

THE CIVILIAN

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A MODEL CIVIL SERVICE LAW.

(Third Instalment.)

In the issues of Sept. 18 and Oct. 2, The Civilian published the main features of a proposed Model Civil Service Law, as presented to the National Assembly of Civil Service Commissioners of the United States. A minority report of the committee in charge of the bill was prepared by Mr. Lewis H. Van Dusen, of the Philadelphia Civil Service Commission, and resulted in the final acceptance of the bill by the conference being postponed for one year. The principle features of Mr. Van Dusen's report are hereunder reproduced, and will be found interesting:—

A Model Civil Service Law should not be confused with an Ideal Civil Service Law. The fundamental essentials of a Model Law are that it should be adaptable, acceptable and practicable. These requisites do not necessarily pertain to an Ideal Law. I understand it to be the function of this committee to draft a Model Civil Service Law and not an Ideal Civil Service Law. The Model Civil Service Law must be adaptable in that it must meet the needs of the time and fit readily into the ordinary scheme of government; it must be acceptable in that the legislative bodies or the electorate to whom it is presented for adoption must understand its principles, believe in them and seek to carry them out; it must be practicable in that its features must be capable of administration by ordinary individuals without upsetting the usual processes of government, guaranteeing to employees in the public service due consideration, guaranteeing to citizens equal rights in public employment, and at the same time giving appointing officers their full measure of consideration. No law can meet these requisites, which assumes that all virtue is vested in the men who might compose the Civil Service Commission, or which assumes that members of Civil Service Commissions will be devotees of a great prin-

ciple, and that all appointing officers will be opponents of that principle.

The majority report lays down as its first cardinal principle "that government should be controlled by the people," and yet one distinctive feature of that report is that it places the Civil Service Commission beyond the reach of the people, or of any official so far as its administration policies, methods of work, and results obtained are concerned. The Commission is placed absolutely beyond reach and can do anything it pleases so long as it does not give cause for a suit at law. While it is true that the law submitted in the majority report provides for the removal of Commissioners after court trials for malfeasance in office, gross neglect of duty, or palpable incompetence, nevertheless, I submit that such a method of removal would in no wise prevent the carrying out of administrative policies on the part of a Commission, which policies might be diametrically opposed to the will of the people. For example, this method of removal affords no check upon the undue laxity or rigidity of a Commissioner's examinations, or upon the equity or inequity of its policy of fixing salaries, the soundness or farcical nature of its grading the service, the equitable or inequitable nature of its decisions in connection with removals, or, in

fact, any of its administrative methods. The majority report embodies a law of interesting but undesirable aspirations rather than model provisions. It is a law overwhelmed with detail rather than clear in fundamentals. It combines selection, appointment and removal of employees in one man or a body of three men who cannot be reached except for serious and proved charges. The Spoils System combined these functions in one man or group of men, but they could be at least periodically reached. This combination paves the way for the Civil Service Commissioner to acquire all the bad habits of a spoilsman, with none of his responsiveness to public opinion. It presumes, which cannot be fairly presumed, that proper motives will always impel Civil Service Commissioners. It creates a self-perpetuating body controlling one of the important branches of government, which is an unheard-of thing in our country. It completely eliminates the appointing power as a controlling factor over his employees, and, in fact, he cannot impose the slightest punishment or corrective any more than any other citizen or taxpayer. The Commission is given legislative powers, as in fixing salaries and grades; judicial powers, as in the matters of removals and penalizing of employees, and, in addition thereto, its general executive functions. It creates an unwarranted difference between the appointment and the removal of Civil Service Commissioners and the heads of other great administrative departments. It assumes that a mayor, for example, is competent to appoint a man to conserve the health and sanitation of the community, but is incompetent to appoint men to examine applicants for public employment.

In submitting this minority report I have followed as closely as possible the law submitted in the majority report. I shall here point out and discuss briefly the principal objections to the law submitted in the majority report.

Section I.—Scope.

I dissent from the majority report in the matter of employees already in the service for the following reasons:—

(a) It is indefinite and creates a state of

uncertainty among the employees in the service when the Act takes effect. I submit that the law should fix the status of these employees. Under the provisions of the majority report a portion of the employees will be permitted to retain their positions permanently, while others will be forced to vacate their positions, or win them by competitive examinations, depending upon the decision of the Commission. No matter how fairly a Civil Service Commission might administer this provision, it could never escape the accusation of discrimination, and would place itself in an unfavourable situation at the beginning of its existence. Neither is it clear to my mind how a new Commission, with a new set of employees, and a service of several thousand persons, could readily pass upon the question of whether the individuals concerned had served with sufficient efficiency to warrant their permanent appointment without running the risk of doing gross injustice. The amount of work involved in determining the efficiency of these employees would, undoubtedly, be very great if it were properly done, and this, together with the uncertainty created in the minds of the persons affected, and with all the new business devolving upon the new Commission, would, in my judgment, overwhelm it. The law should absolutely fix the status of all employees one way or the other.

(b) Furthermore, if I correctly interpret the provisions of the majority report for the ascertaining and recording of efficiency, it seems to me that this provision is unnecessary, for the reason that the efficiency records would gradually weed out all incompetents and do it uniformly.

While objecting to the adoption of any report without further opportunity for study and consideration, yet, if it be the will of the Assembly to adopt a report at this time, I offer the following substitute for the last sentence of Section 1 of the law submitted in the majority report:—

“All persons who, on the date of the passage of this Act, hold offices or places, which this Act provides shall be classified, and have held such offices or places continuously for a longer term than the pro-

bationary period hereinafter provided, shall be deemed to have been appointed under the provisions of this Act, and shall continue to hold their offices or places in accordance therewith."

"Provided: That all other persons occupying offices or places shall hold such offices or places only until such time as regular appointments thereto, under the provisions of this Act, can be made."

Section II.—Civil Service Commissions.

I dissent entirely from the proposition to appoint Civil Service Commissioners as a result of a competitive examination for the following reason:—

(a) It eliminates the bi-partisan feature of Civil Service Commissions. Much of the confidence which the public feels today in the merit system of Civil Service is due to the fact that men of opposite political sentiments are associated on all Commissions. The American people have not and will not for years to come, under any system, get away from the idea that there is politics in the Civil Service, and one of the best arguments we have had against this notion is the bi-partisan Commission.

(b) Its tendency is to substitute expert knowledge for administrative ability and business experience in a position largely concerned with administrative policies. We certainly need Civil Service experts in the positions of chief examiners and efficiency engineers and other employees of the Commission, but, when we are selecting Civil Service Commissioners to outline the policies of the Civil Service work, what we really need is sympathy with the merit principle, together with administrative power and broad business experience. I submit that it is not the function of the Civil Service Commissioner to provide the expert knowledge, and I further submit that no examination will determine whether or not a man is really in sympathy with the purpose of the merit system, and, if he is not, he is a dangerous man as a Commissioner with practically a life tenure. When we come to the selection of a man to administer a great principle in government we do not want expert knowledge so much as we want sympathetic appreciation of the purposes of the principle, in

the absence of which appreciation removal should at least be made easy.

(c) It deprives the administrative officers of any chance whatsoever to insure co-operation between the Department of Civil Service and the other departments in the government. No sane man will question the proposition that if a Civil Service Commission were so disposed it could so render its decision and so conduct its examinations as tremendously to hamper any administration. What assurance have we that a Civil Service Commission will invariably put forth its best effort to provide the best men for the city service and to render its decisions in a fair and square manner? All men are human, and there is just as likely to be an improper motive impelling a Civil Service Commission as an appointing officer. Here we have a plan proposed whereby three men, or one man, as the case may be, would control the entire subject of public employment, and be in no way responsible for their policies to the officials in the service or the people. There is no business concern in the country that would turn over the employment of its servants to an independent body with practically a life tenure, and with whose appointment it had nothing to do, and who could not only employ all its servants, but prevent their dismissal, even if they were incompetent. As said above, the majority report states as its first cardinal principle "that government should be controlled by the people," yet the very first principle of the law submitted places the Civil Service Commissioners beyond the control of anybody and responsible to no one except for malfeasance in office, gross neglect of duty, or palpable incompetence, and then only after a court trial.

To be concluded in our next issue.

A PRAYER FOR CHILDREN.

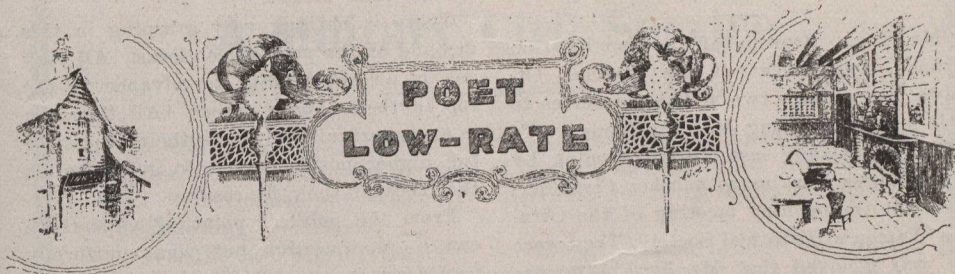
Almighty God, Father of all mercies, help me to be kind to animals, and incline also, I pray Thee, the hearts of men and children everywhere to be kind to them, and to prevent cruelty to all birds and beasts the world over. Amen.

The Roll of Honour.

