

THE CIVILIAN

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The United States Civil Service Retirement Association Protests Against the Employees Asking for "Straight Civil Pensions."

The members of the civil service of the United States are in the throes of a discussion as to the nature of the superannuation they will ask of the government. On the fifth of April some 159 delegates, representing 10,000 of a classified service of 300,000, met and decided in favour of a system of non-contributory pensions. On the same day there was issued a letter to President Wilson by the C. S. Retirement Association, urging the contributory plan. The contents of this letter are of interest. The letter is as follows:—

Washington, D.C., April 5, 1913.

The President,

The White House, Washington,
D.C.

My Dear Mr. President:

As you are aware, a number of employees of the classified civil service have been in session in a conference which has eventuated into a convention for the purpose of organizing another retirement association.

Today this new association was organized and a declaration was made in favor of what is known as "straight civil pensions," where the entire expense for the support and maintenance of such a retirement system is to be paid wholly from the public treasury, without any contributions, directly or indirectly, upon the part of the employees who would be the beneficiaries of such a system.

We wish, Mr. President, at this time to place the membership of the United States Civil Service Retirement Association upon record as unalterably opposed to any such system. We believe that it is neither popular with the Congress of the United States nor with the American people.

Furthermore, we do not believe the employees under such a system, with

the present inadequate wage scale in many branches of the public service, would be long content with any such system. Besides, in the light of the history of a straight civil pension system, such as was given to the employees under the English Government, we believe a similar system in this country under our form of government would lead to wholesale abuses and to class legislation of a most objectionable character.

We wish to say, Mr. President, that an effort was made at this recent conference of civil service employees to induce them to favor the enactment of civil service retirement legislation where the burden would fall somewhat equally upon the employees and the Government in providing the annuities.

We wish in this connection to call your attention to the recommendation of the Efficiency and Economy Commission as embodied in the message of Ex-President Taft addressed to the Senate and House of Representatives on May 6, 1912, and to the following language contained in that message:

"STRAIGHT PENSIONS NOT
ADVISABLE."

"I am firmly convinced that the

proposed plan is superior to any form of straight pensions, in that an employee upon retirement at any time may avail himself of his savings with the accrued interest, or his representatives may do so in the event of his death, whereas any form of pension or gratuity from the Government must inevitably be considered as a part of compensation and is available only to those employees who succeed in living to a given age, in remaining in the service to that age, and in living a sufficient time beyond that age to receive in pension payments the value of their deferred pay. Avoiding, therefore, the dangers and disadvantages of the straight pension, the proposed plan commends itself as satisfactory from the viewpoint of the Government and the viewpoint of the employees. It is advantageous to the Government, since the efficiency of the Government will be increased by providing the means of retiring those who have reached the age of decline. It is advantageous to the employees, since it protects them from want in old age with the least interference in their private affairs, and makes the service more attractive to the younger employees by facilitating promotions to higher salaries and grades at earlier ages than is possible under present conditions."

We also desire, Mr. President, to invite your attention to the action of the National Civil Service Reform League and to a report of the special committee on superannuation made at the annual meeting of the League in 1911, and to the recommendations contained in that report.

The membership of the United States Civil Service Retirement Association which has been in existence since March, 1900, is unreservedly in favor of the propositions laid down in that report which may be briefly summarized under two heads:

1. "That each employee in the civil service of the Government should receive proper and adequate

compensation for his services at the time the services are rendered."

2. A system of individual and compulsory contributions by the employees in the classified civil service of a reasonable percentage of their salaries, wages or compensation, such contributions to bear a reasonable rate of interest, compounded annually, and which will provide a reasonable annuity at the age of retirement.

If consistent therefore with public policy and in order that we may act in line with the views of yourself and the members of your Cabinet, we would be pleased to learn the attitude of your Administration in order that we may be guided thereby in the prosecution of the work of the United States Civil Service Retirement Association.

We have the honor to be,

Yours very respectfully,

LLEWELLYN JORDAN,

Secretary.

WOMEN IN THE SERVICE.

I have, from first to last, heard and read a good deal of the (woman) "Pin Money" clerk, but during all the years I have been in business, I have never seen her! I have sometimes doubted her existence. The question for our consideration just now is this: Are there any or many women, who, being in receipt of comfortable existence means, and all that they want — *all that they want* for themselves—go to work as clerks for any sum as wages, and thus reduce prices for other women?

Let me say at once that there may be many girl clerks of independent means, with incomes, bank balances, and cheque books of their own, but I am not yet convinced of it. What is probably true, is that some girls have chosen fathers in receipt of decent incomes, who are able and willing to provide them with comfortable homes, and, it may be, a certain allowance for dress and pocket money, and who do

not require their daughters to contribute to the upkeep of the home. These girls would be in a very favoured position, but such homes are rare, and, further, these daughters are generally more or less educated and not inclined to be satisfied with absolutely subordinate positions. They frequently possess spirit and ambition. A very much larger class of girls could, perhaps, after completing their education, remain at home, without earning, but they could not expect much dress or pocket money, and would have to be contented with the cheapest pleasures and most restricted existence. Why should they be contented so? Why should they not work and procure for themselves whatever of the good things of this world they most wish for? What if they pay a small and inadequate sum for home maintenance, so do many youths and young men. The point I would impress on all women clerks so situated is that they should use their home entrenchment, so to speak, *i.e.*, the fact of their being able to live at home so metime without earning, as a means of raising their salaries to the highest possible, and should never, on any account, because they are not in penury, be satisfied with less than the utmost they can get. This is a plain duty, for the sake of all the sister women who are bound to work for bread.—Leah Anson in *The Clerk*.

* * *

Some of the women are well educated, but my experience is that the untrained, educated woman (or man, either, for that matter) is the most tragic figure in the everyday workaday world. There is another figure who is also tragic, and that is the woman who has been trained for certain professions without having first been educated.

For example, there is the woman typist, trained to typing before she was educated. I happen to know a good deal about typists, and I will say that I have never known more than one typist out of ten who understood

punctuation. Now, some might think that when a girl takes up the study of typewriting she might take the study of punctuation along with it, but this is not the case. Only the person who is thoroughly well educated can understand punctuation, and, therefore, a woman to be a successful typist and earn even a fair salary must be well educated.

Some time ago, being greatly interested in a naturally brilliant young girl, who, I noticed, was quick with her fingers, I tried to teach her typewriting in order that she might obtain a position in an office. In a very few weeks she certainly had mastered the typewriting machine. Her fingers simply flew over the keys, and having, what I have not, a turn for mechanics, she was soon able to make slight repairs to my machine when needed.

But in despair I had to give up all idea of making her a useful assistant to anybody as a typist, or as a secretary, because of her lack of education. Spelling I could teach her, but punctuation I could not teach her without going back to the very alphabet of elementary schooling. And so I told her one day that typewriting was out of the question as a means of gaining a living for some years to come; that she must go to school for a long time, beginning just as a child would begin in a primer or first reader.—*The Referee*.

The Public Market.

