

**PAGES**

**MISSING**

# THE CIVILIAN

VOL. X.

SEPTEMBER 14, 1917.

No. 11

## Mort au champ d'honneur

A CANADIAN CIVIL SERVANT WHO WON HIGH HONOR IN THE  
FRENCH ARMY AND DIED FIGHTING UNDER  
THE UNION JACK.



René Bourgeois

News is received that René Bourgeois has been killed in action "Somewhere in France." Few Canadian civil servants have won more honour or seen more varied service than he.

A clerk in the Montreal Post Office, he crossed the sea at the outbreak of war and joined the famous Foreign Legion of the French Army. He was thus one of the first Canadians to face the foe, and during the early months of the struggle saw desperate fighting on many fields. The *Croix de Guerre* with palms and the *Médaille Militaire* were the tributes to his gallantry.

Some months ago he was transferred to the British Army and held a Lieutenant's commission when he paid the last great tribute of devotion and died a hero's death.

Lieut. Bourgeois was a son of Louis Bourgeois of Montreal and a grand-nephew of Léon Bourgeois, Minister of Labour in the French Government.

The following is reprinted from *The Civilian* of November 26th, 1915:



### EMPLOYÉ DES POSTES DE MONTREAL DECORÉ.

N'avoir que vingt ans et être décoré de la médaille militaire, cet insigne que les plus grands généraux se font une gloire d'obtenir et un honneur de porter, avoir aussi sur sa tunique la croix de guerre avec palmes, et être cité à l'ordre du jour, non d'un régiment, mais de toute l'armée, voilà l'insigne honneur qui vient d'échoir au jeune René Bourgeois, employé des postes de Montréal.

Le jeune Bourgeois, qui n'est âgé que de vingt ans, est fils d'un père français et d'une mère canadienne-française. Engagé volontaire à la Légion Etrangère, René Bourgeois s'est plus que distingué sur les champs de bataille de cette France qu'il s'était empressé d'aller défendre quoique n'y étant pas militairement obligé. Voici le récit bien modeste que fait lui-même le jeune héros, dans une lettre adressée à son père :

« J'ai été cité à l'ordre du jour de l'armée, et décoré sur le champ de bataille de la médaille militaire et de la croix de guerre avec palmes, par deux généraux, et entouré de mon colonel et d'autres officiers supérieurs, pour avoir été, en plein jour, reconnaître des positions allemandes et rapporté des renseignements utiles. En revenant, ayant aperçu un blessé de chez nous qui était là depuis deux jours, j'ai d'abord été rendre compte de ma mission, puis je suis revenu chercher mon blessé sous le feu des mitrailleuses allemandes qui, heureusement, ne m'ont pas atteint. Le blessé était en terrain découvert, entre les tranchées allemandes et les nôtres, et j'ai pris une heure pour le ramener. »

Par ailleurs, nous apprenons que ce n'est qu'au risque de sa vie, vingt fois en danger, que le jeune Bourgeois a pu, d'abord, accomplir la mission de reconnaissance qui lui avait été confiée, puis retourner chercher le blessé qu'il avait reconstruit, pris dans un enchevêtrement de fils barbelés, et le ramener aux tranchées françaises.

A noter, en passant, l'intelligence dont fait preuve ce jeune homme qui

### MONTREAL POSTAL CLERK WINS COVETED HONORS.

To be but twenty years of age and to be awarded the military medal—is the signal honour which has just come to young René Bourgeois, an employee of the Montreal Post Office.

Mr. Bourgeois, who is but twenty years old, is the son of a Frenchman residing in Montreal, and of a French-Canadian mother. Enlisted as a volunteer in the "Legion Etrangère," young Bourgeois has more than distinguished himself on the battlefields of his father's mother country, to whose assistance he had gone, though under no military obligations. Following is the simple account of his own deeds which the young man gives to his father, in a letter recently received by him :

"I have been mentioned in the order of the day of the army and decorated on the battlefield with the 'Médaille militaire' and the 'croix de guerre' with palms by two generals and surrounded by my colonel and other superior officers, for having gone, in broad daylight, to reconnoitre some German positions and having brought back very useful information. On my way back to our trenches, I came across one of our wounded, who had been lying there for two days. I decided first to go and give the account of my mission, and then returne dto pick up the wounded man, under hot fire of the German machine guns, which, happily, did not touch me. The wounded man was in open ground, between the German trenches and our own, and it took me an hour to bring him back to safety."

Prior to this brilliant feat, young Bourgeois had won his sergeant's stripes on the battlefield.

juge qu'il lui faut d'abord rendre compte de sa mission, puis le courageux sang-froid avec lequel il revient ensuite dégager son blessé et le traîne, en rampant, sous la mitraille, jusque parmi les siens.

Avant ce brillant exploit, le jeune Bourgeois avait déjà gagné ses galons de sergent sur le champ de bataille.



## Civil Service Casualties.

LIEUT. CHESTER N. McKINNON was reported on August 30 as being killed. Lieut. McKinnon was twenty-four years old, born at Southampton, Ontario, where his parents still reside. He entered the Customs service at Regina, September, 1913, enlisted in March, 1916, going overseas with the 152nd, later transferring to another battalion for active service.