The Post Office Department holds the place of distinction in the fifth section of the Civil Service Roll of Honour, published below. This list includes the full personnel of the Canadian Postal Corps which has gone overseas, except the names of three men (Messrs. Ross, Edwards and Chagnon), which appeared in an earlier list. Wide-awake correspondents in Quebec, Montreal and the West have sent in valuable lists for the Roll. It is not always possible, from lack of exact information, to preserve uniformity in the list, but it is endeavoured to get as many names as possible, and add such details as are available. There are probably a number of gallant fellows from the Civil Service, about to meet the Empire's foes in France, whose names have not appeared in the Roll of Honour. It is the duty of the friends and comrades left at home to see that their names are recorded here. Let no duty to the men of Canada's oversea force be neglected! Send in the names!

Fifth List.

- Lieut.-Col. L. T. Bacon, Customs, Quebec, 15th Infantry Brigade.
 Sergt. J. A. Young, Customs, Quebec, 7th Field Ambulance.
 Capt. G. H. Cook, Customs, Quebec, 20th Battery, C. F. A.
 C. R. Fletcher, Customs, Quebec, 8th Royal Rifles.
 J. S. Marchant, Customs, Quebec, 8th Royal Rifles.
 W. J. Fanning, Customs, Quebec, 8th Royal Rifles.
 J. G. Shanahan, Customs, Quebec, 8th Royal Rifles.
 W. A. Dull, Customs, Quebec, 8th Royal Rifles.
 Harold Grant Fraser, Post Office Department, 101st Regiment, Edmonton Fusiliers.
 Lieut.-Col. H. J. Lamb, District Engineer, Public Works Department, Windsor, Ont.,
 Corps of Guides.
 Oscar Venasse, Public Works Department, 43rd Regiment, D. C. O. R.
 A. Ritchie, Public Works Department, Vancouver, 11th Regiment, Irish Fusiliers of
 Canada.
 Lieut. C. D. Bellew, Public Works Department, Vancouver, 11th Regiment, Irish Fusiliers
 Claude Hull, Railway Lands Branch, 2nd Battery, C. F. A.
 Corp. Arthur E. Elias, Railway Lands Branch, No. 5 Co., C. A. S. C.
 Fred. C. Weskett, Railway Lands Branch, No. 5 Co., C. A. S. C.
 George R. Shore, Railway Lands Branch, Automobile Machine Gun Battery.
 Edgar Cecil, Railway Mail Service, Superintendent's Office, Calgary.
 Harry Ching, Railway Mail Clerk, Calgary.
 J. A. Meunier, Railway Mail Service, Winnipeg, French reservist.
 D. W. Watson, Railway Mail Service, Winnipeg, Northumberland Fusiliers.
 C. G. Brown, Railway Mail Service, Winnipeg, 26th Battery, C. F. A.
 J. L. McKenzie, Railway Mail Service, Winnipeg, 16th Co., R. A. M. C.
 W. F. Smyth, Railway Mail Service, Winnipeg, 16th Co., R. A. M. C.
 H. T. Cameron, Railway Mail Service, Winnipeg, 16th Co., R. A. M. C.
 Lieut. K. A. Murray, Railway Mail Clerk, London, commanding Postal Corps.
 Geo. T. Wallis, Railway Mail Clerk, Toronto, Postal Corps.
 W. A. Boyd, Post Office Superintendent's Office, Toronto, Postal Corps.
 George H. Baldock, Toronto Post Office, Postal Corps.
 Clarence G. Smith, Ry. P. O., Nova Scotia, Postal Corps.
 Thomas H. Murray, P. O. Inspector's Office, London, Postal Corps.
 Benj. J. Terry, letter carrier, Toronto, Postal Corps.
 Fred. A. Taggie, London Post Office, Postal Corps.
 Hugh W. Livingstone, Ry. P. O., Toronto District, Postal Corps.
 Walter J. Gow, Winnipeg Post Office, Postal Corps.
 Daniel V. McPherson, Ry. P. O., London District, Postal Corps.
 Walter Bowler, P. O. Inspector's Office, London, Postal Corps.
 J. O. Belanger, Montreal Post Office, Postal Corps.
 Qr.-Mr. Sergt. David Manson, Customs, Montreal, 5th Royal Highlanders
 Sergt. A. T. Howard, Customs, Montreal, 5th Royal Highlanders.
 Joseph Messier, Customs, Montreal, 1st Royal Montreal Regiment.
 Kenneth Matheson, Customs, Montreal, 1st Royal Montreal Regiment.



Oh, Where Is My Litter To-day ?

The cannon still vomit destruction,
 The sward is besodden with gore,
 The shell and lydite still rush thru the
 night,
 The old Motherland is at war.
 The bulldog is grinding his molars,
 The lioness stands there at bay,
 Her roar rends the air as she cries in
 despair,
 "Oh, where is my litter today?"

The trenches are filled with the dying,
 Our heroes lie mute in the main,
 The air is a-stench with the British and
 French
 Who have fallen from Mons to Louvain.
 And whilst some push ahead to the car-
 nage,
 And whilst Jellicoe's steam's under way,
 The roar that I hear still keeps filling my
 ear,
 "Oh, where is my litter today?"

You, who nurse at the breast of the
 Mother,
 Who draw the rich milk from her paps,
 In times that are ill you still get your fill
 Whilst others are living on scraps.
 So you offer a paltry day's income
 The pain of her hurt to allay,
 No wonder she cries to the blood-reddened
 skies,
 "Oh, where is my litter today?"

Oh, you who are sons in her service,
 Who still feel the cares of her hand,
 Arise with a leap from apathy's sleep
 And show us your grit and your sand.
 Girdle your broadswords about you,
 Rush with a will to the fray,
 Answer her plea that resounds o'er the
 sea,
 "Oh, where is my litter today?"

Show her the whelps were but sleeping,
 Bound to her side to defend,
 Answer the prayer that she breathes from
 her lair,
 Stay with the fight to the end.
 It's a cheer for the fellows in action,
 It's to hell with the fellows who play,
 Up loyalists all—go answer her call,
 "Oh, where is my litter today?"

The cannon still vomit destruction,
 The rifles spew death from each bore,
 The shrapnel and shell turn peace into hell,
 For a civilized world is at war.
 The bulldog is grinding his molars,
 The lion is standing at bay,
 His roar rends the air as he cries in
 despair,
 "Oh, where is my litter today?"

CIVIL SERVANT IMPROVES ON "TIPPERARY."

Mr. T. A. Browne, of the Immigration branch, Department of the Interior, Ottawa, has written two additional verses to "It's a Long, Long Way to Tipperary," which were sung last Friday evening by Mr. Charles Parkinson, another Civil Servant, at the opening meeting of the Ottawa Women's Historical Society. They were so well received that Mr. Parkinson was obliged to respond twice.

The verses are:—

Back to Tipperary started Paddy on the run,

But when half way he heard them say,
the fighting has begun.

He wrote to Molly, saying, "Dear although I love you so,
My country's callin', darlin'; as I'm Irish,
I must go."

Now Paddy's in the trenches, fightin' like
a lion bold,

And Irish Mollie's waitin' with a heart as
true as gold.

But when the Kaiser's down and out and
Belgium's free again,

He'll start for Tipperary town a singin'
this refrain:

FOR UPWARD EXTENSION OF THE MERIT SYSTEM.

Resolutions calling for examinations to fill all supervisory positions in the postal service, for keeping the assistant postmasters' positions under the civil service law, for extending that law to the positions of all postmasters, in short, for providing "that all positions in the post office should be filled by promotion from the ranks of those who have proven themselves capable of larger responsibilities," were, perhaps, the most interesting resolutions, from a strictly civil service point of view, adopted at the recent Omaha convention of the United National Association of Post Office clerks. These resolutions undoubtedly reflect the sentiment held by the rank and file of the men who have gone into the clerical department of the post office ser-

vice, ambitious to go as far as they justly can on their merits.

There is nothing very grasping in this demand of the post office clerks. All they ask is an opportunity to advance to the top in their chosen career. All they ask is an opportunity to prove their fitness for the higher positions and to get them on the basis of their fitness.

From the public's point of view there can be no question but what uniformly better service would be given if the civil service law extended to all of the positions at the top and these positions were filled by the men who have had their schooling in the ranks.—"Civil Service News."

CIVIL SERVICE COMMISSION.

The Civil Service Commissioners gives notice that applications will be received from candidates qualified to fill the following positions in the Inside Division:—

1. A junior geologist in the Geological Survey Branch of the Department of Mines, Subdivision A of the Second Division, initial salary \$1,600 per annum.

2. An assistant dry plate photographer in the Geological Survey Branch of the Department of Mines, Subdivision B of the Second Division, initial salary \$800 per annum.

Application forms must be filed in the office of the Civil Service Commission not later than the 26th day of October.

"He is the most tender-hearted man I ever saw." "Kind to animals?" "I should say so. Why, when he found the family cat insisted on sleeping in the coal bin, he immediately ordered a ton of soft coal."—Buffalo "Express."

At first the parcel post seemed to be about as welcome as a nightmare to many of our prosperous, as well as our struggling merchants and storekeepers. If it has anything dreadful to you at all, make up your mind right now that it isn't going to harm you, but that it is going to HELP you.

A Military Civil Service

An attempt is being made in Ottawa to enrol several hundred members of that service in a corps for purposes of training and defence in case the need arises. Both Outside and Inside Civil Servants are being asked to subscribe to the following declaration:—

“We, the members of the Civil Service of Canada, resident in Ottawa, being desirous of assisting in the defence of the Empire at this crisis in her affairs, and being at the present time unattached to any military corps, and believing also that the particulars hereunder mentioned as to our respective ages, physical fitness and domestic conditions are such as would enable us to render useful service in whatever capacity the military authorities might deem advisable, hereby express our willingness to become members of a Civil Service Corps; such corps to be placed at the absolute disposal of the Government”

The purposes of this movement are briefly stated by the committee in charge under three heads:—

(1) To provide the Government with the services of an efficient body of men in case the exigencies of the war demand it.

