

PAGES

MISSING

THE CIVILIAN

VOL. V.

MAY 17, 1912.

No. 2

Would Superannuation Pay ?

Is it in the best interests of the people of Canada that a well-devised scheme of superannuation for civil servants should be placed on the statute books? The answer is yes, provided such a law will make for efficiency in the service body and economy in administration, and provided nothing else can be substituted therefor which will result in greater efficiency and economy. While much has been said on both sides of the question, the fact remains that in practically every civilized country (and in some which we sometimes think scarcely civilized) those responsible for efficiency and economy in civil service administration have replied by maintaining on their statute books superannuation schemes for their employees. While it is possible that some other arrangement might be made to attain this desired end, human ingenuity has not yet fallen upon it, and until some better arrangement is devised the only reasonable and sensible course to follow is that which is known, which has been proven, to be the best.

Those who oppose superannuation in their zeal for efficiency and economy—principally the latter—do so out of ignorance of the civil service system. The greatest source of inefficiency and consequent over-expenditure in the civil service is the retention of aged employees in the service at full pay long after their usefulness has fallen far below what the standard ought to be. There is simply no help for this without a scheme of superannuation. Mr. H. D. Brown in his report to the U. S. Government says: "The majority of executive officials are undoubtedly too tender-hearted to dismiss a subordinate whose only faults are attributable to his weight of years. The result is that he is allowed to remain, quite unfit to perform all his duties, practically a pensioner, and the work he is unable to do is divided among the younger clerks." But it may be said why not have a law requiring the dismissal of employees when they become unable to properly perform their duties through weight of years? The fact is they have such a law in the United States, but everyone brought up under democratic institutions knows that a law cannot be enforced when it imposes hardships on innocent individuals and produces results which are repugnant to human instincts.

During the last session of Parliament a member of the House called the attention of the Minister of Public Works to the fact that one of the elevatormen was so old and shaky that he was unable to do his work properly, that people were afraid to risk themselves in the elevator with him. What did the Minister of Public Works say? "I never dismissed a man on account of old age. I will have to see what can be done." Did any Opposition member take up the matter in the interests of efficiency and economy? Rather not. Did any city paper refer to the Minister's stand in any other than a commendatory tone? Not so far as we are aware. On the other hand had the Minister dismissed the employee in ever so quiet a way, there can be little doubt that he would have brought down no little obliquy on his head. Opposition members, and members of his own ranks, too, would be only too ready to champion the cause of the fallen.

Our attention has been called to an item in the supplementary estimates which is quite in keeping with the foregoing: Vote No. 437: Retiring allowance to Staff-Sergeant _____, member of the Non-Com. Staff of H.R.H. the Governor-General. This official was not entitled to superannuation, yet the Government out of compassion gave him \$1,000 as a retiring allowance. *The Civilian* was glad to see him get it, and the Government were fortunate in making the arrangement. As a provision for the declining years of the individual, the total inadequacy of the allowance is at once apparent when it is known that his salary prior to retirement was \$800. What is necessary in case of each employee is an adequate allowance for every year of life, and for his dependents after he is gone. And that allowance depending not on fortune or favour, but granted as the due right of the individual, as part remuneration for services already rendered.

The C. S. Co-operative Supply Association.—Second Annual Meeting.

The second annual meeting of the members of the Civil Service Co-operative Supply Association was held in the Carnegie Library Lecture Room on Tuesday, April 30, at 8 p.m.

The meeting was called to order by the President, Mr. McNeil, and the minutes of the last annual meeting were read and approved.

The report of the directors was made by Mr. McLeish, the managing director. He explained very fully and clearly the printed financial statement which accompanied the notice of the meeting. In spite of organization expenses and the difficulties under which the business had been carried on at first owing to lack of capital, etc., the statement showed that the Association had a balance on the right side. Mr. McLeish stated that all that was required to make the business a decided success was more hearty support by the members and more capital.

Following this report was a discussion as to ways and means of increasing the business. It was the general feeling of the meeting that for the first year the store had made an excellent showing. It was moved by Mr. Hoey, and seconded by Mr. Labby, that the report of the Directors and the accompanying report of the Audi-

tors be received and approved.—Carried.

The President's Address.

After paying a compliment to his fellow-directors for their industry and self-sacrifice in connection with the Association, the President, Mr. McNeill, proceeded as follows:—

Co-operation is really a new thing in Ottawa. Many of our members, of course, have read popular articles on co-operation in other places, and a few of our members are familiar with co-operative methods in the Old Country. Beyond this, the great bulk of our members know nothing practically of co-operation or co-operative aims and ideals. I deem it, therefore, not out of place to say a few words upon this particular topic, hoping that in the incoming year there will be efficient means taken to start a propaganda at home,—a sort of home missionary society.

Holyoake, one of the founders of co-operation, has the following: "The object of co-operation is to conduct trade and labor without competition, fraud or meanness for the equitable advantage of all concerned in distribution and production."

This definition, though very much condensed, will show that "co-operation is a new force in industry, whose

inspiration is fraternity, whose method is economy, and whose principle is equity."

For popular exposition I know of nothing more edifying to the average individual in this line than the "Objects of the Co-operative Union of Canada" as set forth on the cover page of each number of the *Canadian Co-operator*.

Under four heads the aims and objects are very briefly stated, and I shall take the liberty of quoting these and amplifying them to apply them to our own particular circumstances.

Co-operation has for its object:

1. The propagation of those principles that make for truthfulness, justice and economy, secured by the abolition of false dealing either

(a) *Direct* — by representing any article produced or sold to be other than what it is known to be to the producer or vendor; or

(b) *Indirect* — by concealing from the purchaser any fact known to the vendor which might enable him to judge of the value of the article purchased.

I would direct the attention of those who have doubted the progress we have made this first year to these principles. We have been obliged to take our staff from among those who have been trained in the ordinary competitive stores, and it is quite possible that the change of heart which prompts the practice may not have been complete as we could have wished. Nevertheless, the Directors have been insistent in all their instructions to the manager and other members of the staff of the store that there be no misrepresentation, either direct or indirect, and we have set before them the ideal grocery store where even the most guileless person may go and not be deceived. The store belongs to those who are making purchases over the counter, and those who are making purchases over the counter, speaking generally, have the right to direct the management of this store, and the Directors are put in their position for the purpose of carrying out their wishes, and I believe in this particular they have done so. No purchaser

wishes to have any deception practiced in the store, and I believe there could be no quicker method of securing the dismissal of any member of the staff than to find that misrepresentations had been wilfully made.

Compare this attitude with that which is known to be the practice of the majority of competitive stores. How long would a clerk in a competitive store hold his position if the proprietor found him drawing attention to the fact that the lemons, for instance, which a customer was about to buy, had been slightly frozen and, therefore, were not nearly so good as they looked. It is very true that the proprietor of the competitive store would not tell the clerk why he was dismissed, but he would go just the same. In our store this is just what would command a clerk to our Directors. It may not be the highest form of virtue, but at least it is good common sense to say that we want no fraud practiced on ourselves.

2. Preventing the waste of labor now caused by unregulated competition.

Members too frequently take the attitude that all the sacrifices and all the work is to be done by the store staff and the Directors. Their minds should be disabused on this point. True co-operation does not pauperize or make parasites of its members. It demands of them an equivalent for the benefits that accrue to them. It is not the store staff alone that is concerned in this matter of waste of labor caused by unregulated competition, the members have something to do. I cite particularly the matter of delivering goods. Our streets are filled with delivery waggons, some of them well loaded, but, for the most part, they are running helter-skelter each with only a few parcels, to obey the call of some thoughtless person who insists upon having her purchases (small though they are) delivered immediately. Unregulated competition has brought this about. What one grocery store does, apparently another has to do; and so this great

waste of labor in the matter of delivery has assumed huge proportions.

Let me give you a few facts with reference to our delivery for the month of March:—

Total sales for a period of 27 days.	\$4,452.62
“ “ delivery	\$3,172.30
“ “ taken by purchaser	1,280.32
	—————\$4,452.62

The cost of making these deliveries was 4% on the goods delivered. If you will refer to your annual statement, you will find that the rate of expenses on sales for the month of March was 12.34 per cent., and of this 12.34 percent., over one-quarter, was incurred in simply getting the goods from the store to your homes. Could there be a more glaring example of waste of labor; and this was caused by unregulated competition, inasmuch as, if we did not do it in the present uneducated state of our members we could not hold our trade.

Some further figures to emphasize:

During this month (March) the store delivered 2,163 orders and made 225 trips to do it. They carried on the average $9\frac{1}{2}$ orders, and the average value of one of these orders was \$1.40. It cost, within a trifle, of 6 cents for each order delivered, and there were nearly 40 of these orders that were only 10 cents and under. You will agree with me, I think, that there is work for a co-operative association that has for one of its cardinal principles the preventing of waste of labor now caused by unregulated competition.

3. Conciliating the conflicting interests of the capitalist, the worker and the purchaser, through the equitable division among them of the fund commonly known as profit.

