

THE CIVILIAN

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Report of the New York City Civil Service Commission on the First Six Months of its Administration

In its report on the work of the first half year of its existence the Municipal Civil Service Commission of New York City states, at the outset, that its lines of improvement lay in the following several directions: The use of more advanced methods of examination, the complete revision of the classification and grading of the service and the strengthening of the system of efficiency records, which, in the past, were largely perfunctory and wholly inadequate.

For the purpose of analysis, the Commission divides its work into three main divisions: (1) Office organization; (2) administration; (3) examination.

After three months' independent investigation the Commission undertook a complete reorganization of its office force in order to place it on a more efficient working basis. It established rules for employees after consultation with the bureau heads. It endeavoured to eliminate all duplication in the work of the various bureaus through a method of centralizing and simplifying the organization.

In the examination division the Commission is developing a policy of seeking the co-operation of experts in the handling of various examinations connected with technical positions.

It is the intention of the Commission that all candidates for entrance in the municipal service and for promotion in the same shall be subjected to a physical examination to determine their physical fitness and to discover the presence of any conditions which might later be a cause of incapacity or of retirement for disability. A woman medical examiner and two women monitors have been assigned to the bureau. In addition to the medical examiners, a physical examiner, having special knowledge of physical examinations, has been employed.

Other matters which the Commission has improved and is continuing to improve in the matter of examinations are the preparation of experience papers of candi-

dates for higher positions; the holding of examinations for one single position all on the same day (that is, not to allow an examination which involves a very large number of candidates to extend over several days and thus allow the possibility of candidates not competing under the same conditions); the inauguration of progress charts whereby the Commission can discover at once the progress or retardation in the giving and rating of examinations and in the certification of eligible lists. The Commission is preparing a civil service manual for the information of the public, which will give the qualifications for positions in the city service, and, as far as possible, the method of rating papers.

The Commission is strengthening the regular examining force and reducing the use of per diem examiners. Criticism of candidates certified by the Commission according to the report may often be traced to faults in the examination. The report says: "The need, not only of experts for technical services, but also for examiners with broad education and ideas will be met in large part, at least, by the reduction in the cost of per diem work and by searching examinations for additional examiners of this live type."

In regard to the life of eligible lists, the Commission expects to adopt the policy of terminating lists after the expiration of two years. The Commission is developing a system of anticipating examinations and of holding examinations for such positions

as first-grade clerk at regular dates; thus the public will grow accustomed to looking for certain examinations at regular stated intervals.

The Commission is endeavouring to re-classify duties in co-operation with the bureau of standards by establishing titles which are based upon the duties of the position. This will form the basis of rules to govern transfers, reinstatements and promotions. The Commission, through its President, is co-operating with the Mayor's committee on employees' relationship to establish a conference for the consideration of such problems of civil service administration as—

- Classification of duties,
- Pension and retirement,
- Adjustment of grievances,
- Employees' welfare,
- Recreation suggestions,
- Advice on work methods,
- Employees' responsibility to the city.

Soon after the Commission took office it ascertained that efficiency records in some departments were kept in a perfunctory manner, and that their form should be changed. As a result of a conference of the promotion boards of various city departments, a change in the rules was established, which provides for a board of review, to consist of a civil service commissioner, a civil service examiner and a representative of the department under review. It is hoped that a uniform efficiency record system can be established which will result in a more careful and scientific record and estimate of the work done by city employees. The Commission is establishing an efficiency division, which will be responsible for the creation of a sound efficiency record system, and which will make a careful study of actual work performed under existing titles. The report says in this regard:—

“In this way, the Commission has stimulated interest in the keeping of these records and will communicate to the various departments any experiments made by other departments directed toward their improvement. It is hoped that a uniform efficiency record system can be established which will result in a more careful and a more scientific record and estimate of the work done by city employees. With a

fundamental reclassification of the duties and in analysis of the factors of work involved in the various positions, it will be possible to devise a system of recording the efficiency of employees which will be kept upon a fact basis rather than upon the present impressionistic records of the various promotion boards. A reclassification of the titles based upon actual duties will facilitate the establishment of such an efficiency record system and will constitute a sound criterion for promotions. Promotions in the service should be based upon a fair estimate of the employee's efficiency and seniority. Where there are no actual changes in the duties, promotions should be automatic in the form of advancement in salary, and should be determined by efficiency and seniority. Where duties change, in addition to record and seniority, promotion examinations should be given. It is evident that such a fundamental reclassification of duties is one of the most important requisites for an efficient administration of the civil service law. Its necessity is evident in every department of the Commission's work, and, if your Commission succeeds in establishing such a classification of duties, it will mark an epoch in the administration of the civil service law in the City of New York. The Commission is establishing an efficiency division, which will be responsible for the creation of a sound efficiency record system, and which will make a careful study of actual work performed under existing titles. Its investigation will enable the board of review effectively to criticise the efficiency records of the various departments and suggest improvements in their contents and form. This division will constitute one of the most important departments in the Civil Service Commission, and its fundamental work will contribute to the efficient administration of other divisions in the Commission. A record of the duties involved under various titles will enable the examination division to prepare examinations relating to the duties of positions and prevent examiners from preparing questions which are too theoretical and academic. It will supply to the Commission records which will be available to succeeding commissions, and will enable them to continue and further any progress which a previous commission has made.”

It is proposed to extend the advertising system of the Commission and to have special bulletin boards bearing the device “Civil Service Bulletin” posted in prominent places in such buildings as school buildings, night schools, public reading rooms, libraries, settlements, Y. M. C. A. buildings, Y. W. C. A. buildings and Y. M.

H. A. buildings, municipal court corridors, ferry waiting rooms, recreation piers and centres, political clubs, and other places where people congregate.

Plans are now taking practical shape so that with the co-operation of a sub-committee of employees courses will be established in one or more of the higher educational institutions for the men and women in the public service.

