

**PAGES**

**MISSING**

# THE CIVILIAN

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## The Model Law.

*Text of the address delivered by Prof. Shortt (Civil Service Commissioner of Canada) at the National Assembly of Civil Service Commissioners, Ottawa, June, 1916.*

Dr. ADAM SHORTT (Civil Service Commission of Canada): Mr. Chairman, I have listened with great interest to these discussions because many of them, in fact most of them, proceed on lines which are sometimes familiar, although some of them do not, to us on this side of the line. I wish to state from the result of our experience and from our political experience, that I thoroughly sympathize with the points made by a number of gentlemen, Mr. Rice, for instance, about the higher positions, and first of all, the relation, the permanent relation of a Commission to the executive Government. In our country over here, our executive is far more political than yours, far more partisan than yours,—our politics altogether are more partisan than yours. That may seem a curious statement but it is incidental to the eternal fluidity of the conditions on which our system lives. Your election takes place and a Governor or Legislature goes in for a certain term, staying there for that term. Here nobody goes in for any particular term. They go in, and the party that controls the majority remains in power, just as they do in England, as long as, and only as long as they can control a majority. There is a term beyond which they cannot get without a re-appeal to the people, but there is no specific time. They may appeal to the people to-morrow, they may have to appeal to-morrow, although they were elected yesterday. The consequence is that a Government, that is an executive Government, is a committee of the political party in power. And yet, under the unwritten traditions that are built up and are still being built up, it gradually takes a more or less accepted and permanent shape. Your political committee at the head of a political party has therefore to keep itself in power, when the Legislature is in session, day by day; and there has to be a committee on hand to see that there are enough Government supporters on hand to keep a majority, because they may be put out at any time between dawn and the fall of the sun. That requires that there should be alertness, and a continual communication between the party in power and those who keep them in power. That is why our system of Government is far more partisan than yours. You elect on certain big issues, and for the minor issues nobody cares. With us the smallest Act that goes through our Legislature goes through on the responsibility of the ministry and therefore of the party. That being so, the question is how is that executive Government to be kept going, and how is a Commissioner appointed to look after and deal with the appointments and promotions as we have to deal with them, to get in touch with an organization of that kind. Ministers of the Crown, looking at it from the point of view of past conditions and the practice of great corporations, etc., have said to me: Why should there be a power interposed between us and the running of our Administration? Would any railroad president, would any great corporation and its leaders

tolerate that their administration and their acts should be interfered with by a body that is not responsible to the powers they represent—and we represent that ideal which so many of you mentioned of a permanent or life tenure of office, like that of our judgeships. There are some objections to that, but that is not what we wish to discuss. The point is, here is your executive. Now we have to say: How can we justify ourselves so that when a minister says to me that he could not consent to my dictating a man to him and asks me: Are you above the Government?—and, of course, nothing on earth is above a British Government—are you above the Government that you can dictate to us? And I say, Oh, no, you are perfectly able, far better able than we are, to select the best man, but will you be allowed to do so? You know very well you have got to keep yourself in power; you have got to curry favour; you have got to consent to certain things, and you cannot exercise your free will in selecting the best men. We are here, and as I understand our function, it is to assist you, to step between you and those people who are forcing you; to enable you to say: We did not put this man in; we did not turn your man out; we did not pass him by; it was the Commission who made that selection and they were appointed for that purpose, and if you want to abuse anybody, go and chase the Commission. I have to say to them: It is your privilege to tell these people to go and chase us, and we will be just as willing as you like, and will not come back and say: Oh, now, here is a difficult situation, how would you advise us to deal with it? Do you think we should favour this element or the other?—because the moment we come to you as Ministers or as Prime Minister we are compromising you; you can no longer say to these people who are pursuing you: We know nothing about it, go and chase the Commission. I say to them: If we have done anything wrong tell these people you will hold an investigation and also tell them you know nothing about it and have not been consulted. That being so, the question is simply how nearly can a Commission in the selection of people duplicate the selection by a thoroughly responsible democratic body, and minimize the partisan, one-sided, unfair pressure. Now I say, working that out, for the lower grades where it is simply a question of introducing these people on the basis of their general intelligence, a general comprehensive written examination or series of examinations, graded according to the difficulties of the positions, shall be set. But the moment you come to the higher grades, the technical experts, the executive experts, all men requiring, in addition to their general education a general training and a reasonable or even a very large amount of experience, you can no longer test those people wholly on a written examination. If you employ an examination it must be a combination of the written examination, plus the working out, because I say that is the only way in which men are actually selected for the great things in the great corporations and all other institutions, once you get above a certain level. In the case of a technical position there are two ways of going in, either by technical examination or by nomination. We say: We do not care much which way you take it. They have the right to select an expert and then refer him to the Commission and the Commission are to issue a certificate, fortunately the Act says with or without a written or special examination. Examinations are therefore defined as any adequate test to determine a man's ability, so in the case of all experts, when we advertise a position we say "must be graduates of some recognized institution in such and such line"; expert graduates and specialists in chemistry, engineering, etc., must have their degrees. Then we do not hold any written examinations. Then we say of those twenty or thirty candidates who may present themselves for two positions, how are we to decide between them? On the record they

have shown after having qualified on the technical side, and that we size up along with the others, and there is where we call in the executive heads, who are under the political heads. The executive heads will give a good judgment. As a rule they are not overawed by the political heads. I do not see any other way to prevent incursions of the kind that Mr. Catherwood spoke. The politicians might come in and blow the whole thing up because they have the legislative power to do so. If you are to have your Act and your system, you must show that your work minimizes the political pressure—and that is the only way that you can get the politician on your side.

## Civil Service Casualties.

### LIEUT. A. B. IRVING.

Lieut. Arthur Beaufin Irving, reported missing, probably dead, is a Public Works engineer of Victoria, B.C., a son of the late Judge Irving of that city and a grandson of the late Sir Aemilius Irving of Toronto. He was formerly an officer of the Royal Canadian Dragoons, but transferred recently to the 16th Battalion. He was last seen going over the parapet in a charge.

### MAJOR JOHN C. BALL.

Major John C. Ball, Canadian Field Artillery, has been wounded in the left foot and is coming home. He has also suffered injury to the drum of his left ear. Major Ball belongs to the engineering staff of the Welland Ship Canals and was lieutenant in the 7th Field Battery of St. Catharines before he went to the front.

### W. J. DONOVAN.

Corporal William John Donovan of the 77th Battalion was admitted to No. 12 General Hospital at Rouen, France, on October 28th, suffering from concussion. He is an employee of the Government Printing Bureau, and served in South Africa. He has qualification for a commission, but "took stripes" to get to the front quickly.

### C. P. MAXTED.

C. P. Maxted, Canadian Engineers, who died of wounds in August, was on the engineering staff of the Irrigation Branch, Department of the Interior, at Calgary. He enlisted short-

ly after the war broke out and had been overseas for a long time.

### W. F. SHAPTON.

Company Sergeant-Major Walter Frank Shapton, who was admitted to the American Women's Hospital at Paignton on November 8th with a gunshot wound in the hand, belongs to the Grain Commission staff, Department of Trade and Commerce, at Fort William. He enlisted with the 52nd Battalion.

### E. H. WOOTTEN.

Edward Henry Wootten, an employee of the Fish Culture Branch of the Department of the Naval Service, at Port Arthur, is officially reported as having died in No. 2 Canadian Field Ambulance as the result of wounds. Deceased was a recruit of the 96th Lake Superior Regiment to the 8th Battalion, C.E.F., and had won his corporal's stripes.

### W. E. HUNTER.

William Edgar Hunter, who suffered a gunshot wound in the shoulder on October 21st and is now in hospital in England, belongs to the Irrigation Branch, Department of the Interior. He was a sergeant-major in the 77th Battalion, but was subsequently transferred to the 87th Battalion "Canadian Grenadier Guards."

### CAPT. W. F. PETERMAN.

Captain Wilfrid Ferrier Peterman, killed in action on September 26th, had a distinguished record in the war. When hostilities commenced he was a preventive officer of customs at Co-

balt and held a commission as lieutenant in the local company of the 97th "Algonquin Rifles." He secured an appointment in the First Division and went overseas as a lieutenant in the 13th Battalion, Royal Highlanders, of Montreal. At the front he was promoted captain. The "eyewitness" report of May 6th said of him:

"In the course of the hostile bombardment on this occasion, Captain W. F. Peterman was wounded in the head and had several teeth knocked out by shrapnel. Nevertheless, he remained at his post until relieved, three hours later."

Captain Peterman had been mentioned for a decoration.

#### LIEUT. R. S. STRONACH.

Lieut. R. S. Stronach, Dominion Parks Branch, Department of the Interior, was wounded on November 7th. 'Bert' is a famous athlete. He was champion 120-yards hurdler of the British Isles and held a high place in other sports. In Canada he was chiefly noted as a rugby star. He held a commission in the 38th Battalion.