Under this head I have to admit that we have not been able to do much. We have had to deal with the capitalist almost wholly as represented by the wholesaler and the jobber. It was seldom indeed that we were able to reach the manufacturer or the producer. As a matter of fact we

had no capital of our own, and capital was absolutely necessary to run the business even as we have run it this year. If, then, we had to keep the business going, we could only do so by letting the wholesalers dictate the terms; and while I do not think they have dealt any harder with us than they have with perhaps the majority of grocers who have insufficient capital or no independent capital, yet their exactions have been sufficient to absorb all the profit, so that we have had to be content with the other benefits of co-operation. This condition of things, however, cannot be allowed to continue.

The next step in connection with our Association is to secure capital. And here again I appeal to our members, that inasmuch as co-operation confers certain benefits, it also involves a responsibility, and this responsibility is that each member should furnish enough capital to finance his own grocery bill. We have 470 members, probably not more than 200 of these are active customers of the store, and only about one-third of these have supplied any capital or in any way assisted in carrying on its work. An extenuating circumstance with regard to those who have not made their just contribution is to be found in the fact that they have not been lead to appreciate that they had a duty to perform in this connection, and perhaps the Directors have been derelict in their duties in not keeping constantly before the members that if they propose to benefit by the operations of the Co-operative Store, they must fulfil the obligations that are involved, of which one of the chief is to supply capital for the enterprise.

To determine what each member should do, permit me to say that the capital required per member is about 50% more than the amount of his monthly bill. That is to say, if a member's monthly bill is \$20, it takes about \$30 of capital to properly finance his share of the business. You

have, therefore, an easy guide before you and I would recommend that a committee be appointed to bring this matter home to our members and see that a proper amount of capital is provided at once. We are buying from the wholesalers practically at 30 days cash. Our manager tells me that if he were in a position to offer spot cash he could in nearly every case secure one per cent. off the price he is paying and in many cases as much as 3%. (In addition to this there are many commodities, such as potatoes, apples, butter, cheese and canned goods that must be bought in large quantities when they are upon the market, in order to be profitable, and held for some month.) It will thus be seen that we pay from one to 3 per cent. per month, or from 12 to 36 per cent. per year for the capital that places the \$4,000 worth of goods upon our shelves that has to be carried from month to month. If we can manage our store as economically as we are managing it now, and secure only the difference between the 5 per cent. that we are paying on our debenture capital and the 12 to 36 per cent. that we are now paying on capital in the form of increased prices, it would make a very nice bonus indeed to be distributed, where it belongs, among the purchasers of goods.

4. Cultivating a spirit of mutual service expressed in the Co-operative Motto: "Each for all, and all for each," and to promote by every possible means moral, educative and refining enterprises designed for the improvement of the people generally.

Permit me to say under this head, that I believe something has been done by the Co-operative Store to increase the *esprit de corps* among our members. We have been drawn closer together as a result of this enterprise and have thus taken the first step towards promoting moral, educative and refining enterprises, and we propose to progress in this line and to take advantage of the rising sentiment of interest in others so that we may be of benefit to each other and to society at large.

In conclusion, I would urge upon every one of our members that they inform themselves with reference to what co-operation has done in other countries. The most of us are not endowed with imagination keen enough to appreciate the large possibilities of co-operation unless we have before us some concrete examples that may serve to establish our belief in the practicability of its methods and the enormous proportions that the movement has already assumed in older countries.

The Election of Officers.

The three retiring members of the Board, Messrs. Paré, McLeish and Code, were re-elected, their work during the past year being most heartily approved of.

For auditors Messrs. Miles and Goodspeed were again elected.

Amendments to By-laws.

Moved by Mr. A. Paré, seconded by Mr. Bleakney:

Rule 1, sub-sec. 4: All the words after *owner of* be struck out and replaced by the following: one fully paid debenture of the Association; additional debentures can be had as follows: the old wording stands.—Lost. Moved by Mr. Bleakney, seconded by

Mr. A. Paré:

Proposed new rule following No. 27: Applicants approved of by the Board of Representatives may have their purchases from the Association charged according to the limitations which that Board may determine, but in no case for more than thirty days, when the full amount then due shall be paid at once. The manager shall be responsible for any further sales to delinquents and the secretary shall report the matter without delay to a specially called meeting of the Board of Representatives, which will decide on the means of recovering the amounts due. Except for reasons approved both by the Boards of Directors and of Representatives, delinquents shall forfeit their membership.—Lost.

THE CIVILIAN

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THE EDITORS,

THE CIVILIAN,

P. O. Box 484, Ottawa

Communications on any subject of interest to
the Civil Service are invited and will re-
ceive careful consideration.

Ottawa, May 17, 1912

WOMEN IN THE SERVICE.

A recent newspaper item made the startling announcement that ladies would not in future be admitted to the various departments of the Inside Division at Ottawa, and furthermore added that though ladies might write the examinations, their papers would not be considered by the examiners. *The Civilian* has been expecting to see this report contradicted, for the story is made out of whole cloth. It is possible that this report was due to the fact that there were no positions for women advertised by the Commission at the time this comment was made, except those that required a knowledge of stenography and typewriting. In this connection it may be of interest to inform or to remind our readers that of 272 entrants into the Inside Service during the past year, 161 were women. The

heads of the various departments may of course choose as to the sex of the applicant for office but the commission, in respect of its examinations, does not so discriminate.

The problem involved resolves itself into a question in economics pure and simple. The government offers positions coupled with certain advantages, disabilities and salaries. The minimum salaries of the two ranks to be entered are \$500 in the one case (Division III. B.) and \$800 in the other (Division II. B.). The experience of the past year shows that of 272 positions filled, 111 men only found the inducements sufficient to attract them. As the ratio between the fluctuating cost of living and the fixed minimum of salary becomes greater, as is the present indication, it is probable that the proportion of women entering the service will increase. It would therefore seem to be a question for the government to either increase the minimum of the classes or to allow the Inside Service to become "unsexed" at the ratio of 161 to 111.

THE OUTSIDE SERVICE.

As *The Civilian* has about one-third of its subscribers in the Outside Service it is but natural that a good portion of its space should be devoted to the interests of these branches. We are aware that we have been charged with not always looking after their interests as zealously as those of the Inside Service. If this is so, it has been from the difficulties of the case and not from intention. It may be well however to note that among features dealt with by *The Civilian* within the past twelve months, the two largest branches of the Outside Service those of the Post Office and Customs have been served in practically every issue. In fact we desire to give just as much attention to the needs and aims of those Outside the Capital as

to-ourselves and others who are 'under the gun.' The service is one and not many, and a paper or a policy that is designed to be of lasting benefit to any branch must think of the whole as well as the part. It is like the health of the body—a general problem.

representative one, and it was noticeable that on all fundamentals there was an overwhelming majority in favour of well considered, conservative plans of operation. The motion to introduce the credit system was voted down almost unanimously.

In re-electing the three retiring Directors the work and policy of the Directors generally was most emphatically approved by the meeting. There was also a unanimous feeling that the Directors' appeal for capital must be met.

Probably only a few of those present noted that Dr. Jas. Bonar was at the meeting. Before coming to Canada, Dr. Bonar was closely identified with the co-operative movement in Scotland, and occupies an honourable position yet on the committees of the Co-operative Labour Association.

The C. S. Co-operative Supply Assn.

Continued from page 27.

Moved by Mr. J. McLeish, seconded by Mr. R. H. Coats:

This constitution may be amended only after due notice thereof has been sent in writing by the secretary to each member at least ten days previous to the annual meeting, such notice to contain the full text of the proposed amendment.—Carried.

Moved by W. W. Moore, seconded by T. Lawson:

Each member in good standing shall have the privilege of nominating one woman of his household as an associate member.

Any member desiring to exercise this privilege must make written application to the secretary, stating the name and address of the nominee.

Associate members shall not be required to pay any fee nor be eligible to hold office, but in all other respects shall enjoy full membership privileges.

After some discussion it was moved by Mr. Edgar, and seconded by Mr. Alexander, that the motion be deferred till the next meeting.—Carried.

It was moved by Mr. Code, and seconded by Mr. Labby, that the Board be authorized to issue an additional \$2,500 of debentures in units of \$5 each, to bear interest at 5%, and to mature May 1st, 1917.

Meeting adjourned at 10.45.

NOTES.

The meeting was a thoroughly re-

TORONTO CUSTOMS CIVIL SERVICE ASSOCIATION.

The annual meeting of the Toronto Customs Civil Service Association was held in the Temple Building last Tuesday night. S. J. McMichael, chief inspector; S. Wood, inspector; and J. H. Bertram, Esq., collector, were elected honorary members.

Mr. R. Holmes was re-elected president; first vice-president, Mr. Jas. Greer; second vice-president, Mr. Frank Somers; A. Callow was re-elected as secretary, and Mr. J. B. Fleming re-elected as treasurer.

Executive committee was elected as follows: W. E. Meredith, C. W. Baxter, W. J. Dunlop, J. Dickson, P. Kennedy, J. McCaffery, R. Carlyle, J. Macartney, B. Anderson, M. Chambers, J. McFarlane.

The remainder of the meeting was devoted to general business.

Within the last two months three members of the association have died: Messrs. Williams, Slane and Healy.

At the Sign of the Artificial Limb

By "Silas Wegg."

Some Suggestions.

Said the Editor to me the other day, said he, "Look here, Wegg, we must improve *The Civilian*."

And said I to the Editor, said I, "What is the matter with my work now?"

