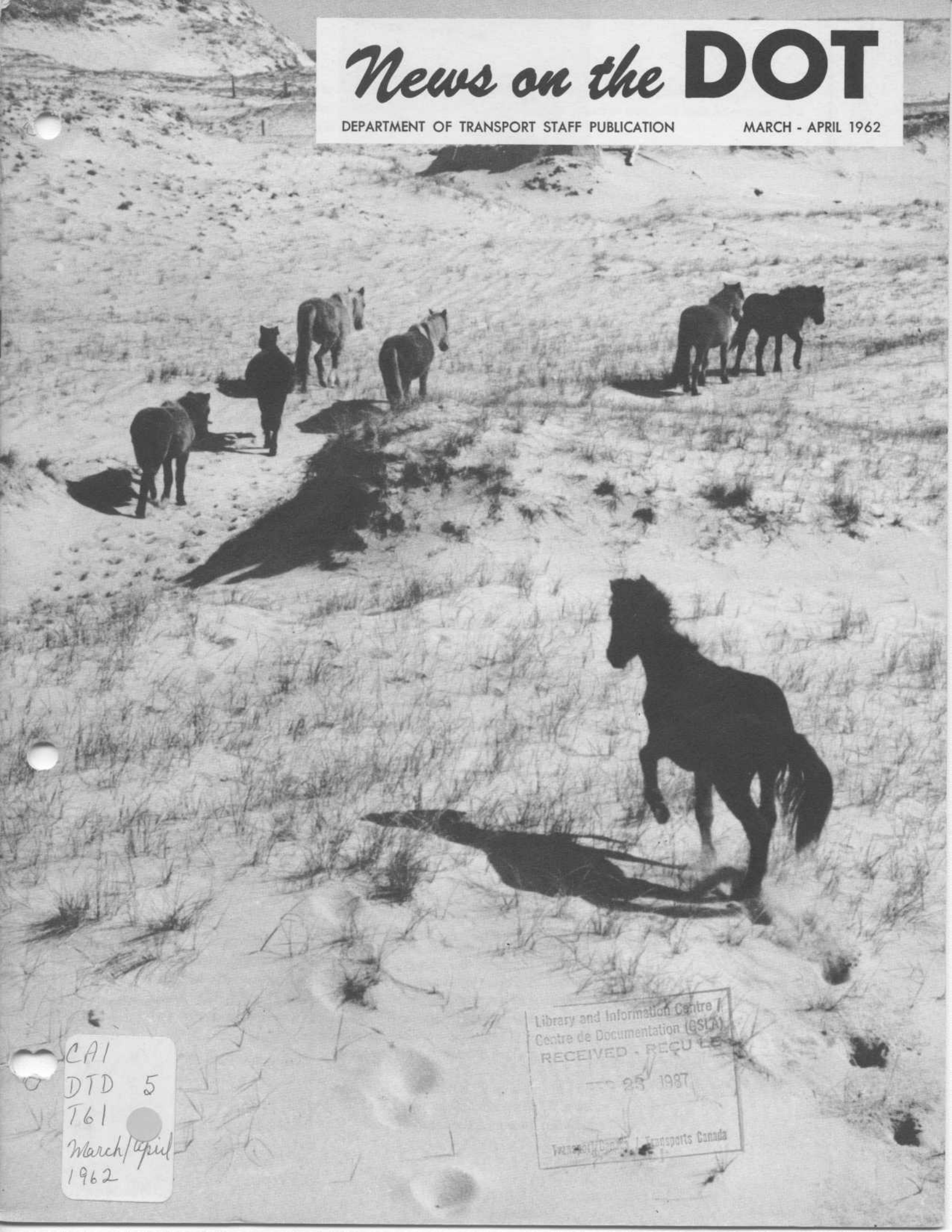


News on the DOT

DEPARTMENT OF TRANSPORT STAFF PUBLICATION

MARCH - APRIL 1962



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OUR COVER

Sable Island ponies running wild—see story "Neither Pets Nor Petfood" on page 4.

PAGE TWO

IT'S THE CANADIAN COAST GUARD NOW

Late in January the Minister announced that the 241-vessel D.O.T. fleet was to be renamed the Canadian Coast Guard. Formerly it was known as the Canadian Marine Service.

The new name is in recognition of the tremendous expansion the fleet has undergone in the past several years. Its essentially civilian nature will remain unchanged.

It was decided, as well, to adopt a new color scheme for the vessels and a distinctive insignia for their funnels. Instead of the former black, white and yellow combination, the ships will have red hulls and white superstructure and funnels. A moderately stylized red maple leaf and band on the funnels will readily distinguish them as Canadian Coast Guard vessels.

To complete the "new look" members of the CCG will soon be wearing new uniforms, modelled on wartime battle dress lines, complete with beret.

RAPPEL

Dans la livraison de janvier-février nous exprimions le désir qu'on nous fasse parvenir des articles en français pour notre revue. Nous revenons à la charge dans la présente livraison, car, jusqu'ici, "l'avalanche" d'articles à laquelle nous nous attendions ne s'est pas encore produite.

Les articles doivent traiter de questions concernant le Ministère ou les employés et être susceptibles d'intéresser l'ensemble de nos lecteurs. Nous ne pouvons vous assurer de leur parution mais nous ferons certainement de notre mieux à cet égard.

Qu'en dites-vous?

LETTERS

Madam:

This issue (July/August) will make old "salts" turn over in their graves when they see the cetaceous mammal that you refer to as a dolphin.

A dolphin has a beak-like snout. Your mammal appears to be a porpoise or even a whale.

Am I right or wrong?

P. Graham,
Ottawa

Mr. Graham:

You are right and wrong.

That know-it-all, the Oxford Dictionary, says a dolphin is just what you accuse our fellow of being—a cetaceous mammal resembling a porpoise." Granted, it does add "with a beak-like snout", but if you take a closer look you will see our boy has quite a snout—equal almost to Durante's!

THE EDITOR

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News on the DOT

Staff magazine for the
Department of Transport
Published under the authority
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Editor: Yvonne McWilliam
Vol. XIII No. 2
March-April 1962

I usually take this opportunity to talk about new D.O.T. undertakings. There seems to be something so vital about our work: a nation on the move depending on our central position in Canadian transport may be considered a vain description, but it errs on the side of truth.

But today a good employer must offer more than interesting work—security and opportunity must be there as well.

Since this issue of News On The DOT contains an article about some little-known facts of our superannuation program, it gives me a chance to point out that headquarters' officials devote a great deal of time and attention to employee welfare. Salary and classification matters, medical and health plans, superannuation and a host of other subjects fall into this general area.

Superannuation is important to everyone and as civil servants we are fortunate to take part in a very good plan. It is, however, somewhat complicated and intricate. I suggest you read the article on page 10 and if you have any questions contact a member of the personnel staff.

Know your superannuation program so you can plan ahead.



FROM THE DEPUTY MINISTER'S DESK

DU BUREAU DU SOUS-MINISTRE

J. R. Baldwin

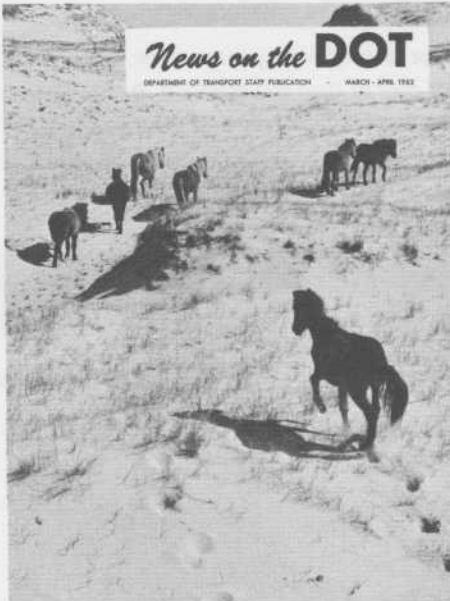
JE profite habituellement de cette occasion pour parler des nouvelles entreprises du Ministère. Le travail que nous accomplissons a, semble-t il, un caractère essentiel: l'activité du pays dépend de la place centrale que nous occupons dans les transports du Canada. L'explication peut paraître vaine mais elle se rapproche de la vérité.

Mais le bon employeur se doit de nos jours d'offrir plus que des emplois intéressants; il doit y ajouter sécurité et chances d'avancement.

