen years or over, not the head of a household, receiving less than \$1,200 for full time service, and not otherwise excluded by the provisions of these regulations, shall receive a bonus for the fiscal year of \$150 payable in monthly instalments of \$12.50 each.

Section 3.—Dependents as used in Section 2 shall be interpreted to include only wife who derives her support from husband; children and adopted children of less than 18 years of age; mother over 50 years of age; father over 65 years of age; children, father, mother, brother, or sisters incapacitated and unable to support themselves; but in no case to include any person receiving an income, or support equivalent to an income, from any source.

other than the employee of \$300 or more per annum.

No employee is entitled to participate under Dependency Clause of the Bonus Regulations, if dependent is resident outside of the Dominion of Canada.

Section 4.—Where an employee's dependency responsibility ceases or changes, he shall be required under penalty as provided in Section 13 to notify his Department immediately, which in turn will notify the Civil Service Commission.

Section 5.—Employees on leave of absence for whatsoever purpose will be entitled to Bonus for the whole period they are away at the following rates:—

Leave with full pay — full bonus

Leave with half pay — half bonus

Leave without pay — no bonus

Section 6.—Persons whose duties do not require their full time or whose public functions are incidental to their occupation, or who are permitted while in the Service to accept employment or engage in commerce or industry, shall not be entitled to participate in the bonus; provided that persons receiving other than prevailing rates giving their full time to the Service for periods of a month or more, shall receive bonus pro rata for the period worked, in accordance with the provisions of these regulations.

Section 7.—The Cost of Living Bonus is to be paid on the basis of the salary which an employee is receiving or on any change in such salary during the fiscal year 1920-21, provided that nothing in these regulations shall be construed to mean that the total salary and bonus for 1920-21 shall necessarily be equal to the total salary and bonus for 1919-20.

Section 8.—Employees in the Canadian Civil Service outside of Canada who are paid according to the scales of pay for corresponding grades or classes of work in Canada, shall, if otherwise eligible, under these regulations, to receive the bonus, and if their rates of pay are less than the rates of pay prevailing for similar work in the region in which they are employed, be entitled to bonus in accordance with these regulations.

Section 9.—Employees whose positions are classified in classes for which prevailing rates are prescribed, or other persons in positions not classified who are receiving compensation considered by the Commission as equivalent to prevailing rates, shall not participate in the bonus.

Section 10.—Rural postmaster classified as Postmaster (Grade 1 Office) or Postmaster (Grade 2 Office) and their employees shall not participate in the bonus.

Section 11.—For the purpose of securing departmental uniformity in administration, the Civil Service Commission shall make

such application or interpretation of these regulations as may be necessary, subject to approval by the Governor in Council.

Section 12.—The bonus shall be paid concurrently with, and for the same period, as the salary payment, but by separate cheque.

Employees remaining in the Service for less than one month shall not be entitled to receive bonus.

Section 13.—Proof of wilful mis-statement or concealing of facts such as to lead employee to obtain a higher bonus than such employee is entitled to will be cause for instant dismissal from the Service.

Section 14.—Each department shall prepare its bonus pay-list for the first payment of bonus on the form supplied by and in accordance with regulations furnished by the Civil Service Commission, which it shall thereupon submit for approval. Following such approval it will not be necessary for a department to submit further pay-lists for the Commission's approval, except such supplementary pay-lists as may be necessary to report new appointments, changes in status which will affect the bonus group, including marriages, changes in age, increases in compensation, etc.

Section 15.—In any one household, household being understood to mean a number of persons dwelling under the same roof and composing a family, there shall not be more than one Head of Household Bonus and one Single Person Bonus, or if there is no Head of Household Bonus, not more than two Single Person Bonuses.

NOTE.—Upon the eve of going to press *The Civilian* has received a copy of the following amendments to the above regulations:—

Section 3 is hereby rescinded and the following substituted therefor:—

Section 3:

Dependents as used in Section 2 shall be interpreted to include only wife who derives her support from husband; children and adopted children of less than 18 years of age; mother, aunt, grandmother, or female cousin over 50 years of age; father, uncle, grandfather, or male cousin over 65 years of age; children, father, mother, brother or sisters or other relatives incapacitated and unable to support themselves; but in no case to include any person receiving an income or support equivalent to an income from any source other than the employee of \$300 or more per annum. No employee is entitled to participate under Dependency Clause of the Bonus Regulations, if dependent is resident outside of the Dominion of Canada.

The following Clause is hereby added to Section 7:

"Provided that no section of these regulations shall be construed to mean that an employee qualified hereunder to participate in the bonus, shall receive a combined salary, living allowance and bonus for the present fiscal year less than the combined salary, living allowance, and bonus entitled to be received by the employee for the fiscal year 1918-19. But no employee shall be entitled to claim the benefit of this proviso if he refuses to make any statement or declaration as to date of his birth, or as to the fact of his marriage, or as to his responsibility as a supporting head of household, required by the Civil Service Commission, or if the amount of the bonus to which he was originally entitled is reduced at any time during the currency of these regulations by reason of his responsibility as a supporting head of household ceasing to exist."

Section 15 is hereby rescinded and the following substituted therefor:—

"The bonus payment to any one household, household being understood to mean a number of persons dwelling under the same roof and composing a family, shall not be more than \$672, being the amount equal to one maximum head of household bonus and one maximum single person bonus."

The following Section is hereby added:—
Section 16:

"In determining the income received by an employee all salary, wages, piece-work earnings, and special allowance for all purposes except payment for overtime received by the employee from the Dominion Government shall be included. The definition of "income" established by this Section is also deemed to include a special allowance made to a Minister's Private Secretary."

—CSFC—

METRIC UNITS

"Learn only the units, dollar, meter, liter, gram;—dollar, the measure of value; meter, the measure of length; liter, measure of bulk; gram, for weight. You know all about the American dollar. The metric units, meter, liter, gram, are just like dollar, divided decimally and multiplied decimally. If you want to compare metric units with present units, the meter is 10 per cent more than the yard; 500 grams is about 10 per cent more than the pound avoirdupois, the liter is 5 per cent less than the U. S. liquid quart (13 per cent less than the British liquid quart)—that is all 90 per cent need to use the metric standards."

SUPERANNUATION

Two points of importance are covered in what follows. The first is the bill introduced in the House of Commons to provide for the retirement of those in the Civil Service who are already inefficient through age or other cause. The second is the plan, now under consideration by the Executive of the Civil Service Federation and the Executive of the Civil Service Association of Ottawa, for a general Superannuation system to be applicable to all who are now in the Service or who may join the Service in the future.

A Preparatory Measure

The following is the text of a bill introduced in the House of Commons on May 10, by Hon. J. A. Calder. Its title is said on good authority to explain exactly what it means. It is to provide for the retirement of "certain members" of the Civil Service. That is, the bill is not in any sense a permanent measure, but is designed to deal with the existing situation only. It is believed that the intention is to follow this up, as soon as possible, with a law to do away with the present anomalous and incomplete system and to provide a regular and permanent plan for the superannuation of members of the Civil Service as they pass the age of efficiency. Many have questioned the propriety of clause 6 of this bill. The meaning of that clause does not seem clear, and it is understood that it will be amended in committee. The object of the provision is said to be to safeguard the rights of those who come under the operation of the old Superannuation law:

THE HOUSE OF COMMONS OF CANADA

BILL 120

An Act to provide for the Retirement of certain Members of the Public Service.

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. In this Act, unless the context otherwise requires,—

(a) "deputy head" means the Deputy Minister of the Crown presiding over a department, the Clerk of the Privy Council, the Clerks of the Senate and House of Commons, the Auditor General, the Librarians of

Parliament, the Commissioner of the Royal Canadian Mounted Police, the Superintendent of Insurance, the Dominion Archivist, and the Assistant to the Chairman and Secretary to the Commission of Conservation;

(b) "officer" means any officer, clerk or employee who is employed in the public service, and who receives a stated annual salary, but shall not include any person appointed for a temporary purpose or on part time.

2. (1) The Civil Service Commission shall, immediately after the passing of this Act and after consultation with the deputy heads, prepare and submit to the Governor in Council a report upon all officers of the age of sixty-five years and over, and all such officers who are not reported to be rendering good and efficient service for the remuneration that is being paid them shall be retired from the public service.

(2) The Civil Service Commission shall, when requested by the Governor in Council and after consultation with the deputy heads, prepare and submit to the Governor in Council for approval the names of all officers who, being under sixty-five years of age and, by reason of advancing age, failing health, physical disability, lack of experience or ability or other cause, are not capable of rendering, or do not render, efficient service, and who should therefore be retired accordingly, or on such other date as He may prescribe.

3. (1) Every officer who is retired from the public service under the provisions of this Act shall receive thirty days' notice to that effect (during which time he shall be paid his regular salary), and shall receive at the time of his retirement one month's salary; provided, however, that the Governor in Council may, in his discretion, allow two months' salary in lieu of the said one month's notice and one month's salary.

(2) Every officer who is retired under the provisions of this Act who is sixty years of age or over, and who has served continuously in the public service for not less than ten years, in addition to the payments authorized by

sub-section one of this section, shall receive an annual retiring allowance, payable to him during his life, equal to ten-sixtieths of the average annual salary received by him during the last three years of his service, and in addition one-sixtieth of such average annual salary for each additional year of his service, but not exceeding in all thirty-sixtieths of such average annual salary.

(3) Every officer who is so retired who has served continuously in the public service for not less than five years, but who is not entitled to the retiring allowance mentioned in subsection two of this section, shall receive in addition to the payments authorized by subsection one of this section,—

(a) if he is fifty-five years of age or over, an amount equal to one month of his salary at the time of his retirement for each year of continuous service in the public service, but not exceeding in all an amount equal to eight months of his salary;

(b) if he is not less than fifty years of age and under fifty-five years of age, an amount equal to one month of his salary at the time of his retirement for every two years of continuous service in the public service, but not exceeding in all an amount equal to six months of his salary; and,

(c) if he is not less than forty-five years of age and under fifty years of age, an amount equal to one month of his salary at the time of his retirement for every four years of continuous service in the public service, but not exceeding in all an amount equal to four months of his salary.

Provided that, in the case of an officer who is retired under the provisions of this Act on account of physical disability or protracted illness, the payments authorized by this subsection may be increased by the Governor in Council to any amount not exceeding twice the amounts of such payments if the deputy head under whom such officer has been employed and the Civil Service Commission jointly recommend such increase. The Civil Service Commission shall not join in such recommendation unless it is satisfied from the medical evidence submitted to it that such physical disability or protracted illness actually exists and justifies the granting of the increase recommended.

Where an additional amount is granted hereunder the Governor in Council may prescribe at what time or times and in what instalments or otherwise such amount shall be payable.

(4) In computing the number of years of service for the purposes of this section, if the actual period of service includes a fraction of a year, the fraction, if equal to or greater than one-half shall be counted as a full year of service.

4. Any expense incurred in carrying out the provisions of this Act shall be defrayed out of moneys provided by Parliament for such purpose.

5. Every retiring allowance payable to any officer under this Act shall cease and determine upon the death of such officer.

6. When an officer who is retired under the provisions of this Act is also entitled to receive any allowance, gratuity or pension upon retirement under the provisions of Part 1 of the *Civil Service Superannuation and Retirement Act* or under any other statute, he shall only be paid such amount, if any, under this Act as will be sufficient to make the total of the allowance, gratuities and pension paid to him equal to the maximum amount that he might otherwise be paid under the provisions of this Act.

7. An annual report shall be made to Parliament by the Civil Service Commission, giving the name, age, and salary, and length, nature and place of service, and reasons for retirement of every person who is retired under the provisions of this Act, and the amounts paid or to be paid to such person hereunder.

Proposed General Superannuation Plan

The sub-committee on Superannuation appointed at the opening of the current

season by the executive of the Civil Service Association of Ottawa was authorized and recommended to add to its membership such representatives of Dominion-wide organizations as were willing to cooperate. This was done, and at meetings of the sub-committee, which meetings have been held at regular intervals, as general a representation of the Service as possible has been secured. At the last convention of the Civil Service Federation the interests of the Federation in the matter of superannuation were entrusted to the same sub-committee.

The sub-committee carried on its study of the question and reported progress from time to time. At the last regular meeting of the association executive the sub-committee submitted a draft scheme of Superannuation based, in the main, on principles which had been endorsed both by the association and by the federation. That scheme is now under discussion. Copies have been sent to all who were known to be interested, with request for criticism and suggestion.

The whole subject of superannuation was taken up at a special meeting of the association executive held on May 19. Attention was given first to the new bill (No. 120) re-printed above, and suggestions were received as to amendments desired. On the conclusion of this discussion, the general plan drafted by the sub-committee was taken up. It was found that the whole report could not be disposed of, and after considering the earlier — and more important — recommendations it was decided to adjourn the discussion to another special meeting to be called later.

3. No proposals to be considered for the classification of an official selected and actually at work without reference to the Commission. (Dated February 3, 1920.)
4. Subsection 5 of section 45B of the Civil Service Act as amended is interpreted to mean that a temporary employee is to continue at the minimum rate of the class during the whole time of employment, — that is, he is not eligible for annual increases. Temporary employees appointed prior to the 10th November, 1918, considered to be under the same terms, — that is, not eligible for annual increases. (Dated February 4, 1920.)
5. Special preference in the matter of assignments, whether for temporary or permanent employment, to be extended in order of disability to the disabled men who obtained the minimum percentage at the Civil Service examinations and who are otherwise qualified under the law and regulations. (Dated February 6, 1920.)
6. Temporary employees quarantined on account of contagious diseases may be allowed to charge such leave to sick leave as far as regulations will permit. (Dated February 7, 1920.)
7. Leave of absence not to be granted for the purpose of enabling an employee to accept a position outside the Service with a view to determining whether or not it would be in the employee's interest to resign his Civil Service appointment. (Dated February 10, 1920.)
8. Employees paid by the hour not to be considered eligible for sick leave with pay. (Dated February 17, 1920.)
9. The Board considered a request from the Department of Soldiers' Civil Re-establishment for a special Order-in-Council covering cases of influenza. The Secretary was instructed to reply that it is not intended at present to take any action to have special sick leave granted. (Dated February 17, 1920.)
10. The question having been brought up as to whether it would be advisable to give unsuccessful candidates at examinations information as to the marks received on various subjects by other candidates, the Board decided that candidates were entitled to receive a statement of their marks or ratings, but that they were not entitled to receive a statement of the marks of other candidates. (Dated February 24, 1920.)
11. The following clause to be inserted in the regulations now in course of pre-

REGULATIONS

Extracts from Minutes of the Civil Service Commission of Interest to all Departments.

