

PAGES

MISSING

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Chicago's Pension System

(An address delivered by Philip Steele, of the Chicago Civil Service League, at the Convention of the National Assembly of Civil Service Commissioners in Ottawa, June, 1916.)

Mr. STEELE: It may be of interest to you to have me tell you of the start of the pension fund of the municipal employees of the City of Chicago. In this fund we have grabbed the bull by the horns and made a fund because we wanted it and felt it was necessary and that we had to adopt some short cut. We do not pretend to believe that we have the best fund in the world or the most scientific, but at all events we have certain reasons for doing what we did. Five years ago a small group of employees decided that it was time to start a municipal fund for those employees not covered under some existing fund like the police, firemen's and teachers'—or the little fund of the public library. We accepted all the different arguments for pensions without any question. We began to figure on how to get the money to pay the fund. The Police and Fire Departments had been running funds for a good many years past on salary deduction. The city got to the point of putting in eight to one in the Police Department. We found that any attempt to get money at that time would meet with active opposition. A Bill was drafted providing that every employee should have \$2 a month deducted from his salary and that five years should be assumed as an accumulative period of time in which no pension should be paid at all. The amounts paid in for these five years were to accrue for sinking funds. Provision was made for the payment of a straight pension of \$50 a month when we finally got ready to pay, and we have what we consider intelligent reasons for this action. We argued that when superannuation takes place and a man was retired it was immaterial how much that man had drawn during his active period of service. The fact that a man got \$10,000 a year as city engineer was no reason for his having a bigger pension than the man with \$75 a month. Other things being equal he does not need as large a pension. We also held that in the Service the high-priced fellow would last longest and not retire on a pension at as early an age as the cheaper class of help. The Bill passed without trouble, as we were not asking for anything, and on the 1st day of July, 1911, deductions were started. Some of the younger men thought it would be a long time before they would get anything from the fund and tried to get an injunction. The case went to appeal and the Higher Court decided in favor of the fund. Last year it became apparent to us on the job that the financial situation was a little better and we concluded that it was a good time to ask the city to contribute. We drafted an amendment that the city should annually pay in an amount equal to the contribution the year previous by the employees. We asked them not to block it. We said: All we ask you to do is to come in on a straight fifty-fifty proposition and to put in an equal amount. There was no objection. We went to Springfield and got the amendment passed and it is

now part of the law. On the 1st day of the coming July we put the pension law into full operation. We have a sinking fund of \$600,000 invested in city bonds. There are strict provisions as to the investment of the money. The administration is by three elective trustees of the employees. The city treasurer and controllers are ex-officio members of the Board of Trustees. Our payments last year amounted to \$135,000 and the city's payment is equal to that, making \$270,000. Our interest account will now be \$24,000 on our present accumulation. Thus we start out with an annual income of \$284,000 and a sinking fund accumulated of \$600,000. The beauty of this last amendment was the provision whereby the city must put in an amount equal to the contribution of the employees. If, after a lapse of years, we find that our contributions are not enough, it will be a very easy proposition to go to Springfield and ask a further amendment by which we can tax ourselves another fifty cents. That will go through, and under the present amendment in the law the city will have to equal that. We do not pretend to have a scientifically correct law, but we do feel that we have accomplished a whole lot. We had nothing; we had nobody but ourselves to look to for results, and one of our fellows said the other day that we simply reached up to the blue sky and in five years have pulled down \$600,000 and an annual income of \$284,000. We are going to take care of our superannuated employees for a while anyway.

WAR PERSONALS.

E. L. Smith, of the Department of Trade and Commerce and the 74th Field Battery, is rapidly recovering from an operation for appendicitis.

Lieut. Stanley W. Scott, 95th Battalion, killed in action, was a son of W. H. Scott, a Government official at Moose Jaw.

Lieut. W. W. Brookfield, of the Welland Canal staff, wounded while serving with the 75th Battalion on the Somme, has been invalided home.

Lieut. C. Griffin, Royal Artillery, wounded, was Marconi wireless operator attached to one of the stations taken over by the Canadian Government. He has won the Military Cross.

Cables refer to Capt. Haworth Trefusis, Northamptonshires, killed in action, and Lieut. Colin Cooper, Royal Engineers, wounded, as having both been engaged on Canadian Government surveys. *The Civilian* has been unable to learn by what department or branch they were employed. Lieut. Cooper is said to be from Banbury, Eng., and to have been educated at McGill.

Capt. H. A. Riffenstein, wounded, is a son of J. H. Riffenstein, of the Irrigation Branch, Department of the Interior.

Capt. W. R. McGee, wounded, is a brother of the late Capt. Charles McGee and of the late Lieut. Frank McGee, both killed in action.

Private Edwin Sowter, wounded in the back and legs, is a son of T. W. E. Sowter, of the Survey Records Branch, Department of the Interior.

Capt. Thos. H. Byrne, wounded, is a son of T. H. Byrne of the Printing Bureau.

Lieut. Cuthbert Robinson, wounded and in hospital in England, has been awarded a medal for distinguished service at the front. He is an Ottawa boy and a nephew of Miss Lucy Robinson of the Post Office Department.

Leslie W. Tubman, of the Department of Customs, who was one of the first civil servants to volunteer when the war broke out and who went overseas with the 2nd Battalion as sergeant, has been awarded a commission. "Les." was well known as a star paddler with the New Edinburgh Canoe Club.

Civil Service Casualties.

The record of Civil Service casualties for this issue of *The Civilian* is the longest since the war began. This not entirely due to recent losses but also to the receipt of deferred casualty lists from two large departments. Accounting and staff branches of the departments have a great deal of difficulty in keeping up accurate records of the boys at the front and weeks or months may elapse after the occurrence of a casualty before the details are officially recorded.

N. W. McLAREN.

Norman Willard McLaren, of the Department of Customs, Ottawa, was killed in action on the Somme on November 13th. He would have attained his twenty-first birthday on November 18th. In October, 1915, he enlisted with a Montreal Highland battalion and was on the paymaster's and quartermaster's staffs until he went into the trenches in September.

J. S. STOUT.

James Stewart Stout, of the Timber and Grazing Lands Branch, Department of the Interior, Ottawa, was wounded in action on March 27th, 1916. He went overseas as a corporal in "A" squadron of the 8th Mounted Rifles, but was transferred to another unit when the 8th was broken up.

LIEUT. G. W. BLACKSTOCK.

George W. Blackstock, a lieutenant in the 65th Battalion, was wounded on June 23rd, 1916. He is, in civil life, sub-agent of the Department of the Interior at Kindersley.

F. G. BAILEY.

Fred. George Bailey, a clerk in the Dominion Lands Office at Humboldt, who went overseas with the 9th Mounted Rifles, was wounded on April 16th, 1916.

LIEUT. W. H. BARLETT.

Walter Henry Barlett, in civil life an engineer in the Irrigation Branch of the Department of the Interior, was killed in action on September

14th. He went overseas as a lieutenant in the 27th Battalion.

RICHARD COX.

Richard Cox, 9th Battalion, wounded on May 2nd, 1916, was a clerk in the Dominion Lands Office at Medicine Hat.

LIEUT. C. E. B. CORBOULD.

Lieutenant C. E. B. Corbould, 47th Battalion, wounded on January 17th, 1916, is an assistant engineer of the Vancouver staff of the Department of the Interior.

LIEUT. C. B. COWLEY.

Lieut. Charles Blanchard Cowley, of No. 2 Company, Princess Patricia's Canadian Light Infantry, was wounded on September 3rd, 1915. He belongs to the Interior staff at Grouard.

K. G. CHISHOLM.

Kenneth G. Chisholm, of the Interior staff at Kamloops, is also in the Princess Pat's. He has been wounded.

LIEUT. DE BALINHARD.

Lieut. J. C. De Balinhard, of the Princess Pat's, wounded, is head inspector of the Interior Department at Yorkton.

LIEUT. E. M. DANN.

Lieutenant Eyre Morton Dann, who died of wounds on November 3rd, 1916, was an engineer of the Interior staff at Vancouver. He went overseas with the 72nd Seaforth Highlanders battalion of that city. He was a

son of the late Rev. Canon Dann of Toronto. His widowed mother lives in Calgary.

CAPT. J. W. FORBES.

Captain J. W. Forbes, 15th Battalion, has been wounded. He is accountant of the Immigration Office in Winnipeg.

G. G. FULLER.

Private G. G. Fuller, 28th Battalion, who has been missing since early in the year, belongs to the Interior staff at Bottrell.

U. I. ISABELLE.

Ulric I. Isabelle, a clerk in the Dominion Lands Office at Maple Creek, who went overseas with the 10th Battalion at the outbreak of the war, is now reported to have died on April 26th, 1915. That was just after the great fight at St. Julien. Whether he was killed or died of wounds or disease is not stated.

E. McDONALD.

E. McDonald, a member of the Immigration staff of the Interior, who went overseas with the 32nd Battalion, was wounded on September 12th, 1916.

LIEUT. G. W. KNIGHT.

Lieut. George W. Knight is reported to have been killed in action on August 3rd. He was an officer of the 13th Mounted Rifles and, in civil life, a warden under the Interior Department at Waterton.

WM. LECKIE.

William Leckie, a clerk in the Dominion Lands Office at Maple Creek, who went to the front with the 4th Battalion, was wounded on June 19th.

T. F. LYNCH.

T. F. Lynch, of the 12th Mounted Rifles, wounded, is a clerk of the Calgary office of the Dominion Lands Branch.

D. D. McALLISTER.

David D. McAllister, suffering from shell shock, is a clerk in the Dominion Lands Office at Saskatoon. He went overseas with the 2nd Battalion.

MAJOR G. L. MOTT.