In conclusion, the Commission calls attention to many difficulties which have arisen in the administration of the civil service law because the board of estimate and apportionment created new titles without consulting the Civil Service Commission. Early in January, 1914, the Commission sent a letter to the board of estimate and apportionment requesting that all applications made to the board of estimate and apportionment by the heads of various city departments for the establishment of new titles or positions be referred to the Municipal Civil Service Commission in order that before titles are created the Commission may classify them properly according to the duties to be performed under them. No machinery has yet been established by which co-operation can be effected between the Commission and the board of estimate and apportionment. If this is done, it will prevent needless delays in the creation of positions and will greatly facilitate the work of the board of estimate and apportionment, as well as that of the city departments.

CIVIL SERVICE CLUB NOTES.

On Saturday evening—"Hallowe'en"—the winter season was opened by an informal bridge contest of 16 players, in which the losers "paid for the oysters."

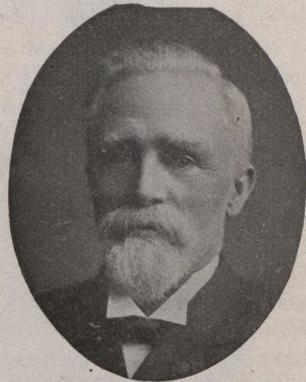
At the ballot on Nov. 2nd the following gentlemen were admitted as ordinary members:—

W. W. Arnold, Dept. of Pub. Printing.
A. J. Logsdail, Dept. of Agriculture.

The new steamer Grenville, intended for lighthouse and buoy service on Lake Ontario and the St. Lawrence, was launched at Toronto on November 7th.

WELL-EARNED PROMOTION.

William Frederick Miller, for more than seventeen years Collector of Inland Revenue at Hamilton, has been appointed Inspector of Inland Revenue for the Toronto district. Announcement of Mr. Miller's promotion gives unqualified pleasure to a wide circle of friends in the Civil Service of Canada. Mr. Miller entered the Government employ in 1873, but forty-one years of service have not dulled his facul-

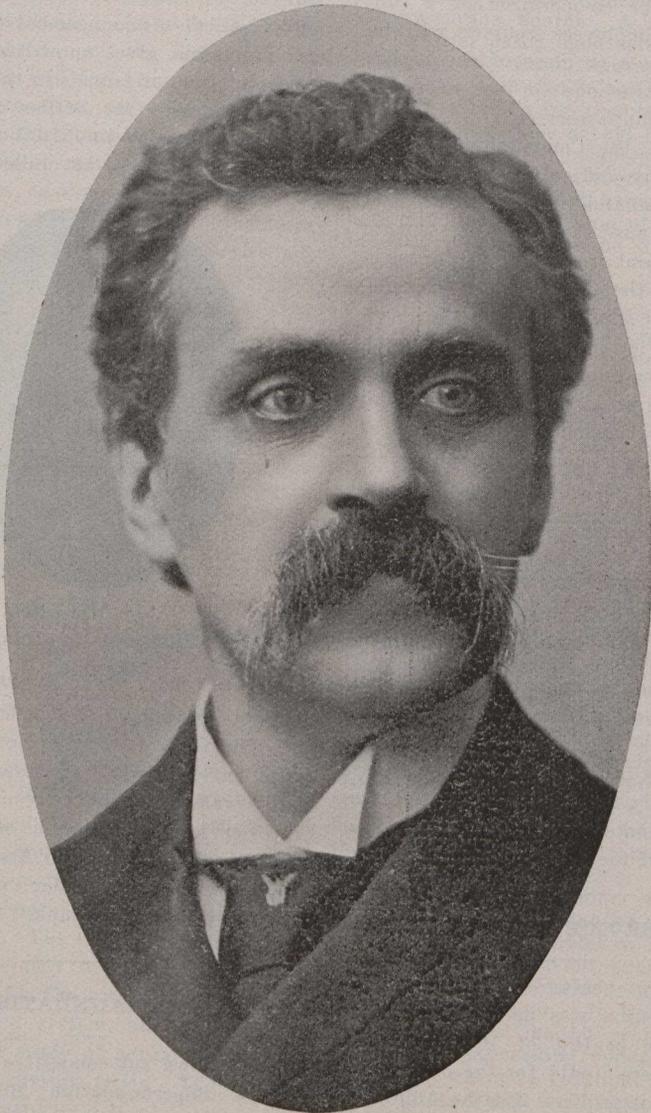


W. F. MILLER,
Hamilton, Promoted in Inland Revenue
Service.

ties nor lessened his enthusiasms. In Civil Service organization he has taken a prominent part and his counsel has been highly valued in the conventions of the Civil Service Federation, as well as in the meetings of the Hamilton Association. *The Civilian* wishes Mr. Miller many years of enjoyment of his new rank.

SUPERANNUATION.

The Ottawa sub-committee on the Civil Service Superannuation Bill has completed the draft of its report. Their findings are being printed and will be placed before the members of the Ottawa Association through the departmental advisory boards, and also at the annual meeting. The Secretary of the Civil Service Federation will send copies of the report to the Secretaries of all affiliated organizations.



HONOURABLE L. P. PELLETIER,
A Great Postmaster General.

Hon. L. P. Pelletier.

Speaking, as it believes, the sentiments of the entire Civil Service of Canada, *The Civilian* offers thanks and praise for many kindnesses to Hon. L. P. Pelletier, who has just retired from the position of Postmaster General. Mr. Pelletier's retirement is due to illness brought on by the strain of directing the affairs of the great department of which he was the head, and also, of course, by the ceaseless worries that our crazy system of administration brings upon every man, who, having a conscientious desire to do good work, has also the temerity to accept office as a cabinet minister. We of the Civil Service believe that Mr. Pelletier increased the labours of his official life in no small degree by his efforts to improve the conditions of those who served the public under him. We know, also, that through his efforts something like justice was done to many Civil Servants who had suffered long and cruelly from the neglect, or worse, of their superiors. Our gratitude for what he achieved for some of our number is all the greater, and our expression of it we would make all the more earnest, because benefits on our side have cost so much to the generous-hearted leader who secured those benefits for us.