Every reader of The Civilian will find in the following something of special interest and applicable to his or her own position. It will be of advantage to all if this whole set of regulations is carefully studied by all members of the Service, as such study will help to bring about that common understanding as between civil servants and those charged with the duty of general administration which is so necessary to "team work" in the largest and best sense.

The following are extracts from the Minutes of the Civil Service Commission which are considered of general interest to

all Departments. These will be followed from time to time by further issues, as rulings are given by the Board which are general in their application:—

1. No position to be advertised in future until the class in which such position falls, with rates of compensation, has been duly approved by the Governor in Council. (Dated January 8, 1920.)
2. A regulation was ordered to be prepared, for inclusion in the new regulations governing leave of absence, providing for special leave with pay, in connection with persons quarantined for infectious diseases. (Dated January 30, 1920.)

paration, and to become effective herewith:—

- “Persons who have established their eligibility for appointment in the Civil Service on or since the 24th May, 1918, may be regarded as eligible for appointment to positions for which their examination, in the judgment of the Commission, qualifies them, provided that they are otherwise qualified under the Civil Service Act, 1918, as amended, and the regulations of the Commission, at the time of their appointment. Persons who had established their eligibility for appointment in the Civil Service prior to the 24th of May, 1918, may only be regarded as eligible for appointment under above conditions provided that they are now temporarily employed in the position to which permanent appointment is desired.” (Dated March 1, 1920.) See also Nos. 16 and 21.
12. In connection with leave of absence the Board decided that a reasonable amount of leave should be granted, with pay, if recommended by the Department, to enable employees to attend Civil Service conventions, but that leave should only be granted to cover such time as may be absolutely necessary for travelling and the time occupied by the convention. (Dated March 1, 1920.)
13. In connection with recommendations for increase in salary to temporary employees, the Board decided that:—
1. In the case of classified positions the salary rate on the extension of temporary certificates may be raised to the minimum rate of the class into which the position falls, but increases above this minimum rate shall not be granted.
 2. In the case of unclassified positions the salary rate on the extension of a temporary certificate shall be the same as that previously allowed. (Dated March 1, 1920.)
14. In connection with leave of absence the Board decided that leave without pay might be granted to employees who wish to pursue university studies for the purpose of better fitting themselves for the positions which they now hold, or to enable them to secure promotion in the Service, but that leave should not be granted to those who wish to take a course of studies foreign to their work in the Department, on the same ground as leave is not allowed to those who wish to try another position outside the Service. (Dated March 2, 1920.)
15. Annual increases to date only from next quarterly date after expiration of one year from the date of permanent appointment. (Dated March 15, 1920.)
16. In connection with the preservation of eligibility for appointment the following clause was added to the ruling given on the 1st March, 1920:—
- “Provided that Returned Soldiers or Sailors who established their eligibility prior to the 24th May, 1918, may be regarded as eligible for appointment as above, regardless of whether or not they are now temporarily employed in the position to which permanent appointment is desired.” (Dated March 22, 1920.) See also Nos. 11 and 21.
17. Leave of absence on account of sickness in family to be judged in each case on its own merits, and leave to be dependent, not only on the special circumstances of the case, but upon the length of service of the employee and the amount of leave which that employee has already taken for personal reasons. (Dated March 23, 1920.)
18. Application has been made by several departments for the appointment, in a permanent capacity, of former employees who were given leave of absence to proceed overseas on military service. Had these men remained in their positions, the question of their permanency would depend on the action taken by the Commission to determine the permanency of certain employees, as provided under the amending Act of 1919. The Board decided that, pending the decision of the Commission in this regard, such former employees as were given leave and have now returned from overseas, may, if found duly qualified, be employed without further competition, in a temporary capacity, in the positions which they formerly occupied and that, in considering their claim to permanency, their service be considered as dating from their first employment rather than from the date on which they resumed their duties after overseas' service. (Dated March 23, 1920.)
19. It was decided that in dealing with the requests of the departments for the permanent appointment of temporary employees on their staff who had qualified for permanent appointment but whose turn had not been reached, such permanent appointment could not be made until the person's turn for permanent appointment on the general list had come, but in the meantime such persons could be continued in a temporary capacity if the Department so desired till their turn had been reached. In the case of staffs outside of Ottawa, such as Post Offices and Custom Houses, etc., where the question of residence in the locality is concerned, the above decision is to apply with the understanding that permanent appointment may be made as soon as the person's turn has been reached on the eligible list for the locality concerned. (Dated March 31, 1920.)
20. Permanent employees who have passed an examination for a higher class may be appointed to that higher class in their own Department, subject to the Department's request for such appointment, irrespective of the fact that their turn for assignment may not have been reached on the general eligible list. (Dated April 6, 1920.)
21. In connection with ruling 1-3-20 the following amendment was approved:—
- “Eligibility for appointment to a certain position having been established prior to the 24th May, 1918, such appointment to be considered in order, notwithstanding the fact that temporary employment in the meantime may have been in another capacity.” (Dated April 7, 1920.) See also Nos. 11 and 16.
22. The question having been raised as to whether or not a person who has resigned from his permanent position may be regarded as eligible for re-appointment on the strength of his original examination, it was decided that once an eligible has been appointed to a permanent position and has resigned therefrom his eligibility is regarded as having ceased. (Dated April 14, 1920.)
23. Under the new Act, a very extended leave of absence would necessarily affect the annual increase, since the deputy is required to certify, when recommending an increase, that the employee has rendered meritorious service, and has increased his usefulness in the service. Decided that increase should not be deferred for another whole year, but might be brought up again for consideration at some later quarterly date. (Dated April 14, 1920.)
24. Position lists having been held for approval until certain classes which they contained should be submitted to Council for approval, the Board decided that such position lists might be sent forward to the Commission for inclusion in its Minutes prior to the approval of the new classes, those classes on which approval by Council is yet to be secured being noted by an asterisk. (Dated April 6, 1920.)

EDITORIAL

Back to Patronage

We have long been inured to surprising and unexpected developments in connection with the administration of Civil Service affairs, but even our jaded palate received an unwonted fillip when we were confronted with a copy of an Order of His Excellency in Council, couched in the following terms:—

Certified Copy of a Report of the Committee of the Privy Council, approved by His Excellency the Governor General on the 31st May, 1920.

PRIVY COUNCIL CANADA.

The Committee of the Privy Council have had before them a report, dated 28th May, 1920, from the Minister of Trade and Commerce, submitting as follows:—

The contract made with Arthur Young and Company by the Civil Service Commission is about to expire and the work therein contracted for has been very nearly completed. This work included the production of a system of classification of the Civil Service and the re-organization of the Department of Public Printing and Stationery. The question now arises as to whether or not the work of organizing other Departments of the Public Service shall be proceeded with.

The matter has been discussed by a small committee consisting of Sir George Foster, the Honourable J. A. Calder, the Honourable N. W. Rowell, the Right Honourable A. L. Sifton and the Honourable M. Burrell, which has given careful consideration to the work already done and more especially as regards the re-organization made in the Department of Public Printing and Stationery. Arthur Young and Company have transferred to Griffenhagen and Associates, Limited, that branch of their work which specially has to do with the re-organization of municipal and governmental civil service and the organization of business corporations in respect to staff organization and plan of work of the Arthur Young Company upon the same plans and with the same efficiency as the original company and is prepared to continue the re-organization of the public Departments of the Government along the lines pursued in the Department of Public Printing and Stationery. The Committee referred to has no hesitation in commending in the strongest possible way the work of Arthur Young and Company in connection with the re-organization of the Department of Public Printing.

As a result a total saving in labour alone of \$500,000 per year has been made, which, during next year will be increased by an additional \$200,000 making a total saving of \$700,000 a year in that establishment alone, with the result that a larger output and a more efficient product per man and per machine has been attained under the reduction effected. The Company, itself, basing its statement upon its previous experiences, and the work actually accomplished in the Department of Public Printing, is of the opinion that many millions of dollars can be saved in the operation of the Government Departments by an application of up-to-date and scientific principles of organization and operation.

The Committee after careful consideration is of the opinion that a very substantial saving, together with much more efficient and orderly work, would result from the re-organization of Gov-

ernment Departments on the lines pursued by that Company. They are of opinion that the services of Griffenhagen and Associates, Limited, should be retained and that the re-organization of the Departments at Ottawa should be proceeded with, taking up for a commencement the two Departments of Post Office and Customs, the former of which has some 24,000 employees and the latter some 4,000 odd.

The Company is of the opinion, and the Committee sees no reason for disagreeing therewith, that commencing the re-organization of these two Departments, savings will begin to be realized gradually after two or three months of work which, in the end, in respect to the Post Office Department, may well reach many hundreds of thousands of dollars per year, with proportionate savings in the Customs Department, and the Committee believes that based upon the results already obtained, and the expenditure already made in respect to the classification of the whole Civil Service and the re-organization of the one branch which has now been nearly completed, it is wise, if not imperative, that the work should be carried on and the benefits extended gradually to the other Departments. They therefore recommend that the services of the above named Company be retained and that they proceed to re-organize the two Departments mentioned above and that, whilst engaged in that work they also make their observations and examinations with a view to preparing a general plan for the re-organization of the Departments as a whole which may, at the option of the Government, be undertaken and carried out.

It is thought also, that under the circumstances, the Company's operations should be carried out under the supervision of and in connection with, a Committee of the Cabinet in order that quicker despatch may be had than would be attainable if they worked under the supervision and direction of the Civil Service Commission. Besides, the work already pressing upon the Civil Service Commission in carrying out the classification of the Service is quite as much as they are able to handle with efficiency and despatch.

The staff that would be necessary in order to carry out the above programme would consist of seven principal experts and four associates of the Company. These would work on the general organization referred to above, with one principal and one associate; on the plan of accounting and financial control, which would be applicable to all the Departments, with one principal and one associate; on standardization of clerical work, with one principal and one associate; which would also be applicable to all Departments; two principals and one associate for the organization and system of the Post Office Department; and two principals for the organization and system of the Department of Customs and Inland Revenue; these making up the total referred to.

Associated with and under the supervision of these experts the Department would be asked to furnish some members of its staff who have a knowledge of the constitution and technique of the Department, who would work in conjunction with the experts and in the course of the work would not only give clerical assistance to the experts, but would themselves acquire a knowledge of the methods and plans which would enable them afterwards to understand a large part of the organization work of the future and render it unnecessary to have a large amount of expert work for future operations.

The Company would be prepared to organize and commence their work on June 1st, and they have submitted to the Committee a statement of the expenses which would be incurred in respect to the work above mentioned. The Committee are strongly of the opinion that the work outlined above should be undertaken at once and carried to completion, leaving the matter of further re-organization for future consideration and action.

As to the costs of the above work carried on with the staff indicated therein, the charges would be \$10,000 per month, including all fees and charges, except actual travelling expenses, based on the assumption that the work would cover at least a period of not less than twelve months, that the Government would furnish office facilities and supplies and clerical help, and that the Company would be re-imbursed for the actual out-of-pocket and subsistence travelling expenses incurred by members of the staff in travelling to and from Ottawa and from point to point outside of Ottawa, as rendered necessary in connection with their work on the Post Office and Customs Departments. The above estimate, as compared with the unit charges, for the Printing Bureau work, is from ten to fifteen per cent lower.

The Minister therefore recommends that a contract be entered into with Griffenhagen and Associates, Limited, for the above mentioned work and on the terms as indicated therein, and that a Committee of Ministers consisting of the Minister of Trade and Commerce, the President of the Privy Council, the Minister of Labour and the Minister of Immigration and Colonization be appointed to oversee and direct the preparation of the contract and the execution of the work therein provided for.

The Committee concur in the foregoing recommendation and submit the same for approval.

(Sgd.) RODOLPHE BOUDREAU,
Clerk of the Privy Council.

We wonder whether or not the public and the Service realize just what this means. To our mind it represents a direct reversion to patronage — and patronage of the deepest and darkest variety. It will be observed that whereas it was the Civil Service Commission that originally employed the Arthur Young Company to classify the Service, Messrs. Griffenhagen and Associates, who, by the way, comprise the same personnel that classified the Service under the name of Arthur Young and Company, are to be employed by the Government direct without reference to the Commission, and are to take their instructions from a Committee of the Cabinet specially appointed for the purpose. It is our information that this action has been taken over the head of the Commission and without the consent of that body, as such. The Order-in-Council therefore has the effect of transferring the control of the organization of the Service from the Civil Service Commission to a special committee of Council in direct violation of the first principle of the Merit System about which the Government has been so fond of congratulating itself for the past two or three years, namely that the administration of Civil Service affairs should be taken out of politics and out of the hands of cabinet ministers. This Order-in-Council delivers the Service into the hands of the politicians. Under the old patronage system each member of Parliament had something to say about Civil Service matters in his own riding, and could be held responsible by his constituents for his conduct in connection therewith. To this extent the old system was more or less open and above board. The members of Parliament however, will have nothing to do with the operation of the new patronage system that is to be inaugurated by this Order-in-Council. This new patronage is concentrated under the control of a few men who will be able to throw all respon-

sibility on the shoulders of those who are paid to take it, Messrs. Griffenhagen and Associates, who are in no way responsible to public sentiment in this country, and who have nothing to consider but their own gain and their own business interests. Of course, the above-mentioned Order-in-Council is absolutely illegal, being in direct contravention of the provisions of the Civil Service Act, wherein the authority to organize or re-organize the Service is vested by statute in the Civil Service Commission, which has already established an organization branch for that purpose. We are no longer under the War Measures Act and an Order-in-Council that contravenes a statute of the Dominion has no legal effect. Whether legality counts for anything in this country any more we no longer know, but in any event, there is no question as to the fact that this Order-in-Council is *ultra vires*.