Major Guy L. Mott, of the 64th Battalion, wounded on October 7th, is a clerk of the Immigration staff at Halifax.

C. PERRY.

C. Perry, of the 79th Cameron Highlanders of Winnipeg is reported to have been wounded on April 24th. He is a clerk in the Winnipeg Immigration Office.

ALEX. PIRIE.

Alex. Pirie, of the Canadian Engineers, wounded on October 8th, belonged to the Hydrographic Surveys staff at Winnipeg.

A. T. STAINES.

Alfred T. Staines, wounded, is a clerk of the Dominion Lands staff at Medicine Hat. He went overseas with the 3rd Mounted Rifles.

H. B. R. THOMPSON.

Harry B. R. Thompson, wounded on May 27th, is another 1st Division man. He went to the front with the 1st Battalion. In civil life he is connected with the Hydrographic staff at Calgary.

S. T. VICKERMAN.

Lance Corporal Stanley T. Vickerman, wounded on the 1st of June, was connected with the surveying staff at Jasper when the war broke out. He went over with the 9th Battalion.

LIEUT. W. T. WHITE.

Lieutenant William T. White, 1st Pioneers, wounded on June 14th, is a clerk in the Irrigation office at Calgary.

CAPT. R. W. NICHOLS.

Capt. R. W. Nichols, of the Experimental Farm branch of the Department of Agriculture, Ottawa, is reported to have been killed in action. He is referred to elsewhere in this issue.

H. F. HUDSON.

H. F. Hudson, a gunner of the 16th Battery, wounded and disabled from further service, belongs to the Department of Agriculture, Outside Service. His home is in Strathroy.

LIEUT. F. W. WALSH.

F. W. Walsh, of the Department of Agriculture, Lethbridge, who served as a second lieutenant in the Welsh Fusiliers, has been killed.

J. C. SHIPTON.

Corporal J. C. Shipton, of the Princess Pat's, an employee of the Department of Agriculture, has died in France. His home was in Annapolis Royal, N.S.

A. H. BUSH.

A. H. Bush, an employee of the Department of Agriculture, whose home was in Vancouver, is reported killed. He went to the front with a Pioneer battalion.

J. W. BOSTON.

James W. Boston, of the Department of Agriculture, Brandon, has been killed in action. He was an English reservist and had the rank of corporal.

W. A. GORDON.

William A. Gordon, of the Department of Agriculture, whose home was in Fredericton, is dead. No details have been learned.

C. HARRISON.

"Killed at Ypres" is the note opposite the name of C. Harrison, of the Department of Agriculture, it is not known in which of the great

actions in the "bloody salient" he fell. His home was at Lennoxville, Que.

H. NEELY.

H. Neely, of the 47th Battalion, wounded, belongs to the Department of Agriculture. His home is at Agassiz, B.C.

T. V. HUGHES.

Thomas Victor Hughes, railway mail clerk of the London district, died of wounds on October 23rd. He was twenty-three years of age and enlisted in September, 1915.

LIEUT. H. J. REYNOLDS.

H. J. Reynolds, railway mail clerk of the Saskatoon district, has been wounded and is convalescing at Dunstable, Bedfordshire, England. Reynolds enlisted early in the war and has seen a lot of fighting. His soldierly abilities were signally recognized by his superiors last August, when he was gazetted lieutenant in the 28th Battalion.

LIEUT. G. F. ARMSTRONG.

Lieut. G. F. Armstrong, 38th Battalion, has been wounded in the body and is in hospital at Etreat, France. He is an employee of the Mint.

IRVIN KELLY.

Irvin Kelly is another Royal Mint man in the casualty list. He was wounded in the right shoulder on November 19th. He was just past his eighteenth birthday when he enlisted with the 32nd Battery, but in England he was transferred to another unit.

LIEUT. R. W. POWELL.

Lieut. R. W. Powell, of the Engineers, has been wounded for the third time. He belongs to the Department of Public Works and won the Military Cross some time ago.

LIEUT. F. L. DRAYTON.

Lieut. F. L. Drayton, formerly of the 80th Battalion, has been wounded

in the legs. He is assistant bacteriologist of plants at the Central Experimental Farm, Ottawa.

D. R. BELL.

D. R. Bell, a Customs officer of the McLeod, Alta., staff, is in the Canadian Convalescent Home at Woodcote Park, Epsom, recovering from wounds in the right arm and leg. He is doing well but fears that he may be permanently lame. Bell enlisted with the 82nd Battalion but was transferred to the 49th and got two stripes.

A. P. HUGGETT.

Alfred Percy Huggett, second-class Excise officer of the Victoria, B.C., staff of the Department of Inland Revenue, who went to the front early in the war, has been wounded but is recovering and is doing temporary duty in England.

B. K. ALLEN.

Bertram Kerr Allen, a third-class Excise officer of the Inland Revenue staff at Belleville, has been killed in action. He was for a time in the 39th Battalion, but was drafted to another unit at the front.

PERCY HESSON.

Percy Hesson, an officer of Customs at Port Arthur, has been dangerously wounded. He is referred to at length elsewhere in this issue.

W. S. McKIBBON.

Walter S. McKibbon, killed in action on November 4th, was an officer of the Inland Revenue Department at Edmonton, but was a native of Eardley, Que. He volunteered for overseas service with the 19th Alberta Dragoons in August, 1914, and had seen a great deal of hard fighting. He was slightly wounded last summer. One brother is now training for overseas service.

ROMEO ST. DENIS.

Romeo St. Denis, who was an employee of the Department of Public

Works before he went overseas with the 80th Battalion, is wounded in the leg and shoulder and is in hospital at Etaples. He is a son of Jos. St. Denis of the same department.

P. A. ERRITT.

Philip A. Errett, of the Department of Customs, serving at the front as a lance corporal in an infantry unit, has been wounded. He was formerly well known in Ottawa and Brantford as a newspaper man.

A. C. MAJOR.

A. C. Major, killed in action on November 19th, belonged to the staff of the purchasing office of the Department of Railways and Canals. He was born in Sherbrooke twenty-two years ago and was serving as bombardier in an Ottawa field battery.

F. W. COUSINS.

Fred. W. Cousins, a clerk on the staff of the Calgary Post Office, has been wounded in the face.

ROLLS OF HONOR.

Fifty-three names of men in khaki appear on the handsome "Roll of Honour" of the Forestry Branch, recently placed in a corridor of the building where the offices are located.

The Trade and Commerce roll, just placed in a corridor of the West Block, bears seventy names. Of these men, three are dead, four wounded, one missing and one a prisoner.

Referring to departmental and branch rolls of honour the annual report of the executive committee of the Civil Service Association of Ottawa says:

"Rolls of Honour containing the names of those who have enlisted are posted in some departments or branches. It is suggested that effort should be made by members of the Executive to see that these lists are posted in all Departments."

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names in previous lists—2,616.

SIXTY-FIRST LIST.

- W. A. Fletcher, Topographical Surveys.
 R. V. Heathcott, Topographical Surveys.
 S. Hunt, Topographical Surveys.
 O. E. Inkster, Topographical Surveys, 207th Battalion.
 R. A. Logan, Topographical Surveys, 207th Battalion.
 D. D. McLeod, Topographical Surveys, 49th Battalion.
 R. A. McLellan, Topographical Surveys.
 A. U. Meikle, Topographical Surveys.
 R. A. Neelands, Topographical Surveys.
 H. E. Pearson, Topographical Surveys.
 B. C. Pierce, Topographical Surveys.
 O. Rolfson, Topographical Surveys.
 W. A. Sibbitt, Topographical Surveys.
 W. W. Doxsee, Topographical Surveys.
 L. R. Smith, Topographical Surveys.
 W. E. Taylor, Topographical Surveys.
 A. J. Tremblay, Topographical Surveys.
 W. H. Waddell, Topographical Surveys.
 L. N. Wadlin, Topographical Surveys, C.A.S.C.
 B. W. Waugh, Topographical Surveys.
 P. J. Moran, Topographical Surveys.
 O. M. Stitt, Topographical Surveys.
 F. Teare, Topographical Surveys.
 H. Westmoreland, Topographical Surveys.
 J. B. Jacques, Topographical Surveys.
 Lieut. E. T. Toole, Topographical Surveys, Calgary, 19th Alberta Dragoons (killed in action).
 J. Johnston, Topographical Surveys.
 C. A. Lawrence, Topographical Surveys.
 W. Dawes, Topographical Surveys.
 A. S. Reeve, Topographical Surveys.
 Frank Barker, Letter Carrier, Toronto.
 Alfred Henry Black, Letter Carrier, Calgary.
 Ernest Bolingbrooke, Letter Carrier, Toronto.
 John Bonfield, Post Office Department, Ottawa.
 Richard Joe Bowen, Letter Carrier, Montreal.
 Ernest Joe Carruthers, Mail Transfer Agent, Toronto District.
 Albert Edward Chesley, Mail Transfer Agent, Winnipeg District.
 Walter Arthur Forbes, Letter Carrier, Edmonton.
 Charles Emile Gatien, Post Office, Montreal.
 John James Hayes, Post Office, Toronto.
 Harold Hooper, Letter Carrier, Winnipeg.
 Charles Kettles, Post Office Department, Ottawa.
 Romeo Joseph Lachaine, Post Office Department, Ottawa.
 J. H. Landerkin, Superintendent's Office, Toronto District.
 Fred. Joe Little, Post Office, Ottawa.
 Wm. James Mills, Letter Carrier, Edmonton.
 John Thomas Miller, Railway Mail Clerk, Saskatoon District.
 Frank Murchison, Letter Carrier, Toronto.
 Wm. Thomas Newell, Letter Carrier, Toronto.
 Stuart Grey Ross, Railway Mail Clerk, Vancouver District.
 Wm. Herbert Simpson, Post Office, New Westminster.
 Arthur Wallace Stevenson, Letter Carrier, Edmonton.
 Sidney Herbert Surtees, Post Office, Edmonton.
 Frederick Tubbs, Letter Carrier, Victoria.
 Ernest Arthur Woodrow, Post Office, Moose Jaw.