Without forgetting or minimizing whatever may have been done by others to establish justice and reason in the Civil Service of Canada, we have no hesitation in saying that Mr. Pelletier, above every other minister who has held office during the life of *The Civilian*, has accomplished reforms which should make his administration memorable amongst us.

True, Mr. Pelletier had special advantages in the opportunities that were offered him. Under his predecessors the Post Office Department had become the worst of all the departments. Its efficiency—and it has almost always been efficient—satisfied the public, and therefore the glaring and monstrous injustices to those who carried on its work were allowed to accumulate. Some of its people were well treated; a few—a very few—were given favours because of political or personal “pull.” Only by citing such instances and making the most of them, and claiming “the benefit of average,” as the underwriters say, could the Department show that it had soul or any sense of decency. When a reformer appeared in the Department he did not need to appoint a Department Commission to hunt him up a job.

It is part of Civil Service history that, at the time of Mr. Pelletier's accession to office, there was a sinkhole of abuses here in Ottawa—not metaphorical, but actual, indeed, palpable and evident to all the senses, including the olfactory. In the Langevin Block, then, as now, the headquarters of the Department, there was a noisome cellar, in which some Civil Servants were doomed to put in their time. They were supposed to work there, and no doubt they did their best. The conditions were such that, had the Government of the Dominion been amenable in these matters to the laws of the province, the place would have been condemned as a nuisance, and the keeper of it fined. The situation was a disgrace to everybody, including, we confess with due humiliation, the great body of Civil Servants in Ottawa who selfishly and pusilanimously allowed some of their number to be thus abused. The case had been “taken up”; it had been “represented”; it had been “considered”; it had been advanced quite a number of stages around the course of circumlocution office procrastination. It was awaiting the next move. Mr. Pelletier took office.

Caesar's thrasonical brag of “Veni, vidi, vici” was nothing to Mr. Pelletier's handling of this situation. Taking no time to read the “memoranda,” the “reports,” the “correspondence” and other accumulating papers on the subject, he simply gave instructions to have the place cleared out. Canada and Canada's Civil Service were thus saved a continuance of this disgrace.

This was Mr. Pelletier's first reform. This and the others have been chronicled in

regular course by *The Civilian*—that is, the big ones; many an officer in the Post Office Department has to thank Mr. Pelletier for attention to a personal claim as to some matter affecting himself, and these, though their sum is great, can never be known.

That grievances still remain is true; that errors have been made, even by Mr. Pelletier, is true. But that the Post Office Department has been made one in which a man may live as a man, fearless of official deceit and official browbeating, is also true. The greatest of all the reforms for which we should be grateful to Mr. Pelletier is that he has cleared away the accumulated abuses of years and has made the course of reform easier.

It is needless to say that with Mr. Pelletier's politics *The Civilian* has nothing to do. The fact that he was a member of a ministry means that he was a party leader; the dictum of the public press would show him to have been the leader of one of the groups making up the dominant party. He has enthusiastic friends, and also most merciless detractors. Like the Irishman who decorously stood aside on learning that a scrimmage he witnessed was a "private fight," so *The Civilian* ostentatiously leaves even the benefactor of its readers to the jury of his foes and the favour of his friends—so far as politics is concerned. But Hon. Mr. Pelletier, the head of the Department, has been the considerate patron of the Service under him, while Pelletier, the man, has been square and honest with us all. If we had the ability, in words, that he has shown in deeds, we should praise him as he deserves.

Some time ago, speaking of Mr. Pelletier's conspicuous efforts to do justly by the people under his control, *The Civilian* suggested that a memorial, accompanied by some small gift as a token of appreciation, should be presented to him. At that time he went out of his way to intimate that, as he still had the affairs of the Department to administer, such a proposal was not to be considered. Unfortunately, that reason—which in its time was a most honourable one—no longer exists. Mr. Pelletier may now receive with complete propriety such a mark of gratitude and esteem as we have proposed. It would be no honour to him to make such a testimonial a burden to anyone. On the other hand, the memorial would fail of its purpose were any considerable number of Post Office employees to withhold their contributions. Let the people in the Department who have the desire to say "thank you" to the man who has made an honest effort to give them a square deal get together. Make it unanimous; make it enthusiastic!

THE WESTERN TRAGEDIES.

The Civilian is indebted to wide-awake correspondents for full information regarding the tragedies which cost Immigration Inspector Hopkinson, of Vancouver, and Customs Officer Adams, of White Rock, their lives.

The murders of the two brave and efficient Civil Servants aroused a storm of indignation in British Columbia. The coroner's jury in the case of Hopkinson added a rider to its verdict, which carries on the idea expressed in these columns two weeks ago. The jurors expressed themselves in these words:—

"We strongly recommend that the Departments of Justice of both the Dominion and Provincial Governments should formulate some plan for the better protection of

the officers whose duties call for the enforcement of law and order in the community, particularly among the Hindus and other foreign elements."

Mewa Singh, the self-confessed slayer of Inspector Hopkinson, was tried and found guilty of murder, and sentenced to be hanged on January 11. He made no denial of the offence. "I killed him. I did it for a good cause. Be merciful to me," he said to the judge.

Malcolm Reid, Immigration Agent at Vancouver, has been transferred to Eastern Canada. It is said that of eight persons marked down for Hindu vengeance as a result of troubles with men of that race last summer, Mr. Reid alone has escaped. Recognizing his danger, the immigration administration has removed him to a safer field.

Merit Wins Again.

The Civilian announces, with no small satisfaction, another promotion in the Inside Service, in which faithful and efficient service has been recognized and rewarded, and the Merit System has won another victory.

George Wilson Taylor, lately Secretary of the Department of Inland Revenue, has been promoted to the position of Assistant Deputy Minister and Secretary of the Department.