Is the Commission quite sensible of the position in which it is placed by this Order-in-Council? How does that body like to see its former employees, brought here originally under its auspices, superseding it in its most important functions and relegating it to a position of comparative insignificance? What does the Commission propose to do in the face of this illegal and unwarranted abrogation of its statutory powers? Unless that body is *in articulo mortis*, we should certainly expect the members thereof to vigorously protest against any invasion of those prerogatives wherewith they have been invested by the Parliament of Canada. In this grave crisis it is surely the duty of the Commission to defend itself, Merit System and the Civil Service against the re-actionary menace that has taken definite form and shape in this illegal Order-in-Council.

We are well aware of the fact that the Service has been overmanned, by the politicians in fulfilment of their partisan obligation, and we have always advocated re-organization with a view to efficiency and economy, and indeed these reforms were advocated by our organization long before they were even contemplated by the Government. It is, however, our contention that this work should be done through the regular statutory channels and by competent and qualified Canadians. We fail to see why this duty should be entrusted to Messrs. Griffenhagen and Associates or any other foreign agency.

In the case of classification the circumstances were quite different. Classification was supposed to be a new and highly specialized system, and as no firm in Canada was engaged in work of that kind, the employment of outsiders was justifiable. Organization, however, is a horse of quite another colour. Organization involves a consideration of the methods employed in carrying out the actual work of the Departments, the manner in which the various functions are distributed and allotted, the number of employees required for the performance of certain definite duties, in short the interior management and operation of the Service.

Questions of this nature do not demand a post graduate degree in efficiency engineering, but merely call for common sense, and good judgment and a knowledge of the conditions, and we contend that there are persons in our own country and in our own Civil Service possessing these qualifications in quite as eminent a

degree as Messrs. Griffenhagen and Associates or any other aliens.

We are aware that the Organization Branch of the Civil Service Commission is very weak at the present time, but there is no reason why it should not be strengthened, and at once, with loyal and able Canadians, who would be as acceptable to the Service for the work of re-organization as Messrs. Griffenhagen and Associates are obnoxious and insupportable.

The Order-in-Council is granting to an organization that is extremely unpopular throughout the entire Service, the power to investigate and re-organize. This is an unfavourable portent for the success of the undertaking.

The Government itself has more than once shown a complete lack of confidence in these very efficiency experts who are now being re-engaged, notably in the rejection of their bonus recommendation which calls for a flat bonus of \$564.00 to each and every civil servant, and also, we are credibly informed, in the rejection of the original classification salary schedules, which are well known to have been much higher than those which eventually saw light of day.

When the original contract for classification was drawn up, a certain figure was set down by the Griffenhagen interests as the maximum cost. The figure has been exceeded more than ten times over. If the same proportion is attained in the capacity of the Griffenhagen interests to extract money from the public chest, the \$120,000 minimum set down in the Order-in-Council may become a maximum of \$1,500,000.

The Order-in-Council was created in an atmosphere of secrecy and state oligarchism. The Civil Service Commission, the special department set up for the purpose of Civil Service reform and re-organization was not consulted as to this measure, — the agencies to be employed or the procedure to be followed. The very Government which at great expense created this expert department to deal with the Merit System, has discarded the Civil Service Commission and has transferred the supervision of this re-organization over to a committee of Cabinet. When the work is finished, certain officials will be found superfluous. Under what auspices will the decisions be made as to who shall go and who shall remain? It requires no very vivid imagination to understand how political patronage may operate under these conditions.

Sweet Charity

We have before us the Regulations of the Civil Service Commission for the administration of the Cost of Living Bonus, and which are published in full elsewhere in this issue. We are so disgusted with the bonus award and so heartily sick of the whole question and the hopelessness of the situation, that we are disposed to dismiss these regulations with a cursory glance — yes, dear readers, that is the kind of a glance. We expressed our opinions about the bonus in no uncertain terms in our last issue and we have little to add to what we then said. There are, however, certain features of the regulations that we cannot allow to pass without comment and protest. Section 3 of these regulations provides that if an employee's wife or other dependent receives an income from any source whatsoever, other than the employee, that employee shall not receive a bonus as head of a household. Evidently it is considered that \$300 per annum is the amount required to support a dependent of a civil servant in ease

and comfort. This regulation penalizes thrift and economy and puts a premium on waste and extravagance. Thus the husband of a hard-working housewife who, over a long period of years, has saved enough money to invest in Victory Bonds to a sufficient extent to bring in the princely income of \$300 per annum, loses his bonus. If by any chance, however, the Victory Bonds above mentioned are registered in the man's own name, instead of in his wife's, his bonus remains intact. Thus there is an absurd discrimination between families that are virtually in the same position. Again a family that has gone into debt, has wasted its substance and made no effort to save is rewarded for such extravagance by receiving the bonus that is withheld from the thrifty family that has acquired a small private income, through hard work and industry. If this method is to be justified by the Government on the ground that the bonus is only intended for those who are actually in need, a man whose salary is \$600, and whose wife earns \$300 a year by taking in washing in order to keep the family alive, loses his bonus, by reason of that fact, whereas the man with a salary of \$5,000 whose wife has no income receives a bonus of \$240. Of course, under a rational bonus system, the man at \$5,000 would not receive a smaller bonus than the man at \$600, but this example shows that even on the charity basis, this regulation defeats its own end. This method of distributing a bonus is utterly wrong. The dollars in which a person without dependents is paid have depreciated in value just as much as those in which the head of a large family is paid. The British bonus provides a flat sum of \$300 plus 33 1-3 per cent of the annual salary to practically all civil servants, irrespective of age, salary or civil status. A bonus which discriminates between civil servants working in the same office, because of the personal domestic responsibilities of each, is simply charity. The British bonus is designed to restore to all Civil Service salaries the value that those salaries had before the present abnormal economic conditions arose. Our bonus is apparently designed to save the lives of indigent civil servants who are acutally on the point of starvation. The differential treatment of civil servants in the matter of the bonus as between those who are married and those who are single and between the various salary groups, has always impressed us with a humiliating sense of our eleemosynary position. Now, however, that our bonus is actually made contingent upon our wives' incomes, we at last fully realize the fact that we are one with the familiar blind beggar who titillates his one-stringed fiddle up and down the streets of Ottawa. Gramercy my Lords, Counsellors and Commissioners for your bounteous largess!

It is Section 15 of these regulations that contains the famous joke about only one maximum head of household bonus and one maximum single person bonus being paid in any one family. This means that if Father and the two boys, "Jack" and "Bill", all live at home, Father can get the head of household bonus, unless, of course, Mother

earns \$300 a year taking in washing, and Jack and Bill can fight it out among themselves as to who shall get the single person bonus. If Jack gets it, Bill must go without, and *vice versa*. The Commission in its wisdom does not attempt, in these cases, to determine which shall be the favoured member of the family, but prefers to allow any domestic differences arising out of the bonus to be settled within the sanctity of the home. We would here point out that the single person bonus is supposed to be the amount required to enable one person to live, and that each individual therefore certainly requires that bonus, even though every other member of the family may be working in the Government and drawing a bonus also. We submit that no committee appointed from among the inmates of any institution for mental defectives could hope to frame a regulation that could compare to this one in idiocy. It is superlative and any further degree of folly is beyond the realms of possibility.

It is also provided that a civil servant whose dependents reside outside of Canada shall not receive a bonus. We are unable to imagine any possible justification for this petty meanness. It is the duty of a civil servant, like anybody else, to provide the means of sustenance for his dependents, wherever they may be, and if the Government fails to recognize that duty, it should not employ the person in question at all. Why should the man whose wife is compelled to reside in California, on account of ill health, be deprived of the bonus necessary to enable him to provide for her support? Why should the civil servant who is educating his children in Great Britain or the United States or any place else, lose his bonus for that reason? The mind that conceived this ruling has certainly the distinction of being the smallest on record.

hitting Below the Belt

Another Order-in-Council reproduced herewith serves to indicate that the rulings of the Commission are no longer acceptable to the Government. Compare Order-in-Council No. 1299, dated 8th June, 1920, with the extract number twelve from the Minutes of the Civil Service Commissions and this conclusion is inevitable. The circumstances are briefly these: — after the last convention, difficulties arose over the payment of salary to certain delegates for the time for which they had been granted leave to attend the convention; the Federation, to clear the matter up, wrote the Acting Prime Minister; the letter was referred to the President of the Council; the present Order-in-Council resulted. As privilege after privilege is withdrawn civil servants find themselves thrown more and more on their own resources. In the midst of the "Jack Johnsons" with which we are being bombarded, sniping must be also expected. The plain duty of Civil Service organizations is to steel themselves for the trials ahead. In the darkest days of the war we were authoritatively told that conditions would be worse before they

were better. The same saying now applies to the Civil Service. Our organizations must not despair. The Civil Service of the country must go on and will ultimately be vindicated. There is only one course to pursue. Special privileges may be withdrawn but the rights of the civil servants to a living wage and decent working conditions can only be obtained through organization. The only workers who enjoy these rights got them and maintain them by organization. So must we. The Order-in-Council is as follows:—

P. C. 1299.

AT THE GOVERNMENT HOUSE AT OTTAWA.

Tuesday, the 8th day of June, 1920.

PRESENT:

HIS EXCELLENCY

THE GOVERNOR GENERAL IN COUNCIL:

His Excellency the Governor General in Council is pleased to make the following Regulation to govern leave of absence for Civil Servants to attend Civil Service Conventions, and the same is hereby made and established accordingly:—

A Civil Servant chosen as a delegate to attend a Convention will be given leave of absence, without pay, upon his giving at least one week's previous notice, unless the employee so relieved desired to have the time lost applied on the annual leave to which he may be entitled under the Civil Service Act, and in which case he may be granted leave of absence with pay; provided this Regulation shall not apply during the present year to the employees in any Department where arrangements have already been made under the authority of the Minister to grant such employees leave of absence with pay to attend Conventions.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

Specimen Bricks

Civil servants ought to know how they are regarded by the masters of their masters. Herewith are extracts from speeches in the House of Commons. Both these speeches were made on May 21, in the course of the Budget debate. Mr. J. H. Sinclair, of Antigonish and Guysborough, is a member of the Liberal Opposition. Mr. H. C. Hocken, of West Toronto, is a former Conservative and now a supporter of Union Government.

Mr. Sinclair, in the course of a speech dealing with many issues, said:

If, Sir, you desire further evidence of the brand of economy that is practised by this Government, look at the records of appointments to the Civil Service. Certain hon. gentlemen about the opening of the present session were boasting about the number of Government jobs that had been given out, and I took advantage of my privilege to ask this question:

How many appointments have been made by the Board of Civil Service Commissioners since the date of the Armistice?

The answer I got was:

Permanent 4,176
 Temporary 22,954

27,130

That is to say, commencing on the day of the Armistice up to date that this question was asked, the board of the Civil Service Commissioners appointed more than fifty civil servants every day, including Sundays.

Mr. M. CLARK: And then the Government expect a reduction.

Mr. J. H. SINCLAIR: It is incredible to me to think that 27 regiments of 1,000 each have been appointed to the Civil Service since the Armistice; but if you wish, Sir, to verify that statement, you can look at the answer given me by the Secretary of State as reported on page 324 of Hansard. In that answer I was informed that some of the 22,954 temporary appointments were for short periods, and in order to get all the facts correctly, I asked this second question:

"How many of the 22,954 temporary appointees are still on the payroll of the Government?"

I got no reply to that question. It was made into an order for a return, and I shall probably not get the answer until next year. The first question was answered within three or four days of the time I asked it. I do not want to be suspicious, but I am sure that it would have been much easier to answer that second question than the first one I asked. Not having received an answer to it, I shall have to make an estimate myself. The dismissals, I understand, were few. I think we can assume that 25,000 of the 27,130 are still on the pay-roll. If they are, and we estimate that they receive \$1,000 each per year, that would add \$25,000,000 to the expenditure on civil government for the year. But \$1,000 is too little. I estimate that they will get on an average \$2,000 apiece, and in that case the addition to our public expenditure on that account for the year would be \$50,000,000. Is it any wonder that the country is going into debt at the rate of a million dollars a day? And all this is in face of the fact that every department of the Government was overcrowded at the time that these appointments were being made.

Mr. Hocken dealt with Civil Service matters at considerable length. He said, in part:

My first suggestion would be that the Government declare a holiday of one year in the making of new appointments to the public service of this Dominion. If there are positions to fill, let the Government promote some of the superfluous members of the service in the various departments and place them where it is supposed that new officials are required. In that way, I believe that, with the exception of the few experts that might be required, the Dominion service could run for a year without one additional appointment. This is what has been done in one department. At long last, as some hon. member said, we got a Secretary of State who had the courage to go into the

Printing Bureau, the condition of which branch of the service had been a disgrace for years.

* * *

Why is it that in the Printing Bureau a staff of men and women, three hundred less than it was a month or so ago, is turning out as much work as before? It is because those who remain know that they must work in order to hold their jobs. Let that idea go all through the Service of Canada, and two men would do the work that three men are doing now. But some person must take the matter in hand and do it with a spirit of courage that is not always manifested in the administration of departments. It is not necessary that I should state to the House that the Service of Canada is overloaded. There is not a member of Parliament, nor a person working in the Civil Service, nor a minister of the Crown, who does not know that. I say: Take the overload and distribute it around; instead of making new appointments, promote those who are now in the Service, and if they are not fully qualified, give them an opportunity to qualify so that they can go up from one position to another. Form a board of deputy ministers for the promotion of efficiency in the Civil Service, and let them collaborate in regard to every position that falls vacant or every appointment that is to be made, instead of, as at present, if an official is superannuated or dies, putting a new man in his place although there may be in the department a dozen or fifty persons more than are necessary to carry on the work. A good deal more would have been accomplished if instead of the cumbersome system that has been adopted, some kind of instruction had been provided for those who are now in the Service, so that a man or a woman could qualify for the position higher up, thus, having always ready those who could take their promotion for any positions that became vacant. If you could inspire the deputy ministers and the assistant deputy ministers with the idea that they were going to make the public service of Canada the most efficient public service in the world, there would be competition from the bottom to the top and from the top to the bottom amongst those who are now in the Service in order that they might render better service, earn a better reward and get a better position. What inducement is there now for a man or a woman who is in the Service to show extraordinary ability or industry? There is no inducement whatever; too many of them simply put in their time, and many of them who do that could be turned into good officials if some incentive were put before them to inspire them to give better service.

