

THE CIVILIAN

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Face to Face.

The Civil Service of Canada stands face to face to-day with the most serious question that has ever confronted it. That question is, "*How many more men will the Service give to the army?*"

The question, while it may be considered as addressed to the Civil Service as a body, demands a reply from every civil servant as an individual. On the words and tone of those replies will rest the reputation of the Civil Service with the people of Canada.

When the war broke out, nearly eighteen months ago, the response of the civil servants to the first call to arms was splendid. It sent a glow through the whole organization, and, with justifiable pride, the Service declared that it was "doing its bit,"—and doing it well. In the First Division of Canadian overseas troops it is morally certain that the men from the Civil Service formed a percentage much larger than the proportion of the whole Service to the whole population of Canada. In the second and third "contingents" this ratio was well maintained. The "Roll of Honour," published serially in *The Civilian*, has already given the names of more than fifteen hundred men of the public service of the Dominion who have joined the overseas forces,—and the roll is still growing. An incomplete record of casualties to civil servants shows forty-one killed, sixty-seven wounded and seven now prisoners in the hands of the enemy. Doubtless there are numerous other casualties to "our boys" of which information has not been received.

All this makes a splendid record,—but *it is not enough*. The question to-day is not "What have you done?" but "*Have you done all you could?*"

The Civil Service of Canada has *not* done all that it can do. True, enlistment from the Service goes on continuously,—and here let it be mentioned that the lion's share of credit in this regard belongs, geographically speaking, to the Western Provinces, and, if considered by Departments, to the Outside Postal Service. Strongest in numbers, the Post Office men are also foremost in patriotism and first in the spirit of service and sacrifice.

Conditions in Canada,—as in the world at large,—have changed of late. The task of the Allies looms larger and larger and the call to arms rings louder and more insistently each succeeding day. Great Britain adopts a form of national service; Canada calls one in sixteen of her total population to the colors. What, in this crisis, is the duty of the Civil Service? Surely it is

to send to the front *every able-bodied man of military age and without dependants whose Minister or chief will consent to his enlistment.*

In some Departments the draft upon the staffs of certain offices, of both Inside and Outside Services, has already been severely felt, and no further leave of absence can be granted, for the work of the Government cannot stop and it must have trained men to carry it on. But who may be spared and who may not is for the Ministers and superior officers to decide, and *no single able-bodied man of military age who has not sought leave to join the army has any claim upon the respect of his fellows in the Service.* He is a *slacker*,—there's no gentler word to suit his case and a much harsher one might be used.

It is the misfortune of civil servants to be very much in the public eye, and it is inevitable that the Service should be the target of much harsh criticism under conditions such as obtain at present. Words of Ministers in connection with the filling of Civil Service positions with returned soldiers are eagerly seized upon by ill-disposed persons as being (and they have even been distorted into actually constituting) attacks upon the men now in the Service. It is a cowardly and deplorable practice and there is but one way to stop it. That way is for civil servants to enlist in such numbers that the public will know that the Service has done its full duty and will turn a deaf ear to unjustifiable attacks.

The credit of the Service to-day is in the hands of its *young men*, but no small responsibility rests upon the *women*. If the women say "go," scores of young men will hesitate no longer. Were all the women of the Service, men, there would be hundreds more enlistments. The women who have the heart to face a foe in arms must have the courage to show slackers at home the measure of their contempt. Let the fair scorn the coward as well as honor the brave!

Upon the men who, by reason of age, physical disability or family or official ties, cannot don the khaki, there also rests a heavy duty. They, too, must spurn the slackers in their midst, must be ready to shoulder an extra burden of labor and must facilitate by every means in their power the enlistment of all who are fit. They must also substitute for pastimes and pleasures the responsible duties of local patriotic endeavour.

Upon all rests the duty of caring for the sick, the wounded and the dependants left behind,—a duty well done in the past but demanding a larger heart and a more generous hand in the future.

Making liberal allowance for all the classes of those who cannot join the army *there are yet hundreds of young men in the Service who are shirking their duty.* Are they asleep or are they "yellow"?

This is no time for hockey, basketball and bowling,—no time for theatres, dances and skating parties,—no time for ease and pleasure. It is a time of *war*,—a time for *giving*,—a time for giving money, for giving service, and, above all, for giving *self*.

The call rings out: the question confronts you: your honour is at stake! Young men of the Civil Service, *what will your answer be?*

CONSCRIPTION.

(By William Henry Taylor.)

His name in full is Reginald-Albertus-Gosling-Downe,
 But better known as Reg. the Dude, when sporting through the town;
 He's the latest thing in togs and ties—a walking fashion-plate,
 And near the edge of brittle vice our Reggie likes to skate;
 He never earned an honest meal, it makes his shoulders ache
 To carry coal or mow the lawn, or use the hoe or rake;
 He's big enough, and smart enough, at tennis, golf or pool,
 And when he went to college was the winning champion fool;
 He's popper's boy, and mommer's boy,
 And grandma's darling joy.
 A sissy idol is our sport, of silly girls the pet,
 And the cutest gander gosling of Irene or Florizette.

The Boys in Khaki march along, the drums and bugles blare,
 The GOOD ONES join the colors now, to win or die they dare;
 They wait not for the enemy to crush the motherland,
 So overseas they go to smash the Kaiser's iron hand;
 But Reggie loves not work nor war, it's really dangerous,
 Those horrid Germans shoot to kill, they're very murderous;
 He cannot suffer heat, you know, the cold he can't endure,
 The sight of blood would make him faint, a scratch will kill him sure.
 He's popper's son, and mommer's bun,
 And grandma's only one;
 If he could go as colonel now it wouldn't be so bad;
 But as a private; oh, dear, no! that would be very sad.

Conscription? no, we want it not; it would not bring relief
 To THOROUGHBREDS who shoulder arms, and wear the Maple Leaf;
 If fifty thousand Reggies went to mix with volunteers
 They'd never "save the day" again, but run like frightened steers;
 So let the Reggies stay at home and knit the boys their socks,
 When war is won they'll hide their heads—but popper's got the rocks;
 Let's thank the Lord, there are but few such slackerjacks as they,
 Our best and bravest, who are fit, are marching on the way;
 Excuse the boy, his parents' toy,
 And doting grandma's joy;
 For shop or field he is not fit, nor cannot play the part
 Of Reg. the hero, live or dead, because he lacks the heart.

—*Toronto World.*

HIT BUT NOT HURT.

Charlie Olmstead, of the Lands Patent Branch of the Interior, now a sergeant of the Royal Canadian Dragoons, has been on the firing line for months. Some time ago he was struck by a fragment of shrapnel, but the force of the missile was spent and Charlie was not injured. He has sent the fragment home to his wife for a souvenir.

OFFERS BATTALION.

Wilfrid Gascon, of the Translation Branch of the House of Commons, has offered to raise a battalion of French-Canadian troops in Ontario, and suggested Ottawa as the place of mobilization.

Mr. Gascon is a former newspaper man, is forty-five years of age, and entered the Government service in 1908.

The Roll of Honour.

THIRTY-EIGHTH LIST.

