

PAGES

MISSING

THE CIVILIAN

VOL. IX.

AUGUST 4, 1916.

No. 8

Postal Clerks' Association of the Dominion of Canada

Annual Convention, 1916.

City Hall, Regina,
July 10th, 1916.

The Convention assembled at 9.30 a.m.

The chair was occupied by Mr. A. S. Black, President, Vancouver, and the vice-chair by Mr. C. Gardner, Vice-President, Regina.

Mr. C. Gardner, on behalf of the Mayor of Regina and the local Branch, welcomed the visiting delegates in a few well chosen words.

Roll-call of officers: President, Mr. A. S. Black, President; Mr. C. Gardner, Vice-President; Mr. J. W. Green, Secretary, and Mr. Simms, Treasurer.

Delegates: Mr. F. R. Sutton, Winnipeg; Mr. H. F. Sefton, Brandon; Mr. H. S. Bell, Moose Jaw; Mr. A. L. Horton, Medicine Hat; Mr. E. L. Snook, Port Arthur and Fort William; Mr. S. W. Foster, Saskatoon; Mr. H. L. Doyle, Prince Albert; Mr. H. S. White, Lethbridge; Mr. R. Beauchamp, Regina; Mr. H. Selby, Regina; Mr. G. Hutchinson, Vancouver; Mr. W. Fridfinnson, Winnipeg; Mr. F. G. Allen, Vancouver; Mr. L. Pickup, Winnipeg; Mr. S. H. Tease, Winnipeg; Mr. H. D. Talbot, Edmonton; Mr. A. Venables, Calgary (Editor "Postal Journal"), and Mr. W. L. Tuck, Calgary.

Proxy votes were held for the following offices: Kingston, Ont. (by R. Beauchamp), Sydney, N.S. (by H. L. Doyle), Victoria, B.C. (by G. Hutchinson), Ottawa (by F. G. Allen).

Messrs. H. S. Bell and H. Selby were appointed to examine and report on credentials.

Moved by Mr. White, seconded by Mr. Horton, that minutes be accepted as recorded in the report of the last Convention and that any business concerning the minutes which might arise during the convention be admitted for discussion. Carried.

Report of the Credential Committee being satisfactory was accepted.

REPORTS OF OFFICERS.

Report of Mr. A. S. Black, President:

Gentlemen,—In presenting to you the report of my official acts during my term of office as President of this Association, I desire to congratulate the members upon the excellent progress which has been accomplished in this, the first year's existence of the Postal Clerks' Association of the Dominion of Canada. As you must all recognize, the past year has been most unfavourable towards the work which the Association has set out to accomplish, but notwithstanding the unfavourable conditions, I am able to report that the Association has made excellent progress and the signs are not wanting that it will continue to make as good, if not better, progress

in the future. We have been called upon to face unprecedented conditions caused by the war. A very large number of our members are serving with the forces, all of whom the Association is carrying as fully paid up members, without expense to the Branches. This has somewhat depleted our revenue, nevertheless I am able to report that the financial standing of the Association was never better than at the present moment. Several of our Branches report the death of members, who have made the supreme sacrifice on the battlefields of Europe, fighting for those ideals of freedom and justice which are synonymous with the name of the British Empire. In this Association we are also striving for justice and right. We deeply lament the untimely end of these members, but we are proud to think that they considered the cause of justice and right was better even than life itself, and we are honoured by being able to call these men our comrades.

At the Convention held in Vancouver in July, 1915, it was thought that it would be unwise to ask for any radical changes in the way of legislation and that our energies should be devoted to extending the organization of the Association. With this object in view, we were able to secure several pages in each issue of *The Civilian*, and in the month of October, 1915, there appeared in the pages of that publication the first issue of the "Postal Journal," and I am sure that you will agree with me that the "Postal Journal," under the able editorship of Mr. Venables, has been a great success. It has done much to bring the Branches together and has also brought the Association very much to the notice, not only of kindred organizations, but also to the notice of the powers that be. Since its inception I have tried to do what I could towards helping our editor with reading matter, and in connection with a resolution passed at previous Conventions in which the Department is asked to furnish every clerk with a book of rules and regulations governing his employment, I considered that we might more easily attain such an object by preparing it ourselves and submit it to the Department, asking permission to have it published. It was indeed, if such permission was obtained, to print the rules and regulations in one issue of the "Journal," so that they would be available in concise form to all members. After much trouble I prepared these rules and regulations (copy of which is attached to this report) and they were submitted to the Department together with a letter asking permission to publish them. No reply to this letter has been received and until such time as this reply is forthcoming it would be unwise to take further action regarding the publication of this matter. In January of the present year an unfortunate incident occurred at the Moose Jaw office in which Mr. W. D. Weedon, Vice-President for Saskatchewan, was implicated. Every endeavour was made by the Moose Jaw Branch and by the Vice-President, Mr. C. Gardner, to have the matter amicably settled. Mr. Gardner made a special trip to Moose Jaw, but his kindly offices were of no avail, and after reviewing all the facts of the case I considered I had no other course open to me than to request the General Secretary to ask for Mr. Weedon's resignation, on the grounds that his conduct was diametrically opposed to our Constitution. Mr. Weedon's resignation was duly received, and to fill the vacancy caused by this resignation the Moose Jaw Branch were requested to nominate one of their members. Mr. H. S. Bell was the choice of the Branch and I had pleasure in having Mr. Bell fulfil the office of Vice-President for Saskatchewan for the remainder of the year. In the early part of the present year the General Secretary intimated to me that the referendum taken on the

(Continued in *The Postal Journal*.)

JOLLY JINGLES by BLACKIE DAW

THE REJECT.

“Talk about your luck, why say,—
I was born on a Friday, the thirteenth day,—
And bad luck just won't keep away
FROM YOURS TRULY.”

“I've tried mighty hard to enlist, by Gee!
But as soon as the Doc. gets a look at me,
'Not a chance in a thousand to enlist,' says he,
FOR YOURS TRULY.”

“Why, I'm a reject—my feet are flat;
They've turned me down three times for that;
They've told me so plain, I know where I'm at,
DOES YOURS TRULY.”

“Teeth O.K. and eyesight good;
Heart and lungs the test have stood;
But feet as flat as a bow-legged Druid,—
THAT'S YOURS TRULY.”

“So I am going to cross the sea
To work in a muntion factor-y;
Come, ye rejects, and crush Germany
WITH YOURS TRULY.”

“But if you're fit it's up to you
To fight for your country, and family, too;
If the Germans should win you know what they'd do
TO YOU AND YOURS TRULY.”

PRINCE EDWARD ISLAND PERSONALS.

There are quite a number of Ottawa civil servants, their wives and families, summering among the north shore of this beautiful isle, inhaling the saline breezes from the Gulf St. Lawrence, and enjoying the energizing surf bathing, as well as satisfying their appetites on the new island potato, the fresh mackerel and the cod, not to speak of the famous island cheese

and gilt-edged butter, strawberries (wild), and cream, and otherwise.

Among the numerous visitors are: Mr. and Mrs. Gordon Grant, of the Transcontinental; Sir Louis and Lady Davies; Mrs. Tom Davies (Topographical) and children, Edmonton; Mr. and Mrs. P. D. McDonald, Finance; Dr. Montizambert, Agriculture; Miss Tena Inman; Ensign L. H. Smith and Mrs. Smith, Militia; J. C. McDonald, Interior; Mr. J. Burns, Finance; Mr. J. A. McDonald, Interior; Miss McDonald, Auditor-General's.

NOTICE—IMPORTANT.

It is desired to compile a **COMPLETE RECORD** of the enlistments of Dominion public service employees in the Canadian Overseas Expeditionary Forces up to August 4th, 1916, being the first **TWO YEARS** of the war. A complete list of **CASUALTIES**, honors won, etc., etc., is also desired. Heads of Departments and Branches, accountants, and all subscribers, readers and friends of "The Civilian" are requested to assist in making these lists complete. Information is wanted **AT ONCE**. This record is being compiled in the interest of the **WHOLE CIVIL SERVICE** of Canada. Lend a hand! Do it **NOW**.

CIVIL SERVICE CASUALTIES.

KENNETH CRAIG CORSAN.

Kenneth Craig Corsan, a member of the Machine Gun Section of the 7th Canadian Battalion, was wounded in the back and shoulder by shrapnel at the Ypres salient on June 2nd. He was taken to the stationary hospital at Wimereux, France, and died of his wounds on June 19th. The hospital report states that though he endured intense pain, he bore his sufferings with the greatest fortitude and without complaint.

