

THE CIVILLIAN

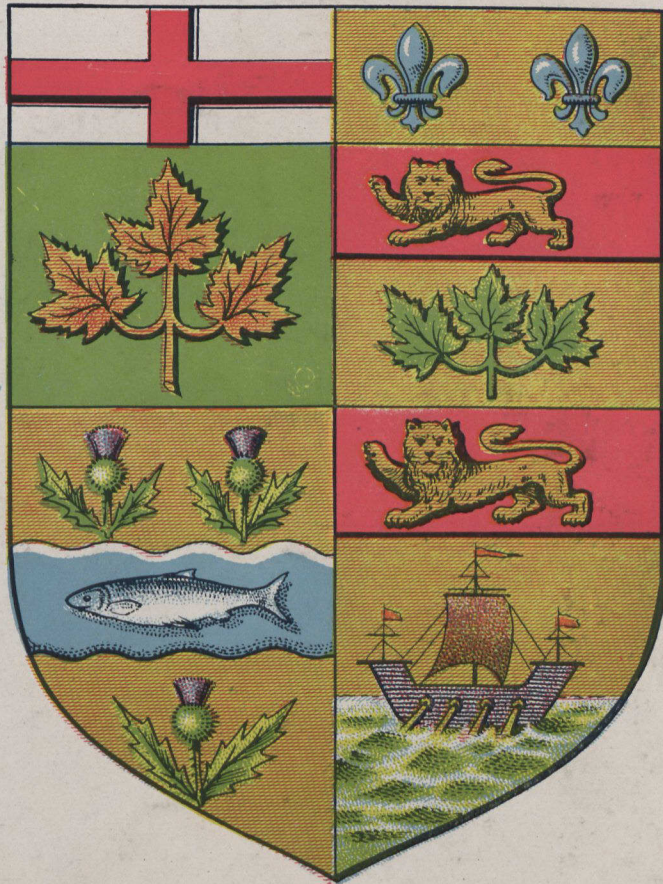
Dr. Doughty,
Archives.
May '19.

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE, CANADA

VOL. XII.

JUNE, 1919

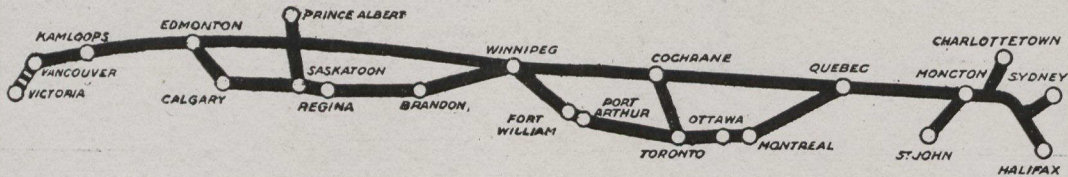
No. 7



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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

THIS MAGAZINE IS PUBLISHED MONTHLY BY THE CIVILIAN PUBLISHING COMPANY, LIMITED.

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No. 7

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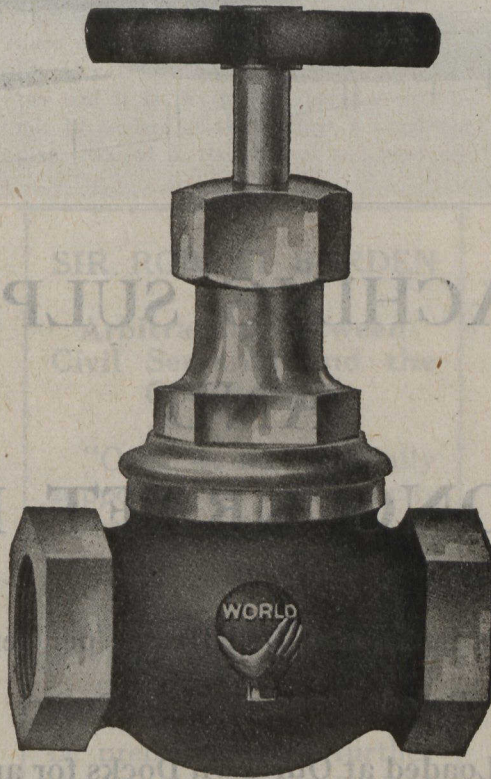
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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

VOL. XII

JUNE, 1919

No. 7

Party Government vs. the New Era

III.

By Fog.

Reform by Force

THE humble attempt in these articles to discuss the problems involved in the above caption barely touches the outer fringes of a subject of universal magnitude. To-day the criminals of oligarchic Germany are on trial. To-morrow the high-placed gentlemen of the Canadian economic-political feudalism may face the judgment seat of an enraged people. Every sane man or woman would desire that the contest about to ensue may be on constitutional lines. It is very unlikely that such shall be the case. As these lines are being written, the *Ottawa Citizen* is drawing attention to an utterance made by one of the hereditary lords of our feudal system, none other than Sir James Loughheed, government leader in the Senate. When questioned as to the Winnipeg strike, Sir James could only conjure up battalions, machine guns and cavalry as means to be used in deciding the strike. If the champions of monopoly have not learned anything in the past five years you may take it for granted that the contest for fair-play and equal rights for the under-dogs of our country will not be conducted on constitutional lines but by precisely the same methods used to defeat the tyrants of the people in Germany in the year 1914.

Labour Government

Attention has been drawn in these articles to the conditions which have developed in Canada under the party government system, and the attempt has been made to do this fearlessly and honestly. Attention has also been drawn to the dangers which confront Canadians to-day—dangers that stare us in the face each day as we open our daily newspapers and read the startling headlines. As already pointed out the sane way for (so-called) civilized people to cure their accumulated ills is to proceed on strictly constitutional lines. The New Era may be attained by the Canadian people by methods that are strictly consistent with the proper functioning of law and order and

all loyal citizens will join in the pious ejaculation of a Canadian statesman who once exclaimed, "pray God it be not too late." In the hope that it may not be too late it is the present purpose to submit to readers of these pages a suggested plan, reduced to the briefest and most ab-

SIR ROBERT BORDEN on Arbitration Between Civil Servants and the Government

"One would naturally suppose that in these circumstances the Government might be trusted to act fairly in respect of the remuneration of public servants and in respect of the conditions of their employment. But I should be prepared to go further than that and say that in appropriate cases the servants of the country—persons usually known as members of the Civil Service—might ask for and obtain a sort of appeal against the Government of the country by arbitration or some such method."

in briefest possible form, by means of which new ideals of life for all the people may be adopted and made part of the law of the land. The proposed plan involves the election to Parliament of men or women representing the salaried people who compose perhaps 90 per cent or 95 per cent of Canadian citizens who are at present without any

representation whatever in the House of Commons and who certainly have none in the Senate. It also involves the formation of a Government of these representatives of Labour. What are the difficulties in the way of such a consummation? Mr. J. H. Thomas, leader of the Labour party in the United Kingdom, says that after the next election there will be a Labour Government in the British Isles. We do not, however, have to depend upon hypothetical or prospective cases, for we have the real thing already existing within the confines of our great communities of British nationalities.

Do you know that in one of the countries of the British Empire a real Labour government has been in office since 1915? Do you know what that government has done? Here is the record of the Labour government of Queensland, Australia. It has:

1. Reduced prices (which rose 100 per cent under party government in 1914-15) almost to the pre-war level.
2. Nationalized the sugar industry and reduced sugar prices by 50 per cent. Set up State butchers' shops and reduced meat prices by over 50 per cent.
3. Started States Fisheries, broken the ring of fish dealers, and reduced fish prices by 66 per cent.
4. Nationalized the timber industry, reduced prices, and worked the industry at a profit to the people.
5. Set up a State Legal Department, affording legal advice to the workers at nominal fees.
6. Developed state banking and thus provided cheap credit and enabled houses to be built and let at low rents.
7. Opened up State coal mines, iron mines, iron and steel works, oil wells, etc., reduced prices and made a profit for the people.
8. Socialized the hospitals, and driven out the curse of charity and pauperism.
9. Established widows' pensions for all widows and orphans, and carried out the endowment of mothers.

10. Executed public works by direct labour, thus eliminating the contractor and greatly reducing the cost.

11. Set aside land for returning soldiers, and given them training on State farms at good rates of pay.

12. Made generous provision for disabled soldiers.

13. Resumed the ownership and use of much land which had been allowed to pass into the hands of profiteering combines and worked the land for the benefit of the people.

14. Greatly increased the pay of all State employees, thereby causing a general rise in wages.

15. Been abused and reviled by all the capitalist parties and interests.

16. Been triumphantly returned to power at a second general election by a more than two to one majority.

Comic Opera Prejudice

The difficulties in the way of obtaining for Canada a government representative of all the people are well nigh insuperable. Some of these difficulties will easily suggest themselves to the minds of the ordinary student of affairs. There is one difficulty that is more ineradicable than may appear possible, and to it a passing notice may be given. We have in the ranks of the workers, liberal-minded men and women who live in the spider's-web of an ancient tradition. They are "led by old desires and ancient hates and drawn by hands that long ago were dust." They adhere to the comic-opera refrain, "Once a Liberal or once a Tory always a Liberal or a Tory." And while our confrères thus indulge a cankered delusion, the profiteers, the backbone of the old party machines, hold their sides and roar with laughter.

How To Obtain Reform

Despite all the difficulties in the way, the means whereby we may attain emancipation from slavery to the monopolistic power may be catalogued under two headings—(1) organization of all people who have to sell their services for a wage, and (2) education and instruction as to all the issues at stake and the machinery necessary to obtain representation in Parliament.

All earnest students of the status of wage earners in Canada are invited and urged to give credence or at least a close scrutiny to the following plan having for its object the unification of all organizations of labour or salaried people, etc., into one

central body for the purpose of attaining representation at the seat of government. All existing organizations of salaried men and women (Trades and Labour, Railway Brotherhood, Civil Service, G.W.V.A., United Farmers, Grain Growers, Independent Labour Party, etc.) will send delegates to a central council. Sitting round a table these delegates will draw up a platform absolutely non-controversial and confined largely to sociologic and ethical subjects. All fiscal questions will likely prove controversial and should therefore be eliminated for the time being. When the platform is complete the delegates report back to their own associations in order to obtain confirmation of the principles embodied in the programme. This being done the delegates meet again at the central council, and, taking the map of Canada, chart out the constituencies where the various organizations are numerically strong and choose candidates to run for the House of Commons on an independent, non-partizan policy. The great point of this organization is that all the various bodies must pledge their support to the nominee of the central council. All that is required to make a success of this plan and elect from 50 to 100 members of Parliament to represent the workers is that petty jealousy shall not rear its head, and that magnanimity shall be the distinguishing trait of all concerned in a truly sincere attempt to rescue this country from the criminal system under which its affairs have been conducted; from the time the first profiteer made the first Indian blind drunk with brandy in order to steal his beaver skins until the present time when we find the profiteers closely guarded by the politician, rocketting the prices of food skyward and denying to the long-suffering consumer the right to organize for the purpose of collective bargaining.

Controversial Policies

What is to happen to the many important controversial problems which we have eliminated from the platform of our Labour members of Parliament? First of all it must be understood that this elimination is due to the fact that our non-partizan people's league is not yet born, and will require careful treatment in its early stages of development. In order to clear the way for the great reforms which will be incorporated in our non-controversial platform and to permit of the launching of this great movement for freedom undisturbed by altercations, the questions which cause sharp divisions of opinion are set aside for the moment. But they do not die. The members-elect of our progressive party should, according to this plan, be given free-

dom of action in dealing with the subjects dropped from the platform of the central council. They will be progressives and loyal to the class they represent, and must be trusted to conscientiously represent those principles which will best contribute to the welfare and the well-being of the men, women and children of whom they will have become guardians and trustees.

The Paramount Importance of Political Action

The salaried folk have not been neglectful of the problems which hedge them round about. For years they have been organizing, reading, studying and speechifying. The one-sidedness of our political and economic system is becoming well understood. The ease with which the profiteer obtains favours and the difficulty with which the poor get justice are becoming more and more appreciated. The mental, moral and physical inefficiency of the profiteer class through over-indulgence has been observed—the degeneracy and loss of efficiency of quite a proportion of the people through under-sustenance and general poverty-stricken conditions has attracted universal attention. The natural result of a knowledge of these conditions has led to sturdy protests in the way of strikes. But strikes will never settle permanently the fortunes of Canadian life, manners and morals. There is a fundamental, basic, paramount panacea for national ills in a country which enjoys a form of representative government. This panacea far transcends in its capacity for good all other efforts or propaganda that may heretofore have been attempted, and it has never been attempted in this country. This panacea is based upon co-ordinated political action on the part of all wage-earners in order to obtain representation, on as large a scale as possible, in the House of Commons. There is not now nor has there ever been a single representative of salary earners in Parliament. With from twenty to fifty representatives of labour in the House of Commons there would be no need of strikes in the industrial field; the striking would be done in Parliament—the fountain head of all authority in Canada—and in the foregoing lines a method has been suggested by means of which this great object may be attained.

(To be continued.)

(The next article will discuss a platform for a non-partisan league of workers as a basis for action in Parliament divided into four sections—Political, Economic, Social and Educational.)

THE BONUS

How Other Countries Do It

Great Britain:

1918: To all civil servants drawing salaries of \$5,400 or less.

The amount varied from \$250 a year to those in receipt of salaries of \$1,165 or less, through gradual increases to \$325 a year to those in receipt of salaries of \$2,500. For those receiving over \$2,500, the bonus was figured as follows: 10 per cent for first six months with a maximum of \$200, and 10 per cent for the second six months with a minimum of \$165 and a maximum of \$200. This gave those receiving \$2,500 to \$5,000 a bonus of \$400, and those over \$5,000 received enough to bring their total salary to \$5,400.

1919: To all civil servants irrespective of size of salary, but subject to certain limitations regarding people in receipt of ration allowances, etc.

Men and boys 21 years of age and upwards (replacing shillings and pounds by the nearest 5 dollars):

If salary is less than \$785 a year the bonus is \$315 PLUS 20 per cent of the ordinary salary.

If salary is more than \$785 a year the bonus is \$300 PLUS 20 per cent of the ordinary salary, provided that it shall be not less than that of a man at \$785 NOR MORE THAN \$1,500.

Boys 18 to 20: The bonus is \$225 PLUS 20 per cent of salary.

Boys under 18: The bonus is \$150 PLUS 20 per cent of salary.

Women and girls of 18 and upwards: The bonus is \$225 PLUS 20 per cent of salary, with a maximum possible of \$1,000.

Women and girls under 18: The bonus is \$150 PLUS 20 per cent of salary.

All bonuses are payable with the wages to those receiving salaries less than \$2,500; quarterly to those receiving more than \$2,500.

Overtime is to be figured as wages in determining amount of bonus, etc., etc.

The entire award superseded the generous award of 1918 and

is retroactive for three months to those who did not benefit by the earlier award; that is, those receiving salaries of \$5,000 and over.

(Award of the Conciliation Board, quoted in the 'Times').

Sweden:

1917-1918: To all civil servants, including railways, telephones, telegraphs, army and navy, teachers and professors in all schools under Government control, etc., etc.

Bonus of 15 per cent with a minimum of \$67.50 and a maximum of \$215.

1918-1919: To all civil servants as listed above:

Bonus of one third of the total pay including expense allowances, increases, etc.

Additional bonus to permanent employees, exclusive of private soldiers, of \$100.

Additional war time relief to those civil servants married before January 1, 1918, as follows:

To civil servants with wife or housekeeper, minimum \$16, maximum, \$40.