Mr. Taylor, as an officer of the Department, and as a participator in Civil Service organization activities, has won the esteem and confidence of his colleagues and acquaintances to an enviable degree, and his advancement is warmly approved. He entered the service in Toronto in 1888, and was employed on special service until 1896, passing his Promotion and Special Class examinations during that period. In 1896 he was made Second Officer in Walkerville, and in 1898 Chief Officer in Berthierville, Que. In 1904 he was engaged in organization work for the Department at St. Hyacinthe, and in 1906 was charged with similar duties at Beauport. July, 1909, saw his removal to Ottawa to take the position of Assistant Secretary of the Department. This position he filled until 1913, when he was selected to succeed W. H. Himsforth as Secretary. His promotion to be Assistant Deputy Minister is but one more logical step in the upward path of an efficient officer when merit is accorded its proper reward.

LONDON DISTRICT ORGANIZING.

The Railway Mail Clerks of London district are taking forward steps in the formation of a society for their mutual benefit. The annual membership fee has been placed at one dollar. A vote of the members is now being taken as to the propriety of collecting a "quick relief fund" from the members of one hundred dollars, which is to be forwarded to the widow or heirs of deceased Mail Clerks immediately the death of the clerk is known. Some of the clerks advocate the paying of the amount in cases of accident, severe sickness, or when the clerk retires from active service. The whole matter will be considered at an early meeting. If there was a room to spare in the public building, London, which the Government might see fit to grant the clerks the use of for meetings, it would surely be much appreciated.

PRESENTATION TO SOLDIER BOY.

An interesting event took place at the Immigration Branch of the Department of Interior on Friday afternoon, Oct. 30th, when one of the staff, Mr. Alfred John Smith, was presented with an address, accompanied by a wrist watch, on the eve of his departure for the front with the second contingent.

The presentation was made by Mr. C. B. Burns, who proposed three cheers for Mr. Smith, which the staff gave lustily, supported by the lady members.

Mr. Smith, who is a very popular official, responded modestly.

Mr. Charles Parkinson then sang the ever popular "Tipperary," with addenda by the well known poet, Mr. T. A. Browne.

Mr. Smith is a nephew of Mr. S. J. Robins, one of the private secretaries to Hon. Dr. Roche.

THE CIVILIAN

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THE EDITORS,
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Ottawa, Nov. 13, 1914

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

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

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

Ottawa Civil Servants are requested to keep in mind the dates of the annual meeting of the Civil Service Association on November 17th (next Tuesday), and of the Civil Service Savings and Loan Society just a week later.

* * *

The Civilian features, in this issue, a review of the report of the Civil Service Commission of New York City for the first six months of its administration. It may seem a far cry from the service of the Dominion of Canada to the service of the City of New York, but a consideration of the main features of the City Commission's report demonstrates that the same underlying defects are to be found in all civil service systems which have grown up without proper plan and intelligent, honest, non-political control; and that the aims of all true civil service reformers are the same, viz., a commonsense method of recruiting and examination, economical organization and promotion for merit only.

* * *

This is the season in which many Civil Service organizations hold their annual meetings and elect officers for the ensuing twelve months. It is all too frequently the case that these meetings are attended by but a small percentage of the persons eligible to take part. While this may indicate a feeling of satisfaction in the rank and file regarding the conduct of affairs by those in office, it is more likely to be evidence of a lack of interest and sense of responsibility. The member of any organization who does not attend its meetings is not doing his whole duty. All the foregoing is par-

ticularly applicable to the Civil Service Association of Ottawa and its Departmental Boards. The date on or before which the election of Advisory Boards should be held is some time past, and it is said that no meetings have been held in a number of Departments. When such deferred meetings are held it will be expected of the several chairmen that they give satisfactory explanations of the delay. Any chairman unable to give such satisfactory explanation becomes, ipso facto, a negligent and unsatisfactory officer.

AMMUNITION FOR THE CIVILIAN.

The editors of *The Civilian* were quite prepared, on account of the distracting influences of the war, to find the support of the Civil Service to this magazine not only declining, but, perhaps, failing beyond the measure of their resources. This has not been the case, and the editors sincerely appreciate this fact. On the other hand, on account of the editorial work involved in getting out the Special Number, accounts have not been rendered for subscriptions due. These are now being mailed, and it is confidently believed that the members of the Service will heartily respond and maintain the record established for loyalty to this public service magazine.

A CO-OPERATOR.

Co-operation is one of the finest words in the Anglo-Saxon tongue, as we have had occasion to mention before in these pages. Unselfishness is

one of the basic influences of the principle of co-operation, and who will gainsay the beauty and the value to character-making, of the virtue of unselfishness? Co-operators abound in the Civil Service, and some day *The Civilian* may make an "Honour Roll" of these on some occasion when more spectacular heroes claim less of our attention.

Our purpose in introducing the subject at this time is to make grateful acknowledgments to a new friend who has contributed freely of his talents to the success of *The Civilian*. The artistic drawing, which is reproduced on our front page, representing our "emblem true," was presented to *The Civilian* by a gentleman who has not been with us long, but one who no doubt will always go out of his way to co-operate with his fellows. His name is Archibald S. Cook, assistant to the Chief Engineer of the Transcontinental Railway. Mr. Cook enjoyed the benefits of a salt water nativity in the city of St. John, New Brunswick, where he imbibed the strong ozone of ocean fogs and breezes. *The Civilian* desires to express the hope that the completion of the work of construction of the Transcontinental will not deprive the Government of Mr. Cook's services, or Civil Service institutions of his co-operative spirit.

THE SQUARE DEAL.

Some general considerations arise out of the attempt, in another article, to acknowledge the good work for the Civil Service done by Hon. Mr. Pelletier.

It is not only—it is not even mainly

—that Mr. Pelletier gave justice or conferred benefits in many cases. These things were only one manifestation of a manliness which was the very life of his departmental administration. He is not the only Minister who has shown this quality, but he has shown it in greater degree than any other, and for that reason we honour him.