Private Corsan, at the time he enlisted for active service, in May, 1915, was deputy collector of inland revenue at Fernie, B.C., in the Inland Revenue Division of Vancouver, to which position he was appointed in April, 1914. He was twenty-four years of age and unmarried.

PTE. L. A. BROWNE.

Dr. F. T. Shutt, Dominion Chemist at the Experimental Farm, has received a letter from Richard Reid, Agent-General for Ontario in Great Britain, in which he says:

"On July 12th, Mr. J. M. Clarke

saw Private L. A. Browne, P.P.C.L.I., in the Royal Free Hospital, Grey's Inn Road, London, where he is receiving attention to bomb wounds in the legs and left hand. He is not able to sit up yet, owing to the fact that he has a slight attack of typhoid fever. He is looking very well, is quite happy, well looked after and making favorable progress."

L. A. Browne before enlisting was assistant chemist on the staff at the Experimental Farm, capable and popular, and the message in the above letter will be very interesting to his many friends.

PTE. JAS. E. SMART.

Pte. James E. Smart, formerly a railway mail clerk in Calgary District, was admitted to the General Hospital at Camiers, France, on June 4th, suffering from a gunshot wound in the eye. Private Smart enlisted in September, 1915, in the 50th Battalion, but after training in England for some time was drafted to another unit.

J. R. MORRISON.

J. R. Morrison, formerly a clerk in the office of the Grain Commission

in Winnipeg (Department of Trade and Commerce), has been killed in action. His death is believed to have occurred in May. He enlisted in January, 1915.

THOMAS LAW.

Thomas Law, of the Port Arthur staff of the Grain Commission, was admitted to the North Midland Casualty Clearing Station on May 13th suffering from shell shock.

W. W. DAVIDSON.

Walter William Davidson, also of the Grain Commission's Port Arthur staff, has been missing since June 7th.

JOHNNY DUBE.

Johnny Dubé, of the Public Works outside staff, who was reported wounded in a previous issue, has died of his injuries. He was admitted to No. 13 general hospital at Boulogne on June 23rd with gunshot wounds of dangerous character in the legs and back. His death was reported on July 27th. His next of kin live at Chicoutimi.

G. D. CURPHEY.

George Douglas Curphey, of the 56th Battalion, C.E.F., was reported killed in action on the casualty list of July 18th. Private Curphey was in his thirty-second year and had been an officer of the Regina customs staff since 1914.

LIEUT. CHAS. P. COTTON.

Though the remains of Lieut. Charles Penner Cotton were not found, there seems to be no hope that he is alive and his name is inscribed among those of "Our Boys" who have made the last great sacrifice for the Empire.

LIEUT. R. R. CAMPBELL.

Lieut. Robert Rankine Campbell, of the 2nd West Yorkshire Regiment,

killed in action late in July, was an employée of the Forestry Branch of the Department of the Interior, and was engaged, prior to his enlistment, in forest surveys in the Rocky Mountains. He went overseas in the 30th Battalion in May, 1915, and was given his commission in England. His death was reported on July 22. He was born in India, his father being in the Indian Civil Service, and was educated in England and in Toronto. He was a well known Trinity cricketer. His captain writes: "I have met many brave men in the course of active service, but not one whose pluck and conduct I held as much admiration for as your son's."

T. L. CUFFE.

Trevor L. Cuffe, a clerk in the Peterboro post office, was killed in action on the 2nd or 3rd of June, —the days of the Canadian repulse of the German counter-attack at Hooge. He had been in the postal service since 1912.

A. F. QUINN.

Alexander Fillmore Quinn, clerk in the Vancouver post office, was also killed in action on June 3rd. He was thirty-four years old and joined the Civil Service nine years ago. Before the war he was connected with the 6th D.C.O.R. and 11th Irish Fusiliers of Vancouver. He went to the front at the outbreak of the war with the 7th Battalion and was wounded in May, 1915.

LIEUT. H. E. BALL.

Lieut. Herbert Eldridge Ball was wounded on July 22nd. In civil life he is an officer of the Toronto customs. His father is Ald. A. H. Ball of Toronto. Lieut. Ball went to the front in April, 1915, as a private in the 19th Battalion and has since been promoted.

LIEUT. WM. PICKUP.

Lieut. Wm. Pickup is reported to

have arrived in London, suffering with a wound in the eye. He is a railway mail clerk from the Winnipeg division and went overseas with the Postal Corps.

DAN A. SIMONS,
HARRY S. HOGARTH.

Dan A. Simons, of the Post Office Department, has been a prisoner in Germany, but has been transferred to an internment camp in Switzerland. Harry S. Hogarth, of the Trade and Commerce grain staff in Winnipeg, is also in the hands of the Germans, and has been sentenced to a year's imprisonment for refusing to assist in the manufacture of munitions. Hogarth was made prisoner at St. Julien sixteen months ago.

News of these men comes in a letter from Simons, who writes, in part, as follows:

"On my leaving Germany Corporal Harry Hogarth asked me to write on his behalf, as I will be able to say more than he would be allowed to say. He is going about with a jail sentence hanging over him. Last winter, he, with some others, was ordered to go to a munition factory to work there. All the English in the party refused to go, as naturally they did not want the job of preparing bullets for their comrades. They refused, knowing that they would be punished, and really I think we should be proud of them. They were tried by court-martial and received a sentence of one year each. They have appealed several times, and at the time I left they had sent in another appeal. I do not know how it will come out, but it is not very likely to do much good. If his letters stop coming, you will know that he has been sent to the prison to do his time. He is the sort that will do it and never flinch. He is a man, every inch of him, and I am mighty proud to own him for a friend.

"He asked me to tell you that he has not been receiving any parcels lately. Of course it is pretty hard to exist without parcels in Germany, and most Canadians seem to depend too much on what the Red Cross does for the boys. After an experience of thirteen months in Germany, I can say that is a mighty poor support. The most useful things to send are tinned meat and fish, beans, corn, tomatoes, tea,

sugar, butter and milk. And above all, don't forget the tobacco and cigarettes. There is so much spare time when there is nothing to do but smoke.

"He is quite well in health and I hope when this is over to meet him in Ottawa and take the old town apart with his able assistance. Sincerely yours,—DAN. A. SIMONS."

MAJOR VERRETT, D.S.O.

Major Hector Bacon Verrett, of the 2nd Battalion, C.E.F., has been recommended for the D.S.O. In civil life he is assistant deputy postmaster general. He earned this distinguishing honor at Ypres during the fighting from June 2nd to 15th. Part of the recommendation by his O.C., concurred in by Brig-Gen. G. B. Hughes, reads as follows:

"This officer has been recommended for his conspicuous bravery and devotion to duty during the above noted period.

"On the 5th June, after being wounded by shrapnel, he stayed by his command under the most trying conditions, and also took a very active part in the improvement and strengthening of our position. This was done under a very heavy shell fire.

"On the morning of the 4th June my Adjutant was cleared on account of shell shock, which left me, owing to casualties in officers, in a very serious position. Major Verrett, although wounded, took on the duties of Adjutant in addition to his own, and proved of the greatest assistance to me.

"His manner assisted very much in cheering up the men under very adverse conditions.

"This officer has been with his battalion since the 26th April, 1915, and his work has been of the very highest calibre, and for his general devotion to duty I strongly recommend him for an honor or reward."

Thirty-seven members of the Montreal customs staff have joined the "10,000 Red Cross Club" of that city.

There is nothing more aggravating than a man of few words who insists upon using them constantly.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names in previous lists,—2,195.

FIFTY-SECOND LIST.