PRIVATE R. S. URTON, who went overseas with a Lewis machine gun section, and is reported as killed in action, was formerly a railway mail clerk in the Moose Jaw district. He enlisted in September, 1915.

FLIGHT-LIEUT. ALEX. F. McCULLOCH, formerly of the Registration Branch, Dept. of the Interior, was instantly killed in an accident met with while flying August 16th. Lieut. McCulloch, who was but twenty-three years of age, enlisted in November, 1914, in the Mechanical Transport Section C.A.S.C., spent several months in France with this unit, transferred to the Borden Machine Gun Battery, was wounded but remained on duty, then transferred to the Royal Flying Corps, where he made rapid progress, having received an appointment as Assistant Air Instructor just previous to his death. He was buried with full military honours at Cirencester, his sister, Nursing Sister Georgie B. McCulloch, being present. Surviving are mother, father, brother, Co. Sergt. James., Nursing Sister Georgie B., Evelyn (Marine Dept.), Maud (P. O. Dept.), Mrs. F. G. Sims and Mrs. H. S. Moffett.

CAPTAIN WALTER E. BLUE, Canadian Field Artillery, wounded and gassed, is a Public Works engineer, who went to the front at the commencement of the war with the contingent from the 2nd Ottawa Bat-

tery. He has the "acting" rank of major.

CAPT. (ACTING MAJOR) DAVID PHILPOT, D.S.O., 7th Battalion, was wounded several weeks ago. He is a Public Works man from New Westminster and son-in-law of H. A. Wilson, the department's accountant there. He went overseas as sergeant-major of the 7th Battalion, won a commission, successive promotions and the coveted D.S.O., was offered the command of another unit but preferred to remain with the glorious old "Seventh."

FRANK L. MAXWELL, postal clerk, Toronto, was wounded in the thigh on August 17th. He went overseas with the infantry in July, 1916.

W. E. PENNYLEGION, of Toronto post office, had been overseas ten months and in the trenches six months when he was gassed on August 18th.

LANCE CORP. WALTER N. HALL, M.M., of Toronto post office, went to the front in November, 1914, and has been in a lot of big fighting. At Zillebeke he won the Military Medal and a stripe. During that battle he was twice buried by explosives. He was reported from an English hospital on August 20th as wounded in the thigh. A brother was killed at Vimy and another is a patient at Bramshott.

ACTING CORP. C. G. VICKERS, of the Eaton Machine Gun Battery, badly gassed, is another Toronto post office man. He had eighteen months at the front and was at Ypres, the Somme and Vimy. He is one of the few survivors of his section.

### DECORATIONS WON.

The Military Medal has been awarded to Corporal W. H. Smith, a Toronto postal clerk, who has done noble



service for the Empire. He was born in Scotland and went to South Africa with the Camerons. He had been in Canada ten years when he enlisted for service in France. On December 17th he received wounds in action that resulted in the amputation of his left leg.

The name of Battery Sergt.-Major J. C. Cowan was among those in a list recently brought to the notice of the Secretary of State for War. Particulars as to why Mr. Cowan is "mentioned" are not given. Previous to enlisting in the Artillery, Sergt.-Major Cowan was in the P. L. D. G., and in civil life in the Dominion Lands Branch, Department of the Interior.

Gunner George F. Martin, of the 16th Battery, C.F.A., formerly a postal clerk, London, has received the Military Medal for bravery on the field. Details of the action in which Gunner Martin was engaged are not given, but his mother has been pleased to show the medal to his colleagues of the London Post Office.

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### A VETERAN.

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Corp. Garrett Daunt O'Connor, Queen's University Company, Canadian Engineers, is in hospital in France since Aug. 20, suffering from a gunshot wound in the knee. Corp. O'Connor has been under arms since the war started. His company, under Major Alex. Macphail, Science Professor, Queen's University, laid out Valcartier Camp, spent the awful winter of 1914-15 at Salisbury Plain, and has been in the struggle on the battle-line for over 2½ years, taking part in such great battles as Ypres, Festubert, Givenchy, Sanctuary Wood, The Somme, Vimy Ridge, and the present great struggle. Corp. O'Connor was recommended for a commission in the Royal Flying Corps by Lieut.-Col. Alex. Macphail. He bears many marks of battle from bullet and shrapnel, being buried alive,

stunned by a shell, etc. The "Win the War" Convention, Canadian Municipalities Union, besides many women's organizations, have passed resolutions favoring furloughs for the boys of our first contingent, who have been under arms and away from home over three years. The heroes well deserve a rest. Garrett O'Connor, railway mail service, is very proud of his son.

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### WAR PERSONALS.

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Daunt O'Connor, of the Engineers, wounded in the knee, is a son of Garret O'Connor, railway mail clerk, Bridgeburg, Ont.

Lieut. H. A. Robertson, wounded, was formerly in the Department of Trade and Commerce.