For each child under 16, minimum, \$8, maximum, \$20.

Provided that the total bonus, additional bonus, and war time relief to any one civil servant shall not exceed \$542.00.

Act of Swedish Parliament, May 29, 1917.

Italy:

1919: 60 liras on the first 100 liras of the monthly salary of married men and of widows with children, with 25 liras on each additional 100 liras received. This is equivalent to a bonus of \$32 a month on a salary of \$1,200 a year; \$57 a month on a salary of \$2,400 a year, etc. In all other cases unmarried persons, etc., the bonus is to be 50 liras for the first 100 and 25 on each additional 100. This is \$30 a month to the unmarried instead of \$32, in the case of employees at \$1,200 a year. Note.—Italy makes this obligatory upon private firms as well.—(Trade and Commerce Bulletin, Jan. 1919).

France

1918: To civil servants drawing salaries of \$2,400 and less: War pay, the same to all, of 40 cents per day, or approximately \$125 a year and costing the country over a hundred million a year.

1919: Bonus to all civil servants not known, but railway employees, post office, telephone, telegraph, etc., asked to have their salaries doubled, and Government replied by TREBLING them, and promising that the salaries will be still further increased or decreased in jumps of 50 per cent with changes in the cost of living, but that they will never be lowered to less than double the old rate.

Austria:

1918: To all civil servants, including retired and pensioned employees, etc.:

The remission of taxes and a bonus varying with the amount of the salary and the size of the family from a minimum of \$200 to a maximum of \$615 to the employees at the lowest salaries (\$325 to \$446 a year) and from a minimum of \$286 to a maximum of \$1,060 to the employees at the highest salaries (\$2,840 to \$3,650 a year).

United States:

1918: Adopted minimum wage of \$1,080 a year.

To civil servants receiving less than \$2,000 a bonus of \$120 a year.

1919: The bonus of \$120 a year was doubled, making it \$240 and certain other bonuses were granted, exact statistics are not available at the present time.

Turkey:

1918: To all civil servants:

Bonus of 50 per cent to those getting less than \$50 a month.

Bonus of 30 per cent to those getting less than \$150 a month.

Bonus of 20 per cent to those getting more than \$150 a month.

OUR
VOLUNTEERS
IN KHAKI
4,783

Civil Servants Under Arms

OUR
DEAD - - 463
WOUNDED 623
PRISONERS 25

ONE MORE V. C.

The Canadian Civil Service has another Victoria Cross winner in its ranks. The new recipient of the supreme honour of a British soldier is Captain Edward Donald Bellew, an employee of the Department of Public Works, of Vancouver.

Capt. Bellew was an "original" lieutenant of the 7th Battalion. At the second battle of Ypres, on April 24, 1915, he served a machine gun when he was the only man left of the machine gun detachment, and when the enemy rushed his position he seized a rifle, rendered two machine guns useless, and was taken prisoner.

He was in Germany for a long time and was finally released to Switzerland.

—CSFC—

ANOTHER "QUIET FELLOW"

Another of those "quiet fellows" whose military careers have been conspicuously successful, is Bey Ambrose Neville, of the Department of Customs, lately a lieutenant in the 14th "Royal Montreal" Battalion.

Bey Neville had been holding down a statistical job in the Customs for ten years when the war situation grew dark in 1916, and called many peaceful chaps to arms. He took out a militia commission in the 43rd Regiment and enrolled for overseas service with the 199th "Irish-Canadian Rangers" of Montreal.

After the 199th had toured Ireland, it was broken up, and Lieut. Neville was sent to France in the summer of 1917 to join the 14th Battalion. He shared all the hard work of that famous unit without opportunity to distinguish himself until the following spring.

The battalion was in the line east of Arras. "Jerry" was well dug-in not far away, and inclined to be aggressive. British air-observers discovered that he was sapping out and putting in a "strong point" in "no man's land" right opposite the 14th's front.

Reprisals were planned and two platoons of the 14th, with two of the 16th Highlanders, were detailed for the job. At midnight on April 27, the Canadian artillery laid down a close barrage and at 1.30 a.m. of the 28th, the raiders, every man with his face blackened, "went over."

The leading platoons rushed the new enemy works, but found that "Jerry" had taken warning from the barrage and "beaten it" back along his communication trench. The supporting platoons, one of which Lieut. Neville commanded, "leap-frogged" the leaders and stormed the enemy front line. They also laid down a machine gun barrage to keep "Jerry" below his sand-bags, while the brigade machine gun barrage swept a wider front.

The stormers rushed along the enemy trench, shouting down the dugouts for "Jerry" to come up. If he hesitated, "stink bombs" were dropped, whereupon he came up with his gas-mask on and was glad to surrender. The recall signal was given while the Canadians were still busy in this way. There was no desire to stay out after the "strong point" had been demolished and this was successfully accomplished in quick time.

The raid was officially dignified as a "minor operation", and its success was

highly commended in Division and Corps orders. In addition to the destruction of the enemy out-point, it had netted fifty-four prisoners, of whom twelve were secured by Lieut. Neville's platoon, and the Canadian losses were trifling. A number of decorations were awarded, including a V.C., and Lieut. Neville came in for a Military Cross.

On the second day of the Amiens "show," August 9, 1918, the 14th shared part of the ill-luck that befell the 8th "Little Black Devils" of Winnipeg. The latter unit was decimated, while the 14th had nearly every officer on the casualty list. Lieut. Neville received a gunshot wound near the eye which sent him to "blighty."

He made a fairly rapid recovery and had been warned for return to duty in France when the armistice was arranged and fighting ceased. He was then put on conducting duty, but at his urgent solicitation was returned to his old battalion and platoon and participated in their triumphal home-coming to Montreal a few weeks ago.



LIEUT. B. A. NEVILLE, M.C.

"THE CHAPLEAU STAFF"

Few finer records of military service can be found than that of the staff of the Upper St. Lawrence District Engineer, Department of Public Works, familiarly called the "Chapleau staff."

Thirty-eight men of this staff volunteered for overseas and of their number no less than nine made the supreme sacrifice.

In honors won, also, the achievements of the group were remarkable. Two D.S.O.'s, seven M.C.'s, two Bars to the M.C., one A.F.C. and one M.M. comprise the surprisingly long list of decorations for so small a number of men. They also have numerous Mentions in Despatches to their credit.

Some of these casualties and honors have been previously referred to; others are noted elsewhere in this issue.

Very proud of his gallant "boys" is S. J. Chapleau, C.E., the district engineer. In a corner of his office is a gallery of auto-graphed photographs of many of them. Each Christmas he sent a souvenir to every one of them still alive; while, filed away among his personal records, are numerous letters from "Somewhere" that tell a tale of close friendship between "the chief" and his men.

Mr. Chapleau's pride is surely justified.

—CSFC—

CASUALTIES

Casualties to men of "the Chapleau staff," not previously recorded, include the following: LIEUT. R. LELEUVRE, M.C., who enlisted as a private in the 22nd Battalion early in 1915, won a commission and the Military Cross, transferred to the Royal Air Force, and was killed in action; LIEUT. H. McELROY, who joined the Engineers in 1916, transferred to the flying service in July, 1917, and was killed in action; F. OXLEY, killed in action; LIEUT. C. B. PARR, originally with the 24th "Victoria Rifles" Battalion of Montreal, killed in action; F. SIKORSKI, enlisted with the 38th "Royal Ottawa" Battalion, killed November 18, 1916.

—CSFC—

DECORATIONS

The government of France has awarded the *Croix de Guerre* to a number of additional officers and men of the Canadian Expeditionary Force, among whom are at least three civil servants. Major John Clement Ball, of the Welland Ship Canal staff, an "original" Field Artillery officer, who had

previously won the D.S.O.; Lieut.-Col. Robert Henry Palmer, of the Forestry Branch, Edmonton, who also holds the D.S.O., and Corporal Royden VanHorne Cummer, of Calgary post office, who has the Military Medal, are the men so honored.

Elsewhere in this Department will be found reference to the splendid war record of the men of "the Chapleau staff," Department of Public Works. Among decorations won by them and not previously noted in this column are the following: Military Cross by Major W. H. Abbott, of the 14th Brigade, Canadian Field Artillery, an "original" of 1914; Military Medal by Sergt. G. Desrosiers, who was a private in the "original" artillery; Air Force Cross by Captain J. Ireland, who put on the khaki in January, 1915; and the Military Cross by the late Lieut. R. Lelievre (see casualty record).

The D.S.O. has been awarded to the late Lieut. John Labatt Scatcherd, 11th Battery, 3rd Brigade, C.F.A. (Board of Customs, Ottawa), who also won the M.C. The Order awarding the D.S.O. says: *During the operations on the Arras front, including the capture of the Drocourt-Queant line, he acted as Reconnaissance Officer in close touch with the infantry from 31st September to 4th October, 1918. He established a series of observation posts and maintained communications with his battery. This work was done in spite of constant enemy machine gun and shell fire. By his courage and untiring efforts the battery was able to bring effective fire on to many targets.*

Major Rolsa Eric Smythe, M.C., 58th Battalion (Welland Ship Canal staff) was awarded his D.S.O.: *For conspicuous gallantry and devotion to duty during the operations about Bois du Sart, Boiry and Artillery Hill between 27th and 29th August, 1918. He commanded his battalion from the jumping-off, throughout the heavy fighting at the above places, and his handling of the men when very tired was most skilful, resulting in the repulse of several counter-attacks, and the successful consolidation of the captured positions.*

The Order awarding the Military Cross to Lieut. (Actg. Capt.) Gerald Musgrave Hamilton, 7th Battalion, Canadian Engineers (Welland Ship Canal staff) is as follows: *On 28th August, 1918, he had charge of the erection of a bridge over the River Cojeul on the main Cambrai-Arras road in the vicinity of Vis-en-Artois. He went forward with the infantry in attack, made his reconnaissance, and sent for his section and completed the bridge in eight hours for the artillery to cross. This work was done when the line was very close and under very heavy*

shell and machine gun fire. The success of the enterprise was due to his skill in making an excellent bridge out of salvaged material and his own fearlessness and the fine example he set his men.

Lieut. John Alfred Pope Haydon, 42nd Battalion (Printing Bureau, Ottawa), got his Military Cross under the following Order: *For conspicuous gallantry and initiative during the operations at Boiry Notre Dame on 28th August, 1918. With great gallantry this battalion scout officer took a patrol into Jigsaw Wood, captured six prisoners and secured valuable information as to the disposition of the enemy.*

The Military Cross was awarded to Lieut. (Actg. Capt.) Eric Oscar Keeler, 38th Battalion (Belleville Post Office), for gallantry and enterprise described in Orders as follows: *For conspicuous gallantry in command of a company during the operations against the Drocourt-Queant line near Dury, between September 1st and 3rd, 1918. Seeing large bodies of the enemy approaching his outpost positions, he organized a successful offensive against them, killing several, capturing two machine guns and one prisoner, and giving new identification. Next day he led his company with great dash and having taken his first objective he immediately re-organized it and pushed forward to the final objective in time to reinforce the company in advance. After all senior officers with the companies had become casualties he took hold of the situation and showed great ability to command.*

The Order conferring the D.S.O. upon Major (Actg. Lt.-Col.) John Pollands Girvan, 15th Battalion (Toronto Post Office) has now been gazetted. It says: *For conspicuous gallantry opposite Cherisy on 1st September, 1918. He commanded his battalion with the greatest skill and ability, pushing resolutely forward in face of extreme machine gun fire, and after a personal reconnaissance continuing his advance and capturing and consolidating a position some 6,000 yards in front of the jumping-off line. His courage and leadership were admirable.*

—CSFC—

A CUSTOMS ROLL

Appropriate honor has been done the men of the Customs staff in the Province of Nova Scotia who served overseas during the war, by the erection of a permanent Roll of Honor in the Long Room of the Halifax Custom House. This Roll was prepared by direction of the Customs organization in the Province, and was unveiled with appropriate ceremonies by Lieutenant-Governor Grant. His Honor took occasion to pay high tribute to the men who answered the

call to arms, and who had experienced all the varied fortunes of war in a far land. A. S. Mitchell, collector at Halifax, responded for the Customs staff, and William Gleason, surveyor at Halifax, read the resolutions directing the erection of the memorial.

Twenty names adorn the Roll. Of these, one lost his life while in military service and four others were wounded, while the honors won included one C.M.G., one D.S.O. with Bar, one M.C. and one D.C.M.

Nova Scotia Customs men are justly proud of the part their comrades took in the great war.

SAVED COL. BENT'S LIFE

Numerous parades, ceremonies and festivities marked the return of the 15th Battalion to Toronto. One of the noteworthy events was the presentation to Sergt. Robert Urquhart, M.M., of a gold watch and chain inscribed as follows:

Presented to Sergt. Robert Urquhart, 15th Battalion, by Mrs. C. E. Bent, for saving the life of Lieut.-Col. C. E. Bent, C.M.G., D.S.O., near Hill 60, on April 28, 1916.

The presentation took place at a ball given by the parent regiment, the 48th Highlanders, and gave the "Jocks" of the 15th one more chance to cheer their well-loved C.O. and to honour the man who saved him from death.

Lieut.-Col. Bent tells the story of the sergeant's brave act as follows:

"On April 28, 1916, when I had the rank of major, and was second in command of the 15th Battalion, we were having a hard day in the trenches with trench mortars, and we were suffering many casualties. I went through the line to the second company and was talking to Sergt. Urquhart. He ex-

claimed, 'Look out, sir, there's one now,' and he flung himself right in front of me. The shell burst right behind and he got the contents in his back. He was badly wounded, and there is no doubt his brave act saved my life, as but for his intervention I would have got it in the stomach.

"Some time later I called at the dressing station to see the brave sergeant, and addressing him, said: 'Well, Bob, you old fool, what did you do it for?' He replied, 'Oh, I just thoct you wer mair use than me oot here.'"

Col. Bent has a great opinion of the sergeant, apart from the gratitude he owes him. "He is an old Scottish gamekeeper and for a dead shot could not be beat," he said. "He used to keep us supplied with rabbits and pheasants when there were any of these going about. He was recommended for the D.C.M., but got the Military Medal instead."

Sergt. Urquhart enlisted in August, 1914,

C S F C

Quoted

"The problem of reconstruction is deeper than mere restoration . . . It is the problem of establishing right relations between man and man in pre-war society, and avoiding for all time the worship of false gods, material wealth, and material power."—*W. L. MacKenzie King.*

"Employer and employee must realize that they are partners in the service of the community. They must respect each other's rights, for there is a spirit of organization and co-operation coming."—*James T. Gunn.*

"The British Chancellor's pronouncement on the preferential tariff indicates that any benefit Canada may derive from the establishment by Britain of an imperial preference will be reaped by Canadian manufacturers rather than by Canadian producers of foodstuffs."—*Toronto Globe.*

"When our sons have shown that Canada is fit to cope with any nation in the world on the field of war, certainly the fathers of these sons who have been at the front ought at least to be able to cope with all competitors in the field of jurisprudence. Surely our intellectual development has not been arrested. We are a nation of eight and a half million people and ought to be able to dispose of these matters."—*Justice Martin in a legal decision protesting against the necessity of sending Canadian appeals to the Privy Council in England.*

"These peaceful, if obstinate, people are being forced out of their purchased lands as they were forced out of their homesteads by the same conspiracy of local tradesmen, local farmers, local politicians, and local speculators.