"Well, that serial story of yours is the ultimate frost," said he. "It is the last straw—"

"That shows how the wind blows," I broke in. "All right, my hearty, down comes the Sign of the Wooden Leg." And I handed in my resignation and my account to date.

But that would not do, he declared. He could not settle the account, and so I had to stay. But he insisted on some improvement. Well, I have thought it over and have made a change in the heading this issue as a starter. As my friend Mennen says, "I can't improve the powder, so I have improved the box." By "powder" I have reference, of course, to the fortnightly *talc* I give you. If the new heading, or footing, does not find favour, and it should commend itself to the proper people, we can return to the old. You must admit that, in my efforts at reform, I have begun at the foot.

I wish to point out, however, some ways in which *The Civilian* can be improved, and on that account I may be excused for talking, as I have done, about my own share in the work of reformation. A man with only one good leg cannot pretend to set the pace for the rest but he can show, as well as another, how to toe the mark.

In the first place, more space

should be given to the matters which concern women. Now, you will all say, "Why, we had a woman's column once. This is no new thing you propose." So we did and "Frea Cannaiad" gave *The Civilian* some of the most timely and instructive reading that it has afforded. But "Frea Cannaiad" did not talk about Hats. With the exception of Murphy-Gamble's advertisements and a few words of my own on the subject last year, *The Civilian* has been as dumb as an oyster on this greatest of all feminine topics. Does the Editor realize that somewhere between five hundred and twenty thousand dollars has been spent during the past month by Civil Servants on millinery, and yet he has gone on with his editorials on Superannuation, Hansard Examinations, Third Division Troubles, etc., etc. While he has been treating his subjects under this head and that, the better half of the Service has been engaged in thinking of more attractive heads,—and he has offered no word of cheer or even of warning.

Let us have space, then, for a millinery department. Sacrifice the poet's corner if necessary. Less about sonnets and more about bonnets. The portraits of prominent civil servants should be replaced by the latest fashion plates. Instead of a list of appointments and promotions *The Civilian* should have a list of the new purchases. Strike out such items as "John Jones, Dèpt. of Interior, 3B to 3A" and insert "Madeline Sprightly, Dept. of Interior, black leghorn, \$22.50,—but looks like it cost much more than that."



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English Breakfast Teaper lb. 39c
 Rea's English Breakfast Tea, a delightful beverage with a very pleasant
 aroma and fascinating flavor, sells in other stores 60c lb Rea's price 39c

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Rea's Pastry Flour, makes the best pastry and cakes, special price..... \$2.69

PLUMS 10c

1000 Two pound Tins of Plums in heavy syrup, sells elsewhere 15c, Rea's
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3 PACKAGES CORN STARCH 23c

Rea's Corn Starch is guaranteed pure and superior to any similar prep-
 aration ever offered to the public, sells regular 10c pkge. Special
 price 3 for 23c

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500 Bottles Finest Quality Table Vinegar, sells regular 25c Special price 19c

BREAKFAST CEREALS

3 Pkgs. Fresh Toasted Corn Flakes..... 25c
 6 lbs. Cream Wheat or Rolled Wheat 23c
 2 Pkgs. Shredded Wheat or Triscuit..... 25c
 6 lbs. Oatmeal or Rolled Oats..... 23c
 2 Pkgs. Post Toasties..... 18c

SPECIALS IN CANNED GOODS

Tomatoes 6 tins for..... 85c or per doz.\$1.65
 Corn 6 tins for..... 57c or per doz.\$1.09
 Pumpkins 6 tins for..... 58c or per doz. \$1.10
 French Peas per tin..... 15c or 2 for..... 25c
 Lemon Cling Peaches, 3 lb. tin..... 29c

CLEANSING SUPPLIES

3 Tins Diamond Cleaner..... 25c
 10 Bars Fels Naptha Soap 59c
 3 Bottles Savage Water..... 15c
 Pure Castile Soap, per lb..... 12c
 ½ lb. Parisian Blue 8c

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Man's Lunch,
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SMART TYPES OF SUMMER MILLINERY.

Of more than ordinary smartness are the new Picture Hats as one sees them in our Millinery Salon, in the finest and most pliable of Milan, which can be dented, curved, rolled and manipulated in such a variety of shapes that every contour can be suited to absolute perfection, and with that absence of "sameness" which every fastidious wearer strives to avoid. The great importance of ostrich feathers as trimming is strongly emphasized. They are used in many forms, but it is the curled fibre that is the fashion of the moment. The drooping willow is past the hour. Magnificent birds of paradise, rare sweeps and mounts, heron plumage, Prince of Wales feathers and upright mounts of ostrich are all noticeable. Flowers, of course, are in evidence. Boughs of them, clusters of them, tiny individual forms of them. One is fairly fascinated by their beauty and the wonderful extent to which our milliners have exercised their clever fingers in producing such charming results.

Hats of the Picture type make ideal headwear for bridesmaids, and quite apart from the models displayed in the salon, all the requisite essentials for their production are fully represented in stock, so that they can be procured for individual requirements, or to carry out the "matched" scheme of a fashionable June wedding with equal facility and satisfaction.

Note the
Bargain
Tables
in our
Grocery Dept.

Murphy - Gamble Limited

Trunks, Bags,
and
Suit Cases
for the
Outing
Season

Please Patronize Our Advertisers.

Allied with the millinery department should be a matrimonial column. The object of this column should not be to report marriages but to encourage them. If *The Civilian* should mention for instance that John Jones, referred to above, had been promoted from 3B to 3A and that Madeline Sprightly had a new hat that cost \$22.50 and that it was time that John should contribute his increase of pay and Madeline her hat as a nucleus of a bridal tour fund, much good might be done, and hot cakes compared to *The Civilian* would sell as slow as porter house steaks on the fourteenth of the month.

Coming to matters of a more general nature, *The Civilian* could start several guessing contests. The Grand Superannuation Guessing Contest might be inaugurated first. Participants could give guesses as to the date on which the new bill is to be introduced into parliament. The prize in this contest could be given to the one making the most guesses, as the contest, in these affairs, is always of more importance than the accuracy of the entrants. Another guessing contest might be opened for those wishing to estimate the price of potatoes next winter, the prize, marked "For Courage," to go to the one making the lowest guess. The prize could be a potato, if *The Civilian* is in funds.

Then there might be a beauty contest, with a prize for the handsomest or homeliest civil servant,—but this might be best left until the millinery department is fully established.

Other features that I may mention here, but not explain, are Police Reports with special reference to the Service, Religious Notes, these to be published in the first half of the month as the police news may encroach on space after the fifteenth, Society Notes and I. O. U's, a genealogical column for the boosting of those who have family trees and a divorce department for those that have family jars. A whole page, or

more if required, could be given to the enrolment of the names of those who have not signed below the line for the fortnight preceding the day of publication. This Roll of Honour might be headed *The Timeservers*, and great interest would be taken in the publication of such a list I am sure.

In conclusion, let me say that any civil servant, or otherwise, who has any other suggestion to offer along the lines I have imperfectly indicated is invited to communicate to Silas Wegg, care of *The Civilian*. Postage stamps to the value of twenty-five cents should be enclosed as evidence of good faith.

P.S.—Mrs. Wegg, wishes to know if any one can tell her of a suitable birthday present for a man who drinks.

CIVIL SERVICE CLUB NOTES.

The most successful of the Wednesday Club dinners was that of May 8th, when the gathering took the form of a farewell to Mr. James Bates, who left on the 11th for Western Canada in connection with the boundary survey. The cosy little dining room was well filled, and the repast greatly enjoyed by everybody present. Among the guests were Dr. Westrop McDougall, Messrs. D. J. McLaughlin and Harold McDougall.

* * *

Several names are posted for election to membership.

* * *

The Club was favoured with a visit this week of its first President Mr. George Hutchinson, of Toronto.

* * *

Mr. Paul Chevre, sculptor of the bust of Sir Wilfrid Laurier, and one of the survivors of the "Titanic" disaster dined at the Club on Monday evening last.

The Miss-adventures of Jimmy Carew.

(From the Log of Harold Brooks.)

By G. R.

SYNOPSIS.

Carew and Brooks, on statutory leave, are canoeing to races in St. Lawrence. Carew finds locket containing miniature; and later rescues Miss Bessie Moore from capsized skiff in bay at Rome, her escort, Potts, also being pulled ashore. Brooks vainly urges paddling to regatta without delay to be eligible for race. On the eve of starting for a garden party, Jimmy is reminded by Brooks of the beautiful miniature in the locket, which J. had forgotten. A coolness follows with the Moores, and the g. p. is off. Later, Brooks looking out of his hotel bedroom window, sees J. and Potts walking together up the street.

CHAPTER V.

A Morning Chase.

It was Jimmy, and not daylight, that awakened me from a sleep which left no legacy of dreams.

"Hurry into some rags and let's shove over to the boat-house for a dip," he said. Jimmy himself had hurried into his olive-green rags. "The bartender saw Giggs last night, and he has sent a boy down to open up."

"When last I saw you," I remarked, as I slipped into my clothes, "you were going up the main thoroughfare of Rome in the company of one A. Chumley Potts."

Jimmy looked rather seedy, as if he hadn't slept well. Moreover, there was a slight bruise just under his left temple that I hadn't noticed before.

"That," he said, as I stared an interrogation point, "is the outward and visible sign of said A. Chumley Potts' regard for me."