There is another feature of this case that deserves attention. Why not readjust the hours of the officials of this Government? Why not require them to work eight instead of six and a half hours a day? Why not add 20 per cent to the working time and reduce the staff 20 per cent? Manifestly, if you increase the time that is put in by the employees in the public service in Ottawa by 20 per cent, you can do with 20 per cent fewer employees. There should be no objection to any person who works for this

Government putting in eight hours a day. Why should not a clerk or a messenger work eight hours as well as a bricklayer, printer, moulder or any other man? That is one way in which practically 20 per cent more of service could be given to this country by these employees, and a saving of 20 per cent on about \$75,000,000 or \$80,000,000 would be an enormous sum left in the treasury of this country. It would mean both better officials for the service and a great many more million dollars to the country.

Special Superannuation Bill

As will be seen by the reprint of Bill 120 of the House of Commons, given on another page, the Government has taken action in pursuance of its announced policy of eliminating those in the Service who, because of age or other disqualifications, are below the standard of efficiency.

This step is necessary, as everybody agrees, to the preparation of a proper system of superannuation. It is but natural that the years of patronage, favoritism and incomplete organization, of which complaints were incessant should have left in the Service many who, in the interest of efficiency, should be removed. To attempt to provide a superannuation system that would apply at once to a Service that had been the victim for generations of abuse and to the Service as it is to be when reformed and reorganized, would be to attempt the impossible.

Superannuation is part of the reward of efficiency; it cannot be made a permanent system on any other lines.

The removal of the inefficient is in strict accordance with the oft-quoted resolution on this subject passed at the Civil Service Federation convention of 1919.

Whether inefficiency be the result of age or other cause, the presence in the Service of the inefficient person is not the fault of that person. It may be the result of inevitable natural law, or it may be the result of the carelessness or culpable folly of those who have had charge of some branch of public affairs. Place the blame where you please, but the individual most concerned is certainly blameless.

That is evidently the feeling that prompts this measure. The idea is to treat the individual not only fairly but generously—to make the country bear a burden it can easily bear rather than let that burden rest with crushing weight upon individuals.

The idea is a good one; fair, decent and sane.

Opinions will differ as to just how the idea should be carried out. In such a case as this a bill is only a proposal. Modifications are expected. It is not worth while to go into detail here, because much argument might be expended on terms of the bill that are already marked for change.

There is one word that ought to be said. So far as *The Civilian* is informed this bill has been prepared without consulting any member of the Civil Service. It is to be assumed that the authorities intend to treat civil servants as

well as other business men would be treated under similar conditions. If modifications of the Banking law, the Insurance law, or any other statute affecting business interests, were proposed, those interested would be duly warned and given opportunity to be heard.

In the case of former superannuation proposals—the so-called White bill, for instance—the Civil Service has been consulted. In the absence of any declaration to the contrary on the part of the Government, the precedent thus set will doubtless be followed. To enact a measure of this kind as by authority, to impose it without consultation, would be both an evidence and a cause of a lower status on the part of the Service. There is nothing to be gained by such a lowering of status. On the contrary, it would cause the Civil Service to be just that much less attractive to people of character and ability, the very people whom the Government seeks to employ.

Reform Proposals

Elsewhere in this issue two speeches made in the House of Commons are reproduced in part. From one side, and from the other, proposals are made which are to save millions a year on the Civil Service. This part is noteworthy. Hitherto we have had denunciations of extravagance, but no proposals to economize.

Mr. Hocken's plan is definite. It is noteworthy also as coming from one who, while thus freely criticizing, supports the Government strongly.

Exception might be taken to the proposals made as being a little too much of the counting-your-chickens-before-they-are-hatched order. For instance, it is a somewhat speedy piece of reasoning to say that to lengthen the hours of the Civil Service by twenty per cent would enable a reduction to be made of twenty per cent in the working force. On that principle, why not increase the time by a hundred per cent and at once cut the staff in two?

However, the proposition on the whole reads well. Mr. Hocken has evidently given some thought to the question of the Civil Service—in which respect apparently he differs greatly from most of his fellow-members of the House of Commons—and for the interest he has taken civil servants ought to regard him with thankful and appreciative eyes.

There is only one thing in the way of Mr. Hocken's scheme, and that is the working of it out. The author of the scheme evidently sees that, as Private Jack McDade would say, "It takes a bit o' doin' ". Does Mr. Hocken intend to "Let George do it"?—no personalities intended.

The trouble with the Civil Service lies, not in its hours of work, nor in any other detail, but in the fact that nobody who is in charge of it seems to have the capacity or the willingness to actually carry out some such reformation as Mr. Hocken so compendiously suggests.

Is it not possible that these would-be reformers of the Civil Service are beginning at the wrong end of the pro-

blem? They think of schemes to save money. That is undoubtedly one great end to be gained. But would it not be gained more completely and more quickly if it were taken up as a matter of efficiency, and allow the saving to come in that way? If the Civil Service were better organized, if it had a higher standing in the community, if it were on the whole more efficient, would not economy be by that very means attained? On the other hand, is there any hope of attaining these other desirable things if economy is made the first consideration?

The Morson Appeal

In the early days of the Federation it was customary at each convention to discuss the question of income taxes, while in the last few years this question resolves itself in the interrogation "How is the Morson Appeal developing?". We are pleased to be able to say that all signs point to the appeal coming before the Judicial committee of the Privy Council in England — the highest court in the empire — at an early date. The decision will be of vital interest to all Dominion civil servants, as it will finally settle their legal obligations in regard to provincial and municipal income taxes.

True, some civil servants and many who are not civil servants maintain that civil servants should pay income taxes on just the same basis as other citizens. To be logical they should also maintain that the new luxury taxes should have been paid before they were imposed. Yet we have not heard of anyone paying taxes on suits costing more than forty-five dollars or boots retailing at more than nine dollars per pair before the tax was determined in this year's budget. The only reasons for not paying such taxes before was that they were not imposed before.

In the very nature of a tax it is impossible to pay it before it is imposed by competent authority. For a tax is a peremptory demand by competent authority upon some person or body of a sum to be used for state or municipal purposes. If then the authority is not competent or has not the power to impose certain taxes and we know that provinces and municipalities have only such authority as is conferred upon them by higher authority, then the tax is not valid and payment of it cannot be enforced. Payment under these circumstances is not a virtue — not if we believe in responsible government but a weakness in not insisting on our rights. That is the position taken by the Federation. There is no attempt to claim new privileges for civil servants but to determine their constitutional rights. In spite of the suggestion that civil servants should pay income taxes on just the same basis as other citizens, the fact remains that civil servants have not the same position as other citizens. They are required to take the oath of allegiance, they are not required to serve as jurors, their political rights are not those of other citizens, in short their rights and duties are of necessity different from those of other citizens and it is important to know

just where these differences are in order to provide for the proper government of the State. Doctors, lawyers, teachers, firemen, civil servants are all citizens and yet their civil duties vary with their occupations.

So we can cheerfully look forward to the final settlement of the vexed question of the legal duty of civil servants in regard to the payment of provincial and municipal income taxes. If the decision is against us, we can line up at the tax wicket with our taxes and share in the superior feeling of those who pay; and, if the decision is in our favour, we can leave this item out of an already overloaded budget or give it to charity or buy a new suit — the "Ole Cloes" league to the contrary notwithstanding — and thereby contribute a little more to our own Dominion Government to help pay the salary — and bonus — of the civil servants of the Dominion, and faith they need it badly.

The Civilian suggests that our associations deal with the appeal now being made by the Federation in a broad spirit. No injustice or hardship will be created by a favourable decision, while injustice and hardship are inherent in the imposition and collection of a tax which is not legally justified. Let us not refuse to exercise our rights as we do not seek to evade our duties.

Classification

Some day a Gibbons or a Macaulay will write the history of the classification of the Civil Service of Canada. In ponderous sentences he will reveal the errors, the mistakes and even the crimes committed in the name of efficiency. It will be an amazing revelation of the forces which during these last few years have tended to irritate and dishearten the Civil Service. It is fervently to be hoped that it will have a happier ending for the Service and the public than anyone can foresee at the present moment.

We are informed that the preliminary application lists were all completed at the end of January last. Difficult as it is to believe this, we do know that many departments received these preliminary lists about that time and that adjustments have been taking place from time to time since then. It is also known that in many departments these preliminary lists were so unsatisfactory to the departmental authorities that they were returned for correction forthwith. In these cases the departments did not generally announce the preliminary classification, though in some cases the preliminary lists were posted up for the information of the employees. In other cases the departments took up the question of adjustments with the Civil Service Commission direct and reached a more or less final conclusion as to the application without any reference to the employees. The present standing of classification is then that in some departments the final application has been made, while in others there are still adjustments to be made by the department and the Commission.

In spite of the fact that classification necessitates standardization, these different courses have been pursued by different departments. Some posted the preliminary lists as received, some immediately protested in the name both of the department and of the employees affected, some proceeded to have adjustments made without informing the employees concerned or giving them an opportunity to make their views known, and in some cases the methods followed are as yet unknown to the Federation. All of which has inevitably caused unrest and discontent in the Service and fails to meet with promises made to our organizations.

These facts stand out in an otherwise obscure situation. Classification, though incomplete and to date unsatisfactory, is an accomplished fact. The Act of 1918 as amended last session is the law governing the Civil Service. There is now before Parliament a bill to date the classification back to April, 1919, which may become law before this is printed. When this bill is passed, the adjustments from that date will be made. Just when that will be it is impossible to prophesy, though officers of the Federation have urged upon the authorities the necessity for making the adjustments as speedily as possible. It is understood that it is the intention to await the passing of the amendment making the classification retroactive before attempting to put the classification salaries into effect. Civil servants will, we believe, approve of this course, trying in the meantime to possess their souls in patience for one final adjustment.

It is not so easy to await the adjustments required as between the preliminary lists and the final application. This is not surprising when we realize that their classification or at any rate the compensation attached thereto is yet unknown to great numbers of civil servants. The delays, the vexatious delays, the seemingly interminable and unnecessary delays, are discouraging to the last degree to civil servants. Classification was forecasted in the Civil Service Amendment Act of 1918. It was before both sessions of Parliament in 1919 and midyear of 1920, civil servants using the words of the coloured clergyman who spoke of one of the brethren as "standing with one foot in the grave and exclaiming 'How long, O Lawd, how long'".

The Board of Hearing and Recommendation has been engaged in the hearing of appeals against the classification which have been referred to it by the Civil Service Commission. While the Board is dealing with these appeals as rapidly as possible, it must be remembered that the members of the Board have their ordinary duties to perform and cannot devote their full time to the work of the Board. There is consequently an accumulation of cases yet unheard which will require some time before they can be settled. It must be remembered too that the only appeals so far referred to the Board are class appeals against the classification as passed by Parliament in November

last. It is the intention of *The Civilian* to publish lists of the changes made either by the Board of Hearing and Recommendation or by the Commission itself as soon as these changes are announced in order that members of the Service may note these changes in the copies of the classification in their possession.

No arrangements apparently have yet been made to deal with appeals against the application which are of such vital importance to individuals and must be dealt with on some uniform and standard basis. To the individual it will not suffice that the Commission and the department agree that his classification is "clerk" when the duties are those of a senior clerk and are so appraised in the case of some other individual or in some other department. After all, the Service did not ask for a theoretical classification to be juggled to suit the whim or caprice of the various departmental heads, but they did ask for equal pay for equal work and they will be satisfied with nothing less. We are informed that in applying the classification undue emphasis has been given to salaries already paid and duties performed largely ignored. This is a serious charge but comes to us from various quarters and is supported by the evidence of those concerned. If classification is to succeed, full opportunity must be given to the individuals who make these charges to prove them before a board of appeal. The country simply cannot longer afford to allow these anomalies to continue.

Again and again our associations, particularly the Civil Service Association of Ottawa, have insisted that a board of appeal must deal with these individual cases in order that justice may be done. In their name we again insist that where individuals have grievances they must be given the ordinary British fair play of an opportunity to be heard and to have their grievances adjusted.

One other remark and we are done. The Service accepted classification provided an adequate bonus were provided to make up the difference between the "theoretical normal" of 1918 on which the compensation is based and the present cost of living. Last year's bonus did not meet these requirements, and this year's bonus is so grotesque that it only creates further anomalies. Without an adequate bonus the classification can only remain a theory unsatisfactory alike to the Service and the public. The plain duty of the authorities is to put the classification into effect without further delays, to provide for the hearing and adjustment of individual appeals and then to provide compensation rates suitable to present conditions without the paternalistic bonus which has been the cause of more unrest and dissatisfaction than any other condition of employment in the Service. We believe the Service is prepared to accept compensation rates based on present economic conditions and subject to adjustment with the rise or fall in the cost of living, but a contented and efficient Civil Service cannot be built up on a patchwork foundation of theories and inequalities which are of themselves unjust, discriminatory and indefensible.

The
Collector of
Comments

Dominion Customs Officers Association

The
Unofficial
Surveyor

Matters in connection with our affairs have been rather quiet since the convention, for causes entirely beyond our control. The much desired action regarding classification, was held up, the bonus campaign of the present year was a fiasco, in spite of the strenuous endeavours of the Federation executive; and latterly the introduction of the retirement scheme (Bill 130) had a tendency to cause a drop in the temperature of the optimists who were on the lookout for better things in the public service.

However, our lists have been issued and action thereon is due soon, and progress of some kind is about due. The presentation to the Board of Recommendations and Appeals, is an important epoch in our history, and the success of the new classification as applied to our branch of the Service depends a good deal on the result of our appeals.