“Brandon has got rid of some combines on food by establishing a public market. The city did what seems a miracle to professors of political economy — gave the farmer more money for his food and the buyer more food for his money. When Toronto gets rid of some stupidity about trying to make the market ‘pay’ she may profit by Brandon’s example.”—*Toronto Globe*.”

THE OTHER WAY ABOUT. — “Don’t be afraid,” said a mother to her child at a fair-show—“the lion is stuffed.” “Very likely,” responded the lad, “but perhaps he could find room for a little boy like me!”

THE RAILWAY MAIL CLERK'S SONG.

By Jack Cadden.

Open the old supply box,
And lay out the tools of our trade;
We'll follow the course of the iron horse
And travel the golden grade.

Well travel the olden grade again
Whatever the dangers are,
'Neath a banner black, from a grimy stack
And a song of the flying car.

So open the old supply box,
And open it up with a song;
It's still worth while to wear a smile,
For the day won't seem so long.

For thousands wait our coming,
As thousands have done before,
Along the trail of the Railway Mail
That winds from shore to shore.

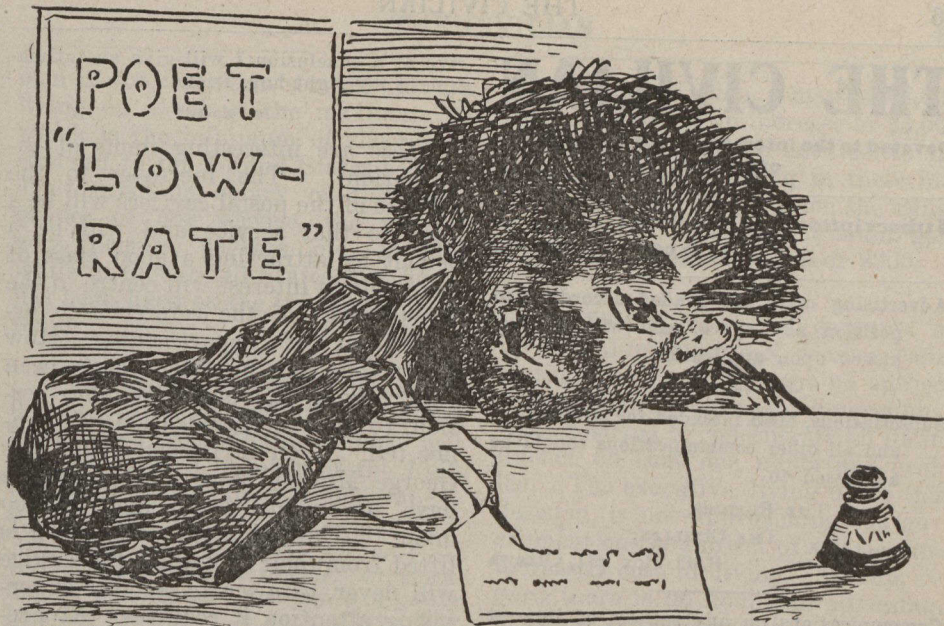
To lonely homes far scattered,
To those in distant climes,
To every heart that dwells apart
We are the tie that binds.

From the edge of the teeming city,
To the end of the last lone trail,
Where *one* may yearn for a friend's return
A thousand wait for the mail.

A thousand wait for the welcome mail
From over the distant seas,
Where kindred hands in foreign lands
Awake our memories.

'Twixt world and world in spite of change,
Unharm'd in peace or war,
From dawn to dawn the grade goes on
That makes us what we are.

So open the old supply box,
Until at the setting Sun,
Each empty space in the good old case,
Proclaims the day is done.



TO A STRANGE LITTLE CREATURE WHO LIVES IN THE EAST.

A strange little creature abides in the East,
 Off insects and grublets he makes up his feast,
 His name is quite funny, I'd like you to know,
 As it rhymes very nicely, with "E — C — H — O."

He lives behind pictures that hang on the wall,
 And strange to relate he will come when you call;
 He will walk o'er the table and willingly come
 And eat from your fingers, a morsel or crumb.

He makes a quaint noise, such as ladies oft do—
 Who say "Tch, Tch, Tch — Don't tell me that's true."
 You can do it sweet reader,—why in the next verse
 I'll show you the method,—in terms that are terse.

Place your rosy-red tongue on the back of your teeth,
 Allow some saliva to rest underneath,
 Now, draw it back smartly—it clicks—and you find
 You've produced a "Tch — Tch" of the very same kind.

You've oft lain in your bed, if you live near a pond,
 And e'er your white nightcap you've carefully donned—
 Or swallowed—the frogs start a whistle so shrill,
 Which makes you say — D—— them, I wish they'd keep still.

Now, were you in India's glorious clime
 You'd hear a peculiar noise all the time.
 You'd say to a native—"What causes that click?"
 And the Native would answer, in time, double quick,

"That noise that you hear—to which you refer?
 Do you mean the one in the far distance, Good Sir?
 Ah, surely, Sahib, Yes, that dim distant echo,
 Is but the "Tch Tch" of the dear little Gecko."

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THE EDITORS,
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Communications on any subject of interest
to the Civil Service are invited and will
receive careful consideration.

Ottawa, May 30, 1913

THE EXPIRING SESSION.

The present session of parliament is drawing to a close. Any attention the government may give to the great machine of public service will be confined to the last few days of the session. Whatever thought may be expended in the preparation of such legislation, the execution must be hasty. At the present moment of writing, the precise nature of the suggested legislation affecting the service has not developed. The Premier has given notice of a bill with regard to the staffs of penitentiaries. He also announced in the House that:—

The Postmaster General expects to introduce a short Bill to amend the Post Office Act. This Bill will deal with the salaries of letter carriers, and with some technical matters in connection with the Post Office Department. It will not, I think, be of a controversial nature. There may also be necessary amendments to the Acts establishing the departments, having regard to their organization. I am not quite sure of that, but as soon as we ar-

rive at a conclusion I will give an intimation to my right hon. friend.

* * *

These are interesting items of information. The increases to the salaries of the postal carriers will be a boon to that service and will be a benefit by attracting a good class of men. Much interest will centre in the development of the reference to organization of departments. How much time the ministers have been able, during the past strenuous session, to give to organization, we cannot tell. Even in normal times, Sir George Murray says, the "ministers have too much to do and do too much." Until this oppressive load is lifted from their shoulders, the service will never, *as a whole*, get the supervising attention it requires. At present there are a hundred Argos eyes surveying the service from a hundred different standpoints; hence the anomalies, the injustice and the inefficiency. These hundred eyes should be concentrated into one mammoth Cyclopic eye "as large as the moon," which, sweeping the horizon of public service, will amend in a day the faults in the system, that otherwise will not be observed at all.

* * *

The faults are many and serious. The supplementary estimates grant increases to the salaries of the Deputy Minister of Justice and the Director General of Public Health of \$3,000 and \$1,000 respectively. These gentlemen will no doubt find these large increases very acceptable, but for our part we venture to express the opinion that a single Cyclopic eye viewing the service from an eminence, would not have chosen these particular members of the service for increased increment. So long as there is in the service, both Outside and Inside, great classes of officials living near the poverty line, *The Civilian* cannot work up any sympathy for those who may have to struggle along on \$2,800 or upwards. The co-ordinating eye of a Cyclops would have found fullgrown

men in the Canadian service who are living on a salary the maximum of which is the minimum of the salary granted to the United States service. The maximum salary of the lower grades of our service, the messengers, porters, packers, etc., is \$800 while in the United States that figure has been fixed as the irreducible minimum.