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THE NATIONAL DUTY.

"We have been living in a sheltered valley for generations. We have been too comfortable and too indulgent,—many perhaps too selfish. But the stern hand of fate has scourged us to an elevation where we can see the everlasting things that matter for a Nation, the great peaks we had forgotten—of Honour, Duty, Patriotism, and, clad in glittering white, the towering pinnacle of Sacrifice, pointing like a rugged finger to Heaven."

—Lloyd George.

* * *

"The only frivolity evident in England to-day is that among the women from overseas who are in London."

"Canada during this war has failed to grasp three things. The first is the gigantic effort which England is making, the new spirit which is permeating the country, and lastly, the dire necessity for more men."

"The slackers are bringing shame on themselves and humiliation on their country. There is everywhere in England the element of sacrifice. Canada knows nothing about it."

—Mrs. R. W. Reford.

* * *

In the reproof of chance lies the true proof of men.

—Mr. Asquith.

REAL ADVANTAGES.

The annual report of the officers and executive committee, presented at the convention of the Civil Service Association of Ottawa, was remarkable for what it left unsaid rather than for what it contained. This remark is not, let it be understood, in condemnation of the report. The document was probably as well prepared as the circumstances permitted of.

The fact is that the most important successes of the Association during the past year were of the sort that cannot be measured in dollars and cents,—nevertheless they were important. President Todd, in addressing the convention, touched upon some notable gains. Chief among them is the evidence that the Government regards the Association as the representative body of the Inside Civil Service. A year or two ago a Minister asked the Association's officers what right they had to claim that they spoke for the whole Service. In reply he was shown a statement of membership that dissolved his doubts.

No such questions are asked now-a-days. When the proposition was made that the Government undertake to collect a contribution from the Civil Service for the Patriotic Fund, those Ministers who knew the Service best replied that it could be trusted to raise its own fund. The Service justified that trust when it promised \$100,000 and raised \$150,000.

Then came the problem of recruiting, and again the Government left it to the Service to act. It was the Association's statement in the press that killed the campaign of misrepresentation on the recruiting question last June.

And not only has the Government more fully recognized the Association but the Association's success in patriotic undertakings has set the Service before the public in a new and most favorable light.

OUR BOYS

Previously reported:

Dead	115
Wounded	179
Prisoners	12

DEAD.

LIEUT. R. W. NICHOLS.
 LIEUT. F. W. WALSH.
 J. C. SHIPTON.
 A. H. BUSH.
 J. W. BOSTON.
 W. A. GORDON.
 C. HARRISON.
 LIEUT. W. H. BARLETT.

LIEUT. EYRE M. DANN.
 ULRIC J. ISABELLE.
 LIEUT. GEO. W. KNIGHT.
 N. M. McLAREN.
 T. V. HUGHES.
 B. K. ALLEN.
 W. S. McKIBBON.
 A. C. MAJOR.

WOUNDED.

H. F. HUDSON.
 H. NEELEY.
 JAS. S. STOUT.
 LIEUT. G. W. BLACKSTOCK.
 FRED. G. BAILEY.
 RICHARD COX.
 LIEUT. C. E. B. CORBOULD.
 LIEUT. CHAS. B. COWLEY.
 KENNETH G. CHISHOLM.
 LIEUT. J. C. DE BALINHARD.
 CAPT. J. W. FORBES.
 E. McDONALD.
 WM. LECKIE.
 T. F. LYNCH.
 D. D. McALLISTER.
 MAJOR GUY L. MOTT.

C. PERRY.
 ALEX. PIRIE.
 ALFRED T. STAINES.
 HARRY B. R. THOMPSON.
 STANLEY T. VICKERMAN.
 LIEUT. WM. T. WHITE.
 LIEUT. H. J. REYNOLDS.
 LIEUT. G. F. ARMSTRONG.
 IRVIN KELLY.
 LIEUT. F. L. DRAYTON.
 D. R. BELL.
 A. P. HUGGETT.
 PERCY HESSON.
 ROMEO ST. DENIS.
 P. A. ERRITT.
 FRED. W. COUSINS.

The advantages thus secured are of inestimable value. They are assets that must be conserved and improved. The new executive must proceed carefully. Judicious direction of effort may secure for the Service, even during the duration of the war, some of the most important of the concessions for which it is working; but one rash move would ruin all hopes and forfeit all the advantages so far gained.

The officers are chosen. Depart-

mental representatives are being elected. Once the executive committee is formed the remaining duty of the rank and file of the Service is to let that committee work without interference,—and to back it up with the biggest membership enrolment in the history of the Service.

A CHANCE TO JUMP AT.

To the young man who wants to get to the front quickly, avoiding the

six to ten months of training in Canada, the 207th Battalion offers a special opportunity. There is every reason to expect that this unit will be in England before the end of January. It is not up to strength and can easily absorb a percentage of new recruits. The 207th has probably about seventy civil servants in its ranks and several of its officers are also from the Service. No doubt the officers would place new Civil Service recruits in platoons with other men from the Service. The battalion has about 700 men who are second to none for physique and intelligence and a very small percentage who would be classed as in any respect otherwise. It is one of the cleanest and best-behaved battalions that has been mobilized in Canada. There is a rare opportunity right now for another bunch of Ottawa boys who want to "do their bit" quickly, to join the 207th and get overseas in, perhaps, six weeks.

Casualties exceed enlistments. The number of Canadians in khaki, fit to fight, is actually diminishing. Young man, this is *your* business. What are you going to do about it?

New policies of the Government insurance for civil servants issued during the past year average \$3,000 in value. As the former maximum policy was \$2,000, this is evidence of the civil servants' practical appreciation of the Government's action in raising the limit to \$5,000.

The Ottawa Branch of the Soldiers' Aid Commission will soon be out of funds. It has no fixed source of revenue and new methods of financing its work must soon be adopted. Meantime, it has some more buttons to sell. If you think you owe any debt of gratitude to the men who have gone to the front and come back in need of aid,—buy a button.

A Canadian Civil Service infantry officer went out on a "forlorn hope"

with a laugh on his lips. He didn't come back, but his name was read and spoken all 'round the world. A Canadian civil servant went up in an aeroplane to the assistance of a comrade and returned, successful and unhurt. A Canadian Civil Service driver in the Royal Field Artillery won the medal for Meritorious Service. Surely this is a game that *men* play at. Come on, "sports"!

The net salary of a civil servant at the maximum of the messenger class or sub-division "B" of the Third Division is \$760 per year. It is said that the purchasing power of a dollar is now about three-quarters of what it was a few years ago. That is to say, the salaries of these men and women will now command only \$570 worth of the necessities of life each year; yet they have to go to work in respectable clothing and are expected to subscribe to the Patriotic Fund and to buy a tag every time a "tag day" comes around. How would a "fair wages" clause fit into that contract between the Government and its employees known as "The Civil Service Act"?

WON MILITARY MEDAL.

Another Meritorious Service Medal has been won for the Canadian Civil Service by Driver F. W. Doyle, of the Royal Field Artillery.

Driver Doyle belongs to the London Emigration Office and is every inch a soldier. Before the war he was one of those patriotic and self-sacrificing young men who composed the British Territorial forces. These units went to France close on the heels of the old regular army and for two years have borne their part in the heaviest fighting. Driver Doyle has been at the front for two years and has never suffered any serious injury.

Of thirty-one Emigration men at the front, three have been killed and a number wounded.

OTTAWA'S CONFIDENCE.

That the membership of the Civil Service Association of Ottawa has complete confidence in officers who have been in charge of its affairs for the past year was amply demonstrated at the annual meeting on November 21st when all the office-holders who would accept re-election were returned without a suggestion of opposition. These were President Walter Todd, Vice-President Drake and Secretary O'Connor.

The Vice-Presidency that has been vacant for some time was filled by the unanimous selection of H. De B. Tremaine, of the Department of Marine and Fisheries. The Treasurer of last year, C. Baudry, being unable to longer discharge the duties of that office, Edward Lisle, of the Department of the Naval Service, was selected to succeed him.

President Todd's annual address was full of good counsel and his summary of the Civil Service situation to-day was worthy of the close attention that it received.

The annual report, which has been printed and is in the hands of all members, dealt largely with patriotic affairs, the other contents being paragraphs on the Third Division, Insurance and other organizations and the usual statements of membership and finances.

Though victory has not been won in the Third Division fight, the Service has gained some important advantages during the year and its position is much improved.

Civil Service insurance policies (Inside and Outside Services) increased about five hundred in number and \$1,500,000 in value during the year.

Though the membership declined somewhat, the Association still has a safe surplus in the bank.

Out of fourteen meetings of the Executive, the President and Secretary attended thirteen each; C. J. Evans, 12; R. W. Kinsman and Miss Reynolds, 11; Messrs. Tremaine and

McVeigh, 10, and Messrs. Drake, McCormac and Birtch, 9 each. Other officers and representatives had less meetings to their credit.

The stand of the Executive on the recruiting question was set forth in these words:

"The Executive hopes yet to see every able-bodied civil servant who can be spared from his official duties enrolled in the military forces."

The following paragraph from the report speaks for itself:

"The Executive gratefully acknowledges the debt civil servants owe to *The Civilian* for its 'Honor Roll' of civil servants enlisted and for its general information regarding the casualties amongst, and honors awarded to civil servants now on active service. It has been a patriotic work of the highest order and deserves the fullest appreciation of the Service. The Executive would request all branches of the Service to co-operate with *The Civilian* in order that the record, admittedly incomplete, may be kept up to date, thus assisting in the compilation and preservation of a record that will stand for all time as an honorable milestone in Civil Service history."