"These proceedings have nothing in common with a policy of reconstruction. On the contrary, they amount to deliberate destruction."—*Prof. J. A. Mavor in an open letter to Sir Thomas White, protesting against the forced sale of the Doukhobor lands in British Columbia.*

"Our banks make large profits, and proudly point to the increased surplus for the year and the additions to capital account. But some day some one with a little brains, with his heart and courage in both hands, will unionize the bank clerks, the tellers and even the cashiers, and they will have a constructive interest in the well-advertised undivided surplus. This is not Bolshevism; it is plain common sense addressed to business men, and in the interests of those who, with industry and application, will be our bankers and business men of the future."—*Wall Street Journal.*

"To-day we are subsidizing the railroads and spending hundreds of millions in the merchant marine. To-morrow, when the people rule, we shall subsidize children and spend hundreds of millions if need be, to make them healthy and sturdy, and to paint their cheeks with ruddy hues of normal childhood."—*Scott Nearing.*

"The workingmen are beginning to realize that while they create all the good things of

life, others are enjoying them."—*Clifford Nichols.*

"The right of workers to organize is as clearly recognized as that of any other element or part of the community. It is the right of every man to have the opportunity to earn a living at fair wages, to reasonable hours of work and working conditions, to a decent home, and to the enjoyment of proper social conditions."—*United States Chamber of Commerce.*

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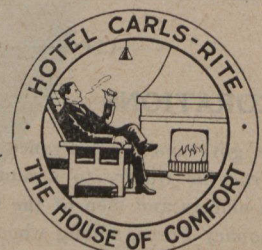
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EDITORIAL

ARBITRATION AND THE BONUS

On another page will be found the Prime Minister's pronouncement with regard to the right of civil servants to "Appeal against the Government" in the event of differences regarding remuneration or conditions of employment.

What this will mean to civil servants will be fully appreciated by those who have followed the history of the past few months. Time and again has the Federation asked Government for the privilege of presenting the case of civil servants before an impartial tribunal. After repeated failure to secure initial action on the part of Government, the Federation endeavored itself to institute a joint committee of arbitration and presented to the Hon. A. T. Crerar, Minister of Agriculture, a request that he act as the Government representative on such a committee.

In his reply Mr. Crerar made it plain that his reason for refusing was the inability of Government to agree with the view of civil servants that differences between themselves and Government should be settled by arbitration.

During the course of the protracted campaign to secure for the service as a whole treatment comparable with that which had been granted only to the postal employees civil servants have displayed a measure of patience which led the President of the Trades and Labour Congress to refer to them as having redefined and given new meaning to the word. This has not been without its effect upon the *esprit de corps* of the Service, however, and the Federation officers have time and again called the attention of Government to the fact that the involuntary slowing up of the Service which has been caused by the inadequate, haphazard, and preferential treatment accorded to it by Government has been far more serious than any strike could possibly have been.

The latest communication received by the Federation from Government announced that the bonus account for the year 1918-1919 could be considered closed. Such a conclusion would mean that thousands of civil servants at the lowest salaries were to be denied any help from Government in their struggle to make the salaries of four or more years ago buy the necessities of life now at twice the price. Such a conclusion would also leave the responsible officers of the Government (those drawing more than \$1,800 and forming less than ten per cent of the Service) on salaries equal to little more than half of what they were receiving four years ago.

This is almost unthinkable, and we rejoice at the action of the Prime Minister. In our opinion Government's willingness to arbitrate almost assures civil servants of the fact that arbitration will not be necessary and that the Federation will receive a favorable reply to its forthcoming memorial to the Prime Minister asking that the bonus of \$350 for the year 1918-1919 be given to those civil servants who have not already received it.

INDUSTRIAL UNREST

Like others of our fellow citizens the editors of *The Civilian* have given considerable thought to the causes of the unrest which is manifesting itself within our body politic. We have even chafed over the fact that our editorial privileges are so far apart. A month is a long time and the events of the past few weeks entirely too kaleidoscopic for the pages of a monthly magazine.

But perhaps if we should think out loud for a few paragraphs it may start others to thinking; and we see in the awakening desire on the part of men and women to do their own thinking hope for the future.

You remember reading much about the right and the wrong of the sympathetic strike but did you wonder why all the emphasis should be laid on the expression of sympathy between employees, and whether or not employers ever formed parties to agreements of similar nature?

You remember reading that Government had ordered its own employees back to work on pain of permanent black-list, but did you wonder whether railway companies and other large employers would follow such an example, or whether such a thing had ever been done before?

You remember reading of a scarcity of milk for babies, but did you know that in cities where there has been no strike fifty (even sixty) per cent of the "bottle" babies and little children have had no milk to drink for months? Did nothing-to-buy-with contribute to the condition of affairs where there is nothing-to-buy?

EDITORIAL NOTES

The Civil Service Association of Ottawa have retained the services of Mr. J. L. Jacobs, of Chicago, to advise them with regard to the classification of the Service. This is so nearly completed that it may be in the hands of our readers before they see these lines, but *The Civilian* compliments the Civil Service Association on taking steps which should enable them to discuss the classification on its merits. Their action affords one more illustration of the fact that civil servants are interested first in securing for the Service what is best for the Service and are willing to go to considerable expense to determine what is best.

Of somewhat similar effect is the determination of civil servants to carry to the Privy Council in England the appeal in the case of Judge Morson against the City of Toronto. A principle is at stake and civil servants, in spite of the fact that such an appeal might look to the casual observer as an attempt to evade responsibility, have wisely determined, also at considerable expense, to determine what is right. Civil servants are able to do these things because they are organized; they have constant opportunity to prove that this organization is founded on a desire to improve the Service and is worth while. Such effort is worthy of us all and nothing should stand in the way of the necessary co-operation.

We are informed that the various resolutions passed at the last convention will be in shape for presentation to the Government in the very near future. There have been many causes for the delay, but perhaps the most important was the postponement of action until the new executive had been selected by the Grand Council. In the meantime several of the resolutions have been the subject of discussion at hearings between the officers of the Federation and the members of Government, and the return of the Prime Minister has made it possible to transmit them to Government through him.

The universal desire on the part of working-men for a shorter day must not be regarded as a selfish desire; it is of proven benefit to employers as well. Nothing but sheer stagnation and an unwillingness even to profit by the experiences of others can keep a concern from adding to its profits by a lessening of the hours of labour. And yet like many things in our economy the principle has

to be fought for. (No, 48 hours a week is nowhere near the profit-making minimum; Henry Ford would make it 36.) But, curiously enough, the ones to whom the change means additional ducats have to be forced, and the ones to whom the change would mean a little more of happiness in life and the creation of additional wealth for others have to do the forcing.

Competitive examinations will be held in forty or more cities of our country on June 24 for such positions as lower grade, junior clerk, junior typist, junior clerk-stenographer, senior clerk, senior clerk-stenographer, and clerk-bookkeeper.

The senior grades should certainly be filled by promotion from within the service and the junior grades should only be filled from the outside when the Civil Service Commission is sure that they can not be filled by transfer.

The changed attitude of Government toward the civil service will increase the efficiency of the employees and it should be possible to fill new jobs by transfer from branches where this general speeding up has made it possible for fewer employees to do the work. We must be sure that new appointments are absolutely necessary.

Owing, perhaps, to the removal of that danger of giving useful information to the enemy that was such a gag and muzzle during the war, the Orders awarding decorations won during the later operations are much more detailed than those published while the struggle was in progress. Names of places, and dates, are now given. Civil servants won numerous honours in every stage of the contest and the stories of some of their more recent heroic deeds, as officially recorded, are to be found elsewhere in this issue of *The Civilian*.

CSFC

EIGHT-HOUR LAW OF THE RUSSIAN SOVIET

The eight-hour law of the Soviet Government of Russia contains some features which are of interest. The working hours must not exceed eight hours in a day and 48 hours in a week. During the working period an interval of not less than one hour's duration must be allowed for food and rest; and in the case of workers who, owing to the conditions of their work, cannot absent themselves from the working place, or who, when working, come in contact with materials injurious to health (lead, mercury, etc.), a special room must be provided in which food and rest may be taken. Between the hours of 9 p.m. and 6 a.m., it is forbidden to utilize the labour of female workers or of male workers under 16 years of age. Women, and youths under 18 years of age, are not permitted to work underground. In the em-

ployment of minors under 18 years of age the following rules are applied: (a) minors under 14 years are not permitted to work for hire; and (b) the working time of minors under 18 years must not be longer than six hours a day. But beginning on January 1, 1919, persons under 15 years will not be allowed to work for hire and beginning January 1, 1920, persons under 20 years of age. Fifteen days are set aside as public holidays, in addition to Sundays, but in the case of certain of these days, which are religious festivals, they may, by consent of the majority of the workers, be replaced by other free days after notice has been sent to the proper officials who look after the execution of this law. Overtime is not permitted in the case of women, and in the case of men over 18 years, overtime may be worked only in certain cases and with the permission of the workers' organization. Overtime work is allowed on not

more than 50 days in a year for each separate establishment and the duration of overtime work of each individual workman must in no case exceed four hours for two days in succession. The law applies generally to all establishments and industries irrespective of their size and to all persons employed in hired labour. Exceptions are, of course, permitted in certain recognized industries and occupations.

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Hoeing and Hoping

BY the time these lines of mine appear in print the thunders will have ceased on our Mount of Re-classification, the clouds will have parted, and the new tables of the law will be in our hands. So it is given one to believe. Yet, with the rumbles of that Winnipeg volcanic mountain in our ears, and suspicious red smoke rising at points here and there over this half-continent, it is rash to assume that any programme for the morrow will be carried out as planned. Let us go and dig in the garden.

I should like to have a cudgel with which to belabour the heads and shoulders of those back-to-nature philosophers who would have you believe that all you have to do in order to rid yourself of an oppressive idea is to pick up a spade or a hoe and get in close touch with the red earth. There is nothing in it. "The heavy and the weary weight of all this unintelligible world" may be shuffled off in the presence of a Tintern Abbey, but there is no nepenthe for black care raised in a kitchen garden—in a flower garden perhaps, for nepenthe might be smuggled in there and imposed upon an amateur who takes as much delight in the names of his blossoms—narcissus, alyssum, petunia—as in the things themselves.

But who can escape care among the carrots? Is there not a murmur of the old world's troubles in the word cucumber? Parsnip, beet, turnip—is there among those names one to lull the soul to sleep? I came back from my digging, indicated by the dash somewhere further up the page, to find my thoughts more entangled than ever in the meshes of that net of worry over re-classification that has held us tight for the last six months or so.

The garden was Mrs. Wegg's last year. It is mine now, certain taunts about its productiveness having led her to ask me if I could do the work any better, and a certain insane pride on my part having prompted me to accept the implied challenge. So I became a re-classifier of a kitchen garden—see how the insistent idea gets its continuous innings—an efficiency expert, self-engaged to effect for peas and beans and radishes what Young and Co. have done for the Civil Service. They had to work out their problem in terms of duties and dollars, so much scope for this man's activities balanced by so much pay. To me the problem was what scope to allow the cucumbers in proportion to the carrots, and what amount of fertilizer was to be accorded to each. Considering my inexperience, I think my stunt was as difficult as theirs.

An analogy, like the camel in the fable, has only to get its head admitted into the tent of one's thoughts and eventually all one's reflections are under its mastery. Pardon me therefore if I allow this talk about my garden to get involved with thoughts about re-classification. As I worked with my hoe today I was subconsciously grading the vegetables that would have places in my little lot. There is one glory of the sun and another of the stars. Even so can we find degrees of dignity among the garden-truck. The potato has not the worthiness of a parsnip; the turnip is created a little lower than the radish, despite the excessive mass of the former; corn, even Golden Bantam, is less to be admired than the cucumber. A part of these distinctions is due to the care that has to be bestowed upon some, while others need little attention, or resent it altogether. A pumpkin grows anywhere, it seems. In fact it rarely has a home of its own, being reared as a foundling among the

corn or potatoes. How much less is its glory, even though it rivals the sun in its yellow splendour, to that of the melon, grown with such watchful care in these latitudes. The tomato also, so liable to be nipped by a light frost, is something nobler than the rhubarb. And who would not grant higher place to the cauliflower than to the cabbage?

Men may be born free and equal. Vegetables are not. True it is that, at the end of the season, the family may appreciate the sound and healthy pumpkin more than the "case of arrested development" that the melon is apt to be, but we are dealing now with potentialities. That is the business of re-classification. Later we may have to consider actualities. That will be the business of re-organization. At present I am concerned with the ideal garden as Mr. Myers and his colleagues are concerned with the ideal Civil Service. They will have their troubles later in demonstrating that the melon they have rated of higher rank than the pumpkin is not the scrawny melon actually present, but the potential melon that might be raised to fill the place provided for it in their schedules. Many will be the complaints of the turnips and potatoes in the Service, all without spot or blemish, who will ask why they are given a lower rating than the crooked parsnips or the scabby radishes. They will find it hard to appreciate the defence that the parsnips and radishes at present in the Service are not the vegetables that could be grown if the ground were richer or the season more propitious.

The re-classifier of a garden does not have to make provision for the weeds. The re-organizer will not be so fortunate. Not only will the latter have to dig up rows of radishes, found to be out of place, and put in cabbages and onion sets, but he will have to use his hoe among

the thistles and the lamb's quarters. His work here is of greater simplicity than the re-organizer of the Civil Service will find his, for the weeds of a garden cannot plead any vested rights. The Service weeds have also this peculiarity not found in the garden varieties—they are hard to be distinguished as weeds. In fact, if they ever are challenged in this respect, they claim a certain distinction above the vegetables grown from planted seeds. They are indigenous—that sounds pretty good too—and should never, by any chance, be confused with being indigent.

The re-classifier says that a certain spot should be occupied by a sturdy stalk of Indian corn. Well and good. The re-organizer comes along and finds the spot occupied by a sturdy stalk of Canadian thistle. "At him with the hoe," says the re-organizer. "Not so fast," says the thistle. "I was born here, you know, and have the head gardener's permission to be ranked as a vegetable." This will surprise the re-organizer very much, and maybe he will have to wait until the thistle dies a natural death before he can have the corn growing in its proper place. Then, of course, the thistle has always an arrow left in his quiver, to wit, that he is Canadian—and what can the re-organizer do then, poor thing?

Speaking generally, I think that gourds, like the cucumber, have a precedence over roots, like the carrot, and the roots again are more worthy than mere herbs like lettuce. The gourds are the aristocrats of the garden, the deputies and chief clerks among the vegetables. The roots are the staunch servants of the great middle class. The herbs are of the temporary grade. So far our analogy holds good, and the re-classifiers of the Civil Service have no doubt seen that due regard has been given in their schedules to the scope and salary of their groups as I have aimed, in laying out my garden, to allow ample room and plenty of rich manure for the gourds, less space and scantier rations for the roots and such accommodation as is necessary for the humbler herbs. Now Mrs. Wegg is fonder of radishes and lettuce than of cucumbers and melons, and I notice a desire on her part to have me leave more room than the theoretical re-classification

of my garden warrants for some of the things that please her own palate. In fact, I have a suspicion that she has been at work during the day time, when I have been at the office, in digging up the seeds allotted to one space and sowing that space with her own favorites.

Such underhand activities on Mrs. Wegg's side is reprehensible, you must admit. It is tantamount to cheating the re-classification she handed over to me. I wonder if the Civil Service experts have encountered any such practises. Do they regard the recent votes in the estimates by which some of the Service were granted garden space in excess, possibly, of what will be allowed them in the schedules in the same way in which I look upon Mrs. Wegg's interference during the hours I am away?