Stanley Raymond, Tilsonburg, wounded in France in 1916, and returned to Canada, was appointed to the Customs at Bridgeburg, where he was much respected. Having quite recovered from his wounds, he re-enlisted in the new Central Ontario Battalion and hopes to rejoin his old fighting unit.

A draft of troops for the 18th Construction Battalion, which recently arrived in England, was commanded by Capt. S. F. Speck, formerly of the Welland Canal staff. Capt. Speck, who is a South African veteran, raised most of the draft by his own efforts in Niagara Falls.

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### R. M. S. CONVENTION.

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About thirty railway mail clerks, representing the fourteen districts of the R. M. Service in Canada, are holding their first annual convention at the Russell House, Ottawa, beginning Wednesday, Sept. 11, 1917.

A full report of their session will be published in subsequent issues of *The Civilian*.



## The Roll of Honour.

Number of names previously published—3,731.

Volunteers from the Public Service of Canada for active military service.

### EIGHTY-FIRST LIST.

(Additional list from Dept. of Militia and Defence):

- R. B. Anderson, Ottawa, 51st Battery, C.F.A.  
 Lieut. L. Boland, Ottawa, Royal Flying Corps.  
 M. J. Brooks, Ottawa, 32nd Reserve Battalion.  
 Allen Brown, Ottawa, 51st Battery, C.F.A.  
 E. G. Britton, Ottawa, Forestry Reinforcement, 104th Battalion.  
 H. E. Brown, Ottawa, 1st Div. Amm. Col.  
 H. Brownlee, Ottawa, Div. Signallers, 10th C.E.T.D.  
 Sgt. E. J. Clouthier, Ottawa, "C" Battery, R.C.H.A.  
 P. Charlton, Ottawa, No. 3 Special Service Company.  
 G. Cornell, Ottawa, 38th Battalion.  
 K. G. Dalton, Ottawa, 1st Construction Corps.  
 H. D. Dewar, Ottawa, "C" Battery, R.C.H.A.  
 W. Durie, Ottawa, 2nd C.A.S.C. Div. Train.  
 Sgt.-Maj. R. DeLisle, Ottawa, No. 1 Sec. Skilled Ry. Employees.  
 H. S. Ecclestone, Ottawa, 230th Battalion.  
 M. J. Egan, Ottawa, 99th Battalion.  
 E. J. Farley, Ottawa, 51st Battery, C.F.A.  
 C. Fraser, Ottawa.  
 J. Fraser, Ottawa.  
 Lieut. W. A. Glasmaher, Ottawa, Civil Service Siege Battery.  
 F. W. Gray, Ottawa, 73rd Battery, C.F.A.  
 Lieut. G. S. F. Grant, Ottawa, No. 1 Con. Battalion.  
 Capt. J. S. Grant, Ottawa, No. 2 Con. Battalion.  
 L. Hillman, Ottawa, 87th Battalion.  
 A. F. Hanmer, Ottawa, 51st Battery, C.F.A.  
 H. G. Honson, Ottawa, No. 1 Con. Battalion.  
 Lieut. M. Lavoie, Ottawa, Royal Flying Corps.  
 R. J. Mark, Ottawa, 79th Battalion.  
 Capt. J. B. Morison, Ottawa, 9th Field Ambulance.  
 J. W. Milks, Ottawa, 51st Battery, C.F.A.  
 E. Michaud, Ottawa.  
 Lieut. J. M. Matthews, Ottawa, Canadian Engineers.  
 W. D. Munro, Ottawa, 51st Battery, C.F.A.  
 Capt. M. J. Morrison, Ottawa, No. 15 Field Ambulance.  
 H. Morden, Ottawa, 11th Reserve Battalion.  
 Capt. D. D. McAgy, Ottawa, 234th Battalion.  
 B.Q.M.S. L. McGuire, Ottawa, 207th Battalion.  
 A. McNaughton, Ottawa, 26th Battery, C.F.A.  
 Lieut. P. E. McMullin, Ottawa, 238th Battalion.  
 C. McFarland, Ottawa.  
 J. McKenna, Ottawa, 74th Battery, C.F.A.  
 Lieut. G. O'Gorman, Ottawa, 199th Battalion.  
 Sgt. E. E. Parrington, Ottawa, No. 1 Skilled Ry. Employees.  
 T. Parkinson, Ottawa, 72nd Battery, C.F.A.  
 J. F. Pratt, Ottawa, 230th Battalion.  
 Lieut. E. L. Rainboth, Ottawa, 47th Battalion.  
 T. H. Richie, Ottawa, 51st Battery, C.F.A.  
 T. A. Ross, Ottawa, 48th Battalion.  
 E. Sanders, Ottawa, 230th Battalion.  
 C. H. Smith, Ottawa, 198th Battalion.  
 Sgt. R. L. Martinson, London, 142nd Battalion.  
 A. D. D. Matthews, Burford, P.Q., 215th Battalion.  
 C. W. Miller, Newcastle, N.B.  
 C. Moorey, Winnipeg, 100th Battalion.  
 L. McCallum, Truro, N.S., 73rd Battalion.  
 Batt. Sgt. Maj. J. McDonald, Stratford, 110th Battalion.