- Lieut. N. A. Thompson, Topographical Surveys, Ottawa.
 P. E. Trudel, Interior, Ottawa, C.A.M.C.
 Major E. E. Wood, Interior, Ottawa, C.A.S.C.
 Sergt. E. R. Williams, Topographical Surveys, Ottawa, 57th Battalion.
 F. M. Allan, Topographical Surveys, Ottawa, 25th Battery, C.F.A., C.E.F.
 H. Broadbent, Topographical Surveys, Ottawa, 25th Battery, C.F.A., C.E.F.
 J. B. Brophy, Interior, Ottawa, Aviation Corps.
 Lieut. H. W. Cheney, Interior, Ottawa, 4th Universities Company.
 Lieut. R. R. de Puyjalon, Topographical Surveys, Ottawa, 93rd Battalion.
 Lieut. S. M. Duncan, Topographical Surveys, Ottawa, C.M.R.
 J. C. Donaldson, Interior, Ottawa, C.A.P.C.
 H. Gauthier, Topographical Surveys, Ottawa, 1st Colonial Infantry, French Army.
 H. E. M. Kensit, Interior, Ottawa, Canadian Engineers.
 P. T. Kane, Topographical Surveys, Ottawa.
 A. F. Langdon, Topographical Surveys, Ottawa.
 Lieut. A. J. Macmillan, Topographical Surveys, Ottawa, 80th Battalion.
 W. F. Savignae, Topographical Surveys, Ottawa, Canadian Engineers.
 Lieut. C. E. West, Interior, Ottawa, Canadian Engineers.
 Cecil W. Armstrong, Interior, Saskatoon, 65th Battalion.
 Arthur Allanach, Interior, Jasper Park, 49th Battalion.
 Lieut. John P. Alexander, Interior, Pincher Creek, 134th Battalion.
 Capt. Cecil H. Anderson, Interior, Le Pas, 101st Battalion.
 Arthur L. Bacon, Interior, Calgary, C.A.M.C.
 Lieut. Geo. G. Blackstock, Interior, Kindersley, 65th Battalion.
 W. H. Boyd, Interior, Winnipeg, C.M.R.
 P. G. Bertram, Interior, Winnipeg, 61st Battalion.
 Dr. Geo. E. Beauchamp, Interior, Montreal, Laval Stationary Hospital.
 Lieut. Floyd K. Blatch, Interior, Calgary, 211th Battalion.
 Loren L. Brown, Interior, Montreal, C.A.M.C.
 Fred. Geo. Bailey, Interior, Humboldt, 9th C.M.R.
 Francis R. Burfield, Interior, Calgary, 2nd Tunnelling Co.
 Lieut. Wm. Jas. Boyd, Interior, Calgary, 53rd Battery, C.F.A., C.E.F.
 Richard Cox, Interior, Medicine Hat, 9th Battalion.
 E. J. Cotton, Interior, Wainwright, 13th C.M.R.
 Jos. Cawthorn, Interior, Calgary, 1st Pioneers.
 Wm. Boyd Campbell, Interior, Montreal, Sanitary Corps.
 Robt. John Coulter, Interior, Battleford.
 Lieut. Chas. B. Cowley, Interior, Grouard, P.P.C.L.I.
 Kenneth G. Chisholm, Interior, Kamloops, P.P.C.L.I.
 Arnold Z. Choquette, Interior, Calgary, 32nd Battalion.
 G. W. Clarke, Interior, Banff, Canadian Engineers.
 Lieut. Hobart H. Carscallen, Interior, Calgary, Canadian Engineers.
 Capt. Ender J. Cleven, Interior, Winnipeg, 197th Battalion.
 Dr. E. Douglas, Interior, Halifax, 40th Battalion.
 Lieut. Eyre M. Dann, Interior, Vancouver, 72nd "Seaforths" Battalion.
 Chas. Geo. Davis, Interior, Winnipeg, 197th Battalion.
 G. A. R. Emery, Water Powers Branch, Interior.
 Sergt.-Maj. Leo G. Esther, Interior, Halifax, C.G.A.
 Lieut. Geo. R. Elliott, Interior, Calgary, Cycle Corps.
 Wm. H. Evans, Interior, Canmore.
 Edward V. Frith, Interior, Calgary, Motor Cycle Corps.
 G. Fitzgibbons, Interior, Calgary, 10th Battalion. (Killed.)
 John Ford, Interior, Banff, C.A.S.C.
 Dr. F. A. R. Gow, Interior, Halifax, C.A.M.C.
 Frank Glover, Interior, Edson, 12th Battalion.

THE CIVILIAN

Devoted to the interests of the Civil Service
of Canada.

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

Advertising rates are graded according to position
and space, and will be furnished upon appli-
cation.

Subscriptions, MSS intended for publication, and
all other communications should be addressed
to:

THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, August 4, 1916

THE NATIONAL DUTY.

Canada, and French Canada above all, owes it to itself not to remain indifferent in this war, but is compelled to do its share to have respected those principles which it invokes daily and to which it owes its own existence.

The fight going on to-day is like the battle of the Crusades. Since the Crusaders times have changed and circumstances have changed, but principles are still the same as they were. The battle of the Crusades was that of Christian Europe against the Infidel, who had already vanquished the Orient. To-day the enemy is not Islamism, it is Pan-Germanism which, with greater arrogance, tries to get domination from the North Sea to Bagdad, and to establish a Teutonic hegemony to dominate the world. In the Crusades all who could bear arms went to fight in that sacred cause. Are there any among us now who will remain indifferent before this arrogance, many times more atrocious than the arrogance of Islamism? If there are any, for my part, I am not one of them.

—Sir Wilfrid Laurier.

In this war the soul of the Empire has put on its armor and gone forth to conquer or to perish.

—Lord Curzon.

OUR BOYS

Previously reported:

Dead	63
Wounded	108
Prisoners	7

DEAD.

TREVOR L. CUFFE.
KENNETH CRAIG CORSAN.
J. R. MORRISON.
A. F. QUINN.
GEO. DOUGLAS CURPHEY.
LIEUT. CHAS. P. COTTON.
LIEUT. R. A. R. CAMPBELL.
JOHNNY DUBE.

WOUNDED.

THOMAS LAW.
H. E. BALL.
WM. PICKUP.
L. A. BROWNE.
JAS. E. SMART.

PRISONERS.

D. A. SIMONS.
H. S. HOGARTH.

TWO YEARS.

Two years ago to-day our country took up arms in defence of the freedom and civilization of the world.

For two years her ancient might has been exerted o'er the seven seas and they remain free to all but those who chose to be her enemies. On land, doing more than her part, she has spilled her dearest blood like water and opposed an unflinching front to the most vicious onset of which history has record.

Two years have passed,—hard, bitter years,—and a third dawns upon us,—harder, bitterer than those which are gone,—perhaps the hardest and bitterest of all this epoch of blood and woe. The mediaeval Hun, stripped of the last of those rags of "culture" with which he strove for a century to hide his hid-

eous barbarity, stands with his back to the wall, naked and unashamed, but desperate. No hope remains to him of restoration to the fellowship of nations. He is a self-convicted felon, a wilful outcast. He knows no repentance. If, indeed, a moment's weakness on the part of the avengers should give him the opportunity, he might cringe in false contrition, nursing his doubled hate for a future day; but, failing such chance, he will go down fighting, killing, ravaging, ruining, heaping his pyre with the treasures of the world.

Reader, what does this mean to you?

In the two years that have passed, what have you done? Is the sword of justice in your hand? Is your fullest power exerted to support your brother in arms? Can you look back over those two years and truly say "I have done all that I could"?

Let this be your time of self-examination. Listen to the still small voice that ever speaks you true. If you can not hear its clear and strong "well done," hang your head! Look not with pride upon the flag that shelters you,—the flag for which your brothers have died. You do not deserve its shelter; you are not worthy that they should die to save you.

Let this opening day of the third year of war be made memorable by the pledges of millions who have done their part that they will do yet more, and by the contrite soul-covenants of those who have done less, that, by the grace of the Almighty, they will so strive that they shall be redeemed from retribution for the past and become worthy to partake of the victory that is to come!

HEARTS AND HEADS.

Harold Begbie may sing himself hoarse about "the man who stuck to business" and "the man who kept his

head," but a too broad application of this idea would have left the world in sore straits. There are plenty of men who cannot go to the front who best serve the nation by sticking to business, but the man who keeps his head at the sacrifice of his honor makes a poor choice. Shylock "stuck to business," and thereby came very near to losing both his business and his head. His wretched life and the remnant of his crime-stained riches were preserved to him by the magnanimity of those who had hearts as well as heads.

It is the man with both heart and head who is saving the liberties of the world to-day. He has a heart that bleeds for the sufferings of France and Belgium and that leaps with proud joy at the tales of brave deeds done by land and sea, while his head tells him that security for his life, his liberty and his business is to be preserved only by taking up the sword. Stout of heart and cool of head, he goes out to help in the winning of the war. When he comes home again he will be, as he deserves to be, the favored son of his country. Then "the man who stuck to business" by choice will realize that he has missed the opportunity of his lifetime.

A GREAT RESPONSIBILITY.