Of course, if Mrs. Wegg will take spade and grub hoe and break up ground otherwise uncultivated and plant the seeds of her precious vegetables there, and will water them and guard them from frosts and blights, what kick have I to make? But the re-classifiers, and later the re-organizers, of the Service will find the arable area and the supplies of fertilizer both limited, and any disproportionate allowance of these for some is sure to leave less and less scope for the others. An unlimited revenue would afford means for an unlimited expenditure, and then we could all snap our fingers in the face of the High Cost of Living. In the meantime I am keeping an eye on Mrs. Wegg.

I know of no prouder moment in an amateur gardener's life than that in which he drives a stake at the end of a newly-seeded row and impales thereon the gloriously lithographed envelope in which the seeds were enclosed. The occasion has all the sacredness of a religious rite. The gorgeous carrot or parsnip of the envelope seems to say to the seeds in the ground, "I am your godfather. Look at me. Live up to my record, or at least, to my pretensions." The poor little seedlings have a tough task ahead of them, but the seasons bring their compensations. The rains and the winds and the sun play havoc with the glories of the pictured vegetables, while the plants themselves grow sturdier and sturdier until in the Autumn no one observes the discrepancy between the real and

the ideal. The real, in fact, has it all over the other guy when it comes to the question of a boiled dinner.

So, my friends, in conclusion I would bid you all be of strong heart. The Civil Service Report, now in process of presentation, is the rainbow tinted envelope at the head of the garden row. You are the seeds in the ground. The report will go the way of all reports in time, the sun and the rain having worked their wills upon it. For you there is chance of growth, if only you are allowed sufficient ground and a due amount of fertilizer.

Just one word more. That word fertilizer suggests something to me. I forgot all about enriching the soil for my garden, having some foolish idea that it was attended to by Mrs. Wegg the year before. Now I hope the Civil Service gardeners will not make the mistake of thinking that the bonus-meal spread sparingly over the soil last year, so sparingly indeed that some spots went without any, is sufficient to do for this year's crop also. I hate to drag Mrs. Wegg's name into this discussion again, but her recent attitude towards me in regard to Sunday meals is apposite at the present time in this very connection. I came down to breakfast at ten o'clock. She gave me a muffin and a cup of coffee, saying that would be enough just then, as dinner would soon be ready. The dinner proved a very meagre affair, but, when I protested, she remarked, "Oh, you just had breakfast." You know how it has been in the Service. Every time, for the last year, we have asked for more bonus we have been told to be content as the re-classification would soon be ready. Now, if this re-classification does not measure up to the standard, I don't wish to be told, "Oh, you just had a bonus."

Let us go and dig in the garden.

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Customers have recognized this and their numbers have constantly grown. The original "traders" would not recognize the present store nor credit the present volume of business, so greatly has it grown, but their children and their children's children are among our most valued patrons.

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SUMNER COMPANY
MAIN ST. MONCTON, N. B.

WHOLESALE AND RETAIL DEALERS IN

Shelf and Heavy Hardware, Stoves and Ranges, Paint, Oils and Varnish, Glass and Putty,
Electrical and Plumbing Supplies, Sporting Goods and Automobile
Accessories, China, Cut Glass, Silver and Kitchenware.

Democracy in the Making

General

The figures in regard to the income tax paid by farmers in Canada are extraordinary in several ways. The figures show that of 5,885 farmers assessed only 3,623 have paid. They also show that of the 5,885 farmers assessed no less than 90 per cent (5,364) are from the three prairie provinces of the West, and that, of the 3,623 that have paid, no fewer than 3,170 live on the plains. Moreover, the three million people who live East of the Ottawa River, comprising the four Provinces of Quebec, Nova Scotia, New Brunswick and Prince Edward Island have only 46 farmers who make enough off their farms (their own confession) to make them liable to pay taxes on an income of over \$2,000 a year.

Canada is to be permanently represented at Washington by a representative whose duties and status are still to be defined. This is to be done by permanently maintaining the War Mission which Canada established at Washington during the war.

The improvement of the Canadian system of Government administration will be considered by a Committee of the Senate consisting of the following members: Senators McLennan, Beique, Dandurand, Foster and Ross (Middleton). The proposal was put forward by Senator McLennan and the Committee was appointed on May 6th "to consider and report on the possibility of bettering the machinery of Government."

A bill is under consideration by the House, totally prohibiting the manufacture, importation or sale of any proprietary or patent medicine containing opium or its derivatives for internal use, and increasing the fee for registration from one to \$2.00. A statement calling attention to the discrepancy between a patent medicine fee of \$1.00 and a fertilizer fee of \$24.00, and proposing that the former be made \$5.00, was characterized by the Honourable A. K. McLean as being unfair to the manufacturers. The total value of the patent medicines manufactured in Canada during 1918 is stated to have been \$20,035,954.00.

Owing to interference of the New South Wales government by appointing a royal commission to enquire into the coal trade, the colliery proprietors have refused to sign an agreement increasing miners' wages by twenty-two and one half per cent, the Commonwealth government in

return sanctioning an increase of three shillings per ton in the price of coal. The Commonwealth has consequently decided to take power to commandeer all the coal in the country.

On May 6 the Hon. A. K. MacLean introduced a bill in the House appointing a Board of Aeronautics to control, regulate, and prescribe laws for the conduct of "aeronauts" in Canada. The Canadian Pacific Railway has already been given power to operate an air service.

The commonwealth of Australia has offered \$50,000 for a flight from Great Britain to Australia in a machine manned by Australians.

Civilian or commercial air travel became possible in the British Isles upon April 14th. Of the 337 aerodromes and landing places in operation on November 11th, the date of the armistice, 116 have been relinquished for cultivation or other purposes. It is estimated that about 110 will be needed by the Royal Air Force and about 120 are available for civilian purposes. These will be sold to such public bodies or commercial firms as desire to purchase them. At present the Air Ministry has indicated the routes which will be shortly declared open and pilots will be able to secure petrol, accommodation and mechanics at each of the aerodromes on the open routes.

The American Bankers Association announces that 1,300,000 foreign born residents of the United States have either gone back to Europe or are preparing to go "in answer to the call of the Bolsheviks." Present indications are that these million and a quarter of people will take with them an amount of money or security equal to four-fifths of the total currency in circulation and in reserve in the United States before the war.

A return tabled in the House on May 2, shows that 31,371,843 acres of public land have been given to railway companies by the Canadian Federal government since 1883. The return shows the grants made year by year, the largest being between July 1, 1900, and June 30, 1901, when the railways were given 6,440,999 acres of public land.

The Hon. N. W. Rowell, speaking in the House on May 2, declared that he was prepared to take into consideration the American system whereby papers are compelled to disclose ownership, etc., before being granted the special privileges of the mails.

The Australian government has assured the states an advance of \$3,125 for every returned soldier who settles on the land, and between \$150,000,000 and \$200,000,000 for expenditure on public works or for the acquisition of land in order to give employment to repatriated Anzaes, according to an announcement made by the Minister of repatriation.

Labour

The British Government allowances to the unemployed amount to nearly \$7,500,000 a week. The number of people affected is slightly over a million, divided roughly between civilians and returned soldiers in the ratio of two to one. Over 70 millions had been expended prior to April 4.

The report of the Joint Employers' and Employees' Committee has been unanimously accepted in London by 500 representatives of capital and labour, and has been submitted to the Government for legal action. The proposed plan contemplates the creation of an individual Parliament composed of 200 representatives each of capital and labour, elected by employers' organizations and trades unions respectively. British industry can now advise the Government democratically in the name of the employed as well as of the employing classes.

The International Commission on Labour Legislation has proposed the establishment of a permanent International Labour Conference, and has made nine recommendations: (1) Recognition that labour is not a commodity; (2) Recognition of the right of both employers and employees to organize; (3) Payment of a wage adequate for a decent living; (4) Adoption of an eight-hour day, or a forty-eight-hour week as a standard to be aimed at; (5) Provision of a weekly rest of at least twenty-four hours (on Sunday, if possible); (6) Abolition of child labour; (7) Recognition of the principle of equal pay for men and women for work of equal value; (8) Due regard for "the equitable economic treatment of all workers" in every country; (9) Provision for a more adequate enforcement of laws for the protection of labour.

An Employers' Industrial Commission from the United States was recently sent to England to report on "the facts exactly as the Commission finds these facts" on three points: (1) The attitude of employers towards the problems of labour;

(2) The views of the working classes and the attitude of the labour leaders; (3) The methods and the plans of the Government to allay labour unrest. Its report attributes the profound unrest to "a feeling that the worker does not receive his proper share of the combined product of capital and labour".

To meet the unrest in Canada a Commission has been touring the country under a commission "to proceed to all centres of industry in the Dominion, survey the situation in all its aspects, ascertain all the facts, and report to the Government before June 14th upon the possibility of the joint control and operation of certain industries" by employers and employees.

The War Council of the Catholic Church has declared its belief in the right of labour to organize and to bargain collectively with employers. It is also responsible for the following important comment on a vital problem: "The full possibilities of increased production will not be realized so long as the majority of workers remain mere wage-earners. The majority must, somehow, become owners, in part at least, of the instruments of production."

It is estimated that there are 400,000 firemen, engineers, conductors and brakemen employed on the railways of the United States. These employees received an increase in salary of \$70,000,000.00 under the Adamson Act in 1916, a further increase of \$160,000,000.00 under the McAdoo award in 1918, and a still further increase of \$65,000,000.00 for 1919.

Women in the printing and publishing trades in the City of Washington, D.C., are to receive a minimum wage of \$15.50 a week if the unanimous recommendation of a committee representing workers, em-

ployees and the public is adopted. This is nearly \$5.00 more per week than the average received by the women engaged in the bindery of the Government printing plant at Ottawa.

The Kitchener and Waterloo Branch of the G. W. V. A. has voiced a strong protest to the Government demanding legislation compelling the men who secured exemption for farm labour to remain on the farms and to prevent their coming into the city, hampering the opportunities of returned men in their efforts to secure employment.

Education

A Government measure has been introduced in the House voting the sum of ten million dollars for distribution among the provinces over a period of ten years for the purposes of technical education. It is provided that the money shall be divided among the provinces according to population and that the provinces must expend out of their own funds amounts equal to those received from the Dominion. The first year will begin on March 31, 1920, and the total amount available for that year will amount to \$1,400,000. After the fourth year the yearly available sum will be \$2,200,000, subject to such increases as the provinces themselves may care to make over the required half.

It is announced that 26,740 Canadian soldiers received instruction in the Khaki University.

Civil Service

The char-women employed in the Public Service at Ottawa have organized and are now affiliated with the Civil Service Federation of Canada. This action is largely the result of the energetic and able leadership of Madame Mercier, who has been elected President. As a direct result of the

step taken by these civil servants there has since been organized as a branch of the Allied Trades and Labor Congress a union of char-women in Ottawa.

The Joint Congressional Committee on the Re-classification of the Civil Service in the United States has decided to place the supervision of the work in the hands of Committees of three; one member representing the Department, one the employees, and one the Committee. The Committee has also announced that it will deal exclusively with the employees through their organizations.

As a direct result of the decision announced in the preceding paragraph there has been formed in the capital city of the United States a scientific and technical branch of Federal Employees Union No. 2. This is the main Washington section of the National Federation of Federal Employees which is affiliated with the American Federation of Labour. The considerations which led up to the unionization of the scientific employees of the United States Government, and this is an event of far more than local importance, are stated as follows: (1) The belief that science can never play its real role in the development of national life until the great body of workers of the nation has a sympathetic understanding of the significance of research, and that such an understanding can be brought about only by the scientific workers joining hands with the other workers of the nation; (2) The necessity of contact with a body having the confidence of, and influence with, those with whom decisions rest; (3) The complete autonomy enjoyed by the branch in its affiliation, through the Federal Employees Union, with the American Federation; (4) The methods and the record of the Federal Employees' Union; etc.

The
Collector of
Comments

Dominion Customs Association

The
Unofficial
Surveyor

Montreal

The first annual meeting of the Montreal Customs Association was held in the Catholic Sailors' Club in April last, and a great deal of interest centered around the proceedings. The year completed was the first of the Association under its affiliation with the Dominion Customs Association, and those who from past experience had been led to believe that only a perfunctory interest would be taken in the gathering were agreeably surprised to witness the large turn-out, and the spirit of aggressiveness that was manifested. This spirit was cer-

zation has not been lost on the Montreal tainly proof that the Montreal members are wide-awake and are keeping a jealous eye riveted on their interests. The different branches of the Service were well represented; the members came in large numbers and that they were convinced of the further necessity of maintaining a strong organization was evinced by the close attention they gave to matters under deliberation. The attendance was also very representative, English and French members having made it a point to take a more active interest in matters that pertain to the welfare of all.

Demonstration has not been lacking in the past year of the benefits that accrue from the close union of the various branches affiliated with the Dominion Customs Association, and the strong support that the latter receives in turn from the Civil Service Federation through their mutual interlocking of interests, and the view is strengthened that the advantageous results that have followed this close co-operation will in time be followed by further improvements.

The overwhelming importance of organization and Montreal was not slow to per-

ceive that its position of prominence and importance in the field of trade calls for a measure of effort equal to the best. Its membership is therefore the largest of the ports under Customs supervision.

The meeting was graced by the presence of the executive officers of the Dominion Customs Association who were in session in Montreal: Messrs. R. Colvin, of Hamilton; M. P. McGoldrick, of Montreal; T. H. Burns, of Ottawa; A. Callow, of Toronto; J. B. Shaw, of Regina; F. Kehoe, of Ottawa. These gentlemen on invitation of the President, Mr. R. C. Irwin, made brief comments on the scope and character of the organization. The arduous work that fell to the lot of the men representing the Customs Outside Service during the past year were recognized by the audience and the difficulties which at times beset their path is well understood. But with a whole-hearted support of the members, the path is better smoothed.

The proceedings, incidentally, were enlivened by comments made in French by Mr. T. H. Burns, who showed an amazing and comprehensive knowledge of the beauties of the French language. The end of the peroration was received with huge applause and vigorous cheers.

The election of officers was spirited as well as very interesting, the Past President being defeated for re-election by a single vote. The results of the elections are as follows:

Honorary President, Mr. W. S. Weldon; Honorary Vice-President, Mr. H. McLaughlin; President, Mr. A. Magnan; Vice-President, Mr. R. Finlayson; Secretary, Mr. J. F. McKenzie; Treasurer, Mr. J. H. Duncodu.

Executive Officers: Messrs. E. H. Bourdon, J. Goyer, A. Goyette, H. Harrison, P. Keane, J. A. Lebeau, A. Ross.

Advisory Board: Messrs. A. E. Giroux, A. Laing, R. J. Lunny, J. R. Marcotte, M. P. McGoldrick, W. J. McKenna, A. Paré, T. F. Slattery, J. S. Sorley.

Auditors: J. Coyle, T. Logan.

—CSFC—

D. C. A.

I am in receipt of a letter from one of the "victims," as the writer describes himself, asking me to publish a correct interpretation of the two Orders-in-Council, covering the bonus and provisional allowance. Now, in answer to my friend, let me say that I have yet to meet anyone who could do this job he asks me to do. What we do know, and what we are trying to have remedied, is that the Outside Customs were tied down under twelve hundred dollars' salary to get two hundred and fifty, while others got it

up to eighteen hundred and eighty, salary and bonus. It would seem that we all suffered through a too scrupulous interpretation and reading of these famous Orders. We were made to suffer, so that the strict letter of the law might be vindicated. What we want now is less law and more money, and I can assure my correspondent that we intend to stay in the game until we get the arrears coming to us.