THE FORUM.

Attractions announced for the meetings of the People's Forum of Ottawa include:

December 10th—Address by Mark H. Irish, M.L.A., of Toronto, on "The Dilution of Labor in the Production of Munitions in Canada."

December 17th—Illustrated address by John Bradford, Community Secretary of the Y. M. C. A., Montreal. Subject: "The School as a Community Centre."

Meetings in the Regent Theatre, corner of Sparks and Bank streets, every Sunday evening at 8.15 o'clock.

Amedee Tremblay, organist.
Admission free. Collection.

LONDON RY. MAIL CLERKS.

Minutes of meeting held Nov. 12th, 1916.

Thirty-two members present. President J. W. Stewart in the chair.

Communications were received from: Mr. Hives, Secretary, Winnipeg; Mr. G. R. Jackson, Secretary, Toronto, and Mr. J. C. Gates.

A circular letter from Winnipeg *re* seniority. Motion by Messrs. Farrow and Wright that the question of seniority be left to decision of the delegate when at convention.

Report of committee *re* permits was received and adopted.

Recording Secretary presented a report showing 120 members, 100 paid and 20 overseas, to whom cards are issued gratis.

The Treasurer reported a financial statement as follows:

Balance from 1915	\$ 53 33
Receipts	101 25
Bank interest	34

Total.....	\$154 92
Expenditure	79 83

Balance to credit in bank....	\$ 75 09

Motion by Messrs. W. W. Macvicar and Walsh that the financial statement be sent to the Executive Committee for audit.—Carried.

Report from Mr. Shackel with subscription list *re* Radford Fund. Motion by Messrs. Wright and Armstrong that the Executive Committee collect unpaid subscriptions on the subscription list and same be handed to Mr. Radford.—Carried.

Nominations were received as follows:

For vacancy on Executive: J. J. F. Deane, by Messrs. A. W. Macvicar and Walsh.

For Recording Secretary: F. D. Sharman, by Messrs. R. A. Cromwell and J. A. McKay, also by Messrs. J. J. F. Deane and N. C. Lanaway.

For representative to Winnipeg

Convention: F. D. Sharman, by Messrs. Coulthurst and McLaughlin.

The President declared above elected by acclamation, the Recording Secretary being honored by a unanimous standing vote.

Motion by Messrs. Cromwell and Deane that the following be a committee to gather signatures to the petition to the Postmaster General—Messrs. Clancy, Stewart, MacKerracher, Yates and Lanaway.—Carried.

On motion of Messrs. Williams and Palmer, the Secretaries were instructed to procure signet rings for the following members gone overseas on military service—Messrs. Shoebottom, McLeod, McCall, Davis, Copeland, VanEvery, Cress and Fletcher.

We now have 20 members in uniform: three to whom watches were given, nine to whom rings were given, and eight, as above, to whom rings will be duly forwarded.

Motion by Messrs. Wright and Bremner that the President appoint a committee to interview Mr. Mercer with regard to the Controllers' plan of sending Christmas presents to members overseas. This committee to have power to act.—Carried.

President Stewart named Messrs. Farrow, Lanaway and McKay.

Motion by Messrs. Sharman and Brady that this Association, as an Association, remember our members overseas by some individual Christmas token.—Carried.

President Stewart named Messrs. MacKerracher, Cromwell and Sharman a committee to procure such, a limit of \$15 being placed on the purchase.

Motion by Messrs. W. W. Macvicar and MacKerracher that a vote of thanks be extended to the retiring President and officers for their services for the past year.

The following accounts were ordered paid: Young Press, \$1.75, for membership cards for 1917, and a donation of \$2.00 to the caretaker of the room in which our meetings are held.

The President named the following a committee to collect membership fees and make returns to the Recording Secretary: Messrs. Clancy, Hollister, Stewart, Lanaway, McKay and MacKerracher.

Adjourned to meet Jan. 14th or sooner if called by the President.

OF MILITARY BLOOD.

(From a Port Arthur Correspondent)

Sergeant Percy Hesson, of Port Arthur, is dangerously wounded, according to a telegram from the record office at Ottawa received by his mother. Percy Hesson is one of the best known young men to go from Port Arthur to the front. He was a member of the Customs staff at Port Arthur before enlisting and had long been known in the city and district as prominent in sports, baseball, hockey, etc. He went overseas as a sergeant with the Ninety-Fourth Battalion, but was later transferred. Mr. E. B. Hesson, manager of the Bank of Montreal at Schreiber, is a brother and the late Crown Timber Agent, W. H. Hesson, was his father; the grandfather was a British military officer. It is to be hoped that the news that Percy was wounded in action will be supplemented soon by the further announcement that his recovery will be assured.

ONE OF "OURS."

J. B. ("Don") Brophy, of the Forestry Branch, Department of the Interior, is the hero of a recent story from the front. "Don" is a flying man and attached to an aerial squadron that is seeing lots of service.

One day a Toronto aviator, Sidney Duggan by name, engaged in battle, over the lines, with a German flyer. Duggan emptied his machine gun at his antagonist but could not disable

him and his situation was becoming serious. Observing the difficulty, Brophy went aloft in his machine, pursued the German and put him out of business.

As a war measure the very elaborate Christmas dinners will be cut out at the big London hotels. A move along the same line in Canada may not be absolutely necessary, but the moral effect would be good.



Will keep your teeth in the condition nature intended them to be—pearly white, without bleaching or scouring. It is not an ordinary Tooth Paste, but a scientific preparation in concentrated form, designed to accomplish maximum results for the least cost to you. IT

"Is Delightfully Refreshing"

"Cleans and Whitens the Teeth"

"Sterilizes the Mouth and Brush"

While its positive bactericidal action destroys decay germs and counteracts the gasses and acids of the mouth. It is most economical because it contains no useless fillers, and "Half an Inch is all you need."

25c. at your Druggists.

Send four cents for 10 days sample to
Department "C"

Palmers Limited,
100 Latour Street,
Montreal.

A YEAR'S SUCCESS.

Having succeeded in paying, out of one year's profits, a five per cent. dividend for eighteen months, the members of the Civil Service Savings and Loan Society were in a rather self-congratulatory mood at their annual meeting on the evening of November 28th.

The financial statement showed a great expansion of business. Accounts have been very active, and though there were considerable withdrawals by investors in the war loans and by subscribers to patriotic funds, all investment items show increases over last year's statement. The number of shares held by members increased materially. There was a slight decline of deposits, but the net amount of members' money held by the society is now larger than ever before. This increases the ability of the Society to carry on the work for which it was organized. At the outbreak of the war the Society kept on loaning money when the banks would not do so.

In order to accommodate certain investors who wished to place more money with the Society by increasing their share holdings, the by-laws in that regard were amended, increasing the limit.

The officers of the Society for the ensuing year are practically the same as for last year. The list is as follows:

President—William Mackenzie.

Vice-President—Napoleon Desjardins.

Secretary—F. S. James.

Board of Supervision — A. H. Brown, P. Marchand, R. W. Warwick.

Board of Administration — W. A. Code, M. H. Goodspeed, H. Le B. Ross, A. D. Watson.

Board of Credit—John Byrnes, W. J. Glover, Ernest Green, E. S. Johnston, J. C. O'Connor, S. J. Willoughby.

The annual address of President

Mackenzie was, as usual, an able review of the Society's affairs and history, and is given in full:

THE PRESIDENT'S ADDRESS.

You will be pleased to know that the past year was one of the most successful in the history of the Association. This is the ninth annual statement. Eight of these have been under my presidency. The first year I was a member of the Credit Board. The Board of Supervision and the Board of Administration have been controlled by practically the same men during the life of the Association.

One of our oldest and best friends found it necessary during the last year to resign owing to pressure of official business. I refer to Mr. G. D. Finlayson, Superintendent of Insurance. He was a member of the Board of Supervision almost from the beginning of the Society, and only those actively connected with the Executive know how much we owe to his ability as an organizer and administrator. Though no longer an active member he still takes an interest in our work.

The Society has had two managers, Mr. H. Le B. Ross, who rendered good service for the first year and a half, and Mr. F. S. James, who succeeded him, and who ever since has had charge. The success of any business is always in the hands of the manager, and the work of Mr. James shows that he is the right man in the right place. It should be said that all the members of the different boards have had at all times the best interests of the Society at heart.

That the Society has been able to carry out the objects for which it came into existence has been established. We have relieved men who were paying as high as 60 per cent. to the usurer. No one has been refused aid who is deserving of it or is in a position to accept it. If any reliable man in the Service happens to know of one in need of aid, and can vouch for the party he brings forward, the money will be forthcoming on short notice.

It must always be borne in mind that we are not a charitable organization, and that our policy is one of thrift,—not of encouraging loans. A good deal of the success of the contributions to the Patriotic Fund may be attributed to the Society. The savings of several of our depositors also found their way to the Government war loan.

It cannot be too often stated that our organization is confined to the Service, and that it in no way interferes with the ordinary loan society.

That the finances have been carefully administered is shown from the fact that not one dollar has been lost or written off since the Society was organized. We have had the support and encouragement of the heads of

the various departments and branches as well as the rank and file.

The money turned over in 1908 was \$11,000 and for the past year it was nearly \$28,000; the deposits in 1908-9 were \$800, and they are now almost \$6,500; dividends, which have been paid annually at the rate of 5 per cent., were \$30 in 1908-9, and for the past year \$824. This is for eighteen months, so as to bring the dividend year up to the financial year. For the first year a dividend was declared for six months, although the financial year ended six months later.