The supreme importance of the proper direction of migration within the Empire during the period following the war was the burden of the speeches delivered by Sir Rider Haggard during his tour of the British dominions. Though policies in this regard will be the production of governments, the actual carrying out of the work of keeping the British-born under the Union Jack will fall upon civil servants. The encouragement, direction and distribution of the hundreds of thousands of emigrants from the British Isles will be in the hands of paid employees of the gov-

ernments of the dominions overseas. No greater responsibility ever devolved upon the colonial Civil Services. They must save British blood or Britain will bleed to death. Contemplation of this enormous undertaking should be a source of inspiration to every civil servant connected with it in even the most remote capacity, while to the government it should be a tremendous argument for the administration of the Civil Service on a strictly merit system, so that the very highest degree of efficiency in the Empire-saving work may be attained.

The postal service men in the West are the liveliest, most patriotic and most energetic class of civil servants in Canada. *The Civilian* gladly gives the major part of this issue to the report of the convention of one of their organizations.

Colonel Noel Marshall is home from Europe where he has been inspecting Red Cross work. He says there is a great deal to be done yet. Dan Simons, writing from a war prison, tells what the boys there need. As long as the war lasts no Red Cross or other patriotic worker or contributor in Canada can justifiably slacken his endeavours. The number of wounded and prisoners is growing by leaps and bounds. Relief work must be increased in proportion.

In the opinion of the editors of *The Civilian* there is still a little too much "sport" around Ottawa. Such amusements are very properly maintained by men who, for physical inability or other reason, *can not* go to the front, but to the spectator of the average amateur game it appears that there are very many young players and rooters who have never interviewed a recruiting officer. Such men are anything but "sports."

The cost of the paper on which *The Civilian* is printed has advanced

sixty-five per cent. Other items in the cost of producing this journal have also increased. All over the country newspapers and other publications are increasing subscription prices. *The Civilian* does not contemplate taking such action. The subscription price will remain at a dollar. The publishers ask merely that subscribers *keep paid up*. The subscriber who pays in advance is our best friend.

NEW COMMISSIONER.

W. J. Black has been appointed Commissioner of Agriculture in place of Dr. C. C. James, deceased. Mr. Black was born at Mansfield, Ont., was a graduate of the Ontario Agricultural College and Toronto University in 1902, and after being editor of the western edition of the "Farmer's Advocate" was appointed Deputy Minister of Agriculture for Manitoba in 1905, and in April of that year was appointed President of the Manitoba Agricultural College and Professor of Animal Husbandry.



DEPARTMENT OF THE NAVAL SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANNUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, June 12, 1916.

Unauthorized publication of this advertisement will not be paid for.

MORE MEN NEEDED.

The urgent need for patriotic fighting Canadians to join, or reinforce, their brothers at the front still continues. The fact that we have been receiving better war news lately does not mean that the war is about over and it is not worth while to enlist. It just means that the Allies have now got on a parity with the Teutons in the matter of men and munitions, but the process of overpowering the enemy has not more than begun. British statesmen are very hopeful, but they counsel patience and give warning that victory will not be secured without further heavy sacrifice.

Throughout the British Empire the call of duty is still sounding clear and shrill. Victory is not yet assured, and, until it is, every man who can enlist should at once get into training and be ready to supply the fresh reinforcements that may be vitally necessary in winning the last stages of the conflict.

The 207th Ottawa-Carleton Battalion has a considerable number of civil servants among its officers and men. It will gladly welcome as many more as will join it out at camp on the bank of the Ottawa. Many men in the Civil Service take an active part in athletics, they are intelligent men and a desirable class of recruits.

The number of men who have already gone from the Civil Service, the honors which they have won, and the recognition of their bravery and achievements in official despatches should be an inspiration to others to enlist and emulate their heroic deeds.

It is not beneath any man's dignity to enlist as a private to fight in a righteous cause and in defence of his country. Some qualified officers are now going as privates rather than delay longer in Canada. Many good men, including one Member of Parliament, are in the uniforms of privates, and if every Canadian does his duty there will be thousands

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serving in the ranks who, under other circumstances, might have gone as officers.

The various recruiting units are rivals, but only in a friendly sense. The men in khaki are all brothers. When a young man steps forward to enlist the 207th is glad to receive him. If he prefers to go to another unit we simply send our congratulations along with him.

Why join the 207th? Because it has a young, energetic Commanding Officer, Lt.-Col. Charles W. MacLean, who was brought back from the front especially to organize this Ottawa-Carleton Battalion. Because, again, he has some ten officers and n.c.o.'s who have also been on the firing line. Because, also, the class of men he has secured to date are, as to physique, education and character, without doubt above the average.

Col. MacLean is not only busy with the organization and training of the Battalion, but he also studies closely the comfort and welfare of his men. An athlete himself, he lends every possible encouragement to outdoor sports and games for the physical benefit as well as the pleasure of them. He has provided a professional trainer for the men preparing for athletic contests. There is every facility for swimming in the Ottawa. There is a good library, a piano and frequent concerts in the big Y.M.C.A. recreation tent.

A decided advantage to men whose homes are in Ottawa is the easy access to the city and their ability to get home every evening. For business or family reasons this is often an important consideration.

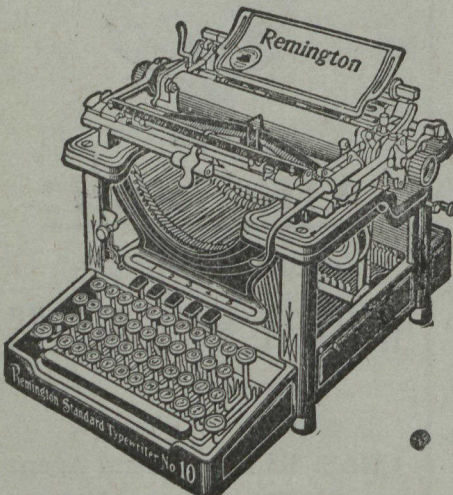
In the Civil Service there are many men who are not of military age or physically fit for active service. But

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they have seen their sons go forward, or they have done their patriotic duty in some quiet effective way. Many of these men have influence with the younger men in the Service and, it is hoped, will use that influence to cause them to make the noble decision "for King and Country."

The officers of the 207th will welcome them and the other men from the Civil Service now in the Battalion and will seek to make them feel entirely at home.

DEPARTMENTAL ROLLS OF HONOR.

A Roll of Honour, displaying the names of sixty-eight men from the establishment who have enlisted in the Canadian Expeditionary Forces has been placed at the entrance of the Government Printing Bureau.

One of the largest departments of the government service is preparing to publish a list of all its enlisted men in its annual report for 1916. This commendable course is likely to be followed by several other departments.

Personals.

General.

Mr. and Mrs. Richard Patching announce the engagement of their eldest daughter, Bessie Frances Margaret, to Harold Miall Barton, only son of Mr. and Mrs. M. C. Barton, of Southchurch, Essex, England. The marriage is arranged to take place quietly in the middle of August.

Dr. and Mrs. H. H. Bligh are in Halifax.

Mr. and Mrs. S. S. Allen are in Nova Scotia.

N. J. Ogilvie, of the Geodetic Survey, has resumed work on the Pacific coast.

Mr. and Mrs. N. B. Sheppard are at Old Orchard Beach.

Peter J. Maloney, of Penetang, and Lawrence Wright, of Conway, Ont., are the successful candidates for positions as assistant chemists at the Experimental Farm. Robert J. P. Gauley, Brentwood,

Ont., and Keith P. Johnston, of Napanee, secure appointments to the Topographical Surveys Branch.

Lieut. G. B. Muirhead, 8th Battalion, is home on leave. He was wounded last December. Lieut. Muirhead belongs to the Trade and Commerce grain staff at Fort William.

Obituary.

Andrew Laidlaw Anderson, of the Department of Customs, died on July 18th, aged seventy-five years. He was for many years a well known Toronto newspaper man and also edited a paper in Berlin. He entered the Civil Service in 1901.

Joseph Edward Paquette, of the Department of Mines, died on July 23rd, aged thirty-one years. He was a native of Quebec and entered the Civil Service less than a year ago. His widow and three children survive.

David B. Kelly, formerly a railway mail clerk, died in Toronto on July 26th.

Arthur Campbell, of the Post Office Department, is in Truro, N.S., where he was called by the death of his mother, Mrs. George Campbell, widow of the late George Campbell, Q.C.

SAVED BY HIS CHUM.