Mr. R. Colvin, President of the D.C.A., attended the first meeting of the General Council of the Civil Service Federation held in Ottawa, Saturday, 24th May.

I would ask the co-operation of secretaries of Branch units to send anything of interest concerning their port so that it may receive publicity in our column. It happens sometimes that a member in good standing has been the victim of some injustice at the hands of somebody "higher up." Let us know the circumstances and you can rely that it will be dealt with if the case warrants action. That is part of the functions of the D.C.A. executive, to look after the interests of its members and see that they get a "square deal." Any news in relation to Customs affairs at any port is of interest, and will be given publicity in these columns. That's what we are here for. So, send along your stuff to "Editor Customs," Box 484, Ottawa, Ont.

—CSFC—

Salary Cheques

The question of semi-monthly payment of salaries is something the Executive should endeavour to have brought about, in accordance with the resolution passed at the Convention held in March. There is no doubt it would be a welcome change for the great majority of Customs officers, as it would provide them with the ready cash to take advantage of sales advertised from time to time, not in the purchasing of luxuries, but the necessities of life. There can be no valid reason given why the change should not be made, if by so doing the interests and welfare of the officers would be better served. It may be said it would upset and disturb the routine of the Accountant's Branch of the Customs Department, but the little fussing it might entail at its inception would be more than counterbalanced by the benefits obtained by approximately three thousand officers in the Service.

—CSFC—

Promotion by Merit

The recent promotion of Mr. F. Pattison, of Bridgeburg, from Appraiser to Collector of that port, is a distinct departure from the old order of things, and marks a new era in Outside Customs Service. It

is at once a recognition of the merit system, in that it rewards a faithful officer who has given good service, and recognizes efficiency in filling the highest office from the ranks. On behalf of the members of the D.C.A. I extend congratulations to Collector Pattison, and trust he will enjoy his new honours for many years to come.

—CSFC—

Heroes, Every One

We mourn you, dear comrades, your names
ne'er can fade,
In death you shall live though your life's
work is done;

You died for your country, the land of the
free,

Heroes, every one.

In a far foreign land, 'cross the raging
sea,
You laid down your lives for a vict'ry hard-
won.

Sleep on your last sleep, t'was noble to die,
Heroes, every one.

Though no tombstone may mark your last
resting-place,

Where you nobly fell fighting the treach'rous
Hun,

In the heart of your country your names are
enshrined,

Heroes, every one.

"SCOTTY"

(lately of the C.E.F.)

Customs Dept.,

Ottawa, May 7, 1919.

—CSFC—

Fort Frances Customs

The annual meeting of the above association was held on May 3, with a good attendance. The absentees included the members of the outpost of Rainy River, all of whose "cars" were "in the hospital," and J. W. Prout, of the "Bridge."

On motion, the officers for the preceding year were all re-elected for another year, being President, J. W. Hastie; Vice-President, H. B. Jackson (Rainy River); Secretary-Treasurer, E. D. Tierney. Executive: W. G. Bartley, D. K. McGregor (Rainy River), Geo. Webster, W. C. Williams.

A resolution was duly passed ordering the Secretary to tender the Secretary and Executive of the D.C.A. a vote of thanks for their splendid efforts on our behalf during the past year.

A committee was formed to interview the different civil servants of the town with a view to forming a club, where the men might get together for mutual benefit and pleasure.

E. D. TIERNEY,

Sec.-Treas.

Newsy
Personal
Notes

MAINLY ABOUT PEOPLE

What we
all are
doing

A FULL LIFE

One of the most picturesque individuals who was ever connected with the Canadian Public Service died at Port Credit recently. Capt. Daniel Sharpe had reached the ripe age of eighty-nine years, and half a century of that long life-span had been crowded with toil and adventure. In the middle of the last century he took to the lake and worked his way up from common seaman to captain-owner on the old Lake Ontario wind-jammers. Twice, after he attained the status of owner, he was beggared by the loss of his ship and cargo—on neither occasion by his own fault. Each time he took to another occupation until he could re-establish himself afloat. Finally, abandoning the waves, he was appointed harbor-master and collector of Customs, in the days when Port Credit was still a busy harbor. These offices he held until his superannuation about ten years ago. Captain Sharpe was also a member of the county constabulary, and achieved wide prominence when he arrested a man named McWhirrell for an atrocious double murder, and furnished skilful and invaluable evidence at the subsequent trial. Captain Sharpe is survived by his widow who was his companion in fair weather and foul for the long span of sixty-two years.

—CSFC—

LATE JAMES LAWSON

A well-known Niagara district man who had served the Dominion for many years died on April 26. James Lawson had been Collector of Customs at Bridgeburg since 1896 and was very popular in both official and unofficial circles in that frontier port. He was formerly in business in Thorold, in which town he was born in 1840, and had held municipal offices and received other testimonies of the confidence of his fellow-citizens. His widow and three of his seven children survive.

OBITUARY

LAWSON—At Bridgeburg, on May 4, James Lawson, collector of Customs, aged seventy-nine years.

DEWAR—On May 5, Charles Alexander Dewar, of Chelsea, Que., aged seventy-six years, father of Harry Dewar, of the Post Office Department.

DESROSIERS—At Rockland, on May 5, Dr. N. DesRosiers, aged sixty-nine years, father of Dionne DesRosiers.

DUFRESNE—On May 7, Peter Dufresne, for thirty-three years an employee of the Government Printing Bureau.

COLLINS—On May 11, Kathleen Mary Collins, of the Department of Finance, daughter of the late M. J. Collins, of the Post Office Department, and sister of M. G. Collins, of the Dept. of Militia and Defence.

ELLIS—In Toronto, on May 14, George Ellis, an employee of the General Post Office for thirty-five years.

—CSFC—

PERSONAL

George U. Stiff, the widely-known accountant who was secured by the Department of Militia and Defence for the difficult job of re-organizing and directing the Separation Allowance & Assigned Pay Branch, has retired from the position of Director, leaving a splendid record of satisfaction and efficiency. On laying down the reins, Mr. Stiff was presented with a gold watch and chain by the members of the Branch staff.

James Sydney Roe, of the Department of Customs, was married on May 1, by Rev. J. D. MacFarlane, to Florence Eaton Knechtel.

Diamond Jenness, of the Geological Survey, and lately of the Civil Service Siege and Heavy Artillery Draft, was married on April 30 to Frances Eileen, youngest daughter of Mr. and Mrs. A. C. Bleakney.

Gladys, youngest daughter of Mr. and Mrs. Fred Cook, was married

on April 30 to Donald, youngest son of the late Hon. A. G. Blair.

The marriage of Mary Pearle Manchester, lately of the Department of Railways and Canals, to Edward James Maddock, of Toronto, was celebrated on May 7.

Edward C. Leetham, of the Department of Finance, was married on April 23 to Edith, daughter of Mr. and Mrs. George H. Wilson.

The retirement of Inspector James Parkinson from the Dominion Police force after thirty-two years of conscientious and self-sacrificing devotion to duty was made the occasion of the presentation of a handsome chair and an address by the men of the force. Inspector D. Hogan was spokesman and very ably expressed the regret of the constabulary at losing so experienced and valuable a co-worker as well as their earnest hope that he may long enjoy his well-earned leisure.

Recent noteworthy orders by the Civil Service Commission were those providing for the appointment of J. H. Grisdale to be Deputy Minister of Agriculture and of E. S. Archibald to be Director of Experimental Farms. Both are "merit" appointments and confirmations of "acting ranks."

A. W. Duolos, K.C., has been appointed to the new position of Deputy Registrar of the Exchequer Court.

Frank T. Pattison, who has been on the Bridgeburg Customs staff for twenty-two years, has been appointed Collector of the port in succession to James Lawson, deceased.

—CSFC—

AN ISLAND VETERAN

Samuel C. Nash, for forty-one years Collector of Inland Revenue at Charlottetown, died on May 26, aged eighty-four years. He was appointed to a position under the Federal government in 1870 and superannuated in 1911.

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NORTHERN ONTARIO



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NORTHERN ONTARIO is a vast forest-robed land stretching from the Province of Quebec on the east to Manitoba on the west and extending north for 770 miles from Southern Ontario to Hudson Bay, covering an area of 330,000 square miles.

This fertile land lies one degree south of Winnipeg and is well watered by lakes and rivers. The climate is ideal for perfect health—warm in summer, cold and invigorating in winter. Already there are thousands of miles of colonization roads and

steam railways spreading like a spider's web over that immense new land. A settler can ride from the big cities of Ontario or the West in a Pullman if he wishes almost to his own door. This is something new in pioneer life.

This rich agricultural land may be had by the settler in 160 acre blocks at 50c per acre

Our literature descriptive of this great country may be had free on application.

G. H. FERGUSON,
*Minister of Lands,
Forests and Mines.*

WRITE:—

H. A. MACDONELL,
*Director of Colonization,
Parliament Buildings,
Toronto, Ontario.*

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NO CAMOUFLAGE



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Pineapple
Marmalade
Ginger
Marmalade
and
Bramble Jelly

Wagstaffe Limited

Hamilton, Canada

MAINLY ABOUT PEOPLE

(Continued from page 266)

LATE JAMES McKENNA

A Government official who was known from coast to coast passed away on May 30 in the person of James A. J. McKenna, of the Department of Indian Affairs. A native of Prince Edward Island, he was originally in the employ of the Prince Edward Island Railway, but in 1887 became private secretary to the Superintendent General of Indian Affairs—Sir John Macdonald then holding that portfolio. In 1891 he was made private secretary to the Deputy Superintendent General, but in 1897 returned to his former posi-

tion when Sir Clifford Sifton was minister. He subsequently was sent West by his Department and held various inspectorates and special commissionerships until his superannuation in 1917. Mr. McKenna was fifty-seven years of age and leaves two sons.

—CSFC—

J. A. COTE PASSES ON

The Department of the Interior suffered a severe loss on May 31 by the death of Joseph Arthur Coté, Assistant Deputy Minister, who was stricken with apoplexy and died in his office in the Langevin Block.

Mr. Coté was a son of the late J. O. Coté, Clerk of the Privy Council, and was born in Quebec fifty-seven years

ago. The family were "Quebeckers" who came to Ottawa in 1865-66.

He entered the Government service in 1882 and rose from rank to rank and office to office until he attained the responsible post which he held at the time of his death. He also served on Royal Commissions and in other special capacities.

Mr. Coté was a man of varied abilities and made his mark in both literature and music.

He leaves a widow, one son, J. A. Coté, secretary of the Board of Examiners of Dominion Land Surveyors; two sisters and two brothers, N. O. Coté, I.S.O., controller of the Land Patents Branch, and P. M. Coté, K.C., I.S.O., of the Department of Justice.

His
Majesty's
Mails

POSTAL JOURNAL

Postal
Clerks'
Forum

About Re-classification

The long expected and much heralded re-classification of the Civil Service of Canada may have been presented to Parliament before this item appears in print. Anything in the nature of criticism of the idea of re-classification has been withheld month after month until the provisions of the scheme itself should be made public, and, of course, such remarks as are offered now will only refer to the general principles of the plan as they were laid before the recent convention of the Dominion Postal Clerks.

One feature of the new system seems quite clear, however, and that is that the present classes now existing in city post offices will disappear as completely as though they had never existed. It will not be possible even to identify the fragments in the multitude of new classes which are to take their place. A few men, who are at the head of certain specified staffs or classes of workers will recognize their places and pay when the new scheme appears, but most of us will not know how each will be affected until he sees his name listed. Will it be too late then to kick? That will depend on whether the new scheme is finally considered by the House before the new list of individual salaries is announced, or afterward. The members of the Service are advised to canvass the details of the new scheme very carefully, and not to commit them-

selves to any attitude, either of approval or of criticism, until it is known just how it is going to work out in individual cases.

Various disquieting rumors are abroad as to the new salary schedules to be proposed, and the new methods of promotion. If these rumors even approximate the truth there is a vast disappointment coming to about ninety per cent of the staffs in city post offices, and just what the result of this disappointment will be it is impossible to say—and alarming to think about.

—CSFC—

Editor Postal Journal:

Dear Sir,

Last Saturday night, the Postal Club Association, at Brantford, held a theatre party and supper to welcome home one of our members, Alfred Goodhew, who has just returned from overseas.

At our regular monthly meeting held Monday, May 5, it was decided to write a letter to each member and one to his wife outlining the aims and attainments of the association and explaining the necessity of having every member present at the meetings and asking the co-operation of the wives in an effort to have each member present.

This branch has not a member on its membership roll who is not a subscriber to that most deserving of all papers, *The Civilian*. How many branches can beat us? Yours truly,

ALLAN D. ROBERTSON.

LOST, strayed or stolen: a classification, any news as to whereabouts, will be gladly received by *civil servants*.

—CSFC—

The D.P.C. and the Federation

On the evening of March 31 at a postponed meeting of the Grand Council of the C. S. Federation Mr. Cantwell announced that his Executive had decided to withdraw the Dom. Postal Clerks' Association from membership in the Federation. The grounds for this action are expressed in an announcement handed to the press by the Executive of the D.P.C.A. on June 2 to the following effect:

"At a meeting of our Executive held on Saturday it was unanimously decided to withdraw our representative preparatory to retiring from the Federation. The move to affiliate with labour referred to in the article in question had absolutely nothing to do with the decision which was arrived at. As a matter of fact a large number of our branches have already gone on record as favourable to affiliation with labour.

"The action taken by our Executive was really precipitated by the persistence of some of the officers of the Federation in expressing their own personal views in such a way as to give the impression that these are the views of the different organizations comprising the Federation. This has repeatedly caused our membership considerable embarrassment, particularly at a time

like this when it is most important that an organization like this, or the views of its membership, should not be misrepresented.

"This organization is one of the pioneers in Civil Service reform, and we have demonstrated, to our own satisfaction at least, that the methods we have consistently followed are successful without being offensive. We believe that Civil Service reform is a patriotic work which if properly pursued must be appreciated both by the Government and the people of this country.

"The editorial policy of *The Civilian*, which should represent the viewpoint of organized civil servants, persistently misrepresents the opinions of this association, and is making it increasingly difficult for our Executive to work out the policy which we consider much more progressive than that advocated by some of the officers of the Federation.

"We regret the necessity for the step we have taken, but consider it is the only course to follow in the present circumstances as we cannot afford to jeopardize the interests of those whom we represent.

"The calling together at Ottawa of the Executive of the Dominion Postal Clerks' Association is due to several causes, one of the principle reasons being to discuss the present state of unrest in the industrial world and effect produced in the postal service of the country. In this connection it might be well to state that *this association is absolutely opposed to sympathetic strikes and also believes that any strike in the postal service is detrimental to the best interests of this organization* and realizes to the fullest extent the disastrous effects of such a strike on all kinds of industrial activity.

"Therefore the following resolution was passed by the Executive:

"Resolved, that in order to obviate the necessity of a strike in the postal service, with the attendant dislocation of business and general inconvenience to the public, this association do strongly urge upon the Government the necessity of making immediate provision for the adjustment of all grievances by a board of arbitration and conciliation."

Mr. F. Grierson, President of the Federation, has issued to *The Civilian* the following memorandum on the subject:

Readers of the Postal Journal will bear witness that the undersigned deploras cleavages or splits in the ranks of Civil Service organizations. Over my own signature I have in several contributions to these columns endeavoured to aid in the repairing of the split between the Eastern and Western branches of the postal organizations.

Problems are arising to-day in all organi-

zations of men and women which give rise to stormy discussions and strong differences of opinion. Examples of this are found, for instance, in the Government with its Western Free Trade element and in the Trades and Labour Congress with the One Big Union movement.