#### MAJOR S. W. GILROY.

Trustworthy information is now received that Major Sidney W. Gilroy, postmaster at Smith's Falls, was killed in action early in October. He was reported missing at that time and there has been uncertainty as to his fate. It is now learned that he fell while leading his men in an advance and was buried on the battlefield.

#### LIEUT. G. E. BOTHWELL.

Lieut. George E. Bothwell, killed in action at Courcelette, was a member of the staff of the Forestry Branch, Department of the Interior. He had been employed at headquarters in Ottawa and also in the Western field and he went overseas with the 51st Battalion of Edmonton. Information is received that Lieut. Bothwell's death was due to typical German treachery. His unit had

swept over some German trenches and his men were busy rounding up prisoners. A party of the enemy came out of a dug-out and gave themselves up. One of them had concealed a revolver and when Lieut. Bothwell's back was turned the German shot him through the head, killing him instantly.

#### MAJOR F. W. W. FANE.

The name of Major F. W. W. Fane, 3rd Mounted Rifles, has been inadvertently omitted from this record until now. Major Fane is an inspector on the staff of the Department of the Interior at Edmonton, and holds a commission in the 19th Alberta Dragoons. He was in command of the 3rd C.M.R. at the front on December 2nd, 1915, when the Germans shelled their trench with serious result. Major Fane and Capt. H. S. Monkman (Indian Affairs) were struck down at the same time, and it was while going to Major Fane's assistance that Capt. Monkman was killed. The story of his splendid self-sacrifice has already been told in *The Civilian*. Major Fane was six months in hospital, has been home on leave, but is to return to the front. His son is a lieutenant in the 194th Edmonton Highlanders, which battalion recently "went East."

#### H. C. EVANS.

H. C. Evans of the Royal Flying Corps, missing, belongs to the establishment of the Health of Animals Branch, Department of Agriculture, at Medicine Hat. He was a sergeant in the 19th Alberta Dragoons and had seen service in South Africa. When the war broke out he was the first man to enlist at McLeod, Alta. When his unit arrived in France he was detached and made a motor cycle rider. In this service he met with an accident, being thrown into a barb-wire entanglement and injuring his knee so that he had to be invalided to England. On recovery he became an aviator. It is reported that he had received a decoration, but this is not confirmed.

## The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.  
Names in previous lists—2,562.

### SIXTIETH LIST.

- George D Aird, Post Office Dept., Ottawa.  
 Tempest Aitken, Letter Carrier, Post Office, Edmonton.  
 Frederick Charles Bartlett, Post Office, London.  
 George Bohdashevsky, Post Office, Saskatoon.  
 Thomas William Boyd, Railway Mail Clerk, Toronto District.  
 Harry Mason Carson, Post Office, London.  
 James Henderson Clark, Letter Carrier, Post Office, Hamilton.  
 Arthur Roy Cline, Post Office, St. Catharines.  
 Chester Russell Copeland, Railway Mail Clerk, London District.  
 William Daniel Dexter, Letter Carrier, Post Office, Moose Jaw.  
 Leonard Edward Dingley, Letter Carrier, Post Office, Berlin.  
 Albert Lawrence Seaborn Emsley, Railway Mail Clerk, Vancouver District.  
 Richard Harry Filkin, Post Office, Saskatoon.  
 Arthur Boughton Francis, Post Office, Vancouver.  
 William Radmore Fulford, Post Office, Port Arthur.  
 Emmanuel James Gallant, Railway Mail Clerk, P. E. I. District.  
 Edward Gauthier, Post Office, Montreal.  
 Fred Moyer Gay, Letter Carrier, Amherst.  
 Ebenezer Naismith Goldie, Letter Carrier, Medicine Hat.  
 John Alexander Gow, Letter Carrier, Toronto.  
 Frank Albert Hupp, Letter Carrier, Ottawa.  
 Ernest Owen Ironside, Letter Carrier, Winnipeg.  
 Colen Samuel Johnson, Post Office Dept., Ottawa, 207th Battalion.  
 William John Kirkpatrick, Railway Mail Clerk, Toronto District.  
 Cecil Henry Knowlton, Post Office, Toronto.  
 Matthew Albert Kuenomann, Letter Carrier, Berlin.  
 Henry Larocque, Letter Carrier, Ottawa.  
 Herbert S. Lemessurier, Letter Carrier, Vancouver, 68th Battery, C.F.A., C.E.F.  
 Richard William Longworth, Post Office, Vancouver.  
 Abram B. Lutes, Letter Carrier, Post Office, Moncton.  
 Hilmer Mattson, Railway Mail Clerk, Calgary District.  
 Victor Kennedy Meades, Railway Mail Clerk, Winnipeg District.  
 John Daniel Mooney, Post Office, Ottawa, 207th Battalion.  
 Hugh Chris. Moore, Railway Mail Clerk, Calgary District.  
 William Robert Moore, Mail Transfer Agent, Calgary District.  
 Allan Lawrence McDougall, Post Office, Medicine Hat.  
 Argyle McFarlane, Post Office Dept., Ottawa.  
 Robert McPherson, Letter Carrier, St. Catharines.  
 Gordon McRae, Post Office Dept., Ottawa, 207th Battalion.  
 Henry Phillip Rogers, Post Office Dept., Ottawa.  
 Russell Coulter Savage, Railway Mail Clerk, Toronto District.  
 Frederick Bruce Shaver, Post Office, Victoria.  
 John Vincent Shea, Post Office, St. John.  
 Mervin Austin Shoebottom, Railway Mail Clerk, London District.  
 James Taylor Speechley, Post Office, Calgary.  
 Allen H. Troy, Railway Mail Clerk, St. John District.  
 Richard D. Adair, Post Office, Moose Jaw.  
 Louis Joe Aug. Beaudin, Post Office Dept., Ottawa.  
 Fred. Alex. Collins, Post Office, Ottawa.  
 James Patrick Kelly, Letter Carrier, Montreal.  
 Clarence Walker Martin, Post Office Dept., Ottawa.  
 Roy McLerie, Post Office Dept., Ottawa.  
 James Ray Tompkins, Railway Mail Clerk, North Bay District.  
 J. B. Walker, Post Office, Toronto.

# THE CIVILIAN

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## THE NATIONAL DUTY.

*In the history of every people there may come such a challenge to the spirit of its citizens as must be answered in service and devotion if the nation is to have an abiding place in the future. The events of this war bring that challenge to-day to the manhood of Canada.*

\* \* \*

*A mightier effort than may be imagined is necessary to procure a conclusive victory. This war must have so decisive a result that lasting peace can be secured. We are fighting not for a truce for for victory.*

*In all mechanical appliances which have played so great a part in this war the allied nations have almost if not quite overtaken the enemy's standard of preparation. Therefore the result will depend upon the organization of the man power of the allied nations.*

\* \* \*

*It is imperative that the men and women of Canada, individually and through their various organizations, shall serve the nation in those capacities in which their service may be of the most value. Thus it is the earnest duty of the Canadian people to join with the Government in organizing the full power of the nation in terms of human energy.*

—Rt. Hon. Sir R. L. Borden.

## OUR BOYS

Previously reported:

Dead .....	110
Wounded .....	172
Prisoners .....	12

### DEAD.

- C. P. MAXTED.
- E. H. WOOTTEN.
- CAPT. W. F. PETERMAN.
- MAJOR S. W. GILROY.
- LIEUT. G. E. BOTHWELL.

### WOUNDED.

- MAJOR JOHN C. BALL.
- W. J. DONOVAN.
- W. F. SHAPTON.
- LIEUT. R. S. STRONACH.
- MAJOR F. W. W. FANE.
- W. E. HUNTER.

## UNDERPAID MESSENGERS.

The brief debate on the position of the messengers which was summarized in a former issue is a sad and saddening commentary on the present state of the Canadian Civil Service. One of the principal ministers of the Crown, speaking as the leader of the House of Commons for the time being, declares that the salary with which messengers begin service is too low—a man fit to be a member of the Civil Service is worth more money; yet no re-arrangement can be proposed during the continuance of the war; but at the end of the war the Civil Service “will receive all the consideration they are entitled to,” meantime “there are lots of applications for these various positions,” and if messengers are dissatisfied they should either hire out to farmers in the West or go to the front.

There is in this statement no direct recognition of any administrative principle except a bowing to mere necessity—the war is on and nothing must be considered but the war.

That is not the real position, however. Canada had a Civil Service before the war began, and it will have a Civil Service long after the war is ended. The civil administration has not suddenly lost all value because of the war. Letters must be collected and delivered; lands must be surveyed and patented; charters must be granted; the civil law in all branches must be administered. And not only that, but by reason of the very war itself many branches of the civil administration are called upon for more important and exacting services than ever. The Dominion Police, for instance, must have tremendous problems on its hands in guarding Canada against enemy plots of all kinds. Sir George Foster, in a recent speech, showed that his department, Trade and Commerce, is making great preparations for extending the foreign trade of Canada. The Department of Finance has to handle hundreds of millions more now than it handled before the war or will handle after peace has been declared. And so with many others.