Vu que le présent numéro contient un article qui expose certains aspects peu connus de notre régime de pension, je tiens à dire que les fonctionnaires de l'administration centrale consacrent beaucoup de temps et d'attention au bien-être des employés. Dans ce domaine général entrent les questions de salaire, de classification, de soins médicaux et de santé, de pension et nombre d'autres.

La pension est importante pour tous; en tant que fonctionnaires de l'Etat, il nous est donné de participer à un très bon plan, un peu compliqué cependant. C'est pourquoi je vous conseille de lire l'article à la page 11 et de communiquer avec un agent du personnel si vous avez besoin d'explications.

Etudiez votre régime de pension afin de pouvoir établir vos projets d'avenir.



Sable Island Ponies . . .

NEITHER PETS NOR

THE story of how D.O.T. tried to provide better treatment for the wild ponies of Sable Island has been brought to memory because of new federal regulations. Giving legal weight to its promise to ensure their future on that bleak island some 200 miles east of Halifax, the government says it is now an offence for unauthorized persons "to molest, interfere with, feed or otherwise have anything to do with" the ponies on the island.

But before ending the story, "and the ponies lived happily ever after", the record should be set straight because an occasional misunderstanding still arises today—nearly two years after the initial flurry—the flurry which followed the government's announcement of plans to remove the ponies from the island.

How the 250-odd horses happen to be on that narrow strip of sand far out in the ocean is a matter of conjecture. The most plausible story is that several centuries ago their ancestors escaped from a shipwreck and swam ashore. Ever since they have roamed wild and free. But lack of fodder means their death rate is high and their stature short. The island has no trees or shrubs—only rolling sand hills stingily-sparse with wild pea and beach grass. Add to this cycles of poor years with even greater than normal death tolls and their existence is constantly threatened.

The government experimented in bringing fodder from the mainland, but this was costly and unsuccessful. The animals are so

used to the poor natural growth they refused to eat this strange manna from man. Hay remains untouched until the smell of humans is washed away by drenching rains.

Equally unsuccessful were efforts to plant clover and grass in the sandy soil.

Three or four years ago, after a particularly severe winter, D.O.T. officials felt the time had come to do something to improve the lot of the ponies. They knew it would not be easy. Since measures to get food to them had failed, it was felt that the best thing to do was to take them off the island, if possible.

Several senior men visited Sable and studied the problem firsthand. They found that the undertaking would be costly. Professional "cowboys" would have to be hired and corrals built. Each animal would have to be safely transported across the beach, where no wharf facilities exist, and loaded on to surf boats. In the midst of continuous Atlantic swells they would then have to be transferred to ships and brought across to the mainland; an operation requiring fine weather.

In spite of all these obstacles, in May, 1960, it was decided to remove some of the animals to reduce the population to the island's manageable food limits. Several parties showed interest in obtaining them for sale as pets or domestic animals, and gave assurances that precautions would be taken to ensure their safety.

As in all sales of public property or possessions, tenders were called. This

touched off early press comments suggesting the defenceless animals would wind up in slaughterhouses destined to be pet food rather than pets. This erroneous story was picked up by news media near and far and the Sable Island ponies rocketed into a "cause celebre". So widespread did the story become, attempts to correct it proved hopeless.

Letters, wires and telephone calls flooded the offices of the Prime Minister and the Minister of Transport. A lawyer from Brooklyn wrote that the plight of the ponies stirred the imagination. "Surely the ingenuity of Canadian engineers could be used to keep them there?"

Some horse ranchers from Miles City, Montana, offered their services to round up the ponies and sell them as pets.

An unemployed carpenter from Ontario requested that he be considered for the job of feeding the animals, while a 21-year-old convict from Vermont asked to be paroled to the Department of Transport so he could live on the island and tame them.

Other letters came from a gardener in Laguna Beach, California, who offered one day's salary each week for a year, if it would help defray the expense of keeping the ponies on the island; and from a native New Brunswicker, who asked for "full information as to those ponies and if they are for sale, who has the doing of it?"

But the most touching letters came from the children of many countries—they begged and pleaded.

PETFOOD

A Brandon teenager wrote Mr. Diefenbaker, "there are thousands of children who would love a pony of their own. If those ponies are left on the island somebody will forget them and they'll starve to death. Can't you do *anything*? I beg of you, please!"

A 12-year-old from Galloway, Ohio, requested a pony, saying, "I realize I seem greedy but I feel I could give one a good home since my father is a horse trainer and he could show me how to care for it."

And there was little 11-year-old Linda who wrote: "Mr. Prime Minister: I read about the wild ponies of shipwreck island in my reader. I think it is a lovely story. I love ponies more than anything else in the world. I have a place to keep one but I can only pay 25 dollars and who would sell a pony for that? If I had one of yours I'd promise him a good home." She enclosed some pencil sketches of horses saying, "I drew these for you. Love Linda".

But the bulk of the letters favoured leaving the ponies in their natural habitat. Finally, it was the Prime Minister himself who announced that "these animals and their posterity will continue to live on the island".

This year the horses are happy. A mild winter means life is pleasant—as pleasant as it can be on wild pea and beach grass. The nation hopes there will be many mild winters ahead for the courageous herd of pint-sized horses with the shaggy manes.



Little Miss Weir, the daughter of a D.O.T. employee, makes friends with a wild colt on Sable Island.

Sandy hills, dunes covered with a coarse grass, are typical scenes at Sable Island.





The D.O.T. investigators who covered this accident had to be lowered to the crash scene by helicopter sling. The trees between which the Cessna aircraft came to rest soared upwards some 130 to 200 feet, making entry by ground methods virtually impossible.

THEIRS IS TO REASON WHY

by

Yvonne McWilliam

A small plane skims down a small lake in the British Columbia hinterland.

Four men are on board.

Three of them are geologists. They are being ferried to Kamloops. The pilot has 14,000 flying hours logged.

The lake is small, but the pilot has taken off from it before, in spite of the mountains which lean menacingly on three sides.

Within seconds all are dead. No one sees it happen.

Why did the crash happen? Was it engine trouble, structural fault, weather conditions or pilot error?

Now, about a year and a half later, some know why it happened.

They are D.O.T. aircraft accident investigators. Their job? To find out the "why" of every civil plane crash which brings death, serious injury or substantial damage within Canadian boundaries.

Finding out is a vital but oft' times onerous job. Accidents can happen in the most inaccessible spots. Our men must grab their bags—go anywhere at anytime; to the furthest Arctic, through the densest bush, up the highest mountain.

The aircraft accident investigation division is new (not brand new; it was set up in 1958). Accidents, however, have been investigated for some 50 years; in fact, ever since planes have flown.

Prior to '58 Canadian investigations were carried out by D.O.T. air regulations officers. As new techniques developed and air traffic rose, a separate division concerned solely with this complex science was created. Although the job of the investigators is

to look for the cause of the accident, safety precautions are an important by-product of their work. Their findings are published and other divisions of the Civil Aviation Branch act upon them.

Investigators must be in top physical condition. They can't put their qualified pilot's or aviation mechanic's experience to work if they can't reach the wreck.

Painstaking investigation is demanding but it can be interesting as well. Investigators are versatile; they must be able to take pictures of wreckage (as a result most are keen amateur photographers) and, as well as being able to fly, they could be called upon to drive, swim, ski, snowshoe, climb mountains or paddle their own canoes.

The accident investigator is a research worker: a scientific and methodical approach to all data and observed facts, sorting them into logical sequence and pattern and giving them final interpretation, is all in a day's work. He must derive full value from the costly experience. From individual mistakes, he must reap lessons for others.

The men work in teams of two; an operational investigator alongside a technical investigator. There are four investigators at Vancouver, Edmonton, Winnipeg, Toronto and Montreal; two at Moncton and eight at Ottawa.

Ottawa reviews the reports sent in by field investigators and helps them by carrying out a "microscopic" examination of the evidence. Too, the group at headquarters is responsible for the vast job of tabulating and evaluating all accident data with the aid of modern data processing equipment. Complete reports are issued annually and the figures they contain are extremely important to the aviation industry. They get poured over by manufacturers, owners, flight instructors, insurance companies and a score of other groups which benefit by the detailed findings.

For instance, the figures show pilot error still in the lead, but some accidents that a few years ago might have been entered into the pilot's column are now ticked as maintenance faults. Drawing the line between the two isn't easy.