(2) The Federation has a campaign in embryo for the setting up of the Civil Service of Canada on a higher plane in the public estimation, and the publication of the fact that 500 Civil Servants are ready to form a corps will contribute to that cause.

(3). The general good effects of such a course as a stimulation to patriotism and the manly exercises.

As to Civil Servants taking up arms in the present crisis, the “Civil Service Gazette,” of London, addresses the following editorial to the Civil Servants of the United Kingdom:—

“An invasion of our shores is, of course, one of the most unlikely events of the war; but in war anything may happen, and Civil Servants should prepare for the unexpected by joining a rifle club. In war, the man who can handle a rifle is the man who counts, and if the Civil Servants want to count in the event of an invasion, they must learn to shoot. The Civil Servant who wishes to join a rifle club need not ask the sanction of the head of his department.

“We see no reason why a rifle club should not be formed in every department, and we also see no reason why every Civil Servant of the state physically fit for military duty should not be given a military status during the period of the war. In the event of an invasion, every civilian who used a rifle in the defence of his country would, by international law, be a murderer, and would be liable to be shot if captured by the enemy. We have no desire to see every man a soldier, but in times such as these we think every man who draws salary or wages from the national treasury should be given the opportunity of striking a blow in the defence of his employer, and that can only be done by giving the men in question a military status.

“As our readers know, we have always maintained that the Civil Service of the state should be a *civil* service, and in asking for a military status for every male Civil Servant capable of bearing arms we are not going back on the opinion we have so often expressed. We still believe that every Civil Servant should be a *civil* servant, but we also hold that during the period of the war every man who is physically fit should be given a military status, so that he might be legitimately entitled to strike a blow in the defence of his country. As, however, the administration of the country in time of peace must be in the hands of civilians, this military status should cease with the war. We do not believe there is a man in the service who would object to devoting ten or a dozen hours weekly to rifle practice and military drills.”

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

Ottawa, Oct. 16, 1914

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

A thorough and complete reformation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.

To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.

Lewis H. Van Dusen strikes a true note in his minority report on the model law, when, as printed in today's issue, he makes this statement:

"When we come to the selection of a man to administer a great principle in government, we do not want expert knowledge so much as we want sympathetic appreciation of the purposes of the principle, in the absence of which appreciation, removal should at least be made easy."

In Canada, where the merit system is in its infancy, if, indeed, it would not be more proper to say it is still-born, it is not an easy matter to discover whether a nominee for a commissionership has the necessary deep-hearted sympathies for the many human machines he, to some extent, administers. When we have 40,000, instead of about 2,000, public servants under the merit system, we will develop a class of independent men as civil service commissioners remarkable for their sympathies. This is a very necessary attribute, and we thank you for the word, Mr. Van Dusen. Possibly we, in common with other disciples of "Merit," are too impatient and exacting in demanding perfection in a new machine, but nevertheless we must say, in all truth, that we think we have discovered a lack of "sympathy" in the administration of the Canadian Commission since its inception in 1908.

* * *

The effort to enlist a certain number of the willing workers of the Ottawa service into a Civil Service corps will soon be known as a success or a failure. The representatives of the Ottawa Association, who are bravely bearing these lists of membership, were requested to present the military

list after the Patriotic Fund list had been completed. Lists have already been received containing 150 names. Not to be invidious, we may express the opinion that the best list came from the Royal Northwest Mounted Police, the Inside staff signing almost to a man. The deputy head of this department, Mr. Laurence Fortescue, honoured this real live movement in the service by heading this list himself. If not undignified, we would love to be allowed to call the Comptroller "a good old sport."

When the Civil Service Corps idea was introduced at the general meeting of the Ottawa Association in September, no particular pains were taken to make a good case. It may be that the mover of the resolution did not suppose it necessary to become fanatical in urging men to arm themselves when burglars are discovered in the cellar of their house. Nor did he suppose that any Civil Servant would be content to depend upon his neighbours to save his property from the attack of the aforesaid burglar.

Any Ottawa Civil Servant who has not had an opportunity to express his readiness to serve in accordance with the agreement published on another page of this issue may send his name to Mr. Walter Todd, of the House of Commons. The promoters of this movement for fuller Civil Service co-operation in this death struggle of the British Empire desire to show the Canadian public that we are made of the right stuff, a litter worthy of a great whelp, and *The Civilian* hopes their wishes may be realized.

* * *

The immense campaign undertaken by the officers of the Federation to

place in the hands of every member of the service outside of Ottawa a convenient method of contributing to the Patriotic Fund promises to meet with great success. Messages have been received from a number of centres regretting that the larger movement had been anticipated. There will be no cause for disappointment on this account, except on the grounds of convenience, as the Honourable Mr. White is agreeable to the accounting of all contributions of Civil Service bodies under one heading, either "The Civil Service of Canada," or "The Federal Civil Service." "The Public Service of Canada" would better serve the purpose, as under that heading could be included amounts contributed by the employees of the I. C. Railway, the Militia and Royal N. W. Mounted Police permanent forces.

* * *

Readers of *The Civilian* who belong to that great class, numbering over 10,000, who of necessity must be brought under the Civil Service Act in the present revision, will be pleased to know that their interests may be attended to by a prominent member of the Board of Railway Commissioners. The officers of the Federation have secured an invitation for a representative of the board at future meetings of the committee studying the Superannuation and Civil Service bills, and the Secretary of the Board is warmly in sympathy with the proposal. Members of the Outside Service, outside of the Act as well as outside of Ottawa, will be well represented should Capt. Cartwright act on the committee.

As some confusion is liable to arise in the transmission of the many deductions from the monthly cheques in the case of the great number of Civil Servants in Ottawa, it has been suggested by the executive that time and efficiency will be served if the various accountants will remit all such cheques, payable to the honorary treasurer of the fund, to Mr. Walter Todd, the secretary. Mr. Todd will properly tabulate the many small cheques by departments and branches and send the return to its destination as a whole. As it is at present, it is understood some contributions are going to Mr. Finnie, treasurer of the Ottawa fund. Under direction, Mr. Todd has addressed a request to the accountants of the various departments, and it is hoped they will all concur, so as to avoid the loss of credit to the service of all our contribution.

* * *

Since the war began the opinion was widely formed throughout the service, from the President of the Federation, Dr. J. A. Smith, to the humblest worker, that Civil Service legislation would not be proceeded with at the forthcoming session. Unofficial intimation is to hand, however, that the Government's present plan is to take up the two bills in the early portion of the session. This is reassuring news, for while business in connection with the war must take first place, and, if necessary, the only place, it is well if the ministry decides to study the serious problem of its great working staff. In the next issue of *The Civilian* we will endeavour to have an official announcement to make in this matter. In the mean-

time, it behooves all bodies of Civil Servants, organized or unorganized, and also individuals, to read and study the two bills, Nos. 217 and 229, and send the result of their findings to the Secretary of the Federation, Box 484, Ottawa. Reports from the Customs people in regard to bill 217 is especially desired by the officers of the Federation.

* * *

The Civilian regrets to record the serious illness of the Honourable Mr. Peleltier, Postmaster General. The Post Office Department can ill afford to be without his ready sympathies to many accrued grievances and the spontaneity he has exhibited in the past few years in meeting and amending, as far as lay in his power, all reasonable causes of complaints. The editors express the thought of the whole service when they hope for the speedy recovery of the Minister to a full measure of health and strength.

* * *

Civilian correspondents and readers everywhere are requested to keep the Roll of Honour in mind. The name of every Civil Servant who has gone to the war should be on it. Now is the time to have them recorded. If you know a name for the Roll which has not already appeared, send it in *now*. Don't delay a day.

* * *

Yesterday was pay-day in Ottawa, and the day of Civil Service contribution to the Patriotic Fund. Every Civil Servant who received a cheque lessened by a day's pay felt in his heart a little stir that told him that it was, indeed, "more blessed to give than to receive." Those who, from

their abundance, cast no crust upon the dark waters of war for the sake of their suffering fellow-creatures missed something. The "well done" of an approving conscience is cheaply purchased at the amount of "a day's pay."

RETIREMENT OF MR. WILLIAM FITZGERALD.

By the retirement of William Fitzgerald from the position of Superintendent of Insurance, on the first of September, the Civil Service has lost one of its oldest and most faithful officers. Mr. Fitzgerald was appointed superintendent on Dec. 1,



WILLIAM FITZGERALD,
Ex-Superintendent of Insurance.

1885, succeeding his former mathematical professor in Toronto University, Prof. J. B. Cherriman, who, in that year, retired on superannuation, and has, therefore, completed nearly twenty-nine years of service. During this period insurance in Canada has made a very rapid advance. The number of companies under the supervision of the Department, and the amount of insurance in force having increased

enormously. But, perhaps, the greatest progress, and that to which Mr. Fitzgerald's work most largely contributed, has been on the character of the insurance legislation placed upon the statute books during his term of office. This legislation has been invariably framed for the better protection and more liberal treatment of policyholders, and the most recent revision of the Insurance Act, in 1910, resulted in what insurance men in Canada claim to be the best Act of its kind in existence.

Mr. Fitzgerald leaves the Department followed by the good wishes of the entire staff, and *The Civilian* joins with them and with his many other friends in wishing him a long and happy period of retirement.