William James Ansley, Letter Carrier, Hamilton.
 William Alex. Aitken, Letter Carrier, Winnipeg.
 John Dupleix Atkinson, Post Box Collector, Regina.
 Charles Harold Baker, Railway Mail Clerk, Vancouver.
 Frederick Barnett, Letter Carrier, Fort William.
 James Lloyd Bath, Letter Carrier, Peterboro.
 Joseph Beaudoin, Post Office, Montreal.
 Richard Grant Blamey, Letter Carrier, Hamilton.
 Victor Albert Bourne, Letter Carrier, Vancouver.
 James Tullock Bowie, Post Office, Winnipeg.
 Chester Edgeton Bowman, Letter Carrier, Hamilton.
 Desire Breton, Letter Carrier, Quebec.
 Arthur Clarence Burton, Letter Carrier, Belleville.
 Alfred Butcher, Post Office, Vancouver.
 Wm. P. Carr, Railway Mail Clerk, Saskatoon.
 Thos. Alex. Cartwright, Letter Carrier, Calgary.
 Patrick Benedict Casey, Letter Carrier, Montreal.
 Germain Chouinard, Post Office, Montreal.
 Harry Clark, Letter Carrier, Victoria.
 William John Clark, Post Office, Hamilton.
 William Joseph Cooksey, Railway Mail Clerk, Saskatoon.
 Wm. Robt. Andrew Corbett, Letter Carrier, Toronto.
 Emile Odina Cote, Post Office, Quebec.
 Alex. Crichton, Letter Carrier, Winnipeg.
 Benjamin Culm, Letter Carrier, Hamilton.
 Alfred James Daily, Letter Carrier, New Westminster.
 Harry Stark Dalgleish, Letter Carrier, Toronto.
 Percy Davis, Letter Carrier, Halifax.
 David Denholm, Post Office, Saskatoon.
 Fred Doran, Letter Carrier, Regina, Strathcona Horse.
 Louis Jos. Ovide Ducharme, Post Office, Winnipeg.
 Percy Davis Dutot, Parcel Post Porter, Victoria.
 Ernest Lind James Fuller, Letter Carrier, Winnipeg.
 Frank Edward Garroaway, Letter Carrier, Calgary.
 Lud Felix Gignac, Post Office, Quebec.
 Robt. Goodall, Post Office, Winnipeg.
 Henry Graham, Letter Carrier, Winnipeg.
 Harold Haggan, Railway Mail Clerk, London.
 Robert H. Hassard, Letter Carrier, Calgary.
 Frank Higgins, Post Office, Saskatoon.
 Leonard Holland, Letter Carrier, Vancouver, 72nd Seaforth Highlanders.
 William Holland, Letter Carrier, Velleville.
 Elmer Hamilton Houston, Letter Carrier, Winnipeg.
 Thos. Victor Hughes, Railway Mail Clerk, London.
 Percy Wm. Hutton, Post Office, Hamilton.
 Harry H. Jackson, Post Office, Vancouver.
 John Jamieson, Letter Carrier, Vancouver, 72nd Seaforth Highlanders.
 Robert Irvine Kennedy, Post Office, Winnipeg.
 Francis Edward Kindelan, Post Office, Quebec.
 Geo. Omer Lamontagne, Postal Porter, Quebec.
 Martin Joseph Maloney, Letter Carrier, Hamilton.
 Arnold Hy. May, Letter Carrier, Toronto.
 Don McKendrick Murphy, Let. Car., Vancouver, 72nd Seaforth Highlanders.
 Robert Harold Myles, Mail Transfer Agent, St. John.
 John Kenneth McDonald, Letter Carrier, St. John.
 Joseph Pat. McKerry, Post Office, Toronto.
 Peter Henry McMillan, Mail Transfer Agent, Toronto.
 James McMurtie, Letter Carrier, Vancouver, 72nd Seaforth Highlanders.
 John James McVicar, Letter Carrier, Sydney.
 Henry Lunman Nelson, Railway Mail Clerk, Calgary, 50th Battalion C.E.F.

OUR DEAD AND WOUNDED.**LIEUT. FRANK MCGEE.**

Lieutenant Frank McGee, of the 21st Battalion, received three slight wounds while on duty in the trenches on December 17th. The injuries are to his left hand, left ankle and right knee, but none of them are at all serious. Lieut. McGee belongs to the Dominion Land Branch, Department of the Interior, and is an officer of the 43rd regiment of the active militia.

PRESENTATION TO LIEUT. HISLOP BY THE RAILWAY MAIL SERVICE, MOOSE JAW.

At a meeting of the staff of Moose Jaw division of the Railway Mail Service on Sunday, the 9th inst., Superintendent C. A. Hislop tendered his resignation as Treasurer of the R.M.S. Patriotic and War Fund, for which fund he was primarily responsible and which has contributed over \$1,000 for various patriotic purposes. Mr. Hislop has been given a commission in the 128th Battallion. The occasion was taken advantage of by his staff to present him with a gold wrist watch, set of pipes and some other articles which will be useful in his new office.

Acting Supt. T. C. Russell, who has been Mr. Hislop's head clerk, was in charge of the proceedings and made a few remarks calling attention to the very kindly relations that had always prevailed between Mr. Hislop and his whole staff. The presentation was made in the following delightfully kind and informal words: "We at first had some difficulty in deciding on the choice of articles. This, however, we overcame by bearing in mind the fact that although we may at times have deserved a 'caning' you always 'watched' our interests as well as those of the Department and pre-

ferred to use the 'gloved' hand rather than the mailed fist. We have therefore 'muffed' any protest from you and 'cap' the situation by inviting you to 'pouch' the contents of this 'can' and have a 'piping' good time while it lasts." As Mr. Russell made the play upon the words, a member of the staff handed Mr. Hislop the article indicated.

The testimonial read as follows:

Dear Chief,—

On this, the occasion of your temporarily leaving the Railway Mail Service, we, the railway mail clerks, mail transfer agents and members of your office staff in the Moose Jaw Superintendency, wish to express to you our very warmest appreciation of the just and fair treatment always accorded us by you in your official capacity, and also of the friendly relations that have at all times obtained between us. While we regret to lose you as Superintendent, even temporarily, we have nothing but the highest admiration for the spirit which prompted you to take this step, and in earnest of our esteem and good wishes ask you to accept, not for their intrinsic value, but as a memento of this occasion and the good-will of your subordinates, the tokens which we herewith tender, and we wish you good luck, Godspeed and a safe return.

Signed on behalf of the staff by

T. C. RUSSELL.

It was evident that Mr. Hislop's feelings were deeply touched, as he made fitting reply to the above. After expressing his appreciation, he took advantage of the occasion to congratulate the division on its excellent patriotism, shown not only in money, but also because it stood second to none in percentage of enlistments.

Content is a greatly overrated virtue. It is a kind of diluted despair; it is the feeling with which we continue to accept substitutes, without striving for the realities. . . . There are times when a man should be content with what he has, but never with what he is.—*Jordan*.

THE CIVILIAN

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Ottawa, Jan. 21, 1916.

THE NATIONAL DUTY.

"I feel that it would take eternity to thank God for not having stopped this war, as He might have done. If it had been deferred ten years my beloved country would have been a Mongolian desert. Talk of Belgium, speak of Poland, or the Serbians, and the Armenians—that is child's play to what would have become of hated England. Our dear island home, with its cathedrals, minsters and abbeyes, would have been utterly destroyed. We should have had nothing left to us but our eyes to weep with. But God, being almighty and wise, and loving, spared us."

—Father Bernard Vaughan, S.J.

"You cannot serve God unless you serve your country."

—Father John J. O'Gorman.

"The men of England and France are fighting for as holy a cause as any nation ever fought, for . . . God will not permit England to perish."

—Hon. J. M. Beck, former Asst. Attorney General of the United States.

OUR BOYS

Previously reported:

Dead	41
Wounded	67
Prisoners	7

WOUNDED.

LIEUT. FRANK McGEE.

FACE TO FACE.