Some Ministers receive a deputation of the Civil Service as a king would receive an embassy from an unfriendly nation. Some receive such a deputation as a sharp business man receives a customer whom it may be necessary to trick, or placate, or “jolly.” Some receive such a deputation as the typical squire of the old novels received the spokesmen of “his” tenantry.

As contrasted with such experiences, it was a joy and a day of soul’s refreshment to discuss Civil Service questions with Mr. Pelletier. He is a man, and pretends to nothing more. He recognized his visitors as men and as his fellows in the service of the people. His demeanour declared that he was a reasonable person, and assumed that those who interviewed him were like him. The business in hand was the business of the time,—no interruptions to fear, no suddenly-remembered “engagements” to distract attention, no preoccupation of mind, no hurry, no slighting of the question.

It is at least half the removal of a grievance to be able to discuss it frankly and honourably with a responsible authority. Even though that authority find himself compelled to decline the request made, and even though he feel unauthorized to state

his real reasons, yet the fact of being heard and understood is like a good stretching of the muscles after one has been in a cramped position.

It is probably true that self-interest and a lack of knowledge of the wider interests involved lead Civil Servants at times to make requests that are not reasonable. But there is no enlightenment for them, no removal of the grievance, but rather an addition to it, in a governmental interview which is a mere formality. Civil Servants are intelligent people, and, like other people, they generally choose the best of their number to represent them. Those representatives feel that they speak for real people and present for consideration real and practical problems. A formal or inattentive consideration of those problems is only another way of telling these people that they are mere children engaged in an inconsequent game,—with the inference only too plain that those at the head of affairs are grown men, and are too seriously engaged to be even amused with the questions submitted. This may silence, for the time, but it does not convince. It ends the interview, but it does not solve the problem. The Pelletier method, the manly, gentlemanly method, is not a miracle-working scheme. But it is the best method that any but miracle-workers have yet devised, and the more it is brought into use the better for all concerned.

A Patriotic Couple.

W. S. H. Bernard, of the Secretary’s Office, Department of the Interior, has enlisted in the second contingent, and is now in Kingston, while Mrs. Bernard is going to England to join the Territorial Nursing Service, to which she formerly belonged.

The Roll of Honour.

Two hundred and fourteen names of men of the Civil Service of Canada who have gone to the war with the first Canadian contingent, or, being British or French reservists, have joined their corps, have appeared in the six sections of the Roll of Honour published in *The Civilian*. This number does not include one hundred and fifty employees of the Government railways who have also responded to the call. In this issue is given a seventh list. If any reader knows of a name which should be recorded, but which has not appeared, he will do the soldier due credit and the editors a favour by sending the name to *The Civilian* at once.

A roll of the Civil Servants in the second contingent is being prepared, and will be published shortly. Names for that list are also solicited. Correspondents are requested to mark all such "2nd contingent."

Seventh List.

- H. B. Cox, Vancouver Post Office, 72nd Highlanders.
 W. Glendinning, Vancouver Post Office, 72nd Highlanders.
 G. C. Hamilton, Vancouver Post Office, 11th Irish Fusiliers of Canada.
 A. Doyle, Vancouver Post Office, 11th Irish Fusiliers of Canada.
 A. B. Turner, Vancouver Post Office, 6th Duke of Connaught's Own Rifles.
 F. E. Carr, Vancouver Post Office, 6th Duke of Connaught's Own Rifles.
 A. F. Quinn, Vancouver Post Office, 6th Duke of Connaught's Own Rifles.
 T. Flood, Vancouver Post Office, Army Service Corps.
 M. H. Harlock, Vancouver Post Office, 18th Field Ambulance, A. M. C.
 W. A. Galloway, Vancouver Post Office, 18th Field Ambulance, A. M. C.
 S. Taylor, Vancouver Post Office, British Army Reservist.
 A. Wyborn, Vancouver Post Office, British Army Reservist.
 W. Burke, Vancouver Post Office, British Army Reservist.
 F. D. Hickman, Vancouver Post Office, British Navy Reservist.
 B. Biddle, Vancouver Post Office, British Navy Reservist.
 M. Dorgas, Department of Agriculture, French Reservist.
 Major E. E. W. Conant, Forestry Branch, 6th Duke of Connaught's Own Rifles.
 H. C. B. Smith, Forestry Branch, 31st British Columbia Horse.
 F. W. Fraser, Forestry Branch, 1st Grenadier Guards.
 D. N. Trapnell, Forestry Branch, 1st Grenadier Guards.
 L. N. Seaman, Forestry Branch, Canadian Garrison Artillery.
 W. J. Maclaren, Forestry Branch, Army Service Corps.
 A. E. Parlow, Forestry Branch.
 J. S. Leitch, Forestry Branch.
 David Smith, Forestry Branch, Black Watch Reservist.

POSITIONS VACANT.

The Civil Service Commissioners advertise the following vacant positions, for which applications will be received: (1) A patent examiner, Department of Agri-

culture, sub-division 2B, \$1,200. (2) Two assistant chemists for Experimental Farm, sub-division 2B, \$1,200 and \$1,300. (3) Translators for the House of Commons (number uncertain), sub-division 2A, \$1,600 per annum.

A RECORD TO BE PROUD OF.

It would be difficult to find words in which to adequately describe the splendid patriotic spirit which inspires the Outside Division of the Civil Service of Canada at the present time. Hundreds of the younger men have gone, or are going, to the front, and those who cannot go are giving to the support of the Imperial cause with a generosity unsurpassed by any class of persons in this Dominion. Reports are still coming in from all parts of the country, continuing the splendid record of which some details were given in the last issue of *The Civilian*. In giving extracts from these letters, the place of honour is unhesitatingly awarded to the messages of three contributors from isolated posts, where there are no official or other Civil Service organizations in which they could join.

Angus McAulay, of Southampton, Ont., a Saugeen River lighthouse man, spares from his meagre pay one day's earnings, which figures out at just sixty-one cents. Poor in this world's goods though he may be, Mr. McAulay has a wealth of patriotism that few can equal.