# THE CIVILIAN

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Ottawa, September 14, 1917

## THE NATIONAL DUTY.

No nation ever yet achieved greatness through ease and absence of effort; and although material prosperity is an absolutely essential foundation, the lack of which renders hopeless any attempt to raise a worthy superstructure, yet by itself, and to the exclusion of all else, material prosperity, no matter how abounding, means at the very utmost a kind of bastard greatness more contemptible than any other kind. The flag that commands the respect of other nations and inspires among its own followers the high passion of loyalty must float over a land where there is well-distributed material well-being, but, what is even more important, where there have also been developed the stern and lofty virtues of resolute and adventurous valor, of trained prowess, of readiness for self-sacrifice, of power to render service, and of determined and unshakable patriotism.

—Roosevelt.

By our common sufferings we are not only attuned to a more thorough mutual understanding and affection but we have created a better world for our successors.

—Lloyd-George.

## OUR BOYS

Previously reported:

Dead . . . . .	249
Wounded . . . . .	330
Prisoners . . . . .	18

### DEAD

LIEUT. RENE BOURGEOIS.  
LIEUT. C. N. McKINNON.  
FLT.-LT. A. F. McCULLOCH.

### WOUNDED

FRANK L. MAXWELL.  
W. E. PENNYLEGION.  
L. CORP. W. N. HALL, M.M.  
ACT. CORP. C. G. VICKERS.  
R. S. URTON.  
CAPT. WALTER E. BLUE.  
CAPT. D. PHILPOT, D.S.O.

## AFTERWARDS.

*What will be the effect of the war  
on the Civil Service?*

This is a question that many are asking and more are thinking without expression of their anxiety. It is a rather profitless question, because no one can answer it accurately, yet it may be easily turned to great profit by the intelligent action of the men and women now composing the permanent Service.

Some of the effects of the war are certain. The personnel of the Service will be enlarged. A very large proportion of the recruits will be girls and ex-soldiers. The comparative influence of the Civil Service organizations will be lessened unless strong effort is made to inspire the new men and women with the *esprit de corps* that, scoffers notwithstanding, really exists in the best element in the Service.

At this juncture protest and lamentation over existing conditions are as ridiculous as they are useless. The new state of affairs must be accepted. The pensions branch of the Depart-



ment of Militia and Defence alone is likely to be one of the largest—possibly the largest—branch in the Service when things settle down again. This branch, and others, will be built up largely from outside material. Doubtless the Government will make appointments in accordance with the requirements of the Civil Service Act as far as may be possible, but it will be surprising if many appointments of special character are not made. During the years of war there is being trained, in Ottawa particularly, a great class of temporary employees, and these, from their skill and experience, will naturally claim many positions on the staff of any permanent branches organized to do work carried on by temporary staffs during the war.

These new-comers into the Service must be absorbed into all the activities and interests of the old Service, and it is not too soon to commence the work. There are Civil Service organizations which, of necessity, must restrict their memberships to the permanent Service, but there are others to which the temporary clerks can be made welcome as associate if not as full-fledged members. The Women's Branch has an exceptional opportunity in this regard. Perhaps ninety per cent of the temporary employees are girls, and scores of them are studying for, trying and passing regular examinations and securing permanent appointments. The Women's Branch is doing splendid war work along several lines, all of such character that the new-comer, whether permanent or temporary, can be invited to participate therein. The social gatherings which are the most looked-for events of the winter season give excellent opportunities for inviting the new girls to come in and be made to feel that they are one in the Civil Service entity.

The men of the Service have their duty as well, in respect to both the new men and the new women enter-

ing the government employ. Every new permanent clerk should be asked to join the Civil Service Association, he should be advised of his eligibility for Civil Service insurance, the advantages of the mutual benefit societies should be explained to him and the savings and loan society should make its appeal to his economic sense.

Once the new man (or the new woman, for they are equally eligible to all these organizations) becomes identified with a Civil Service body he begins to take a new view of his situation. He feels that he is not only in, but of the Service. Its interests, its aims, its improvement begin to appeal to him. He realizes that what will help the Service will help him. Every man and woman so received and absorbed constitutes an added strength. Let no effort be spared in assimilating the great mass of new material now available for the building up of a greater, stronger, better Civil Service in Canada.

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Win the war.

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The meatless day postpones the arrival of the moneyless purse.

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How many Toronto letter carriers have been wounded? Who will send in a list?

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Independent critics say that the Civil Service girls have the finest war-garden in Ottawa. Pretty soon the girls will "hang up the shovel and the hoe and pick up"—no, not the fiddle and the bow—but the knitting needle and the hospital shirt. Winter or summer, the corps of workers under the Women's Branch is one of the best to be found anywhere. It's an honor to belong to it.



### INCOME TAX.

At the regular meeting of the Executive of the Ottawa Association held on September 4th, an interim report was received from the sub-committee appointed to consider the advisability of appealing to the Privy Council against the latest decision in the Morson income tax case.