The Civilian believes in calling a spade a spade,—and in calling a slacker a slacker. Restrained by a spirit of *esprit de corps*, it has heretofore hesitated to use plain, harsh words on some subjects. The editors hoped that the necessity for such would pass, but experience proves waiting to be vain while consideration of the needs of the hour shows national service to be the paramount duty. The best interests of the Civil Service demand a course of action different from that pursued heretofore.

In the first article of this issue an endeavour is made to hold a true mirror before the face of the Service. Everything to its credit is duly reflected and no effort is made to hide or disguise those things of which it cannot be proud. Every reader is asked to peruse it carefully and to search his heart for an answer to the question of the hour. Some there may be who are so hardened that the contempt of their fellows cannot touch them, but there are none who can escape the still, small voice of conscience. *Heed, and obey.*

PATRIOTIC FUND.

Before this issue of *The Civilian* is in the hands of its subscribers, details of the plan of collection for the Patriotic Fund will be well-understood. The public meeting in Ottawa

on the evening of the 22nd will complete the educative work commenced at the Civil Service meeting on the 18th, and the subscription canvass next week should be carried out without a hitch. The preliminary organization work was well planned and all details were provided for in the scheme. By the arrangement made, civil servants will be saved the annoyance of being canvassed twice,—once as civil servants and once as citizens of Ottawa. There is also assurance that the full amount subscribed by civil servants will be credited to the Service. This was not the case in the 1914 collection, when many subscriptions went into the city fund and the Service was credited with much less than its actual gift. This time there are careful safeguards against such an occurrence. It only remains for the Service to subscribe freely and generously.

TRUE CO-OPERATION.

The assistance given by the Civil Service stores to the Daughters of the Empire in collecting waste paper for the benefit of the soldiers relief fund is most creditable to the Co-operative Supply Association. A full explanation of the plan will be found elsewhere in this issue. The editors urge all customers of the Civil Service stores to take the fullest possible advantage of this opportunity to assist in a noble, patriotic and philanthropic work.

The more just pride the Civil Service men and women show in the Service the greater will be the pride that the public has in it.

* * *

The Civil Service often suffers at the hands of newspaper writers, but *The Civilian* is glad to believe that this is more often the result of ignorance on their part as to conditions

in the Service than to malicious intent. This was illustrated a few days ago when an Ottawa paper quoted a very high personage as saying that a one-armed or badly disabled man (a returned soldier) could hand out letters from a general delivery wicket in a post office in a capable manner. No newspaperman who had ever been "behind the scenes" in a post office would write such stuff for his paper,—unless he desired to ridicule the person whose opinion he was quoting. A man who handles the mails needs both hands and all his fingers,—and often wishes he had more, of both hands and fingers, than nature's full allowance.

* * *

The Civilian is always willing to give complimentary advance notices to coming events promoted by organizations within the Service, but the recipients of such free advertising do not always remember the common courtesy of sending a brief report of the affair to the editors immediately after the occasion.

* * *

Ottawa Public School Board wants the Civil Service Commission to reduce the minimum age for candidates at Civil Service examinations from eighteen to seventeen years. This would give opportunity for those who having completed the public school post-graduate course to try for Government positions while fresh from their studies. The proposition may be all right from the public school point of view, but how would it suit the Service? Instances of immaturity of mind and body are already numerous in the Third Division. There are plenty of persons of eighteen years or more awaiting appointments at all times. The Commission is never in want of candidates.

Reputation is what men and women think of us; character is what God and angels know of us.—*Paine*.

LATE RICHARD GRIGG.

Richard Grigg, Commissioner of Commerce, dropped dead in the Central Station, Ottawa, on January 6th. He had been suffering from heart trouble and was soon to take a long rest in the hope of improving his health.

Mr. Grigg was born in England in 1847, but spent his boyhood in Southern Ontario. Returning to England, he followed a manufacturing business until 1895. In that year the



LATE RICHARD GRIGG,
Commissioner of Commerce.

British Government sent him to Canada to report on trade conditions. This was followed, in 1907, by his appointment to the post of British trade commissioner in Canada with permanent office in Montreal.

In 1912 he was chosen by Sir George Foster, Minister of Trade and Commerce, to fill the newly-created position of commissioner of commerce with rank as a deputy head in the Civil Service of Canada.

Mr. Grigg had travelled, in his official capacity, in the West Indies and the Orient, returning from his tour of Japan, two years ago, by the trans-Siberian route, thus cir-

cling the world. He was very widely known as a trade official.

He is survived by his widow, one son and one daughter.

PATRIOTIC FUND APPEALS TO SERVICE OUTSIDE OTTAWA.

Practically concurrent with this issue of *The Civilian* the call for contributions to the Canadian Patriotic Fund will be made.

It is the earnest wish of the Executive of the C. S. Federation that every civil servant throughout Canada make as generous a subscription as possible for as many months as circumstances warrant and to make it through the means provided for it by this Federation co-operating with officials of the various Departments. The Secretary will supply the Departments at Ottawa with sufficient lists that every civil servant may be reached, and it is hoped that everyone will wait until this appeal is made, rather than subscribing to local funds.

MORE HONORS WON.

The list of honors conferred upon men of the Canadian overseas forces, which was announced a few days ago, contains the names of two civil servants—Captain T. C. Evans of the Veterinary Corps and Lieutenant F. H. Tingley of the 32nd Battalion, formerly of the Ammunition Column of the 2nd Artillery Brigade, both of whom receive the Military Cross.

Captain Evans belongs to the Biological Laboratory staff, Department of Agriculture. His technical experience enabled him to render great service to the army even before he went to the seat of war.

Lieutenant Tingley belongs to the engineering staff of the Department of Public Works at St. John, N.B. He was wounded in action in October. Details of the occurrence which won him his decoration have not been received.

THE CIVIL SERVICE CLUB OF OTTAWA.

Your committee, appointed at a special meeting of this Executive on the evening of the 27th ultimo, to evolve some good method of approaching the Civil Service generally with a view to securing additional members for the Civil Service Club, beg to report as follows:

That in their opinion a circular should be addressed to each member of this Executive setting forth the following particulars, with instructions to bring it to the attention of the Department Advisory Boards with a view to securing their co-operation in a canvass for new members;

That because of a large number of active members having gone overseas on war service the very considerable revenue derived from them is temporarily lost to the Club;

That the Club at present is merely self-sustaining. There are, however, outstanding liabilities that are more or less pressing and that must be met in some measure forthwith;

That the present membership is making every possible effort by personal sacrifice and economy in management to continue the Club in existence, but without an increased membership and the resultant revenue it is almost certain that their efforts will be fruitless;

That it would be a great pity, and, in addition, might be considered a reflection on the whole Service, and particularly on the Association, if, for want of some effort on its part, the Club is compelled to close its doors;

That the Club is operating under a charter, which, once allowed to lapse, cannot be renewed or duplicated. To the Club it is a very considerable asset, although not transferable or negotiable. With it as a foundation, however, it is possible to enlarge and expand to any extent,

and there is no reason why the Club cannot be made as good as any without increasing the membership fee;

That the membership fee is only \$30.00 per year, payable at the rate of \$5.00 every two months in advance, without any entrance fee;

That it probably offers in proportion better accommodation than any Club in Canada. It occupies very comfortable quarters, centrally located, having good lounging rooms, reading room and card rooms, a bath, hot and cold water, and a good dining room. The reading room is furnished with a good assortment of current magazines and reading matter, and in addition there is the nucleus of a good library. The board furnished is excellent and the terms extremely moderate, as follows:

A la carte, Breakfast, 35 cents;

Lunch, 35 cents;

Dinner, 50 cents;

By the month, \$22.00;

That the Club has offered, tentatively, to extend its privileges for a limited period to any member of the Service desiring to make an inspection with a view to becoming a member. Cards may be obtained upon application to members of this Executive;

That it is hoped that as many as possible will take an early opportunity of inspecting the Club premises and become members. It is considered that it would be to the advantage of the young men who are without homes in the city to become members of the Club and board there regularly.