A Toronto despatch says:

James King and John Fullerton, letter carriers of the Toronto post office, were fishing at Port Credit on Saturday, when King fell back into the water while pulling up the anchor, and Fullerton rescued him, although with difficulty.

King couldn't swim. Fullerton could swim, but King's struggles were such that Fullerton had to exercise his full strength.

"Fullerton had to render King insensible in order to save him," said other postal employees.

King's face is badly marked, but he is glad he was saved, and has no complaint, except that the boys lost their fish when the boat tipped.

Paradoxical as it may seem, it's when a man finds himself in hot water that he gets cold feet.

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THE POSTAL JOURNAL

VOL. I.

AUGUST 4, 1916

No. 22

POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

(Continued from page 170 of *The Civilian*.)

question of affiliating with the Civil Service Federation was in favour of such affiliation, and accordingly I authorized the payment of the affiliation fees to that body. At that time it was uncertain whether the Civil Service Federation would hold a Convention or not, and as the Executive Committee believed in the doctrine of preparedness, after some correspondence it was agreed that a delegate should be sent to Ottawa. I nominated Mr. Gardner to act in that capacity in the event of such a contingency arising, but later events made this unnecessary, as no Convention was held. In order to stimulate interest amongst the Eastern offices a campaign was started to get them to join our Association. In April the Ottawa Association adopted our Constitution and intimated their willingness to join. As there were less than two months remaining of our fiscal year I requested the General Secretary to credit their per capita tax to the year 1916-1917, and on these conditions Ottawa became a Branch of this Association. Following this the same procedure was adopted in the case of Kingston and St. Thomas. Every inducement was held out to Eastern offices to send out delegates, and in the case of Kingston I endorsed a proposal to pay the hotel expenses of their delegate. Following up the idea of inducing as many Branches as possible to attend the Convention, I endorsed the proposal to allow a certain amount of expenses to the Branches at Port Arthur and Fort William, Medicine Hat and Lethbridge, who otherwise would have been unrepresented. I also had a somewhat lengthy correspondence with the Victoria Branch in an endeavour to have a delegate sent to the Convention, but I regret to report that all my efforts proved unavailing and they are being represented by proxy.

In conclusion, gentlemen, I have to acknowledge the services of all who have assisted me, either through personal services or by their counsel, during my term of office, and I wish to express my hope that the Association will go forward to even greater success in the future than it has had in the past. I wish to thank all members for the cordial support which they have given this Association.

Yours fraternally,

A. S. BLACK,
President.

Moved by Mr. Gardner, seconded by Mr. Tease, that the report of the President be accepted and that a hearty vote of thanks be tendered to Mr. Black for the very satisfactory manner in which he has fulfilled the duties of his office. Carried.

Report of the Secretary was read, and, on motion by Mr. Tuck, seconded by Mr. Selby, was accepted and a vote of thanks tendered.

Note.—As the report of the President deals with the work of the Association for the past year and touches most of the matter contained in the Secretary's report it was not thought necessary to publish the report of the Secretary.

Financial report of the Treasurer:

Moved by Mr. Foster, seconded by Mr. Bell: That the report of the Treasurer be accepted, balance sheet to be reported on by the Financial Committee in the usual manner. Carried.

Mr. Venables, Editor of the "Postal Journal," submitted a report for the consideration of the Convention.

EDITOR'S REPORT, 1915-1916.

Mr. Chairman and Colleagues,—

In submitting my report of the work of the "Postal Journal" for the past year I desire, in the first place, to sincerely thank those responsible for my election to the editorship at the last Convention, and I earnestly trust that this gathering will, after reviewing my work, have no cause to regret the confidence placed in me by those gentlemen. Those of you who have read our few pages in each issue of *The Civilian* since last September will have noticed that our journal has consisted of an article or two upon some associational matter, notes on postal affairs of passing interest, letters to the editor, Branch Notes and amusing skits on different branches of the service. In many instances, our articles have been written with the intention of bringing in the Eastern offices to our organization, and I have every reason to believe that they have, in conjunction with work performed by others, borne result, some now in evidence and some to show at a later date. Our letters from readers have not been as numerous as might be wished, but the future in this direction looks more interesting. I have throughout considered the Branch Notes to be the most important end of our work and I have, in practically every instance, given them the preference over all other matter. In this respect, I may say that the results have been far in excess of my expectations, every branch without an exception having contributed some notes during the year, and many of the branches being quite regular. I desire to express my deep appreciation for the valuable help in the way of contributions and suggestions from several of our officers and members, and, while it is not usually advisable to mention any one name in a number, yet I must inform this association of the thanks due to Mr. H. L. Doyle of Prince Albert for his untiring efforts to make our little journal a success. The only complaints received have been in connection with omissions or delays, and these have been quite unavoidable owing to the limited space at our command. Certain mild criticism has reached me with reference to the "tone" of some of our work compared to the general tone of *The Civilian*. This I leave with you, but would

remind you that we possibly have a somewhat different element to cater for than the average *Civilian* reader. The total expenses in connection with the "Journal" from September to the end of our year have been \$50.38. This includes the cost of a second-hand typewriter, \$35.00, and excludes letter paper and envelopes. So much for the past. Looking forward into the future for the present year, I must say that there is little doubt but that we shall find our present space—a minimum of four pages and occasionally five or six—in great demand, and I regret to say that there is little likelihood of our space being increased for so far as the editors of *The Civilian* are concerned, very sufficient and satisfying reasons. I would point out that outstanding matter takes up a rather large proportion of our limited space. In conclusion, I wish to recommend to this convention that a very sincere vote of thanks and appreciation be extended to Mr. C. A. Halladay and the editors of *The Civilian* for space afforded us in the past, which, I may add, is out of all proportion to the strength of our association as compared to the number of pages at the disposal of the remainder of the Civil Service.

Fraternally yours,

A. VENABLES,

Editor.

July 10th, 1916.

Moved by Mr. Bell, seconded by Mr. Beauchamp: that the report of Mr. Venables be accepted. Carried.

Moved by Mr. Sutton, seconded by Mr. White: That a very hearty vote of thanks be accorded to Mr. Venables for the great services rendered to the Association in connection with his duties as editor of the "Postal Journal." Carried.

Mr. White pointed out that Mr. Venables had done very much to cement the branches together and that his services had been of inestimable value to the Association.

The following committees were then appointed by the President:

Working Conditions — Messrs. Talbot, Fridfinnson, Doyle, White and Tuck.

Finance — Messrs. Simms, Hutchinson and Sutton.

Resolutions and New Business—Messrs. Tease, Gardner and Venables.

Press—Messrs. Beauchamp and Green.

Moved by Mr. Tuck, seconded by Mr. Fridfinnson: That Mr. Tease be asked to act as assistant to the Secretary during the period of the Convention.

Amendment by Mr. Tease, seconded by Mr. Hutchinson: That Mr. Venables be asked to act in the capacity of Assistant Secretary. Motion carried.

A special committee composed of Messrs. Pickup and Sefton was appointed to examine and report on the minutes of the last Convention.

Convention adjourned at 12.30 p.m.

The afternoon was taken up with an automobile trip and a visit to the Parliament Buildings and the Royal North West Mounted Police barracks, which was thoroughly enjoyed by all.

Tuesday, July 11th:

The Convention re-assembled at 9.30 a.m.

Moved by Mr. Pickup, seconded by Mr. Sefton: That the report of Special Committee on the Minutes of the last Convention be read.

Amendment by Mr. Green, seconded by Mr. Venables: That the report lay on the table. Amendment carried.

Correspondence from Ottawa and Montreal Associations was read by the Secretary.

Moved by Mr. Venables, seconded by Mr. Pickup: That a delegate present be asked to take over the correspondence from the Ottawa Association and attend to any recommendation made therein when such matter referred to came up for discussion. Carried.

Mr. F. G. Allen, Vancouver, volunteered to take over the correspondence and act in accordance with wishes expressed.

Consideration of the Agenda:

Clause 1.

Moved by Mr. Venables, seconded by Mr. Tease: That, whereas certain clerks employed in the Post Office Department became due for their second class clerkships on January 1st, 1914, and January 1st, 1915, respectively, and, whereas other clerks became due for promotion to Grade "A" of the third class on April 1st, 1915, and, whereas certain clerks received these promotions on the dates named and certain clerks failed to receive their promotion until from three to fifteen months later,

Therefore, be it resolved that this Association continue to take this matter up with the Department and, if necessary, with the higher authorities of the Government, in an endeavour to have this injustice righted. Carried.