The report of the sub-committee was received, but no action was taken pending a further report.

The sub-committee had under consideration the present agreement between the City of Ottawa and the Dominion Government under the terms of which Ottawa civil servants are exempt from income tax in respect to their salaries. The explicit terms of the agreement, the variety of subjects dealt with, and the fact that the clause exempting civil servants' incomes from taxation has been in effect in all such agreements for over

forty years would appear to make it unnecessary at present to take any action in the way of appeal.

In a wider sense, however, and as members of the Federation, the sub-committee felt that the full weight of the Ottawa Association should be behind any appeal that might be made. Correspondence is now proceeding between the various committees dealing with the Morson case, and a further and full statement of policy may be expected at an early date.

### LONG SERVICE REWARDED.

The King has granted the Imperial Service Medal to the following retired members of the Civil Service as a recognition of long and meritorious service: Emil Frank, letter carrier, Hamilton; Peter McGart, Customs Department, St. John, N.B.; Robert Myers, letter carrier, Halifax;

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Charles Pigeon, Customs Department, St. John; John Rogerson, Customs Department, St. John.

### Personals.

#### Obituary.

Miss Annie White, Montreal, who lost her life in the burning of a friend's cottage at Devon Lake, Quebec, was a sister of Lieut.-Col. Frederick White, Commissioner of the Royal Northwest Mounted Police.

The late Charles Stock, who died at his home in Ottawa after a prolonged illness, was the father of Thomas of the Railway Mail Service and Lieut. James J., M.C., formerly of the Topographical Surveys.

Edward Botterell, formerly chief of the distribution office in the House of Commons, died recently in Toronto.

J. W. H. Watts, R.A.C., who died on August 26th, was formerly connected with the Chief Architects office, Dept. of Public Works.

#### General.

Carman Hastings Guest, of the Office of the Auditor General, was married on September 5th to Emily Willard, daughter of Mr. and Mrs. S. L. Johnston.

It is rumored that Dr. T. B. Flint, Clerk of the House of Commons, will retire at the end of the session. F. H. Gisborne and T. P. Owens are among those mentioned as his possible successors.



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**WM. KING DEAD.**

William King, mechanical engineer of the Department of Public Works, and for thirty-nine years a government employee, died on September 9th, aged seventy-eight years. He had been in poor health for some time. He was a native of Chateauguay county and lived in Montreal before he entered the government service. Four sons and two daughters survive. R. P. King of the House of Commons and W. C. King of the Auditor General's Office are sons.

**Women's Column****Red Cross Tea a Success.**

The tea arranged by our President, Miss Inglis, at the Canadian Club rooms on Cooper street on Friday, Sept. 7th, proved successful in bringing together many civil servants who are interested in the activities of the Women's Branch along Red Cross lines.

More than seventy-five women responded to the call, and after a pleasant social hour over the tea-cups the Red Cross work got away to an excellent start.

It has been decided to resume Thursday evening of every week for this work. If you haven't already taken an interest in it, look in at 270 Cooper street, and see just what the women are accomplishing.

**Advisory Board Meeting.**

The first meeting after the Summer vacation of the Advisory Board was held on the evening of Sept. 7th, after the Red Cross tea. The President was in the chair and almost all the members were present.

Reports of the various committees were read, covering the work since the last meeting in June. Interest centered around the Red Cross convener's report, which showed that the output of work during the vacation months had kept up remarkably well.

Miss Russell also stated that it was work done by the Civil Service which the Red Cross had chosen to display at the Ottawa Exhibition.

The monthly Red Cross meetings will be continued during the winter.

With the purpose of raising money to send Christmas stockings overseas, a masquerade is to be given near the end of October.

The next general meeting of the Women's Branch will be on October 16th at the Y.W.C.A.

**Men, Attention!**

A call for clothing has been sent out by the Soldiers' Aid Commission. The response from men in the Service should be a good one, for of necessity their discarded suits are fairly good, and, if neatly repaired, would give someone who needs them many weeks' wear.

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# THE POSTAL JOURNAL

All communications, matter for publication, etc., to be sent to "Editor of Postal Journal," Winnipeg.

VOL. II.

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No. 25

## POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

### Annual Convention, 1917.

Royal Alexandra Hotel,  
Winnipeg, July 9th.

Convention assembled at 9.30 a.m.

The chair was occupied by Mr. C. Gardner, of Regina, President, and the vice-chair by Mr. S. Tease, of Winnipeg, Vice-President. For list of delegates present see roll call of officers and delegates. His Worship the Mayor of Winnipeg addressed the convention, giving the history of the city and relating its growth step by step up to the present time. The address contained much information of a very interesting character, even to those of his audience who had resided in Winnipeg for a number of years. At the conclusion of his speech the Mayor extended the freedom of the city to the visitors.

Mr. Grant, of Regina, replied on behalf of the visitors.

Mr. Tease, President of the Winnipeg Postal Clerks' Association, on behalf of the local branch, extended a very hearty welcome to the visiting delegates.