Mr. Wm. Fitzgerald was, last month, the recipient of a farewell gift and token of esteem, when Hon. W. T. White, Minister of Finance, presented him with a beautifully engraved piece of silver plate on behalf of the staff of the Department of Insurance and of the Department of Finance, with which Mr. Fitzgerald was for many years associated. Mr. White, in making the presentation, recalled, in a few happy remarks, Mr. Fitzgerald's long period of service, his special qualifications for his arduous position, and the confidence which was placed in his judgment by the various governments under which he had served, and extended to Mr. Fitzgerald the heartiest wishes for health and happiness in his retirement.

Mr. Fitzgerald expressed his thanks in a few well chosen words, stating that he believed he had enjoyed the confidence of every Minister of Finance since his appointment, and that this was because he had endeavoured at all times to do what was right without fear or favour.

The best wishes of both Departments follow Mr. Fitzgerald in his retirement.

Unless a man gets genuine enjoyment out of his business he cannot hope to accomplish any really big things. He may prosper—he may build up a good business—but it takes real soul—real personality to make the old plant hum its humdest.

COMPARISON OF RETIRING ALLOWANCES.

(1) Under present Canadian Civil Service Superannuation Act. (2) Under new Bill (1914). (3) Under New Zealand Public Service Superannuation Act (1908).

Assumptions: Age at entrance, 20; commencing salary, \$1,000; Annual increases to salary \$50 a year, bringing salary from \$1,000 at age of 20 to \$3,000 at age of 60, after which salary remains constant.

Period of service (years)	Age at retirement	Under present Superannuation Act		Under New Bill (1914)		Under New Zealand Act (1908)	
		Allowance to employee	Allowance to widow & children	Allowance to employee	Allowance to widow and children	Allowance to employee	Allowance to widow and children
5	25	Nil	138	69	96	
10	30	280	,,	306	153	233	
15	35	495	,,	513	256	412	\$90 per annum
20	40	760	,,	738	369	633	To widow (uniform)
25	45	1075	,,	1000	500	896	5s. per week to each child
30	50	1440	,,	1294	600	1200	To age 14 only—equivalent
35	55	1855	,,	1619	600	1460	To £13 (or say \$65) per annum
40	60	2030	,,	1837	600	1460	Each child up to age 14
45	65	2100	,,	2044	600	1460	

CIVIL SERVICE NOTES.

The Post Office Department has arranged for mail service during the winter months to points in the far northwest. Mails will leave Edmonton on Nov. 28, Dec. 29, Jan. 30, and Feb. 26. Only letters weighing not more than one ounce will be accepted.

Some offices of the Department of Customs, on the main floor of the West Block, Ottawa, have been moved upstairs into rooms formerly used by the Marine and Fisheries. The Trade Statistics Branch of Trade and Commerce will move from the Harris-Campbell building to the West Block. It is understood that a number of branches of the Customs Inside Service will be accommodated in the new Customs House now being erected on Sussex street.

The lives of members of the civil staff of

the Department of Militia and Defence at headquarters are becoming a little less strenuous. Those who have worked every evening and every Sunday since the war broke out fully appreciate a little leisure.

The Fisheries Museum, at the corner of Queen and O'Connor streets, Ottawa, will be open on Sundays henceforth. The Fisheries Department has just added a number of interesting things, including the skeleton of a whale. For its size, this museum is one of the best in America.

The Department of External Affairs has removed from the Trafalgar building to the East Block, and now occupies the offices formerly tenanted by the Department of Indian Affairs.

The National Art Gallery in Ottawa is again open on Sundays from 2 to 5 p.m. During the summer a number of new pictures have been hung, and more space is devoted to the exhibit than before.

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RECENT ARRIVALS IN MARABOU RUFFS & MUFFS



THAT shipping facilities have to some extent resumed their normal condition is evidenced by the arrival of our Paris purchases of Marabou Ruffs and Muffs and Ostrich Stoles, Ruffs and Collars, which have just come to hand when they are most needed, and the air is tinged with the frosty atmosphere that characterizes October and November. Indeed, many women wear Marabou Setts during the winter, preferring the pretty, fluffy becoming feathery forms of raiment to a set of cheap Furs. This Marabou and Ostrich Neckwear sells all the way from \$1.25 up to \$25, and the Muffs at \$6.50, \$7.50 and \$8.00. They include the round, flat and folding styles.

At \$1.25—Ostrich and Marabou Collars in Black, White and Gray. Finished ribbons.

At \$2.00—Ostrich and Marabou Ruffs with tassel ends. Black, Black and White, Gray and White, Natural and White.

Extra special values in Marabou and Ostrich Neckwear at **\$3.50, \$5.00, \$8.00 and \$9.00**. Inspection cordially invited.

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C. W. S. GOODS.

The Civil Service Co-operative Supply Association

Cor. O'CONNOR & SLATER STREETS Phones: Q. 189 & 190

Has just received the following goods from

The Co-operative Wholesale Society of Manchester, England.

Biscuits, Confectionery, Jams, Preserves, Vinegar, Self-raising Flour, Rice, Linseed, Bird Seed, Blue, Shampoo Powder, Court Plaster, Shoe Polish, etc.

HOME-MADE JAMS.

Also a stock of Mrs. Hibbard's Home-made Jams in pint jars, comprising Pine Apple, Blue Plum, Wild Raspberry, and Wild Strawberry.

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CHOCOLATES

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The Canadian Standard of Quality for over 100 years.

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THE FIRST TO SUFFER.

Georges P. Huguet, of the Georgian Bay Canal branch of the Department of Public Works, a reservist of the French army, who responded to the first call to the colours, is the first Civil Servant, the first Ottawa man, and the first man who left Canada to participate in the war who has suffered a wound in action with the enemy. Below are given extracts from a letter received from him, describing his terrible experiences in the battle of the Aisne. M. Huguet is a sergeant in the First Regiment of Colonial Infantry. He has a wife and several young children living on Goulbourn avenue, Ottawa.

Extrait d'une lettre de George P. Huguet, d'Ottawa, sergent au 1er régiment d'infanterie coloniale de Cherbourg, où il raconte comment il a été blessé à la bataille de l'Aisne et comment il a presque miraculeusement échappé à la mort.

... "C'est le 25 septembre, au combat de Ville sur Tourbe, que j'ai été blessé, vers 5 heures du soir. Nous nous étions battus comme des lions; les artilleries française et allemande semblaient s'être donné le mot pour épuiser leurs munitions. Tout à coup, le capitaine de la compagnie ordonne la charge à la baïonnette; je me précipite à la tête de ma section, et nous allions atteindre l'ennemi quand vlan! les mitrailleuses allemandes dissimulées dans des tranchées, nous abattent comme des lapins.

La première douleur fut terrible et je me tordais comme un ver, puis cela passa et je restai alors couché à plat ventre, faisant le mort, car l'ennemi ayant vu le résultat de son tir, chargeait alors à son tour. Ah! la blessure n'est rien auprès de l'anxiété qui suivit; la pluie se mêla de la partie et je restai couché à plat ventre, dans la boue, derrière une botte de paille, pendant deux jours et deux nuits. Car, faisais-je un mouvement, qu'immédiatement les balles sifflaient à nos oreilles, en fait d'avertissement. A la fin du jour du 17, à la nuit tombante, je me trainai sur le ventre jusqu'à un groupe d'autres blessés et nous tinmes conseil. Mourir pour mourir, il y avait exactement 36 heures que nous n'avions pas mangé et nous grelottions de froid, nous tenterions de traverser les lignes ennemies. Nous partîmes, rampant, marchant à quatre pattes, essayant nos jambes de temps à autre; nous fîmes ainsi 500 mètres sans

(Translated from M. Huguet's letter.)

"I was wounded at the fight of Ville-sur-Tourbe, on the 25th of September, at about 5 p.m. We had fought like lions. The French and German artillery seemed to be bent upon spending all their ammunition. Suddenly the captain of our company gave the order to charge with the bayonet. I ran at the head of my section. We were going to grapple with the enemy, when German maxim guns, concealed in the trenches, cut us down by the score.

(At this juncture he received his wound.)

"At first the pain was terrible. I writhed in agony, then the pain eased up, and I remained lying on my stomach, feigning death, as the enemy, having seen the result of their shooting, were also making a charge. The wound was nothing compared with the anxiety that followed. The rain also took a hand in the game, and I remained lying down in the mud, behind a bale of straw, for two days and two nights. At the least movement bullets came whizzing by my ears, as a reminder. At the end of the day, on the 17th, at nightfall, I dragged myself towards a group of other wounded, and we held a council. It seemed to be only a choice of deaths. We had not had anything to eat for thirty-six hours, and we were shivering with cold. We decided we would try to get across the enemy's lines. We started crawling, walking on all fours, trying our legs from time to time. Thus we covered five hundred yards without being annoyed, when suddenly terrific firing warned us of the danger that we were running, and that we had almost forgotten. In the twinkling

être inquiétés, mais tout à coup, une fusillade terrible nous avertit du danger que nous courions et que nous avions presque oublié. En un clin d'oeil, nous fûmes dans un fossé rempli d'eau. J'abrège. Nous atteignîmes les petits postes français exténués; ce fut alors que je regardai ma blessure pour la première fois; capote, vareuse, chemise, caleçon, étaient couverts de sang, mais je ne m'effrayai pas, car je n'avais pas de fièvre. La balle était entrée dans la hanche gauche et avait traversé de part en part. L'on ne semble pas avoir été touché; en tous cas, je peux, avec beaucoup de difficulté c'est vrai, mais enfin, je peux marcher.