There is a surplus to our credit of \$267, and if the reserve funds be added there is on hand \$1,165. This is highly satisfactory, as we are paying eighteen months' dividends instead of twelve.

Next year our expenses will be reduced, and something may be done in the way of giving cheaper money to the borrower.

It should always be borne in mind that shares and deposits can be withdrawn at any time and that interest is paid from the day the money is received until it is paid out.

Among the best customers of the Society are the ladies of the Service.

If we decided to-night to go out of business and wind up our affairs we could pay a bonus of ten per cent. on every share our members hold.

CAPTAIN RAYMOND W. NICHOLS.

(Contributed.)

On October 23rd, 'somewhere in France', there was killed in action a civil servant whose death brought sorrow to the hearts of all who knew him, not only for his young life cut off in its prime, but for the Department where his work was of such a character that he will be very difficult to replace. Captain Raymond W. Nichols held a position in the Cereal Division of the Central Experimental Farm, where all who came into contact with him admired and respected him.

Born in Berkshire, England, in 1885, he had been engaged for some years in research and experimental work on the analysis of cereals, in connection with the Irish Department of Agriculture, previous to coming to Canada in 1912. Upon being ap-

pointed by the Dominion Government he specially qualified himself for his new work by a technical course at Chicago, and had been in the Service since 1913.

During his residence in Ottawa his keen sporting proclivities were shown in his love for outdoor amusements, sailing, football and skiing being his chief favorites. By many with whom he associated while living at Britannia he will be long remembered as a keen expert sailor, figuring prominently in the various regattas and races of the season.

He was also a member of the Drama League of Ottawa, but his connection with the military forces of his country prevented his further participation in its activities.

When he felt the call to serve his country his first thought was of work where his special technical knowledge would be of the most use, but finding such work not accessible, he qualified as a lieutenant in the infantry, and was appointed to the 80th Battalion, then in course of formation. Here his work was of so excellent a character that he was speedily promoted to a captaincy and went overseas with this battalion last May. However, shortly after his arrival in England he was transferred to the 74th and went to France in August. A little later the remnants of the 74th were attached to the 102nd of British Columbia. Captain Nichols' last letters, received by his friends, were bright, cheery and full of optimism that Canada was doing her share, and that others were preparing to come over. May his heroic death in action serve as an incentive to others in the Service to follow in his footsteps and give themselves in whatsoever capacity they can be used for the country's good.

Why does a farmer whitewash the inside of a poultry house? So that the chickens won't eat the grains in the wood.

Correspondence.

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

Honorary Members.

To the Editors of *The Civilian*:

At the last two annual meetings of the Ottawa Civil Service Association it has been stated that one of the difficulties in the way of maintaining the membership in some departments was the large number of absentees,—men gone overseas. It cannot be expected that, when these boys are fighting for their lives and ours, they can be bothered to think about the payment of a twenty-five cent membership fee to the Association. When they come back they will surely join again. How would it do for such men to be considered *honorary members* of the Association during their absence? If the Association looked after their interests with the Government when they were at home, is it not their trustee when they are abroad? I think the Association can justifiably count all former members now in khaki as members still and by so doing offset the appearance of a decline in membership due to their absence.

“WHY NOT.”

THE TAKING OF ———(?)

(The following letter is from Lieutenant A. W. Gregory, assistant to H. M. Davy, engineer in charge of test borings, Department of Public Works. Lieutenant Gregory hails from St. Stephen, N.B. He went overseas with the 58th Battalion, but has been transferred to the 26th. The letter is published by kind permission of Mr. Davey, to whom it was addressed.)

Dear Harold,—

I have been intending to write you for some time past, but it is pretty hard to find time, especially the past month. I have been

too busy trying to keep my head on my shoulders to write letters.

I suppose you have seen by the papers what we have been doing lately. Well, I was there with both feet and if Hell has anything on what we went through, here's one that is going to try to give that place the cold shoulder. I never thought there was anything on earth that could be so bad. We started out with a town as our objective one and three-quarter miles from our starting point, and immediately we started Fritz saw us. As the ground we had to cover was open, we were in plain view the whole way. Fritz had *only* one thousand guns of heavy calibre pointing at us. We walked the entire distance until we came within one hundred yards of the rear of the town, then we charged. The walk over the open ground was nightmare, hell and anything that's bad all mixed together, but the time we had capturing that town was one thousand times worse. We were up against shell fire, machine-gun fire, rifle fire and bombs, but we took the town and captured with our battalion more men than we had in the battalion. When we got real close to them they threw up their hands and cried, “Mercy, Kamarade.” They were waving their handkerchiefs and had a white flag in front of them. This bunch we captured first represented one-third of the garrison, but the others who were not killed were sniping at us from the houses and any place they could hide. It took us three days to clear that place from the snipers, etc. Of course we captured the town the first day, but we had all kinds of trouble with the snipers for three days. I did not have a minute's sleep in those three days and one tin of sardines and two hardtack biscuits with very little water, and not any for the last day. The fire was so fierce that ration parties could not get in or out, although we had tons of stuff to eat and drink one and one-half miles away.

In the town we took we found materials of all kinds,—clothing for the men, building materials, bombs, ammunition, etc. We also got a whole Hun hospital staff with three doctors, two of whom wore the iron cross. All our prisoners were given good care and fed the same as our own men. I never saw such a pleased bunch in my life as when a bunch of two hundred prisoners were told they were not going to be harmed but were being sent to England. In the bunch we captured we took two battalion commanders, one a Baron and the other a “Von,”—so you see we were dealing with big stuff. The Baron was about 2 feet 2 inches and weighed about 220 lbs., and when we were getting them ready to send out under escort the Huns started to shell us with very heavy fire. The big chap went white and started to run for a cellar not far away. He was brought back and imme-

diately a shell lit about fifty feet away from him, knocking down four or five other Huns, and immediately he got down behind a rock and began to whimper. We had to threaten him before he would go, but we finally got him away. This was before a whole crowd of Huns, and you ought to see the disgust on some of their faces!

Our artillery fire has got Fritzey scared to death. As long as he has good machine gun and artillery support he is a good fighter, but when he gets mixed up in our artillery and bayonets he wants to quit.

I suppose you are wondering if I got my Hun or not. Yes, I got mine and eight more for somebody else. I am absolutely sure of mine, and for one whole day I fired till I was tired at Hun heads at fifty yards.

We made three other attacks since that, but the first, about which I have given you a few words, was our great achievement for which we were thanked by the Army Commander.

I hope by the time you get this that we are in a more congenial spot for this is no summer or health resort. I don't know how I ever got through it. Our casualties were heavy, but nothing like the toll we made the Huns pay. I am sending Mrs. Davy a 26th badge and it went through the whole thing with me. I would have liked to have it made into a pin here, but no chance.

Hoping you and Mrs. Davy are in the best of health,

I remain,

Yours sincerely,

GREGORY.



DEPARTMENT OF THE NAVAL SERVICE.

Royal Naval College of Canada.

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

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

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

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

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Department of the Naval Service,
Ottawa, November 23, 1916.

Unauthorized publication of this advertisement will not be paid for.

PATRIOTIC FUND.

It was announced at the annual meeting of the Civil Service Association of Ottawa that payments to the Patriotic Fund under Civil Service Contribution No. 2, for about nine months, totalled \$221,000, of which \$116,000 was paid in by the Ottawa Service and \$105,000 by the Service outside of Ottawa.

These figures show that, despite the great number of enlistments, deaths and other removals that have occurred in the Service since the subscription was taken up, the pledge of the Service is being made good. Records show that all funds of this character in Canada show a decline of about five per cent. from the sum subscribed to the sum paid up.

MEN WANTED.

One hundred clean, intelligent and energetic Ottawa young men are wanted at once to join the bunch of fellows of their own sort now with the 74th Battery, C.F.A., C.E.F., at Kingston. The Battery is going to get these men all right, but the sooner they are got the better for everybody. Once up to strength, the Battery can stop bothering about recruits and devote all its energies to work with the guns. Early efficiency makes for an early trip overseas to join the hundred fine lads that the 74th sent to the front last autumn. Ottawa batteries with the C.E.F. have been second to none since the war commenced. The 74th aims to be an "Ottawa" battery, and to be as good as the best. Join now, "while the joining is good." See Lieut. Bethune at the Base Recruiting Office.

The woman who is sham all through insists upon her jewels being real.

Honeymoons were invented by the devil to separate the married.

FORESTERS' CLUB.

The Ottawa Foresters' Club has commenced its season's meetings and has planned a series of interesting gatherings. A number of good speakers have been secured.

R. H. Campbell, Director of Forestry, is now President of the Club; Arthur Graham is Vice-President, and F. H. Byshe, of the Forestry Branch, is Secretary.

The station of the Forestry Branch located at St. Catharines, Ont., has been devoting its attention to the new disease that is attacking white pine and certain fruit bushes in parts of Canada. A plan of action has been mapped out and it is hoped to be able to stamp out the new and terribly destructive pest.

IMPORTANT POSITIONS.

The Civil Service Commissioners are calling for candidates for:—

1. A position in the Department of Labour in Sub-Division A of the Second Division, initial salary, \$1,600 per annum. The duties of the position will involve a study and investigation of the employment and living conditions of the women and child workers of Canada and assistance in the administration of any law dealing with future prices. Candidates must be women who have the following qualifications: a graduate of a recognized university, preferably with training in economics, and with sufficient practical experience in the lines above indicated to qualify for appointment in grade A of the Second Division.

2. An assistant Chemist in the Ore Dressing and Metallurgical Division of the Mines Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum. Candidates must be graduates in chemistry of some recognized university and must have had considerable experience since graduation in the chemical analyses of ores, metals and ferro alloys.

3. A Translator for the Department of Trade and Commerce, Subdivision B of the Second Division, initial salary \$1,300 per annum.