* * *

In the Outside Service a similar situation exists. By way of illustration let us quote from a letter we have just received from a member of the Railway Mail Service in Saskatchewan:—

To the Editors of *The Civilian*:

Received copy of Postal Act, and am very grateful for your trouble. Organization in this Western Country is a pretty tough proposition. In each of the four Western Provinces we have an association. In March of this year a meeting of delegates from each province association was held at Moose Jaw, with the result that the four amalgamated under the title of "The Western Railway Mail Clerks Federation." I think about 75% of the clerks are supporting the movement. In my enquiry about the "Civil Service Federation," I was thinking that the question of all branches of the Civil Service would benefit if joined together under one executive council. The trouble in the West appears to be the fact that men do not stay in the Civil Service long enough to see the necessity for organization. Take for instance this Division of the R. M. S. started five years ago with a staff of about 20, now it is over 100, and out of that number only 30 have been in the Civil Service over two years. There are so many opportunities for men to take advantage of to better themselves. I would like to hear of the Civil Service Federation organization, so as to bring the matter up at our meeting.

Now Mr. Pelletier is the best man for the service that has come along in many a day, and *The Civilian* has accorded him the highest praise for his practical interest in the personnel of the service. Yet here in the most difficult as well as the most essentially important branch of the service, the wisdom of paying current wages in order to induce permanency has not been realized. One body of men, call it commission or what you will, should study exclusively the whole structure of the public service institution. It is

questionable if, then, a man of \$7,000 salary would get an increase of \$3,000 (much as he may be entitled to it) before a class, suffering in these biting times of monopoly from the stinging effects of an \$800 maximum, gets a modest increase of \$200 or \$300.

* * *

The federation of civil servants, at its annual meeting in November, came to the decision to present no subject to the government except superannuation; desiring to concentrate all its influence on that one important problem. The executive, living up to that decision, is not approaching the government on the subject of salaries and increased cost of living. In this regard there is no doubt an advantage in being at the fountain head of government. The Ottawa association has been able to arrive at a hasty decision and is presenting a petition to the Premier chiefly for the benefit of the lower grades who are at the \$800 maximum. We hope to have a brief report of this proposal before going to press. We hope the ill-fated Third Division will come in for a benefit, and the Outside Service cannot fail to benefit by any consideration granted to the Ottawa association's request. It will be a hard summer for many a man in the service if the government finds itself unable to grant to the lower divisions and grades such treatment as will enable them to cope with the economic conditions of the day.

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THE DOMINION POLICE.

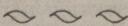
Three years ago the members of that fine body of men, the Dominion Police, which, under the command of Colonel Percy Sherwood, performs such notable service at the centre of government, received the magnificent remuneration of \$45 a month. In surveying the massive physiques of these men one would naturally contemplate how much could be saved out of \$45 after feeding the brawn and muscle of their bodies. However, they

managed to live and, so far as we know, remained honest. Three years ago the pay was increased to \$52 per month and, by a recent Order in Council, it has been increased to \$60.

It surely requires little discussion to justify this, or a still greater, increase and the Department of Justice is to be congratulated on its act of justice. This force of men have duties of great responsibility in protecting public property and if necessary, the lives of our public men. Should a militant suffragist movement rear its awful head in the Capital, (which Heaven forbid) these are the men who must protect our Premier and his Ministers from violence.

The Dominion Police have a just claim on the humanity of the Minister of Justice quite outside the question of pay. The force works from nine to twelve hours a day, and while that must be admitted to be longer than the eight-hour day, now admitted to be orthodox, our readers will be surprised to learn that they must work 365 days in every year. The doctrine of one day off in seven, be it Sunday or Monday, is surely not in debate at this stage of our civilization. Surely the matter has not been properly represented to the Minister or to the Commissioner; for these highly respected gentlemen must recognize the common human kindness of one day off in seven, so that the men may spend a little time with their families or have the opportunity of attending to necessary private affairs.

The Civilian desires to express its sincere hope that the Minister and the Commissioner will grant to this force which guards the country's public men and property the concession of the necessary one day in seven.



EDITORIAL NOTE.

There are many matters of general service interest happening in various parts of the Dominion. As many of these are beyond our powers of ob-

serva-tion, we will be obliged, and the service will be served, if any of our readers will mail us a note of such events, or a clipping from any paper containing a notice of affairs which may be a source of interest or which may forward in any way the more serious considerations involved in a great public service organization.

SUPPLEMENTARY ESTIMATES FOR YEAR 1913-14.

The grand total of the Supplementary Estimates for the new year is \$23,470,316.65. The amount provided for the Ottawa service is \$193,525.00, to provide for additions to the staffs of the departments; additional contingencies and promotions. Special increases are granted to the Deputy Minister of Justice (\$3,000), the Asst. Deputy Minister of Justice (\$1,700), the Chief Commissioner of Dominion Police (\$1,400), the Director General of Public Health (\$1,000), W. L. Griffith, High Commissioner's office (\$1,000). \$140,000 is provided for the salaries of the employees of the penitentiaries. For the Outside Customs \$190,000 additional is provided for salaries and travelling expenses. For Excise the amount of \$25,000 is provided for general purposes not including salaries. Gas and Electric Light Inspections get \$5,000 additional for salaries. For the post office, provision is made to bring the following semi-staff offices under the operation of the Civil Service Act:—New Westminster (\$10,050), Guelph (\$9,420), Saskatoon (\$22,960), Moose Jaw (\$17,550). The amount of \$11,160 is provided for "further amount required for provisional allowance for Post Office salaries.

The Poet "Low Rate" replies to correspondents regarding a word to rhyme with "Echo."

J. H. B.

No such word.

Sympathiser.

Try rhyming with "Month."

Mrs. C.

Thanks — Good verse, but wont rhyme.

Mrs. E. J. B.

Same thing happens to me, but "Check—oh"—Oh:

G. M.

Why not leave Govt. and write poetry? "Whoa" is the limit.

At the Sign of the Wooden Leg

By "Silas Wegg."

Heads and Feet.

Sometimes the Man is too big for the Job. We say he has a swelled head. Sometimes the Job is too big for the Man. We say he has cold feet.

Enlargement of the head and frigidity of feet are pathological phenomena of common occurrence, even though the physicians and surgeons have neglected to give attention to them. That they do exist is why we see more tombstones than milestones along the road of life. If we would only stoop to do the little things when little things are to be done, and strip to do the big things when big things come our way, we would be heard complaining less and have less cause for complaint.