The health of the Commissioner of Customs, as reported in the press, indicates that Mr. Farrow will be obliged to take a long rest before he can resume his onerous and important duties. In the meantime the hope is expressed that his return, thoroughly restored to health, is not far distant.

The annual meeting of the Fort Frances Branch was held recently, and the election of officers, after the usual business was transacted, resulted as follows:—

President, J. W. Hastie; vice-president, D. W. McGregor, Rainy River; secretary treasurer, W. C. Williams; executive, H. B. Jackson, Rainy River; J. W. Prout, H. A. Prall-Pierce, E. D. Tiernay; auditor, W. G. Barkley.

When first introduced, no doubt existed in the minds of those interested that Bill 130, providing for the retirement of certain civil servants, was not to interfere with the rights of those contributing to the existing Superannuation Funds or Retirement plan. A question has arisen, however, as to the exact interpretation on certain clauses of this measure, which may not give the interpretation expected, and the Committee on Superannuation is giving this phase of the question the attention it deserves.

The Souvenir Convention number is in the hands of the members or will be in a short time after the publication of this issue of *The Civilian*. A brief explanation is furnished for the delays in the publication of the report of the convention, which

was expected to be out within a month or six weeks of the convention.

The work of getting out a book of this kind is very heavy. We were handicapped in a number of ways, by delays on the part of some of the contributors, etc., and the editing and compilation was no small task. However, with this word of explanation is added the belief that a better and more creditable book was turned out than if issued earlier and it is hoped the members will be pleased with the result of our first effort on a large scale in the publishing line. Copies are forwarded to each branch and distributed to the members through the secretary.

This space should be utilized more for news and personal items of the members of our organization. From the outsider's standpoint it would appear that life with us is a happy and rose-coloured dream enlivened by the efficient performance of one's duties in the collection and protection of the revenue, punctuated in the receipt of the generous salary and bonus checks provided by a grateful and generous government, as a slight acknowledgment of the faithful services rendered. Alas, matters are not quite as smooth as our silence indicates, and life is not all beer and skittles (even on the low percentage basis) with the average Customs officer. Our problems and hopes differ little from those of other workers in the vineyard of the public service, but we are shy birds accustomed to suffer in silence and shun publicity. Our secretaries are requested here and now to organize local and personal news likely to be of general interest and send same along for publication. In other words a little more pep is requested in this connection. Bonus, classification or superannuation are barred as news items, They are classified under tragedy or ancient history, as the case may be, and should be dealt with under separate heading at prevailing rates, as our departed experts would say. As a guidance for the embryonic journalists, a few samples of veracious personals are furnished, the style, however, being copyrighted, and all infringements to be severely dealt with by a special clause in the Act. Here goes:—

Tommy Brown, the six-year-old son of Officer Brown of Gooseberry, Ont., was discovered by his distracted parents, after a six hour search, in the attic of his home, fishing in the rain water cistern with a tackle made of his father's

riding whip and a bent pin. His father, who entered the Service in 1778, and is consequently almost fifty years of age, is the greatest long distance fisherman in the county, and his sixteenth child, Tommy, seems likely to inherit his father's prowess as well as his job.

Surveyor J. Smith, of Weeja, Sask., reports the business of his section as very flourishing, the revenue having increased over 100p.c., having collected nearly \$100 last month, and the increased work has hampered his spring seeding and fall hunting. Mr. Smith as Extra High Cockalorum of the Grand Majestic Order of Expectorants, was presented with a handsome horse collar, mounted in real brass, at the convention held recently in his home town.

Collector Robinson of Wheresthat, B. C., has resumed his duties after a severe attack of gout. His return was celebrated in a joyous manner by his staff, who after imbibing of a quantity of two per cent lemonade with raisin flavouring serenaded their popular chief, and sang sweetly, and with much expression, the popular ballad "Hail Hail! the gang's all here".

Mr. G. Jones, of Nobere, Man., has announced a discovery to offset the H. C. of L., our old friend, who is always with us. Mr. Jones, who has been a faithful messenger of his office for the past seventeen years (and fully deserves the generous salary of \$1,020.00 under classification,) has solved the housing problem in a very satisfactory and economical manner. Having secured the loan of a vacant lot from a fellow customs capitalist, he placed two large piano cases back to back, and cutting a door in the centre finds himself in possession of a two-room bungalow, at a very low expenditure. A tarpaulin, borrowed from the local transportation company, makes a weather-proof roof. Apart from the slight inconvenience caused by the cramping of quarters occupied by his wife and ten little Joneses, the plan works admirably. On warm evenings, most of the family sleep out of doors, and when the weather is wet or cold, they are carefully piled, cord-wood fashion, with the younger children on top. No patent has been applied for, the inventor offering his scheme gratuitously for the benefit

of posterity and his fellow civil servants. Mr. Onesime Piedsfret, of Vache Bleue, Que., bus-collector of the district, reports after several years' experiments to have discovered how to increase one's potato yield at least two-fold. Having a big local reputation in this line, his plan is offered without reserve. Mr. Piedsfret states in preparing the soil and seed for planting the usual procedure is followed, with the exception that where one seedling is dropped two are planted, but one at least six inches below the other, and directly underneath. Thus, when the

first hill of potatoes have been gathered, another is getting ready in the same spot. The experiments have not as yet proven the correctness of the theory, but the data, carefully prepared, endorse the scheme. We are looking forward to a big drop in potatoes as a consequence. While the above personals furnished as samples are not offered as a strict guide to the secretaries concerned, it is observed that a lot of useful and personal information as indicated above cannot but help those in need of advice and assistance. Get busy.

No. of Employees	Salary less than
46	4,100
1	4,300
1	4,400
9	4,600
1	4,700
1	5,000
20	5,100
26	6,100
1	6,600
1	14,000
1	13,000

Total Employees — 25,675.
 Total Salary Pay Roll — \$25,511,000.
 Average Salary — \$1,071.50.

NOTES:—The above figures show that 31.4 per cent receive less than \$800; 55.5 per cent receive less than \$1,000; 91.6 per cent receive less than \$1,600, leaving less than 9 per cent receiving over \$1,600. These figures include every employee from the lowest up to \$12,000 per annum.

Temporary Employees:— The list of temporary employees which, of course, fluctuates considerably from month to month, includes practically none with salaries above \$1,800. Consequently, the percentage would be at least as low as that of the permanent staff.

It will be noted that the total of the pay roll represented by the above figures is \$25,511,000, which divided among the 25,675 employees shows an average salary less than \$1,000.

Taking the Civil Service Commission as an example of salary range, there are on the April pay roll 109 temporary employees with a total annual salary of \$83,448, being an average of \$765.57, and on the permanent staff 47 with an annual pay roll of \$81,550, or an average of \$1,735.10.

—CSFC—

The man who tries to reform Others is an Inspired Missionary. The man who tries to reform You is a Hypocritical Humbug.—Cincinnati Inquirer.

United States postal clerks in Massachusetts are demanding a fifty per cent increase in wages.

The Bank of Hamilton has increased the salaries of married employees twenty-five per cent and the salaries of unmarried employees twenty per cent.

The cost of the Dept. of Labour's "family budget" was 3.87 per cent higher in January than in December.

More About the Overpaid Service

In reply to a question upon the Order Paper of the House, a return has been officially prepared and is published hereunder, with regard to the salaries paid to permanent civil servants, both in the Inside and Outside Service. We would particularly draw the attention of the Government members of both Houses of Parliament and the public to the fact that the average salary in the "Overpaid Civil Service" is \$1,071.50, that the largest salary group of civil servants are those receiving between \$700 and \$800, that 31.4 per cent of all civil servants receive less than \$800, that 59.5 per cent receive less than \$1,000, that 91.6 per cent receive less than \$1,600.

These figures show that an overwhelming majority of the "overpaid civil servants" receive less than a living wage, according to the amounts fixed as a living wage by the Labour Department. Civil servants will be interested to observe that in the entire Service only one person receives a salary of \$5,000, and only eight a salary of \$4,000. We would draw these figures to the attention of young men or women who are contemplating entering the Service, and we have no doubt that they will convince them of the advisability of pursuing that course, and afford them a proper conception of the noteworthy careers that will doubtless be theirs if they succeed in securing Government positions.

Memorandum of permanent employees, Inside and Outside Service, as on August 1, 1919, showing salary range.

NOTE:—These figures are exclusive of the Department of Soldiers' Civil Re-Establishment, the Soldier Settlement Board, and the Income Tax Commission Office, all of which are

excluded from the control of the Civil Service Commission by special legislation.

No. of Employees	Salary less than
375	\$ 400
162	500
395	600
2,738	700
4,392	800
1,834	900
4,339	1,000
2,561	1,100
1,437	1,200
1,846	1,300
1,076	1,400
1,393	1,500
454	1,600
528	1,700
229	1,800
353	1,900
175	2,000
299	2,100
231	2,200
94	2,300
64	2,400
64	2,500
76	2,600
62	2,700
59	2,800
107	2,900
29	3,000
45	3,100
10	3,200
20	3,300
20	3,400
20	3,500
36	3,600
21	3,700
10	3,800
5	3,900
8	4,000

CORRESPONDENCE

Editor *The Civilian*.

It gives me much pleasure to pen a line to say that the Congress of the United States has passed the Civil Service Retirement bill, and said bill was signed by President Wilson on May 22. The maximum annuity is \$720.00 per annum and the minimum \$180.00.

The basis of annuity is length of service and a per centum of the annual basic salary for the last ten years of service. Generally those who have reached the age of 70 and rendered at least 15 years of service are eligible; city and rural letter carriers and post office clerks are eligible at 65, and railway postal clerks at 62 years. The contribution by the employees is 2½ per cent from the basic salary of each employee.

Very truly and fraternally,

E. W. CARRINGTON,
Railway Postal Clerk,

Burlington and Quiney R. P. O.

Burlington, Iowa, May 31, 1920.

Civil Service Superannuation Needed

Editor *The Civilian*—

As will be seen from the following paragraph, the United States Senate has "given" its employees superannuation. This is a fine example for Canada, and I am ardently hoping that the good example will be followed at the present session of our Parliament.

Washington, D.C., April 3.—Retirement on pension of Civil Service employees at 70 years of age is provided for in the Sterling bill passed today by the Senate and sent to the House. Although based on the salary originally received by the employee, pensions are limited to not less than \$180 or more than \$720 annually. Employees of fifteen years' service may retire before the age of 70 if mentally or physically incapacitated.

As the foregoing report makes no mention of contributions by civil servants, it would seem that the United States has behaved most generously to its employees. There may be some difference of opinion in Canada as to whether our coming superannuation shall be free, or maintained by the contributions of the civil servants. As for me, I would advocate the contributory system, as such a system could be immediately put into force absolutely without cost to the country, the money owing to civil servants by

the Retirement Fund to be the foundation of the Superannuation Fund, which could be maintained in future by monthly contributions by the civil servants, the amount of contribution to be fixed by the Civil Service Commission.

The American system seems to contain valuable clauses for the benefit of civil servants, the most important clause being that which permits retirement after fifteen years if mentally or physically incapacitated. Some men and women grow feeble sooner than others, while many are bright and active up to and even beyond seventy years.

All over the world the principle of superannuation or old-age pensions grows, very properly and sensibly, stronger every day. Many great and important corporations give employees free pensions. They are to be highly commended for doing so. If our Government should see fit to give us as good a free superannuation as that now brought into force in the United States, very few of our citizens are likely to object, for the principle of superannuation is likely to be universally adopted; but, for many good reasons, I should like to see a system subject to contributions adopted, one reason being that a maximum superannuation might be at a higher figure than \$720 annually. Some years ago, when a tentative system was placed before us, the principle of paying superannuation to widows of civil servants met much favour. I hope that principle will not be lost sight of.

As the Government would not be forced to make any contribution to any great extent of public money, I sincerely hope that Parliament will settle this important question without further delay. The whole Civil Service supports immediate action, which makes the introduction of a bill very simple indeed.

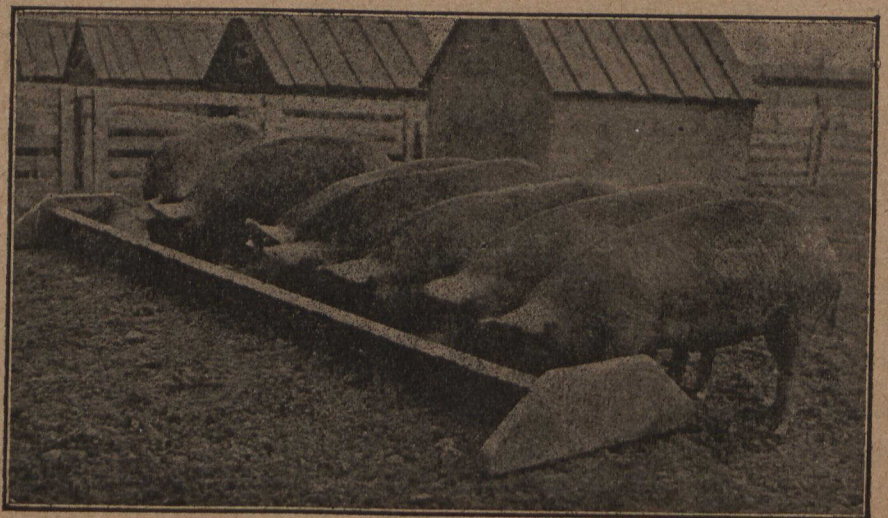
GARRETT O'CONNOR.

Bridgeburg, Niagara River.

Paper Shortage

The paper shortage has been felt by **THE CIVILIAN** as will be understood by the fact that this number is printed on newsprint instead of the usual book paper. On this account, publication of the railway article "History of Maritime Railways", referred to in our last number, is deferred until such time as book paper may be procured. This is done for the purpose of obtaining the better effects from the number of illustrations used in this article.

This number is later in the month reaching our readers than is desirable and the Editors appeal to the patient consideration of friends for the delay which is due to the many serious situations that have arisen.



Experiments at the Central Political Farm.