Respectfully submitted,

J. McVEIGH.

A. D. B. TREMAINE.

THOS. V. DOYLE.

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THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

The regular meeting of the Executive was held on Tuesday, January the 4th, with a good attendance of members present.

The report of the special sub-committee appointed to assist the Civil Service Club in its campaign to increase the membership, which is printed elsewhere in this issue of *The Civilian*, was approved and the Secretary was authorized to have it published, if such would meet with the approval of the Directors of the Club.

Several of the standing sub-committees reported their organization and received further instructions from the Executive. Special stress was laid on the necessity of greater activity on the part of the sub-committees on Membership and Representation, and Sanitation.

The President reported that Mr. Coats had requested to be allowed to fill the position of Past President, to which he was eligible, and that his successor as Vice-President should be chosen by the Executive as provided by the Constitution. In deference to Mr. Coats' wishes this course was approved, and after hearing suggestions it was left to the officers to report at the next meeting as to a suitable member for the Vice-Presidency.

Considerable time was taken up in discussing the appeal to be made for further subscriptions to the Patriotic Fund, and several valuable suggestions were offered to the sub-committee intrusted with the arrangements. The form of appeal was practically decided upon, subject to the approval of the general meeting. From the opinions expressed by the representatives, after discussing the matter with their constituents, it is evident that the appeal will be favourably received by the Service.

ONE OF OUR GIRLS.

A splendid example of patriotism and personal sacrifice is set for the women of the Civil Service by Miss Catherine Lyons, a clerk in the office of the Hon. F. W. Aylmer, district engineer for the Department of Public Works at Chase, B.C. Miss Lyons has secured leave of absence from the Department and is going to the front as a nurse under the Red Cross. Taking this leave, she sacrifices her civil pay and will receive nothing but military pay while on war service.

It will be recalled that Miss A. H. McNichol of the Money Order Exchange, Post Office Department, is already serving as an army nurse.

WOMEN BAN HOCKEY.

A press report says:

"Laurentian Chapter, Daughters of the Empire, of Ottawa, at a meeting presided over by Lady Egan, discussed the subject of the huge attendance at hockey matches and the large sums paid to able-bodied men who, it was felt, might be at the front. The money could be spent to much better advantage.

"The matter was brought up by Mrs. Sladen. The feeling of the meeting was that many people attend these matches without giving the matter much thought and that the attention of the public should be drawn to 'the disgrace of patronizing anything of the kind at a time like this. This does not apply to junior or school sports, which, of course, must be encouraged.'"

WOULD LOWER AGE LIMIT.

An Ottawa newspaper says:

"At the final meeting of the old (1915) Public School Board it was decided that a committee comprising the chairman of the board (Cham-

bers), the chief inspector (Putman), Trustee Gowling and Trustee Rogers should wait upon the Civil Service Commission and ask that the minimum age for writing on Civil Service examinations be reduced from eighteen to seventeen years. Explaining his motion, Trustee Gowling pointed out that the majority of pupils who took the advanced three year course at Kent street school were in a position to pass the exams. easily when they left school at the age of seventeen. If, however, they had to wait a year, as at present, they required special coaching to enable them to pass.

HELP THE BRAVE CANADIAN BOYS.

Prisoners of War in Germany.

The Surveyor General and staff of the Topographical Surveys Branch of the Department of the Interior have shown their practical sympathy with the hard lot of the brave Canadian boys now unfortunately prisoners of war in Germany by subscribing one hundred and thirty-eight dollars for their relief, through "The Woman's Canadian Club," Ottawa.

It is hoped that other branches of this large Department will emulate their praiseworthy example, for the position of those poor boys is indeed pitiful and sad.

Only charity can alleviate their well known hardships, by promptly providing them with warm clothing and food, to enable them to withstand the rigorous winter they will have to endure, whilst we have the opportunity to do so, and are sure they receive the gifts sent.

A rupture of even diplomatic relations with the United States and Germany would cut off existing means of communication with the prisoners. And when the Allies tighten their grip on the enemy, as they surely will

in the near future, the position of the prisoners will not improve; hence the reason to help all you can NOW.

FREE PAPER COLLECTION.

In order to assist the work of the Laurentian Chapter, I.O.D.E., in caring for invalid soldiers and those in the German prisons, the Civil Service Co-operative Supply Association will give the services of its delivery system for the collection of waste paper from the houses of *customers of the Civil Service stores.*

Bundles of paper, old books, magazines, etc., will be collected by the delivery rigs from the stores *when they are delivering goods* to the customers' houses. All bundles must be securely tied and of a size convenient for handling.

The Laurentian Chapter has made more than \$800 out of waste paper since the collections were commenced. Last month alone the profits were \$200. All this money is expended on soldiers' comforts.

The co-operation of the Civil Service stores in the work of collecting the paper gives opportunity for all their customers to assist in this splendid work for the sick and wounded men.

Save your old paper.

WAR PERSONALS.

Quartermaster Sergeant W. J. Bramhall, of the Princess Patricia Canadian Light Infantry, wounded some months ago, is convalescing at Luton House, Selling, Kent. He is a Dominion policeman from Ottawa.

Lieut. Charles Stewart Craig, son of R. J. Craig, of the Immigration Service, Niagara Falls, has been invested at Buckingham Palace with the Military Cross by His Majesty King George, which was awarded recently for conspicuous bravery on the battlefield.

Capt. A. V. Tremaine, R.C.H.A., son of Mr. and Mrs. A. de B. Tremaine, of this city, who was badly wounded in France, is now in a London military hospital, where he is progressing satisfactorily.

Correspondence.

We do not hold ourselves responsible for opinions expressed under this heading.

The Editors *The Civilian*:

Gentlemen,—On more than one occasion during the past few months you have published some very interesting matter on "Accident Insurance for Railway Mail Clerks." May I hope, through your columns, to reach a few of the men most concerned.

Since there has been a R. M. S. there have been men who have studied the problem of protection and have in the light of experience protested against an apparent injustice in the premium over-charge. At various times steps have been taken to remedy this and a great amount of enthusiasm shown by many with a little work done by a few. During 1915, however, the problem was approached from a new angle and it looked as if something worth while was to be done, and when the report was placed in our hands we were not disappointed. It was a splendid achievement. Hundreds of our men showed interest by sending the ballot in to Mr. Halladay. The strong, reliable London and Lancashire Guarantee and Accident Co. was selected to write the business of the Railway Mail Service. This company had a right to expect from the information at hand that it would immediately begin writing a lot of business. It would be folly to expect any company to write a few isolated risks at such a low premium. No company can afford to do so.

The results to date are disappointing. Why? Because individuals have not been seized with the responsibility that is theirs. Let me tell you boys that you cannot settle this problem by saying "Put on some insurance, Bill," or "Did you get your policy, Jack?" No, every railway mail clerk in Canada must say "It

is up to me," or the Service will lose the greatest opportunity of its kind ever presented. Bear in mind that for a certain premium the company is prepared to pay a certain indemnity, therefore every day lost through illness or accident by an un-insured clerk means dollars not alone lost to him but to his dependants.

I thank you.

Yours respectfully,

"POLICY-HOLDER."

WINNING WAYS.

From the Buffalo Times.

Ever notice how those honeyed folks who, refusing to wrangle, keep plodding on doing exactly as they had intended always contrive to get their own way?

Gossip has been well defined as putting two and two together, and making it five.