The snob is one born with a swelled head. This defect may be hereditary, as in the case of the minor aristocrat, or merely congenital, as in the case of the boy orator. Snobs are not ambitious, for ambition seeks big results. The snob is anxious for big effects. He desires to be ranked among the great ones of the earth without doing the works of the great. He longs to be in the big wagon but has no wish to do the driving. Above all he dreads that anyone should see him walking. And so a snob in the army of labour becomes a wriggler. He is forever trying to keep from observation—that is until he can come nearer the front of the procession. A snob does his menial tasks, if he must do them, under the shade of an alias. Like the princes whom he adores he travels *in cog*,

but for other reasons than the princes have. They assume disguises to hide their high estate, the snob to conceal his ten-dollars-a-week clerkship.

The snob's work must be indifferently done, so long as the work has no flash and flare to it. Have you not seen a snob who has grown gray at the work of a junior clerkship? Have you not pitied him, knowing that that clerkship has been clinging to him all his lifetime like the imputation of crime? He has never been too ashamed of it to seek mastery. Had he been less a snob he would have controlled the work and risen above it. But the work, with a seeming consciousness of its power, kept him in slavery. He has been blackmailed under the fear that someone should find out how elementary were his duties. Such is the tragedy of the swelled head and the weak spine.

Unlike the snob, who was born with a swelled head, is the man whose head has become swollen because of some achievement of his own. He is not a man who has ignored the little things in work during his apprenticeship, but one success has gone to his head, as we say, and has acted on it like gas on a rubber bag. He forgets the hole from which he was digged and the rock from which he was hewn. He becomes too big for his job. He has learned the formulas of algebra, so he despises the multiplication table. Addition and subtraction are too elementary for him now. And so, while work involving the application of everyday methods is accumulating on his desk,

he is looking for scope for his new found powers. All this is admirable in a way, but the defect which we find in the man is this, that he leaves undone the toting up of columns, for which he is paid, and lives in dreams of work more suited to his new idea of himself. If such a man seeks and finds a job to which his abilities fit him, well and good, but a man whose head becomes so fearfully swollen that he cannot abide doing what he is paid to do can be saved only by a sudden bump.

This brings us naturally to consider the man with cold feet, the man who finds his job too big for him. The world's work is not so hard that we cannot get along without men of genius, but it is hard enough to make men of pluck and endurance welcome if not necessary. The man with cold feet, who is palsied at the approach of opportunity and crawls under the bed when she knocks, is more to be pitied than even the snob.

The fear of responsibility is the beginning of death. There are instances of men who have gone through life under an apprehension that they may lose their mental powers. There are many more instances of men who live afraid that they may be called upon to use those powers. As much as we all love place and salary, how often we exclaim: "I would not have So and So's position for a good deal. He has too much responsibility." When an old man lays down the cares of business or of state we begin to raise funds for his monument. When the young men who should assume those cares cry out to them, like the Gadarene swineherds, "Depart out of our coasts," they too are on the road to death, with no hopes of monuments, however, to tell that they once were alive.

When a man is afflicted with both a swelled head and cold feet, that is when he is too big to do the little things and too cowardly, or too lazy, to tackle the big things; there is no hope of his recovery. He has noth-

ing to build upon. A fat man has his adipose tissue as an outpost that death must capture before he is all in, and the lean man has his nerves with which to fight death, but the man whom we have described has neither fat nor nerves. He is more like a skeleton worked by wires. Death, seeing fairer game on all sides than he is, often overlooks such a fellow for a few years, but his turn comes some day when he has been left too long in the sun. He is gathered home feet first.

I know that Shakespeare, whose words I have been kind enough to commend unto you in other talks, speaks of the sharded beetle being in a safer hold than the full-winged eagle, and, if you care to be rated as a sharded beetle by the Civil Service Commissioners and your Minister, you can read this article of mine backwards and sleep in peace.

"Plain Cooking."

A girl who had been through a culinary course in an elementary school was asked what she understood by plain cooking. Her answer is given by Miss M. E. Loane in her book, "The Common Growth"—

"'Plain cookin'' she replied, 'is when you puts the whole of the egg inside the puddin'. Fancy cookin' is when the yolk's inside and the white's outside. And it's a waste of time,' she concluded, with decision, 'for it's on'y the same one egg wherever you puts it.'"

Lost!

Jones had a dog, which he sold to Smith for ten pounds. Smith sold it to Green, receiving ten per cent. less than he gave for it. Green sold it to Robinson at a loss of ten per cent. Robinson sold it to Wilkes, he also receiving ten per cent. less than it had cost him. Question: What did Robinson sell it for? Answer: Because it bit him in the leg.

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Report of Special Committee on Membership.

To the members of the C. S. Co-operative Supply Association:

Your Committee appointed at the annual meeting of the Association to consider the question of the membership begs to report as follows:—

In addition to three meetings of the Committee proper, a joint meeting has been held with the Board of Directors, and one with the Committee on Co-operation of the Ottawa Civil Service Association. A conference was held also with the Committee on Co-operation of the Trades and Labour Council of Ottawa. It may be stated that the recommendations below have the concurrence of these bodies.

The motion submitted to the annual meeting was as follows:

(1) That the members of this Association, now assembled in annual meeting, do hereby agree to remove the restrictions on its membership now confining it to members of the Civil Service, and to accord the full rights of membership to all approved residents of Ottawa city and its suburbs.

(2) That a Committee be now appointed to examine and report at an early date, at a special general meeting of the members, on the necessary changes to be made in the Rules and By-Laws of this Association in order to give effect to the foregoing Resolution.

It was moved in amendment and carried as follows:

That the matter be referred to a committee of seven to be named by the President, and to report to a general meeting to be called to receive such report in two weeks' time, a copy of the said report to be mailed to each member.

On general grounds, your Committee thinks it cannot be too constantly remembered how fundamental are all considerations affecting the membership in a co-operative society. The most pronounced success has been achieved everywhere by associations whose membership is homogeneous. Even the general movement in England is essentially an upper working-man's movement. We think there may be a tendency amongst us to underestimate the value of the present bond in our membership; naturally this feeling will be strongest amongst those who are most alive to the opportunities of co-operation and who see only a partial use being made of these opportunities. Nevertheless, the launching of our association was directly due to civil service initiative, and although within the past 30 years no less than five co-operative ventures have been put forth in Ottawa, our own association is the first to have lasted more than a few months. This suggests that caution should be used before any sacrifice is made of the basis on which our membership at present rests, and which is undoubtedly an asset. Looking to the future even more than to the past, there may easily arise contingencies in which an appeal to a spirit of this kind might be desirable. For example, the Civil Service Co-operative Loan Association, with the growth that may be expected, might prove a most useful means of assisting in the success of the store. A Civil Service Co-operative Realty Association, of which there is urgent need, and for the organization of which the service offers exceptional facilities, would be another most useful adjunct.

At the present time your Committee is convinced that a great need of

the store is an enlargement of its trade. Passing over the possibility of securing this by increasing the numbers and patronage of the present members (which in view of the fact that the store has now for the first time declared a dividend should be feasible) the most obvious means is by an enlargement of the basis of membership. This may be most satisfactorily effected at present as follows:

(1) The scope of the clause in the Constitution defining the membership may be broadened so as to make it inclusive of all employees and ex-employees of the Government at Ottawa and their immediate relatives.