Nobody need be told that if cases of dissatisfaction multiply in the Civil Service the effect must be that of general disintegration, — dissatisfaction is another name for inefficiency.

Is it to be pretended that salaries that are admittedly too low will not create dissatisfaction? Then you have an influence making for dissatisfaction and inefficiency in an important branch of the service. The loyalty of the service will hold that influence in check for a long time, but that does not alter the fact that the influence is on the wrong side.

Is this necessary? Surely not. This problem faces commercial firms in every part of the country. They know the value of their administrative organization, and use their resources almost without stint to keep that organization at high efficiency. Canada cannot afford to do less.

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 BY THE WAR EDITOR.
 

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Once more the war editor begs to thank correspondents in different cities for sending in "war news"—especially names of newly-enlisted men and those of men killed or wounded. The record of wounded men is the most difficult of the several rolls that *The Civilian* is endeavouring to keep up. In the early days of November various correspondents gave very material assistance in that regard. An old and faithful friend on the Pacific coast sent in a valuable list of enlistments and casualties. Calgary, Port Arthur and Toronto correspondents deserve "honourable mention." An incident that illustrates the necessity of careful checking of names sent in for the Roll of Honour may be mentioned. "J. W. S.," a Western railway mail clerk, has donned khaki. His brother in Ottawa sent in his name; then his father, who lives in the West, sent it in; then the railway mail clerks' list contained it and, finally, the Post Office Department reported it. That's the kind of thing that makes the war editor glad. He has surely got this man's name on file, he knows what unit the lad is with, he knows that friends are watching his career, and if he should be so unlucky as to get a "blighty" or so lucky as to win a medal, *The Civilian* is likely to have news promptly. Thanks, everybody, —write again!

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Lighthouse-keeper Jones is doing his bit. How about you?

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Read Dan. Simons' letter,—and then "dig down" for the prisoners of war fund.

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Another long list of decorations awarded to Canadians has been issued. Are there any civil servants among them? If you know of one, send in his name.

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"If I come back, all O.K.; if I



don't, why O.K.,—and I want you to feel that I've done the right thing as every Canadian and Britisher should." So wrote one of "our boys" to his father on the eve of battle. That's a boy to be proud of. The Civil Service is proud of him, and it's not hard to guess his father's opinion of him.

### DAN. SIMONS' LETTER.

Dan. Simons, of the Post Office Department, wounded and unfit for further service, in this war at least, has been released from a German prison and is now interned in Switzerland. The following letter, recently received from him by a friend, will be read with interest by his Ottawa acquaintances and also by old friends in his native province of Prince Edward Island, where Dan. had a reputation as an athlete in the old days.

Dear Bill,—

I haven't heard from you for a long while, but am not at all surprised at that because correspondence conditions in the place where I have spent the last few months are not quite up to par. Well, to begin at the right end, I'm free at last, and in the Promised Land. I came to Switzerland as an invalid a little over a week ago, and am now in a little valley among the Alps, free to put in my time bounding gaily from Alp to Alp, in emulation of the nimble chamois, and catching up my back correspondence. I am not very strong on the chamois stuff. My left hand has two bullets and two stab wounds in it (the guy that put the stab wounds there has a stoking job now in H—, unless his morals were better than his manners), the small of my back looks like a "before using" ad for Dodd's Kidney Pills, with a bullet across it one way and a shrapnel ball the other, and my right leg is on the bum. My nerves are shattered, but clear of those little incidentals I never felt better in my life. My hand is the worst trouble, but I'd give the other one, too, for another slap at them. As it is, they didn't get me for nothing. I've had enough experience in thirteen months to keep me from ever speaking a civil word to a German for the rest of my life. I've known what it means to have a man spit in my face when I couldn't sit up, much less stand. I've been so hungry that a leg of a raw dog would have been highly acceptable, and I have followed a German who was smoking a cigar,

waiting for him to throw away the butt, and have seen him put that cigar out and put it in his pocket. Later on, when the parcels began to come regularly, it was not so bad, but the feeling of being fenced in with live wire and sentries was bad enough. Thank goodness, it is all over now, and I am in right again. You should have seen the fuss they made over us here. Everybody seemed to want to do all in their power to make us welcome. At Zurich, Berne, Lausanne, and every other big place, there were thousands of people to welcome us. We were loaded with flowers, fruit, chocolates, cigarettes, tobacco, post-cards, and, best of all, English newspapers of a late date. We are living in hotels with good beds, good food, and liberty to walk about within certain limits. It's Heaven. . . .

The best things to send are: tinned meats, fish, and beans, condensed milk, tea and sugar, cigarettes and tobacco. It is no use to send biscuits, as they take up more room than they are worth. Our boys are not to blame for being prisoners. We did our bit and left our mark before we were captured, as our dead or missing roll will show, and we should not be forgotten by the ones at home. I was pretty well looked after by the folks at home, and the office bunch, but there are others who are not so fortunate.

(Sgd.) No. 7816, CORP. DAN. A. SIMONS,  
Interned Brit. Prisoner of War,  
Hotel Valrose, Rougemont (Vand.),  
Switzerland.

### CALLED BACK.

Clive A. Schofield, of the Accounts Branch, Department of Public Works, who recently enlisted with the 207th Battalion, was invited, a few days ago, to call upon his old friends in the Branch. When he presented himself for his farewell visit the Chief Accountant, Mr. A. G. Kingston, took him by surprise in presenting him with a wrist watch as a token of the good-wishes of the staff. The recipient, though unprepared for such an event, appropriately expressed his appreciation of the gift. The hearty good wishes of his many friends follow him overseas.

What is the difference between the death of a barber and the death of a sculptor? A barber curls up and dies and a sculptor makes faces and busts.

**OVERSEAS MEN REMEMBERED.**

In *The Civilian*, issue of October 27, mention was made of a "comforts shower" for members of the Canadian Railway Mail Service on military duty overseas. The result of the labours of Mrs. Armstrong and a group of splendid co-operators from the office of the Controller R.M.S. was the despatching of one hundred and thirty-seven boxes to as many men overseas. Cash donations were welcome from Vancouver, Moose Jaw, St. John, Halifax and Charlottetown. Besides the usual things, smokes, gum, candy, etc., these boxes had cards of greetings from the senders, a maple leaf in all its glorious autumn tints, and the following poem by a well known *Civilian* contributor:

**THE MESSAGE OF THE SERVICE.**

Here's a message from the Service  
To the scarlet fields of France,  
Here's a greeting to our comrades  
Who have dared to take a chance;  
For our thoughts are over yonder  
Where you've made your gallant stand,  
So we send this simple token  
From the dear old Maple Land.

For the Service proudly claims you,  
Tho' the wide Atlantic waste  
Sets you far beyond the circle  
Of your old, accustomed place;  
Thus to-day it seeks the trenches  
Where its sons are scattered wide,  
And it bears the old, old message  
For a joyous Christmastide.

May a kindly Fate attend you  
Through the dreadful strife of War;  
May complete and lasting Victory  
Crown the cause you're striving for.  
And we're waiting, always waiting,  
For the day that brings you home,  
For the time when strife is ended  
And the Service claims its own.  
—Jack Cadden.

What is the difference between a fisherman and a dunce? Ans.—One baits his hook and the other hates his book.

What is the hardest kind of soap? Castile (cast steel).

**JOINING THE 74th.**

Capt. Frank Grierson's 74th Battery, C.F.A., which was drafted to a low strength last month, is rapidly filling up again. Thirteen recruits were received at one time last week and a number have since gone down from Ottawa. Recent Civil Service recruits include R. M. Halpenny, Percy Connolly, Cecil Cathcart, Wilbert H. Frise and J. J. Walters. Newly-appointed officers include Lieut. Olmstead (now on recruiting service in Ottawa) and Lieut. Bethune. Both are popular Ottawa men.

**ANOTHER DECORATION.**

Fred. A. Warner, Jr., a Halifax post office clerk, serving as Sergeant-Major in the Canadian Army Postal Corps in France, has added his name to the roll of civil servants distinguished for their conduct at the front. He has been awarded the new medal for "Meritorious Service." Details of the special action for which he is decorated have not been received. Sergt.-Major Warner has just passed his twenty-fourth birthday. He entered the Postal Service when only 16 years old.

A further particular is now learned of the winning of the Military Cross by Capt. R. A. Spencer, which has been previously referred to. It is stated, officially, that not only did Capt. Spencer spend five nights patrolling "No Man's Land" to locate an enemy mine gallery and then wreck it, but that "*later he consolidated the gallery as a defence to our own trenches.*"

**NOTES.**

The annual report of the Irrigation Branch, Department of the Interior, carries the branch's "Roll of Honour" in the position of honour instead of the usual pictorial frontis-

piece. The roll bears the names of forty-two employees of the branch who have donned khaki. Artistic copies of the roll, separate from the report, have been sent to the men whose names it bears and to their next of kin. This thoughtful courtesy is much appreciated by the recipients.