Joseph G. Dixon, light-keeper at Rousseau, Ont., is made of the same stuff. Calculating that his day's pay would be too small a contribution, he directs that a dollar be taken from his little salary-cheque. The Department of Marine and Fisheries is honoured in having such men as these on its pay-roll.

D. J. W. McLaughlin, a Customs preventive officer at Grand Harbour, N.B., is a chip of the old British oak. He sends an order for two days' pay, and adds: "My grandfather, Daniel McLaughlin, fought under Wellington at Waterloo, was at Brussels the night before, and entered Paris with the allies. He enlisted in the artillery at 16. Was born near Derry, Ireland. God save the King."

The Dominion lands agent at Edmonton writes: "The staff of this office have already subscribed a definite amount monthly during the continuance of the war."

The Dominion lands agent at Revelstoke, B.C., says: "We are, and have been since the commencement of the war, making from this office a monthly contribution to the local Patriotic Fund, amounting to practically a day's salary for each individual member of the staff."

The Commissioner of Irrigation at Calgary reports: "Action has been taken by the staff of this office. The subscriptions already in range from one-thirtieth to one-twelfth of the salaries of the members of this staff." These monthly contributions are to be made "for six months, or for the duration of the war if less than six months." The fund is administered, in accordance with resolutions adopted at a meeting of the staff, by a committee composed of Messrs. Burley, Jennings, Hornby, Spitzer and Nettleton.

The Postmaster of Winnipeg writes: "Nearly every member of our staff is giving, our contribution for September being \$454.45. We hope to give a larger sum for this month, and fully expect to reach the sum of \$6,000 for the year ending August 31st next."

The Collector of Customs at Sault Ste. Marie reports that the officers of that district have given a day's pay each.

From the Collector of Customs at Victoria, B.C.: "Every member of the staff has agreed to contribute an amount varying from \$1 to \$10 per month during the continuation of the war. The amount subscribed last month was about \$150, which will no doubt represent our monthly contribution for succeeding months."

The Collector of Customs at St. John, N.B., writes that his staff was canvassed for the benefit of, and paid into, the local Patriotic Fund of that city. Nevertheless many of the men will give a day's pay to the Civil Service Fund.

The Inspector of Customs at Kingston reports a contribution of \$204 by the members of the staff of that port.

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ALES, PORTER & CROWN STOUT

The Collector of Customs at Halifax, N.S., states that his men are giving one per cent. of their salaries each month for a year. The collection commenced in September and totalled \$83.67 for that month.

The employees of the Grosse Isle quarantine station have sent in \$223.54 for the fund, as reported by the Medical Superintendent.

From London, Ont., the Surveyor of Customs reports that his men gave more than a day's pay each, totalling \$450.

The Secretary of the Hamilton, Ont., Customs Civil Service Association writes that the men of that service gave a day's pay each, making \$175.

The Montreal branch of the Patriotic Fund acknowledges \$1,700 received from the Customs staff of that city.

The employees of the Department of Railways and Canals at Port Nelson rolled up \$3,000 for the fund.

A press despatch from Dunnville states that the men on the canal locks there gave a day's pay each. (Probably included in Welland Canal return.)

The Superintending Engineer of the Rideau Canal reports that the men of his staff, from Ottawa to Kingston, office, operating, dredging and repair branches, "have gladly contributed one day's pay to the Fund, the amount collected being \$306.02."

A correspondent in Vancouver writes that the staff of the Post Office there, from Postmaster to Messenger, contribute monthly to a special relief fund, which is disbursed on needy cases in that city by a committee appointed for the purpose. This is in addition to the staff contribution to the Patriotic Fund.

Statistics of the contribution of the members of the Inside Service in Ottawa will not be complete for some time. Calculation of the contributions in the larger departments involves a great deal of labour. A considerable number of contributors elected to give their day's pay in November, and these amounts are not yet available. Others, owing to illness or prolonged absence, have not yet subscribed, and from them there will be further deferred payments.

Major R. W. Leonard, lately Transcontinental Railway Commissioner, who gave \$5,000 to the Red Cross some time ago, has contributed an additional \$6,000.

Acknowledgements by the Ottawa Red Cross include that of a large number of knitted wristlets, socks, scarves and caps from the Post Office Department staff.

WESTERN MAIL CLERKS.

The Western Federation of Railway Mail Clerks met in convention at Calgary on Nov. 3rd, there being present W. McPherson, of Winnipeg; Penton, of Moose Jaw; R. J. Herbert, of Vancouver, and J. B. Aitkins, of Calgary. The four western provincial associations were thus represented.

The Alberta Association gave a luncheon in their honour in the Elizabethan rooms of the Hudson Bay Co., at which were present, besides some members of the association, R. B. Bennett, M.P., and G. D. Davidson, Supt. Ry. Mail Service.

Speeches were made by Messrs. Bennett, Davidson, Penton, McPherson, Herbert, Bushel, representing the Letter Carriers'

Association, and Tuck, representing the Postal Clerks' Association.

The Post Office Department has again consented to the use of Christmas seals in aid of charitable institutions, but only as stickers on the backs of letters. They must not resemble postage stamps or bear numerals or indications of value.

Engineer Clawson, who was in charge of a party installing aids to navigation on Hudson Bay and Straits, has returned to Ottawa. Ten gas beacons have been erected, three in the bay and seven along the straits. They are automatic in operation and on being turned on in the spring will burn for the season. They will greatly facilitate the navigation on the Hudson Bay route.

ANOTHER OF "US" WOUNDED.

M. Dorgas, of the Department of Agriculture, attached to the staff of the Dominion Botanist at the Central Experimental Farm, was one of the reservists of the French army who was called to the colours at the outbreak of the war. In twelve days, September 6th to 18th, he was in six engagements on the Marne, and came out unscathed, but in a reconnaissance he was seriously wounded. Of his experiences he writes from hospital as follows:—

"On the 18th of September I was sent off on a reconnaissance with my troop. Leaving on the 17th at 8 p.m., I arrived at La Fere at 10 p.m., and made arrangements to get across the enemy's line and fulfill my mission. A German train of ammunition was due at St. Feri on the 18th at 5 a.m., and I had to report on the nature and size of the train. You may imagine what night we spent. We had to slip through forests, across the German outposts, without being captured. Everything went well, however, and at day-break we were eight kilometres from the enemy's line near the village of Simoney.