(2) With a view to extending the benefits of the movement outside the service and of securing the assistance which such extension would bring, the rules and by-laws may be amended in such a way as to allow anyone who purchases a debenture to be entitled to full participation in all profits of the undertaking. At present only members receive full profits while customers who are non-members receive half profits. This would be altered so that debenture holders would rank with members in this respect. Under the rules, debenture holders are entitled to elect three members of the Board of Directors. This privilege is not now exercised, as up to the present there have been practically no debenture holders distinct from the membership. (See sections 8, 9 and 10, Rules and By-laws.) If in future the debenture holders as a class should desire representation on the Board, the door is thus open to them. The above would allow the expansion of our clientele to be treated experimentally and without loss of any present advantages. If a marked accretion ensued, all debenture holders could be admitted to membership.

Definitely stated, the alterations in the rules above mentioned are as follows:

I. That the first paragraph of section (1) be amended to read:

“(1) Any employee or ex-employee of the Dominion Government, or any member of the Senate or House of Commons, or any immediate relative (parent, wife, widow, child, grandchild, brother, sister, uncle, aunt, nephew or niece) of the same, residing in the City of Ottawa or in neighbouring suburbs or municipalities, may become a member of the C. S. Co-operative Supply Association upon the following terms.

II. That the following sentence be added to section (8): “The election shall be conducted on the principle of one man one vote.”

III. That section 29, sub-section (c) (1) be amended by inserting after the word “members,” in line 1, the words “or debenture holders.”

IV. That the following section be added to the rules:

“(31) Upon the application of ten debenture holders other than members of the Association, these rules may be amended in such a way as to extend the full privileges of membership to all debenture holders at such time as the number of debenture holders other than members equals or exceeds the number of members, and the total value of purchases by debenture holders other than members during the preceding quarter-year equals or exceeds that of the purchases by members.”

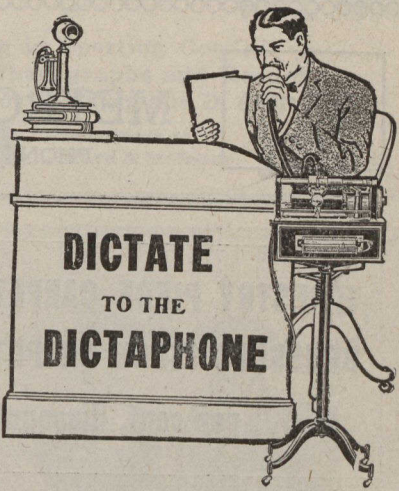
Dr. Hewitt dissents from this proposed clause 31.

In considering this question, your Committee has necessarily given considerable attention to the general affairs of the Association. Though its mandate is confined to the one issue of membership, it desires to add the following suggestions on points connected with the policy of expansion implied in an enlarged membership.

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(1) That quarterly statements of the business of the Association should be made to the membership, and quarterly meetings held for the discussion of the same.

(2) That the Directors should bring down at as early a date as may seem advisable to them during the present year written reports on:

(a) The lines on which the business of the Association ought to expand, whether through a central store or through branch establishments, and whether in groceries alone or in other lines as well.

(b) The general needs of the Association for capital, and the position of the present capital as a result of the issuing of credit against debentures.

(3) That the Directors make provision when necessary for the calling of the meeting of debenture holders contemplated in section (8).

FRED. J. ALEXANDER.

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PUBLIC SERVICE NEWS.

Features of Board of Appeal in New Zealand.

The Board will not at any time consist of more than three (3) members, one of whom shall be elective.

Of these there will be two persons appointed by the Governor, who will further nominate one of them as Chairman of the Board.

Of the two nominated by the Governor, ONE MUST BE A MEMBER OF THE PUBLIC SERVICE, so that the permanent head of any given department may possibly occupy a seat on the Board, and thus take part in deciding an appeal from his own department. This is a possibility only.

A further consideration on this point is that possibly therefore only one of the heads of the various branches of the public service can have this advantage—if it is so considered.

Again, this permanent head may even be Chairman of the Board, because: The Governor shall appoint one of the two persons Chairman.

Now, as the decisions of the Board are to be final, it seems at least probable, that in all appeals the permanent head of the department involved will in fairness to himself be called, and I consider that the member appointed "from the Public Service" (who for the purposes of this argument we will admit cannot be Chairman) might be appointed afresh for appeals from officers in the various departments, at least to the extent that the head of any one of the departments does not sit on appeals arising within his own sphere of command.—The Katipo.

* * *

The Board of Appeal is in full operation in New Zealand and decisions are being made by it both in favor of, and against, the department.

* * *

Have the Canadian mail clerks an undiscovered Robert Service in their ranks? A clever poem in the current number of the "Civilian" suggests real poetry.—Ottawa Citizen.

* * *

The *Civilian's* correspondent of the Railway Mail Service in Saskatchewan writes as follows:—

"In regard to the Case Exams. this year, R. Laing, Winnipeg, threw 1,000 cards correctly in 27 min. R. K. Forbes, Brandon, threw 1,000 cards in 28 min. correctly.

Considering we get in the course of a year, we think these performances rank as high as the men of the London Div. who made

such good time. By the way is the Mail Clerk Anderson, who threw his cards in 19½ min., the same man that was out West in this Division for a while."

Personals.

Mr. Calixte Laframboise, who died in Ottawa on May 15th at the age of sixty-four years, was a veteran employee of the Government, having been connected with the Department of Public Works for the long period of twenty-six years. He retired eight years ago because of failing health. The widow and two sons survive.

The marriage of Miss Mary Coffey, daughter of Mr. and Mrs. P. J. Coffey, to Mr. John Francis McDonald of the Department of the Interior, Ottawa, is announced to take place at St. Joseph's church on June 4th.

Mr. Edmond E. Lemieux, chief of the printing and supply branch of the Department of Militia and Defence, celebrated his fiftieth birthday on May 14th. His staff took advantage of the anniversary to present him with an address, a pipe, a tobacco pouch and a cigar-lighter.

Mr. Stephen Waggoner, of the Department of Customs, who was supervisor of customs at the Montreal post office during the winter is again attached to the Ottawa staff.

A. E. Howes, professor of Field Husbandry in the Nevada State Agricultural College, has been appointed principal of the School of Agriculture at Vermillion, Alberta. Professor Howes is a former Ottawa civil servant, having been connected with the seed branch of the Department of Agriculture.

The marriage of Miss Robertine Langlois, daughter of Mr. J. Langlois, to Mr. J. B. Lachaine of the Marine Department, is announced to take place on June 17.

Josephine Roy, wife of Victor Du Breuil, fair wages officer of the Department of Labour, died at the family residence, Rideau street, Ottawa, on May 18th, aged 50 years.

Government surveyors are now spreading themselves all over the Dominion for the summer work. Parties are leaving Ottawa almost every day. Some of the men working on the Topographical surveys have been in the field for sometime and now the final expeditions of the Geological Survey are en route to their assignments. Among the latter are Dr. Cairnes, who goes to the new White River copper field in the Yukon, near the Alaska boundary; Dr. J. A. Mason, who will visit the Indian tribes near Great Slave Lake; and Messrs. Taverner, Patch and Young who will make a collection of botanical and mineralogical specimens peculiar, in Canada, to the Pelee islands in Lake Erie.