Pickup—Beauchamp: That all business be suspended in order to deal with a matter of urgency.

Pickup—Atkinson: That a small committee be selected to draft a telegram dealing with the question of a war bonus, such telegram to be forwarded to the Hon. R. L. Borden. Carried.

Messrs. Tease and Beauchamp having been selected by the chair, retired for a few minutes, and on their return submitted the following resolution to the convention:

Whereas, repeated requests have been made by this Association that the Department introduce a measure of financial relief to meet the present abnormal conditions with respect to the high cost of living;

And, Whereas, the Department have given promises of such relief which have not been fulfilled;

Therefore, be it Resolved, That we, the Postal Clerks' Association of the Dominion of Canada, in convention assembled, do hereby express our extreme dissatisfaction with the Government's delay in introducing

a measure of financial relief, repeatedly promised, and urgently request that such relief be immediately granted;

And, be it further Resolved, that copies of this resolution be immediately wired to the Right Hon. Sir R. L. Borden and to Hon. C. J. Doherty, Acting Postmaster General, with a request for an immediate reply. Carried.

Venables—Horswell: That mention be made in telegram to be despatched of clerks employed in semi-staff offices and temporary clerks by adding after the words Postal Clerks' Association of the Dominion of Canada, "which includes temporary clerks and clerks employed in semi-staff post offices." Carried.

Mr. Gardner read a resolution which was handed to him by the delegate representing Vancouver, dealing with the same subject. Telegram despatched in accordance with above resolution read as follows: We, the Postal Clerks' Association of the Dominion of Canada, which includes temporary clerks and clerks employed in semi-staff post offices, in convention assembled at Winnipeg, do hereby express our extreme dissatisfaction with the Government's delay in introducing a measure of financial relief, repeatedly promised, in order to meet the higher cost of living, and urgently request that such be immediately granted. Thanking you for an immediate reply (Sgd.) C. Gardner, President.

Mr. Tease and Mr. Bell were appointed by the chair to act as a Committee on Credentials.

Mr. Crate, Toronto, apologized for the neglect of the Secretary of the Toronto Association in not furnishing credentials for himself and Mr. Hynes, explaining that such omission was due to sickness in the family of the Secretary.

Green—Pickup: That the delegates from Toronto be seated without credential forms. Carried.

Committee on Credentials reported all in order with the exception of the failure of



the Toronto delegates to furnish credentials.

Roll call of officers and delegates:

C. Gardner, President; S. H. Tease, Vice-President; J. W. Green, Secretary-Treasurer; L. Pickup, Organizing Secretary; A. Venables, Editor "Postal Journal"; H. L. Doyle, semi-staff post office representative.

H. W. Adams, Victoria; D. McCulloch, Vancouver; H. L. White, Lethbridge; Geo. Boothman, Calgary; J. Horswell, Edmonton; H. S. Bell, Moose Jaw; G. Grant, Regina; R. Beauchamp, Regina; J. Hunter, Winnipeg; S. W. Foster, Saskatoon; E. Glenn, Prince Albert; F. R. Sutton, Winnipeg; H. F. Sefton, Brandon; A. A. Bott, Port Arthur; J. Atkinson, Winnipeg; A. E. Crate, Toronto; A. Jacques, Montreal; W. Smith, Winnipeg; M. E. Hynes, Toronto; T. F. Walsh, St. John; Geo. R. Ferguson, Fredericton; W. J. Cantwell, Ottawa.

Proxy votes were held for the following offices: Halifax, Sydney, Brantford, Kingston, Fort William and St. Catharines.

The following committees were then appointed by the President:

Per Capita Tax and Representation: Messrs Walsh, Crate (convenor), Jacques, Sutton, Beauchamp, Adams and Boothman. Resolutions and New Business: Messrs. Tease (convenor), Grant and Cantwell.

Press: Messrs. Venables and Pickup.

Classification and Working Conditions: Messrs. Hynes (convenor), White, Sefton, Foster, Doyle and McCulloch.

Finance: Messrs. Hunter, White and Ferguson.

Numbers 8, 9, 10, 17, 21 and 35 of the Agenda were submitted to the Committee on Per Capita Tax and Representation for their consideration.

Venables—Cantwell: That the minutes be accepted as published in *The Civilian*, issue of August 4th, 1916, on the understanding that reference may be made to same later should the necessity arise. Carried.

Reports of Officers. Note.—These reports have been published.

Report of the President:

Horswell—Hynes: That as copies of the President's report have been supplied to all delegates, the report be adopted without being read. Carried.

McCulloch—Foster: That all correspondence relating to the resignation of Mr. Black, referred to in the report of the President, be tabled. Carried.

Report of the Secretary-Treasurer:

Pickup—Walsh: That the report of the Secretary-Treasurer be adopted as read. Carried.

Report of the Editor:

Adams—Smith: That the report of the Editor be accepted as issued. Carried.

Report of the Organizing Secretary:

Venables—Foster: That the report of the Organizing Secretary be accepted as read and that a list of the branches which have

failed to send in monthly returns, as stated in the report, be tabled. Carried.