'RED SEAL' POLICIES

Insure against
ACCIDENTS

ACCIDENTS & SPECIFIED DISEASES

ACCIDENTS & ALL SICKNESSES

SPECIAL CONTRACT FOR
RAILWAY MAIL CLERKS

Ottawa Agency, 71½ SPARKS ST

**CALGARY IRRIGATION BRANCH
GENEROUS.**

The Editor, *The Civilian*:

Dear Sir,—Perhaps it may be interesting to some of your readers to know what is being done by some of the branches of the Outside Service in aid of the Patriotic and Red Cross Funds.

The attached letter from the honorary treasurer of the staff of the Irrigation Branch, Department of the Interior, at Calgary, Alberta, is, I think, self-explanatory. The officers of this branch organized soon after the declaration of war for the purpose of making regular contributions towards these funds and have contributed regularly from October, 1914, to the present date. The contributions have been purely voluntary and the organization referred to has been merely for the purpose of providing machinery for collecting the amounts monthly and handing them over to the treasurers of the respective funds.

The staff of the Irrigation Branch numbers at present 73 officers of various grades, whose salaries range from \$500 per annum upwards; not all of these, however, have been regular contributors, as no less than 13 are at present on active service.

Mr. Jennings' letter and balance sheet are enclosed.

Yours very truly,
E. F. DRAKE.

Ottawa, January 4, 1916.

Calgary, Alta., December 29, 1915.

Dear Mr. Drake,—

I am taking the liberty, as Secretary-Treasurer of this office Patriotic Fund, to send you a short statement in the form of a balance sheet which I have recently issued, showing the money which has been subscribed by the members of this staff towards the Patriotic Funds during the past fourteen months.

At a general meeting of the staff held in this office on the 17th instant, the affairs of the Patriotic Fund were discussed, the future policy decided upon and a new committee for the ensuing period appointed. The period decided upon at this meeting was for four months, *i.e.*, to include the

month ending the 31st March, 1916, and it was decided to continue the present form of making monthly subscriptions. The method followed has been a voluntary one, but it has been understood by all members of this staff that 1/30 of one month's salary is considered as a minimum monthly subscription, and I am very glad to say that this has been lived up to by the members of the staff very consistently and the subscriptions have come in with very little need for reminders from the Secretary-Treasurer.

I am sure you will be very glad to know that the monthly subscription to the Red Cross Fund from this office has for several months past been the largest individual subscription that has been received by the local branch.

Yours sincerely,
(Sgd.) P. J. JENNINGS,
Honourary Treasurer,
Irrigation Branch Patriotic Fund.

E. F. Drake, Esq.,
Superintendent of Irrigation,
Department of the Interior,
Ottawa.

IRRIGATION BRANCH, DEPARTMENT
OF THE INTERIOR, PATRIOTIC
FUND BALANCE SHEET, FROM
OCTOBER, 1914, TO NOVEMBER
30, 1915.

Dr.		
1914-15.		
To amount of receipts as per balance sheet dated 11th February, 1915	\$1,204	08
To balance carried forward from last balance sheet	4	00
To amount collected from 11th February to 31st March, old contract account	583	10
To amount collected from 1st April to 15th November, 1915, new contract—		
Red Cross	\$1,215	19
C. P. Fund ..	505	03
		1,720 22
		<hr/>
		\$3,511 40
1914-15.		
By cheques paid to Patriotic and Red Cross Fund, Oct., 1914, to 11th Feb., 1915	\$1,200	08
By cheques issued—		
Patriotic Fund	904	08
Red Cross	1,407	24
		<hr/>
		\$3,511 40
Total paid Canadian Patriotic Fund	\$1,704	11
Total paid Canadian Red Cross Fund	1,807	29

(Sgd.) P. J. JENNINGS,
Hon. Treasurer.

REAL SPORTING NEWS.

A cable, announcing a casualty list, concludes with this: "Among the officers wounded is Lieut. Ronald Gordon, one of the finest rugby three-quarter backs who ever played for Scotland."

* * *

A soldier of the London Irish Rifles writes to the Winnipeg Free Press as follows:

As soon as we heard the great bombardment start, we knew the big advance was about to begin, and for nineteen solid days the guns banged away, till, as one wit in the regiment put it, "it was a wonder the shells didn't bally well jam together in the air," so thick did they come.

One set of our men, footballers by profession, made a strange resolution. It was to take a football along with them. The officer discovered this and ordered the football to be taken back to the base. But the old members of the London Irish Football Club were not to be done out of the greatest game of their lives—the last to some of them, poor fellows—and just before Major Beresford gave the signal, the leather turned up again mysteriously.

Suddenly the officer in command gave the signal, "Over you go, lads." With that the whole line sprang up as one man, some with a prayer, not a few making the sign of the cross. But the footballers, they chucked the ball and went after it just as cool as if on the field, passing it from one to the other, though the bullets were flying thick as hail, crying, "On the ball, London Irish!" and they actually kicked it right into the enemy's trench with the cry "Goal!" though not before some of them had been picked off on the way.

It wasn't really our job at all to take Loos, but we were swept on by the enthusiasm, I suppose, and all day long we were at it, clearing

house after house, or rather what was left of the houses, stabbing and shooting and bombing till one felt ready to drop dead one's self. We wiped the Twenty-third Silesian Regiment right out, but it was horrible to work, with the cries of the wounded going up all round.

The last few hours were terrific. Our own shells had come to our rescue, and under their shelter new troops came to relieve us, together with the stretcher bearers for our wounded. As soon as we got to the back trenches in safety a huge cheer went up from all the others—"The London Irish—Hurroo!"

* * *

"Dick" Greer, crown attorney for the city of Toronto and one of the founders of the Sportsmen's Patriotic Association, has been appointed to command the new Sportsmen's Battalion being raised there. Several other well known Toronto athletic promoters will also enlist with him.

* * *

A soldier of the Black Watch tells his story of the charge at Loos. He says:

From one rushing group I heard among the strange noises and the panting, a magnificent yell of "On the ball, Dundee!" Another fellow was gulping as he ran, "five, five, five." I wonder if he made it six at the next trench?

In case there should be any dispute as to the Black Watch being the finest regiment in the world, I think the matter should be referred to the Germans. The Seaforths and the Gordons and the Camerons and the Argylls might be as good. We'll settle the matter in Berlin. But the Black Watch made a charge on Sept. 26 which is going to take some beating.

Four battalions, 4,000 men, went into the charge, and hardly 500 answered the roll call afterwards.

The famous Blackburn Rovers soccer club, which won the championship of the English league in the 1913-14 season with a forward line which cost them \$50,000 have set a splendid example among the football clubs in England. Their entire team has joined the colors. Several members enlisted some time ago, and the remainder took the step under Lord Derby's scheme.

As a result of the first half of the English soccer season, the league clubs of the Northern and Midland section have handed over to the charity funds more than \$10,000.

Personals.

General.

Mr. Robert Forsythe, a second year student at Osgoode Hall, Toronto, son of Mr. J. R. Forsythe, of the Finance Department, who enlisted as a private in the Canadian Field Ambulance with the First Canadian Contingent, has been granted a commission as lieutenant in the Reserve Artillery Brigade.

Lieut. F. Grierson, of the Department of Finance, Ottawa, Secretary of the Civil Service Federation of Canada, has completed the course of training for officers of the artillery. After spending a short holiday with his family in Ottawa, he returned to Kingston to take up the duties of instructor with the 34th Battery, C.E.F.

Mr. T. P. Neville, of the Canadian Patent Office, left on Thursday, the 6th instant, for Yarmouth, Nova Scotia, called there by the death of his brother, Mr. M. J. Neville, who died on the same date.