4. A Reporter for the Debates Staff of the Senate of Canada, Subdivision B of

the First Division, initial salary \$2,100 per annum.

Application forms must be filed not later than the 18th day of December.

LEND A HAND.

(From the Canadian Red Cross Bulletin.)

"Our supplies of comfort bags are not yet sufficient to meet half the demands upon us, and these bags are so prized by the men in hospital that after we have written we are not able to send them one, they write a second time to ask when we do receive some more will we remember them.

"One of the visitors has written us the following: "I must tell you of the great pleasure your comfort bag gave to poor ——— the paralytic patient at the Manor House. Never have I seen anyone more truly grateful. It was pathetic to see this once great strong man (now so helpless) fondling this present from the Red Cross, as he thought is so wonderful that he should be remembered amongst so many thousands of wounded and disabled men. He is having one of the patients in the next bed to his write to thank you for it, and I promised him that I would write too. He repeatedly said 'Just think of it, real Canadian tobacco and enough to last two weeks, too, wasn't it good of them.'"

"We sincerely hope that the shipment of these bags from Canada will greatly increase.

"The Newspaper Department is again very busy. But it would be most grateful for larger numbers of Calgary, Edmonton, Saskatoon and Prince Albert papers, also for more Toronto weeklies. The interned Canadian prisoners in Switzerland are now demanding papers. "More and more papers are wanted, especially weeklies."

OVERSEAS.

(Paragraphs selected from the current issue of *The Civilian* of London, Eng.)

There have been frequent rumours of late that representations to the Government have been made from an influential quarter with a view to calling upon all civil servants of military age to join the Volunteer Reserves. In the event of such an order applying to the Customs and Excise Department it is assumed that officers concerned would prefer to join one particular corps or one formed of civil servants.

Lord French said last week that the strain on the manhood of the country was such that they must look forward to the necessity of every single able-bodied man of military age going to the front. Coming from so responsible a quarter, this statement portends the release for military service of further large numbers of civil servants, and it rests with Heads of Departments to initiate at once the training of suitable substitutes. Nor should the higher staffs be allowed to reserve themselves. For example, many of the 1st class Clerks at the Board of Education (commonly called Examiners), whose duties are mainly countersigning the work of staff clerks, could well be spared, but we believe that few, if any, have gone.

On the question of the replacement of male labour by female in the various public Departments much is being said, but many experienced officials think that the most urgent reform at the present time is the sweeping away of useless and wholly unnecessary work. The time that is wasted in carrying out microscopic details and working with a minute attention to trifles is really very serious. This system is carried on to such an extent that the ordinary civil servant very frequently loses his sense of proportion and wastes pre-

vious time over small matters to the neglect sometimes of matters of importance. The craze for statistics which no one ever reads or studies is only one of many things which might be altered with a view to economy of labour; the entanglement of forms and regulations, the voluminous nature of the correspondence upon matters of slight importance, the elaboration of minutes and the ponderous procedure of references to dozens of officials might all be curtailed with the same end.

The announcement made in the House of Commons last week by the Prime Minister that His Majesty's Government had decided to set up a Standing Arbitration Tribunal to decide during the war questions of wages arising between the Government and its civil employees is of far-reaching importance, and its significance will, we hope, be duly appreciated by all Civil Service organizations. The immediate effect will be to relieve the Treasury of a load of responsibility which was becoming unbearable. Parliamentary work has told, and to those Members of Parliament who have interested themselves in the case all thanks are due. This result, however, has only been attained by organization, and it is to be hoped that the active measures taken by the National Joint Committee through its leading officials will have its reward in the constitution of the Tribunal. For the past 18 months the Civil Service Federation has steadily and systematically pressed the claim for a war bonus for civil servants, and it now remains for the Federation's Executive to exert its influence in order that a Tribunal will be appointed which may be expected to deal sympathetically and adequately with the numerous and divergent interests involved.

Man was created from dust, woman from trouble.

Personals.

General.

Dr. Flint, clerk of the Commons, and Mrs. Flint have returned to Ottawa after spending the summer in Nova Scotia.

S. H. Waggoner, Department of Customs, has returned to Ottawa after two months' special duty at Campbellton, N.B.

Dr. Robert McGill, chief commissioner of the Board of Grain Commissioners, has resigned to accept a more lucrative position in the Winnipeg Grain Exchange.

Lieut.-Col. H. R. Smith, sergeant-at-arms of the Commons, and Col. Sir Percy Sherwood, Chief Commissioner of Police, have been appointed honorary A.D.C.'s to His Excellency the Governor-General.

Lloyd Roberts, the Civil Service poet and playwright, scored another success a few days ago when his playlet, "Mother Done-By," was staged at the Russell Theatre for the benefit of the Serbian Relief Fund.

Obituary.

Sir John Alexander Boyd, the veteran Chancellor of the Supreme Court of Ontario, who died last week, was the father of W. H. Boyd, of the Geological Survey.

Edouard Joseph Langevin, ex-clerk of the Senate, died in Quebec on December 2nd. He was 83 years old. The deceased was a brother of the late Sir Hector Langevin, former Minister of Public Works in Sir Charles Tupper's cabinet, and the brother-in-law of the Hon. ex-Justice Cimon and of the Hon. T. Chapais, M.L.A. He was appointed clerk of the Senate in 1883 and served in that position for seventeen years.

Mrs. Laughlin Masterton, probably the oldest postmistress in Canada, died on December 1st at her home at St. Andrews, a few miles from Cornwall, aged 94 years. She was born in County Armagh, Ireland. Her husband, who died many years ago, was postmaster, and she succeeded him.

AN XMAS PRESENT.

The Civilian desires to call attention to a new and very interesting publication. This is a Cookery Book, which is dedicated by permission to H. R. H. The Duchess of Connaught, President of the Canadian Red Cross Society, and has been compiled by a small committee; all the business connected with the publication being undertaken by a gentleman who desired to make this contribution to the Society.

The recipes were contributed by members and friends of the Red Cross many of whom consented, for the good of the cause, to print, for the first time, old family secrets of good cooking.

The book will be put on the market at the cost of 75 cents; and all profits over costs of production and distribution will be given to the Head Office of the Red Cross, but each Branch which sells the book will be credited as having contributed to the funds of the Society.

The Maple Leaf Cookery Book is strongly recommended as a most suitable Christmas present.

THE SPIRES OF OXFORD.

(Seen from the Train.)

W. M. LETTS.

I saw the spires of Oxford
As I was passing by,
The gay spires of Oxford
Against a pearl-grey sky.
My heart was with the Oxford men
Who went abroad to die.

The years go fast in Oxford,
The golden years and gay,
The hoary Colleges look down
On careless boys at play.
But when the bugles sounded war
They put their games away.

They left the peaceful river,
The cricket-field, the quad,
The shaven lawns of Oxford
To seek a bloody sod—
They gave their merry youth away
For country and for God.

God rest you, happy gentlemen,
Who laid your good lives down,
Who took the khaki and the gun
Instead of cap and gown.
God bring you to a fairer place
Than ever Oxford town.

THE POSTAL JOURNAL

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

VOL. II.

DECEMBER 8, 1916.

No. 5

A WARNING.

At the outset of the war it was realized by all that, during the period of strife, the strength of our association would be taxed to the very limit. In this we are no exception to the general rule, all such organizations as ours being placed in similar trying positions. Now, however, there is not the slightest shadow of doubt that we are on the verge of what may be called another zone, another period of time, length unknown, during which our strength is to be sapped faster and more persistently than while we were in the "outer zone," that period of time since the war began until now. To date, we have managed to run along in no very discreditable fashion. That we have been able to do so says a great deal for our branches and for those individuals who go to compose the branches. On these self-same branches and those who compose them rests the responsibility for our conduct and usefulness during the coming period, a period which looks black enough but which may with ease become blacker ere another twelve months passes. We are alluding here, not to the war overseas, but to the troubles and trials which we as Canadian citizens, as individual postal workers and as an association, will be called upon to face. It is only in a time full of such troubles as can be seen now and which can reasonably be anticipated, that we have the opportunity to make manifest our strength, strength applied here, not meaning brute force, but rather an inward strength of courage, loyalty and unison of purpose. For this association to continue successfully during the coming year, it is imperative that all our members and all our branches realize, as they have never realized before, that we are ONE. Unless all are prepared to show a united front and to speak with one voice we shall be useless and the organization will be severely handicapped if, while other troubles beset it, it also has to worry over disloyalty in its own midst. It is then, for this reason, that we feel justified in heading this "A Warning," a warning which we hope there is no need for and one which is issued with respect for all our branches and members. We feel, however, that some of our branches have not altogether realized in the past, that unless they

are prepared to allow all matters to be regulated by the executive committee nothing may be looked for but chaos. Branches, through their representatives, elect the executive committee at convention who become what one might term a board of control and are expected to faithfully carry out the desires and wishes of the majority of the members. This is no very easy nor enjoyable task for those who form the executive, and to do their duty they must have the loyal support of all the members. The executive committee is prepared to do its best on any matter brought to its attention, as it has always attempted to do in the past, but to do anything successfully it must not be handicapped by thoughtlessness on the part of branches who, before having properly considered the far-reaching results of such action as they may take, begin working in some round-about way, on their own account. We say, through thoughtlessness, because we are glad to believe that that is the only reason that would be liable to cause such a state of affairs. We sincerely trust that these few lines will be sufficient to convince all our members that, having chosen their executive and their officials, it is their duty to place matters in their hands for attention and so refrain from jeopardizing the large membership who have no knowledge of what is being done unless it is being done through the executive. We believe that without exception all will agree that, as an association, we should be better without those who might not be prepared to follow this course.

NOTES BY THE WAY.