The new orders-in-council regarding the investigation and control of prices place a heavy load of work and responsibility upon the Department of Labour. The department has been carrying on an active inquiry along this line for several years and has a great fund of invaluable statistics ready for use. The staff of the department is now busy on further investigations.

The custom of publishing two editions of the Civil Service List each year,—one in English and one in French,—has been abandoned. The 1916 list, now being printed, is in new form, combining the two languages, after the idea of the bilingual Census reports.

The ninth annual meeting of the Civil Service Savings and Loan Society will be held in the lecture room of the Carnegie Library on the evening of November 28th. It is stated that debenture-holders of the Civil Service Co-operative Supply Association are to receive 100 per cent on the value of their securities. Fifty per cent may be paid before the end of the year and the balance early in 1917.

### LAUGHED AT DEATH.

How Frank McGee, the noted Civil Service athlete, laughed as he went up under fire to hold the first-line trenches, knowing that his chances of coming back were few, is told in a letter from Lieut.-Col. Jones to the dead officer's brother, D'Arcy McGee. It is as follows:

"Somewhere in France,  
October 18, 1916.

"Dear O'Arcy,—I have intended writing to you ever since Frank left us, but have

had a great deal to do. That is my only excuse.

"Frank came back to me only two days before we went over on the morning of Sept. 15. I left him with the reserves during the first attack. But during that day I lost every officer save one, and early on the morning of the 16th Frank brought up 50 men to hold the line and to push on past Courcelette. He reported to me and I put him in command of my first line. He knew what it meant and he laughed as he went into it. He took most of his men through and reached the front trench. I had a message from him there, telling me his disposition and adding that he would gather more men and push in. He had to go up under an extraordinary shell fire. He then came back to the sugar factory and was gathering up more men there for another attack when he was killed. I need not tell you what he was like under shell fire; because you know better than I can write, but his bravery always inspired the men under him.

"When he was with me first I had learned to rely on him, but in the Somme during his last few hours he was wonderful. I can't tell you more. He was buried where he fell and where so many of my battalion lie. If I come home I will be able to tell you more, but it is harder writing than you can know. Always faithfully yours, ELMER JONES."

### A NOTABLE ACHIEVEMENT.

As an example of a civil servant who has a position instead of a job (popular opinion) and yet who has not allowed himself to get into a routine of duty done, and so accumulate an atrophied brain, the announcement that a patent has been granted to Mr. Arthur Hudon, electrical superintendent of the Victoria Memorial Museum, is a noteworthy one.

The apparatus which has already been tested out at the Museum building is an electrical alarm board placed at the entrance to a building, which indicates the whereabouts of any fire in the building. In many cases the position of a blaze is not at once apparent, and firemen arriving first after an alarm goes in, may lose valuable time in trying to locate the trouble.

Many extremely flattering expressions of approval have been heard from various sources.

## Disabled Canadian Soldiers

The Military Hospitals Commission at Ottawa informs us that 2,081 soldiers were under its care at the beginning of this month. Of these, 426 were at Sanatoria for tuberculosis, and 1,616 at Convalescent Hospitals, 682 of the latter being out-patients—while 39 members of the force were in asylums for the insane. Of the 426 cases of tuberculosis, it may be added, almost exactly half were discovered in time to prevent them from leaving Canada for the seat of war. According to a statement prepared by the Militia Department, up to October 5, 1916, the number of soldiers sent back to Canada because of medical unfitness was 6,208. Of these, 961 were suffering from wounds, shell-shock, or the effect of gas; 122 were insane; 245 were afflicted with tuberculosis; while the remainder, 4,880, were suffering from other diseases and disabilities.

All Canadians ought to know what is being done by the Military Hospitals Commission, acting on behalf of the whole body of citizens, for the restoration of their wounded defenders to a position of self-support and independence. Every disabled soldier is medically examined on arriving at Quebec. If he is no longer in need of hospital treatment, he is sent home free of expense and discharged with a pension or gratuity according to the extent of his disability. If he needs further treatment, he is taken to the hospital or sanatorium where the treatment most suitable to his case is available, and, if possible, to the institution nearest his home. Men who cannot resume their former work on discharge from hospital are advised and enabled to take special training for new occupations. This is provided free of cost; and while the men are being trained the Dominion Government maintains them and their families. Men needing artificial limbs are taken to Toronto, where these limbs are made and supplied without charge. Men with serious nerve disorders are treated specially in the Ontario Military Hospital at Cobourg.

Each Provincial Government has appointed a Commission to help discharged men in securing steady and remunerative work. The Dominion Government, and other authorities and employers, systematically give preference to returned soldiers when filling vacant positions. The public can and should co-operate heartily in this urgently necessary work, by encouraging the men to take fullest advantage of the curative and educational opportunities given them, and afterwards by seeing that they get work. Local committees have been formed for this purpose in many towns, but much more has to be done in this way. The treatment, most carefully carried out in accordance with the latest discoveries and the proved results of medical experience, includes many forms of strengthening exercises, often requiring special and costly apparatus; the scientific use of electricity, massage, and continuous baths for affected limbs; with wise dieting and fresh air as a matter of course.

Occupation is often as necessary and beneficial as rest itself, in its curative and strengthening effect on body and mind. Classes are therefore held at the hospitals, for instruction and practice in many arts and industries, such as carpentry and wood-carving, metal and leather working, typewriting and book-keeping, mechanical drawing and elementary engineering, gardening, bee-keeping and poultry-raising. These all help to increase the capacity of the patients, and to lessen the effect of any injury they have received, by getting them into practice for such industries as they can profitably undertake. The medical and educational officers try first to discover what each man is most likely to succeed at, and then to fit him for it as thoroughly as possible. It has been wisely decided that no man shall forfeit any part of his pension on account of his industry and enterprise in improving his own financial position.

Let our readers write without hesitation to the Secretary of the Military Hospitals Commission at Ottawa, or to the Provincial Commission at the Provincial capital, asking any further information they may desire, or giving practical suggestions resulting from thought or experience.

### NOBLY DONE.

Nothing in connection with the collections by Civil Service organizations for the Canadian Patriotic Fund has been more striking than the generous gifts of the light-house keepers on both Atlantic and Pacific coasts and the Great Lakes. These men, living hard, isolated lives and receiving very small remunerations, have been notable from the first for their willingness to make sacrifices for the Empire's cause. Now comes one of the best stories of all.

An aged man named Jones is keeper of the Prospect Park point light, near Vancouver. Last summer there was started in that city a fund to aid returned soldiers and Keeper Jones deeply regretted that his financial condition made it impossible for him to contribute materially thereto. However, he conceived a plan to raise money for the cause,—and nobly did he carry it out. On the little plot of land attached to the light-house he started a flower garden. All summer he toiled by day in his flower-beds and watched his light by night. To motor parties and other passers-by he offered his bouquets for sale and met with un-anticipated success.

Early this month he handed over the whole proceeds of his summer's devotion to the soldiers' aid fund and increased it by the handsome sum of \$1,035.

Where is there a tale to equal this?

### WAR PERSONALS.

Capt. Norman Gilmour, medical officer of the 16th Battalion of the Royal Scots, who lately won the Military Cross, is a son of W. A. Gilmour, Collector of Customs at Brockville.

Major P. P. Acland, M.C., twice wounded, is coming home. He was injured in the face and chest on September 26th and has since suffered an attack of pneumonia.

Private Caughey McCallum, son of

Immigration Inspector P. T. McCallum, of Grand Forks, B.C., has been wounded. Four of Mr. McCallum's sons are now in khaki, and a fifth, it is said, is ready to enlist in the near future, while Robert J. Irish, an adopted son, is now "Somewhere in France." D. P. McCallum, the eldest son, is manual instructor in Strathcona school, Vancouver, and holds five military certificates, including that of captain, but has been rejected sev-



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

"Is Delightfully Refreshing"

"Cleans and Whitens the Teeth"

"Sterilizes the Mouth and Brush"

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

25c. at your Druggists.

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

**Palmer's Limited,**

100 Latour Street,  
Montreal.

# Civil Servants, Attention!

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## THE ARTILLERY CALLS YOU

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WILL YOU ANSWER THE CALL? THE HEAD OF YOUR DEPARTMENT IS WATCHING YOU. HE CAN FIND SOMEONE TO TAKE YOUR PLACE IN THE OFFICE. NO ONE CAN TAKE YOUR PLACE ON THE GUNS.

---

**BE BRITISH**  
JOIN THE 74th (OTTAWA) BATTERY

---

**APPLY—**

**LIEUT. R. A. OLMSTED,**  
Base Recruiting Office.

**CAPT. F. GRIERSON,**  
Officer Commanding.

eral times for active service on account of defective vision.

Further news regarding Harry Whittick of Regina post office, reported killed last issue, is to the effect that he died of wounds on September 21st.