Whatever the findings, the investigation division stores the details which could help solve some future accidents and prevent others.

In 1960 there were 331 aircraft accidents in Canada. Fifty-seven people lost their lives (three missing) and 55 planes were totally destroyed (two missing). The majority of the remainder were substantially damaged. With 5,318 planes registered and 19,153 pilots licensed, the percentages are encouraging.

Nevertheless, investigating 331 accidents requires lots of work—at the scene and back in the offices and labs. Only 10 went down in the books as "undetermined". Pilot error caused the lion's share—254—while 16 more were attributed to errors of crew or other personnel. Only three stemmed from weather conditions.

A look at two accident reports shows how extensive and detailed the job is. (The first is the B.C. accident which we've already had a quick look at, while the other concerns a DC4 which crashed shortly after take-off from Montreal Airport.) The investigators can hardly be accused of hasty judgment.

Both accidents killed all aboard. Their similarity ends.

On August 15th, 1960, a deHavilland DHC2 (a seaplane) crashed into Lorna Lake in interior British Columbia. No witnesses. No survivors.

The plane was being used to ferry geologists to Kamloops. Three members of the six-man party had been taken out in the morning. The pilot came back for the others. At 1:30 p.m. he started to take off from the lake. Something happened. What? That's what our investigators had to find out.

The last radio message was sent at 12:20 when the plane was over Pavilion Lake headed towards Lorna Lake. After that, nothing. A search was organized and 7 hours and 35 minutes after the estimated time of crash the wreckage was spotted floating in the lake. Partially submerged, it was badly damaged.

The pilot had flown in and out of this area several times. But all the same, and in spite of his 14,000 hours flying time, he told a passenger a week before that he didn't like operating from Lorna Lake.

The banana-shaped lake is fed by a glacier. At an elevation of 6,180 feet, it is only three hundred yards across at the widest point. Surrounded on three sides by steeply-rising, 9,000-foot mountains, it's no cinch.

The wreckage had drifted close to shore when D.O.T. investigators Cy Leyland and "Mac" MacCubbin arrived. A skin diver recovered the bodies. He was unable to discover the extent of damage, because the water was too cold, and he couldn't see beneath the surface—Lorna Lake is full of alluvial silt and underwater visibility has a two inch "ceiling".

After the wreckage was beached a careful examination was conducted on the spot. Even though the wings were missing, the investigators knew the plane had struck the water at fairly high speed in a nose-down, left float-down position.

(continued on next page)



This helicopter crashed on the side of a 5,000-foot mountain. To get to the wreckage the investigators traveled by commercial aircraft, u-drive, a four-wheel-drive truck and finally, hiked three miles from the 2,000-foot level to the 5,000-foot level.

Theirs Is To Reason Why

(continued from previous page)

They stripped the engine. Everything was checked: carburetor for power settings, fuel pump and tanks for water. It was faultless. Later in the lab metallurgical analysis indicated there had been no material failure before impact.

The department's meteorological branch was asked for weather conditions at Lorna Lake at the time of the accident; also for general conditions. Air turbulence, they said, could play a dominant part in causing significant weather changes in the vicinity of 9,000-foot mountains.

Experienced pilots familiar with the region told how they had often bucked severe turbulence near the centre of the lake, with a down draft strong enough to hold a plane on the water just as it was taking off. Generally, it was agreed tricky wind conditions are common at Lorna Lake.

But this was not enough. The missing wings were the hitch. Without them our investigators couldn't say for sure that the plane was structurally faultless before the crash.

It was a year later—in August, 1961—before the wings were found in 40 feet of water, and then only with the aid of an electronic apparatus which detects metals.

Laboratory examination ruled out structural failure in flight; any wing damage was done by water impact.

In Ottawa it was decided to construct a scale model of the lake and the 20 surrounding square miles. When this was subjected to tests in a water tunnel at the National Research Council, a very complicated air flow pattern was observed above the lake centre, with an additional current funnelling out of the valley on the western side.

The next and final step in the investigation was to draw vertical profiles of the area. Maximum take-off, climb and turn positions of the ill-fated craft were superimposed. It was found that with a smooth 20-mile-per-hour south wind there would be enough room to take off into the wind (as it was suspected the pilot had done on this occasion). But with adverse wind conditions or turbulence,

or both, the chances for a successful take-off dropped to marginal: an aircraft could be in grave danger of being forced into the water or the hugging mountain sides.

Piecing together all the clues, it was concluded that "most probably, turbulent air conditions were encountered and the aircraft stalled at too low a height to permit recovery."

The second accident involved a DC4 loaded with Christmas mail and mixed cargo. It was enroute from Montreal Airport to Hall Lake, N.W.T., with four crew members and a stewardess on board.

Take-off was 10:45 p.m. Sixteen minutes later the aircraft was at the 9,000 foot level. Then the pilot radioed back that No. 2 engine was on fire—they couldn't put it out and were going to make an emergency landing. At about 11:07 a final transmission was received: "The left wing is gone; we're in a spin and going straight in."

The plane broke up in the air and plummeted down near the village of St. Cleophas, some 50 miles north of Montreal. Wreckage was scattered over an area one and a quarter by three quarters of a mile. Eight hours later two engines were still burning in a swampy field; twin beacons of tragedy.

Inspector Don McLellan, notified of the accident at midnight, was on his way to the scene within the hour. When he arrived at 4:00 a.m. he found the local RCAF Ground Observer Corps men guarding the wreckage and asked them to stay on until arrangements could be made for the RCMP to take over later in the morning.

At daybreak McLellan, along with officials of the airline company, trekked a mile through snow-covered fields to the first bit of burning fuselage. Close by they found No. 3 and 4 engines and part of the right wing. The nose section was located 300 yards away to the southwest and McLellan began to suspect that an aerial breakup had occurred. (This was confirmed when the

This is Lorna Lake—elevation 6,180 feet, length one and a quarter miles, width 300 yards at widest point. It is believed the pilot was attempting to take off to the south, make a 180 degree turn and fly out in a northerly direction when the crash occurred.



dimensions of the wreckage trail were established later in the investigation.)

By this time Leo Martineau, the technical investigator who works with McLellan, had arrived. He set out to find, identify and position all items of the wreckage. The cargo, mostly frozen turkeys and hams, was scattered over a half mile. Much of it was imbedded in the ground. No. 2 engine was buried 400 yards from the nose section, while much further away, across a small river and through several fields, Martineau found the left wing with No. 1 engine still grimly hanging on.

The wing itself was completely burned—only the ashes remained. Sifting through these proved the propellor had been feathered (normal procedure when an engine goes bad) and the wing was upright when it struck the ground.

Still further away was the tail section. Other debris, papers, clothing and small articles, was spotted on a nearby mountain-side. McLellan and Martineau speculated that break-up took place almost directly above this area, probably some 2,000 feet up.

As day broke the D.O.T. men realized it would be impossible to guard the complete wreckage since spectators were arriving by the hundreds, despite the early morning hour and bitter November weather. The guard was confined to No. 1 and 2 engines and the nose section until arrangements could be made to transfer them to Montreal.

Though only seven hours had elapsed from the moment of impact, the investigation was well under way. All maintenance and performance records of the aircraft were impounded; the crash area and wreckage were photographed from the air; eye witnesses were questioned; sworn statements were taken; vital parts of the wreckage were ready for the move to Montreal; and a request was already in for a structural engineer from the National Aeronautical Establishment to come down to study the wreckage.

This was the beginning. Ahead were long months of painstaking research.

Our experts eliminated many possible causes of the tragic accident. Explosion, sabotage, major structural failure and obvious malfunction or error on the part of either the pilot or the aircraft were all ruled out.

They proved that a small fire had existed in No. 2 engine for some time before the crew were aware of it. Factors contributing to the fire were the condition of the exhaust collector ring; the state of certain hose assemblies; the probable use of high power during the climb to the 9,000 foot level; and the probable failure of the fire detection and warning system to alert the pilot before the fire had done extensive damage.

As well, the investigators reasoned that stresses imposed on the weakened wing by manoeuvres or gusts during the rapid letdown were sufficient to sever the wing's main spar. They concluded that no subsequent action by the pilot could have brought the plane down safely.