Much discussion and reading of correspondence in connection with this matter took up a great deal of time and the Convention took strong objection to certain statements made by the Department in regard to privilege claimed in the matter of withholding promotions at some offices while granting similar promotions at other offices. It was the opinion of the Convention that all clerks, no matter where they may be employed, should receive

equal treatment at the hands of the Department unless some good reason could be shown why their promotion was withheld.

Moved by Mr. Venables, seconded by Mr. Foster: That clause 2 of the Agenda be referred to the Committee on Working Conditions. Carried.

Moved by Mr. Sutton, seconded by Mr. Pickup: That clause 3 of the Agenda be left to the Executive Committee to deal with.

Amendment by Mr. Hutchinson, seconded by Mr. Doyle: That clause 3 of the Agenda be deleted. Amendment carried.

It was thought that this clause should never have been included in the Agenda as it was pointed out that many men had been deterred from offering their services by the officials under whom they worked and many others had made application for military leave and had been refused consideration.

Moved by Mr. Venables, seconded by Mr. Bell: That, whereas the majority of business houses despatch their final mail at mid-day on Saturdays, and whereas the majority of business houses do not require their mail to be delivered upon Saturday afternoons, and whereas the Department has granted the letter carriers certain concessions on certain Saturday afternoons,

Therefore, be it resolved that the Postal Clerks' Association petition the Department to grant all postal clerks a half-holiday every second Saturday.

Amendment by Mr. Tease, seconded by Mr. Simms: That, whereas the majority of business houses despatch their final mail at mid-day on Saturdays or, according to local conditions, at mid-day on Wednesday or Thursday, and whereas the majority of business houses do not require their mail to be delivered upon these afternoons,

Therefore, be it resolved that the Postal Clerks' Association petition the Department to grant all postal clerks a half-holiday every week on such days as are most suited to local conditions. Amendment carried.

Clause 5 of the Agenda:

Moved by Mr. Tuck, seconded by Mr. Gardner: That this Association send a delegation to Ottawa to lay our recommendations directly before the Postmaster General. Ways and means to be referred to the Financial Committee. Carried.

The above resolution and subsequent action was considered to be the only satisfactory solution of question covered by clause 5 of the Agenda.

Convention adjourned at 12.35 p.m.

Tuesday afternoon sitting:

The Convention was called to order at 2.20 p.m.

After some discussion on clause 6 of the Agenda, it was moved by Mr. Green, seconded by Mr. Foster: That further discussion on clause 6 be left over and that this clause be re-introduced later, at the call of the President. Carried.

Moved by Mr. Gardner, seconded by Mr. Tuck: That clause 7 of the Agenda be left to a legislation committee to draft a clause suitable for inclusion in Bill 217 to cover this matter and that a committee for this purpose be appointed immediately.

Amendment by Mr. Tease, seconded by Mr. Beauchamp: That, whereas the duties devolving upon clerks employed at semi-staff offices entail an amount of difficulty, confidence and trust equal to that borne by clerks employed at city offices, this Convention urge upon the Government the desirability and necessity of embodying legislation in Bill 217 whereby all clerks employed in semi-staff offices shall be brought under the same regulations as clerks employed in city offices.

Mr. White rose to a question of privilege and asked that clause 7 of the Agenda be allowed to stand until such time as clause 8 had been disposed of.

The necessary permission having been obtained, clause 8 was then taken up.

Moved by Mr. Venables, seconded by Mr. White: That clause 8 of the Agenda be left in the hands of the Committee on Resolutions and New Business to report upon to the Convention. Carried.

Clause 7 re-introduced.

Mr. Gardner's motion and the amendment by Mr. Tease were again discussed, together with other proposals made by delegates. However, no further amendment was submitted, and on vote being taken, the original motion carried.

On motion by Mr. Fridfinnson, the Convention adjourned at 5 p.m. to meet again at 7 p.m.

Convention resumed at 7.10 p.m.

The President referred clause 7 of the Agenda to the Committee on Working Conditions with instructions to act as a Legislation Committee, pro tem.

The question of the desirability of discussing Bill 217 in detail was raised by the Secretary.

Moved by Mr. Simms, seconded by Mr. Tease: That discussion on Bill 217 be allowed precedence over the remainder of the Agenda.

Amendment by Mr. Venables, seconded by Mr. Bell: That the Agenda be proceeded with. Motion carried.

Bill 217. Part 4:

The recommendations hereinafter referred to are those submitted to the attention of the Convention by a committee repre-

senting the Outside Service and appointed at the last meeting of the Civil Service Federation of Canada to deal with this part of Bill 217. A full and detailed report showing these amendments to the Bill will be issued later.

Moved by Mr. Venables, seconded by Mr. Bell: That recommendation covering clause 73 be adopted. Carried.

Moved by Mr. Venables, seconded by Mr. Hutchinson: That recommendation on clause 74 be adopted. Carried.

Moved by Mr. Venables, seconded by Mr. Pickup: That recommendation on clause 75 be adopted. Carried.

Moved by Mr. Gardner, seconded by Mr. Tease: That recommendation on clause 76 be adopted, but that this Convention go on record as being opposed to the substitution of the Third Division examination for the present Qualifying examination. Carried.

Clause 77 as printed. No motion.

Moved by Mr. Gardner, seconded by Mr. Hutchinson: That, notwithstanding previous recommendations made by this Association, recommendation on clause 78 be adopted as read. Carried.

Clause 79. No action.

Moved by Mr. Gardner, seconded by Mr. Simms: That recommendation on clause 80 be left in the hands of the Legislation Committee to deal with. Carried.

Clause 81. No action.

Convention adjourned at 9.10 p.m.

Wednesday morning sitting:

Convention called to order at 9.15 a.m. Bill 217 continued.

Moved by Mr. Venables, seconded by Mr. Hutchinson: That recommendation on clause 82 be adopted as read. Carried.

Moved by Mr. Beauchamp, seconded by Mr. Horton: That recommendation on clause 83 be adopted as read. Carried.

Clause 84. No action.

Clause 85. No action.

Moved by Mr. Gardner, seconded by Mr. Bell: That recommendation on clause 86 be adopted as read. Carried.

Clause 87. No action.

Clause 88. No action.

Moved by Mr. Tease, seconded by Mr. Bell: That recommendation on clause 89 be adopted as read. Carried.

Clause 90. No action.

Moved by Mr. Tuck, seconded by Mr. Horton: That recommendation on clause 91 be adopted. Carried.

It was considered that special efforts should be made in regard to getting this clause deleted from the Bill.

Clause 92. Moved by Mr. Venables, seconded by Mr. Hutchinson: That this clause be left to the Legislation Committee to deal with. Carried.

Schedule "B." Parts 5 and 6.

Moved by Mr. Venables, seconded by Mr. Simms: That this Convention ask for a minimum salary of \$600 with a maximum of \$1,800, also the abolition of all grades and classes.

Amendment by Mr. Talbot, seconded by Mr. Fridfinnson: That salaries remain as at present, but that we ask for the abolition of grades.

Amendment to the amendment. Moved by Mr. Gardner, seconded by Mr. Bell: That the question of the revision of Schedule "B" be left to the Legislation Committee to deal with.

The amendment to the amendment carried.

Moved by Mr. Hutchison, seconded by Mr. Foster: That discussion on Schedule "B" be re-opened. Lost.

Report of Committee on Working Conditions:

We, your committee, beg to report as follows: That we have discussed the matter of examinations on city sortation, both monthly or quarterly list and case examinations, and we recommend that there be a specific address on all examination cards or lists used in conducting examinations for city sorters, as near to working conditions as possible.

Further, that a complete list of letter carriers' walks be available to all city sorters.

We also beg to report that we have considered the advisability of the deletion of clause 80, page 26, Bill 217, and substituting therefore clause 62, page 20, Bill 217, and we find that with a view to the abolition of patronage such a course of action is imperative and would therefore recommend same.

We also recommend that with regard to clause 92, Bill 217, all words after "employed" in line 2, section "A," be deleted, and that the following be substituted therefor: "in city post offices, in offices of post office inspectors, in offices of superintendents of railway mail service, and in the money order exchange office."

Finally, we beg to report that we have considered the question of the revision of salaries, Schedule "B," Parts 5 and 6, Bill 217, and would strongly recommend the abolition of all grades and the readjustment of salaries as follows: third class, \$600 to \$1,000; second class, \$1,100 to \$1,800; first class, \$1,900 to \$2,100.