"The first part of my work was done. We then turned towards the east in the direction of St. Feri, where we arrived at 4 a.m., but just as my thirty men and myself were going to ambush ourselves in order to see without being seen, a patrol of Uhlans caught sight of us. I found myself face to face with the "Alboches" at thirty yards. Pass through we must at any cost. My men—all reservists—gave only one cry, "Let us charge." I shall never forget this moment. In front of us the patrol of Uhlans had already trebled in number; it was now a squadron of 250 men that stood across our path. Never mind; we start.

"Here I want to close my eyes; what slaughter! They are not soldiers, but machines. What difference between their men and our men! Thirty French Cuirassiers routed 250 German Uhlans, who ran in full flight, leaving us forty-three prisoners. My horse was killed under me and fell over me, crushing my chest. I dragged myself to a ditch, where I remained all night, and what a night!

Meanwhile the twelve remaining men of my troop were able to proceed to St. Feri station, where they accomplished their mission. During the night they rejoined their column and reported. At least this is what I gathered from the fairy vision I had the next morning. At five o'clock in the morning, whilst still lying in the ditch, I heard the whir of an aeroplane. I man-

aged to raise myself and could see the tri-coloured cockade under the wings. It was one of our men. In less time than it takes to relate, ten bombs, very nicely dropped, knocked that famous convoy of ammunition into smithereens, as well as its escort. I learned later that this train was carrying several millions of cartridges and barbed wire.

"At for me, I waited in the ditch until 3 p.m. Then by almost superhuman efforts I managed to reach a road where ambulances were passing. They were French ambulances. Imagine my joy. There I was told that the German troops had withdrawn over 25 kilometres during the day, and we were now behind the French lines.

"To sum up, I have a broken collar bone, a damaged breast bone and a complicated fracture of the pelvis. I was taken to Tulle for an endless series of surgical operations. I am now at Juillan, from where I write.

"Such is my story in a few words. I have done my duty and I am happy. Our artillery is wonderful. Everything goes well. They will be beaten and smashed as they deserve."

CIVIL SERVICE ASSOCIATION OF
OTTAWA.

The following Departmental Advisory Boards have been reported to the Secretary as being elected for the year 1914-15, viz.:

Department of Railways and Canals.—1A, E. V. Johnson; 1B, H. LeB. Ross; 2A, A. M. Dechene; 2B, R. Dorman; 3A, C. E. Bleakney; 3B, Miss A. F. Grant; messenger, E. B. Black.

Post Office Department—1A, W. J. Glover; 1B, H. McGuire; 2A, Austin Bill; 2B, J. H. Ryan; 3A, Geo. Moore; 3B, Norman Barry; messenger, Hugh Platt.

Department of Indian Affairs.—Representative on the Executive, T. R. L. McInnes; Advisory Board, 1A, F. H. Paget; 1B, A. S. Williams; 2A, J. W. Shore; 2B, Philip Phelan; 3A, Charles Cooke; 3B, Miss A. E. Sleeth; messenger, Fred. Munro.

Department of Trade and Commerce—Representative on the Executive, C. S. Birtch; Advisory Board, 1A, T. J. Code; 1B, John Byrnes; 2A, R. E. Watts; 2B, Ernest Green; 3A, Wm. Dougan; 3B, F. Belisle.

Bulletin No. 7—Nov. 6th, 1914.

NOTES.

The conclusions arrived at with respect to the Civil Service Superannuation Bill by the Executive of the Civil Service Association are in preparation for submission to the Service. Before this can be done, however, it is necessary to submit them to the Departmental Advisory Boards, and time does not permit of this being done before the date set for the next general meeting, the second Tuesday in November.

It has been thought best, therefore, to postpone the general meeting for the time being.

The annual convention will be held on Tuesday, November 17th, at 8 p.m., in St. George's Parish Hall. Those entitled to attend will be provided with tickets through the Executive Committee.

A. PARE,
President.

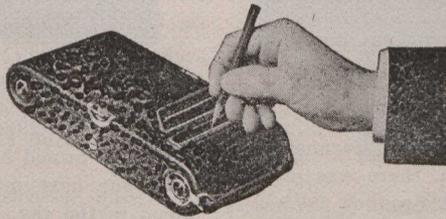
WALTER TODD,
Secretary.

The keel has just been laid of a new ice breaker for the Dominion Government. It is being built by the Vickers firm in Montreal, and will be the largest in the world. The engines will deliver 10,000 horse power.

The new building for the Geodetic Survey is nearing completion.

Fire in the Post Office Department stores in the basement of the Robinson building, on October 30th, did several thousand dollars damage. The prompt discovery of the blaze and strenuous efforts to combat it by Officer Muldoon, of the Dominion Police, prevented a much more serious conflagration.

New post offices, 108 in number, were established in Canada during the months of August, September and October. By provinces these were as follows: Saskatchewan, 28; British Columbia, 18; Alberta, 15; Quebec, 15; Manitoba, 13; Ontario, 8; New Brunswick, 6; Nova Scotia and Yukon, 1.



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Tramping Toward Gotham.

(By "Vagrant.")

III.

Before passing on I think it well to say, for the benefit of my motoring, and, I hope, pedestrian friends, that upon reaching Malone, two routes to New York City were open to us. The first was directly south, through the Adirondacks, by way of the famous Saranac Lake and Lake Placid. The other, by way of Plattsburgh and Lake Champlain.