"A few minutes after you turned in last night," he continued, as we walked through the sunlit but sleeping village, "Potts appeared on the veranda and asked me in his abominable drawl if I would have a drink. I gave him a sample of my humor, but he was not abashed. He said he was sorry I felt ruffled about his having used my canoe without leave, and he asked me if I would take a turn up the street as he had something confidential and important to say. I was just tingling to give him one-two. But I didn't want to make a row there, so I accepted his bid with more willingness than I showed and from a motive he didn't guess. He led the way to the other side of the street, and as I saw that this brought us into view of the ladies, who were seated on a

balcony, I suspected that Potts had some little game of crab up his sleeve, and I decided that there might be something more than just one-two coming to him."

"Good copy," I said. "Go on."

"Potts struck off into a quiet lane, which he remarked was a short cut to Sweet's, and I thought just the sort of place I wanted him in," continued Jimmy, as we turned up the portage road. "So I stopped short and asked him what he had to say, because I had something to say to him about his remark concerning the locket in the doorway of the hotel. He said that was the very thing he wanted to speak about. He had meant the remark as a joke, he said, though he knew, of course, he said, that I hadn't really found the locket. But he had seen that his little joke had made a bad impression on Miss Moore, and though he had tried to make it right with her afterwards by saying that he believed I had found the locket, he hadn't succeeded in convincing her. So, as he didn't want to be the cause of any falling-out between her and myself, he had thought of a way by which he might make matters between us all right again. He had not as yet seen the face in the locket himself, and Miss Moore knew that; and his idea was that if I would give him the locket he would tell her that I had shewn it to him at his request, that he had at once recognized the face in it as that of a girl he had seen at Johnnie's Falls, and remembered that the chap she was with had just such a locket on his chain. Then, he said, he would say that I had asked him to take charge of the locket and try to find the owner."

"Great head, Potts," I remarked.

"That story would go all right with Miss Moore, Potts said," Jimmy went on, "because she knew he had to visit the summer resorts round about pretty frequently to pick up items as correspondent for the Limestone Snorer and the Brickville Snooze; and Bessie's confidence in me, he said, would be quite restored."

"Bessie's confidence!" I murmured.

"I'd let Potts run on," Jimmy growled, "out of sheer curiosity to learn how far his cheek and ingenuity would carry him. But when he said Bessie, I pulled up and roared at him to put up his hands. I think he believed that I was going to fall for his scheme, I'd let him run on so smoothly, without interruption. But I guess he held a sneaking suspicion in reserve that I might cut up, for directly I said hands, he struck out with his left. I ducked, and

smashed him in the wind with a good stiff left, and he went down. I stood back, waiting for him to get up. He got his wind back all right, but instead of coming in, he tacked down the lane like a shot, showing a mighty fast pair of heels; and I was sorry I hadn't hammered his map, for he'd managed to graze me with his big-boned fist. I went after him, of course, mad clear through, but he seemed to know every foot of ground, and led me a merry chase. I had to drop him at the gate of a place lit up by lanterns as well as the moon, full of people, which I guessed was the garden party in full swing, and where he disappeared in the crowd. But I'll get him yet. When I got back to the hotel, the ladies had apparently retired, and you were sleeping as soundly as Justice in the land of the Czar."

"Perhaps," I suggested, "Potts tried to make himself solid with Miss M. at your expense just after she said good-bye to you last night, and got the cold shoulder for his pains. He was sore on you at first sight, anyway. I wonder, now, what was his scheme in approaching you as he did last night to get the locket?"

"I'll choke it out of him if I get my hands on him!" Jimmy growled, as we reached the boat-house. "He's a spiteful, nervy, dangerous chap, but I'll hammer some of the cheek and vanity out of him when I do catch him, or my name isn't James Carew!"

The yawning boy who had opened up the boat-house was awakened and interested by the sound of Jimmy's voice and the belligerence of his air. He viewed with awe the succession of long curves of J.'s superb muscular form as 'My Hero' stripped and slipped into a black silk swimming suit, and the juvenile gaze followed admiringly the athlete's titanic plunge off the float and the rhythmic strokes that carried the swimmer swiftly out into the bay.

The wharf lay nearer than the boat-house to the dam. The road from the boat-house ran along the high bank and just beyond the wharf. I was swimming near to the wharf, and Jimmy was many yards obliquely out from the boat-house, when the boy gave a cry of alarm. He was dancing about on the float, waving his arms.

"Hi, there!" he piped shrilly. "Dood Potts is goin' through your clothes!"

The tall figure of "Dood" Potts dashed through the doorway of the boat-house. As he passed he struck the boy, knocking him off the float and into the bay.

I swam for the shore by the wharf; and Jimmy, with an eye on the stunned and sinking boy, raced toward him through the placid bay at high speed. Jimmy employs the Trudgeon stroke, which he swims beautifully, with a long sweep and a good run.

As I climbed the bank Potts was coming at tip-top time down the road, his long legs fairly twinkling. I raced for him, and

stooped, with a low tackle in mind. But Potts had played Rugby in his callow days in Kent. As I reached for him, he leaned porary oblivion, of some villagers running over and swung a long arm viciously, like the man in the picture of the poem, "sabring the gunners there." His big-boned fist caught me over the eye, and I went down the bank.

I had a glimpse, ere I sank into toward the wharf, and of a bronzed and glistening athlete looming large over the horizon of the bank above me, running like a ship before the wind, with chest extended and a long, strong stride. And I knew that Retribution alias J. Carew, Esquire, was on tap at last.

CHAPTER VI.

The Gossip of Giggs.

When my senses got around to do business at the old stand, about the way a sleepy apprentice goes to work, the villagers, St. John Ambulance Corps and all, had apparently gone along on the heels of the merry chase, to pick up the wounded and lend first aid. But I had to take care of myself; there was no bright-eyed Trained Nurse to look after me; and in a listless fashion, for the bells in my belfry were all ringing and out of tune, I lagged back to the boat-house.

"Dood Potts must 'a sneaked in," said the boy, who was drying out his wardrobe on the boat-house roof. "I heard a jinglin' sound, like keys, an' somethin' drop; an' I looked round, and there was Dood Potts, in the boat-house, at Mr. Carew's clothes. Mr. Carew's pants an' belt, with a chain in it, was lyn' on the floor; an' Dood Potts had somethin' bright in his hand, like gold, that he was lookin' at. The sun come through the window, where he had climbed in, I guess, and shined on it. I jumped up an' says: 'Look out there!' I says, an' he looks round an' says: 'Dammy!' an' closes his hand on the shiny thing, an' wiggles a finger f'r me to come in. I says: 'Leave them things alone! They ain't yourn! 'F y' don't, I'll yell!' Nen he held up a dollar, an' I s'posed he swiped it, f'r he never offered me a plunk before, an' I never see him with one. I yelled, then, an' he looked ugly an' come pikin' out, an' swatted me over the lug, good an' hard, an' I went into the bay, an' it looked full o' stars. I never knowed you could see the sky that way, in the water, in the daytime. But Mr. Carew was comin' in, like one o' these new kind of ought-to boats, I guess, an' he fished me out; an' when I says I was all right, he lit up the road after Dood Potts. Gee, but he can swim! An' run, too. Potts can run, you bet, but I guess Mr. Carew 'll nail him all right. An' nen — say, I wouldn't like to be Dood Potts, big an' all,

like he is. No, sirree Bob! Though he thinks he's just Jack Johnson with the gloves. But he *struck me*, the big Johnnie lobster! Say, Mister Brooks, what did he want to go pokin' around in Mr. Carew's clothes f'r, anyway?"

There couldn't be any doubt on that point. While the boy was doing his monologue I had looked at the ring on the end of Jimmy's steel chain. The locket was not there.

As I was leisurely making a more careful toilet than my rag-time one of an hour before, now having breakfast at the Roman House in mind, Tommy Giggs appeared. He had the latest war news. Potts had crossed the bridge at the mill, taking the Johnnie's Falls road, with J. Carew, Esquire, P.D.Q., hot foot on his trail.

Giggs was eager to know the cause of the chase, and his boy was anxious to tell it, which he did. So I had to hear *that* piece of deathless prose over again. It did seem to me that, as an audience, I was being stuck pretty badly all the time for encores; but the boy's artless sketch was an improvement on Bessie Moore's Rescue Scene, anyway.

"Wot?" exploded Giggs, indignant and amazed, as the boy ran out of breath. "Pocket-pickin'? W'y, the little parson in Puddleborough would die of a broken 'art if 'e 'eard. I'll 'ave to get a warrant out. I 'ope Mr. Carew'll nab 'im, that's all; an' then show Potts wot 'e don't know about 'andling 'is dooks. An' Gus, up at the bar, told me f'r a fac' that 'e see 'em walkin' up the street last night so friendly-like, too. I suppose they went out that way to the garden party, but w'en Potts saw Mr. Carew cuttin' 'im out there with Miss Ivy Green——" Mr. Giggs broke off, with a puckered brow. "Wot sort of revenge, though, would pickin' a man's pockets be?"

"Miss Ivy Green?" I said, and throwing in a puckered brow myself.