On nous dirigea donc sur le poste de secours et l'on me fit mon premier pansement; je dormis là. Le 18, à trois heures, on me mena au village voisin (Hans) et j'appris alors à mon colonel que plus de 300 blessés attendaient sur le champ de bataille les secours auxquels ils avaient pleinement droit.

Je lui racontai mon histoire, il me serra la main et je fus alors conduit à Ste-Ménéould en auto. Le lendemain matin, on forma un convoi de 1200 blessés, et après 50 heures de chemin de fer, nous nous retrouvâmes à Biarritz, confortablement couchés. Je ne te raconte pas tout, se serait trop long et cela me fatigue un peu d'écrire, ne pouvant que difficilement écrire dans mon lit..."

(M. Huguet croit en avoir pour quinze jours au Cassino de Biarritz transformé en hôpital, d'où il y ira passer huit jours chez sa mère à St-Malo, pour aller ensuite rejoindre sa compagnie ou plutôt son régiment, car de sa compagnie, il est peut-être le seul survivant.)

of an eye-lid we were in a ditch filled with water, but, to be brief, we reached the French outposts at 11 p.m., completely exhausted. I looked at my wound for the first time. Coat, sweater, shirt and drawers were covered with blood, but I was not anxious, as I had no fever. The bullet had penetrated the left hip and had gone clean through. The bone does not seem to have been struck. At any rate, I can walk, although with a good deal of difficulty.

"We were sent to the relief post, where my wound was dressed for the first time, and I slept here. On the 18th, at three o'clock, I was taken to the neighbouring village (Hans), and I told my colonel that over three hundred wounded were waiting to be picked up on the battlefield.

"I told him my story, he shook hands with me, and I was taken to Ste-Ménéould in an automobile. The next morning a train of twelve hundred wounded was formed, and we were sent to Biarritz, where we arrived after fifty hours' travelling, and where I am now in a comfortable bed. I won't tell any more just now, as I find it difficult to write in bed."

(M. Huguet thinks he will leave the hospital in two weeks, and he will then spend a week with his mother at St-Malo, and will join his company, or, rather, his regiment, as his company has been almost annihilated.)

CIVIL SERVICE CLUB, OTTAWA.

The following applicants for membership were balloted for on Monday, Oct. 5th, 1914, and elected:—

Ordinary Members.—H. C. Armstrong, Post Office Dept.; C. B. Burns, Immigration Branch; Stewart Witten, Interior Dept.; J. P. Wright, Railways and Canals.

Associate Members.—Jack P. Esmonde, Neil Macleod, M.D.

The annual meeting of the club will be held at the club rooms on Wednesday evening, the 21st inst. Reports for the past year will be presented, and the officers and executive for the new year will be elected. A large attendance is desirable in the interest of this important institution in the life of the service.

Women's Column.

“Talk happiness, the world is sad enough
Without your woes. No path is wholly
rough.

Look for places that are smooth and clear,
And speak of these to rest the weary ear.
Of earth so hurt by one continuous strain
Of human discontent and grief and pain.”

Have we not all experienced the truth of this little bit of advice. How gladly we greet the cheerful friend who has something bright to say, and who, even if things are a bit at sixes and sevens, can always see the funny side, and thus extract a little brightness even from her troubles.

* * *

The women of the service are certainly trying to do their share in offering aid to the Empire. First, it was the generous subscription to the Hospital Ship Fund, then the emergency boxes set up in many offices, to which Civil Servants, men and women, contributed the odd cents from their monthly cheques, and any other stray cents they feel inclined to devote to such a charitable object. We may be quite prepared to have many calls on the emergency fund during this coming winter. Besides these two laudable movements, the women of the service have done excellent work for the Red Cross Association. They have opened headquarters for this work in Room 5, Birks' building, through the courtesy of Henry Birks & Sons, where work is given out to Civil Servants and received when finished, to be forwarded to the headquarters of the Red Cross main organization, Blackburn building.

With the kind permission of Dr. Coulter, the Deputy Postmaster General, who has seen fit to grant the Red Cross workers in his department that hour off official duty provided the work of the office will not suffer thereby, the women of the Post Office Department take charge from 4 p.m. to 5 p.m. daily (Saturdays excepted), and after 5 p.m. they are assisted by women from the various other departments. Over 200 lbs. of clothing were sent out last

week by the women of the Civil Service.

Although there are many willing workers, the committee would be glad to have a few more report at Room 5, Birks building, for duty. Try to form the habit of dropping in there as often as possible. You will always be welcome. Contributions from Civil Servants to the destitute Belgian sufferers should also be sent to Room 5, care of Miss La Fleur, who will forward the contributions of the service to the headquarters for the Belgian Relief Association.

* * *

Contribution.

Keeping on With the Red Cross Work.

When scanning the daily papers for the latest war news, it is comforting to turn from the pages of conflict and strife, of bloodshed and bereavement, of destruction and distress, to the little paragraphs containing the news of what women are doing to help relieve the suffering, both real and anticipated, of not only the soldiers, but those dependent on them. It is interesting to note that the call to service has been universally responded to, and that from the society leaders of the Capital to the girl who works for her living, all sorts and conditions of women are working hand in hand for a common cause. The women of the Civil Service are doing their share in contributions of much-needed money, and in the none-the-less valuable hand work, and it is gratifying to hear of the girls employed in the Government offices who are working on their third or fourth helmet, but there is a regrettable tendency on the part of some of those who are engaged in Red Cross work to embrace the idea that now that the overseas contingent has left Valcartier, there will be no more articles required—at any rate not until it has been definitely decided that a second contingent must go.

Perhaps there may not be so many helmets needed, but according to the papers our side is still in need of more articles, particularly socks and belts. Only this week the Home Government has asked for

250,000 pairs of socks, and Queen Mary herself is appealing to the women of England to help, and it must not be forgotten that Her Majesty and Princess Mary are both beautiful knitters, and that their hands are these days busily engaged in this outward expression of practical sympathy.

After the war is over there will be much suffering in the European countries, and no country will feel the bitter effects more than brave little Belgium. As children of the Mother Country and in the cause of common humanity, it is our place to stand by the wives and children of those who so courageously defended the little kingdom's neutrality. To alter slightly the words of the "Three Fishers," men must fight and women must not only "wait," but work, and to those who are sending loved ones to the front there can come no greater consolation than the fact that they, too, are helping.

Let us keep on with the work, and even if the much-desired peace is declared and our labour appears apparently useless, let us remember that even though the calcium light of the world is turned on Europe and her needs, right here in our own cities, in temporary abeyance, there still lurks the serious labour question, and during the coming winter thousands in the large cities of the Dominion will need food and raiment. All through the approaching winter demands for help will come from all quarters, so let us "keep on keeping on."

LILIAN D. MILNER.

* * *

Personals.

Miss M. Darcy and Miss E. Smith, of the Money Order Branch, Post Office Department, left on the 20th September for a two-weeks' stay at Atlantic City.

* * *

Miss Edna M. Lawrence, Money Order Branch, has returned to Ottawa after a delightful three weeks spent at Stanstead, P. Q.

* * *

Miss M. M. Reid, Post Office Inspector's office, left on the 26th September to spend the vacation with her mother at Odessa, Ont.

Miss Agnes Low, of the Dominion Lands Branch, Interior Department, has returned from a two months' trip to England and Scotland, where she visited many places of interest.

* * *

On Dit.

During the recent visit of the Methodist preachers attending the Conference in Ottawa, while driving around the grounds of Parliament Hill, they passed two men engaged in mowing the terraces, and noticed that one had let the lawn mower down to the other by a rope and afterwards pulled it up again to his terrace in the same way. Said one preacher to the other preacher: "Just look at that! Around this place not even the law-mower can hold down its job without a pull!"

This reminds me of a little boy story. The small imp was very anxious to play an April-fool joke on his mother, and shouted excitedly: "Oh, mummy, come quick and see Daddy kissing a strange lady in the dining room." You may be sure it did not take Mother very long to get there, but she was greeted with a happy laugh and April-fool Mummy; it is only our housemaid! The story does not say how long it took the housemaid to pack her trunk, but one can draw a mental picture of "Mummy" overseeing that she was sufficiently rapid. And Daddy! Well, relations were slightly strained with Daddy for a long time, and Mummy got her new seal coat a whole year sooner than she expected.

* * *

Note.—Contributions to this column are gladly received to Dorothy Day, Box 484.

DOROTHY DAY.

J. L. Payne, Comptroller of Railway Statistics, is the new President of the Victoria Lawn Bowling Club, succeeding J. D. Clarke, of the Department of Justice, who now becomes Honourary Vice-president. James Manuel is the Honourary President. The Vice-president is James Hoey, the Secretary A. F. Wallis, and the Treasurer J. F. Lanigan, all of the Customs. The other members of the executive committee are: W. Cunningham, G. Ambridge, A. Alexander, L. L. Cook, S. P. Mepill and J. N. Brownlee.

EACH ONE DOING HIS COUNTRY'S WORK.

The Civil Servants of Canada have splendidly awakened to a realization of their ability to aid the country's cause in the present crisis. Besides sending many of their number to the seat of war (as the growing Roll of Honour testifies), they have given and are giving very material assistance to the Patriotic, Red Cross, Belgian Relief, and other funds in many cities and towns of the Dominion. In Ottawa and elsewhere the "one day's pay" contribution has swelled the Patriotic Fund by no small sums. Civil Servants were hard workers on the committees of the "Whirlwind Campaign" in the Capital, and many substantial personal subscriptions from active and retired Civil Servants figure in the published lists of contributions. To the Red Cross and Belgian Relief Funds, members of the service have also given liberally.