Not all investigations are as intense as these two. But complex or simple, D.O.T. accident investigators give their "all" to every case. The methods used and the results obtained rate with the best in the world.



The investigators found the left wing of the DC4 with No. 1 engine still hanging on. The wing was completely burned, but they were able to determine that it was upright when it struck the ground and that the propellor had been feathered.

The rear of the nose section was a mass of rubble, scarcely recognizable.



THE Honorable the Treasury Board believes in love.

There are certain directors in this department who, especially at estimates time, regard the Board as a loveless thing. They are wrong.

The Treasury Board's chance to prove them wrong lies strangely enough in the administration of a statute that is otherwise noted for its rigidity—the Public Service Superannuation Act.

Few laws are as precise and complicated—and difficult to administer—as the Superannuation Act. It goes into great detail as to who gets what, and it makes a strictly legal matter out of what is basically a subject of compassion.

However, there are certain cases in which the Treasury Board does have some discretion and it is in these that it has shown to harbor feelings that border on the romantic. This human side of the august body will be exposed further on in this article.

It is the very this-is-the-law aspect of the Superannuation Act that makes pensions a civil servant's right and not a gratuity.

Back in 1902 one company included the following paragraph in its pension plan:

“The company may cancel any pension whenever it is established in the opinion of the pension committee (this being the President, Vice-President and Company Solicitor) that the pensioner displays a decided lack of appreciation of the company's liberality in granting the pension.”

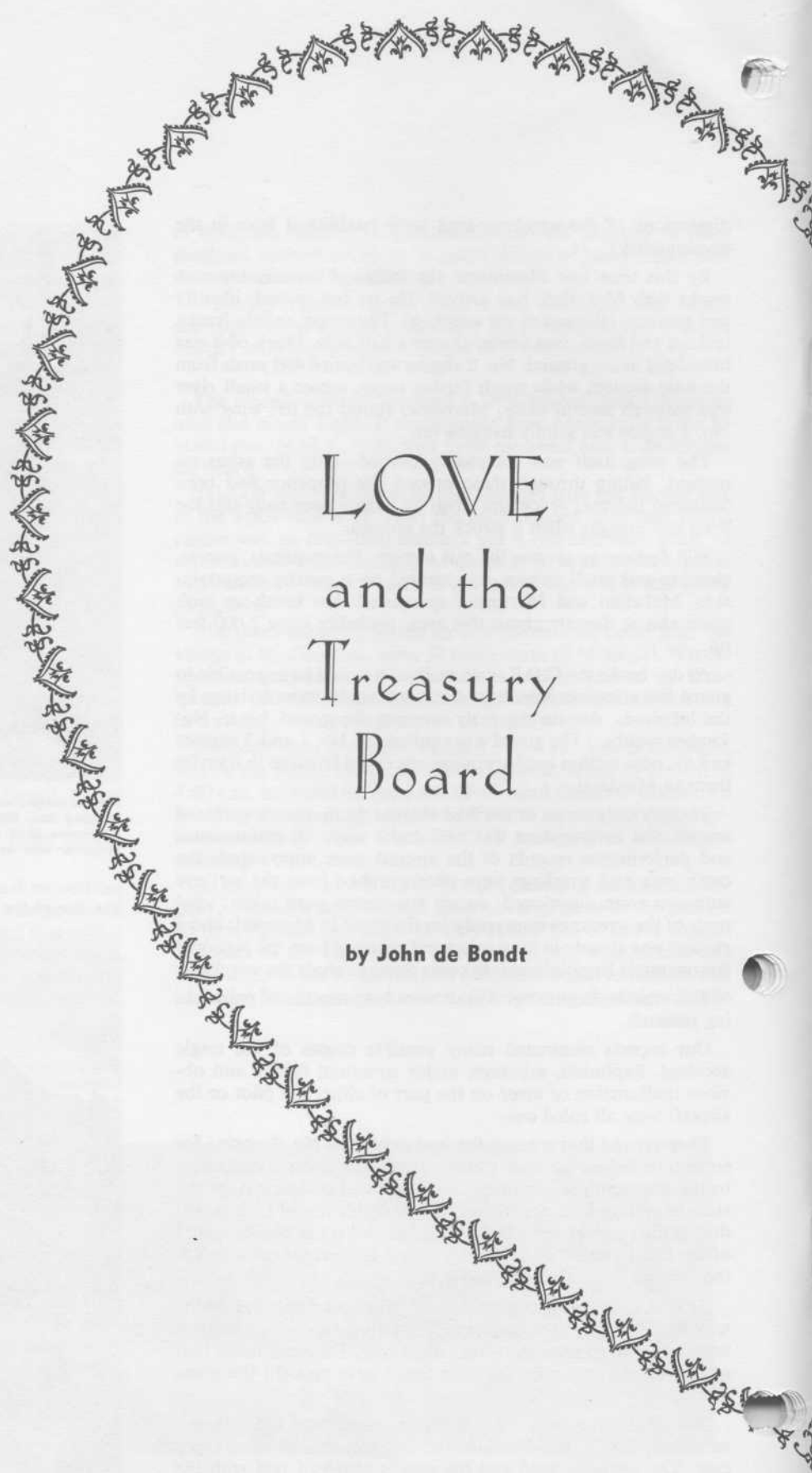
Pensions in those days depended on either how generous the employer felt at the time or how badly he wanted to get rid of someone.

Until 1954 even civil servants received their pensions entirely by the beneficence of the Governor General and the plan stipulated that “the Governor in Council *may* grant” There actually were cases in which pensions were refused.

The present Superannuation Act has given the civil servant a legal right to his pension. It was in fact the only act that gave him any rights at all until the new Civil Service Act came into force this year. The old Civil Service Act did not even give the public servant the right to his pay!

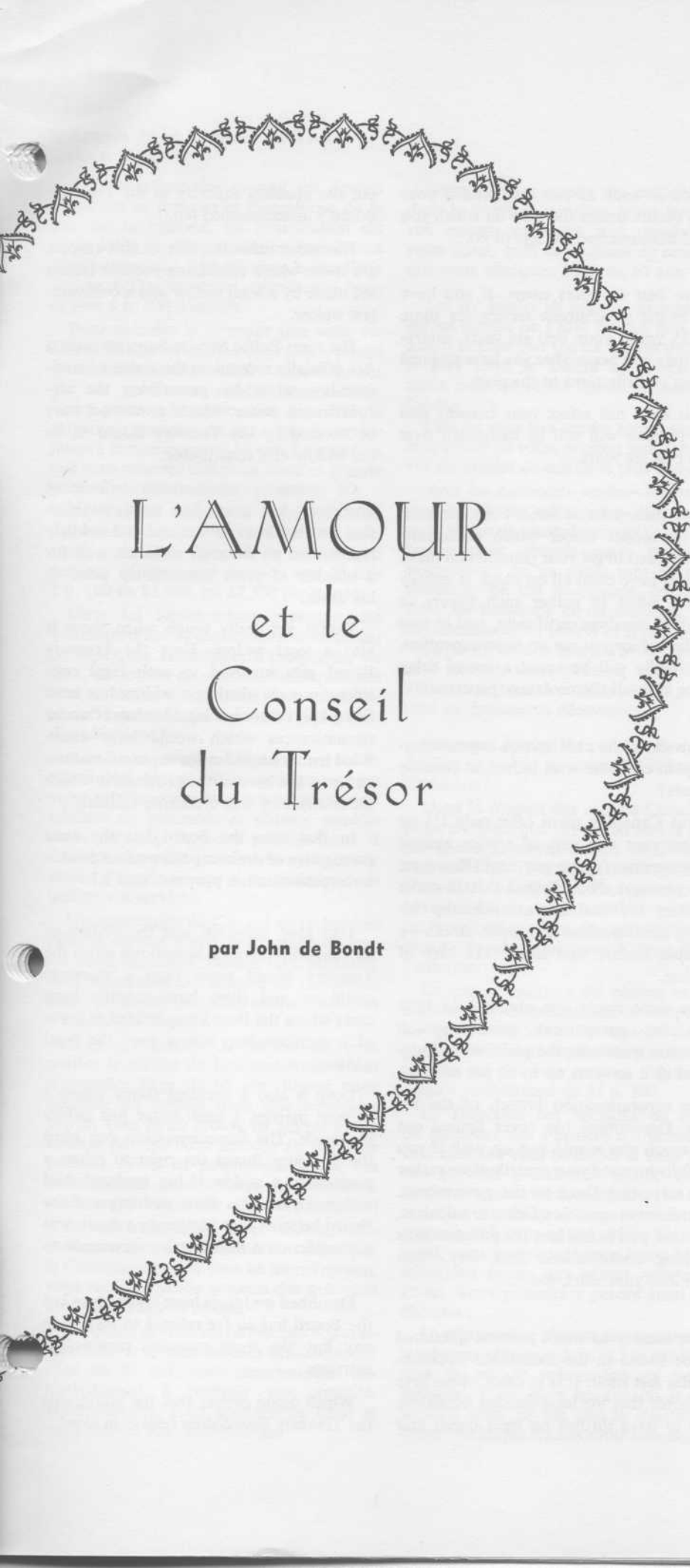
Every civil servant knows—or ought to know—the main details of the Superan-

(continued on page 12)



LOVE and the Treasury Board

by John de Bondt



L'AMOUR et le Conseil du Trésor

par John de Bondt

L'HONORABLE Conseil du Trésor croit à l'amour.