Capt. Graham A. Colmer, London regiment, wounded, is a son of J. G. Colmer, C.M.G., long an official of the Canadian Government Office in London.

Private D. G. Smart, missing since September 16th, and believed dead, is a son of G. Bogue Smart, of the Immigration Branch. Private Smart was a lieutenant in the 38th Battalion, transferred to the 77th, and later threw up his commission to join the machine gun section of the 92nd, Toronto.

Lieut. C. A. Bell, 58th Battalion, missing, is a grandson of the late Robert Bell of the Toronto Customs. He was last seen leading his platoon against a German entrenchment.

Edgar A. Finlayson, killed in action, was a brother of George F. Finlayson, of the Department of Finance and son of Captain Allan Finlayson of the Department of Marine and Fisheries, Charlottetown, P.E.I.

Sergeant James Henry Graham, 2nd Battalion, a Toronto customs officer, who went to the front at the outbreak of war and has been in hospital at Shorncliffe with a gunshot wound in the left lung, has been discharged from that institution.

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### CARRIERS ASK MORE.

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Letter carriers throughout the Dominion are preparing petitions for presentation to the postmaster general, asking for an increase in their pay. The present rate is a \$3 maximum with a rate of \$2 for those temporarily on the list, and the petitions to be presented ask that an increased rate of 50 cents per day be given.

This is the result of the action taken by the Federated Association of Letter Carriers at their convention held on the Pacific coast this year, the same receiving approval of the Dominion Trades Congress at the Toronto convention, after which the general secretary, Alex. McMordie of Toronto, set the necessary machinery in motion for the Dominion-wide request.

The Federation is the recognized representative of the letter carriers of Canada, having some forty branches in the principal towns and cities, spread from coast to coast. Each one of these branches has been notified to join in the action for concerted petitions. No set preamble is being utilized, Secretary McMordie in his instructions in this regard asking for individuality in each case. Increased cost of living and the material advance in wages in nearly all other occupations will doubtless be features of most of the petitions.



## Attention!

SPECIAL POLICY FOR

# RAILWAY MAIL CLERKS

Full information on application

**CHAS. KING, General Agent**

71½ SPARKS ST. - - OTTAWA

**"HOW SLEEP THE BRAVE."**

With military honours such as have not been seen in Toronto for years, and with the expressed sorrow of thousands in every walk of life, the remains of Lieut.-Col. William Donald Allan, D.S.O., were laid to rest in Mount Pleasant cemetery on Sunday, November 11th.

Three hundred men of the 198th Battalion, "Canadian Buffs," formed the firing party and four thousand troops, representing all the militia units of Toronto, followed the flag-draped gun carriage. The Lieutenant-Governor of Ontario, the Premier, the Mayor of Toronto and distinguished representatives of many organizations attended. The Department of Marine and Fisheries, Meteorological Branch, to which the deceased officer belonged, was represented by Sir Frederick Stupart and Mr. Bertram C. Wabber.

From among the numerous eulogistic tributes to the late commander of the 3rd Battalion is selected the following, being part of a letter written by one of his own men:

"We have lost our C.O. He died in England,—wore himself out; and believe me it was a great loss, for he was one of the whitest men who ever stepped. He was wounded at the battle of Ypres last year but would not leave the trench. I was near him at the time and saw him hit. Later he went out in front with one of my friends and tried to help a wounded man. It was mid-day. He got a bullet through his cap. He was a real man."

**WESTERN GRIT.**

A. W. Busselle, V.S., an inspector under the Health of Animals Branch, Department of Agriculture, at MeLeod, Alta., is a good sample of Western grit and perseverance. He has a slightly defective knee, the result of an injury long ago, but he is determined to have a hand in the war.

Three different times, and at three different recruiting stations, he sought to enlist, but was turned down every time. Then he tried for the Navy, but failed again. Nothing daunted, he applied for enlistment in the 237th Construction Battalion and has wired Ottawa a gleeful notice of his being accepted for service.

**A PRESENTATION.**

The office of Dr. Torrance, veterinary director-general, was the scene of a pleasant event on the afternoon of the 15th, when the staff of the Health of Animals Branch presented one of their number, J. C. MacFarlane, with a wrist-watch on the eve of his reporting for service with the 207th Battalion. Dr. Torrance, in making the presentation, referred to the fact that Mr. MacFarlane had long been desirous of enlisting, but that it had theretofore been impossible to arrange for his release from civil duties. Private MacFarlane expressed his appreciation at being so heartily assured that the good wishes of his colleagues go with him to the front.

**A FINE STORY.**

From far-away Dawson, in the Yukon, comes a splendid story of Civil Service effort to assist in winning the war.

While on leave of absence from his post as Commissioner of the Yukon Territory, last year, Hon. George Black attended a military school and qualified for the rank of captain. Returning to Dawson he proceeded to recruit and organize the "Yukon Infantry Company," and this unit, in a fine state of efficiency and over-strength, left Dawson on one of the last boats of the season, off for active service.

Among the civil servants serving in the company under Captain Black



are: Frank G. Berton, of the Gold Commissioner's office; Robert L. Allen, timber inspector; John B. Le Claire, of the Interior Department staff; James K. Johnston, of the Post Office, and Harold G. Butler, of the Dominion Telegraphs Service.

Two other Yukon civil servants are already at the front, viz., James A. MacKinnon and Anthony B. Blaikie, of the Gold Commissioner's staff, both with the Yukon Motor Machine Gun Battery.

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### McQUARRIE WRITES.

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Lieut. Donald McQuarrie, 30th Battalion, a Public Works official at Nelson, B.C., wrote a very interesting letter to his father just before he received the wound that has since kept him in hospital in England. He says, in part:

I am sending you a snap of the scout officer I took over. He is named Forbes, and used to work in the bank in Denver. He was hit in 23 places and lost his left leg below the knee. Pretty rough all right. The other is a picture of one of the fellows in my platoon who was killed. His mother sent me his picture. An awfully decent fellow, just married two days before we left England. I wish you would keep them for me.

To-morrow or the next day we are going into one of the biggest if not the biggest battle the world has ever seen. I have been up now two days, reconnoitering, and it's a big proposition and about the toughest thing I've ever seen. If I come back, all O.K., if I don't, why O.K., and I want you to feel that I've done the right thing as every Canadian or Britisher should. A man can't conceive what this business is like until he has been through it and I conceive what we've been through up to date is child's play. If I get picked off you'll know it before you get this letter, if you don't hear you'll know I'm O.K. You most likely won't get another letter for about a week or so.

We have been 10 days now in a supposedly rest camp, but they have been knocking the whey out of us with marches, bivouacing out every night, bombing, target practice, map sketching and compass marching at night. It has been good training though, and we are as hard as nails. A fellow lives a good, clean life out here, because he has to. A man's either all right or else he's damn sick.

Let me tell you that the Canadian soldier is a marvel. He may grouch around camp, but when the main pinch comes he is right there. Give him proper leadership and you have the finest soldier in the world. Right now he takes some beating.

We are hard at it and when you reach your billet in a barn after a heavy wet march you simply flop down and go to sleep and next day you get up and plug along again. The weather is very cantankerous these days, which makes things bad, but otherwise we're all right, our quarters being fairly dry.

Saw a bunch of German prisoners the other day and they certainly didn't look underfed, but the thing that struck me most was to see 30 husky Huns in charge of one poor shrimp of a Canadian. The prisoners seemed to be scared they would lose the sentry instead of the sentry losing them.

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### SINCE WOUNDED.

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A short time before he was knocked out by shell shock and sent to hospital, Corporal W. J. Donovan (Printing Bureau) sent a most interesting letter to his wife. Following is an extract:

"Every night working parties go out to extend our lines of trenches. It is some dangerous job, too, and the casualties are always very large. This war cannot last very much longer, as the Allies have the best of the Germans in every way. What the poor French people will do after the war, I don't know. Around about where we are, all we can see is the homes smashed to the ground. In some places where peaceful French homesteads stood there are now graveyards with their pathetic crosses. War is certainly what Sherman said it was."

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### BACKYARD POULTRY KEEPING.

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Half of Ottawa's householders can save \$150,000 annually by transferring their table scraps into new laid eggs, and by keeping poultry. Such was the assertion of Professor F. C. Elford, head of the poultry division of the Experimental Farm.

The speaker tried to show that householders living in the city could cut down the cost of their poultry and eggs, and could also help toward

the national fresh egg and poultry problem.

From five to eight millions of poultry and eggs reached the consumers' table later than they should, claimed Professor Elford, who went on to explain how big delays occurred from the time the poultry left the farm until it reached the consumers' table. Consequently it was not in its freshest state.

By householders raising their own fowl, they would not have to put buyers' chickens on their tables, as they could use their own, and thus the demand for the other grade of fowl would be diminished, and with the lessening of the demand, the tendency would be to provide fresher produce.

"In Germany all the table scraps are saved. Here we pay money to have them carted away," said the Professor. He told of an experiment that had been made, whereby it was calculated that table scraps meant fifty cents per month in fresh eggs to every member of a family.