At the Sign of the Wooden Leg

Your
Humble
Servt
Silas
Wegg

EPICYCLES

Silas Wegg, Junior, who relies on guessing to carry him through examinations, says that epicycles are manufactured by Epps, out of old cocoa tin. Mr. Epps uses the name, says young Silas, as a protection, following the lead of Mr. Olds, who calls his automobile the Oldsmobile.

Don't trust the boy's explanation. If you will not believe what is in the cyclopaedias because, to quote young Silas again, they were made by one-eyed fellows called Cyclops, you can take my word for gospel. Epicycles were invented about two thousand years ago by Claudius Ptolemy to obviate discrepancies between facts of observation and the theory of astronomy held by him, and have been lately refurbished by the Civil Service Commission to give a sort of completeness to their bonus regulations. As it is a long time since C. Ptolemy lived, and you may have forgotten much about him, I must give a paragraph or two to him before I come to the interesting phase of the subject shown in the operations of our dearly beloved Commission.

In Ptolemy's day the knowledge of the heavens was confined to a few simple facts. The sun arose in the east; Saturn had an evil influence; it was not wise to kill pigs in the dark of the moon. Astronomers and day labourers believed alike that the earth was the centre of the universe and the sun and the planets revolved about this globe; moreover, as the circle was the perfect curve, all celestial bodies moved in circles, and at uniform rates of speed. One thing disturbed the reflections of Ptolemy. The sun and the planets were found by observation to occupy places that they should not if they moved with uniform speed in the supposed circles.

This was a poser, but Ptolemy would not forsake the theory of circular movement. Instead, he extended it. He claimed that the celestial bodies, while making one great revolution around the earth, were making smaller

revolutions around other centres. Thus each cycle required an epicycle to explain its periodic movements, and often the epicycles themselves had to be supplemented by epi-epicycles, as one may say. By patience and ingenuity a set of cycles, epicycles, and others, even to the third and fourth generation, was provided to suit the needs of each heavenly body, and all were duly patented no doubt to keep rank outsiders from meddling in the affairs of the universe.

So much at present for Claudius Ptolemy. Some centuries after his death there arose men who saw things otherwise,—Copernicus, Kepler and Galileo. The theory of circles and uniform motion, with all its cycles and epicycles, was swept away and replaced by the doctrine that the earth is a planet and, like other plantes, moves in an ellipse. Not until the Canadian Government decided to reclassify the Civil Service, and adopted a bonus scheme as part of that reclassification, did the need of epicycles ever re-assert itself in the history of mankind.

The reason for this re-assertion is plain. The analogy between the position of Ptolemy as regards the planets and that of the Commission as regards the bonus is almost perfect. Even as Ptolemy never dreamed of the sun being the centre of our immediate system, but regarded the earth as the pivot of the universe, so the Commissioners have transferred the focus of their schemes from the idea of economic justice, which alone should determine the settlement of a question of wages, to the idea of charity. Both Ptolemy and the Commissioners "began at home."

Oh, what a tangled web we weave

When first we practise to deceive,
even if the objects of our deceptions be our own selves. Ptolemy was compelled to make a celestial chart that looks like one of those *Journal* puzzles, cycles and epicycles inextricably entwined the one about the

other. And we know what rules and regulations have become necessary in order that the charity theory of a bonus may be carried to its logical conclusions. In each case we have to give credit for scientific zeal, even if a more enlightened science may throw the epicycles, like barbed wire entanglements after the war, into the scrap heap. In his day Ptolemy was serving the gods of science with all his heart and all his might, and nothing could tempt him to abandon the theories that alone would explain the universe to him. We must yield the same meed of praise to our Commissioners, as much as we may regret that they have not heard of Copernicus.

Perhaps a close-up view of some of the modern epicycles may help us to appreciate the difficulties with which the Commissioners are contending in carrying out their eleemosynary theory of the bonus allotment. The major cycle, as we saw above, was made to carry all the planets and satellites of the Civil Service, its central point being the third grace. "Now abideth Faith, Hope, and Charity, these three and the greatest of these is Charity". Truly there was something more than doctrine, there was prophecy, in these words of Paul. Did we not hail the re-classifiers in the spirit of faith, and had not that faith expanded into a hope? What more fitting than that the scheme should be crowned with the coronal of Charity?

At any rate, the first bonus allotment failed to recognize the principle that the dollar had shrunken to fifty cents during the years of war. There was no Copernicus on hand to advise the Government that the sun of economic justice was the central point about which the bonus awards should revolve. A few heretics, but they were wage-earning Samaritans, did venture to assert that such was the true doctrine, but their voices were unheard, and the charity theory was established, necessitating the invention

of all these epicycles, three of which we may examine here.

Epicycle No. 1 is patented under Section 3 of the Order-in-Council of May 8, 1920, which provides that no employee is entitled to participate in the bonus under Dependency Clause if the dependent is resident outside of Canada. Truly Charity begins at home, and is bounded on the east by the Atlantic ocean, on the south by the United States, on the west by the Pacific ocean and on the north by Orders-in-Council. I grant you that we have had troubles enough with aliens during the war, folks who withdrew their savings to send them to the war-chests of our enemies. But the war is over, and no German, Austrian, Bulgarian or Turk can now be found on our pay-lists. Some Britishers remain, perhaps a Sinn-Feiner or two or a few stranded Scotsmen who though separated from "the lone shieling of the misty island" may "still in dreams behold the Hebrides." Is it against these that the rigours of the new order are applied? Perhaps some precaution should be taken so that the sweat-stained money of the growers of Canadian potatoes at \$7.50 a bag may not go for the purchase of bonds of the Republic of Ireland; but what nefarious schemes are a-foot about Loch Lomond or in the hop fields of Kent? It is all a puzzle to me, and only confirms me in the belief that epicycles beat guinea pigs all hollow in the matter of reproduction. Next!

Epicycle No. 2 is interesting to me only as showing the extreme caution that is developed in the process of epicycle-making. After laying down the basis on which this year's bonus is to be paid, Section No. 7 of the Order-in-Council states, "Provided that nothing in these regulations shall be construed to mean that the total salary and bonus for 1920-21 shall necessarily be equal to the total salary and bonus for 1919-20". Note that one word "necessarily". Delete it, and the proviso is still effective in estopping any claim for remuneration this year based on the bounteousness of last year's income. But an out-and-out epicyclist must make assurance doubly sure, or do I mistake the drift of the draft? Perhaps the first gleams of economic light are beginning to dawn upon the deliberations of the bonus council. When it is said that the amount of salary and bonus for last year shall not be "necessarily equal

to the total salary and bonus for 1919-20", there may be a glimmering recognition of the fact that the amount of last year's income is never, in these days of ascending prices, adequate to meet this year's expenses. Perhaps thus, covertly and in a left-handed sort of way, the Council is admitting that the sun and not the earth, is the centre of the solar system.

And now the cap-sheaf of the harvest, the sweetest thing that ever grew beside a cottage door—Epicycle No. 3! Read it carefully, and then remember, before you take it as the final word in the new-Ptolemaic philosophy, that seven days later it was found necessary to furnish the system with an improved epicycle in its stead before all the demands of charity-with-caution could be satisfied. The original epicycle was in this form: "The bonus payment to any one family shall not be more than one head of household and one single person bonus." There was something of Sinai simplicity in this utterance. Mark you now what follows. Instead of the awful directions which made Section 15 so reminiscent of the Ten Commandments, we have a new order which, oh, the anti-climax, has no more appeal to the imagination than the ten rules for Fox-and-Geese or the binomial theorem. A new paragraph, please! The occasion demands it.

"In any one household, household being understood to mean a number of persons dwelling under the same roof and composing a family, there shall not be more than one Head of Household Bonus and one Single Person Bonus, or if there is no Head of Household Bonus, not more than two Single Person Bonuses."

Yes, I am through, although the temptation, as in the classic instance of the House that Jack built, must have been hard to be resisted once the drafter was launched on that dreadful sea of contingencies and alternative. And here let me warn all printers and proof-readers whatsoever that he who dares to take one capital letter from the amended section, or add one to the original section, is guilty of an offence against the commonwealth and may be excluded from participation in Head of Household Bonuses or Single Person Bonuses, as He or She or the Case may be.

Now, what does it all mean, dear Kasper? This, my children, is a prac-

tical illustration of the Law of Compensation. Go back to Section 3, which we have labelled "Epicycle No. 1." There the principle was established that governmental charity should not take the wings of the morning and fly to the uttermost parts of the earth in search of those on whom to bestow alms. Distance lent no enchantment to their views of the situation. Now the disabilities due to distance from the bonus centre must be balanced by disabilities due to contiguity of beneficiaries. Do I make malfself plain? Let us use symbols. If A, B and C are three civil servants, and A has parental relations to B similar to those he has to C, and if B and C are contained within the same quadrangle as A, then the bonus of B extinguishes the bonus of C, or *vice versa*.

Again, *mutatis mutandis*, and *e pluribus unum*, if A, B and C be three sisters working in the Civil Service and lodging in one apartment, thus "composing a family", they must sit up till midnight matching pennies—the odd one being It—to decide which one of the three shall go without bonus during the fiscal year 1920-21.

Suppose, asks one, that there are two full sisters and a half-sister in the case, do they compose a family, and how, in that event, should the bonus be awarded? If I had pursued my mathematical studies as I should in my youth, and if I had been born an Anglican and compelled to memorize the table at the back of the prayer book relating to proper and improper family affinities, I should be able to give advice on this question and on the other questions arising out of the bonus award. As it is, I can only advise all children to leave the old homestead before the next order is issued. When grown-up daughters get too matronly-looking, their mothers forbid them to call them by the name of Mamma. Even so will fathers become furiously angry when their children, working beside them in the Service, say, "Daddy, dear Daddy, come home with me now". Perhaps a system of interchange of children among families affected by the new regulations may be arranged, so that none of the precious bonus elixir may be spilled on the ground before it reaches the lips of the thirsty householders and their dependents.

Much more might be said about epicycles, but there is a limit beyond which the editors will not allow me to go. They must find space, however,

for a few words of poetry, to come "as the benediction that follows after prayer." I cannot help thinking of the delight that filled our hearts when the word "bonus" was first whispered in our ears. That was before the determination of the award had passed into the hands of the scientists summoned hither from the Middle-West to classify us and label us like stuffed birds in a museum. In those days the bonus was the bow of promise in our sky after the reign of high prices. Now I can only apostrophize it in the words of Thomas Campbell,—

Can all that Optics teach unfold
Thy form to please us so,
As when I dreamt of gems and gold
Hid in thy radiant bow?

When Science from Creation's face
Enchantment's veil withdraws,
What lovely visions yield their place
To cold material laws!
—CSFC—

Mainly About People

PERSONAL

A. J. Logsdail has resigned the post of plant hybridist at the Central Experimental Farm to go into farming near St. Catharines, Ont. On leaving Ottawa, he was made the recipient of a suitable gift from the Experimental Farm staff, Dr. J. H. Grisdale, Deputy Minister of Agriculture, making the presentation.

On leaving the Dominion Bureau of Statistics to enter the Weights and Measures Service in Calgary, B. E. Chute was presented with a handsome club bag.

OBITUARY

BARRETTE — In Montreal, on April 15, Joseph Barrette, postal clerk, in his twenty-fifth year.

CUROTTE — In Montreal, on April 5, Joseph Ovila Curotte, postal porter, aged fifty-seven years.

FERGUSON — In Edmonton, on May 5, Royden Cattenach Ferguson, of the Post Office Inspector's office, in his forty-eighth year.

NICHOLSON — In Ottawa, on April 11, William E. Nicholson, of the Money Order Exchange Office, aged fifty-seven years.

PATERSON—On April 7, James Archibald Paterson, railway mail clerk, London District, aged twenty-nine years.

RUSS — In Toronto, on April 14, George Russ, postal porter, aged forty-six years.

DOUGLAS — In Toronto, on April 19, Eliza Gillespie, widow of the late William Douglas, in her eighty-third year; mother of E. R. Douglas, special officer of the Customs, formerly of Ottawa.

WILKINS — In Ottawa, on May 15, the wife of Joseph Wilkins of the Bureau of Statistics.

MACPHAIL — In Charlottetown, on May 10, Mrs. William MacPhail, mother of J. G. MacPhail, Commissioner of Lights, Ottawa.

SUTHERLAND — In Ottawa, on May 3, Margaret Ellen, widow of

Robert Sutherland and mother of J. D. Sutherland of the Department of Indian Affairs.

THOMPSON — In Ottawa, May 18, John Henry Thompson, formerly chief engineer of the Government Printing Bureau, in his eightieth year.

McMILLAN — At Isaac's Harbor, N. S., on April 13, Hugh McMillan, sub-collector of Customs.

SMITH — At Canso, on May 9, G. R. Smith, of the Customs.

KENNEDY — At Halifax, on May 14, R. F. Kennedy, of the Customs.

CULL — At Mitchell, Ont., on May 17, J. W. Cull, of the Customs.



Equal Pay
for Equal
Work

What Our Women Are Doing

By Elian

In Honour
Preferring
One Another

New York State Civil Service

The Civil Service Commission of the State of New York submitted a report to the Legislature on April 19, 1920 which contained some interesting information from a woman's standpoint. The Commission is composed of three members; William Gorham Rice, president, Albany, John C. Clary, New York, and Mrs. Charles Bennett Smith, of Buffalo. By the appointment of Mrs. Smith a woman for the first time became a member of the State Civil Service Commission.

Section IV, Sex Discrimination, reads as follows: "The Civil Service rules through many years past provided that, when sex was specified by the appointing officer, such sex only should be certified by the Commission. Accordingly it was the general practice of the various appointing officers to specify sex in their requests for certification of eligibles, and the Commission was obliged to comply with such specification."

"In November the Commission was requested by the Governor to report an amendment to the rules abolishing this privilege of the appointing officer. An amendment was accordingly formulated and, after general public hearings, was approved by the Governor, and is now in effect."

"Men and women, therefore, today stand on an equal footing in the right to enter examinations, to attain a place on eligible lists and to be certified for appointment in the classified Civil Service so far as the State of New York is concerned."