Moved by Mr. Fridfinnson, seconded by Mr. Talbot: That report of the committee be adopted as read. Carried unan.

Report of the Committee on Resolutions and New Business:

Clause 8 of the Agenda:

Your committee recommends, having in

view the present circumstances of semi-staff offices and the grievances peculiar to same, the desirability of amending the Constitution to include a representative on the Executive of the Association who must be employed in a semi-staff office and whose duties would have special reference to the grievances, etc., of such offices and to act in an advisory capacity to the Executive with regard to same.

Moved by Mr. Gardner, seconded by Mr. Venables: That recommendation, as submitted by the committee, be adopted. Carried.

Clause 9 of the Agenda. (Mutual Aid):

Moved by Mr. Sutton, seconded by Mr. Pickup: That this question be left to delegates to refer to their own branches and referred back to the next Convention.

Amendment by Mr. Venables, seconded by Mr. Pickup: That this question be referred to a permanent Legislation Committee to report back to the next Convention. Amendment carried.

Clause 10 of the Agenda:

Moved by Mr. Selby, seconded by Mr. Talbot: That this question be referred to committee.

Amendment by Mr. Gardner, seconded by Mr. Tease: That this clause be adopted as read. Amendment carried.

Clause referred to.—That this Association ask the Department to show the number of marks awarded for each question in all Guide examinations in order that clerks may know exactly which questions they are weak upon.

Clause 11 of the Agenda:

In consideration that this clause had already been covered in certain recommendations passed on Bill 217, same was ordered to lie on the table.

Clause 12 of the Agenda:

Moved by Mr. Gardner, seconded by Mr. Bell: That clause 12 be deferred and considered in conjunction with Section "A," Constitutional Amendments. Carried.

Clause 13 of the Agenda:

Moved by Mr. Gardner, seconded by Mr. Pickup: That this question lie on the table, in consideration that same has already been dealt with in connection with Bill 217. Carried.

Clause 14 of the Agenda:

Moved by Mr. Sutton, seconded by Mr. Tease: That clauses 1 and 4, "Aims of the Association," as printed in the "Postal Journal," be re-introduced in the report of this Convention and that same be again submitted to the Postmaster General. Carried.

Clauses referred to.—(1) To obtain for all post office clerks one day in each week for a day of rest; (4) To obtain time off

for all overtime worked or payment in lieu thereof.

Convention adjourned at 12.15 p.m.

Wednesday afternoon and evening was given over to pleasure—all delegates and many of the members of the local Branch, with their friends, enjoying a trip to Regina Beach.

Thursday morning sitting:

Convention resumed business at 9.25 a.m.

Clause 15 of the Agenda:

Moved by Mr. Sutton, seconded by Mr. Gardner: That all branches be requested to furnish the Secretary with full and detailed information of any such cases and that same be taken up with the Department with a view to obtaining equal treatment for all. Carried.

Constitutional amendments:

“A.” Moved by Mr. Venables, seconded by Mr. Tease: That, whereas one of the most vitally important matters to our Association is that of thorough organization in every city throughout the Dominion of Canada, and whereas it does not become us to expect the General Secretary to be responsible for this work, and whereas it is not expedient for this Association to have too many officers, owing to the expense incurred in bringing them together in Convention, and whereas all monies received by the Association for dues, etc., are, under section 2, article 7 of our Constitution, payable to the Secretary, who in turn forwards them on to the Treasurer, and whereas the Secretary is the person who expends most money during the year and could be bonded to better advantage than the Treasurer,

Therefore, be it resolved that this Association do away with the office of Treasurer and that the General Secretary be made Secretary-Treasurer and that in place of the office of Treasurer this Association appoint an Organizing Secretary. Carried.

Much discussion took place on this resolution owing to divergent views held by delegates on clause 12 of the Agenda, which clause was under consideration concurrently with the above resolution.

Moved by Mr. Gardner, seconded by Mr. Tease: That the Organizing Secretary shall not be considered as a travelling organizer. Carried.

“B.” Moved by Mr. Green, seconded by Mr. Sutton: That this clause be deleted. Carried.

It was generally conceded that the Association had no power to fix monthly dues for branches, even had such a course of action been considered as desirable.

“C.” Moved by Mr. Selby, seconded by Mr. Tease: That the per capita tax

be increased to such an amount as would enable the Association to supply a copy of the Constitution and a Button to each member at the time of joining.

Amendment by Mr. Gardner, seconded by Mr. Talbot: That clause “C” and motion covering same lie on the table. Amendment carried.

The motion to “lie on the table” was moved after much discussion, wherein it had been shown that however willing the Western members may be to pay an increased per capita tax the Executive were desirous of seeing a substantial reduction in the present rate, owing mainly to objections raised against this figure by certain Eastern offices. It was also pointed out that if all the large offices in the East would only join our ranks that the Association could, in all probability, be run on an annual per capita tax of 25 cents.

Suggestions for discussion:

No. 1. The President, having vacated the chair, opened discussion by giving an excellent report on the methods adopted by the Vancouver Branch. It was felt by all present that Vancouver took the lead in the matter of looking after their members who were on active service, and when the President again took the chair hearty applause was accorded the Vancouver Branch.

Moved by Mr. Venables, seconded by Mr. Talbot: That a quarterly statement of the activities of the Association be forwarded to every member on active service. Carried.

Mr. Venables also volunteered to send a copy of the “Postal Journal,” containing the report of the Convention, to all members absent on active service. Cheers.

No. 2. Moved by Mr. Venables, seconded by Mr. Pickup: That this matter be left to the discretion of the branches.

Amendment by Mr. Sutton, seconded by Mr. Talbot: That, in view of the fact that a number of clerks at present employed in a temporary capacity are employed for the duration of the war only,

Therefore, be it resolved that no man employed in a temporary capacity be asked to join the Association at present. Motion carried.

No. 3. Moved by Mr. Venables, seconded by Mr. Talbot: That, whereas at the present time the branches of this Association appear to work very independently of one another, and whereas such a policy does not tend toward uniting and interesting the members of the different branches in the welfare and cause of each other, and whereas when any one particular branch has a real grievance, in order to obtain the necessary attention from the Department, it is essential that this Associa-

tion has the unanimous interests and the consequent support of all branches,

Therefore, be it resolved that this Association, when in Convention, endeavour to devise ways and means of informing all branches of this Association about the grievances, complaints and happenings at the numerous branches of this Association.

After some discussion the motion was withdrawn, by the consent and wishes of the proposer and seconder, as it was thought that the appointment of an Organizing Secretary would prove to be a solution of past difficulties in this respect.

Moved by Mr. Sutton, seconded by Mr. Tease: that duties of Organizing Secretary, also Provincial Vice-Presidents, be drawn up by the Legislation Committee and that a draft of same be submitted to the Convention, at the call of the President. Carried.

No. 4. Moved by Mr. Hutchinson, seconded by Mr. Tease: That this clause be deleted. Carried.

Additional Constitutional Amendments:

Moved by Mr. Hutchinson, seconded by Mr. Venables: That article 6, section 1 of the Constitution be amended by striking out the sentence: "All of said officers shall be elected at the Convention from the members and delegates present, provision to be made for unavoidable absence through hickness only." Motion lost.

It was felt that such an amendment, if carried, would have a harmful effect on the Association as a whole and would probably counteract, to a great extent, past efforts of the Executive along the lines of direct representation.

Moved by Mr. Tease, seconded by Mr. Venables: That the Constitution be so amended as to include the Editor of the "Postal Journal" on the Executive Committee. Carried.

The President then called for the report of the Legislation Committee with reference to the duties of the Organizing Secretary and the Provincial Vice-Presidents.

Report submitted.

Your committee beg to submit, for the consideration of the Convention, the following:

Organizing Secretary. The Organizing Secretary shall keep proper records and statistics relative to membership, attendance at meetings and general condition of all branches. He shall cause to be circulated periodically to all branches a summary of all information received by him in connection with the foregoing and he shall take all such steps as he may deem advisable and necessary for the bet-

terment of our internal and the furtherance of external organization.

Vice-Presidents. The Provincial Vice-Presidents shall obtain from all branches within their jurisdiction such information, statistics and records as may be required by the Organizing Secretary.

Moved by Mr. Fridfinnson, seconded by Mr. Talbot: That the report be adopted as read and amendments to the Constitution made in accordance therewith. Carried.

Moved by Mr. Green, seconded by Mr. Simms: That all constitutional amendments be printed on fly-leaves in such a way that they can be easily attached to present Constitution. Carried.