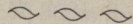
Mr. A. V. Joyce, of the Department of the Royal Northwest Mounted Police, who has been in the service for about ten years and has represented his Department on the executive committee of the Civil Service Association for successive terms, has resigned his position and will remove to Montreal to enter commercial life.

John Graham, a chief clerk in the Post Office Department at Ottawa, died at his residence on Cobourg street on May 11th. Mr. Graham was born in 1845 and entered the employ of the Government in 1864, — three years before Confederation. Had he lived till next year he would have celebrated the golden jubilee of his service. The funeral was held privately on the 14th. Mr. Graham is survived by a widow and family.

George E. Buchanan, chief rate clerk in the Winnipeg customs house, died on May 11th at the age of fifty-one years. Deceased was born in Port Hope and was educated for the bar. He went West about thirty years ago and was consequently an "old-timer" beyond the Lakes. He had many relatives in Toronto and Wingham.

Mr. F. Pratt of Ottawa has been appointed superintendent of railways and canals at Fort Nelson at a salary of \$2,500 a year.

Mr. J. L. Weller, until recently engineer in charge of the Welland canal, and recently appointed chief engineer on the construction of the new canal about to be constructed, has suffered a very serious optical trouble which may result in the total loss of sight. One eye has been removed in the hope of saving the other.



Appointments.

P. O. Dept., (Outside Div.) — W. P. Brophy, Montreal, re-appointed; Wm. McCabe, Ry. M. Ser., Toronto; F. McDonald, London, Lucien Perrault, Am. Blanchard, H. Boileau, A. Deshaies, Montreal, F. Knaption, Vancouver, H. F. Gosselin, Quebec, J. A. Dionne, Quebec, to 3rd Class B.; Miss H. L. Fortier, P. O. L., Ottawa; Mrs. H. J. Flach, Hamilton, re-appointed; Wm. J. Henderson, Toronto, class 3B.; Jas. Hopkinson, Winnipeg, re-appointed; Miss M. McDiarmid, Class 3B.; Chas. Clark, Toronto, Ry. M. Ser.; Miss Eugenie Chabot, M. O. Exch.; Miss J. Evans, Winnipeg; Jas. Hopkinson, Winnipeg; Jos. Robertson, Ottawa; E. Crossland, Edmonton; Miss J. G. Reid, Miss B. Baker, Ry. M. Ser., Moose Jaw; Miss R. Beaulieu, Miss E. Gregorie, Ry. M. Ser., Quebec; G. L. Mitchell, Ry. M. Ser., Winnipeg; A. Fortier, Ry. M. Ser., Montreal; Bernard Longpre, Montreal, P. O.; Elsie M. Knowlton, St. John P.O., Ins.; A. F. Murphy, Charlottetown P.O.; Clara Metheral, Ottawa P. O.; Nina A. Smith, Ry. M. Ser., Ottawa.

P. O. Dept. (Inside Div.)—Elzear Fiset, Div. 1A, Law clerk; Jos. St. Germain, Div. 2B.

Promotions.

P. O. Dept. (Outside).—Dan. O'Donoghue, Montreal to chief clerk; A. E. Morin, Montreal to P. O., Superintendent; E. Barcelo, Montreal, to Asst. Postmaster; W. H. H. Wood, Winnipeg, to Asst. P.O. Inspector; D. J. Meean, London, to Asst. P. O. Inspector. The following in the Montreal office: T. A. Giroux, G. A. Carpenter, A. Sauriol, J. E. Guillemette, R. de Cotret, to class 1A; L. A. Genereaux, to class 2B; R. O. St. George, to class 3A, M. St. Germain, to class 2A, G. H. Leslie, to class 2A, Ottawa; Robt. Guy, Hamilton, to class 2B; W. C. Hiscott, London, to class 2B; F. D. Stewart, Calgary, to class 2A; R. J. Freeze, St. John, to class 1A; A. R. McKenzie, A. B. Stark, J. H. Tessier, Edmonton, to class 2B; H. Dubreuil, R. M. Ser., Montreal, to class 2A; C. Fafard, to class 3A, J. A. Gaborry, to class 3A, L. Lefebvre, to class 1B, E. R. Marquette, to class 2B, Montreal; T. C. Russell, Ry. M. Ser., Moose Jaw, to class 2A; Wm. A. Anderson, Fredericton, to

class 2B; W. M. Thorburn, Vancouver, to class 1B; A. C. McLatchy, E. F. MacDonal, Ry. M. Ser., Halifax, to class 1A; E. Darveau, Quebec, to class 1B; J. F. Anderson, Ry. M. Ser., Moose Jaw, to class 2B; G. D. Murray, Ry. M. Ser., Toronto, to class 2B; A. Gauthier, Montreal, to class 2B; J. C. Dagneau, Ry. M. Ser., Quebec, to class 2A; A. D. Aitken, Calgary, to class 2A; F. Holmes, Calgary, to class 2A. The following clerks in the Montreal P.O. to 2nd class B:—J. B. Sauriol, A. Lortie, J. Ledoux, T. E. Aytte, H. Larivel, J. H. A. Dion, J. E. W. Prevost, A. Mathieu, J. Lanthier, J. E. Ayotte, L. Labonte. C. B. Hughes, Moose Jaw, to 2nd Class B; A. H. Meadows, Toronto, to 3rd class A; Egbert Duguay, J. F. Cossette, Ottawa, P. O. Inspector, to 3rd class A; A. Hurtubise, A. C. Layeux, F. R. Sparks, Ottawa, to 3rd class A; M. J. J. Champagne, M. O. Exch., S. A. Morris, Kingston, W. B. Bain, Brandon, Thos. R. Snodgrass, Brantford, W. C. Thornton, Peterborough, to 3rd class A; W. W. Charbonneau, M. O. Exch., to class 3A; W. J. Munn, to class 2B; Jas. P. Murray, London, to class 1B; Miss A. D. O'Farrell, Quebec, to class 2A; H. Yelle, Montreal, to class 2B; S. Forest, to class 2B, H. D. Gaudry, to class 1B, D. F. Hutreau, to class 1B, Montreal; C. E. Fisher, London, to P. O. Inspector; L. J. Gaboury, Montreal, to Supt. City and Semi-Staff offices in Maritime Provinces and Quebec; F. Argue, L. J. LaBelle, W. H. Smith, Regina, to class 2B; W. E. Wiley, Toronto, to class 1A; C. Lacheur, Peterborough, to class 2B; G. H. Boecher, Vancouver, to class 2B; W. J. Way, J. J. Robertson, Jas. Keenan, R. F. Nash, Hamilton, to class 3A; H. F. Kerr, Regina, to class 2A; A. C. James, Winnipeg, Asst. P. O. Inspector, H. H. Phinney, Winnipeg, P. O. Inspector; E. M. Hayes, Victoria, to Asst. P. O. Inspector; W. J. May, London, to class 1B; W. J. Holland, Vancouver, to class 2A. The following clerks in Winnipeg P. O. to 3rd class A: F. P. Butterworth, Louis Kun, J. Macauley, W. Fridfinnson, D. A. McIntosh, W. T. Barclay, L. M. Barbour, R. McKenzie, L. J. Sutton, C. G. Cousins, J. Earn, F. Watkins, J. W. Green, A. W. Morrison, Jas. Henderson, L. S. Hobday, S. A. Gourley, Wm. Menzies, Jean J. Chisholm, R. Goodall, A. Shadford.