"O, I forgot *you* wasn't at the garden party," Giggs said. "'Ow was it you an' the ladies didn't go, if I may ask? I 'eard from Gus that there was some sort of little fuss about a locket that Mr. Carew 'ad found at Johnnie's Falls, and that you an' Mr. Carew went off in a 'uff. One of the waitin' girls in the 'otel over'heard it—she 'ears everything—an' told Gus. But I couldn't quite understand Mr. Carew gettin' chummy with Potts, nor Potts bein' really frenly with 'im, perticklerly after the upsets an' the way 'e'd been cut out all day with Miss Moore. Ho, Miss Ivy Green? She's called the Bellamy Belle. Lives down by Bellamy Lake, y' know. W'y, she's been Mr. Potts' pertickler fancy f'r some time, on account of Old Man Green's money, I suppose. But since Miss Moore came 'ere, Potts' visits to the Green farm 'ave been kind o' fallin' off. I s'pose, though, like the dog in the manger, 'e didn't want no-

body else to cut in, perticklerly Mr. Carew, after 'aving been cut out by 'im all day 'ere with Miss Moore."

"But he wasn't at the garden party last night, Giggs," I said.

"Oo?"

"Mr. Carew."

"Wot? Mr. Carew wasn't?"

"Certainly not."

Giggs' eyes, cerulean and circular, stared in momentary amaze. Then he closed one blue optic, an' with the other looked a polite but comical inquiry.

"Wot's the joke, Mr. Brooks?"

It was plain that Giggs was not deliberately romancing, and I was perplexed.

"I know that Mr. Carew was in the neighbourhood of the garden party, but I know that he was not *at* it, because he told me so."

"In w'ich case," said Giggs with strained courtesy, "of course I've nothin' more to say."

"And what's more," I said irascibly, "Carew and Potts didn't go very far 'that way' *together*. Just outside of the village they exchanged words and blows, Mr. Carew knocked Mr. Potts down, and Mr. Potts took to his heels. And a mighty fast pair, it seems, he has. Carew chased him to the scene of the garden party, and left him there."

Giggs' blue eyes flashed with interest. He slapped a sturdy leg.

"That accounts for it, then!" he cried.

"I noticed that Potts didn't seem to want to go near Mr. Carew. 'E 'ung about on the outside——" Giggs broke off, smiling.

"I forgot," he said, archly, "that I'd nothin' more to say about Mr. Carew bein' there. W'y, look 'ere, Mr. Brooks, 'o course it was 'im. Wouldn't I know 'im? Tall, big, in dark clothes, an' one o' these Lipton yachtin' caps——"

"Did you *speak* to him?"

"No, I wasn't near enough for that, an' I didn't see his face *very* well, because 'e was walkin' around under the trees, w'ich made a shadow, an' 'is face is dark, anyway. An' I wasn't takin' no part in the show. But I saw 'im, an' knew 'is rig, w'ich I saw 'im in on the 'otel veranda after tea-time w'en I called for my fares. An' I 'eard 'im *laugh*."

"The light of the Chinese lanterns and the moon may have conspired and contrived to deceive you, Giggs," I said evasively.

"But Mr. Carew's laugh didn't deceive me. It's honest enough. An' it made Miss Ivy Green laugh, too. You just ask Mr. Carew w'en 'e comes back, Mr. Brooks."

"I will," I said, fervently. "Now, I wonder how long a chase Mr. Potts will lead him this morning?"

"Till 'e's caught," said Giggs. "But 'e can run a bit, Potts can. 'E's got good legs. 'E did a lot o' cross-country work in Kent. 'E's 'ard an' strong enough."

Now, wot was it, did you say, that Potts 'ad in 'is 'ad w'en 'e was in 'ere?"

"'Somethin' bright, like gold," said the boy, glad to get in a word.

"Ah! An' 'e prigged it, wotever it was, I s'pose." Giggs glimpsed the boat-house floor and Jimmy's belongings, and then looked interrogatively at me, rubbing a sunburned nose.

"He took it, all right," said the boy, "for he had it in his hand when he run out. I watched him close."

"Potts has taken the locket that Mr. Carew found at Johnnie's Falls," I communicated. "His anxiety to get it last night was what led up to the knock-down and the chase then." I felt that in any case the story would be all over Rome within the hour, and that the facts might as well be given out. There would be an 'extra' of the Roman newspapers hot off the press, and the news would be on all the Roman breakfast-tables in no time.

"Wot does Potts want the locket so bad for, if I may arsk, if it don't belong to 'im?" inquired Giggs.

I reharsed Mr. Potts' disinterested and beneficent intentions as outlined by him on the previous evening to Mr. Carew.

"Ho!" roared Giggs. "'Ow good of 'im! That's 'im to a T, of course. Well, I'm blowed! But 'e's a bigger fool than I took 'im for, in spite of 'is scheming, I took 'is jealous 'ate carry 'im as far as it did this mornin'. 'E'll 'ave the constable or the sheriff after 'im, first thing 'e knows. W'y, 'e's as tricky as — as —" Giggs paused to search his memory for a good, swift simile—"as a certain canoein' gent I know that passed through 'ere last week."

"Ah?" I murmured.

"No, I don't mind sayin' 'oo 'e is!" Giggs' bright blue eyes grew hard, and flashed a cold fire. Vega on a brilliant night was never more electrically blue than Tommy Giggs' eyes just then. "An' I'll arsk you, Mr. Brooks, to give your friend Mr. Carew a tip from me to keep a sharp heye on Mr. Otto Weatherbee in the race for the Trophy Cup."

"Otto Weatherbee?" I echoed.

"That's 'im, Mr. Brooks; an' as tricky a chap as ever plied a paddle or pulled a oar. Not that I don't think but wot Mr. Carew, on form, can beat 'im over a fair course; though I did 'ear Weatherbee say 'e was going to lift the Cup with one 'and, an' there was only one man that might make 'im use two, w'ich is a young chap by the name of Victor Vanderbilt, of Noo York. An' I 'ave 'eard that Weatherbee's been 'avin' things pretty much 'is own way at the meet. But 'fair' isn't a word in Mr. Weatherbee's code, except it means fair to nobody but 'imself. O, I know 'im, Mr. Otto Weatherbee, of Dantucket, Maine, U. S.A. I'll wager 'is father sold wooden

'ams. 'Im an' Algernon Chumley Potts would make a good international pair for the doubles, with Weatherbee pullin' stroke, though 'im an' Potts didn't pull very well last week 'ere. Weatherbee 'ung around Miss Moore f'r a day when 'e was going through 'ere, cutting Algy hout; an' I 'ave no doubt 'e made 'imself pertickler sweet an' nice. 'E thinks 'e's a lady-killer, too, Otto does!"

Mr. Giggs departed by a short cut through private property to the village, to superintend the departure for the Stop-and-Carry-One Railway Station at Athens of the stage carrying His Britannic Majesty's mails; and I sauntered over the portage road to the mill. The foreman there said no sign had yet been given of the return of pursuer or pursued. I waited long on the bridge, throwing chips into the spirited stream, while the sun climbed high in a cloudless sky, and an occasional Roman crept unwillingly to work. I invented and played a game of Potts-and-Jimmy with the chips; and by some fateful or fortuitous inequality of gravity in the chips, or the perversity of the current, the Potts chip would beat out the Jimmy chip every time. And knowing Jimmy's sticktoitiveness, I concluded that if the chips were oracular and I was to play the waiting game to a finish, the outlook was pretty fierce for me. I heard the last call for breakfast at the Roman House, that "toecin of the soul," and I began to get uneasy—about Jimmy, of course; but at last so much so about the breakfast—my breakfast—that I had to decide whether I should trek out over the Johnnie's Falls road with a search warrant for Jimmy, or go up to the hotel. I tossed a coin about it, and, of course, unlike the chips, it had to go heads for Jimmy every time. So I started for the hotel, just as Giggs' boy came down the portage road with Jimmy's canoe on a truck.

"Why," said the boy, with a cheerful grin, "Mr. Carew went up to the hotel by the short-cut half an hour back. He came back to the boat-house by swimmin' across the bay, more'n half a mile, I guess. He said he was too footsore chasin' Potts, bein' in bare feet, to walk back. An' he dressed quick, too, he was that hungry, he said, an' afraid you mightn't leave any breakfast for him up to the hotel, knowin' what a fierce appetite you have, he says, in the morning air. He told me to bring the canoes down, as him an' you would make a flyin' start right after grub, he says. And—say! He didn't catch that geezer Potts, after all! Ain't that rotten? But"—the boy treated me to a look of mingled perplexity and pride—"he gave me a dollar, just the same. I wonder, now," added the youngster reflectively, "if it's the same plunk that Potts tried to buy me with in the boat-house? Well, anyway, I come by it honest, as Tommy says!"

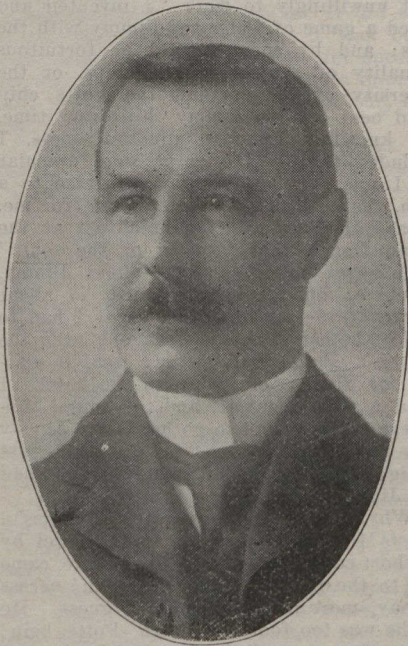
As I started up the hill to the hotel, the victoria of antiquity, drawn by the jog-trot horse, came down. Mrs. Moore was taking her "customary morning drive." I lifted my head-gear, and Mamma Moore, languidly, through her rimless pince-nez, cut me dead.