Strong differences of opinion were the basic causes of the split between the East and the West in the postal organizations, and, similarly, strong differences of opinion are the causes which have brought to pass this most lamentable action of the Executive of the D.P.C.A. in severing its connection with the Civil Service Federation of Canada. Whoever may be to blame for this break in our ranks, there is no doubt but that the incident will bring comfort and aid to patronage mongers and profiteers generally.

For ten years I have been associated with Mr. W. J. Cantwell, the D.P.C.A. representative on the Federation Executive during the greater part of that time. I have always considered him one of my best friends. I still consider him in that light for I believe that the differences that have arisen will not interfere with my personal relations with him or the other members of his Executive.

In the statement published above by the D.P.C.A. Executive it is stated that the officers of the Federation have expressed their "own personal views in such a way as to give the impression that these were the views of the different organizations." At the convention of the Federation in March last, I made full confession of the fact that during the tempestuous year 1918-19, Mr. Burling and I had acted sometimes with haste and without duly consulting our Executive; propitiating this criticism by pointing out the exigencies and emergencies by which we were encompassed. The receipt by us of harrowing tales of hardship—almost of starvation—from all sections of Canada, and in one case the threat of a strike on the part of a Western group, were reasons offered as extenuating circumstances on behalf of the President and Secretary of the Federation, neither of whom had one quarter of the time necessary to properly keep the case for the bonus before the Government. It was reasonably expected that the Federation officers having been shrived would also have been absolved for errors committed under stress. No cause has been given since the convention for complaint in this regard until Mr. Burling's trip to Montreal on May 29, and the opposition to this has arisen entirely from a misunderstanding.

On May 29 Mr. Burling went to Montreal in his personal capacity and at his own personal expense to give evidence before the Industrial Relations Commission. It has

frequently been a matter for complaint among many civil servants that we are all as a rule so apathetic, lethargic, indifferent, etc., and one would expect nothing but laudation for one of our number who has the enthusiasm, the enterprise, the independence and the money to take a trip to Montreal to give evidence before this Government commission.

It is upon this action of Mr. Burling that the D.P.C.A. bases one of its two reasons for severing the bonds of union in the Service. The D.P.C.A. representative at the adjourned meeting of the Grand Council on May 31 was made thoroughly aware of the fact that Mr. Burling had no official status as an officer of the Federation when he appeared before the Commission. The only objection he then made to the incident was the fact that Mr. Burling had informed Judge Mathers in reply to a question) that he held an office in the Civil Service Federation of Canada. It seems to me that this is unfair, for since the Commission began to take evidence in Vancouver both employers and employees have, upon interrogation, supplied the name of the business or organization to which they belonged.

This personal trip of Mr. Burling to Montréal is the first reason for the action of the D.P.C.A. as deduced by their representative at the meeting of the Grand Council. As announced at the meeting of the Grand Council by the D.P.C.A. representative, the objection now made to *The Civilian* (and which is considered sufficiently serious to warrant the breaking of relations) is to be found in the first editorial in the May number, entitled "Free Speech." This article deals with the lack of "free speech" among our members in the past and makes a plea for a more frequent and forcible exercise of this function in the future. It was stated that the objection to the article rests upon the reference to a certain high official in the P. O. Dept. Now over a year ago *The Civilian* made a pledge to its readers that it would fearlessly give publicity to all cases of unjust or tyrannical conduct meted out to the members of the Civil Service. Furthermore, for the past ten years *The Civilian* has heard of cases of unfairness, procrastination and incivility charged against Post Office officials even by members of the present Executive of the D.P.C.A. And still further, the strike of the Western section of the D.P.C.A. in July, 1918, owed its origin to the fact that no satisfactory replies, or replies of any kind, could be obtained by the postal organizations in regard to representations repeatedly brought to the attention of the officials of the P. O. Dept. In this connection I would refer any doubting member of the D.P.C.A. Executive to the

"OUR ASSOCIATIONS"

evidence given before Dr. Roche at Winnipeg in August, 1918. The Germanic treatment of Mr. Jessop, a gentleman of 65 years of age, is one instance recently brought to light out of many, of the inhuman administration of the Railway Mail Service.

In conclusion, these are some reasons for the present unhappy current of events. But searching among the fundamentals we find more deep-seated grounds for these events. The whole world is thinking deeply to-day, and it would be unlucky were the class known as civil servants to be the only class without consciousness of the seismic spirit of regeneration now encircling the globe. We have in our Civil Service organizations two distinct schools of thought, so diametrically different that they are almost certain to clash. We have the ardent idolator and the ruthless iconoclast. We have one group who visionize a new social order—Utopia, without its Bethel Greens and Botony Bays, without its slum or its penal settlement, without injustice, tyranny or despair. Another group has not seen this vision and seems willing to carry on under old conditions, seems willing to revert to conditions existing before the war. The latter group wishes to carry on the effort for a model system of public ownership quite apart from any change in our forms of political or economic systems. The former group claims that under our present systems we will continue to pick at a mountain with a toothpick as we did before the war, and therefore they take an interest in such subjects as P.R. for the purpose of obtaining a voice in Parliament, the seat of authority in our country. This group believes that fundamental changes are necessary in governmental systems in order to elevate public ownership from its present low estate.

Whatever may be the trend of events under these circumstances, I for one would be in favour of a little less speed on the part of the enthusiasts in order that the present breach may be healed—in order that we may move along as a united body to meet that destiny which I hope fate has ordained for us, *i.e.*, a Canadian Civil Service without exception the best in the world.

I venture to express the opinion that this breach in our ranks will be mended at an early date. I think the differences will be overcome by mutual concessions granted by comrades engaged in a common cause, and perhaps the incident may have a beneficial effect in teaching us all to be more magnanimous and more tolerant of the views of those with whom we do not actually agree.

F. GRIERSON,

President, C. S. Federation of Canada.

Civil Service Association of Ottawa

Among the recent activities of the Civil Service Association of Ottawa, it may not be amiss to draw attention to the action of the Executive in connection with the bonus for the year 1918-1919 for those civil servants receiving a salary of \$1,800 per annum or over. The Executive directed that a meeting of those interested be called under the auspices of the Association. At this meeting a committee was appointed to act in conjunction with the committee on Agenda, with the result that a Memorandum stating the reasons why the bonus should be extended was placed before each member of the Cabinet.

Although the acting Prime Minister had written to the officers of the Federation stating that the bonus question for the year ending March 31st, 1919, was closed, the Committee deemed it advisable to place a copy of the Memorandum before him with the request that on account of the number of favourable statements made by members of the Cabinet he would again bring the matter before Council for consideration. This request was granted, and as the Acting Prime Minister expressed a desire to have information, as soon as possible, regarding the cost of extending the bonus, the officers of the Association were able to place such information before him the next morning. A favourable decision is anticipated.

The Grievance Committee of the Association have been actively engaged in investigating and recommending action to be taken with regard to participation in the bonus, and as a result a number of individuals and groups of civil servants have received the bonus, or an increase in the amount.

The activities of the Co-operative Committee are deserving of the highest commendation, and it is regretted that space will not permit a detailed description of the work. Early in the year a circular was posted in the different Departments, in order that any one wishing to take part in the co-operative movement would know what action was necessary. The movement proved so popular that the committee have secured an office at 91 Rideau Street, where all business is transacted and information may be obtained between the hours of 12 o'clock noon and 2 o'clock p.m., or between 5 p.m. and 6 o'clock p.m.

At the time of writing, Mr. J. L. Jacobs

(of the firm of J. L. Jacobs & Company, efficiency engineers of Chicago), who has been engaged by the Association to advise them on the classification and bonus situation, is in Ottawa, and with the officers of the Association has had conferences with the Government, the Civil Service Commission, and representatives of the Arthur Young Company.

Dominion Lay Meat Inspectors' Association of Canada

The members of the above association held a very successful social in Occident Hall on Wednesday, May 7. President J. Bentham in the Chair was very ably supported by Dr. D. A. Irvine, V.S., District Inspector. After a few remarks by the Chairman, Dr. Irvine was called upon and gave a real interesting address and also complimented the association on the progress it had made and the work it was doing. During the evening F. W. Callaway, Sec.-Treas., was presented with a purse of gold in recognition of his valuable services. Bro. Hodgins, in making the presentation, testified to the faithful and diligent worker Secretary Callaway had always been and assured him that the best wishes of the association were with him. Songs by Br. Edwards were very much enjoyed. The singing of the national anthem and a hearty vote of thanks to Dr. Irvine brought a most enjoyable evening to a close.

The Western Canada Interior Association, Edmonton Br.

The annual meeting of the above Branch was held at the office of Dominion Lands on Friday, May 2nd, 1919. The president, Mr. Joseph Milner, gave a most interesting and instructive report of his recent trip as delegate from this branch to the Central Convention at Moose Jaw. This was followed by a very lucid and interesting talk by Mr. Turner, the delegate from the Customs Association at Edmonton to Ottawa, who was especially invited. After an unanimous vote of thanks to the speakers, the election of officers was proceeded with. The result being that all the officers of last year were re-elected unanimously as follows:

President, Joseph Milner; Vice-President, F. Veats; Secretary-Treasurer, James Edwards; Executive, Miss L. Spee, M. A.

Munroe, D. H. Boles, with the President, Vice-President and Secretary, ex-officio.

It was decided to continue the policy of including in the membership dues the subscription to *The Civilian*, for each member. During the past year great interest has been taken in the business of the association, and from present indications the Edmonton Branch bids fair to eclipse all its activities of the past.

Western Canada Immigration Association

Report of President.

Owing to the unavoidable absence of our President, Mr. John Colvin, the duty devolves upon me of submitting the first annual report of this association.

I may here properly digress for a moment to touch upon a question which is implied. What is the real reason for this association, and its claim upon the interest and support of all the members? Without entering into a lengthy discussion, there are one or two points which I think we might note. In the world of to-day, it is left to the workers themselves to draw attention to any unfair conditions they are laboring under. If they fail to do this, it is assumed that the conditions are satisfactory. Here is one reason for the association. What one man is unable to accomplish by himself, an association of such men might be able to do. But this is only the reverse side of the case. There is also an obverse side. The British Government recently appointed a Board to deal with the Civil Service, and one of the first acts of this Board was to draw up its Rules of Procedure. The report dealing with these Rules shows that the Board not only recognized associations such as ours, but welcomed them. It went further still. It even deplored the lack of organization in some of the branches of the Service. And the reason is not far to seek. The task before the Board is made easier when dealing through an organized body representing a particular branch of the Service—a part of the responsibility being borne by the association affected. In a word, an association as ours serves to mutually assist both worker and employer, and is required by both.

I will now briefly enumerate the chief accomplishments of the year.

The first thing we set out to do was to affiliate with the Civil Service Federation of Canada, and we met with no difficulty here. The Federation warmly welcomed us, and I am happy to say that our relations still continue to be most cordial. The advantages of this affiliation are so obvious that no further comment is necessary.

Next came the formation of a Central Committee, or General Council of Civil Service Associations of Winnipeg and district. It is understood that, as far as our association is concerned, the word "district" means the territory under the jurisdiction of the Commissioner of Immigration here. In forming this Central Committee, the idea was to bind together more closely the organizations of the different branches of the Civil Service in Winnipeg and district, and to provide a means of communication with the parent body at Ottawa which would equally serve each association represented, and which could, on occasion, speak for all. Great things are to be expected of this Council, but it must be given time to develop in its own way. The finances of this Council are assured by the different associations, in the shape of grants from time to time. So far, we have contributed \$5.00, but the time is not far distant when we shall be expected to contribute more liberally, as the Council has work to perform, and must not be stinted of funds to carry on that work.

We have recently succeeded in taking two general ballots of members—one in which the members residing at a distance, as well as those in Winnipeg, participated. With the actual result of this voting this

report need not deal, but it is, I think, satisfactory to note that, out of 31 ballots sent to members as outside points, 29 were polled, thus indicating a lively interest in association matters.

It was decided to send a delegate from this association to attend the Annual Convention which was held recently at Ottawa, and Mr. Geo. Macpherson was selected as your representative. You will shortly receive Mr. Macpherson's report regarding same.

Some working scheme should be devised whereby our members residing out of the city can be brought into closer touch with headquarters of this association, which, after all, must be in Winnipeg. For want of a better scheme, I would suggest that members at points like Edmonton, Emerson, Fort Frances, and North Portal, be invited to select one of their number to act as corresponding member, whose business it would be to keep in touch with our Secretary and advise, and be advised, on all matters of association interest.

We have to acknowledge courtesies received from Mr. Percy Reid, Acting Commissioner, in various matters, including the granting leave to our delegate.

Yours faithfully,

E. T. BOYCE,
Vice-President.

OUR NOBLE LAND

I met a friend the other day: We stopped to chat, as neighbours may. We praised the mild and gentle weather, and then we both thanked God together, because the frightful war was o'er, and horrors reigned on earth no more; both thankful, too, that, o'er the sea, our sons returned from victory—not all,—in Flanders' fields some lie, where poppies smile to God's pure sky. But, though they sleep so far away, we'll bless their sacrifice for aye. We two agreed in everything, until he this surprise did spring: "I think we'd gain if annexation joined us to our neighbour's nation!" O, but his thought struck cold on me, and with him I could not agree. A Gael am I from old Ireland, a citizen of this mighty land. Here we are free 'neath kindly rule, our own, and that man is a fool who'd give our glorious land away,—a giant in the world to-day,—and thus admit to all that we a sovereign people could not be. Our neighbour has a boundless land, we both move onward, hand in hand; but, while we joy to see his rise, we look ahead with steady eyes, resolved that our Canadian land will be a peerless nation grand. O never doubt that day will come, to Canada, our beloved home. Our country's still but as a child, yet growing strong 'neath training mild. From the old land, some far off day, though gently, we may break away; but, while united we may live, no help to change can true men give. Move on, look up, let well alone—this is pure wisdom, you must own. Annexation? No! So firm we stand, for Canada, our noble land!

—Garrett O'Connor.

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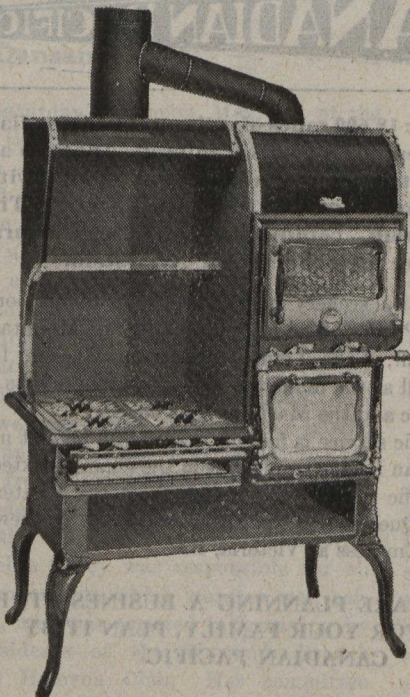
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Dr. Beland's Lecture

On Tuesday evening, May 13th, an audience that filled the Halcyon Club to overflowing listened attentively for over two hours to Hon. Dr. Beland's story of his experiences in Belgium, and as a prisoner of war in Berlin. Many in the audience were already familiar with the returned member's book on the subject, but the story gained much in the telling from Dr. Beland's dramatic personality. The sense of humour displayed in the narrative accounted for the prisoner's return to his native land, looking so little the worse of his treatment at the hands of the Hun.