Venables—Horswell: That numbers 7 and 8 of the Order of Business be suspended. Carried.

Report of the Legislation Committee:

Mutual Aid. Your committee have considered the question of Mutual Aid, referred to them by last year's convention, and beg to place the following facts before you:

In the first place, attention is drawn to the fact that, as time off for sickness in the Service is at present paid for under the usual restrictions, the need for a sick relief fund is not so pressing as in occupations where this privilege does not exist. Nevertheless, the presence of a fund which would be available in case of emergency is desirable and a necessary part of an organization looking to the furtherance of the fraternal bonds throughout its several branches, and especially as affording the smaller branches, in conjunction with the larger, an opportunity of doing something for themselves that would be otherwise impossible.

The purpose of the fund is to be considered more in the light of a temporary aid to provide the usual necessary medical attention, requisites, etc.

Your committee feel that such a scheme of relief, to be readily acceptable to the Service, would require to be offered at an attractive premium. It is, unfortunately, the rule more than the exception to put off making provision for the proverbial "rainy day," and experience shows that a good deal of coolness, if not indifference, is shown, especially by the younger men on the lower grades, when this subject is broached, while the older men on the higher salaries hardly consider the matter worth their attention. It seems, then, a reasonable deduction to infer that such a relief fund—and we say it in all charity—would probably be availed of more by those whose past experience might lead them to conclude that they would in the usual course of events have occasion to call upon the fund than by the average man of good health.

With respect to probable premium: this would naturally depend upon the benefits to be offered. The National Federation of Post Office Clerks of the United States have had such a fund in operation for the past four years and an analysis of its working may be interesting. Its membership during the first year averaged 265, second year 465, third year 615, and fourth year 910. They charge a premium of \$4.00 per annum, payable quarterly, and the benefits are \$7.00 per week after the first seven days' illness, up to a period of thirteen weeks. No benefit is paid for less than five days' sickness and \$5.00 for the first complete week. It will be noted that the increase in membership seems very satisfactory. The average amount of benefit paid would seem, how-



ever, to be a constantly increasing quantity, and while the decreasing margin of surplus may be to some extent offset by an increasing membership, it is a fact worth noting as indicating, perhaps, a condition of affairs hinted at earlier in this report. At the same time their surplus of \$2,000.00 on hand at the time referred to would seem to establish the fact that their fund rests on a fairly safe foundation. We would recommend that, whatever premium is required, no scheme would seem to be adequate that does not provide relief for illness of more than three days' duration, beyond which at the present time, at least locally, a medical certificate is required by the Department, and that nothing less than \$1.00 per day should be offered. This limit of time provision would have the advantage of ensuring that the fund was not being imposed upon by unscrupulous members, since the certificate would be satisfactory proof of illness, when acknowledged by the officers of the branch.

We would further recommend that this convention take the matter up as a "Committee of the Whole" to determine what points of interest may be adduced in connection with this subject, and that having determined upon some probable premium, together with benefits, a canvas be had of the entire membership; such canvas to be made by printed circular setting forth the nature and objects of the proposed fund and asking for such information as length of service, number of times off duty through illness and duration of same, for a length, say, of five years, also if desirous of becoming a member of said Benefit Fund. These circulars could be collected by the secretaries of the branches and a summarized statement forwarded the General Secretary, who, in turn, would send a final summary to each branch of the Association and to all members of the Executive. After full consideration of all the facts, and upon agreeing as to the desirability of inaugurating a Sick Benefit Fund, we recommend that the Executive be given instructions by this Convention to appoint one of themselves, or some capable agent from among the membership as Secretary-Treasurer. It is understood that the Executive would also draft the "Constitution and By-laws" usual and necessary in this matter, while the question of remuneration for the services either of the Collectors or Secretary-Treasurer is one upon which this convention should express itself.

(Sgd.) S. H. TEASE.  
W. FRIDFINNSON.  
LAURENCE PICKUP.  
F. R. SUTTON.

Cantwell—Adams: That the report of the Legislation Committee lay on the table for discussion when item number 32 of the Agenda is introduced. Carried.

Convention adjourned at 11.30 to meet at 19.30.

The afternoon was spent touring the city in automobiles.

Monday evening session. Business resumed at 19.50.

Consideration of the Agenda:

Clause 1. Report of the delegation which visited Ottawa in January was read by the Secretary.

Mr. Cantwell spoke some length on the report and showed how the report, copy of which was in his possession, had been used to advantage by his own branch, also showing how some rulings, or concessions, made by the Department, as contained in the report, had not been acted upon.

Tease—Walsh: That the report be accepted and that this convention express thanks to those members who composed the delegation. Also, that any matter contained in the report pertaining to any item of the Agenda be discussed concurrently with the introduction of any such item. Carried.

Pickup—McCulloch: That a telegram be sent to Dr. Coulter, Deputy Postmaster General, asking his intentions in regard to the report. Carried.

Clause 2. Tease—Cantwell: That clause 2 be referred to the Committee on Classification and Salary. Carried.