(To be continued.)

OUR OUTSIDE SERVICE PORTRAITS

NO. XVII.

Mr. D. B. McConnan is the Assistant Receiver-General of Vic-



MR. D. B. McCONNAN.

toria, B. C. He was born at St. Johns, Newfoundland, on May 25th, 1869, and moved to British Columbia in 1887. He was appointed temporary clerk in the Post Office in December of that year and continued with that Department until May, 1891, when he was transferred to the Assistant Receiver-General's office. Mr. McConnan was promoted to the post of Accountant in 1893, and on

the death of the late A.R.G. was appointed to his present position. He takes a keen interest in military matters and served eighteen years in the 5th Regt. C.G.A., working up from the ranks to the post of Major. At present he holds the rank of Captain in the Reserve.

CIVIL SERVICE REFORM.

Under the above heading the *Toronto News*, which as a government organ ought to know what it is talking about, says:

"No distinction in efficiency exists between the outside and the inside civil service. The "head office" employes at Ottawa have been placed on a competitive basis. They are appointed by merit, and merit forms their promotion. At least that is the theory. And in the main there have been few exceptions. The Civil Service Commission is in sole charge. Rapidly supervision by members of Parliament, organizers and patronage mongers is disappearing. Soon it will be a thing forgot. The Ottawa business of the country will be conducted on a business basis,—especially if that other abomination, the "Patronage List," is abolished also.

"But elsewhere in Canada, in the metropolitan centres, in the quietest rural villages, out on the prairie lands, Government officials are dependent upon the nod or the wink of political managers. Service to the party in power governs their appointment and affects their promotion. * * *

"Mr. Borden has already expressed his hostility to a system which gives special advantage to the Ottawa men and leaves the outsiders unprotected. Civil Service Reform has been a principle to which he has constantly and consistently given his support. The opportunity is before him to transform the service, to put a new ambition in the men, to en-

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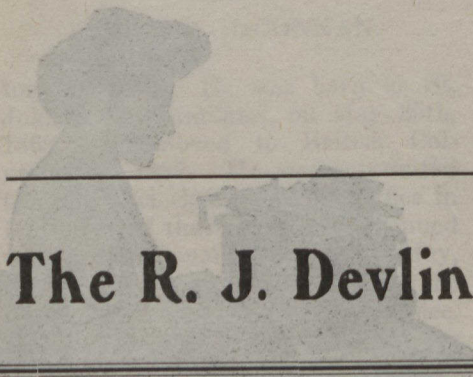
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courage careful and ardent work. All of that may be done by the revision of the Civil Service Act extending to all alike the benefits of the com-

petitive system. It is hoped that legislation to this end will be introduced by the Premier at the next session of Parliament."

The Civil Service Savings and Loan Society.

For some time past monthly business statements of the C. S. S. & L. Society have been published in *The Civilian*. These statements appear to have been of no little interest to the members of the Society and also to the many Civil Servants who are not members. These little items appearing from time to time have been the means of increasing the membership and of enlarging the field of usefulness of the organization. As April 30th marks the close of the first six months of the current financial year a summary business statement is given below for the half-year in addition to the usual monthly statement for April.

Business Statement for April, 1912.

CASH RECEIVED.

On shares	\$75 50
On deposits	379 85
Loans repaid	784 48
Interest on loans	23 13
	\$1,262 96

CASH DISBURSED.

Shares repaid	\$82 50
Loans made	2,084 50
Deposits repaid	557 91
	\$2,724 91

Business Statement for 6 mos. Ending April 30, 1912.

CASH RECEIVED.

On shares	\$979 18
Deposits made	1,997 65
Loans repaid	4,320 20
Interest on loans	326 06
	\$7,623 09

CASH DISBURSED.

Shares refunded	\$536 00
Dividend paid	252 80
Loans made	5,924 05
Deposits withdrawn	676 51
	\$7,389 36

The foregoing statements show the extent of the business carried on and that the society is experiencing steady and natural growth.

One of the economic strong points of cooperative institutions is that they expand with the need—never any faster—consequently there is no waste.

The business carried on by the Civil Service Savings and Loan Society is all sound conservative business. There is no high financing. No great promises of profit is held out to anyone. The society merely offers to those desirous of doing so an opportunity of cooperating with their fellows financially for legitimate and praiseworthy purposes. The whole funds of the society consists of money voluntarily placed with the society by its individual members for which money the society pays 4% if placed on deposit (withdrawable at anytime) and so far 5% has been paid for money paid in on shares. Shares are withdrawable at anytime on 30 days notice. The money placed with the society is loaned to members only who from time to time may need loans.

All loans must be secured by endorsement of note or other covering security and the Board of Audit must be satisfied as to the integrity of the borrower and the endorser before the loan is approved.

Loans are repayable monthly; interest at 8% per annum is charged. As soon as the society can afford to do so the rate of interest on loans will be reduced, for of course the members of the society do not intend to charge themselves more for their loans than is sufficient to meet the necessary expenses. The foregoing makes plain enough for all practical purposes the working methods of the society, and it is at once seen that the methods are safe, sane and sound.

There are evidences that cooperation has taken hold in the service and provided the service is true to itself and to the principles of cooperation it cannot fail. Possibly at no time has it been more essential than at present to have a good working definition of what cooperation and of what a cooperator really is. There are many things that a cooperator is not. He is not a "knocker"; he is not an "I told you so." An "I told you so" stands by with his hands in his pockets and a grin on, waiting, looking, hoping for failure. A cooperator does not seek help. He does not want someone to lean upon. He merely wants a fair chance to help himself. A cooperator is thrifty. He may be poor, even very poor, but he will likely get over that and the method which he uses is simply bonding with his fellows to buy or produce more economically the things he needs. To be a good cooperator it is not necessary to read a lot of cooperative literature or study the subject at length any more than it is necessary to be well versed in the scriptures to be a good Christian.

Now for cooperation. Cooperation is not "division of labour"; it is "division of labour" operating collectively. The one essential principal of cooperation is this: If it be a thrift association like the Civil Service Savings and Loan Society the funds of the society must be contributed by the members. each member must contribute a portion. It is not cooperation if a few members

contribute money to loan to others who do not contribute. If it be a supply association, say, it is not cooperation if a few members supply funds to buy necessities for others who pay for them after they are eaten. Those "others" are outsiders to whom the cooperators choose to sell what they have bought cooperatively and do not need for themselves. The elementary principle of cooperation is buying collectively in order to buy to better advantage, each one advancing the price of his share in the purchase. If an over supply is purchased and sold to others who pay for it after it is eaten they are not cooperators—they are outsiders. To think that anyone can become a cooperator without first advancing the price of his share in the goods is equivalent to looking for salvation without repentance. Cooperation and ordinary business of all kinds are both legitimate. Each has its proper place, but they do not "bunk" together. It is necessary at all times to make up one's mind as to which one wishes to do, to cooperate or to do ordinary competitive business. The two cannot be driven tandem very long.

Those wishing further information about the Civil Service Savings and Loan Society should communicate with F. S. James, Auditor-General's Office, 167 Queen Street.

EXAMINATION DAY.

May 13th was Civil Service examination day at the various centres throughout the Dominion. There were about 1,200 candidates for some 220 positions, and of these 403 wrote in Ottawa.

The party rooms in the House of Commons, room 16, sacred to the Ministerialists, and Room 89, allotted to the Opposition, were on Monday the scene of young men "writing for the service"; on Tuesday both the House of Commons and the Senate Chambers were required.

Correspondence.**The Titanic and Death.**

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

Superannuation for All.

To the Editors of *The Civilian*:

I know that it is the desire of your paper to be thoroughly representative of the Outside as well as the Inside Service and I have observed many articles dealing with matters connected with the former. Now, one of the burning questions in the Outside Service—as it is in the Inside—is Superannuation. At last it is said that we are within hailing distance of an Act on the subject—but for the Inside Service only. Or am I wrong? Is it the intention of those who are agitating in the matter to have the less fortunate brethren of the Outside Service brought in to share in the advantages of the legislation which is to be enacted?

An answer to this question, Mr. Editor, will be read with intense interest by hundreds of officials all over Canada.

Yours,

OUTSIDER.

[*The Civilian* can see no argument whatever for a measure of superannuation that will apply only to a part of the service—whether inside or outside. If superannuation is a proper device at all it is on the grounds of efficiency and economy, and the larger the field to which it is applied the larger the gains under both these headings and the greater the inducement offered by its adoption. Certainly every plea put forward by this paper—as indeed every memorial presented by the civil service bodies—has been on the basis of the universal need of superannuation throughout the service. Moreover we have good grounds for believing that no less comprehensive scheme would receive consideration by the government.—Ed.]