Mr. and Mrs. Chas. Glenn, of Aylmer, announce the engagement of their only daughter, Mary Anneva, to F. L. Cauley, of the Department of Customs. The marriage will take place on February 2nd.

P. W. Currie, first assistant in the Survey Records Branch, has been off duty for several weeks on account of illness.

Obituary.

J. J. Flynn, for nineteen years assistant superintendent of the old Welland canal, died in St. Catharines on January 7th.

M. J. Neville, brother of T. P. Neville, of the Patent Office, died in Yarmouth, N.S., on January 6th.

Mrs. Joseph Booth, mother of Warner Booth, of the Department of Militia and Defence, died on January 8th, aged fifty-five years.

The death occurred at South Hero, Vt., on January 12th, of Mrs. J. B. Boudreau, mother of Rodolphe Boudreau, clerk of the Privy Council, and of J. B. A. Boudreau, of the Department of Marine and Fisheries. She was seventy-five years of age and had suffered a long illness. The remains were interred at Doucet's Landing, Que.

Alexander Graham, of Ottawa, superintendent of construction in the chief engineer's branch, Department of Public Works, died on January 12th at Sturgeon Falls. Mr. Graham went to the region north of the Georgian Bay to superintend the removal of a certain construction plant. While there he was seized with a throat trouble which proved fatal in about two weeks. He was fifty-one years of age and had occupied a Government position since 1912. He is survived by his mother, his widow and one daughter.

METEOR KILLED DOG TEAM.

One more proof that truth is stranger than fiction is given by a report from Northern British Columbia.

A break having occurred in the Yukon telegraph line (owned by the Government and operated under the Department of Public Works), Andrew Johnson, a lineman attached to the station at Mahlin, B.C., set out to discover and repair it. He travelled by sledge, drawn by a team of dogs.

Somewhere up in the wilds he met with an accident unprecedented in any record. A meteorite from the skies plunged downward upon him, striking and killing the dogs and hurling Johnson aside. He was rendered insensible and did not recover for a considerable time. As he did not report to his station, a rescue party went out to find him. They followed his trail to the place of the accident and there found him lying in the snow beside his wrecked sled, the remains of the dogs and the hole made by the meteor.

Johnson has recovered. The Geological Survey will send out a party to secure the meteorite.

FIGHTING FOREST FIRES.

The January meeting of the Ottawa Foresters' Club was very successful. The chair was occupied by the President, R. H. Campbell, Director of Forestry, and there was a good attendance, including representatives of some of the lumber firms. The speaker of the evening was Arthur Graham, manager of the Lower Ottawa Forest Protective Association, who very clearly explained the problems presented and the successes achieved in the second year's operations of the association. The success in fighting forest fires had been greater in 1915 than in 1914, and he hoped for still better results in 1916.

Emphasis was laid on the need of securing good men as rangers and inspecting their work well. Clyde Leavitt, chief fire inspector of the Board of Railway Commissioners, and Robson Black, Secretary of the Canadian Forestry Association, told of an inspection trip along with Mr. Graham from Mont Laurier through the association's territory.

President Campbell read part of a report by a Swiss forester. One amusing fallacy that had held sway in some parts of Switzerland was that in order to produce fine straight spruce trees the young plants should be eaten by rabbits each year for several years.

Reference was made to the large proportion of the staff of the forestry branch which had enlisted for overseas service, and a resolution was passed expressing sympathy with Arthur S. Thomas, of the forestry branch, whose only brother, E. G. Thomas, of Kingston, was recently killed in action on the western battle front.

A CO-OPERATIVE TRIUMPH.

About a year ago *The Civilian* recorded a striking success in co-operative action achieved by a number of civil servants who had clubbed together and purchased a quantity of finnan haddie direct from the fish-packers in the Maritime Provinces. A still greater success has now been won along the same line.

The haddie-buying plan was started several years ago by Walter Rowan, who brought a few boxes from the coast for himself and his immediate friends. Two years ago the circle was widened and a hundred 30-pound boxes were purchased. Last year the purchase jumped to over four hundred boxes. The success of the scheme brought applicants for participation from all quarters.

This season the business was handled by J. L. Payne of Railways and Canals, H. M. Wetmore of the Customs, and E. A. Thomas of the Department of Labour. Seven hundred and fifty civil servants and their friends joined in the movement, and 900 boxes of fish, weighing thirteen and a half tons, were brought to Ottawa and distributed. The total cost, including freight, cartage and incidentals, was \$1,890. A calculation based on the normal retail price of the fish in Ottawa shops shows that the participators in the enterprise saved \$1,485.

ACROSS THE LINE.

Civil Service reform looms ever larger and larger in national, state and municipal affairs in the republic to the South.

A Civil Service retirement measure is rapidly acquiring new support among members of Congress. One of the men who have lately come out in strong endorsement of such a measure is Hon. John J. Fitzgerald, of Brooklyn, said by a well-known writer to

be "the first parliamentarian of his day." Representative Fitzgerald is chairman of the important Committee on Appropriations. In a recent interview with the Washington *Evening Star*, regarding a superannuation law, he said:

"There is no question but we will have to come to it sooner or later. The problem of superannuation is the problem of our constantly increasing proportion of overhead expense in administering the affairs of the country. We must find some way to get rid of these employees who, after years of afithful service, have become inefficient and a drag on their establishment through age or other infirmities, and we can't throw them out in the street."

* * *

One of the significant marks of progress during the past year, according to an experienced observer of public affairs, was the stand taken by the metropolitan dailies of Chicago in supporting the successful fight carried on by *Civil Service News* for publicity of public records.

During and after that fight Chicago daily newspapers, including the Daily News, Evening American, Evening Post, Tribune and Herald, commented editorially on the principles involved in this fight of *Civil Service News* for access to the public records of the Civil Service Commission of the City of Chicago.

"These editorials," said this observer, who is well versed in official affairs and in newspaper developments, "should stand out prominently in a review of the year. They are in line with the spirit of the times."

* * *

Pittsburg city council passed a resolution, at a session late in 1915, pledging the members who will continue to sit in that body for another year to support a legislative enactment providing for the appointment of a Civil Service Commission by some power entirely independent of

the city government or for the election of such a commission by the people.

* * *

The California State Highway Commission will use a Civil Service eligibility list in choosing even the labourers for certain works soon to be undertaken.

* * *

The Chief, New York, says editorially:

Just what effect the Postoffice Retirement Bill, introduced in Congress a week ago, will have it is difficult to determine. It is so broad in its provisions that it may antagonize those who would support a measure in which the term of service is made longer. The bill provides that a carrier or clerk "shall" be retired on an annuity of fifty percentum of his salary when he has served "twenty years or more." In addition it says:

"For the purpose of this Act the period of service shall be computed from original employment, and shall include periods of services at different times in the Postoffice Department."

In other words, a man may have been in and out of the Service, but his whole time in it is counted. This is certainly very liberal. The objection to all this will be that the Government's interests are not thought of. Success in the passage of an annuity measure must be based on a plan of equity to both sides—the payee and the receiver.

* * *

An initiative constitutional amendment, designed to bring all State employees under Civil Service and to fortify the present State Civil Service law against future danger of curtailment by legislative amendment, will be placed upon the ballot at the general election in California this year by Charles Wesley Reed of the State Civil Service Commission.

A horde of loan sharks have fastened themselves upon the men of the New York fire department and have done much harm to their victims and to the service to which they belong. To combat this evil a number of wealthy and public-spirited citizens have organized the New York Firemen's Emergency Fund, incorporated under State laws, which will loan money to firemen in difficulties at a fixed rate of four per cent per annum. High public officials and big financiers are connected with the fund.