The Secretary then introduced two recommendations, passed by the Executive Committee in the month of April, on which action had been deferred in order to enable same to be submitted to the Convention for consideration.

1. We, the Executive Committee of the Postal Clerks' Association of the Dominion of Canada, would respectfully submit, for the consideration of the Department, the following recommendation: "That temporary employees, who have been employed for a period of not less than one year, be granted holidays, with pay, provided that in the case of single men proof must be shown that they have either been rejected for military service or are physically unfit. Length of holiday to be left to the discretion of the Department."

2. "The Executive of this Association would recommend to branches that any member of this Association known to be of enemy birth be asked to resign from the Association for the remaining period of the war."

Convention adjourned at 12.30 p.m.

Thursday afternoon:

Convention called to order at 2.15 p.m.

Moved by Mr. Venables, seconded by Mr. Talbot: That both recommendations, as passed by the Executive Committee, be adopted as read.

After much discussion, in which some delegates objected to the proviso referring to single men in recommendation No. 1, and many objections had been registered against No. 2, Mr. Green moved, seconded by Mr. Tease: That this Association take no action in regard to both of these recommendations. The amendment carried.

Moved by Mr. Venables, seconded by Mr. Tease: That clause 1 of the Agenda be re-considered.

Permission having been obtained, Mr. Venables then submitted the following motion to supplement the motion already passed on this clause:

Secunder, Mr. Tease.—Whereas, in the past, clerks in certain offices have received their promotion when due while in certain other offices such promotions have been withheld,

Therefore, be it resolved that this Association go on record as being opposed to such discrimination and believe that promotions in any particular grade or class should be made general throughout the service, except in individual cases where ample reason can be given by the Department for withholding such promotion. Carried.

Moved by Mr. Sutton, seconded by Mr. Bell: That the recommendation referring to the Guarantee Fund, as passed by the Vancouver Convention, be re-introduced in the report of this Convention. Carried.

Resolution referred to: "That this Association recommend that the Guarantee Fund, as at present in existence, be entirely done away with and that the Government be asked to take over all responsibility for losses incurred by post office clerks while in the discharge of their duties, except in cases of neglect or theft."

Moved by Mr. Sutton, seconded by Mr. Pickup: That motion on clause 6, Vancouver Convention, be re-affirmed by this Convention. Carried unan.

Motion referred to: "This Convention desires to go on record as being unaniously in favour of the extension of the merit system to cover all clerks employed in the Postal Service. The Convention considers that it is most desirable, in the interests of the Post Office Department, its employees and the general public, that promotion be given for merit only, thereby eliminating the baneful influence of the patronage system, so much in evidence in this Department. Further, this Convention is of the opinion that, as a reward for merit, the higher positions in the Postal Service, such as city postmasters, assistant postmasters, post office inspectors, assistant post office inspectors, superintendents, inspectors, assistant superintendents and inspectors of the Railway Mail Service, should be thrown open to the rank and file of the Department instead of being utilized, as is so often the case, for the benefit of the friends of the party in power.

"Further, in the opinion of the Convention, it is considered to be of the utmost importance in the interests of the Dominion that appointments to the Service be placed immediately under the jurisdiction of a Commission. The system of appointment under the patronage system is entirely wrong and debar

"many desirable applicants from entry into the Service, at the same time throwing open the door to any person, desirable or otherwise, who possesses the necessary influence to enable him to pull the party strings."

Votes of thanks were then extended to the various officers and especially to the Regina Branch for the very kind hospitality extended. Also to Moose Jaw for kind assistance rendered to Regina.

Moved by Mr. Sutton, seconded by Mr. Tease: That this Convention place on record our deep appreciation of the kindness shown by the Mayor and Council of the City of Regina in placing the Council Chamber and Auditorium at the disposal of the Convention. Carried.

Place of next Convention:

On behalf of Winnipeg, Mr. Tease extended an invitation to hold the next Convention at Winnipeg. Mr. Tease claimed that Winnipeg had waived their claim to the Convention for the past two years, in the interests of the Association, but now thought that as the Convention would soon be travelling East that it would be unfair to pass Winnipeg next year. He also claimed that Winnipeg, being half-way between extreme East and West, would be most suitable to all. He also claimed Winnipeg as the birth-place of this Association.

On behalf of Ottawa Mr. F. G. Allen extended an invitation for the Convention to visit the Capital City next year, claiming many advantages for Ottawa over Winnipeg.

Mr. Green was also an advocate for Ottawa.

A standing vote was taken to decide which invitation should be accepted, the vote going in favour of Winnipeg.

Moved by Mr. Venables, seconded by Mr. Talbot: That a very hearty vote of thanks be extended to the Ottawa Branch for their very kind invitation. Carried.

Moved by Mr. Simms, seconded by Mr. Sutton: That Monday, July 9th, 1917, be the date set for opening day of the next Convention, but that in the event of special cheap excursion rates to Winnipeg being available on any other date within the period mentioned in the Constitution for the holding of the Convention, that the Executive of the Winnipeg Branch be given the power to alter date fixed. Carried.

Election of Officers:

President—Mr. C. Gardner, Regina.

Vice-President—Mr. S. H. Tease, Winnipeg.

Secretary-Treasurer—Mr. J. W. Greer, Winnipeg.

Organizing Secretary—Mr. A. S. Black, Vancouver.

Editor "Postal Journal"—Mr. A. Venables, Calgary.

Vice-President for British Columbia — Mr. H. Hutchinson, Vancouver.

Vice-President for Alberta—Mr. W. L. Tuck, Calgary.

Vice-President for Saskatchewan—Mr. R. Beauchamp, Regina.

Convention adjourned at 5.30 p.m. and resumed at 6.20 p.m.

Vice-President for Manitoba—Mr. H. F. Sefton, Brandon.

Vice-President for Ontario—Mr. E. L. Snook, Port Arthur.

Special representative for sei-staff offices—Mr. H. L. Doyle, Pince Albert.

Delegation appointed to interview the Postmaster General — Messrs. Gardner, Green and W. J. Cantwell, Ottawa.

Legislation Committee to act for year—

Messrs. Pickup, Fridfinnson and Sutton, all of Winnipeg. Messrs. Tease and Green being officers, also of Winnipeg, will act on this Committee.

Auditors—Messrs. Simms and Holden, Calgary.

Report of the Finance Committee was then read, and on motion by Mr. Tease, seconded by Mr. Bell, was accepted as read.

(Note.—Typewritten copy was promised for inclusion in this report, but same has not yet come to hand. Will be published later.)

Moved by Mr. Sutton, seconded by Mr. Tuck: That a very hearty vote of thanks be accorded the retiring officers. Carried unan.

It was the intention to publish a copy of the Agenda, but owing to lack of space it is found necessary to hold same over for a future issue.

SUPPLEMENTARY STATEMENT.

BUTTONS.

Sold 497 at 40c.	\$198 80	Total number purchased, 505,	
On hand 6 at 40c.	2 40	including postage, customs and	
2 broken		breakages	\$115 84
		Surplus	85 36
Total, 505	\$201 20	Total, 505	\$201 20

CONSTITUTIONS.

Sold 647 at 10c.	\$ 64 70	Printed 1,000 for	\$ 60 00
On hand, 290 at 10c.	29 00	Surplus	33 70
63 distributed without charge, in-			
cluding copies for use at con-			
ventions			
Total, 1,000	\$ 93 70	Total, 1,000	\$ 93 70

STATIONERY FOR USE OF BRANCHES ONLY.

Sold 1,935 letter heads at 70c... \$ 13 55	Purchased—		
Used at H.Q. 65 letter heads	2,000 letters	\$ 10 00	
Sold 1,950 envelopes at 50c..... 9 75	2,000 envelopes	7 00	
Used at H.Q. 26 envelopes	Surplus	6 30	
On hand 24 envelopes			
Total, 2,000 and 2,000	\$ 23 30	Total, 2,000 and 2,000	\$ 23 30

OFFICE FURNITURE.

Purchased Secretary—		Present estimated value	\$ 50 00
1 typewriter, Nov., 1912	\$ 95 00	Present estimated value	25 00
1 mimeograph, June, 1913	35 00		
Purchased Editor—		Present estimated value	30 00
1 typewriter, Sept., 1915	35 00	Depreciation	60 00
Total	\$165 00	Total	\$165 00

E. SIMMS,
Treasurer.

Calgary, May 31st, 1916.

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