After the singing of "O Canada," Miss Tremblay, in the absence of Hon. Dr. W. J. Roche, who failed to be present through missing a train, introduced the speaker. Mr. M. Goor, consul-general for Belgium, was present, and "La Brabançonne" was sung by Mr. M. Belleau, in excellent voice. The receipts, which were \$122, have been voted by the Women's Branch to Belgian and French Relief.

—CSFC—

Thé Dansant

On Saturday afternoon, May 3rd, at the Astor, the Women's Branch of the Civil Service Association, held a very delightful and most successful thé dansant. It was the climax to the series of dancing classes arranged by the Recreation Committee, and conducted by Prof. Laing at his studio. All the world over people are finding their recreation in "tripping the light fantastic toe" and the Service has proved no exception as about 350 pupils were enrolled. The closing proved a brilliant success. The Biltmore Orchestra from New York was in attendance and rendered the very latest jazz music, which the dancers repeatedly encored. Miss Nellie Casey was responsible for all the arrangements which were so well carried out, and was assisted in receiving by the presidents of the Women's Branch and the Halcyon Club. Her committee consisted of Miss Loretta Casey, Miss Jessie Ross, Miss Ina Blackburn, Miss Helen Leggett, Miss Agnes MacFarlane, and Miss C. Mahoney.

Health Census of the City by the Ottawa Health Society

The city was divided into 40 areas, these to be allotted to different organizations willing to undertake the work of making a house-to-house canvass.

Areas Nos. 25 and 26, comprising over 1,100 houses, were given to the Civil Service Association, under the convener-ship of Miss M. Tremblay, vice-president.

Miss L. Putman, vice-president of the Women's Branch; Miss M. Dacey, Women's Branch representative on Executive of the Association; and Miss Bell Séguin, of the Money Exchange Branch, Post Office Dept., were the team captains, who were assisted by the following ladies:—

Misses B. Guitess, H. E. Tremblay, B. Lapointe, Margaret Dea, Carrie McLaren, M. Hill, M. Bell, Helen Robertson, Thida Gagné, A. Bissonnette, C. Scanlon, N. M. Gallagher, Y. Chartrand, K. Brown, G. McCrea, Eva McGovern and Margaret Kilduff.

All these ladies are of the Money Exchange Branch, P. O. Dept. Their chief, Mr. F. E. S. Grout, very kindly allowed them to leave the office at 4 p.m. whilst engaged in that work.

The work was enthusiastically begun on Monday, May 5th. The visitors had been announced in the different churches of the districts, and the aims of the society explained, so that they were heartily welcomed. Not one home was left unvisited, and all the cards, properly sorted, were handed in with the report by the end of the week.

Valuable assistance was given the Civil Service workers in this campaign by Miss M. H. Dacey, a trained nurse, who had volunteered to help.

The majority of the population of these districts is composed of foreigners, especially Poles, and at the beginning the girls felt a bit nervous, although Miss Séguin, who has for years visited and assisted these newcomers amongst us had spoken highly of them and had assured her companions that they would be well received. This campaign has been one of education and in more than one way will have a beneficial influence. It will create a better feeling of good citizenship and confidence amongst these who were foreigners, but who are now good Canadians.

Annual Meeting

On May 15, in the Halcyon Club, was held the annual meeting of the Women's Branch. The president presided and interesting and comprehensive reports were read by the secretary, the treasurer and the conveners of the standing and special committees. While over six hundred women belong to the organization, it seems a pity that more of them are not enough interested in the work to be present to hear the annual reports. What the meeting lacked in numbers was made up by the enthusiasm of those present.

The election of officers was conducted without many contests—resulting in the following being elected.—

President: Miss Jessie A. Ross; 1st vice-president, Miss Arma Smillie; 2nd vice-president, Miss Annie Dewar; secretary, Miss Edith Williams; asst. secretary, Miss M. E. Briggs; treasurer, Miss Fidelia Duhamel; program convener, Miss Jane McElroy; recreation convener, Miss Helen Leggett.

An amendment to the constitution was carried changing the end of the Branch's year to October instead of May, to coincide with the main association's year.

—CSFC—

Treasurer's Statement

GENERAL FUND	
1918.	
May 15, Bal. from 1917-18.....	\$ 21.24
1919. Membership fees	304.50
Thé Dansant	102.25
From Main Association	3.25
Bank interest	7.25

\$438.49

DISBURSEMENTS.	
Printing, Stationery, etc.	\$ 75.34
Affiliation to L. C. of Women...	2.00
Affiliation to Main Association..	5.00
Refreshments re Convention....	81.00
Refreshments re monthly meetings	9.09
Dishes to Halcyon Club	127.75
Advertising	10.00
Transferred to Emergency Fund..	2.15
Balance	126.16

\$438.49

EMERGENCY FUND	
Bal. from 1917-18	\$ 60.58
Donation	1.00
Refund on Overseas Boxes	2.36
Archives	\$ 5.78
Agriculture	112.31
Aud. General	116.38
C. S. Commission.....	1.82

Com. of Conserv.	16.72	
Finance	119.21	
Justice	10.94	
Insurance	14.15	
Interior	144.67	
In. Affairs	15.61	
Imm. and Colon.	258.94	
Labour	1.85	
Mines	10.24	
Naval Service	23.75	
Pensions	20.00	
Public Works	66.87	
Post Office	126.03	
Rys. and Canals.....	34.39	
Sec. of State	24.49	
Trade and Com.	41.65	1,165.80

Transferred from Gen. Fund	2.15	2.15
		\$1,231.89

Ottawa Welfare Bureau (12 mos. \$15.00)	\$ 180.00	
Can. War Contingents	100.25	
Navy League of Canada	200.00	
Knights of Columbus Army Huts	150.00	
Navy League (Sailors Comforts)	100.00	
Ottawa Red Cross Society.....	100.00	
Palestine Relief	150.00	
Pris. of War Scholarship	50.00	
Salvation Army War Work.....	50.00	
Maintenance Red Cross Rooms..	20.00	
Overseas Boxes (Soldiers and V. A. D's)	131.64	
		\$1,231.89

RECREATION FUND.

Bal. from 1917-18	\$11.51
Bal. on hand 1918-19.....	11.51

TENNIS FUND

Bal. from 1917-18	\$48.04
Bal. on hand 1918-19.....	48.04

HALCYON CLUB—1918-19

Bal. on hand 1917-18.....	\$ 676.85	
Fees	1,477.50	
Proceeds Tea and Money Shower	127.78	
Donations, Mrs. Plumtre.....	10.00	
" Mr. John Murphy	25.00	
Proceeds, Masquerade	89.80	
" Xmas Gift Sale.....	1,014.77	
" Bridge, 29th Jan.	50.75	
" " 28th Feb.	49.76	
" Children's Party	9.72	
" Bridge, 29th Mar.	25.84	
Sweater Raffle	68.75	
Sale of Stationery	6.85	
		\$3,633.37

CAPITAL EXPENDITURE

Plumbing	\$133.92	
R. McMorran	6.75	
Thérien & Co.	14.00	
Stewart & Co.	1,975.59	
Eclipse Plating Co.	266.17	
Murphy, Gamble Co.	50.90	
Extra cleaning	8.68	
Plaunt Hardware Co... ..	23.95	
H. J. Daly Co.	75.00	
Miscellaneous small supplies	4.67	
		\$2,559.63

CURRENT EXPENSES

Telephone	\$ 48.09
Insurance	51.60
Salaries, Sup't.	371.00
" Charwoman	232.25
Postals	25.00
Printing	27.50
E. B. Eddy Co. (Supplies)	36.23
Thérien & Co. (clean-	

ing rug)	1.50	
Soap	11.00	
Mortimer & Co., (Note paper)	15.00	
Ottawa Elec. Co.	45.34	
Ottawa Gas Co.	3.84	
Christmas Gratuities ..	15.00	
Orme Ltd., (Repairing, moving and tuning piano)	20.50	
Valentine Party	10.27	
Eclipse Plating Co. (Lamps)	17.80	
Miscellaneous, Petty Cash	34.17	
		\$ 966.09
		\$3,525.72
Balance		107.65
		\$3,633.37

FIDELIA L. DUHAMEL,

Treasurer.

The Treasurer's accounts as above have been examined and found correct.

M. C. TROY,

M. M. MITCHELL,

Auditors.

EMERGENCY FUND.

One of the most successful features of war work of the Women's Branch was the originating of the Emergency Fund by Miss Tremblay, President of the Women's Branch for two years. This was the idea of collecting the odd cents from the pay cheques from the members of the numerous departments and turning the money thus collected into a fund known as the Emergency Fund, from which grants were made from time to time, subject to the approval of the executive. The following lists gives an idea of the money collected and disbursed in this way.

VARIOUS CONTRIBUTIONS OF THE W. B., C. S. A. DURING THE WAR.

Cliveden hospital beds and motor ambulance	\$2,152.39
Ottawa Welfare Bureau	855.00
City relief	425.00
Overseas parcels (V.A.D.'s and soldiers)	576.26
Red Cross nurse	500.00
Hospital ship	431.65
Comforts to Canadian sailors..	217.77
Rehabilitation of devastated regions of France	200.00
W. A. A. C.'s	200.00
G. W. V. A. Ottawa (club rooms)	200.00
Mercantile marine	200.00
Navy League of Canada	150.00
Palestine Relief Fund	150.00
Y.M.C.A. Red Triangle Fund ..	150.00
Knights of Columbus huts	150.00
Canadian prisoners of war	115.00
Soldiers' Aid Commission	103.00
Canadian war contingents	100.00
Clarence House	100.00
Waratah Convalescent Home...	100.00
British sailors' relief	100.00
Duchess of Connaught's Prisoners' of War Fund	100.00
Serbian relief	70.00
Canadian clearing station, Folkestone	50.00
Prisoners of war scholarship ..	50.00
Sir Sandford Fleming Home	40.00
Gramophone records for Orpington hospital	35.42
Belgian relief	50.00
French peasant relief	30.00

Y. M. C. A. huts.....	25.00
Buffet at Victoria station, London	25.00
Y. M. C. A. games for overseas	25.00
Salvation Army war work	50.00

\$7,726.49

F. L. DUHAMEL.

—CSFC—

Secretary's Report

Madam President,

At the annual meeting of the Women's Branch, held in May of 1918, Miss Hazel Hill was elected Secretary by acclamation. Unfortunately she was compelled to resign her post in the month of November for various reasons and I was asked to complete the term. May I express, on behalf of the Association our appreciation of the splendid work done by Miss Hill while in office.

Since the last general meeting there have been 5 general meetings and 27 executive meetings to 7 of which the Advisory Board were called.

The paid up membership for the year is 605.

As the Treasurer's report and those of the conveners of the various committees will give in detail the result of the activities of the Association during the past year, it will not be necessary for me to go into detail in these matters, but I would like to mention the appreciation felt for the excellent work of all the conveners of committees during the past year. The Legislation Committee have had a most arduous time and are likely to continue to do so now that the classification is coming before the House.

The close of the war, for which we are all most devoutly thankful, brought to a close our Red Cross activities and also the correspondence work for the Canadian Club carried on during the past year by Miss Jessie Parmalee. The gardening activities were also carried on under the direction of Miss Burt.

The work done in the Red Cross rooms during the epidemic of last fall, was carried on under the supervision of Miss Reynolds, and a great deal was accomplished during a very short period in the way of making hospital supplies, such as sheets, pillow cases, nightgowns and robes. This work is not recorded with the report of the Red Cross being a special effort and under urgent necessity.

During the year 1918-19 the Women's Branch spent \$104.80 sending parcels overseas. There were 3 V.A.D.'s and 1 nurse belonging to the Civil Service, and 2 friendless Belgians who had been adopted. Boxes were sent in April, May and August. By that time the V.A.D.'s had gone over and when the Christmas boxes were sent there 12 V.A.D.'s. Christmas boxes were sent to 33 soldiers besides the V.A.D.'s and Nurse and one Belgian. The second Belgian was in hospital all year and we sent him \$2.00 a month to provide him with such small comforts as he could use.

The Halcyon Club has had a most gratifying and successful year and is now practically clear of debt and it is hoped that every member of the Women's Branch will eventually become a member of the Club as well.

JESSIE A. ROSS,
Secretary.

Halcyon Club Notes

The annual meeting of club members was held on April 15th. Reports from various committees as well as the secretary-treasurer's report were read and adopted. These were all embodied in the president's report to the annual meeting of the Women's Branch which will be

printed in these columns along with the reports from other special committees.

—CSFC—

Miss Inglis was re-elected president, but on refusing to accept office again, Miss Alice Walker, who has been a member of the house committee from the inception of the club, was elected. Miss May Lyon was re-elected by acclamation to the office of secretary-treasurer.

CORRESPONDENCE

Note.—*The Civilian* does not hold itself responsible for the opinions expressed in letters published in this section.

Editor, *Civilian*:

In the May issue of *The Civilian* there appears a letter, dated April 20, signed "Square Deal," asking why all Departments are not allowed to purchase goods through the Co-operative Committee.

This Committee would like nothing better than to see all civil servants in Ottawa take advantage of the reduced prices secured on various commodities, but although on three different occasions circulars were sent to every representative on the Executive of the Civil Service Association, and the matter was referred to on several occasions in the local press, several Departments and branches have made no attempt to get in touch with the undersigned and obtain further particulars. We cannot, for obvious reasons, scatter broadcast full details of our modus operandi, but feel that we have done our part in calling the attention of the Service to the formation of this Committee, and it is up to those interested to give evidence of their good faith by applying to us for particulars.

If "Square Deal" has not heard anything about this Committee through his representatives, he should find out from them what action they took to give publicity in their Department to the notices sent them.

Anyone interested in the co-operative movement should call at the office of this Committee, 91 Rideau Street, between 5 and 6 p.m., where full information will be given. This applies to all Government employees in Ottawa, whether members of the Civil Service Association or not.

Yours truly,

FRANK JAMMES,

Chairman, Co-operative Committee.

—CSFC—

Editor, *Civilian*:

The enclosed letter was not accepted for publication by the *Ottawa Journal*. It appears to me to have wider significance than

that of a letter to a particular journal regarding a particular event, and I send it to you for publication.—F.G.

Editor, *Ottawa Journal*:

In your issue of Friday, May 2nd, you read out the names of several comrades of mine, suggesting that they consider the propriety of attending public meetings of the Independent Labour Party of Ontario. I take this opportunity for the dual purpose of performing a duty which I believe I owe myself, and of at least endeavouring to render a service to the *Ottawa Journal*.

First, I desire to array myself sympathetically, and in every other way, on the side of my comrades, Messrs. Sapir, Macoun, Burling, Tulley and Johansen, whom you named in your editorial comment of Friday last. I sincerely regret that the *Journal*, acting, I believe, under a misapprehension, has done injustice to, and needlessly injured the feelings of our co-worker, Dr. Edward Sapir.

One of my earliest impressions, upon first arriving in this city many years ago, was the fact that Ottawa possessed a pillar of strength in the independence and intrepidity of the attitude of the *Journal*, and I have always been a reader and subscriber.

May I crave, under the auspices of this long-established friendship, to be allowed the privilege of making some disclosures which have been brought to a state of maturity by the Sapir incident?

In the ranks of the working classes to which we belong, rumours and rumblings may be heard. These reports and suggestions are to the effect that the great *Ottawa Journal* is becoming reactionary—is relapsing back to the pre-war *status quo*—is desiring the maintenance of the bi-party system—and otherwise is attempting to retard the progress of those who wish to construct a new social order on the ruins of the old, and whose only revolutionary doctrine is "things shall never be as they were."