P. O. Dept., Inside:—John J. O'Hara, Miss Alice S. Houston, to Div. 2B; Miss Mary Doyle, to Div. 2B.

Resignations.

P. O. Dept. (Outside Div.):—H. B. McKinnon, Ry. M. Ser., Halifax; A. L. Robinson, Victoria; H. Compton, Regina; J. E. R. Roux, Montreal; S. F. Turner, Toronto; J. W. Beetham, F. E. Rowland, Winnipeg; L. Hutchinson, London; A. R. Smyth, Montreal; W. A. Lishman, Toronto; R. J. Boynton, Toronto; Miss N. B. Nokes, To-

ronto; Miss Mary Francis, Regina; F. Fraser, Moose Jaw; J. F. Menzies, Vancouver; S. A. Stuart, Calgary; C. T. Campbell, London; Miss Y. Chevrier, Ottawa; W. H. Fawcett, Toronto; S. N. G. Scott, Toronto; J. W. Kyle, Vancouver; P. F. Cummings, Edmonton; J. C. Thompson, Toronto; Jaret, Cairns, Jas. Horne, Winnipeg; E. Lavoie, Ottawa; J. McDaid, Port Arthur; J. N. Lagneux, Quebec; Ab. McKay, Moose Jaw; J. W. Smith, Calgary; A. F. Cassidy, H. A. Southwork, Toronto; D. J. McLarty, London; D. Fraser, R.M.C., Winnipeg; J. C. Swift, Regina; F. C. Turner, Calgary; O. J. O'Leary, Toronto.

P. O. Dept. (Inside):—H. P. Boynton, H. L. Lucas, Miss E. L. Moore, Miss C. Duval, Div. 3B.

Superannuations.

P. O. Dept.:—H. F. Dinning, R. M. Ser., London; Miss E. M. Webber, Inside; L. P. Charlebois, Montreal; Wm. Burrow, Winnipeg.

Transfers.

H. D. Stewart, from P.O.D., Medicine Hat to Calgary; Wm. Smith, from P.O.D., to Archives, Secy. of board of publication; H. E. Seale, from P.O.D., Toronto, to Kingston; J. S. Boddy, Geo. Thompson, Leon Giroux, from P. O. office, Toronto, to Inspector's office; A. R. Duck, from P. O. Charlottetown, to Inspector's office; J. O. W. Robert, from P.O.D., Nominique, to Montreal; W. H. Smith, from P.O.D., Toronto, to Regina; M. A. Foley, from P. O. D., R. M. Ser., to Inspector's office; P. E. Bernier, from P.O.D., law clerk to Supt. French correspondence; Miss B. Gosselin, from P.O.D. to Inland Revenue, Inside; A. M. Lefebvre, from Private Secy., Ottawa, to P.O.D., Quebec; W. H. Pearce, from P. O. D., Inside to Regina.

Correspondence.

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

A Guide Book for Tourists.

To the Editors of *The Civilian*:

A number of requests come to various departments of the Government from motor boat owners requesting maps and information regarding our canals and waterways. These requests come from people who propose touring from Lake Erie through the Welland, down the St. Lawrence, the Richelieu and home by the Erie or Rideau Canals. The opening of the Trent Canal to Lake Ontario will no doubt stimulate motor boat traffic to the Kawartha Lakes.

At present, to get the information, three departments have to be written to—Public Works, Marine and Fisheries and Railways and Canals. The last-named Department publishes in its annual report a summary of the water routes in relation to the canal systems, but it is hardly satisfactory for the purposes of a motor boat tour.

It occurs to the writer that a publication could be issued—say by the Commission of Conservation or Marine Department—giving maps showing navigable channels, and information respecting the use of canals and waterways, regulations, and so on. This booklet could be published for free distribution, or a charge could be made for it, as often times those requesting the information offer to pay for the maps required. Such a booklet would supply a distinct need and one that is rapidly growing.

MARTELLUS.

Ottawa, May 21st, 1913.

A Lively Critique of Civilian.

To the Editors of *The Civilian*:

A subscriber to your paper has asked me, as a new member of the civil service, for my opinion on its merits. I prefer to be rude—or honest—to your face. When I first saw the "Civilian," I was disappointed; since then I have been somewhat indifferent. It reminds me of a field of undeveloped prospects, with a rich pay-streak just below the surface, — if one would take off his coat and dig.

It is easy to knock, of course; but knocking is often a necessary preliminary to boosting. Of the three vital adjuncts to a healthy periodical — subscribers, advertisers and contributors — I feel that you should wage a campaign among the last; for if you make it your principle to create interest, the interest will soon create principal; the other two will tread close upon their heels.

There is no dearth of 'local talent' in the Civil Service. It contains names of national, as well as civic, fame: High Brows, Reformers, Poets, Wits, the Great, and the Near-Great, Futurists and the Possessors of a Past. (No poet can sell his best, or his worst, wares. Why not give him a chance here?)

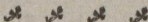
Why not canvass the list and induce them to use the "Civilian's" pages, now and then, as a medium for their wares? Let them champion or attack what they will, so long as they afford stimulus to their readers,—create a diversion,—arouse a controversy. Transfers, promotions, vacancies and "gossip" are important enough, but they must not be allowed to monopolize the centre of the stage.

The "Civilian" is doing good work in its airing of the High-Cost, Low-Pay grievances, but it should widen its horizon to embrace many another cause, such as Votes for Women, Single Tax, Socialism, etc., encourage literary contests, either prose or verse, serious or otherwise; advertise our C. S. champions of the diamond, the field and the target; promote the C. S. Club, the Co-operative Store, the general interests of all the servants, irrespective of age or sex, and call upon everyone to lend his shoulder to the wheel of the "Civilian's" progress.

Yours critically,
LLOYD ROBERTS.

GENERAL MEETING OF OTTAWA ASSOCIATION.

The second quarterly general meeting of the Ottawa Civil Service Association (briefly referred to in our last issue) proved a source of genuine satisfaction and encouragement to the officers and members of the Executive Committee who carry on the work of the organization under many difficulties and discouragements.

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President Pare was in the chair and most of the other officers and Departmental representatives were on the platform.

Secretary Todd presented the report of the last meeting and of the work of the executive in the intervening three months, explaining how the extraordinary conditions in the House of Commons had made it impossible to secure the introduction of any measure affecting the civil service.

After a general discussion the report was adopted, the action of the Executive Committee being approved.

Mr. L. H. Martel, in moving the adoption of the report, said he was satisfied that the Committee had done everything in its power to achieve progress along the desired lines. No opportunity had been lost and every argument had been used to impress the Government with the desirability of early action. He was sure the situation could be safely left in the hands of the Committee. Referring to the Third Division grievance, he pointed out that it could be remedied by a mere Order-in-Council. In the matter of the salary scale and increased cost of living, all classes and divisions of the service were in the same position and any legislation in that regard should cover them all.