* * *

It is evident from the following article taken from "The Civil Service Advocate" that the campaign for betterment of existing conditions will be a live one in the Republic during this year. The problems confronting the Federal employees there are very similar to our own; may they be successful in the effort to remedy the defects.

1916 PROGRAMME OF FEDERATION OF FEDERAL CIVIL SERVICE EMPLOYEES, PORT OF SAN FRANCISCO.

The Federation of Federal Civil Service Employees is engaged in constructive work to improve the condition of the Civil Service of the United States and those employed under its provisions. During the next Congress the organization will urge the passage of the following bills and amendments to current law:

NOLAN BILL.—This bill was introduced by Honorable John I. Nolan, member of Congress from California, and provides that the minimum wage for men or women over twenty-one years of age who shall work eight hours a day for the Government shall be \$3.00. The public will be greatly surprised, no doubt, to learn that there are many men and women employed by the Government in the Civil Service, either classified or unclassified, who receive \$40, \$50 and \$60 a month and try to maintain a family on this inadequate wage.

BUCHANAN BILL.—This bill was introduced by Honorable Frank Buchanan, member of Congress from Illinois, and provides essentially that eight hours shall constitute a day's work for any class of employees, and that there shall be one day's rest in seven. This is in line with modern thought in industrial lines, and there can

be no serious objection to it, but, like other progressive measures, it requires organized effort to have it displace the present chaotic condition in that respect.

McGILLICUDDY BILL.—This bill was introduced by Honorable Daniel J. McGillicuddy, member of Congress from Maine, and is a measure extending to Government employees the general terms of what is known as the Employers' Liability Act. If you are employed by the Government under the Civil Service regulations, do you know that if you are injured in line of duty or become incapacitated in line of duty you would receive no compensation after sixty days had elapsed? This bill is intended to correct that situation, and provides that where employees are incapacitated from causes due to their occupation they shall be compensated while sick, or if their lives shall be lost a certain remuneration shall go to their families.

SPRAGUE BILL.—A measure prepared by Inspector Sprague, of the U. S. Customs Service in San Francisco, providing for retirement and superannuation.

AMENDMENT to Section 7, Act of March 15, 1898, providing that where an employee is directed to work on Sunday or on a legal holiday, he shall be given compensatory time therefor within the following seven days.

AMENDMENT to Section 6 of the Act of August 24, 1912, providing that in case of removal the person removed may appeal from an order of removal to a board or tribunal to be created in the Civil Service Commission and to consist of three members, one of whom shall be an employee of the United States under the classified Civil Service law.

If you are employed by the Government under the Civil Service rules or regulations you are invited to join this organization and contribute your share toward bringing about the above changes, if they meet with your approval. The present organizations are located in San Francisco, Vallejo, Seattle, Milwaukee, Portland and Bellingham.

Perhaps a gentleman is a rarer man than some of us think for. Which of us can point out many such in his circle; men whose aims are generous, whose truth is not only constant in its kind, but elevated in its degree; whose want of meanness makes them simple, who can look the world honestly in the face with an equal manly sympathy for the great and the small.

—*Thackeray.*

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LUNCH
FULL COURSE
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In all Departments. Spot Cash

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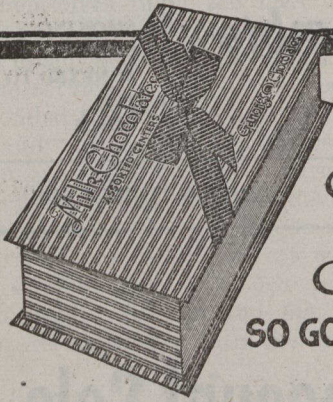
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THE POSTAL JOURNAL

VOL. I.

JANUARY 21, 1915

No. 8

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

President	A. S. Black, Vancouver.
Vice-President	C. Gardner, Regina.
Secretary	J. W. Green, Winnipeg.
Treasurer	E. Simms, Calgary.
Vice-President for Manitoba	S. C. Berridge, Brandon.
Vice-President for Saskatchewan	W. D. Weedon, Moose Jaw.
Vice-President for Alberta	E. H. Mitchell, Edmonton.
Vice-President for British Columbia.....	J. B. Sinclair, Victoria.

The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor,
A. Venables, Calgary, Alberta.

PROMOTIONS AND INCREASES.

Some time ago there appeared in *The Civilian* an unofficial announcement to the effect that the Government had decided that, for the duration of the war, they would grant no further promotions but that statutory increases would continue. About the same time the public press announced some such decision, but to date no official circular has been seen by us and we are given to understand that the matter is not altogether settled. This association which, since the war started, has endeavoured to look at all questions from a war viewpoint, was not surprised to

learn that some such measure was contemplated. We have taken the stand, however, that the only reasonable and fair system would be the withholding of both promotions and increases from a specified date. It is difficult to see where anything but injustice would be meted out if certain civil servants remained at their present salaries because they were due for promotions, while others received their ordinary increases, thus, in one or two years, bringing the junior men of a class up to the same level as the senior men. Again it seems to us, imperative in the interests of justice, that, if the promotion and increases are to stop at all, they all stop on

a specified date. To hold up either promotions or increases in some offices on the ground of war economy when the same raises have been issued to other offices is surely a most unfair policy and one which naturally would cause a great outcry and dissatisfaction among Government employees.

It is the humble opinion of this organization that during a time unparalleled when, uncomplainingly, we are doing all possible to help the Department in its economy scheme by means of reduced staffs, etc., the Department should do all in its power to keep its employees satisfied on questions of ordinary justice such as this matter is.

This association has always agreed that the Department has the right to withhold either increases or promotions for good and sufficient reason in certain cases, but we on our part contend that in all such cases it is our right to be informed as to the reason for withholding such raises.

"IF THIS DOESNT MEAN YOU, SHOW IT TO SOMEONE IT DOES MEAN."

This association cannot be the same during the year 1916 as it was during the year past—it's either going forward or it's going backward.

Whichever way it goes will be up to the members, you will be responsible this time next year for the then present state of this organization. The members do not mean the President or the Secretary of the whole association, nor does it mean the President or Secretary of your local branch; it means each individual member of each and every branch.

Members, sit up and take notice. The biggest kickers usually do the least work. We like your kicks—at the meeting—not around the office a couple of days after the meeting at which your presence wasn't noticed. If you don't like all that your officers do or some of the decisions come to by the meeting, remember that your officers were at least willing to stand. We're YOU! The decision come to at that meeting might have been different had you had something to say on the subject. We're YOU even there! You're asked to give up three hours out of every 720 to a meeting which is solely in your own interests.

ATTEND YOUR MEETINGS ON TIME AND DO SOMETHING WHEN YOU'RE THERE.

No man is happy who does not think himself so.—*Marcus Antoninus.*

BRANCH NOTES.

Brandon.

The election of our officers for the year 1916 resulted as follows: President, W. B. Bain; Secretary, H. F. Sefton; Treasurer, J. G. McKellar. We have recently added two more members to our ranks, so this does not look as if we were backsliding any. We have recently heard from S. C. Beveridge, one of our hardest working members and the Provincial Vice-President of the association. He is somewhere in France, and has been made platoon sergeant. He wishes the association the best of success during 1916 and hopes some day to be with us again. Every one of the members here will be tickled to death when we have "Smoke" once more back in our midst.

Winnipeg.

At the annual general meeting of this branch held in the Industrial Bureau, Mr. J. W. Green in the chair, the following officers were elected for 1916: President, W. Fridfinson; Vice-President, F. R. Sutton; Secretary, W. Smith; Treasurer, J. W. Berry.