SICK LEAVE

The Commission has some interesting views on sick leave, and among other recommendations suggests that sick leave with pay should be allowed only upon the certificate of the Health Department, and that such leave should not be chargeable to the appropriation for personal service of the several departments, but to a special appropriation made to the Health Department and administered by it.

ULTIMATE AIMS.

In concluding a report that is replete with the best ideals of public service the Commission sums up its ultimate aims as follows:—

"Only a reasonable approach to standardization of pay and of office management, a resolute application of the compe-

titive merit system throughout the public service, and the carrying out wherever the merit system can be applied, of the Civil Service Law in every Branch of state, city and county activities, in the opinion of the Commission, will keep the cost of personal service in our State within reasonable bounds for the future. And by such a policy the public service will be made more satisfactory both from the standpoint of the State at large and from that of beneficial influence upon the character and capacity of the great body of employees.

"The competitive merit system has saved and is saving much money for the State. It can save more. But beyond that every deviation from the application of the fitness principle to public employment, every departure from that principle by unrestricted soldier preference or by other ill-considered provisions of law, lessens the value of our present government machinery and contributes to make more difficult the personal service problems of the future.

"As the State adopts new plans to meet new conditions, it has a right to expect more intelligent work by its Civil Service employees. Public satisfaction will not be gained by generous expenditures for salaries, unless public work so bought is well done. And such work cannot be well done, unless the highest obtainable merit is the basis of entrance into public service and the demonstrated fitness is the basis of continuance and promotion therein.

PURPOSE AFFIRMATIVE AND CONSTRUCTIVE

"Prohibition of political control of employees and the blocking of personal distribution of patronage are incidental rather than basic purposes of the merit system. Important as such features are, they are after all only negative. The affirmative, fundamental, constructive idea of the merit system is that contained in the slogan "The best shall serve the State."

What our Neighbours are Doing

Bulletin of the Women's Bureau, No. 8 issued by the United States Department of Labour, is a report of a survey made of Women in the Government Service, at the request of the National Federation of Federal Employees, and made by Miss Bertha M. Nienburg. The Civil Service

Commission co-operated by giving access to their records.

The object of the survey was to discover to what extent the new attitude towards women workers, brought about by the tremendous influx of women into new occupations during the war, and the consequent general recognition of their abilities along many different lines, had penetrated the various branches of the Government Service. The study was begun in September, 1919, and was completed on October 16, and ten days later was submitted to the Civil Service Commission.

Part I shows that women were excluded from 60 per cent of the examinations held from January 1 to June 30, 1919.

On November 5, ten days after receiving the report, the Civil Service Commission passed a ruling opening all examinations to both women and men, leaving it to the discretion of the appointing officers to specify the sex desired when requesting certification of eligibles."

The report goes on to say:—"Thus one of the ends desired has already been almost completely accomplished. Once the facts were assembled the rapidity with which the remedy was supplied gives rise to a hope that Part II of the report, showing an equally serious discrimination in the matter of appointments and entrance salaries, may have as satisfactory a result."

A Minimum Budget

The Civilian regrets that lack of space prevents the reprinting of letters to the press issued by the Women's Branch on the budget of a single person. Comments everywhere are to the effect that the amounts in the budget err on the side of conservation. The following statement is quite apropos. It is the minimum comfort budget for one person without dependents, 1919, as estimated by the Labour Department, Ottawa, after studying investigations made by their own department, by the United States Department of Labour, by the United States Shipping Board, the New York Factory Investigation Commission, the New York Bureau of Standards, the Massachusetts and Minnesota Mining Wage Commission, the Spokane Chamber of Commerce, the National Industrial Conference Board of Boston, and the Russell Sage Foundation, (R. C. Chapin) etc., etc.:—

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ANNUAL EXPENDITURE

Annual Expenditure for:—

	Yearly.	Monthly.
Food	\$312.00	\$26.00
Lodgings	180.00	15.00
Clothing	152.00	12.66 2-3
All other	259.00	21.58 1-3
	<hr/>	<hr/>
	\$903.00	\$75.25
	<hr/>	<hr/>

For the G. W. V. A.

At the May 24th celebration at Lansdown park, Ottawa, conducted by and for the Great War Veterans' Association, the Women's Branch of the Civil Service Association took charge of the candy table. The booth was jointly convened by the president, Miss Jessie Ross, and Miss Nellie Casey, and the assistants included Miss Fidelia Duhamel, Miss Craig, Miss Alice Palmer, Miss Elda Leitch, Miss Enid MacMinn, Miss F. Porter, Miss Ellen Delahaye, and Miss E. Gibson. The contributors of candy were generous and as a result about \$100 was handed over to the G. W. V. A.

Recreation*Riding classes.*

The weather has been unusually favourable for riding this spring with the result that the three classes enrolled by the convener of recreation have proved most enjoyable. Any one wishing to avail herself of this privilege may do so by applying to Miss Leggett.

Tennis.

Arrangements have been made by the Women's Branch to play tennis on the old bowling green, corner of Vittoria and Kent streets. All information re rates, rules and so forth may be obtained from Miss Leggett or at the Halcyon Club. The three courts ought to be kept pretty busy.

Presentation to Mme Mercier

At a mass meeting of the Civil Service Office Cleaners' Association on Tuesday, May 18, at the Monument National the members expressed their appreciation of the services of their president, Mme A. Mercier, by presenting her with a purse of gold.

Mme Mercier and the vice-president, Mme Bellefeuille, have been most indefatigable in their efforts to perfect the Office Cleaners' organization, which is affiliated with the Federation. The association is not two years old, but already it has been responsible for carrying out many reforms.

Halcyon Club Notes

The annual membership campaign now being carried on is proving very successful and Miss Agnes Kennedy, the convener of the committee, reports many new members. The Advisory Council of the club has ruled that the privileges of the club will be withdrawn from all those who have not paid their fee by May 22.

A series of Saturday afternoon tea dances were held in the club rooms during April and May, which were very successful and much enjoyed both by members and their friends. It is proposed to continue these in the fall.

On Thursday evening, April 29, a very successful concert was given in the rooms, under the direction of Miss Marie Duhamel, assisted by Miss Ina Blackburn and Miss McKibbon. The club was filled to capacity by members and their friends, who greatly enjoyed the various artistic numbers. Dancing was indulged in at the conclusion of the program.

A Returned V. A. D.

A news item of interest especially to V. A. D.'s concerns Miss Adine E. Geach, of Edmonton. Before going overseas Miss Geach was on the staff of the Dominion Parks Branch of the Interior at Edmonton. Before her return this office had been closed; so for some time after her return to Canada she was employed by the Alberta Legislature. Anxious to be in the Federal Civil Service again, Miss Geach applied for re-instatement, and on March 1 was appointed to the Soldier Settlement Board in Edmonton.

Minimum Wages for Women

Slow-going Ontario has finally passed a minimum wage law for women. It is just the fifth or sixth province of the Dominion to enact such a law. It protects "every female person in any trade or occupation who works for wages". The bill will become operative on July 1, 1920, and a board of five members will be charged with its administration. If the board believes that the scale of wages in any class of employment within the scope of the Act is inadequate or unfair, it may request a conference between representatives of employers and employees. The conference may submit majority and minority reports to the board, which may then proceed to establish a minimum wage in that trade or occupation. Employers who refuse to comply with the ruling will be punished by fines ranging from \$50 to \$100 for each employee.

No longer will the West be able to crow over Old Ontario in the matter of minimum wages.

For a Principle

Miss Jessie Muir of the Ottawa Collegiate Institute has tendered her resignation to the School Board as a protest against the discrimination against her sex by the Board's adoption of a teachers' salary schedule which places her maximum salary \$400 below the maximum of male heads of departments and also below the maximum of male assistants. In defending this principle — equal pay for equal service — Miss Muir shows her willingness to sacrifice herself for an ideal, and she is assured of the cordial support, not only of the women of the Service, but of all women everywhere who believe in equal pay for equal work.

Women City Clerks

With the appointment of Miss Martha N. Dickinson to be city clerk of Windsor, Ontario, comes the news that probably the first woman city clerk in Canada was appointed in Kingston in 1900. Miss Sarah Flanagan occupied that position till 1910.

French Women's Vote

Senator Louis Martin has announced that during this month he will bring up a motion before the Senate providing for giving the vote to women. Speaking in Paris, May 23, the Senator declared it to be his belief that the women would have the vote before the year is out. He regretted that the women themselves were not as keen over it as their sisters in Great Britain and the United States.

Woman Food Inspector

The Board of Health of St. John, N.B., has recently appointed Mrs. Edmund Flewelling food inspector and for the first time in the history of the city a woman has assumed the duties of this office. These will comprise the inspection of all stores, restaurants and hotels where candy, fruit, milk, ice cream or any other kind of food is kept for sale. The inspector will also be required to see that the sanitary methods of storing and handling food, as required by the Board of Health, are properly carried out by the dealers. It would appear to be a position most suitable to a woman.



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Clerks'
Forum

Over a year ago an Act of Parliament was passed authorizing the re-classification of the Canadian, Civil Service, experts were brought here at great expense, from the neighbouring Republic and they spread themselves among us for many moons and went their way; but, alas, we are still unclassified as to salary and very much so in nomenclature.

The West and the East were to be equalized in salary and bonus and all be peace and harmony; but, and there's the rub, is it? I'll say it's not. The much heralded salaries are still conspicuous by their absence, and the retroactive amendment is still only a bill. While the hay is growing the horse is starving. Then the climax, the new Bonus regulations with the unjust clause No. 15. What is the Bonus, is it a charity offering, or an aid to meet the present H. C. L.? Is it fair that two clerks doing exactly the same class of work should be treated so differently? I have before me the case of two ladies working side by side each with the magnificent salary of \$600 per annum less 5 per cent. One of them receives \$21 per month bonus; the other nothing, because forsooth she has a sister in another department also drawing \$600 per annum. No man nor woman can possibly exist at the present time in comfort on \$47.50 per month.

In Great Britain, that solid old land, no such ridiculous provision is made, but a just and equitable bonus is provided for all. Nor is any such proviso made in the new U. S. bonus regulations, even though the salary schedule as presented in their re-classification is much higher than ours.

The Postal Service from coast to coast is restless and dissatisfied. Fed up with empty promises, and in its present temper it would require very little to disrupt the entire organization. In every trade and profession wages have risen in proportion to prices of necessities, but the salaries in the Service are the same now as they were in 1912 with only the bonus in addition, which in some cases is not more than equal to a 10 per cent increase. The Civil Service has been

called a "career" by the experts. Is there a man or woman with ability and education who would deem it so under present conditions? The wage paid an unskilled labourer on the street is greater notwithstanding the fact that his actual expenses are much less. How long will the personnel of the Service remain what it ought to be? It is true many old officials who have grown up in the Service and know nothing else, hesitate to leave, and so carry on the work and bear the burden. Many post offices would be utterly unable to function as such were it not for these men. They will eventually drop out and the service become demoralized unless some better inducements be held out to men with the proper qualifications. No so-called re-classification is or was necessary: all that was required was to raise the maximums of the present salaries and all would have been satisfied, many thousands of dollars saved, and a few ornamental positions that have been created would have remained in oblivion.

The executive of the Dominion Postal Clerks' Association with a proper realization of the advantages that must eventually accrue from placing the Civil Service on a business basis by the elimination of patronage and the recognition of merit and efficiency have counselled patience and moderation and have worked untiringly for the betterment of the conditions, and, while successful in having some of the hardships ameliorated, the outstanding fact remains that the salary question is still far from satisfactory.

The Government would be unwise if it failed to appreciate what a splendid ally an organization such as this must be in developing Civil Service reform. But long irritating delays in applying the re-classification, objectionable bonus regulations, that cannot be defended, may result in the membership taking the situation into their own hands, repudiating their leaders and placing a more radical and less sane element in command.

W. E. B. MANN,

Dominion Secretary,
Dominion Postal Clerks' Association.

The Executive Committee of the Dominion Postal Clerks' Association were in session at the Prince George Hotel, Toronto, recently, to consider the application of the re-classification, as it affected the Postal Service. Delegates were present from London, Hamilton, Sherbrooke, Montreal, St. John, N.B., and Halifax, N.S. After a serious review of the situation, it was decided to accept the classification as it now stands, but under protest. At the conclusion of the meeting, the members of the committee left to address the members of the Toronto Branch of the Association, who were holding a meeting at the Sons of England Hall on Richmond street. Over 700 members were crowded into the hall, and so great was the interest taken that it was necessary to lease another hall for an overflow meeting, the executive officers changing from one place to the other, as necessity demanded. The meetings were addressed by the Dominion president, Mr. W. J. Cantwell, the Dominion secretary, Mr. W. E. B. Mann, Mr. Meagher, vice-president for Nova Scotia, Mr. Walsh, vice-president for New Brunswick, and Mr. Carrothers, of London, vice-president for Ontario. Mr. W. J. Gallagher, president of the Toronto Branch, officiated as chairman of the regular meeting, and Mr. R. S. Bartlett acted as chairman of the extra meeting.

In the evening the executive officers motored to Hamilton, and addressed a very enthusiastic meeting there, which did not conclude until 1.30 the following morning. Everywhere throughout the ranks of the Dominion Postal Clerks' Organization, the greatest of harmony and enthusiasm exist and it is not too much to expect that a great deal of good will be the result of their united efforts.

Petter Carriers Plan a Consolidated Move

The letter carriers and postal employees of Toronto and of ten other towns and cities of Ontario, held a mass meeting in the Star Theatre, May 23, and decided to form an association taking in all postal civil ser-

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vants. An executive was named to draw up plans and to report back to a mass meeting within two weeks.

The letter carriers of Toronto were in a dangerous mood, having planned a strike for May 24. Finally they reached a decision to postpone further action till time had been allowed for the formation of a more comprehensive body.

The two important resolutions passed at the meeting were as follows:—

"That branches of the postal service amalgamate under one federation, and that branches nominate three representatives to sit in and at a round table conference, and that they report back to mass meeting to be held in two weeks.