On this calculation the speaker claimed that half of Ottawa's householders would save \$150,000.

### WHEN WIFEY CAME BACK.

"Were you lonesome while I was away, Bertram, dear?" asked his wife when she returned from her trip to the seashore.

"Yes, love; I was dreadfully lonesome," replied Bertram, dutifully.

"But why didn't you write to me oftener? I had only two letters from you the whole time I was away."

"Well, you see, my dear, I tried to write you, but I couldn't make the letters sound cheerful, and I was afraid you'd discover how lonesome I was and come right home. I wouldn't have spoiled your vacation for the world, love."

And he really thought she believed him.

### MANITOBA RAILWAY MAIL CLERKS' ASSN.

The regular monthly meeting of the Association was held on November 4th, the President in the chair.

The secretary read the correspondence; letter was read from J. Thorson, acknowledging letter of sympathy sent to him on the death at the front of his brother, S. H. Thorson, formerly a clerk in this division. Letters were read from Halifax, London and Toronto, regarding the proposed Dominion Federation which the secretary is endeavouring to organize.

It was moved and seconded, "That Messrs. Marshall, Denny and Hamill be appointed a committee to make out Ballot Paper (containing 21 names) for the election of officers for 1917, according to Rule No. 4 of By-laws."

It was moved and seconded, "That a committee of three, Messrs. Borland, Swinford and Hives, be appointed to arrange for a subscription list for the purpose of sending parcels to our soldiers at the front."

It was moved and seconded, "That a committee of the following, Messrs. Marshall, Dennehy, J. Macpherson and Hamill, be appointed to arrange for the despatching of said parcels."

It was moved and seconded, "That this Association recommends that the Western Federation take up the question of transportation."

It was moved and seconded, "That this Association fully approves of the proposed Dominion Railway Mail Clerks' Federation, and recommends that an organization meeting be held in Winnipeg as early as practicable, and that delegates from every division be invited to attend."

### TOMMY DROPS TIPPERARY.

"Tipperary" has given way at the battle front to a new song with a raggy lilt, whose theme is that the bullets will always get the other fellow.

"Tipperary" is through; worn out by repetition.

The new piece goes with a bang with the troops and threatens to become as popular as "Tipperary" ever was. Here are the words:

"The bells of hell go ting-a-ling-a-ling,

For you but not for me.

For me the angels sing-a-ling-a-ling

They've got the goods for me.

O Death where is thy sting-a-ling-a-ling,

O grave thy victories?

The bells of hell go ting-a-ling-a-ling,

For you but not for me."

#### THE LOST PENNY; AN OFFICIAL ROMANCE.

(New York Sun.)

One of the financial tasks of Great Britain after the war will be the finding of the Lost Penny. Its pursuit at present has been abandoned because of the need of men and money for the more immediately vital work of fighting, but there is no danger that the penny will be forgotten.

The Lost Penny went astray some time in the year that ended February 28, 1915. I belonged in the accounts of the Paymaster-General. The Comptroller and the Auditor-General sought it vainly. They were forced to report that from a balance of £2,234,760 13s 3d the Penny, or, as they wrote it 1d., was missing. Nothing much was said at the time, no suspicion was cast on the Paymaster-General, and it was expected that the Penny would be found presently.

But when the report of February 29, 1916, came, the Penny was still missing and book-keeping Britain began to frown. To what was the Empire coming? In the Conservative clubs the absent copper, or, rather its absence, was laid at the door of Lloyd George. Limehouse! This would not have happened under Lord Salisbury. After a summer's work of hunting the four fleeting farthings, the Government has dropped the effort, not as it did the Dardanelles campaign, but for the time being. It was costing hundreds of pounds of clerks' and examiners' time to hound the Penny; money that was needed for munitions. If times were not so hard the royal auditors never would consent to a truce with a penny. They would get it, even if the colonies reeled beneath the cost. But war has softened

them, and they temporize. Of course, explains an official at the Exchequer and Audit Office, there is nothing to conceal.

A reporter for the Daily Mail went to the Auditor-General with what he considered a fortunate solution of the financial tragedy. It should be explained in palliation of his offence that probably he came from Park Row or Ireland; surely not from Glasgow. He put his hand in his pocket and offered to toss a penny into the Treasury to balance the account. The look he got cannot be put on paper. "It would be highly improper," was the official reply. And every bookkeeper who has toiled into the night because he had added nine and seven and made fifteen of them will appreciate the justice of the answer. In the kingdom of ledgers no guilty penny may run at large.

#### Personals.

##### Obituary.

Dr. Alexander Beith, who died at Bowmanville on November 10th, was the father of Mrs. C. P. Blair and Miss Helen Beith of Ottawa and brother of James Beith of the Bowmanville customs staff. He had practiced medicine in Bowmanville for half a century.

##### General.

Florence Mary, daughter of John Gorman of the Office of the Auditor General, was married on Nov. 7th in St. Patrick's church by Rev. J. R. O'Gorman to George Sidney Piers.

Wilfred M. Cory, youngest son of W. W. Cory, C.M.G., and Mrs. Cory, was married on October 30th, by Rev. W. A. McIlroy, to Dorothy Ann Thoburn.

The numerous friends of R. L. Fuller, of the Department of Militia and Defence, are glad to see him back at his post after a long absence.

Dr. D. D. Cairnes has returned from his summer's work in British Columbia and the Yukon.

Pat (one of the raiding party returning under heavy fire)—Come on, Tim, phwat for are ye shtandin' there?

Tim—I'm just waitin' till the little storm is over. If yez shtand still ye'll only get what's fallin' in the wan place; but if ye'll be runnin' about the devil knows phwat ye might meet in with!—Punch.

"FOR THE MEN WHO FIGHT AND DIE."

Citizens, your kind attention:

I desire here to mention

We are sending thirty thousand of our bravest to the war.

And they leave those to them nearest,

All they love, all they hold dearest—

Mothers, wives and little children who must be provided for.

Then let's Give! Give! Give!

That the Empire yet may live;

That the flag which stands for Freedom may be still uplifted high.

Everybody "loosen up,"

Let us fill the the widow's cup—

'Tis our patriotic duty to the men who fight and die.

Give, then, without hesitation,

Donate as befits your station,

As befits a loyal nation that is ever in the van.

Open up your golden coffers,

Be not niggardly in offers—

Give up freely every woman, give up gladly every man.

Then let's Give! Give! Give!

That the Empire yet may live;

That the flag which stands for freedom may be still uplifted high.

Everybody "loosen up,"

Let us fill the orphan's cup—

'Tis our patriotic duty to the men who fight and die.

They have heard their brothers calling

From the plains where men are falling,

Where the hosts embattled grapple, where the deep-mouthed cannon roar.

To those valleys battle stricken,

Where the dead and dying thicken—

They have gone to fight for freedom, they have left our peaceful shore.

- Then let's Give! Give! Give!

That the Empire yet may live;

That the flag which stands for Freedom may be still uplifted high.

Everybody "loosen up,"

Let us fill the mother's cup—

'Tis a patriotic duty to the men who fight and die.

Men who stay behind can lighten

Soldier hearts, their pathway brighten;

It is little that they ask us, they who offer up their lives.

Till the cruel war is over

Let us o'er their loved ones hover—

O'er the little children waiting, o'er the mothers and the wives.

Then let's Give! Give! Give!

That the Empire yet may live!

That the flag which stands for Freedom may be still uplifted high.

Everybody "loosen up,"

Let us fill the soldier's cup—

'Tis our patriotic duty to the men who fight and die.

SANDWICHES,  
TEA, COFFEE,  
SERVED AFTER  
10.30 A.M.

**Murphy-Gamble  
Limited**

BUSINESS  
MAN'S  
LUNCH,  
SPECIAL, 50c.

BUSINESS HOURS 8.30 A.M. TO 6 P.M.

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## All In Readiness For The Christmas Campaign

Nothing of the frivolous, the bizarre, or the tawdry has entered into our Christmas Stock, and a fastidious purchasing public, seeking the practical and serviceable in gift things that are doubly complimentary to giver and recipient, will be completely satisfied with our showings of

Silk Scarfs and Novelty Neckwear

Gloves, Hosiery, Handkerchiefs, Bags

Ready-to-Wear Garments Generally

Picture and Story Books

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Decorative Chintz Novelties & Fancy Work

AFTERNOON  
TEA  
FROM 4.30  
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PRIVATE  
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# THE POSTAL JOURNAL

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

VOL. II.

NOVEMBER 24, 1916.

No. 4

The following was addressed to the Postmaster General upon the date mentioned:

Nov. 6, 1916.

Hon. T. Chase Casgrain,  
Postmaster General,  
Ottawa.

Dear Sir,—

Acting under advice and by the wishes of the majority of the members of this Association, we desire to bring to your notice the ever-growing outcry against the rapid increase in the price of nearly every article which may be termed a necessity of life.