The officers of the Federation, in undertaking to send out literature regarding the Patriotic Fund to over 40,000 servants of the Crown scattered broadcast over Canada, found that their ambitions had out-run their capabilities, at least as regards the necessary quick action. It is admitted that nothing, in all the history of Civil Service co-operation, is more gratifying than the prompt and effective manner in which all the departmental heads came to the assistance of the Federation. The officers of the Federation provided the literature, but the departments themselves are assuming the responsibility of reaching their members in their far-distant outposts, so that all may have the opportunity of giving up one day to the Empire officially. Many bodies in the Outside Service have anticipated the convenient method of the deduction from cheque, and have made cash payments, but it all counts in the aggregate.

One hundred and forty-nine employees of the Canadian Government Railways (Intercolonial and Prince Edward Island) are in the Canadian army division now landed in England. They are distributed among several regiments.

The latest reports from the customs service, Toronto, show the sum of \$765 as the result of the one day's pay contribution.

News from outside places is all of the same tenor. The Minister of Finance has received \$104 from the Customs staff of Prince Rupert.

Manitoba railway mail clerks have rolled up about \$380 for the Patriotic Fund.

Lethbridge Customs staff sent in \$58.35.

The Montreal Post Office sent \$2,855, and the staff of the Post Office Inspector's office in that city \$150.

The Provincial Civil Servants of the Province of Quebec are raising a big fund on the "one day's pay" system. As all provincial appointees in county offices are included, the number of contributors is large.

Twenty-four men of the Inside Service of the Saskatchewan Provincial Civil Service left Regina with the troops for overseas service.

Subscriptions from bodies of Government employees in Ottawa which are not covered by the "one day's pay" contribution of the Inside Civil Service include: Employees of Superintendent of Dominion Buildings Branch, Public Works Department, \$900; Government Printing Bureau, office \$67, stationery branch \$200, printing branch, \$1,300; Canadian Live Stock Records staff, \$46; temporary employees of the Militia Department, \$57. The employees of the Printing Bureau also gave \$1,300 to the Red Cross Fund.

WELL DONE, OTTAWA!

The latest reports from Mr. Walter Todd, Secretary of the Ottawa Association, is that 22 divisions of the Inside Service have reported in regard to the contribution of a day's pay. Of 2,677 officials canvassed, 2,456 signed the lists, 110 were absent from the city, and 111 refrained on account of liberal donations given through other channels.

REPORTS OF ASSOCIATIONS.

The Secretary of the Federation sends *The Civilian* the following reports for publication:—

The Halifax Customs Association.

David Colquhoun, Secretary of the Halifax Customs Association, writes as follows:—

The first annual meeting of the Halifax Customs Officers' Association was held in the A. O. H. rooms, at which a large number were present.

After the usual routine business was disposed of, the election of officers resulted as follows: Honourary President, Arch. S. Mitchell, collector; Honourary Vice-president, Frank C. Stimpson, acting surveyor; President, William Gleeson; Vice-president, James J. Mooney; Secretary, David Colquhoun; Treasurer, Howard E. Kelley; Executive Committee, P. W. Heffernan, Chas. A. Collins, Frank J. Grant.

This association was organized on Oct. 23, 1913, and now has a membership of 67, nearly three-fourths of the staff at Halifax.

The year's work has been a fruitful one, and a long-felt want has been realized.

Many matters locally have been attended to, and the support received from those in authority has been most encouraging.

To show that the staff in the Garrison City by the Sea is responding nobly to the call for the Patriotic Fund, they have guaranteed 1 per cent. per month of their salary while the war lasts, which amounts to \$83.67 per month.

The association meets once in three months, and after business has been disposed of adjourn to have a pleasant hour of song and story.

It is pleasing to note that amongst the staff at Halifax there is abundance of talent, both literary and musical.

We regret to announce the serious illness of Mr. Samuel Crawford, who is one of the oldest members on our staff. His presence in the Register of Shipping office is much missed, but as a sweet singer of Scottish songs his name is a household word in our fair city by the sea. One and

all, we wish him a speedy recovery.

This association is much interested in the efforts of the Civil Service Federation in bettering the conditions of the whole service from the Atlantic to the Pacific, and also feel that what has been done will be highly appreciated by Civil Servants one and all.

Since the war began about fifteen members of the Halifax staff have been doing service in the local regiments to which they belong.

Manitoba Railway Mail Clerks' Association.

Mr. T. J. Kneebone, Secretary of the above association, reports as follows:—

The regular monthly meeting of the Manitoba Railway Mail Clerks' Association was held on September 5th, Mr. W. McPherson in the chair. Thirty clerks present.

The Secretary read a letter from Mrs. Faija re matters relative to the death of her late husband.

The Secretary read a letter from Supt. R. M. S., Winnipeg, stating that table asked for had been placed in post office for use of clerks checking in and out.

The Secretary read letters from Mr. F. Grierson, Secretary of Civil Service Federation, Ottawa, relative to Federation and *Civilian* matters.

The Secretary also explained that he wrote Mr. Grierson for information re the holding of the proposed convention in Ottawa. Mr. Grierson replied that he did not think it advisable to hold same at present, owing to the state of affairs in the country consequent to the war. He also stated that he would place our letter in the hands of the President, and that we would probably hear from him in a few days.

The Secretary read letters from the B. C. Association, and the Secretary of the Western Federation, re the calling of a meeting of the Western Federation at an early date. Mr. W. Haney read a letter from the Secretary of the Western Federation re the same matter, urging upon

him the advisability of calling a meeting, and Mr. Haney stated that probably a meeting would be held during the first week of October.

Mr. H. Currie proposed, and Mr. Harris seconded, "That the executive be asked to go thoroughly into the different clauses of the Civil Service and Superannuation bills, and report at next meeting."—Carried.

Considerable discussion took place as to how we should contribute to the Patriotic Fund, and it was finally decided as follows: "That a committee, consisting of the mover (Mr. W. Haney), the seconder (Mr. T. Sadd), and Mr. J. G. Norris, be authorized to start voluntary subscription lists, same to include the whole of the Railway Mail Service, with the idea of collecting \$200 or more monthly, the same to be paid into the Patriotic Fund every month."

It was moved by Mr. Hickie and seconded by Mr. Dennehy, "that the Secretary be instructed to write the Western Association notifying them of our decision."—Carried.

The Secretary read a copy of a telegram sent to P. M. G. by the Postal Clerks' Association, viz:—

"It is respectfully asked if newspaper report, that an Order-in-Council had been passed granting full pay to reservists and volunteers from all branches of the Civil Service during period of absence on military duty. If true, how will payments be made?"

Reply:—

"It is true that Order-in-Council referred to has been passed. Reservists of French and Belgium armies will, however, have to show that they were in active service. Payment will be made to families of employees at the front, and in the case of unmarried men payment will be withheld until return, or paid to parties indicated."

"LOUIS P. PELLETIER."

The meeting then adjourned.

As the result of subsequent correspondence with the Comptroller in Ottawa, the association decided on one day's pay contribution to the Patriotic Fund for the present, instead of a monthly contribution.

Civil Service Association of Ottawa.

Bulletin No. 6, 1913-14.

The executive has been diligently devoting a great deal of time since the last Bulletin was issued to the consideration of the two Civil Service measures laid before the House last session, several special meetings having been held, as well as the regular monthly meetings. As these measures are complicated and very technical, progress is necessarily somewhat slow. The report of the special committee on the Superannuation Bill is now under consideration, and has been thoroughly discussed, so far as the bill applies to future entrants to the service, and a conclusion will probably be reached at the special meeting on Tuesday next in regard to the bill as a whole.

It must not be forgotten that the work of obtaining the signatures of the Inside Service for the Civil Service contribution to the Canadian Patriotic Fund has been undertaken by the executive, and no light task, as it means that about 4,000 persons, including temporaries, have to be canvassed, besides the work involved in checking and classifying the returns, sending in the various cheques, and publishing the results. The onerous work of calculating the exact amount of a day's pay of each Civil Servant has been cheerfully undertaken by the departmental accountants. Returns covering about 1,300 signatures have already been received. These returns and progress reports from the larger departments indicate that at least 90 per cent. of the service are signing.

The various departments are reminded that the annual election of advisory boards should, under section 19 of the constitution, take place on or before the fourth Monday in October (26th inst.) Departmental representatives are urged to make every effort to have this done in good time, so that the returns may be sent in to the Secretary well before the date of the annual convention, 17th November.

A. PARE,
President.

WALTER TODD,
Secretary.

CO-OPERATIVE NOTES.

The Church and Co-operation.

“Yet probably the aforesaid layman is this very moment paying a fourth more than he should for his table because there are too many grocery stores.”

A germinal thought from “The New Home Missions” (1914), p. 205 by Harlam Paul Douglass. This book treats of the proper attitude of the church toward social economic and religious questions.

“We should, therefore, seek to eliminate not only the cruelties and injustices of the competitive system, with their hardening effect upon character, but should eliminate the boss in industry, by developing those forms of co-operation and partnership in which the working men share alike in democratic fashion in control, profit and loss. It is unbearable that one man or company should have absolute control over the means of livelihood of thousands, and that by our laws of inheritance that control may be handed to an inexperienced youth, with no vital relation with those over whom he acquires mastership.

“We call attention to the fact that the British Government, as a war measure, has taken charge of the flour and sugar supplies of the British Isles for the protection of the people. It is always war time with a part of the population, as far as the necessities of life are concerned.

“Are we about to see an extension of the principle of co-operation of all for the good of all, which in the post office, the public school system, and our public roads, etc., have yielded so beneficent results? We note with pleasure the action of the Dominion Government in establishing an enquiry into the prices of foodstuffs for our people.”