Clause 3. Tease—McCulloch: That this clause be deferred until clause 15 be introduced.

Amendment by Crate—Hunter: That discussion on clause 3 be indefinitely postponed, seeing that a copy of the Power Bill is not obtainable. Amendment carried.

Clause 4. Tease—Horswell: That this Association do petition the Department not to allow the name of any clerk to appear on the pay sheet of one office while such clerk is engaged permanently at another office or in another branch of the Service.

Mr. Venables suggested that the word "official" be substituted for the word "clerk."

Original motion altered with consent of the proposer and seconder and carried in its amended form.

Clause 5. Beauchamp—Boothman: That resolution be carried as read and that such obligation form be drafted and submitted to the convention.

The seconder asked for the deletion of the word "new" in the resolution which was consented to.

A draft of a form such as proposed was submitted by Mr. Sutton and after much discussion on the question the resolution was put to a vote and lost.

Clause 6. Beauchamp—Bell: That this clause be left to the Legislation Committee in order that they may devise ways and means of bringing to the notice of the Department the unfairness of the overtime system as at present in force and ask that



all overtime be paid for in future.

Mr. Tease moved an amendment, seconded by Mr. Crate, as follows: That this convention re-affirm the stand taken by the delegation which visited Ottawa, as contained in the report submitted.

After discussion on the amendment, Mr. Crate withdrew as a seconder for same.

An amendment was then submitted by Mr. Green, seconded by Mr. Jacques: That this convention sustain the efforts made by the said delegation to Ottawa, in order to obtain time off for all overtime worked, and that this Association immediately take such action as may be deemed desirable in an effort to obtain such concession at offices where this privilege is not enjoyed.

Amendment carried.

Convention adjourned at 9.30 p.m. to meet at 9 a.m.

Tuesday, July 10th. Convention called to order at 9.20 a.m.

Clause 7. Mr. Grant, in a brief speech, explained in a very able manner the intention of this clause.

Grant—Doyle: That this convention appoint a committee to select and approach a Member of Parliament with a view to obtaining his consent to act in the capacity of Parliamentary Representative for this Association.

Amendment by Mr. Tease, seconded by Mr. Jacques: That clause 31 be discussed concurrently with clause 7 and that both clauses be referred to a committee appointed to deal with this matter.

Amendment carried.

Committee appointed: Messrs. Grant, Tease, Sutton, Crate, White, Sefton and McCulloch.

Green—McCulloch: That the Committee on Per Capita Tax and Representation submit their report before any action be taken by the committee appointed to deal with clauses 7 and 31. Carried.

Tease—Jacques: That this convention discuss concurrently the different clauses appearing in the Agenda, having a direct bearing on the same subject, as classified and arranged by the Executive Committee. Carried.

Clause 12. Jacques—Hynes: That this clause be referred to committee. Carried.

Clause 13. Tease—Hynes: That this convention refer the clauses appearing in the classification as arranged by the Executive Committee to the several committees appointed to deal with that particular business, with the provision that the representative of the branch submitting the resolution be allowed five minutes in which to express the views of the branch. Carried.

Such action was deemed advisable in view of the volume of business to be dealt with and also because of the direct, or indirect, bearing of one clause to another, as shown

by the classification of the clauses, as arranged. It was pointed out that owing to a suggestion to cancel the convention, and later to postpone until August, that the Agenda had been prepared hurriedly, without an attempt being made to classify the clauses.

The remainder of the session was taken up by delegates speaking to the resolutions submitted by their respective branches and appearing in the Agenda; twenty clauses being dealt with before adjournment was called.

Adjourned until 14.30.

Tuesday afternoon session.

Practically the whole of this session was occupied by delegates speaking to clauses of the Agenda. Many interesting but necessarily brief speeches were listened to, with very few interruptions. On several occasions an extension of the time limit was granted with advantage. After the final clause had been disposed of it was conceded by all present that the policy pursued had worked out excellently, for every delegate thoroughly understood the motive underlying the submission of each clause.

Committees appointed:

Superannuation: Messrs. Jacques, Walsh and Atkinson.

Semi-staff offices: Messrs. Doyle, White and Hynes.

General policy: Messrs. Glenn, Beauchamp and Venables.

Future policy: Messrs. Foster, Hunter and Grant.

Dealing with questions affecting members on active service: Messrs. Smith, Horswell and Tease.

Postal Rules and Regulations: Matter to be submitted to the Committee on Resolutions and New Business.

McCulloch—Venables: That, whereas at the convention held last year in Regina, matters of a confidential nature which appeared in one of the officers' reports were subsequently published in *The Civilian* for public consumption;

Therefore, be it Resolved that hereafter article number four of the By-laws governing this Association be strictly adhered to and that the executive officers take every precaution in this respect.

Resolution adopted as read.

Adjourned until 9 a.m. Wednesday.

The evening was used to the utmost advantage by the various committees; as a matter of fact, it was hinted that it would be desirable, at future conventions, to prohibit the use of bedrooms for purposes of committee meetings.

Wednesday. Morning session.

(To be continued.)