Il y a dans notre ministère des directeurs qui, surtout au moment des prévisions budgétaires, tiennent le Conseil pour un organisme dépourvu de coeur. Ils se trompent.

Chose étrange, c'est à l'occasion de l'administration d'une loi réputée pour sa rigueur, la Loi sur la pension du service public, que le Conseil prouve à ces directeurs que leur idée est erronée.

Peu de lois sont aussi précises et compliquées et aussi difficiles à appliquer que la Loi sur la pension. Elle donne beaucoup de détails pour préciser qui recevra quoi et fait d'une mesure née d'un sentiment de compassion une affaire strictement juridique.

Toutefois, il se présente des cas au sujet du règlement desquels le Conseil du Trésor jouit d'une certaine discrétion et c'est alors qu'il fait parfois preuve d'une sensibilité qui frise le romantisme. Le côté humain de cet auguste organisme sera exposé plus loin dans le présent article.

C'est en vertu de cet aspect strictement juridique de la Loi que la pension est un droit du fonctionnaire et non une faveur qu'on lui accorde.

En 1902, le plan de pension d'une compagnie renfermait le paragraphe suivant:

«La compagnie peut annuler toute pension si le comité des pensions (formé du président, du vice-président et de l'avocat de la compagnie) est d'avis que le pensionné fait décidément preuve d'un manque d'appréciation de la générosité de la compagnie qui lui accorde une pension.»

A cette époque, les pensions dépendaient du degré de générosité de l'employeur ou de son désir plus ou moins grand de se débarrasser de quelqu'un.

Jusqu'en 1954, même la pension des fonctionnaires dépendait entièrement de la bonne grâce du Gouverneur général, le plan stipulant que "le Gouverneur en conseil *pourra* accorder. . .". Il y eut réellement des cas où des pensions furent refusées.

La Loi sur la pension actuellement en vigueur a conféré au fonctionnaire un droit juridique à sa pension. C'était la seule loi qui lui accordait un droit quelconque avant l'entrée en vigueur, cette année, de la nouvelle Loi sur le service civil. L'ancienne Loi sur le service civil ne lui accordait même pas de droit à son traitement!

(Suite à la page 13)

Love and the Treasury Board

(continued from page 10)

nuation Act. You contribute 6½ per cent of your pay if you are a man, five per cent if you are a woman. The government matches your contributions and allows interest at four per cent.

To figure out how much you will get when you retire, you first take your average annual pay during your "best" consecutive six years. Your annual pension will be two per cent of that average for every year of service up to a maximum of 35 years. How much you'll get, therefore, depends to a great extent on how long you've been in the government service.

In other words, if your best average salary was \$5,000 and you were in the civil service for 25 years, your pension will be 25 times two per cent of \$5,000 or \$2,500 per year.

There are dozens of secondary stipulations, regulations, qualifications, exceptions, ifs, ands and buts in the labyrinthine Act. Here are some of the lesser known details of the plan, all spelled out in the Act and its regulations.

Retirement Age: The normal retirement age is 65. You may retire as early as your 60th birthday and still get your pension right away, or you may stay on after age 65 if the department can use your services.

One scientist at the Defence Research Board was 84 when he retired. The sprightly old gentleman was working on research in Canada's space program at that time!

Leaving the service: If you leave the government service before you are 60 years old, let's say to accept a job in private industry, it's usually wise to leave your contributions in rather than take them out. (You cannot leave them in if you have less than five years' service).

If you take your money out, you lose whatever the government has contributed. If you leave it in, you'll get your full pension as soon as you turn 60.

Also, if you leave your contributions in and you become disabled before you turn 60, you'll get an immediate annuity. Taking your contributions out naturally forfeits this right.

Lastly, leaving your contributions in assures your widow and children of a

pension as soon as you die, even if your death occurs before the date on which you would have reached the age of 60.

Your best six years count: If you have been in the government service for more than 35 years, your best six years, salary-wise, may well occur after you have stopped making contributions to the plan.

This does not affect your benefits and your pension will still be calculated over those best six years.

Have documents on hand: Find out from your personnel officer which documents you will need to get your pension and make sure you have them all on hand. It usually takes a while to gather such papers as birth and marriage certificates, and in case you die before you are on superannuation, your family will be saved a lot of delay if they have all the necessary papers.

How does the civil service superannuation plan compare with industrial pension schemes?

Most Canadian plans offer only 1½ or 1¾ per cent per year of service against the government's two per cent. However, some plans in the U.S. and Britain make provision for variable annuities by investing contributions in growth stocks—a desirable feature that helps take care of inflation.

The same result was obtained in 1958 when the government passed special legislation increasing the pensions of long-retired civil servants up to 32 per cent.

The superannuation branch of the Finance Department has never figured out how much you would end up with if you faithfully invested your contributions rather than entrusting them to the government. The risk is too variable a factor to calculate. Of course you would lose the government's matching contributions that way. You could lose your shirt, too.....

The answer to most pension questions can be found in the meticulous Superannuation Act itself. It is in cases where love is a factor that the legal-minded legislators seem to have thrown up their hands and

put the problem squarely in the Treasury Board's unaccustomed lap.

The most difficult cases in this respect are those where conflicting pension claims are made by a legal widow and a common-law widow.

The stern Public Service Superannuation Act officially recognizes the status of common-law wives by prescribing the circumstances under which a woman may be deemed by the Treasury Board to be the widow of a contributor.

Of course a common-law wife must document her case. She must establish that she had been maintained and publicly represented as the civil servant's wife for a number of years immediately prior to his death.

Things get really tough when there is also a legal widow. Here the Treasury Board gets involved in such legal considerations as whether a widow has been living apart from her legal husband "under circumstances which would have disentitled her to an order for separate maintenance in the laws of the province in which the contributor was ordinarily resident".

In that case the Board has the eerie prerogative of declaring the woman dead—for superannuation purposes that is!

True love, however, and the welfare of any children involved sometimes move the Treasury Board more than a marriage certificate and there have actually been cases where the Board has decided in favor of a common-law widow over the legal widow.

Love is also a deciding factor where a woman marries a contributor just before his death. The Superannuation Act gives the Treasury Board the right to refuse a pension to a widow if her husband died within a year after their wedding and the Board believes that "impending death was a consideration affecting an agreement to marry."

Deathbed weddings have taken place but the Board has so far refused to believe in any but the most romantic reasons for marriage.

Which again proves that the Honorable the Treasury Board does believe in love!

L'amour et le Conseil du Trésor

(suite de la page 11)

Tout fonctionnaire connaît ou devrait connaître les principales dispositions de la Loi sur la pension. La contribution est égale à 6½ p. 100 du salaire dans le cas d'un homme et à 5 p. 100 dans le cas d'une femme. L'Etat verse une contribution égale et paie 4 p. 100 d'intérêt.

Pour calculer le montant que vous recevrez à votre retraite, vous prenez d'abord la moyenne de votre salaire annuel durant vos six meilleures années consécutives. Votre pension annuelle sera 2 p. 100 de cette moyenne pour chaque année de service jusqu'à concurrence de 35 ans. Le montant que vous recevrez dépendra donc en grande partie de la durée de votre service.

En d'autres termes, si votre meilleure moyenne de salaire a été de \$5,000 et si vous avez été à l'emploi du service civil pendant 25 ans, votre pension sera 25 fois 2 p. 100 de \$5,000, ou \$2,500 par année.