Our letter to the Postmaster General upon the subject of a war bonus brought an immediate reply from the Hon. T. Chase Casgrain, who, while thanking us for our valuable suggestions, stated that the matter was receiving the attention of the Department.

Do not fail to read the notes that appear in this issue from Brantford. They make good reading and we trust to see more of them as time goes on.

We do not remember at any time previously seeing so many papers take up the cause of postal clerks as have done, editorially,

upon this subject of an increase in salary or a war bonus to cover to some extent the present high prices of necessities. This fact plainly shows that public sympathy is with us in our present plight, but, however glad we are to see it, since we cannot live upon sympathy, we are still looking for something with more material to it. In the meantime members will do well to openly appreciate all such efforts upon the part of newspapers.

There is a small but very helpful manner in which all postal readers can help along the work of this journal. When reading your papers at home, cut out and send along anything that you see in connection with or having any reference to postal work or workers. Any such useful work will be appreciated.

Regina has the honorable distinction of having a member who has been nominated for civic honors. Needless to say, the man is a loyal supporter of the association, and we trust to see Alderman before his name ere we write again.

Yes, Sir, what is known as the "Holiday Season" is fast approaching. The world has got this holiday business down to such a fine point that it now requires most everyone to look after everyone's holiday business. The holiday season requires shop-girls, clerks, storekeepers, railwaymen, printers, post office employees and many other people to work against time for many days and long hours. That is the holiday season. And then there are those away from home at the war! Think of them and you'll find you're playing this Christmas instead of working. Here's to the boys away. May their "rush" be over ere ours comes round again.

Recently, in the Supreme Court, the post-mistress of Clarinda was awarded \$25.00 damages from a man who, it is alleged, stated that the postmistress was tampering with his mail. At last we have found an easy way for postal clerks whose duty is performed on wickets to become rich. If one can obtain \$25.00 for such a statement as that, what can some of our boys get in exchange for the things said to them upon numerous occasions?

DUTY.

(By "Nighthawk.")

At the dedication of Gettysburg Cemetery, November 19th, 1863, President Lincoln of the United States uttered these words:

"We can dedicate, we cannot consecrate, we cannot hallow this ground. It is for us, the living, rather to be dedicated to the unfinished work which they who fought here have so far nobly carried out."

Many members of the Postal Clerks Association have answered the call of their

country in the fight of democracy against militant autoeracy, and we deeply regret to note that many of them have made the supreme sacrifice. These members, without exception, offered their lives, feeling that the cause of democracy was in danger. Without expectation of reward they have faced the horrors of the trenches, and the chances of death, that we at home might still be able to advance under the shelter of British justice, that those institutions which have made this Empire of ours 'the envy of less happier ones' should not perish.

One of the greatest benefits that we enjoy in the British Empire is the right of workers to combine for their mutual aid, and small as may be our sphere of action, this association of ours is one of those institutions of freedom that our boys are fighting for. We who have not had to fight to obtain these privileges, as had our forefathers; and as the workers in other countries are now doing and have still to do, perhaps, do not realize under what constitutional benefits we live, yet we should remember that "Eternal vigilance is the price of Freedom." History records examples of freedom being lost by indifference and unpreparedness, and although the conditions under which we live and work may appear far brighter now than in years gone by we must realize that it is only by perseverance that we can maintain and improve them.

Our boys at the front are fighting for our institutions against an enemy from without. What are we doing to repel the enemy of indifference from within? It is our duty then to dedicate our lives to maintaining the institutions that our soldier members are now fighting for. We owe it to them, to ourselves, and to posterity. Let those of them who are spared to return see that we appreciate their valor and their self-sacrifice by making our association a greater and stronger force for good than it has ever been. That they may be able to fall back in time of need upon a body willing and able to uphold their civil rights and better their working conditions. Let the example of those who have so nobly laid down their lives give us the courage to go forward with unflinching footsteps in the paths of progress and enlightenment.

Members of the Postal Clerks Association, be up and doing. Organize and co-operate one with the other for the betterment of all. We have the nucleus of a splendid organization. Do not let indifference or lack of foresight undermine the work of years of labour. If you do not see eye to eye with our aims and objects, come along and show us how to better them. We shall be glad of your assistance and just criticisms.

Above all things do not sit idly by and let others do the work that should be rightly yours.

"In the world's broad field of battle,
In the bivouac of life,
Be not like dumb driven cattle,—
Be a hero in the strife."

BRANCH NOTES.

Brantford.

The clerks of the Brantford Post Office have at last awakened to the fact of the old parable, "United we stand, divided we fall," and have cast their lot with the P. C. A. We were waiting for some of the larger offices in the East to start, but they seem rather slow in accepting a good proposition. So, when we got our new post office, one of the finest in Canada, we got kind of proud of ourselves and decided we would be connected with the next best thing in the Civil Service, so we have joined the P.C.A. We would like to see a number of the other offices in the East do the same as it would make it a lot nicer and it would be the means of improving our conditions also. As we are a new organization, we have only had a few meetings, but, now that the holidays are over, we expect to have them regularly. We are glad to say that this office, like all the others, has sent its share of men to the front. We received word the other day that one of our members, Pte. Glad Raymond, had been wounded at the battle at Courcellette, and is now in England recuperating.

We are getting a good share of the English parcels this last week or so. We have sent from Brant county over four thousand men, and I guess that they are all getting a Christmas present by the number of boxes going overseas. However, we are all willing, as those left behind, to do a little more to cheer those who have gone to fight for us.

Calgary.

The "hum-dinger" referred to in the recent issue took the nature of a very enjoyable whist drive at which our lady friends, wives and sisters, and so on, were present. In record of attendance, the P. O. I.'s office put the post office right in the shade. We have previously warned the postal boys that they would now have to look to their laurels and the recent social evening fully demonstrated this. The prizes went to Mrs. Fowler and G. J. Scott and the "booby's" to Mrs. Anderson and E. T. W. Fowler. During that enjoyable period called "luncheon," the renowned Geo. Boothman delighted his listeners with some songs, songs which were, apparently, especially enjoyed by the visiting single ladies. Altogether, a most enjoyable time was spent and all are looking to the time when the committee get busy again.

The latest casualty list gives the name of Fred. W. Cousins. Freddy, although quite a youngster, is one of Calgary's senior clerks, having been in the office over ten years. A more popular boy has yet to be found among our crowd here. We are all delighted to learn that his wound, which is in the nose, is not of a very serious nature, and we trust to soon hear of his complete recovery.

Prince Albert.

The chief item we have to record this issue is the departure of Hugh Parks from our midst. Hugh has decided to take a look at the Huns, and to this end donned the uniform of His Majesty. A very affable fellow at all times, Hugh will be sadly missed by the older members of our staff especially, and in view of his recent announcement we might add he will be missed in another direction. Our sympathies go out to the lady in her temporary loss, but as Hugh was always a lucky fellow we are looking for a safe return, and won't that be some tea party.

News regarding our absent boys is always welcome. It was with pleasure we recently heard of the "Admiral." He was to be found recently, we understand, entertaining the populace of a certain eastern city with his fine voice. It is not to be wondered that they wanted more, his rendering of "Kiss Me, and the World is Mine" is famous.

We are justly proud of our "Whistists" (that's got yer), success follows success, following in the wake of our recent wins. We have duly accounted for the N.C.O.'s of the local battalion, and this week we settled the hash of the Sons of England. We are getting ambitious. Is there a post office team that needs a trimming?

Very loud rumblings are heard these days re the wage question. Our married men on the staff appear to be seriously handicapped. The single men are wondering how it's done with a family. It's not done, that's the secret, and the pity is the "family" know it.

"Let us be joyful, in spite of adversity." In our last branch notes we mentioned that "success follows success," and we are anxious to correct the error at the earliest opportunity. The statement referred to our whist club, and we should have said that success SOMETIMES follows success. The truth of this statement is to be found in the result of our last match. It is a long story, but it can be told in a short way. We played the Agriculturists, and they sure did plough deep, so deep in fact that "skunks" were scented in several furrows, and one was actually seen. We have proof of this in the statement of Eric and Jammie. The Farmers, however, gently harrowed us with sympathetic utterances and we forgave them, but, say, who said Cigars?

The recent action of the executive of the association in regard to the increased cost of living was heartily endorsed by the members of this branch, one of whom is much incensed at the increase in price of canned tomatoes; 12½ cents a can is rather an increase, and our sympathy is with our tomato connoisseur.

Our new branch fee of 25 cents a month has proved a success and is a successful way of collecting the dues.

We lift our hats to the Vice-President of Saskatchewan. Our delegate brought back news to the effect that we had good men looking to our interest, and the organizing question is evidently receiving good attention at their hands.

Edmonton.

The clerks of this office have arrived at a new basis of contribution towards the Patriotic Fund. Henceforth all clerks receiving over 600 dollars per annum will contribute one day's pay monthly. The most gratifying feature of the new arrangement is the fact that the sum now subscribed by each Department almost exceeds the average monthly total raised in the office by the entire staff last year. This contribution is quite of a voluntary nature, and all we look for is regularity and promptitude in payment.

At our November meeting the annual nominations were the order of the day. A fine array of candidates' names appeared on the slate, and we wish them all a fair field and no favor.

While on the topic of "meetings," we should like to call attention to the miraculous shrinkage which has taken place in furniture, notably amongst the humble articles known as chairs. The association started out with an equipment of fifteen; it has now dwindled down to three. We do not like harping unduly on such a basic matter, but as we cannot blame the cat for this mysterious depletion of sitting utensils, we must perforce ascribe it to the prevalent spirit of war economy. This may not be the correct reason, but it is at least a charitable one.

Our worthy treasurer is rejoicing in the arrival of a little innocent within the confines of his family circle. We heartily congratulate Bro. Mitchell; domesticity and finance ever went hand in hand.