Discussion shifted naturally to the salary schedule problem, which was the second topic of the evening's program. Full details of the existing situation were frankly laid before the meeting by the officers, and the pros and cons of different possible lines of action were fully explained. After full consideration of all the evidence, the meeting approved the past and proposed action of the Executive by a unanimous standing vote.

Mr. F. J. Alexander, chairman of the sub-committee of salaries, organization and promotion, spoke at length on matters in that connection and Messrs. Macoun, Choquette, Kehoe, Courtman and O'Connor also took part in the debate.

Co-operation, the last of the evening's topics, was discussed with a freedom and show of information that were eloquent of growing interest. The President and Messrs. Alexander, Edgar, Code, Patching and McNeil addressed the meeting. Report of the successful year's business of the Civil Service Co-operative Supply Association, was heard with much satisfaction and plans for extension of the co-operative principle in production, distribution and housing were outlined.

At different times during the evening questions were asked as to the scope of proposed legislation affecting the service to which the Executive of the Association had given its approval. The questioners were assured that the organization's plans provided for substantial benefits to the Messenger and Lower Grade sections of the service as well to the clerical divisions.

Athletics.

Interior Rifle Association of Ottawa.

Scores on Saturday 17th, of May, at 200, 500 and 600 yards:

W. R. Latimer, 31 34, 33, 98; A. A. Cahoon, 32, 27, 34, 93; A. McCracken, 28, 34, 31, 93; W. A. Purdy, 29, 31, 31, 91; W. Thompson, 27, 31, 29, 87; J. M. Roberts, 30, 28, 29, 87; H. L. Mainguy, 32, 30, 25, 87; J. J. Carr, 29, 27, 26, 82; A. H. Flindt, 29, 28, 25, 82; F. B. Inkster, 23, 28, 29, 80; A. W. Joanes, 26, 27, 25, 78; J. H. Brigly, 24, 24, 29, 77; J. N. Ferguson, 28, 16, 27, 71; P. A. Wood, 24, 25, 19, 68; C. A. E. Clendennen, 27, 17, 18, 62; J. H. Corry, 19, 23, 18, 60.

A. A. Cahoon and A. McCracken tied for first class spoon, to be shot off later. Winner of second class spoon, W. Thompson.

Scores on Saturday 24th, May, at 800 and 900 yards:—

	800	900	Tl.
W. R. Latimer	43	40—83	
J. M. Roberts	32	45—77	
A. H. Flindt	32	38—70	
C. Olmsted	15	43—58	
W. Thompson	28	28—56	
A. A. Cahoon	20	33—53	
J. H. Brigly	29	15—44	
W. A. Purdy	17	26—43	
A. McCracken	28	15—43	

Winner of first class spoon: W. R. Latimer.



Bicycles seem to be regaining their popularity, slowly. The motor cycle, while no doubt a handy vehicle of travel, is extremely noisy, and at times dangerous.



Professionalism has again made its evil effects felt. This time it is in aquatic circles around Ottawa. Several prominent paddlers have been lured into professional hockey during the winter, with the result that they are now barred from representing any of the various canoe clubs of the Capital.

The Ottawa C. S. Baseball League opens its season on June 2nd and matches will continue until August 30th. Eight teams are competing and a most successful season is looked for. In another column the schedule of matches is published.



CIVIL SERVICE BALL.

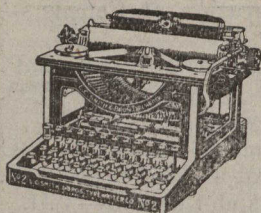
The schedule of the Ottawa C. S. Baseball League has been issued. Eight teams are entered and all games will be played at Varsity Oval or Lansdowne Park. They will start each afternoon at 4.15, the schedule beginning on June 2 and ending August 30. Below is the schedule:

June 2—Customs at Bureau—V.O.
 June 4—Census at Immigration —
 V.O.
 June 6—Customs at Census—V.O.
 June 9—W. Block at Trans. Ry.—
 V.O.
 —Immigration at P.O.—L.P.
 June 10—Bureau at Survey—V.O.
 June 11—Census at Trans. Ry.—L.P.
 —W. Block at P.O.—V.O.
 June 13—Immigration at Bureau —
 V.O.
 June 16—Trans. Ry. at Customs —
 L.P.
 —Surveys at Census—V.O.
 June 17—P.O. at Bureau—V.O.
 —W. Block at Immigration
 —L.P.
 June 18—Trans. Ry. at Surveys —
 L.P.
 June 19—Census at Bureau—V.O.
 June 20—Surveys at W. Block—L.P.
 June 23—Customs at Immigration—
 V.O.
 —P.O. at Trans. Ry.—L.P.
 June 24—W. Block at Census—V.O.
 June 25—Customs at Surveys—L.P.
 —Immigration at Trans. Ry.
 —V.O.
 June 30—P.O. at Census—V.O.
 —Immigration at Surveys—
 L. P.
 July 7—Customs at P.O.—L.P.
 —W. Block at Bureau—V.O.

July 8—Immigration at Census —
 V.O.
 July 9—Customs at W Block—L.P.
 —Trans Ry at Bureau—V.O.
 July 10—Surveys at P.O.—V.O.
 July 11—Customs at Trans Ry—V.O
 —Bureau at W. Block—L.P.
 July 14—Census at Customs—V.O.
 July 17—Bureau at Customs—V.O.
 July 22—Surveys at Customs—L.P.
 —Bureau at Census—V.O.
 July 23—P.O. at W. Block—L.P.
 —Trans. Ry. at Immigration
 —V.O.
 July 27—Trans. Ry. at P.O.—V.O.
 —Immigration at W. Block
 —L.P.
 July 28—Surveys at P.O.—L.P.
 —W. Block at Customs —
 V.O.
 July 29—Trans. at Census—L.P.
 —Bureau at Immigration —
 V.O.
 July 30—W Block at Surveys—V.O.
 July 31—P.O. at Customs—L.P.
 Aug 1—Census at Surveys—L.P.
 Aug 11—Trans. Ry. at W. Block—
 L.P.
 —P.O. at Immigration—V.O.
 Aug 12—Surveys at Bureau—V.O.
 Aug 13—Customs at Immigration—
 L.P.
 —Census at W. Block—V.O.
 Aug 25—Surveys at Immigration —
 V.O.
 —Census at P.O.—L.P.
 Aug 26—Bureau at Trans. Ry. —
 V.O.
 Aug 30—Surveys at Trans. Ry. —
 V.O.
 —Bureau at P.O.—L.P.

Unfamiliar Sight and Sound.

Little Willie, a city boy, on his first visit to the country was greatly excited on seeing a cow grazing in a field. "Oh, cousin John, what is that?" he exclaimed. "That is a cow," John replied. "And what are those things on its head?" "Horns," answered John. They had proceeded but a little farther when Willie was startled by the long loud bellowing of the animal. "Which horn did it blow?" he asked excitedly.



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