From the report of the committee on sociological questions, adopted at the recent General Conference of the Canadian Methodist Church, the fellow who believes that competition is the life of trade will soon suffer as great an eclipse as the man who preached, not long ago, that big armies and navies were an “insurance against war.” Co-operation is gaining in Canada—slowly, but surely.

Co-operative Advance in Ottawa.

A branch of the Civil Service Co-operative Supply Association is about to be opened in the Glebe, at the corner of Bank

street and Third avenue. This move was decided upon at a special meeting of the board of directors this week. For some time the necessity of enlarged premises for increasing trade has been keenly felt. In securing a lease of the premises formerly occupied by Messrs. Stoates, splendid new quarters have been found. Many operative economies will be possible, because of the facilities now available. Furthermore, the association will be of greater value to its customers, as meats and provisions will be added to the lines at present carried. A large accession of members and customers is expected.

The present premises at Slater and O'Connor streets will remain as uptown headquarters, to look after the large trade built up in that locality, and also to handle the centre-town, Sandy Hill and Rockcliffe trade.

Because of this expansion, it is desirable to have an increase of debenture capital. All who are interested in seeing the new venture firmly established, and who can vision the future possibilities, should subscribe at once, without waiting for personal solicitation, as much capital as possible. A hundred five dollar bills invested at five per cent. will mean much to the association at this epoch. Take out a debenture—and do it now!

The resignation of Mr. F. J. Alexander who was President of the Association last fiscal year, from the board of directors, was accepted with regret. The vacancy will probably be filled by the board at its next meeting.

Interior Rifle Association of Ottawa.

Scores for Saturday, October 3rd:—

	600	200	200	
	yds.	yds.	yds.	Tl.
A. E. Shore	32	31	31	94
C. A. E. Clendinnen	32	31	30	93
W. A. Purdy	28	31	32	91
H. R. S. Gow	25	29	29	83
G. S. Wallis	23	29	28	80
W. Thompson	24	29	26	79
J. L. Crawford . . .	18	29	31	78
C. E. Gunby	25	23	26	74

Spoon presented by Wensley Thompson won by C. A. E. Clendinnen.

Tramping Toward Gotham.

(By "Vagrant.")

From my tramps of the two previous years I had learned that if I wished to avoid the rainy season it would be advisable to set out at least one month earlier than had been my wont.

I had relied upon my companion of 1912 and 1913 accompanying me again, but this year he was unable to do so. Therefore, I cast around for another, for I have one unvarying rule, viz., that I will not embark on any walk of more than one day's duration unaccompanied. The reasons for this are obvious. I had no small difficulty in securing the right party. I solicited several of my "walking" friends, but, like the men in the scriptures, they all with one accord began to make excuses. Finally, in despair, I inserted an advertisement.

One would naturally assume that if I got any answers they would most likely come from members of the civil service. But not so. I did not receive a single reply from the latter class. Indeed, I got but one answer from any source. A young Englishman, but four years in Canada, and not in "the service," dropped me a line, stating that he would like to talk the matter of a walking tour over with me. We met and discussed the details, and finally arranged to start out about the middle of September.

As I had walked from Ottawa to Montreal in 1912, and from Ottawa to Toronto in 1913, we cast around for a new route. That to the south naturally attracted us.

Why not tackle New York, or at least go as far on that route as we could? But which route toward Gotham should we take?

If you look at the map you will observe that Ottawa, Cornwall, Malone and Plattsburg are almost in a straight line. If one could only get to Plattsburg, I thought, he would be on the beautiful highway between Montreal and New York, skirting Lake Champlain and the Hudson River. Guide books and maps were obtained and studied. Correspondence was had with

various postmasters in small places.

Finally, at "high noon" on Tuesday, Sept. 15th, my new-found companion and I set off on our way with no other impedimenta than stout walking canes and a camera, which latter we each carried on alternate days.

To get to Cornwall we traversed one of the worst roads in the Province of Ontario. I had written to every postmaster between Ottawa and Cornwall, asking for information as to the distance between his particular burg and the two terminals. In eleven letters of reply which I received no two agreed as to the total distance, and there was a variation between them of nearly 20 miles! The railway time table made the actual mileage 56.7. But, then, the railway runs diagonally "across lots," while our wise and intelligent forbears surveyed the roads with strict and unbending adherence to concession lines, which are always at right angles. The consequence was that when we reached Cornwall, after considerable track walking, our pedometer registered 70 miles.

The journey to this point was monotonous in the extreme. The roads were execrable, but the weather delightful. It was not until we were within four or five miles of Cornwall that anything in the shape of an adventure occurred.

We ate our dinner at Harrison's Corners, and inquired the way to Cornwall, as usual. We were informed that there were two routes, one following the Ottawa & New York Railway, the other across to "the front" (St. Lawrence River), where it came out at Moulinette. We were advised to take the latter, which we did.

On reaching Moulinette we visited a little hotel for a refreshing drink of "pop." Here we observed several soldiers in uniform. They were guarding the canal and the roads. On emerging from the hotel we proceeded down the sunlit and dusty road towards Cornwall, gazing the while towards the white tents of our soldier boys, which lined the whole river. We

had proceeded about three miles when we heard behind us the clatter of horses' hoofs. Looking round, we gazed into the barrels of a revolver and two rifles in the hands of a stern looking sergeant major and two privates of Canadian regulars.

"Halt!" yelled the sergeant. "Stir another foot and you're dead men!" Then to his men, "Dismount and search the prisoners." The three men dismounted. We were so overcome with surprise that we were for the moment dazed. I was in my shirt sleeves, carrying my coat on my arm. I reached for my handkerchief, which was in my hip pocket. A young soldier stepped forward and pointed his rifle in my face. "Take your hand away from your pocket, or I'll shoot," he said.

They then proceeded to search us thoroughly.

I assured the sergeant major that he had made a mistake, but to no avail. "We'll settle that when we march you back to camp," he said. "You're spies, and I know it," he added, in a strong Cockney accent.

Unfortunately, my "credentials," which I had naturally thought would only be necessary when we entered Uncle Sam's territory, were in our valises, which we had sent ahead to Cornwall by express. I was in despair, when I thought of the long tramp back to Moulinette and the delay in reaching a good bath at Cornwall.

A little circumstance turned the tide in our favour. My companion, at the first "onslaught," did not say anything. I had done all the talking. Being a Canadian and a Government official of over eighteen years' standing, I was naturally indignant at being "held up" by any Cockney in my own country—as a *spy!*—and I said so.

At this stage my English companion ventured a remark. Instantly the sergeant major's face changed.

"What part of the h'old country be you from?" he asked.

"From Lancashire," my friend answered.

It was enough.

"Give them back their camera," the sergeant major said. It was returned to us.

"Mount, men," he ordered.

"Brother Englishman, I apologize."

It turned out that their suspicions were aroused in the hotel by several "incriminating circumstances" connected with us.

First, we spoke little. (Very suspicious.) Second, we had a camera! Third, my companion was dark and foreign looking, wore spectacles and had a waxed moustache. (Extremely suspicious.)

But what removed every doubt as to our being spies was the fact that my English friend *wore puttees!!*

However, even then they allowed us to depart. What really capped the climax and brought about our arrest was the fact that two elderly and respectable ladies had seen us pass along the road and had actually observed one of us (she couldn't remember which) pointing his cane across towards the military tents!

What more was wanting to establish our guilt?

However, we parted good friends, and established the "entente cordiale," which was greatly enhanced by the aid of a little refreshment, which, by mere accident, my companion happened to be carrying (for "emergency" purposes) in a small silver flask.

We shook hands, and the sergeant major wrote us out a passport in order that we might safely pass "through the lines" and reach Cornwall, where we eventually arrived a little late, tired and dusty, but happy.

(To be continued in our next.)

In England they tell the story of how a judge set free a man whom he believed to be a rogue. The prisoner pleaded guilty of larceny, and then withdrew the plea and declared himself innocent. The case went to a jury, and the man was acquitted. Then the justice said:—

"Prisoner, a few minutes ago you said you were a thief. Now the jury say you are a liar. Consequently, you are discharged."

RED CROSS ENTERTAINMENT.

The Ottawa Overseas Club is giving a grand patriotic musical and dramatic entertainment in aid of the Red Cross funds in the Collegiate Institute Hall on Monday, October 19th, at 8.15 p.m., under the distinguished patronage of His Royal Highness the Governor General. The programme will consist of music and recitations, and will be of a distinctively patriotic character, suitable to the object for which the entertainment is given. The Collegiate Cadet Corps will act as ushers, and a body of Boy Scouts will also be in attendance, so that quite a martial air will be imparted to the proceedings. It is hoped that an orchestra will be able to give some musical extracts before the concert commences, and to lead the patriotic airs, in which the audience will be expected to join. As the hall is being given free, and no charge is being made by any of the artistes or attendants, the Overseas Club will be able to hand over the entire proceeds to the Red Cross Fund, and the committee hope that the public will attend in such large numbers that a handsome cheque can be handed over to the society. There is every prospect that the programme will be a thoroughly enjoyable one, and suitable to the occasion, and it only remains for the public to come forward and fill the hall and make the concert an unqualified success from the financial point of view. The Civil Service will no doubt be well represented, especially as the concert follows so soon after pay-day, when cash is comparatively plentiful. The well known comedian, Gordon Rogers, has kindly consented to give a humorous recitation, and this should prove a great "draw" to his fellow Civil Servants. The programme will be drawn up in a few days, and will then be published in the daily papers. Tickets are on sale at the following places, price 25 and 50 cents:—

Miss Ward, in the office of the Canadian Seed Growers' Association, Canadian building, 7th floor, or after 5 p.m. at the Rockdale, 320 Cooper street, city.