Many letters have been received by our officers from the various branches of the Association asking that immediate action be taken by this Association in an effort to increase the remuneration of our members in proportion to this rapid rise in prices.

After very careful consideration it has been decided to suggest for your consideration that something be done by the Department in the nature of granting a war bonus to relieve the increased expenditure of our members, particularly those who are on the lower grades. In order to cover all cases, including both permanent and temporary employees, we think that a request for a war bonus of \$10.00 per month to apply to all men in receipt of a salary of \$1,000.00 or under is fairly reasonable.

The increase in the cost of living is felt by all, and while we would ask that very sympathetic consideration be given to all employees in the Service, still we feel that as the greatest burden falls upon the man on the minimum salary it is specifically to these that the question is of urgent need.

Trusting that you will favour this request with your careful and immediate consideration,

We remain,  
Your obedient servants,  
THE EXECUTIVE BOARD OF THE  
P.C.A.D.C.

Per J. W. Green, Sec.-Treas.

THE H. C. OF L.

Most unwillingly and not without great regret, this Association has been forced to make representations to the Department on

the ever increasing cost of living. We have said throughout the war that we shall not in any way make undue requests for anything that might have an effect upon the Government. Now we are asking for some sort of increase which, if granted, must have an effect upon their treasury. Therefore, we say it is with regret that we take this step. Who is to blame! Certainly no blame can rightfully be placed upon our members and six or seven hundred dollars a year. The postal clerks who are receiving a salary of Department is certainly not to blame for the present state of affairs. We do not know who is to blame or even if anybody can be blamed for the present prices of the necessities of life. That is not the point that we are desirous of going into at all at this writing. All we desire to do is to face facts. For some reason or other, prices have advanced to such a height that our members, in many cases, are not receiving as much remuneration as the Government's own Department of Labour states is required in order to live. Some of our members in the East receive weekly less than \$12.50, and in the West many of our members receive weekly less than \$15.00. For a family of five, the Department of Labour figures that \$14.96 is required in Ontario and over \$16.00 in both Manitoba and Saskatchewan.

We do not know how these figures are arrived at, but one has to bear in mind the fact that civil servants are expected by the ever watchful public to be among the foremost in giving to all patriotic funds and such like. We do not blame the public for requiring, as they appear to do, their employees to be patriotic and generous during such a time as the present, nevertheless it has now come to a point when some of our members honestly cannot think of giving to any extent to the numerous funds in existence and at the same time keep their heads above water in their household world. Our Association unfortunately does not represent all postal clerks in the country, as we trust it will soon, so that it is most regrettable that at least two petitions have been submitted to the authorities upon this vital question. We believe that of the two we have seen, the one submitted by this organization to be the fairer and more reasonable. We are not pressing for a big increase for

men receiving over a thousand dollars, believing that such clerks are willing to bear the strain that the present situation places upon them. The other men cannot bear this strain and that's about all there is to it. Moreover, our request includes all postal clerks, whether they happen to be employed in the East or the West. We trust at any rate that, out of the two or more requests received by the Department, that they will be able to see their way clear to relieve the present embarrassing situation with as little delay as possible.

#### NOTES BY THE WAY.

That Toronto should petition the Department for an increase in salary for Eastern men without any regard for the fact that prices are advancing in the West also is extraordinary. Until postal clerks realize that it must be one for all and all for one very little headway will be made toward improving their present conditions.

We trust that it will be borne in mind that the petition forwarded by this organization is representing some 25 offices and considerably more departmental employees than is the petition sent from Toronto.

We desire to emphasize very strongly the danger of any of our branches making representations upon any subject to any person or body of persons outside their own office without first consulting the officers of this Association. You have, through your representatives, elected these general officers as your mouthpiece and you must allow them to fill that position. Unless we have united and concerted action by all branches in all things, our organization is of little use. We imagined all our branches and members realized this fundamental point but it would appear that it is not realized as it should be by all.

Owing to the failure of the gas supply at the time of writing, our notes this issue, of necessity, are brief and we are compelled to hold over some branch notes.

#### MEMBERSHIP CARDS.

By "*Biscuit*."

The question of having membership cards printed for the branch with which I am connected arose recently at one of our meetings. Before deciding to purchase cards, I was asked to get in touch with other branches in order to ascertain the kind of card that seemed to be in general use. I had considerable correspondence with secretaries of several branches and these gentlemen were kind enough to furnish me with specimens of the cards used by their

branches. In every case the card was different, every branch having a different card to the other. This being the case I wrote to Mr. Black, of Vancouver, asking him for advice on the matter, and he was good enough to draw me a card which he thought would meet my case. It is after the style of a meal ticket, having the months necessary for two years' subscriptions printed around the edge; when a member pays, the month to be punched, thus showing the member where he stands as regards his dues. This card, as modelled by Mr. Black, would fit nicely into a card case. My reason for bringing this matter to the attention of readers of the "*Postal Journal*" is because I feel that it is time that our Association issued standard cards from headquarters for the use of all branches. Every order has its membership card, and our Association, in its own sphere, is doing just as splendid work as any order and its members would greatly appreciate, I feel sure, having presented to them, upon joining our Association, a membership card showing them to be members of our splendid organization. Then, again, by the Dominion Association printing these cards, the expense would not fall so heavy on branches as it does under the present system. I would certainly like to see the opinions of other readers of the "*Journal*" upon this matter expressed in its pages. This may be a small matter in itself, but it is one of the things that count in making an organization a success.

#### BRANCH NOTES.

##### Saskatoon.

The annual meeting of this branch was held on Sunday, Nov. 5th, with a record attendance of members.

The reports of the secretary and treasurer were read, and were both of a very encouraging character, and both gentlemen were thanked for their services during the past year, as also were Mr. W. S. Simpson for his work in connection with *The Civilian*, and Messrs. Anderson and Greenhalgh for their labour of love in attending to the welfare of the boys at the front.

Our finances are in excellent shape, our balance in hand being the largest in the history of this branch, which reflects greatly to the credit of "*Bob*."

The election of officers resulted as follows: President, W. Rosson; Vice-President, F. W. Gibson; Treasurer, R. D. Torbet; Committee, Messrs. Francey, Howard, J. A. Anderson, W. S. Simpson, all of whom served in the same capacities during 1915-16. Messrs. Bale and Pout were added to the committee for 1916-17, the Secretary to this illustrious body being "*Biscuit*."

We were glad to welcome several fresh faces to our meeting, and especially our old friend and colleague, Pte. Davie Denholm, who has recently returned from the front, suffering from shell shock, and we all wish him a speedy recovery.

Our valued correspondent, "Wilfred," is just now laying on his back in the hospital after undergoing an operation to fit himself for active service, and we hope he will soon be about again.

We are hoping to make 1916-17 a banner year, so keep your eyes on the "Wonder City."

**Medicine Hat.**

The monthly meeting of the postal clerks was held here, recently, and a social time spent. We have decided to take the Lethbridge plan of meeting at one another's home.

We have planned a series of dances and social evenings through the winter months to keep us in social touch with each other.

Any member of the Association will receive a glad welcome to any of the social evenings, the first being held in the Becker Hall on Friday, Nov. 17th.

**Edmonton.**

It was with feelings of chastened sorrow tempered with pardonable pride, sorrow at the price of Empire that had been paid, and pride in the undying spirit of the race, that a large and representative gathering of the staff and their relatives and friends assembled on Sunday afternoon, Oct. 5th, to witness the unveiling of the office Roll of Honour by Lieut.-Col. Edwardes.

It was to our mind singularly fitting that one who has since his arrival in Edmonton been to all intents and purposes the "father" of the volunteer movement here should have been requested to perform the ceremony. The interior of the P. O. had, through the practical energy of the Executive, been converted into a veritable bower of bunting. The P. M. who presided introduced Col. Edwardes in a few well-placed words. It would be impossible in the space afforded your correspondent to furnish a verbatim account of the Colonel's remarks; let it suffice that they were more than adequate. The two key notes of his address being sacrifice and emulation, the first an accomplished fact, the names on the Roll being witness thereof, the second a bounden duty on those who remained behind to extend to all walks of civil life the principles and ideals of that higher form of practical patriotism which we had all foregathered to celebrate that day. After the unveiling ceremony and the passing of the customary vote of thanks those present dispersed, sobered but gratified, with a new sense of their responsibilities toward their fellow workers in the trenches, and to the Empire at large.

The Roll contains thirty-two names, and is up to date.

Small gift parcels have been despatched to Our Boys at the Front this week, in order to reach them in time for Christmas. Little supplies for the inner man and pipe provender, etc., constitute the contents of the above. Never did we utilize the mails with a more gleeful spirit.

**Port Arthur.**

At our last regular meeting we managed to create a little enthusiasm and altogether had an enjoyable time, and quite a bit of work was done. One of the causes for the interest was the discussion of the proposed deputation to the P.M.G. which has our best wishes.