Cette loi labyrinthique renferme des douzaines d'autres dispositions secondaires, de règles, de conditions, d'exceptions, de «si», de «et» et de «mais». Voici quelques détails moins connus du plan, tous expliqués dans la Loi et ses règlements d'application.

Age de la retraite—L'âge normal de la retraite est 65 ans. Vous pouvez prendre votre retraite dès votre soixantième anniversaire de naissance et obtenir aussitôt votre pension, ou vous pouvez rester à l'emploi de votre ministère après avoir atteint l'âge de 65 ans si le ministère peut utiliser vos services.

Un scientifique du Conseil de recherches pour la défense a pris sa retraite à 84 ans. Ce vieux monsieur, encore vert, effectuait à ce moment-là des travaux de recherches dans le cadre du programme canadien d'études sur l'espace.

Ceux qui quittent le service—Si vous quittez le service du Gouvernement avant d'atteindre l'âge de 60 ans, disons pour accepter un emploi dans une entreprise privée, vous feriez preuve de sagesse en ne retirant pas vos contributions au fonds de pension. (Vous ne pouvez pas laisser vos contributions dans le fonds de pension si vous comptez moins de cinq ans de service.)

Si vous retirez vos contributions, vous perdrez toutes les contributions faites par le Gouvernement. Si vous ne les retirez pas, vous recevrez pleine pension dès que vous atteindrez l'âge de 60 ans.

En outre, si vous ne retirez pas vos contributions et si vous devenez invalide avant l'âge de 60 ans, vous commencerez immédiatement à recevoir une annuité. Naturellement, vous perdriez ce droit si vous retiriez vos contributions.

Enfin, si vous laissez vos contributions dans le fonds de pension, votre femme et vos enfants recevront une pension, dès votre décès, qu'il se produise ou non avant que vous atteigniez l'âge de 60 ans.

Les six années de salaire—Si vous avez été au service de l'Etat durant plus de 35 ans, il se peut que vos six années de salaire le plus élevé se situent après que vous aurez cessé de verser des contributions au fonds.

Cela ne vous fera perdre aucun avantage et le calcul de votre pension sera fondé sur vos six années de salaire le plus élevé.

Ayez les documents voulus—Renseignez-vous auprès de votre agent du personnel pour savoir de quels documents vous aurez besoin pour obtenir votre pension et assurez-vous de les avoir tous en mains. Recueillir de tels documents, comme les actes de naissance et de mariage, prend habituellement du temps, et si par malheur vous deviez mourir avant d'avoir commencé à recevoir votre pension, votre famille s'épargnera bien des délais si elle possède tous les documents nécessaires.

Comment le plan de pension de retraite du Service public se compare-t-il à ceux de l'industrie?

Dans la plupart des cas, au Canada, les plans n'offrent que 1½ p. 100 ou 1¾ p. 100 par année de service contre les deux pour cent de l'Etat. Toutefois, certains plans aux Etats-Unis et en Grande-Bretagne prévoient le versement de rentes variables en plaçant les contributions dans des valeurs d'avenir, mesure louable qui aide à faire face à l'inflation.

Le même résultat a été obtenu en 1958 alors que le Gouvernement a adopté une loi spéciale en vertu de laquelle des employés de l'Etat depuis longtemps à la retraite ont vu leur pension s'augmenter jusqu'à concurrence de 32 p. 100.

La Direction des pensions de retraite du ministère des Finances n'a jamais calculé combien vous retireriez si vous faisiez vos propres placements plutôt que de confier vos contributions à l'Etat. Le risque constitue un élément trop incertain pour pouvoir établir un calcul précis. Naturellement, vous perdriez de cette façon les contributions égales aux vôtres versées par l'Etat. Vous pourriez y perdre aussi votre chemise . . .

La réponse à la plupart des questions sur la pension se trouve dans la Loi sur la pension de retraite même, loi qui est très détaillée. C'est dans les cas où la compassion entre en jeu que le législateur à l'esprit juridique semble avoir abandonné la

partie et a laissé le soin de régler le problème au Conseil du Trésor.

Les cas les plus difficiles à ce sujet sont ceux où des réclamations de pension opposées sont faites par une veuve légitime et une veuve selon le droit commun.

La Loi sur la pension du service public, qui est d'une grande rigueur, reconnaît le statut des épouses selon le droit commun en précisant les circonstances dans lesquelles le Conseil du Trésor peut considérer une femme comme la veuve d'un contributeur.

Naturellement, la veuve selon le droit commun doit fonder sa cause sur des faits authentiques. Elle doit prouver qu'elle a été soutenue et présentée publiquement comme l'épouse du fonctionnaire pendant un certain nombre des années qui ont précédé son décès.

Les choses se compliquent véritablement lorsqu'il existe aussi une veuve légitime. C'est ici que le Conseil du Trésor est aux prises avec des considérations d'ordre juridique pour savoir si une veuve qui a vécu séparée de son époux légitime «dans des circonstances qui l'auraient privée de tout droit à une ordonnance de pension alimentaire selon la législation de la province où résidait ordinairement le contributeur».

Dans ce cas, le Conseil a la prérogative fantastique de déclarer morte la veuve légitime, aux fins de la pension de retraite il va sans dire!

Toutefois, une véritable compassion et le bien-être des enfants touchent parfois le Conseil du Trésor plus qu'un acte de mariage, et il y a eu des cas où le Conseil a décidé en faveur d'une veuve selon le droit commun plutôt qu'en faveur de la veuve légitime.

L'amour est aussi un facteur déterminant dans le cas d'une femme qui a épousé un contributeur très peu de temps avant le décès de ce dernier. La Loi sur la pension de retraite donne au Conseil du Trésor le droit de refuser une pension à une veuve si son mari est décédé dans l'année qui a suivi le mariage et si le Conseil croit que «la prévision d'un décès prochain ne constituait pas une cause ou considération influant sur la convention de contracter mariage».

Des mariages ont eu lieu alors que le pensionnaire était à l'article de la mort, mais jusqu'ici le Conseil a refusé de croire aux raisons invoquées sauf aux raisons les plus romantiques.

Ce qui prouve encore que l'honorable Conseil du Trésor croit à l'AMOUR!

THE POWER OF \$UGGESTIONS\$

Everyone is interested in how to make money. One of the routes open to civil servants is the Suggestion Award Plan. Of course, it isn't a guaranteed thing—like everything else—you must work at it. But the right idea, explained in the right way can earn extra dollars for you. Some recent winners and their ideas follow:

THREE SPOT POTENTIAL SAFETY HAZARDS

Mrs. Peggy Kendellan, a marine regulations secretary at Ottawa, won an electric clock for pointing out that fixtures holding competition notices on bulletin boards were a potential danger. Placed at eye level adjacent to elevators, these swinging objects could injure elevator passengers. The binders are now mounted in the centre of the board, out of the way of passersby.

Another safety-conscious D.O.T.'er, met technician Gaston Racine, recommended that floodlights be installed at all unlit balloon releasing areas. When Mr. Racine was stationed at Fort Smith, N.W.T. he personally experienced the possible dangers of an unlit area. A survey showed that adequate lighting existed at most upper air stations, but that improvements were required at a few—including Fort Smith. The suggester received an award-in-kind, group "C".

Radio operator Donald Nichol of Sudbury suggested that translation of the RCAF term "squawk four" as used by jet pilots be distributed to all operators. An explanation that this is sometimes improperly used by military aircraft in place of "squawk mayday" has been included in the Manual of Operations to alert all radio operators. Mr. Nichol was awarded a pen and pencil set.

EDUCATIONAL IDEA

A suggestion which will be a boom to new radio operators was made by Stanley Prodanuk, an operator at Melville, Saskatchewan. He felt that if magnetic tapes of unusual emissions were supplied to monitoring stations, it would ensure that they would be correctly identified when heard. The operating staff, particularly new men, could refer to the tapes when in doubt.

His idea was carried out and he chose a set of television tables as his award.

CHANGE IN MEDICAL POLICY

Leslie Martin, a met technician at Winnipeg, pointed out that a delay in hiring qualified met technicians due to the lengthy inoculation period could result in the loss of good personnel.

He suggested that such candidates be employed after passing a physical examination and that vaccination and inoculations be given during the three month training period.