The Executive is composed of the following: Messrs. Green, Gladstone, Hunter, McLeod, Pickup, McIntosh, Trute, Parsons, Sargent and Morton.

Treasurer Hopkins presented the annual balance sheet, which was very satisfactory, and, it having been certified by Auditors Tease and Gladstone, it was unanimously adopted.

NOTES BY THE WAY.

The New Year is now well in and the majority of branches are under the direction of a new set of officers. It would, therefore, seem seasonable to take this opportunity of thanking all those who have in any way help to start this journal on its way and who have been instrumental in making these pages any success that they may have been. If the same men are acting in the capacity of branch correspondents as in 1915, it is sincerely hoped that they will continue their good work, and, if possible, continue to progress month by month in this new year. Those who are taking on this work as a new duty will probably find among the correspondence turned over to them a letter issued from Calgary on the 15th September. Will they please read this carefully and endeavour to follow up, to the very best of their ability, the good work begun by their predecessors. Of the members at

large it is asked that they use every endeavour, both individually and collectively, to help along a branch of our associational work that is bound to become of more value to us all as time goes on. These few pages which the Editors of *The Civilian* have been good enough to set aside for our use are but our first attempts. The only method we have of ascertaining our capabilities is by the continual effort of all to provide live and interesting matter for publication. There is no reason why members should leave their branch secretaries to shoulder all the work,—they will look after your Branch Notes. The Editor will at all times be delighted to receive matter from any member of our organization that is considered to be of interest to our members generally, and if these pages are to grow in interest more of our members must come forward and help along the work.

When the "Lusitania" was sunk, Germany received a protest from Washington. Because they did not receive one from every city in the United States it was no reason to suppose that the protest was not the sentiments of the whole nation. Yet when some people receive a letter from our headquarters at Winnipeg they seem to question whether it is a letter from the Dominion Postal Clerks' Association. Our organization is conducted on business lines and when a letter is sent from Winnipeg the contents of same are known all over the West, and have the approbation of the association as a whole.

Patience is a virtue. Which reminds us that we haven't yet heard the result of the discussion with regard to Civil Service pay while on active service. According to a circular this discussion was under way on Oct. 25th last.

We were going to say something about that 3c stamp, but second thoughts are often best. If it's permissible to prophesy, however, we can see endless criticism from the public and some eyesight killing work for the despatch staffs.

In 1913, for the first time on record, and again the following year, the United States Post Office Department showed a financial surplus. For the year ending June, 1915, the audited deficit was \$11,333,308.97. Back in the soup with a jump!!!

The current issue of the "Union Postal Clerk" gives a full account of an address by Chas. G. Ammon before the Chicago postal clerks. If only space permitted, we would dearly like to print the entire speech for the benefit of our readers. Mr. Ammon is President of the Fawcett Association in Great Britain, which is the organization of the Post Office sorters, and he has been

in the States as representative of the British Trade Union Congress to the American Convention of Labor at San Francisco. Nothing better has yet been heard to show what organization has done for the postal clerks on the other side of the Atlantic. A few of his remarks will appear elsewhere.

FROM OTHER SOURCES.

It seems incongruous for men who have risen to places of power and authority through organization—political organization—to refuse to view employees' organizations with tolerance."

—"Union Postal Clerk."

"One of the first things I did on coming into office was to recognize the representative character of those great postal organizations, and I have never regretted it."

"It is most important for the effective co-operation between the department and a post office servants' association that the latter should be in reality representative of the class. The weight that memorials carry will necessarily depend largely on their representative character."

—Lord Buxton, when Imperial P.M.G.

"But the truce suggested by the Belleville member will not improve matters very much. It will not produce the best man for the position. A non-partisan commission should be created for the purpose of making appointments, which should be based on the results of competitive examinations. The Laurier Government placed the Inside Service on such a basis, with very great success. The Borden Government, it was expected, would extend the reform to take in the Outside Service also. It has not done so unfortunately."

—"The Albertan."

The President of the London Postal Sorters' Association, before the Chicago Postal Clerks:

"I want you to realize that you are not going to win anything—neither did we—by sitting down and wishing for it or crying about it."

"In 1912 a commission appointed to enquire into the ways of post office servants report, 'We recommend that the recognition of post office organizations shall be maintained in the interests of the staff and the public service.'"

"Willing service is the most efficient service, whether in public or private employment."

"They would not work in the offices

you have to toil in—much less use your facilities as retiring rooms for the time being. British postal employees have the right to consultation and recommendation. We have the very latest inventions in hygiene and sanitation. During the entire day the cleaning staff is at work.”

“Our retiring rooms, smoking rooms, reading rooms and dining rooms are kept scrupulously clean. All these departments are maintained at the expense of the Post Office Department, but we manage them.”

“The actual working schedule in British post offices range from 6 to 7 hours, and after 8 p.m. until 6 a.m. 7 hours are equivalent to 8 hours’ day work.”

—“The Union Postal Clerk.”

TALE OF A STAMP.

I’m a stamp—a postage stamp—
A two-center!
I make the Government
A profit
Of \$62,000,000 a year.
Some velvet, eh?
Don’t want to brag,
But I was never licked
Except once;
By a gentleman, too;
He put me on an envelope—
Perfumed, pink, square;
I’ve been stuck on it
Ever since;
He dropped us—
Through a slit in a dark box:
A mail clerk hit me an awful
Smash with a hammer;
It left my face black and blue;
Then I went on a long
Journey.
When we arrived—
The pink envelope and me—
We were presented to a perfect love
Of a girl,
Say, she’s a dream!
Well, she mutilated
The pink envelope and me
With a hair pin;
Then she read inside.
I never saw a girl blush
So beautifully!
Say, she kissed me,
Oh, you little godlets
We—
The pink envelope and me
Are now nestling snugly
In her bosom;
We can hear her heart throb;
When it goes fastest
She takes us out
And kisses me.
Oh, say—This is great!
I’m glad

I’m a stamp—
A two-center,
Even if
The One Cent
Letter Postage Association
Is after my scalp.
—“Union Postal Clerk.”

THE SOLILOQUY OF AN INTENDING MEMBER.

To join or not to join, that is the question. Whether ’tis nobler for a clerk to suffer the slights and disappointments of the party system or to take arms against the politicians, and by opposing, end them. To join, to sleep in apathy no more, and by our unity to strive to end the heart-ache and the other “Service” ills that clerks are heirs to. ’Tis a consummation devoutly to be wished. To organize, to work. To work, perchance to win. Aye, there’s the point. For by that work, what victory may come ere we have shuffled off this mortal coil must give us hope. There’s the respect that makes success of so long effort.

For who would bear the whips and scorns of time, the ‘spoiler’s’ wrong, the ‘party’ man’s contumely, the pangs of disfavored duty, the law’s delay, the bitterness of classes and of grades, the undeserved merit the unworthy takes, if he himself his *Quietus* makes with a bare living. Who would these conditions bear?—to toil and work under a weary life, but that the hope of something afterwards, the far off goal, upon whose heights our patient eyes are turned, invokes our aid, and makes us combat all the ills we have, to obviate the others that we wot not of. Thus conscience does make members of us all.

“OMELET.”

In 1815 the population of the British Isles was 19,000,000, and the national debt was \$4,750,000,000, that is, about \$250 per head. In 1914, when the war broke out, the population was 46,000,000, and the national debt was \$3,500,000,000, or \$75 per head. Remembering that the average earning power of the individual has enormously increased during the century, it does not look as if the heart of the Empire was in the tragic financial condition that some folk imagine, even with all the debt that the war has been piling up.—*Christian Guardian*.