The Y. W. C. A., at the office; the Red Cross Society's headquarters in the Black-

burn building, corner Sparks and Metcalfe streets.

Arrangements are also being made to have tickets on sale at some of the music and book stores. Look out for the announcements any day now.

Don't fail to contribute your quarter to help our brave soldiers and sailors who are fighting the Empire's battles while we sit in a comfortable hall and listen to patriotic music. To quote a popular verse now much in favour in the Old Country:—

"These are the men that are fighting for you;

What are you doing for them?"

NEWS FROM VALCARTIER.

Note.—The following extract from a letter written from Valcartier Camp is published with the kind permission of the recipient:—

"Valcartier Camp, Sept. 13, 1914.

"Dear Mr.—Here everything is O. K. There are over 32,000 in camp, all in good health. Everywhere there is perfect order, no liquor, but good food, good clothes and blankets, and excellent water. We are camped only two acres from Jacques Cartier River, and we go to swim often. We are drilling very hard, but we are cheering and singing all the time. We in the G. G. F. G. are well equipped, but some other regiments didn't receive the new uniforms, for we are all going to wear the same uniform, and the manufacturers didn't deliver them all yet, and that is what is delaying us from leaving for England. Those who are the best shooters, and who passed the medical examination, will, of course, be the ones chosen. We had to pass two medical examinations, and also to get inoculated twice against typhoid fever, and will have to be vaccinated against smallpox. Those who do not pass the medical examination and refuse to get inoculated are all sent back to their homes, but very few from the G. G. F. G. are sent back.

"We had excellent review yesterday afternoon by the Minister of Militia, had fine weather, and got great praise from him. We are doing very well at shooting. I am even making bulls' eyes at rapid fire, so am fit to fight the Germans anyway they choose."

NEW ZEALAND BOARD OF APPEAL IN ACTION.

Peter Barr, Chairman of the New Zealand Board of Appeal, has issued the following summary of the opinions upon which the board is acting, some of which may be interesting:—

(1) All three members of the Board must sit together when appeals are heard, and the decisions must be the opinion of the majority.

(2) The Commissioner cannot allow an appeal, but must forward it to the Board to be dealt with. He may, however, notify the Board that in his opinion the appellant ought to succeed.

(3) The Board may summon any officer whose evidence appears to be material to an appeal.

(4) It is for the Governor alone to decide whether an officer should be included in the administrative division or not, and there is no right of appeal from that decision.

(5) In the classification of the professional and clerical divisions, the Commissioner or the Board has power to fix a minimum salary lower than the highest salary in the class to which the officer belongs; i.e., at any of the sub-divisions of the class.

(6) The Board has power, in dealing with appeals from officers in the general division, to fix either the salary, increments, or maximum, as it thinks fit.

(7) The Board has power to consider appeals from officers in the general division for transfer to the clerical division, and to allow such appeals if it is of opinion that the officer would be more appropriately classified in the clerical division.

(8) In the event of an officer of the service, at a sitting of the Board, refusing to answer questions in connection with any matter affecting an appeal, the Board can only report him to the Commissioner as having been guilty of a breach of regulation 102.

(9) Where a notice of appeal is received by the Commissioner in a matter in which there is no right of appeal, the Commissioner is not bound to forward the notice of appeal to the Board, but is entitled to inform the appellant that there is no right of appeal, and decline to take any further action in the matter. If he did send on such a case and the Board held there was a right of appeal, he would be entitled, and, indeed, bound to disregard the decision of the Board of Appeal as being ultra vires. If any appellant is dissatisfied with the action of the Commissioner in such a matter, he can take proceedings in the Supreme Court to compel the forwarding of the notice of appeal.—The "Katipo."

THE MERIT SYSTEM IN POLITICS.

Civil service planks were included in the platforms adopted by the Illinois State Conventions of the three leading political parties, held last month. All declare for merit system extension.

Democratic.

The Democratic civil service plank, adopted at the Springfield convention, is as follows:—

"We favour immediate revision by the General Assembly of all civil service laws now on the statute books, to the end that the deficiencies, ambiguities and absurdities of such laws be corrected; and we favour extension of the revised civil service laws so as to make them applicable to all employees of Cook County not now under civil service."

The specific provision for extension "to all employees of Cook County not now under civil service" was placed in the Democratic platform through the efforts of W. Francis Corby, member of the Cook County Civil Service Commission.

Progressive.

The Progressive party civil service plank adopted at its Urbana convention is as follows:—

"Resolved, that we pledge the Progressive legislators to throw all their strength to strengthen the merit system in the civil service against the reactionary attacks made upon it by the Democrats in the last few years, and to extend civil service to Cook County, the Chicago sanitary district and the Chicago municipal courts."

Republican.

The planks dealing with civil service in the Republican platform, adopted at the Peoria convention, are as follows:—

"Federal Civil Service.—The Democratic party pledged itself honestly and rightly to enforce the civil service laws of the United States. It has debased the service, violated the letter and spirit of existing laws, refused to place offices created under new laws under civil service, and returned to the abandoned and reactionary practice that to the victor belongs the spoils.

"The Republican party pledges itself, if restored to power, to work for the following reforms, which it believes to be of paramount importance in the legislative and administrative work of the state: * * * The extension of civil service principles to all branches of the state service."

Personals.

D. J. Gleeson, of the Department of Customs, has been seriously ill.

M. G. LaRochelle, Civil Service Commissioner, who was in France when the war broke out, is home again.

It is announced that E. L. Horwood will be the new chief architect of the Department of Public Works, succeeding David Ewart, I.S.O., who retires from the strenuous position which he has occupied for many years, and will hereafter be the chief consulting architect of the Government.

G. S. Terry, of the Customs, Montreal, is on duty at the Soulanges Canal with the 5th Royal Highlanders.

Dr. T. B. Flint, clerk of the House of Commons, and Mrs. Flint, have returned from a trip to the Pacific Coast.

Several members of the Federal services at Niagara Falls have suffered in accidents lately. Leslie Bell and Lorne Robinson, of the Post Office staff, went motor-cycling on the Boulevard. Bell's machine

threw him, and he sustained serious injuries about the head. J. Andrews, of the Immigration staff, riding a bicycle, collided with James Hern, of the Customs. The former had a wrist sprained, and the latter was badly bruised.

Obituary.

Julia, wife of Dr. Eugene Haanel, Director of Mines, died on October 6th, after a lengthy illness, aged sixty-nine years. She leaves her husband, three daughters and two sons, one of the latter being B. F. Haanel, of the Mines Branch.

J. M. C. Andrews, brother of A. L. Anderson, of the Customs Department, Ottawa, died lately in Toronto.

Henry J. Hellard, for many years an employee of the Printing Bureau, and messenger to the King's Printer, died on October 4th, aged sixty-seven years.

J. Canuck: "I work holidays, Sundays, and evenings—just to keep in form. (Civil Service papers please copy.)"

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**CIVIL SERVICE SECTION OF THE RED
CROSS SOCIETY.**

The Women's Branch of the Ottawa Association have opened headquarters for this work in Room 5, Birks building, Ottawa. Business has been in full swing for about ten days now. Goods are given out and received, and all Red Cross information can be had there between 4 and 6 p.m. daily, except Saturday. Will you please inform all who signed the lists for work as sewers, knitters and carriers or distributors, and ask them to make a habit of dropping in frequently.

Also, there is a call for a relief fund for the destitute Belgians. Will all Civil Servants wishing to make contributions of clothes or money please send their donations to Miss La Fleur at the above address, Room 5, Birks building. Clothes are wanted for men, women and children of all ages.

"ONLY A SCRAP OF PAPER."

It is only a scrap of paper, that Irish home rule bill,
But the King and people of Britain have signed it with good will.
It is entered in the statute book as one of Britain's laws,
And those who'd wish to strike it off were wise, indeed, to pause.
The sacred honour of Britain is pledged to uphold her laws;
And Britain would fight till bitter death in honour's noble cause
So Britain's treaty with Ireland, whatever foes may say,
Will stand secure, inviolate, for ever and a day.

GARRETT O'CONNOR.

You have little to fear from the tongue artist. He soon eliminates himself. The gossip soon finds his own level of society. He is invariably a liar—because what accurate knowledge he has of you is so slight that he must resort to exaggerations to fill what might otherwise be gaps in his conversation.

THE GINGER JAR.

Now, this is the song of our ginger jar,

That stands on the mantel piece,
And in it all of our riches are.

Good luck to them, may they increase!

All of our riches and two brass pins,
And a pencil to keep the account.
For we figure it up when the week begins,

And duly apply each amount,
Saying:

"This is for the gas man and this for the rent,

And this for the man who brings ice,

For papers, each morning and evening a cent,

And so much for sugar and spice,
And this for the laundry and so much for me,

To ride down each day on the car,
And so much for sundries and now I can see

The bottom of our ginger jar."

A wonderful bank is the ginger jar,

For whenever the cash gets low,
Some good publisher near or far,

Sends us a dollar or so,
So there's always a penny, and sometimes more,

To guard against any mishap,
And I like to see my little wife pour
Its contents into her lap,

Saying:

"This for the gas man and this for the rent,

And this for the grocer and meat,—

For papers, each morning and evening a cent,

And this for a theatre seat,
And so much for laundry and so much for ice—

That leaves our bank a wreck.

Worry is itself a species of monomania. No mental attitude is more disastrous to personal achievement, personal happiness, and personal usefulness in the world than worry and its twin brother, despondency.