"That a committee be appointed by this mass meeting to wait on the Mayor and Council, the Board of Trade and members of Parliament to lay before them the great unrest and dissatisfaction among the civil servants represented, and the serious menace to the public convenience and to business, resulting from this dissatisfaction, and urge the different bodies and persons approached to give the civil servants some assurance of an immediate settlement of the question relating to salaries and classification to allay the unrest."

Model Questionnaire

A Washington, D.C., Post Office clerk, nettled at the many questionnaires he has been asked to fill out and return to Congress or to organization headquarters, has suggested to Thomas F. Flaherty, secretary of the National Federation of Post Office Clerks, the following draft of a questionnaire, which he says more nearly meets the needs of the government clerks than any other yet proposed:—

1. Are you married or single?..... Why?.....
2. Do you drink near-beer?..... Why?.....

3. What is your favorite flower?.....
4. If a box clerk, are you troubled with insomnia?.....

5. Did you withdraw any money from the bank during the past year?.....

Where did you get it to put in?.....

6. Does your wife play the piano? What effect does this have on your rent?.....

7. Are you a light eater or heavy?.....If heavy, state how and why.....

8. Has your yearly expenditure for rent increased since the shortage of houses prevents frequent moving?.....

9. Are you on friendly terms with your relations?.....Why?.....

10. If possible, give the name of someone less intelligent than yourself, yet making more salary.....

11. State average monthly grocery bill and payments if any.....

12. State briefly, (no profanity allowed) what your wife thinks of being married to a post-office clerk.

13. Do you drink and where do you get it? (This information will be treated as confidential).....

14. Exclusive of bartenders, how many people depend on you for support?.....

15. Do you keep chickens? Does your wife know about it?.....

16. Does your wife take in washing to help support the family?.....

- Have you suggested this to her?.. ...If so, state results and name of hospital?.....

17. What do you think is a fair salary for a good worker?..... Yourself?.....

Note. — *The Civilian* would earnestly recommend the foregoing questionnaire to the attention of the Civil Service Commission for the guidance of that body in framing our next Bonus Catechism.

ring, junior clerks; R. Hopping, entomologist; A. MacMillan, chief in Sheep and Goat Div.; R. I. Hamilton, asst. agrostologist; K. MacBean, assist. supt. of Exper. Farm (Agassiz, B.C.); R. Deschamps, lay insp.; N. D. Peters, asst. lay insp.

Customs and Inland Revenue. — C. A. Cooke, patrol off. Middle Country Harbour, N.S.; D. F. Ellis, collector, Brockville; G. B. Chisholm, coll. Port Hood, N.S.; A. A. Codire, clerk, St. John, N.B.; P. S. Fielding, Alberton, P.E.I.; J. V. Clarke, Pugwash, N.S.; H. E. Sawyer, Medway, N.S., sub-collectors; W. G. MacDonald, Vernon River Bridge, P.E.I., W. M. Wiswell, Bridgeburg, Ont., J. J. Gendreau, Lake Megantic, P.Q., prev. officers.

Commission of Conservation. — C. R. Mills, forester.

Civil Service Commission. — F. G. Bird, investigator, Organ. Br.; C. V. Putman, asst. chief, Organ. Br.

External Affairs.—Miss M. H. Ferguson, clk. sten.

House of Commons. — T. S. Hubbard, asst. Parliamentary reporter.

Interior. — Miss V. M. Rosborough, Dom. Parks Br.; C. B. Gill, Riding Mountain For. Res.; H. W. Mahon, Asst. Eng. Dom. Water Power Br.; F. Cantrill, Pines For. Res.; I. W. Markell, Rev. B.; S. Taylor, Prince Albert, Sask. (Dom. Lands Off.); N. Agar, Provost, Alta.; D. Adams, Athabaska For. Res.; W. G. Stuart, Calgary; H. E. Hill, Banff.

Insurance. — Miss G. Cleland, Miss M. J. Boyd, jun. clk. sten.

Indian Affairs.—C. A. Bradbrook, Kam-sack, Sask.; Rev. W. H. J. Walters, Split Lake Indian Res.; Dr. R. L. Fraser, Victoria, B.C.; Rev. J. N. MacLennan, Inverness Co., C.B.

Immigration and Colonization. — Miss M. B. Y. Drouin, jun. file clk.; H. C. Young, Bridgeburg, L. S. Wall, Windsor, J. M. Fisher, Sarnia, inspectors; Miss L. M. Davis, clk. sten.; Miss E. E. Leach, jun. clk. sten.; J. Coulter, F. Pare, guards at Montreal; F. E. Hopkins, Eng. Clayoquot Life Saving Sta.; F. J. Lawley, Athabaska Landing, Alta.

Justice.—W. O. Barquest, Alberta Pen.; J. Tabbutt, Saskatchewan Pen.; O. Leroux, St. Vincent de Paul Pen.

Marine. — Mrs. B. Terrio, West Arichat, N.S.; B. J. Thieme, Mountain Park, Alta.; T. Howatt, Port Borden, P.E.I.

Marine. — J. L. Tremblay, Chicoutimi, P.Q.; B. L. Johnson, Supt. of Pilots, British Columbia; M. F. Egan, Jerome Pt., St. Peters Bay, C.B.; G. M. Fraser, Digby Island, Prince Rupert, B.C.; J. A. MacNeill, Murray Harbour; E. R. Tucker, Edson, Alta.; J. L. Gaudet, Moose Factory, Ont.; G. F. Hudson, Pelee Island.

Commission Orders and Decisions.

The following lists of appointments, promotions and transfers for the period March 15 to May 1, 1920, have been furnished by the Civil Service Commission:—

Appointments

Agriculture. — J. Williams, N. E. Pen-gelly, J. L. Morris, J. MacDonald, G. W.

Higgins, lay inspectors; R. H. Ennismore, F. A. Newman, A. Whitten, egg inspectors; W. I. Newby, E. Nash, R. E. McKinstry, R. W. Zavitz, poultry inspectors; E. B. Thomas, H. Sproston, J. H. Theoret, J. O. Guertin, vet. inspectors; Miss A. A. Murphy, Miss M. R. I. Picard, Miss I. War-

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Naval. — R. S. Shreve, R. C. McKay, clerks, Halifax; T. Evans, A. S. Sparrow, boatmen, Tofino Life Saving Sta.; W. Tremblay, Capt. "Loos"; Miss S. M. Erwin, Records Br.; J. A. Thesserault, Lachine; T. Callaghan, St. John.

Railways and Canals. — Miss G. W. Taber, Eng. Br.

Secretary of State. — G. N. Fulton, P. Thibault, Misses M. B. Falkner, E. P. Eynouf, Y. G. Bradley.

Promotions

Agriculture. — N. D. MacKenzie, to Supt. Exper. Farm, Indian Head; G. B. Rothwell, to Dom. Animal Husbandman.

Customs and Inland Revenue. — J. T. Oliver, to second officer of a special survey; E. Brownlee, to coll. Beebe Jct.; L. Pare, to sub-coll., Drummondville; N. C. Knight, sub-coll., Rock Island; E. Bragg, to sub-coll., Bamfield; A. W. Cathcart, to asst. cus. appraiser, Kingston; U. H. Bowen, to sr. cus. clk., Niagara Falls.

Indian Affairs. — H. O. Latulippe to Indian Agt. Selkirk.

Interior. — D. A. Macdonald to Supt. B. C. For. Res.

Mines. — P. R. Marshall to Accountant.

Naval. — R. Chaster, A. W. White, to Quartermasters.

Post Office. — F. H. Smith to P. O. Insp., Lethbridge; T. A. Rutledge to Asst. Postmaster, Edmonton.

Public Works. — J. J. LeBourdais, to Dis. Insp. Telegraphs, Magdalen Islands.

Trade and Commerce. — J. W. Parker to Wgt. and Meas. Repair man; H. A. Dupre, to Asst. Supt. Elec. and Gas Insp.

Transfers

J. A. Wilson from Asst. Dep. Minister, Naval Service to Sec'y. Air Board; Miss Church, F. X. Talbot from Nav. Ser. to Air Board; Miss E. Regan from Mil. & Def. to Air Board.

R. L. Casselman from Interior to Aud. Gen. Office.

G. H. Normandin from Exciseman, Berthierville to Div. Insp. of Inl. Rev., Montreal.

J. Kerr from Cus. appr., Regina to Appraiser's Br., Ottawa.

E. McNally from Exciseman, Prescott to Berthierville.

L. M. Loney from checker of drawback claims, Ottawa, to Cus. clk., Kingston.

J. A. Perras from Cus. Examiner, Sudbury to sub-coll. of Cus., Copper Cliff.

T. Smith from Statistical clk., Ottawa, to Cus. clk., W. Toronto.

A. M. O'Brien from Computing clk. to Cus. Acct. clk., Halifax.

R. Jones from Cus. Examiner, Landing

Writers' staff, to Cus. Express and Postal clk., Victoria.

H. L. Taylor, Cus. Examiner, from Galt to Oshawa.

G. Breed, Cus. Examiner, from Preston to Galt.

D. T. Campbell, Cus. clk. Examiner Simcoe, to Cus. Examiner, Woodstock.

Miss E. L. Inglis, from Sr. Aud. Clk. Aud. Gen. Dept. to C. S. Comm.

J. F. Shaw, from Interior to Dept. Health; F. W. Cowan, from Customs to Dept. Health.

A. A. Fraser, law clk. Aud. Gen. Dept. to House of Commons.

R. Pringle from Ottawa to Gleichen, Alta.

J. B. Murray, Imm. Insp., Toronto, to Pt. Edward.

R. M. McCheyne, Imm. Insp., Toronto, to Niagara Falls.

J. Ward (Halifax) F. Pare (Montreal) H. Souaillara (Montreal), Miss A. Amos (St. John), Mrs. L. Ward (Halifax) Imm. Dept., to Quebec.

Miss A. M. Murphy from P. O. to Interior; J. A. Wood from P. O. Dept. to Interior Dept.

From Alberta Pen. to Kingston Pen. Justice Dept., — H. L. Keech, clk.; S. Parsons, Mason Instr.; B. T. Bowe, H. Roberts, H. Rogers, R. C. H. Wilson, guards.

From Alberta Pen. to Manitoba Pen., — J. P. Valpy, Blacksmith Instr.; E. Nordin, guard.

B. Decker from Lockport to keeper of Cape Roseway, Marine Dept.

Capt. A. Leclerc from Brandy Pots to Grand Ile, Kamouraska, as light keeper, Marine Dept.

H. D. Parizeau from Great Lakes Br. Hydro. Sur. to Pac. Coast Hydro. Survey, Naval Service.

Heating and Char staff, Inl. Rev. Dept. to the Dept. of Pub. Works as follows:— H. deCoeur, fireman; W. Pothier, watchman; Mrs. Dufresne, Mrs. A. Giroux, Mrs. E. Rainville, Mrs. A. Pratt, Mrs. E. Lafleur, Mrs. A. Turpin, charwomen.

J. H. Robert, mail clk., Ottawa to P. O. insp., Ottawa.

Miss J. A. Ross, Bd. of Pen. Comm. to Post Office.

C. E. Pegley, sorter, from Toronto to Windsor P.O.

N. Seguin, lockman, Soulanges Canal to St. Anne's lock.

B. A. Fauvel, P. O. Dept. to Royal Can. Mounted Police.

E. Kirkham, insp. wghts. and meas., Lethbridge, to Calgary, Trade and Commerce.

J. F. Smith, elec. P. W. D. to Bur. of Statistics, Trade and Commerce.

B. E. Chute from Bur. of Stat. Ottawa to Wghts. and Meas. Br. Calgary.

Successful Candidates

For the position of Chief Div. Child Welfare, Health Dept., salary \$4,000, Dr. Helen MacMurchy, Toronto.

For the position of Steamship insp. at Quebec, Marine Dept., salary \$2,700, J. A. Samson, Bienville.

For the position of Laboratory Asst., Agric. Dept., salary \$1,260, V. B. Durling, Kingston.

For the position of Chief Div. of Venereal Diseases, Health Dept., salary \$4,000, Dr. A. G. Fleming, Toronto.

For the position of Secretary to Canadian Commissioner General at Paris, Dept. External Affairs, salary \$3,500, G. A. Langlois, Paris, France.

For the position of Entomologist, Dept. of Agric., salary \$2,220, H. G. M. Crawford, Guelph.

For the position of Poultry Husbandman, Dept. Agric. salary \$1,800, A. G. Taylor, B.S.A., Ste. Anne de Bellevue.

For the position of Asst. Chemist, Health Dept., salary \$1,320, R. R. McGregor, Ottawa.

For the position of Jun. Entomologist, Agric. Dept., salary \$1,260, V. B. Darling, Lawrencetown, Annapolis.

For the position of Steamship insp. for Vancouver, Marine Dept., salary \$2,700, T. M. Stephen, Vancouver.

For the position of Aeronautical Intelligence Officer, Air Board, salary \$2,400, F. G. Higgins, Ottawa.

For the position of Gov. Analyst, Health Dept., salary \$1,800, A. Wright, Jr., Winnipeg.

For the position of Supervisor of Illustration Stations for Province of New Brunswick, Agric. Dept., salary \$1,440, F. B. Kinsman, Lakeville.

For the position of Steam Power Plant Engineman, P. W. D., salary \$1,680, Wm. J. McIninch, Ottawa.

For the position of Physician, Kingston Pen., Justice Dept., initial salary \$2,400, W. G. Anglin, Kingston.

For the position of Coll. of Cus. Orillia, Cus. Dept., salary \$1,320, G. Millar, Orillia.

For the position of Indian Agt. Blackfoot Agcy., Alberta, Dept. Indian Affairs, salary \$1,500, G. Gooderham, Gleichen.

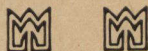
For the position of Asst. Engineer, Quebec Canals, Dept. Railways and Canals, salary \$2,100, P. Piche, Terrebonne.

For the position of Asst. to Superintendent, Exper. Farm, Fredericton, Agric. Dept., salary \$1,320, A. L. Hay, Ste. Anne de Bellevue.

For the position of Male Senior Seed Analysts, Agric. Dept., salary \$1,500, W. H. Wright, Guelph, S. J. Neville, Cottonwood.

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