To the Editors of *The Civilian*:

Sir,—The past month has been a solemn one, full of meaning to thinking humanity. In the pride of human progress and the rejoicing of human scientific achievement we received a terrific shock and rebuke to all our pride and rejoicing in the fatal calamity that has overtaken the ship Titanic. It is not a time for harsh criticism and fault-finding, but a time for humiliation, modesty, sorrow, mourning, and prayer, and, withal, thankfulness. We have been reminded with a reality that cannot be questioned that the forces of nature are supreme and titanic, even unto death, when in conflict with the works of man.

It is many years since I ceased to regard physical death as other than one of the benevolent institutions of God—an institution by which humanity and all living creatures, in time and place, are released and relieved from pain and suffering. Who can look upon death, in whatever way it may overtake us, as a curse and mode of punishment without impugning the wisdom and benevolence of God, who is the author of death?

It is a law of nature that all men will die. Why? Because in all past experience by the human race, whether by ordinary effluxion of time or titanic catastrophe, death has uniformly occurred. The fossil remains of every stratum of the earth's crust, long before man appeared upon this earth, prove that life and death were, and are still, the order and law of nature.

Every day of our thinking lives we see that death is essential to life and life essential to death, and are both alike essentials as the two arms of the balance by which equilibrium in nature is maintained and sustained. It is as natural to die as to be born, and probably to the aged in that period of second infancy or mere oblivion less painful than to the newly-born infant.

"What is the world? A grave;
Where is the dust that has not been
alive?"

Action and reaction are equal and in opposite directions, but who can estimate the good that may flow from the terrible calamity to the Titanic, involving as it does, death in prolific sacrifice; and pain, sorrow and misery to the surviving?

By it, all the civilized world is made akin in the common sympathy, grief and suffering. In this strenuous age of rapid transportation, money getting, and luxury, we are apt to forget our dependence on, and relation to, the Supreme Power, and that such violent checks to mankind, while awful, are still necessary. It is easy to be wise after the event and say it might have been averted. But it is more becoming to be humble and thankful to God that we are of a race that can be calm and chivalrous in the face of danger and death. Such was shown by the men and women on the Titanic in her last moments.

Those mothers and daughters who preferred not to leave their husbands and fathers, but to go down with them, are now immortal amongst the bravest of the brave, and generations, yet unborn, will sing their glory.

There is nothing for which Shakespeare is more noted than the creation of noble women. It was, no doubt, from the fact that Shakespeare himself was profoundly conscious and grateful for the blessing of a good mother, that he gave such prominence to woman in his immortal works. As De Quincey nobly says:—"To have been the mother of Shakespeare—how august a title to the reverence of infinite generations and of centuries beyond the vision of prophecy."

Yes, indeed, the love and fidelity of those noble women who went down to death on the Titanic are worthy mothers, of whom the greatest of the human race are born. It is a trueism of science that not an

atom in the universe can be destroyed, but merely transferred from one form to another. Then why imagine death to the noble in their return to the eternal, from whence they originally emanated? Are they of less importance in the economy of Deity, than an atom which is indestructible? It cannot be. They, too, are immortal who have undergone death or change through catastrophe, and returned to the bosom of their Father and their God.

Yours, etc.,
R. CUTHBERT.

Customs, Toronto.

Summer Hours.

To the Editors of *The Civilian*:

Civil servants have learned with surprise and regret of the action of the "powers that be" in a certain Government department in introducing the "four o'clock rule" from the first of May. In so far as such regrets are prompted by feelings of jealousy they are unworthy of mention for no civil servant should be guilty of anything that smacks of the dog-in-the-manger attitude. A new concession granted to one or one group in the service surely paves the way for a like concession to the whole body of civil servants. But this matter of one department releasing its staff from duty at four o'clock daily while the staffs of other departments are detained till five o'clock has another and much more serious aspect.

In 1908 the Parliament of Canada instituted a series of civil service reforms which, whatever may be the defects of the several changes as worked out, had the general effect of standardizing conditions throughout the service. Prior to that time there were wide variations in the conditions prevailing in different departments. Some branches worked four and one-half hours per day—others seven hours and the regulations as to leave and other matters were equally irregular. The new regula-

tions have established regular working hours for all departments on one basis and for that eminently just regulation the service has been thankful. Those whose hours were lengthened by the new standard may have felt slightly aggrieved but this was a small matter compared with the feeling that justice had been done and that the old talk of "favoured departments" must be dropped. Three years of the new order of things has proved the wisdom of the change and the Government, recognizing the hardship of prolonged hours of work in poorly-ventilated offices in extremely hot weather, introduced the "four o'clock rule" for the months of June, July and August. This, too applied to the whole service, and the service was content—nay pleased and grateful.

Now arises a new situation. At least one department commences on May 1st to dismiss its staff from duty at four o'clock while in other departments the clerks stick to their desks till the stroke of five. Is this the re-commencement of the old order of things? Are we again to have "favoured departments" and all the old-time wire-pulling to get positions therein? Are the uniform regulations to be continued and enforced or are they to become "dead-letters" curiosities? Civil servants are asking many questions along these lines and the development of the next few months will furnish the answers.

It would have been a much-appreciated act of justice had the Council ordered that the "four o'clock rule" be effective from May 1st this year. The service has had a hard winter. Immediately the event of September 21st last was realized hundreds of civil servants were required to undertake heavy extra duty in preparing the departments for transfer to the charge of new ministers. The change accomplished, the work immediately became heavier than ever. The new ministers wished to become acquainted with every detail of the working of their several departments

and the volume of special information demanded by each can only be estimated by such officers as the departmental secretaries who had the task of assembling it. Such information cannot be prepared by junior or temporary clerks—the burden falls upon the chiefs and senior clerks of branches—consequently, all winter long, men who worked hard all day at the routine duties of their offices were required to return to their desks for long hours of the nights to prepare special reports for their superiors. The civil servants have had a hard winter's work and I think the Ministers, if asked, would say that they have had loyal and faithful service from their departmental staffs. To have the "four o'clock rule" made effective from May 1st to October 1st would be a suitable and well-earned reward—but if any such reward is to be given let it be to all and not to a favoured few.

I am told this matter may be settled before this letter appears in print. I sincerely hope that will be the case.

JUSTICE.

C. A. E. BLANCHET,

Barrister, Solicitor, Notary, Etc.

Parliamentary, Supreme Court and Departmental Agent.

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A Royal Commission on the British Civil Service.

As already reported, the British government some weeks ago announced that it would appoint a Royal Commission on the civil service, and the action falling as it did about the same time as the appointment of a similar commission in Canada, lent to it an additional interest to civil servants in this country. Within the past fortnight the personnel of the commission has been named as below. It will be seen that the commission is not only a large one but that it includes some very distinguished names:

Lord MacDonnell (Chairman), the Duke of Devonshire, the Bishop of Southwark, Sir Henry Primrose, Sir Kenneth Muir-Mackenzie, Sir Donald Macalister, Sir Guy Granet, Mr. Harold Baker, M.P., Mr. J. R. Clynes, M.P., Mr. S. J. G. Hoare, M. P., Mr. R. D. Holt, M.P., Mr. P. Snowden, M.P., Mr. A. A. Booth, Mr. Arthur Boutwood, Mr. P. E. Matheson, Mr. A. E. Shipley, D.Sc., Mr. Graham Wallas, Miss Haldane, Mrs. Dean Streatfield. Mr. S. Armitage-Smith, of the Treasury (to whom correspondence may be addressed at Treasury Chambers, Whitehall, S. W.), has been appointed Secretary.

The terms of reference, are as follows:—

To inquire into and report on the methods of making appointments to and promotions in the Civil Service, including the Diplomatic and Consular Services and the Legal Departments.

To investigate the working and efficiency of the system of competitive examinations for such appointments, and to make recommendations for any alterations or improvement in that system which may appear to be advisable.

To consider whether the existing scheme of organisation meets the requirements of the public service, and to suggest any modifications which may be needed therein.

The Civilian, London, gives the following sketch of the personnel of the commission:

Lord MacDonnell, of Swinford, was born in 1844, and entered the Civil Service in 1865; Acting Chief Commissioner in Burmah in 1889; Chief Commissioner of Central Provinces in 1891; Acting Lieut.-Governor Bengal, 1893; Member of Council of Viceroy of India, 1893-95; Lieut.-Governor N. W. Provinces and Chief Commissioner Oudh, 1895-1901. Though Lord MacDonnell's name is not a prominent one in the eyes of the general public, we venture to say that his appointment will give satisfaction. He is sufficiently aloof from both political parties to be considered a politician of the cross-bench mind. Since his return from India, a controversy has raged round Lord MacDonnell's head. He was appointed Under-Secretary to the Lord Lieutenant of Ireland under a Unionist Government, and he had a large share in carrying through the policy of land purchase in Ireland, which everyone will admit has brought a measure of regeneration to the Irish landed system. But Lord MacDonnell's Irish experience has left him a convinced believer in some fundamental change in Irish government. His Unionist friends suspected him of heresy, and he has since left them in no doubt of his affection for Devolution. To-day he is a *bête noire* among enthusiastic adherents to the Union. Lord MacDonnell is in favour of an extension of Local Government that would almost, but not entirely, approximate to Home Rule on an Imperial basis. He believes in Home Rule without fiscal autonomy. He continued to be the Under-Secretary after the advent of the present government; but he retired in 1908.