Those who con over such things as these are inclined to believe that, under the bi-

party system, while everybody casts a vote, the member of Parliament is not a free agent, much as he might wish to be, but is under the domination of the economic power which pays the bills. Those who con over such things are taught, by high statistical authority, that 65 per cent of the people in Canada are, at an average, only \$200 from want, and have no representation in Parliament. Moreover, those who con over such things, consider that the *Journal*, after many valiant crusades against injustice, has become calloused and war-weary, and in arguing for a return to old party conditions, is incontinently accepting the system of morals stamped upon our national banners by Clifford Sifton—which system is to help yourself to your country's property at will, but be clever enough to arrange a composition with your possible critics in order to avoid censure.

I do not mean to infer at all that the allegations above mentioned against the *Journal* are true, for I know that they are not. I merely repeat what has become current gossip, in the hope that such a false impression may be removed.

The gentlemen whom you have named and with whom I associate myself have heard these murmurs, doubts and fears. Let us suppose they hear the proposition advanced that only a few extremely wealthy people have any representation in Parliament, that a body of workers, such as the Railway Brotherhood, has no representation, or the Trades and Labour Congress, or the United Farmers, or the G.W.V.A.? Have they not a right to enquire into the possibilities of such an unheard-of declaration? As a positive fact, it is well known that the Civil Service, the class to which they belong, has no representation and cannot get a hearing in Parliament on its own behalf, and that, as a consequence, thousands of the women and children of civil servants are in want.

From some considerable experience gained by living among the people who have to sell their labour in the market, I trust I may be permitted to say, in a spirit of sincere co-operation, and not of criticism, that there is a certain, sure way to start in Canada that revolutionary process which has achieved some notoriety under a Russian cognomen. That certain way is to introduce measures repressive of free discussion such as were mildly hinted at in your aforesaid editorial note.

FRANK GRIERSON.

—CSFC—

"ACTING" CIVIL SERVANTS

No, gentle reader, the reference above is not to the drama nor even to comic opera, although the latter comes much nearer the idea intended by the title.

It frequently happens when the head of a particular department of work is absent on official business or is laid aside by illness or death that another official has to assume charge as acting head of that particular line of work until the proper person returns or until a successor has been appointed. This is only as it should be if the public business is to be carried on in an orderly and efficient manner. But there should be recognized limits to the practice. Unless the Civil Service is overmanned each official should, as a general rule, have enough work of his own to occupy his time. Consequently, it seems safe to assume that one can only do two persons' work for a limited period with efficiency. Therefore, the assumption seems legitimate that the same person should not be acting head of more than one department of work in addition to his own, and that his tenure of office as acting head should not exceed a period of six months as a maximum. Is there not here a good case for amending the Civil Service Act of 1918?

Now for the practical application of the above general principle.

Using the term to include the industries based on it, Canada's greatest and most permanent line of business is Agriculture. There is a great field here for the application of constructive ideas and for new developments in many directions.

In each department of state the Deputy Minister, being the actual working head and having so many different activities to look after, is generally recognized as one of the busiest of men, as so many details of the application of the Civil Service Regulations are left to his discretion.

Notwithstanding the above facts, we find that the following positions in the Department of Agriculture are held by one and the same person, and that some of them have been so held for several years:—Acting Deputy Minister; Acting Commissioner under the Agricultural Instruction Act; Director of the Experimental Farms Branch; Acting Dominion Botanist; Acting Dominion Field Husbandman. It reminds one somewhat of the list of titles enjoyed by some nobleman and the Presidency of the Central Canada Exhibition had a narrow escape from being added to the list. One of the results of this multiple system of office-holding is that an assistant is expected to do the work of a chief on an assistant's salary.

Another matter requiring attention is the appointment of these acting heads. According to the Civil Service Act of 1918 all positions below that of Deputy Minister are to be filled by the Civil Service Commission. There is, however, a strong suspicion that the Civil Service Commission are not even consulted on the matter. Otherwise it is hard to understand why the senior officers of the Experimental Farms Branch, especially the Assistant Director, were passed over and

a comparative newcomer appointed as Acting Director.

In the interests of the public welfare of the country and the efficiency of the Civil Service, these are questions that require some clearing up.

BUTTER PAT.

—CSFC—

RE HOUSING SCHEME

Editor, *The Civilian*:

I understand that the Civil Service Housing Scheme contemplates building about 75 houses in Rideau Ward; same to be completed about the fall; that the monthly payments are to be \$20.00 per month, and the taxes about another \$5.00 per month, making a total of \$25 per month.

Now as this "Housing Scheme" is meant to be for the benefit of the lower paid class of civil servants as well as the better paid class, I, as belonging to the former class, unfortunately, desire to state that \$25.00 per month is too much; and that the lower paid class should be given more consideration by extending the length of time for the paying off of the mortgage, making the term of years 25 or even 30.

Under the present terms it is impossible for the lower paid clerk to entertain any idea of owning his own house, although the Government Housing Scheme was brought about chiefly for his benefit.

Yours truly,

DISAPPOINTED.

—CSFC—

MR. ROBERT FOWLER

Editor, *Civilian*,

In the March issue of *The Civilian*, a correspondent who signs himself *Fair Play*, is much distressed to hear that, apparently on account of some technicality, Mr. Robert Fowler is no longer Assistant Deputy Postmaster-General.

Good gracious! What on earth is this scribbler driving at?

Fair Play must bear in mind that when the Assistant Deputy Postmaster-General Verret voluntarily offered his services to go to the front, Mr. Fiset was appointed acting Assistant Deputy Postmaster-General, then Mr. A. Bolduc and finally Mr. Fowler.

Now, after spending nearly four years at the front, the Assistant Deputy Postmaster-General returns; is it not natural that he should take back his place?

Where is the grievance then?

In 1908, Mr. Fowler, then recently arrived in this country from overseas, was discovered by the Civil Service Commission, always on the lookout for odds and ends of talent. He was over age and therefore was not allowed to try any examinations. The limit of his salary was \$800.00, and that is what he was getting in 1913.

Then he was transferred to the Outside Service at \$1,600.00.

On the first of January, 1914, he was brought back in the Inside Service at a salary of \$2,100.00 and on the first of January, 1915, he received his annual increase of \$100.00.

He also received \$600.00 as private secretary to the late Postmaster-General.

Then he was appointed to act as and perform the duties of Assistant Deputy Postmaster-General during the absence of Colonel Verret on active service. (It will be observed that Colonel Verret went overseas eastward to perform his duties, while Mr. Fowler came overseas westward to do his bit.) He could not, however, be appointed by Order-in-Council, inasmuch as it was of a temporary nature only.

Mr. Fowler's salary is now \$3,700.00 a year.

So, since the first of January, 1914, he has received in good money \$2,900.00 in increases. His case is unique in the whole Service.

Therefore, where is the grievance?

"JUSTICE."

—CSFC—

Editor, *Civilian*,

The Civilian should be a staunch advocate of equal rights to all civil servants and special privileges to none, and yet it has never protested against the unfair action of the Government in singling out each session a few individuals for special increases by Parliamentary enactment while the rest of the Service receive only the annual increases allowed by law. Two sessions ago Parliament was asked to increase the salary of the Chief of the Mail Contract Branch of the Post Office Department from \$3,800 to \$4,500 and it did so without blinking, even the member for Antigonish and Guysborough who usually scrutinizes expenditures with a microscopic eye waxed very enthusiastic over it. This session the Government is asking the House to give this same gentleman \$500 more. The addition of \$1,200 to his salary is not too much in view of the cost of living if every one else was increased in the same proportion. The question that naturally presents itself is why should this particular branch be so greatly favoured. It is a small branch and does not exceed in importance dozens of others, in fact there are many branches of much greater importance. It is, however, one of the very few branches in the Service that members of Parliament are much interested in, and it is therefore perhaps natural that they should exaggerate its importance. When Parliament two sessions ago voted with such unanimity the \$4,500 under discussion it voted the Assistant Deputy Minister of Militia \$4,000, the Assistant Auditor General \$4,500, the Assistant Deputy Postmaster-General \$4,000, the Chief Engineers of the Public Works and



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Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory, however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science, and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development or further specialization.

Particulars of entry may be obtained on application to the department of the Naval Service, Ottawa.

Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimalt near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service.

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 Ottawa, February 3, 1919.

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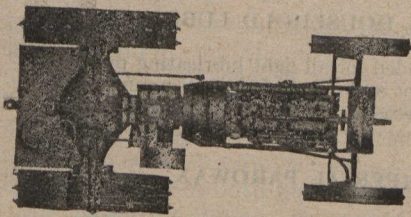
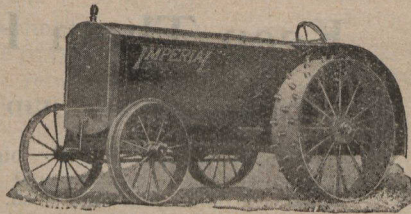


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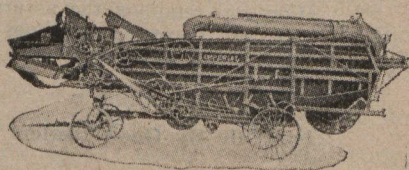
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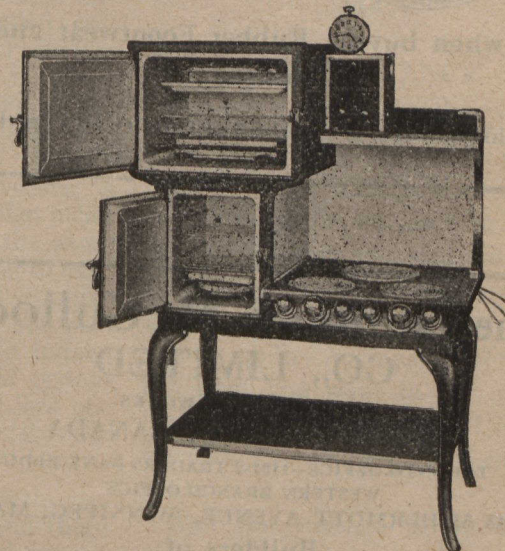
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is recommended for all light lubricating purposes in home and office. It is non-gumming and non-corrosive. Put up in convenient tin oilers that are instantly ready for use.

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Marine Departments \$4,000, the Director of Mines \$4,000, the Director of Experimental Farms \$3,500, the Surveyor General of Canada \$4,000, and so on ad libitum. Why should the Government discriminate against public servants in this way and why should there be special increases voted this year, even if ordinarily the practice could be defended.

Experts appointed by the Civil Service Commission are now engaged in classifying the whole Service and fixing the salaries of each position. Can anyone suggest a reason that will bear examination why the Government should anticipate the decisions of the experts? Sir Thomas White is supposed to be the watchdog of the Treasury, but he only acts when he desires to prevent the Service as a whole from getting a square deal. When those who have influential friends desire to raid the Treasury he leaves the door wide

open. In his own Department he does not hesitate to give large increases to some. He has also, it is understood, not allowed the Civil Service Commission to make appointments to the Business Profits and Income Tax Office. It would be interesting to know why. In the estimates he is asking for the Finance Department, seven clerks in "A" of the first division, an increase of four over last year. Why could he not wait for the classification to be completed? It has been said, and time will tell how true it is, that these high positions are intended, not for the men who have borne the burden and heat of the day, but for some fledglings who have not cut their eye teeth yet, and who are in a hurry for advancement.

All through the war the Government made it a practice to bring in outsiders to fill high salaried positions and passed over scores of men who had been years in the Service and

who were well qualified to fill these positions. The Civil Service as a body has not an atom of confidence in the Government for it has learned by hard experience that the welfare of the Service concerns it not. Instead of being a model employer it has been one of the Scrooge type, and treated the Service in a way that would provoke Bolshevism. Any concessions that were made to the lower grades of the Service were not made graciously or voluntarily but were wrung from it by force. Those in the Service who were receiving over \$1,800 are receiving the same salaries to-day as they would have been receiving if the cost of living was the same as it was five years ago. It is the only Government in the world that has treated its employees so infamously and it should hang its head in shame forevermore.

HISTORICUS.

Ottawa, Canada.

—CSFC—

HALLUCINATIONS

The following article from the *British Columbia Veterans Weekly*, organ of the G. W. V. A. of British Columbia, should be read by all our members who think that justice is a virtue to be desired in the Customs Service!

"One of the hallucinations from which the people of Canada were suffering at the time of the late general election was that in a Union government would be found a cure for all the ills that had rendered party governments bedridden. "Patronage" had become a curse, and the logical argument was that a government composed of both parties would be the most effectual way of stopping this abuse of power. Whether this purpose has been accomplished is a matter of opinion, but there is a very decided feeling in certain quarters that instead of "patronage" being confined under the old system to the party in power, it is now the camouflaged prerogative of both parties that are, for the time being, combined. Proof of this argument is offered by the manner in which the Civil Service Commission is said to be working. The man in the street fondly imagined that this commission was appointed to take over the administration of the Civil Service, and by so doing abolish the patronage which for so long was rampant in this branch of public service. It would seem that the commission does not include Vancouver in the scope of its powers, judging from recent happenings in the Customs department of this port. One

of the surprises of the past few weeks had to do with two or three promotions that savour very much of the old method of gaining promotion by having a friend among the "high-ups." Added to this, certain salary increases have been made during the past month that can scarcely be considered equitable. For instance, men who obtained leave of absence to proceed overseas on military service find, upon their return, that their salaries have remained at the same figure as when they left—in some cases over two years ago—while salaries of former companions (some of whom only remained at home by strenuous application for exemption) have been increased by \$200 and \$300 per annum. Another matter which is causing hard feeling is that a number of returned men were placed on the permanent staff previous to the appointment of the Civil Service Commission, after only passing a preliminary examination, whilst other returned men, who passed the same examination, are now required to take a further and more difficult examination before they can become permanent staff employees. This, in face of the fact that under the old system many of the pre-war appointees obtained their promotion solely by "pull" and not by examination.

If efficiency is expected by the department in its employees, and there is any desire to recognize and reward merit and reliability, there must be a very decided change in the methods adopted as regards promotions and salary increases. Under present living conditions it is manifestly unfair that

certain men should be hand-picked for increases whilst others should be totally forgotten. If promotions are to continue regardless of experience and ability, the department will suffer, for no man, who is a man, will accept this kind of discrimination.

There seems to be ample cause for a very thorough investigation as to the real state of affairs in the Customs at Vancouver, and some enlightenment would be appreciated from the three Federal members.

—CSFC—

PLACING THE RETURNED MAN

YOUR CHANCE.

On Page 284 will be found a statement that should be read by everybody. Man for man the returned man should have the call on nearly every man of the same age who did not get into the game. Purpose in life, initiative, a proper sense of relative values, ability to handle men—these are what you want in the men you hire. The Government will let them learn the details of any job at its expense.

And the message is not for employers only; recommend a returned man for the job at the desk beside you, or above you. Show purpose, initiative, sense of relative values, and ability to judge men yourself.

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**GUARANTEES YOUR BREAD
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"Regal" Government regulated is of the same high standard as the all-round "Regal" you formerly used.

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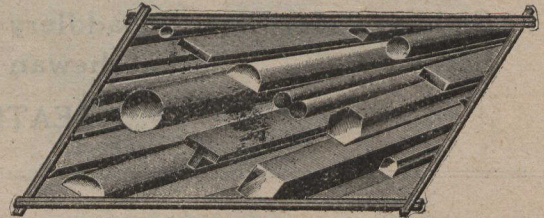
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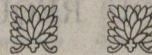
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