As the next issue of branch notes will not be in the hands of the public until after the 25th inst., we wish all those who have the supreme misfortune to read these lines a very happy Christmas.

THE QUESTION OF A STANDARD DUES.

This question arose at the last convention of the P.C.A.D.C., and it was decided to leave this matter to the branches, it being felt that they knew local conditions best and were therefore in the best position to judge what should be the contribution from their members and the best means of collecting same. It was my privilege to attend the above named convention as a delegate, and since returning home I have given a good deal of thought to some of the points raised at the different sittings upon various questions.

In my humble opinion this question of a standard of dues is of great importance to our association.

In leaving the branches to settle for themselves what shall be the dues for their branch is, I believe, a sign of weakness. In order that our association should be strong in all points it is absolutely essential that instead of branches working on independent lines they should be working on one standard laid down by the Dominion association, and the question of dues is one on which their should be uniformity.

I know from correspondence that I have had with various association workers on this matter that this idea of branches making their own plans for the collection of dues is not by any means satisfactory. Some of our branches collect their duties every quarter, and in consequence contract a lot of bad debts; others half yearly, with still worse results. Now, Mr. Editor, I feel that the Dominion association, if it is going to be a healthy organization, will have to put the question of dues upon a basis that will do away with the evils I have mentioned. From what I have gathered from the various gentlemen I have written upon this question, the general opinion is that monthly payments are by far the best, and for myself, and also speaking for my branch, I feel that a standard payment set by the Dominion association should be payable monthly.

My own branch makes a rule that 25c shall be our dues, paid monthly, but if the Dominion association wishes to raise the subscription and can show good reason for so doing we shall only be too pleased to come through, but to put our finances on a properly organized basis there must be one and only one standard of dues.

I do not wish to be misunderstood and lead readers to feel that I am simply pulling to pieces the early work of the pioneers of our association, but my reason for the writing of this article is because I feel that in order that our association should continue to gain strength it must consolidate its forces all round.

A wife is a combination of circumstances and guile.

"BISCUIT."

MUSINGS ON "HEB."

"The social side of our branch is asserting itself with the coming of the winter months." "Our next smoker will be a hum-dinger." We are all familiar with announcements such as these in the pages of the "Journal." It was very interesting to read such an announcement recently from Calgary. We were told that "our entertainment department was busy putting things in shape for the coming season," or words to that effect, and when I read this I was a little troubled. I knew there was something in that announcement that was not just as it should be. It has occurred to me since that it is high time the Eating Committee made its appearance. Eating and Entertainment usually go hand in hand with the Calgary boys; in fact, they are their strong points.

Nothing more amusing do I wish to see than the written wit of our correspondents. I was interested in the Sydney notes; we find that they are "a little scared to make their debut." How naughty! Such modesty as this was not seen in Israel. Of course there were more Cohen's there than Mac's.

"The 'wood' question is getting serious, according to the Prince Albert scribe, and an advance is prophesied. This is very interesting. Might I suggest that at last we have an opportunity to use our brains.

I have a wild desire to talk seriously to our correspondent at Regina. Fancy lifting the curtain in this manner. We are told that there are men in this office who are liable to give news of local affairs in "a distorted and twisted fashion," quite unconsciously, of course. We usually look for such things from our womenfolk. Just think what a time "Old Fogie" will have defending himself against such an accusation, and he has six to battle with.

We have the latest market reports from Prince Albert on wood. We might expect a tip from Edmonton on the coal situation. Looking over the notes from this office we find the usual optimism prevails from an association point of view. We are told that the proposed increase in "subs" towards Xmas boxes for our "Tommies" was received with *éclat*. Dear, dear, what a nuisance, how annoying; let us in future be more economical, and rather receive them with "POP," than anything so expensive. It might be well to put Bill Duke behind the bar again. Bill evidently understands the mixing proportions of *éclat*; \$5 ahead seems good. Was it Bill who went homesteading? The name seems familiar. "Tell it not in Gath," we are implored. Well, I would hope not.

AT COURCELETTE.

William Gladstone Raymond, private in the 58th Battalion, who was wounded at Courcelette (as recorded in *The Civilian* of November 10th) and who is now recuperating in England, has written a splendid story of his experiences in the famous fight. "Glad" is a postal clerk in Brantford, where his father is postmaster.

Whally, Lancashire,
October 24, 1916.

I will try and give you a description of what happened from the time we left camp on the Saturday night until we reached here.

We had been in the front line just to the left of Courcelette for two days; we were relieved about 11 p.m. on the Thursday night and after about a six-mile march we reached our camp at Albert. The march was a very trying one — through heavy mud. We were all very tired when we reached camp. We rested here until the Saturday afternoon. On Saturday afternoon we started up the line again, knowing we were to make an attack on the Sunday. Each man, beside his regular 120 rounds of ammunition, carried a bandolier containing 50 rounds, also 4 Mill's hand grenades. On the way up we picked up picks and shovels, and water and rations for 48 hours, so we were petty well loaded. But as the last few days had been fine the roads had dried somewhat, and the marching was very much better. We went up independently by companies. Our company was supposed to have a frontage of 100 yards, but when we took it over about midnight we found it was nearly 200 yards. The company mustered about 70 men. The attack was to be made in three waves, that is three lines of men with an interval of two minutes between lines. Nos. 1 and 2 platoons of our company formed the first wave. We had about 25 men altogether, covering a frontage of 200 yards, so you see we were almost 10 yards apart. The artillery opened up at seven minutes to five and raised the barrage at 5 a.m. We went over and when within about 30 yards of their line I looked to my right and left to get my bearing; I couldn't see one of our men, but in Fritzie's trench I could see about 20 of the enemy, so realizing that I could do no good alone, I dropped into a shell hole and opened up with my rifle. I was lying among the remains of his entanglements. The artillery had wrecked them pretty well. Suddenly from

Beware of the woman who knows
and the man who doesn't.

a shell hole about 7 yards in front I saw a rifle and a Bosche's head appear. He tried to get a line on me, but I got there first. I then opened fire again on those in the trench. Without any warning a bomb sailed over from the hole where Mr. Hun was lying: it landed a couple of feet short of my "dug-out", however, so I escaped all damage by ducking down low. Then thinking two could play at that game, but hating to waste a grenade on one of the beasts, I let him have one of my Mill's, and luckily dropped it nicely into his shell hole. I heard nothing more from that quarter. Whether there was one or two of them there I cannot say positively, but I firmly believe I got the first with my rifle.

By this time it was getting fairly light, and I could see nothing of our men, decided I'd make for our lines. I ran about 30 yards, then dropped into a shell hole. A very sad thing occurred here. One of our stretcher-bearers, seeing me jump into this hole, thought I was wounded, and came dodging over to me. When he found I was all right he started looking around to see where he was needed. He got his head a little too high, poor fellow, and got one in the brain. He never knew what struck him. When I found I could do him no good, I started again for our lines. I only got about 15 yards this time, when I felt something catch my right hip, like a kick from a horse. I went down like a log, but there was a good big shell hole very handy, so rolled into it. I bound myself up there and had quite a time stopping the bleeding, but with the aid of my belt I managed it. Then I spread out my sheet and lay down realizing I'd have to stay there until dark at least, then might be picked up by stretcher-bearers or a patrol. It was a very bright moonlight night and Fritz was pretty lively, so there was nothing doing Sunday night. The next three nights were pretty much the same, and my leg was rather hard to move on. I felt I could crawl on my hands and knees, but it was very difficult for me to get into that position. Some of our large shells were bursting pretty close, and bits of shrapnel were often digging into the far side of my shelter; several times I got large chunks of mud on the head, but my lying on my back with my knees up and stretched my oil sheet tight over me, fastening it under my head and feet; this kept a good bit of mud off, but I got one bit on the knee which gave me a nasty bruise. Food and water were entirely exhausted by Thursday a.m. Thursday night was cloudy, and as my leg was feeling a bit more limber I decided to get out. Slipping a couple

of clips in my pocket, I left everything but my rifle, which was lying where I fell.

After wandering round for about an hour I was picked up by a patrol of the 75th battalion who took me to the dressing station. I could never have been more than a couple of hundred yards from our line, but we are in a sort of a salient and you see Fritz flares no matter where you looked, which makes it very confusing. In my next letter I'll give you a description of what happened between the dressing station and here.

Had a very nice letter from the ladies of Peel House, saying how sorry they were to hear of me "getting hit," and asking if there was anything I needed, so you see I'm in good hands.

Love to all,

GLAD.

TO YOU WHO SHOULD FOLLOW.

(By Joice M. Nankiwell.)

Over the rim of the ocean, beyond the stretch
of the sky,
Stand brothers and husbands and lovers who
count it their glory to die,
Broken, unbeaten, heroic, torn limbs and
quivering breath,
Day after day, night after night, shoulder
to shoulder with death.

Shoulder to shoulder with death! Would we
keep them safe at our side?
Saved by the blood of their brothers, who
followed their duty and died!
Safe! Though dead voices are calling and
wounded men beckon in pain!
"Do you who should follow care nought?
Have they hewn you a pathway in vain?"

They fight, as our forefathers fought; and
they die, as our forefathers died.
Raw and reckless they rushed to the fight,
and they came out well proven and tried.
The zip and bite of the bullet! The thunder
and shriek of the shell!
Yet they surely find glimpses of heaven, even
in uttermost hell!

Will ye close your ears to the call, the whis-
per that thrills through and through?
Will you close your eyes to the beck'ning,
the hearts that are broken by you?
For every tear that is falling, and for all
the blood that is spilt,
Blame only yourselves, oh, ye slackers, for
the guilt is mostly your guilt!

Some men are like doormats—use-
ful chiefly to be walked over.

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