A check of all regions showed that most were following the recommended practice. Medical procedures at Winnipeg were revised accordingly. An award-in-kind, group "B", was made to Mr. Martin.

EFFICIENCY PAYS OFF

Having experimented with the use of "charge out cards" in a small office without Central Registry facilities, Harry S. Salt, a divisional supervisor, Steamship Inspection, cited the merits of the system. Since a more efficient method of file control resulted the method was adopted and Mr. Salt, who is located at St. John's, Nfld., received a pen and pencil set.

FORM REVISION BROUGHT ABOUT

An award-in-kind, group "C", was recently presented to radio technician George L. Conrad of Moncton. His suggestion concerned the use of Form 350, "Supplies List". Mr. Conrad chose an attractive barometer for his idea.

SMALL BUT COSTLY

"What appears to be a small thing—a comma in the signature of a telegram—can cost the department extra money," pointed out stenographer Helen Carson of marine personnel, Ottawa. Commercial telegraph firms do not charge for name and title if no comma is used; with a comma a charge is made for all words following:

Chief Aids to Navigation—no cost

Chief, Aids to Navigation—charge for three words.

Mrs. Carson's recommendation that D.O.T. offices be instructed about punctuation in telegrams brought her a barometer.

AIDS TYPISTS

Noting that a more efficient method of typing statistical reports would result if typewriters were equipped with ten key decimal tabulators, Rudolph Blanchette

recommended that the department purchase such equipment.

The Suggestion Award Committee investigated and decided that such typewriters would be useful in offices where a large volume of statement and voucher work is done. Mr. Blanchette, an accountant at Winnipeg, chose a power driver as his award.

TOOLS OF THE TRADE

Francis C. Rowe, a met technician at Torbay, Nfld., is the owner of a new barometer (who could use one to better advantage?) thanks to the acceptance of his suggestion. He felt that percentage and division tables to assist in calculating meteorological observations should be made available. This has now been done.

CHOOSES TRANSISTOR RADIO

While thinking up more money making ideas Edward Leger of Moncton can listen to soothing music on his new transistor radio. The radio was the result of a recommendation that regions record exact financial coding of pay charges when reporting new appointments to Ottawa.

Mr. Leger, a personnel officer, felt that improper coding might result if the information received at Headquarters was no complete.

RADIO OPERATORS HAVE THEIR SAY

Radio operators throughout the department are a prolific source of suggestions. Two who recently received awards were S. McWhirtle of Toronto Region and Carl Tymm of Williams Lake, B.C. They both chose a set of binoculars.

Mr. McWhirtle urged that the "No Obstruction to Navigation" message received from Montreal marine signal office be broadcast on the working frequencies of 2182 KCS and 500 KCS. Since improved D.O.T. service to shipping interests resulted, the idea was adopted.

It was a modification to radio receivers to allow use of AVC during continuous wave reception, which won the award for Mr. Tymm.

NEWS ON THE DOT COMES IN FOR SUGGESTION

Radio technician *Francis Cole* suggested that since News On The DOT is of interest to retired as well as active members of the department, superannuated employees' names should automatically be added to the mailing list. This is now being done and Mr. Cole is the owner of a smart electric alarm clock.

ANOTHER FORM REVISION

It's the people who fill out the forms who know if they are serving their intended purpose or not. Such a man is *Bernardus Fetter*, a marine services mechanic at Charlottetown, P.E.I. He suggested that Forms 1207 and 1208 be amended to provide a 24-hour system of recording time. He received a \$30 award when this system was adopted.

NEW WATER FOG CURTAIN NOZZLE

G. B. Buchanan, a fire equipment officer with civil aviation, won a \$40 cash award for designing a new type of water fog curtain nozzle to be used in fire fighting. The nozzle, now in general use, creates a dense water fog with better area coverage by means of slots around the edge of the nozzle ring.

When Mr. Buchanan made this suggestion he was employed by D.R.B. as Fire Chief at Suffield Experimental Station, Alberta. As a magnanimous gesture he split the cash award between himself and the "coffee fund" of that establishment so his former co-workers could profit by his suggestion.

WINS POWER DRIVER

Departmental Accountant *Charles Spilling* won a power driver for suggesting that

headings on memorandum letterhead be standardized.

Mr. Spilling is with the Telecommunications Branch at Ottawa.

PROTECTION FOR AIRCRAFT BRAKE CYLINDERS

Wilfred Jacquot, a technical officer with Vancouver Air Services, recommended that a stainless steel shoe be installed in Beaver DHC2 amphibious aircraft. This would protect the mainwheel brake cylinders and fittings from damage due to gravel and stones during landings and take-offs.

Since it was estimated that savings would range from \$500 (the price of a brake assembly) to several thousand dollars in the event of heavy damage to the aircraft, the suggestion was adopted.

Mr. Jacquot received a \$90 award—less income tax, of course.



Regional Superintendents of Construction Meet in Ottawa

The superintendents of construction from six regions were in Ottawa the week of January 29th to discuss projects, procedures, problems and a multitude of other subjects related to their work.

Front row, left to right: B. J. McIntyre, superintendent, radio communications engineering; F. R. Bentley, superintendent, radar and special devices engineering; F. G. Nixon, director, telecommunications and electronics; J. R. MacKay, chief, design and construction; and D. A. Moore, superintendent, specifications and project control—all of headquarters.

Back row: I. Ackerman, Montreal; D. Lyon, Moncton; J. A. Sharpe, Toronto; R. M. Bennett, superintendent, navigational aids engineering; W. K. Newton, Vancouver; B. F. Murphy, Winnipeg; and J. G. Leitch, Edmonton.

DOTS On The Map

Scattered from coast to coast, D.O.T. employees are active people—on the job and off. Following are items about happenings of general interest



CANTAT CABLE OPENING—the Honourable Léon Balcer, Minister of Transport, addresses the group gathered at the Chateau Laurier, Ottawa, to hear Her Majesty Queen Elizabeth and Prime Minister Diefenbaker officially open the first link of the around-the-world telephone cable.

OTTAWA—On December 19th Her Majesty Queen Elizabeth chatted with Prime Minister John G. Diefenbaker over the new 60-circuit cable between Canada and Britain to officially open the first link in an around-the-world Commonwealth telephone network.

Many government and business leaders, along with press representatives, heard the Queen's voice as clearly as if Her Majesty was in the same room.

Seated on the platform with the Prime Minister were Lord Amory, the British High Commissioner; Transport Minister Léon Balcer, External Affairs Minister Howard Green, and Mr. Douglas Bowie, President of the Canadian Overseas Telecommunication Corporation.

The cable, known as Cantat (Canadian TransAtlantic Telephone), was produced and is jointly owned by COTC and Britain's Cable and Wireless Limited. It runs from Oban, Scotland, to Hampton, Nfld., across to Corner Brook and then to Grosses Roches on the south bank of the St. Lawrence.

The next stage of the system, linking Canada with Australia and New Zealand via Vancouver, is expected to be completed in 1964.

PRESCOTT—Eighteen marine signal mechanics from district marine agencies across Canada were in Prescott early in January. They took part in a two-week course on the operation of the electrical equipment used to guide vessels through coastal and inland waterways.

Topics of discussion covered included transistorized electrical equipment, underwater cables, batteries, motors and generators. Technicians from Prescott's Dominion Lighthouse Depot, assisted by manufacturers' representatives, conducted the sessions. Mr. A. Laing, chief, aids to navigation, came down from Ottawa to address the students.

Those enrolled in the course were: Herb Bowering and Arthur Conway, St. John's, Nfld.; Arthur McLeod and Joe McGinnis, Charlottetown; Ian Stewart and Murray Grass, Saint John; Lloyd Chaffey and Guy Beaver, Dartmouth; Lucien Cardinal and Tony Beaudet, Quebec; Roger Nadeau and Roland Lemaire, Sorel; Harry Cassell and Vic Bonneau, Prescott; Cecil McMurdo and Fred Webster, Parry Sound; Chuck Couch, Victoria; and Bill Calder, Prince Rupert.

TORONTO—Canada was host to weathermen from many parts of the globe when

members of a sub-committee of the Commission on Synoptic Meteorology of the World Meteorological Organization met in Toronto early in January.