The Duke of Devonshire was born in 1868, educated at Eton and Trinity College, Cambridge was Finan-

cial Secretary to His Majesty's Treasury, 1903-5.

The Right Rev. H. M. Burge, M.A., D.D., Bishop of Southwark, was born in 1862, educated at Bedford School and Oxford University; was headmaster of Repton School, 1900, and of Winchester, 1901-11.

Sir Henry Primrose, K.C.B., C. S. I., I.S.O., was born in 1846, was educated at Glen Almond and Balliol College, Oxford. Entered Treasury 1869 and held several important government offices, including Chairmanship of the Board of Customs, 1895-9, and Board of Inland Revenue, 1899-1907.

Sir Kenneth A. Muir-Mackenzie, G.C.B., K.C.B., K.C., C.B., was born in 1846, educated at Charterhouse and Balliol, Oxford. Joined the Bar 1873, and has been Permanent Secretary to the Lord Chancellor since 1880, and Clerk of the Crown in Chancery.

Sir Donald Macalister K.C.B., M. D., M.A., B.Sc., F.R.C.P., F.R.G.S., was born in 1854, educated at Aberdeen and St. John's College, Cambridge, studied also in Leipsic. Has served on numerous commissions, and has contributed papers to the Medical and Scientific Press.

Sir Wm. Guy Granet was born in 1867, educated at Rugby and Balliol College, Oxford. Called to the bar 1893. Has been general manager of the Midland Railway since 1896.

Mr. Harold T. Baker, M.P. for Ac-crington, was born in 1877, and educated at Winchester and New College Oxford; is Parliamentary Private Secretary to the Secretary of State for War.

Mr. J. R. Clynes is M.P. for Manchester N.E. Division, was born in 1869, and is Secretary of the Oldham and District Trades Council, and of the Lancashire District Gasworkers, and General Labourers' Union.

Mr. Samuel J. G. Hoare, M.P. for Chelsea, is a member of the London County Council and Chairman of the London Fire Brigade Committee; was born in 1880, and educated at

Harrow and New College, Oxford; was Assistant Private Secretary to the Colonial Secretary in 1905.

Mr. Richard Durning Holt, M.P. for Hexham, is a Liverpool ship-broker, was born in 1868, and was a member of the Hobhouse Amalgamation Committee 1909-11.

Mr. Philip Snowden, M.P. for Blackburn, was born in 1864, served seven years in the Excise, retiring in 1893; was Chairman of the I.L.P. 1903-6; member of the Royal Commission on Canals and Waterways.

Mr. A. Boutwood is a 2nd Division Clerk (Higher Grade) in the Office of the Charity Commission.

Mr. Percy Ewing Matheson is Dean of Arts of New College Oxford, and Oxford Secretary of the Oxford and Cambridge Schools Examination Board; was educated at the City of London School, and is an authority on educational matters and a writer on Classical subjects.

Mr. A. E. Shipley, F.R.S., M.A., D.Sc., F.Z.S., F.L.S., is Master and Tutor of Christ's College, Cambridge; was born in 1861, and educated at University College School and Christ's College, Cambridge; has been a prolific writer on Natural History subjects.

Mr. Graham Wallas was born in 1858, and educated at Shrewsbury and Corpus Christi College, Oxford, is a well-known Classical scholar and lecturer.

Miss Elizabeth Haldane is an LL.D. of St. Andrew's University; Vice-Chairman Territorial Nursing Service; is a well-known writer on Religion and Ethics.

THE FORTNIGHT IN SPORT.

At last a Civil Service Baseball League has been formed, and a schedule drawn up. The following branches of the Service will have teams in the league: Printing Bureau, West Block, Census, Militia, Topographical Survey, Post Office,

Immigration, Transcontinental Railway and Customs-Statistics. It was decided to play a single schedule of games, all of which will take place at Lansdowne Park. A schedule of matches is being arranged.

The following is a list of the officers of the league: Hon. patron, Rt. H. R. L. Borden; honorary president, Col. The Hon. Sam Hughes; honorary vice-presidents, Dr. J. L. Chabot and Mr. A. E. Fripp; also the deputies of each department represented; president, R. Sims; vice-president, Mr. Sawyer; secretary, H. E. Heyward; treasurer, H. Fraser; committee, Messrs. Whillans and J. Hisbard.

It has been decided to bar all Civil Servants who are playing in the City League, from competing in the C. S. League. This will prevent any unfair competition, and give all departments a 'fair deal.'

* * *

As above stated the Civil Service is at last to have a baseball league. This has been advocated by *The Civilian* for a long time. The present City League has about 70 p.e. of its personnel on the service, but yet there is a surplus sufficient to form a league of eight clubs. And why not? Toronto, whose Federal officials cannot certainly number more than one-third of Ottawa's has a league containing ten clubs, of which eight are composed entirely of Dominion Civil Servants. (The two remaining clubs represent the local government offices and the City Hall.)

In this connection, *The Civilian* has pleasure in welcoming to Ottawa Mr. H. J. Lavell, who has recently been transferred to the Inside Customs from the Toronto office. Mr. Lavell, has always been one of the leading spirits in the Toronto C. S. Baseball League and last summer made strenuous efforts to bring off a couple of matches between the Toronto and Ottawa Civil Servants. It is to be hoped that this year this desirable

end may be accomplished. Then, Montreal might be included and a triangular championship arranged annually.

* * *

The professional baseball team of Ottawa—almost the first in the history of the city—is at this writing scheduled to open its season on Thursday the 16th inst. The indications are that the Capital has secured a well balanced aggregation of youngsters.

* * *

The English runner, Abbie Wood, created a new record for 15 miles at New York on May 4th, when he ran the distance in 78 minutes. This is certainly remarkable time. Poor old Tom Longboat does not seem to be able to 'come back' sufficiently to be in it with the good ones. Shrubbs is much too fast for him at any distance up to 10 miles, and in the larger events Wood is apparently the better man. It is about time that some of our other young red men came to the front.

* * *

The Ottawa Cricket Club is starting its season under most favourable conditions. To begin with, that crack player, Mr. H. J. Heygate will probably be with them this summer, after an enforced absence of two years. This will instill much confidence into the club. Then again, there has been a regular 'membership' campaign on—each man vying with the next as to the number of new members he could bring in. The result has been an increase of at least 30 new players. The captaincy will be held this season by Mr. Wm. Johnston, a very popular and proficient player, who has contributed a century on more than one occasion.

Cricket in England is in full swing again. Everything points to a most successful year. Last season enthusiasm was somewhat tempered by the coronation excitement. This year, too, witnesses the advent of a second South African team, which

has already arrived and shown considerable 'class' in its opening matches. The younger dominions of Great Britain have far outstripped the elder member of the Imperial family—Canada—in England's national game. Why is this? Perhaps some of our Old Country readers can tell us.

* * *

Miss Dorothy Campbell, the very popular ex-golf champion, of Hamilton, is now at Banff Springs, having been ordered by her physician to go there for her health. Everyone earnestly hopes that the little lady will be as 'fit as a fiddle' when the championships come round again.

* * *

The motor cycle has apparently come to stay. While it will undoubtedly prove a boon to the resident of the suburbs who must come to town every day, it bids fair to be a first-class nuisance in the city. The unreasonable noise it makes, to say nothing of the element of danger attached to it—so far as the pedestrian is concerned—cannot fail to make it objectionable. But like everything else we will get used to it, and in a year or two motor cycles will probably be as thick as bikes were a few years ago. Even now the price of a machine is just about the same as a high grade bicycle in their palmy days.

The special commission consisting of W. L. Hogg, K.C., and Professor Shortt, which has been investigating the conduct of the law branch of the House of Commons has closed its inquiry. The evidence taken under oath, together with the report of the commissioners will be submitted to the Government. It will not be published.

It is stated that a complete reorganization of the branch will be recommended, with possibly the transfer of one official to another branch of the service and the superannuation of the older members of the staff.

COST OF LIVING.

One would feel more complacent about it, regarding it as a struggle between the wholesaler and the middleman, were it not for a sort of lady's postscript to the report, in the form of a few pages on the subject of retail prices. The main feature of this part of the report is the promise on the part of the Department of Labour to extend the work the beginning of which is familiar to the readers of the Labour Gazette and to produce in relation to retail prices similar reports to those dealing with wholesale. Meantime, a table is given of the utmost value. It is the weekly budget of a typical family, so far as purchases of a number of everyday necessaries are concerned. This typical family is of five members and has an income of \$800. The budget covers 26 articles of food, to which rent, fuel, coal oil, starch, etc., are added. On these necessaries people spent in 1910 \$12.10 and in 1911 they had to spend \$12.77, an increase of 67 cents, or at the rate of \$34.84 a year. That is, in 1910 these people had \$170.80 to spend for clothes, amusements, doctors' bills, books and other necessaries, but in 1910 they had only \$135.96 for these purposes. It looks as if these people were learning poor Wilkins Micawber's lesson of the difference between happiness and misery, — the sum total was only one little shilling in Micawber's case, and there are a great many shillings in \$34.84. All the more likely is this typical Canadian family of 1911 to find that it has slid below the line of happiness, or rather that the waters of the never-ending flood of Deficit have risen above the floor of their little dwelling.

The eye of imagination looking through the formal windows of such a report as this upon prices, sees a new crisis in the wonderful drama of the everyday life of the Average Man.



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