At this meeting two members were appointed to act as contributors to the Branch Note section of the "Postal Journal," and one of these two was given the delightful job of collecting subs. for *The Civilian* and "Postal Journal" next payday. Of course he'll be met with smiles and will undoubtedly carry one or put up the sub. himself.

A committee of one lady and one gentleman was named to look after the sending of the Xmas joys to Our Boys in the trenches. Candy and gum will not be the only sweet things some of our boys will receive from here; but that is not for us to talk about. Some of our staff have been busy with Guide Exams. and here's good luck to them.

**CALGARY POSTAL CLERKS' PATRIOTIC FUND.**

During the months of September and October the following amounts were donated from this Fund:

To the Patriotic Fund .....	\$126 50
Red Cross, Prisoners of War .....	12 50
Red Cross, Xmas Stocking Fund....	25 00
Red Cross, Bed in Princess Pat.	
Hospital, Ramsgate .....	50 00
Red Cross, General Fund .....	25 00

Total.....\$239 00

**A SQUARE DEAL.**

A square, honest deal is what every one of us naturally expects from everybody with whom we come into contact. The members of our Association expect to obtain a square deal from the "Service," the executive officers of their Association, and their Branch officers. This expectation is a very just one, but there are always two parties to a deal, and I ask you, Mr. Association Member, what are you doing to back up the ideal of square and honest dealing?



I wish to write more particularly with reference to a square deal so far as it concerns you and your branch. You expect a square deal from the officers of your branch, and you invariably obtain it. Your officers in return expect a square deal from you, but they are not so lucky in obtaining it. It is up to you, Mr. Member, to see that your branch and its officers obtain a square deal from you. You owe a great deal to your branch and to the officers who run your branch for you. What are you giving in return? Why some of you do not even give the two or three hours required for each monthly meeting, and the excuses given by most of you are many, ingenious, and mostly unsound. I suppose that the most threadbare excuse of all is, "I didn't have the time to attend." Well, just suppose that when you elect your officers and give them certain duties for the coming year that they did not attend to those duties, would you accept from them the excuse that they "didn't have time." Another excuse much in favour during the winter is, "It was such a rotten night." Well, perhaps the weather was inclement, but if our Army or Navy now fighting for us decided at some critical moment that they wouldn't be at their posts because of the bad weather, I don't think that their excuse would be accepted. Some of you do not attend because you think to yourselves that those who do go can do all that is needed without your help. This is the most unfair excuse of all and you know it. Why should the work be always left to the other fellow? I will not further try to point out the right way to those who do not attend the monthly meetings, but I would like a few words with those of you who, while attending, neither arrive at nor leave the meeting in the right spirit. Such members are only too well known as the kickers. A real live kicker who goes about his kicking in the right way is a most useful member, as he is the man who will bring real grievances to light, but the man that attends a meeting, says nothing during the meeting, and then after the meeting is over begins to run down the "bunch," finds fault with the way the meeting was conducted, and airs his grievances around the office, is a man who is doing his branch a great deal of harm. His methods are far from the ideals of square dealing for his attacks are not delivered in the open, but in the dark, and, as it were, are directed at the back of his branch. Are you a kicker of this description? Perhaps you are, but you do not know it, you only told one or two of the fellows your ideas because you were not getting a square deal. At the next meeting you attend air your views; give the branch a square deal, and you will get one in return.

I have tried in this short article to bring home a few truths to some of our members.

If any of you feel annoyed with this article search yourselves for the reason of your annoyance. Perhaps more conscientious attendances at your branch meetings will remove it. Once again, for your Association, your officers, and your branch,—all of whom are doing their level best for you,—I ask a square deal.

"DATE-STAMP."

## OPPORTUNITY.

By "Revellie."

Shakespeare says,

"There is a tide in the affairs of men,  
Which takes at the flood, leads on to fortune,  
Omitted, all the voyage of their life  
Is bound in shallows and in miseries,  
And we must take the current where it  
serves or lose our ventures."

The same applies to our Association, as to the individual. Are the postal clerks of Canada doing their best to make our Association the power for good which it ought to be! I am afraid that they are not. The great men of the Empire tell us that things can never be the same after the war as they were before it. In the last few years there has been a marked improvement in the working conditions of the postal clerks of Canada, but there are still many things to be desired. I think, like the men who are in the trenches, that we should consolidate our gains before making preparation for the next venture. This can be done thoroughly only by every man putting his hand to the plough, by attending the meetings regularly and by taking an active part in the running of the affairs of the Association. There is one complaint common to nearly every branch, that is the awful indifference displayed by many members. This state of affairs makes the work of the officers very disheartening, indeed; night after night they see the same few faces, the same old stand-bys, tenaciously holding on, believing the day must surely come when things can never be the same. Fellow members, here is your opportunity. Cut out the selfish spirit of being content to see these few men bear the whole burden of looking after your interests while you stand idly looking on. Get busy, young members, and give the Association the benefit of your youth and energy. Get busy, old members, and give your Association the benefit of your experience and sage counsel. Arise, I say, each and every one and smash down this barrier of indifference, give it its deathblow, and the results of your social intercourse and mutual benefit will astound you. If our Association is to be a success, then we must make it a live one. It must

not be bound in the shallows of petty differences and narrow-mindedness, but rather be broad and open, always ready and willing to listen to a member's grievance and to act on same if it be found to be a legitimate one. Too often, alas, there is a tendency on the part of the men who have been quite a number of years in the service and who are tolerably well fixed, to 'pooh-pooh' these grievances and start off telling what they had to do when they were young in the Service. They have suffered injustices, we know, then all the more reason why they should show that spirit of unselfishness by doing all in their power to save the young members from treading the same thorny path. Our Association must stand for justice else it stands for nothing. We must bear with one another's little infirmities, always holding ourselves open to correction, and gladly co-operate one with another for the benefit of all.

Opportunity! What a word to conjure with.

At the convention of 1915, held in Vancouver, a movement was started, the object of which was to bring the postal clerks of Canada under one Dominion-wide organization. A worthy project surely and one deserving the attention of every postal clerk. A fair amount of success has been attained but the goal has not yet been reached. Here, indeed, is an opportunity which cannot be over-estimated. Did you ever stop to think how much more powerful our appeals to the Government would be if they came from the executive of an organization which represented every postal clerk in the Dominion of Canada.

The realization of this great ambition rests with the men of the East. Obstacles will present themselves, especially with the regard to the larger offices, but surely these obstacles can be overcome. The base of this great venture has been firmly laid in the West and it rests with our brethren in the East to raise on that base a superstructure of which we shall all feel justly proud. Let us have a united front and grasp the current which has been served and ride bravely on to prosperity.

#### THE PLEA OF THE SEMI-STAFFS.

The whole Service was glad, to a man, to learn that the minimum salary had been raised in Semi-Staff Offices, and, with a three million dollar surplus, it is to be hoped that the Department will see their way clear to grant increases to those clerks who have been stationary at the same salary for so long a time now. No one is in business to lose money, so that until the Department were on the right side with regard to fin-

ance it was not likely that they would do more than necessary along these lines. According to press reports, this year's surplus is to be used for war purposes, and we believe that these clerks, awaiting recognition for their past services, come under this heading indirectly. With the terribly depleted staffs, postal clerks, especially in some of the smaller offices, have been called upon to work as seldom before and they have risen to the occasion with a free will and without complaint. With a constant stream of fresh help to take the places vacated by those enlisting, it is obvious that the brunt of the work and all the responsibility must fall upon those officers who have the experience of some years' service. This situation and the increase in the cost of living, which is a very material factor, are caused directly through the war so that the Department will surely be justified if they use some small portion of this surplus in revenue in this direction. With the Christmas rush not far distant, postal clerks are facing a big proposition and they realize that extraordinary efforts will have to be made this season if the public are to have anything like the service of by-gone years. What heart and enthusiasm would be put into these experienced Semi-Staff clerks were they to know that their plea was to receive practical response.

#### EVERY FELLER.

Every feller fur himself!  
It seems a curious plan,  
With each a-grabbin' fur the pelf  
From every other man!  
Every feller day an' night  
A-keepin' out his eye  
To claim whatever is in sight  
Or get it on the sly!

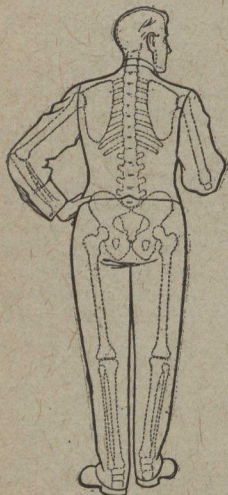
But every feller on his way  
Needs other fellers' aid,  
And he who never will obey  
Can't hope to be obeyed.  
You can't hold happiness alone  
An' hide it on the shelt.  
There never was a feller known  
Who lived all fur himself.

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

G. J. DESBARATS,

Deputy Minister of the Naval Service.

Department of the Naval Service,  
Ottawa, June 12, 1916.

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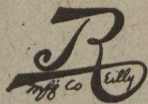
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