The group discussed and recommended codes for world-wide exchange of forecasts, analyses and observations. They came from France, Belgium, Argentina, U.S.S.R., New Zealand, Great Britain and the United Arab Republic, as well as from Canada and the United States.

OTTAWA—January 19th was the date of the annual broomball contest between Air Transport Board and Transport-Treasury broomwielders.

Piloting the Air Transport Board team was Rene Brunette, while H. Primeau was at the helm for the Treasury entry.

In the final minute of play William Jordan found the goal with a well-placed shot and won the game 1-0 for Treasury.

MONTREAL, CALGARY, VANCOUVER,—Electrowriters have been installed at Montreal, Calgary and Vancouver airports and plans are underway to follow suit at Winnipeg, Toronto, Ottawa and Gander.

This high-speed message delivery equipment means that up-to-the-minute weather reports will be transmitted instantaneously from the weather offices to a number of remotely located transmitters.

In a rapidly changing weather situation a report, even one minute old, may be of doubtful value. Cumbersome mechanical delivery apparatus or delivery by hand are no longer satisfactory in a large efficient airport.

Prompt delivery of weather information to aircrew could avoid risk of life or property. Also, heavy operating costs incurred in unsuccessful attempts to land or diversions to alternate airports can possibly be avoided if weather data is made available to airborne planes as soon as possible.

TORONTO—J. Clodman and R. E. Munn, meteorologists with D.O.T.'s meteorological branch in Toronto, have received Ph.D. degrees. Dr. Clodman was awarded his from New York University for his thesis entitled "Clean Air Turbulence in the 20,000 to 50,000 foot layer", while Dr. Munn's was awarded by the University of Michigan for "The Vertical Diffusion in the Atmosphere from a Continuous Point Source".

Both of these meteorologists have made notable contributions to their specialized science.



MARIETTA, GEORGIA—Superintendent of Flight Operations Jack Hunter (front center) receives the key to the newest addition to the D.O.T. airfleet, the Lockheed JetStar. Ernest Erwin (front right), JetStar program director for Lockheed, does the honors as D.O.T. crewmen look on.

VANCOUVER—Since January, ships, aircraft and persons in distress on British Columbia's coast have had a direct "lifeline" to the RCAF's Rescue and Co-ordination Centre in Vancouver.

At that time the department connected D.O.T. marine radio stations from Prince Rupert to Victoria with search and rescue operations in Vancouver via an interphone circuit.

The emergency interphone installation consists of approximately 1500 circuit miles of land line, microwave, radio and telephone carrier and submarine cable links, and connects marine radio stations at Bull Harbour, Alert Bay, Prince Rupert, Victoria, Sandspit, Cape Lazo, Tofino and Vancouver.

With the exception of Bull Harbour, the interphone system is in complete operation. Bull Harbour is expected to join the circuit in March or April after a radio channel has been installed between this point and Holberg.

This is how the new circuit works:

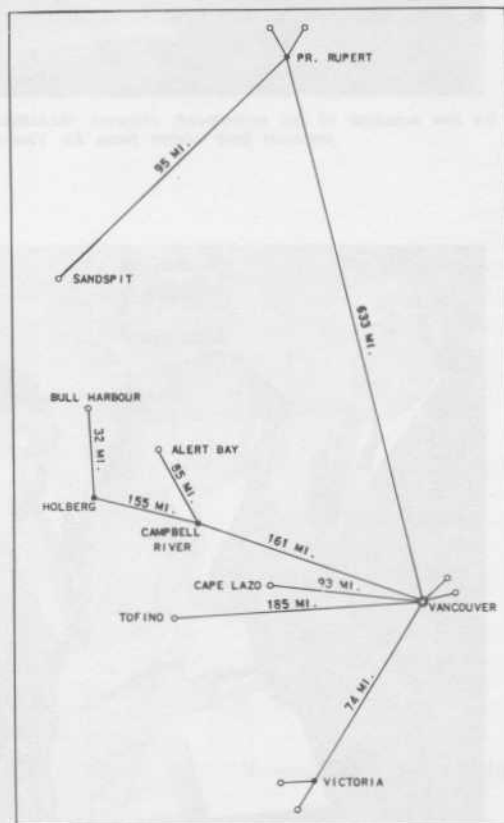
Instead of marine radio stations relaying messages in pony express fashion, the 11 stations are joined together by a permanent conference-type circuit, with each continuously monitoring the circuit on its own loudspeaker.

The loudspeakers enable station operators to listen in on all operations, including emergencies. Breaking in on the conversation to volunteer or seek information is possible at all times.

A person needing aid phones or radios one of the designated stations and his message is transferred immediately and directly to the Rescue Centre in Vancouver.

Should the RCC at Vancouver or D.O.T. marine agency offices at Prince Rupert and Victoria wish to talk to a foundering ship, for example, each can extend the interphone lifeline to any one of the eight radio stations' ship-to-shore transmitters and operate it by remote control.

This extension is made possible by the utilization of the interphone system's signalling circuit. No audible signalling is necessary as the monitor speakers are on duty at all times.



This shows the extent of emergency interphone installation connecting D.O.T. marine radio stations from Victoria to Prince Rupert. The system is a boon to coastal rescue work.

retirements



On the occasion of his retirement, Norman McArthur (right) receives a warm handshake and personal best wishes from Air Vice-Marshal A. de Niverville.

N. G. McArthur

Born in Ramona, Ontario, Norman Gilbert McArthur joined the department in 1940. He started as a temporary engineering clerk in what was then the Montreal District Airway's Engineer's Office. In 1942 he was transferred to Ottawa where his accounting experience was put to work developing improved accounts procedures for the various district airway engineer offices in Western Canada.

In later years he was responsible for space accommodation and furniture requirements throughout air services.

Mr. McArthur's last day of work was November 3, 1961. Early in December his co-workers gathered in the air services board room to honor him with a gift and best wishes. Air Vice-Marshal A. de Niverville, assistant deputy minister, air, made the presentation.



Recently-retired Phil Remy (second from left) lines up with fellow D.O.T.'ers to receive long service awards from Parry Sound Agent F. K. McKean. Left to right: Mr. McKean, Mr. Remy, Edwin Virgo, Miss Olive Mosely, Lawrence Tyler, and Robert McEachern. (All of the recipients except Mr. Tyler are retired members of the department.)

P. Remy

A man who began his D.O.T. career as a laborer and ended it as agency foreman, Phil Remy of Parry Sound retired on January 26th.

Thirty-five years ago he joined the Parry Sound Agency as a laborer and through his versatile ability worked his way up to agency foreman. Along the way he also served as captain of the MV "Parry Sound", the agency workboat.

Friends and co-workers, including several retired employees, held a party in his honor. It had a dual purpose since the opportunity was taken to present long service awards to Olive Mosley, Ed Virgo, Bob McEachern, Lawrence Tyler and Mr. Remy himself.

HAVE YOU A SUGGESTION?

Clip this form and send it to the Secretary, Suggestion Award Plan, Department of Transport, Ottawa. Any suggestions you have might prove beneficial to the department.

OPPORTUNITIES UNLIMITED

THINK . . .
SUGGEST

Describe your suggestion clearly and concisely.
Indicate where and how it can be used and the benefits expected.
Use sketches, samples or anything you want to make your idea clear.
If it is difficult to write, your supervisor will gladly help.
When a suggestion is not used, reasons will be given in writing.

SEND POSTAGE FREE TO: SECRETARY, SUGGESTION AWARD COMMITTEE, OF YOUR DEPARTMENT

(SEE REVERSE SIDE)

I would like to suggest

Suggestion No. _____
(For official use)

If possible, indicate your estimate of savings.

If required, use other side

SUGGESTION AWARD PLAN OF THE PUBLIC SERVICE OF CANADA

HAVE YOU A SUGGESTION?

Do you have any suggestions for improvement of the Department of Public Service? If so, please fill in the following information and send it to the Department of Public Service, Ottawa, Ontario.

PLEASE COMPLETE USING BLOCK LETTERS

SUGGESTION NO. _____
(FOR OFFICIAL USE)

MR. MRS. MISS	FAMILY NAME	(FIRST NAME & INITIALS)	CLASSIFICATION OR RANK
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DEPARTMENT	BRANCH	LOCATION
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HOME ADDRESS

IF YOU WISH TO REMAIN ANONYMOUS, CHECK HERE

DATE _____

SIGNATURE OF SUGGESTOR _____