There were two points in favour of the former route. It was some 15 miles shorter, and was probably more ruggedly picturesque. There were, however, sev-

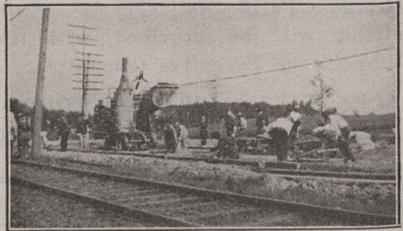
reach comfortable accommodation at night. At only one hotel were we unable to obtain a bath. (I won't mention the name, because otherwise it was very good). On only one occasion did we fail to receive our "grips" at night, and on only one day did it rain. What a contrast to last year, on the Toronto trip, when it rained a portion of every day except one! If we had taken the mountain route I have no doubt that we should have encountered considerable "precipitation," as the weather men say.



Beautiful View on Lake George.

eral adverse features in the Saranac itinerary. To begin with, there was no certainty that so late in the season the hotels would all be open. It was quite possible that upon arriving after a hard day we might find that the only hotel in the place had closed the day previous. Then the "jumps" were longer—and some of them almost beyond our powers. Again, the stopping places—catering, as they did, exclusively to rich autoists—were much more expensive. And last, but by no means least, the railway did not parallel the road at all points, thus rendering it impossible for us to forward our invaluable "dunnage," or, in other words, our suit cases, day by day.

Consequently, it did not take us long to decide in favour of the Plattsburgh route, and we had no cause to regret it. During the 19 days' walking we never failed to



Building the State Auto Road.

Luck was decidedly with us. During two nights it rained heavily while we were in bed, but next morning there was not a cloud in the sky.

As to the superiority of the Adirondack route with regard to scenery, I cannot imagine anything finer than that we met with, for we were in sight of the Adirondacks all the way from Plattsburgh to Albany, in addition to which we were skirting the beautiful Lake Champlain and Lake George, the breezes from which were most refreshing.

And it *was* hot! As I said before, on two consecutive days the thermometer stood at 90 in the shade, and this at the end of September! Almost everyone who passed us in a motor car was bareheaded and coatless. Being somewhat obese, I felt the heat more than my companion, and my language on some of the long hills would scarcely pass the censor.

For several days we made it a point to stop for 5 minutes every hour at some farm house where we could get a drink of water. I have walked on every road around Ottawa, but I have never seen well water so easily available as I did on the New York trip. The traveller seems to be invited to stop for a drink. The wells are nearly all located right on the edge of the highway, and all have a cup or dipper attached. Never were we treated as tramps, and although we saw several sign-boards inscribed "Cave Canem," or words to that effect, there was no ferocious "brindle" in sight. Altogether, our recollections of American hospitality are most pleasant.

I have never been in Switzerland, but I have been told that in many places the Adirondacks resemble the mountains of that country. At Willsboro, 30 miles south of Plattsburgh, an old gentleman implored us to ascend a distant mountain and observe the landscape. But it was "Pike's Peak or bust" with us, and, like the youth in Longfellow's "Excelsior," we had to resist the tempter.

At Ausable Chasm, where we stopped for lunch, after leaving Plattsburgh, there is a wonderful gorge and cave, thought to have been worn through the solid rock by the action of the water during countless ages.

Here I had the pleasure of meeting a popular young couple from Ottawa, who were spending their honeymoon motoring through the mountains. They, at least, will be witnesses that I was covering the highway on foot. With the exception of this lady and gentleman, I did not meet a single person I knew on the whole trip from Ottawa to New York.

But we had another experience at Ausable Chasm which was not quite so pleasant. It was a particularly hot day, and when the hotelkeeper, who was also the postmaster, told us of a "cut-off" which would save us at least 3 miles on our journey to Willsboro, we were much pleased thereat. Base deceiver! Instead of reducing the distance 3 miles the new route added at least 4 long weary miles to the day's walking. It was certainly "a

long, long way to Tipperary." Finally, in order to get to Willsboro at all, we tackled our "dernier" resort, the railway track of the D. & H. As we passed over a long trestle the bridge gang were just quitting work. One of them interrogated us.

"Where yer walking from?"

"Ottawa, Canada," I answered.

"How fer are you going?"

"New York City," I replied hotly.

(We were then about 340 miles from New York.)

"Why the h— don't you work?" my friend asked, amid the merriment of his gang mates.

However, I got back by calling out:—

"Well, *this* is about as hard work as I want."



One of the Numerous Auto Signs.

We arrived at Willsboro at about 9 p.m. This was the hardest day on our trip. Our anathemas against our noon-day informant and deceiver were loud and long.

To add to our troubles, Willsboro was the only place on the trip which had no hotel. However, a good Samaritan appeared in the person of a store keeper named L'Esperance, who, notwithstanding his name, could not speak a word of French, in addition to which he informed us that he was a Mason! Nevertheless, he and his good wife treated us most hospitably. They "doubled up" their household and gave us a room each. Altogether, we shall not soon forget "de Maison L'Esperance."

The next night we reached Port Henry,

and the following morning met with the only rain of our long journey. We had no raincoats, and resorted to the usual methods in the hard showers, viz., seeking the shelter of railway culverts, large, spreading trees, &c. The consequence was that at night we had only covered 16 miles for the day, which brought us to the quaint village of Ticonderoga, practically our "half-way house" to New York. We lost half a day on our schedule.

Next day, and for every day thereafter, the sun shone continuously. At noon we stopped for lunch at a place with the uncommon name of "Sabbath Day." It was a splendid hotel, but the proprietor gave us some doleful news. The blue book was wrong! Anyone who has been over the state roads of New York knows with what respect the "Blue Book" is regarded everywhere. It is the official guide book of the Automobile Association of America, and is always regarded as infallible. How were the mighty fallen! Our schedule, copied verbatim from the Blue Book, gave the distance from Sabbath Day to Lake George as 10 miles, whereas the actual distance was 24 miles! This mistake caused us to lose another half day in our schedule. However, it was "all in the day's work," and we didn't mind. In fact, we rather welcomed anything which broke the monotony, for at times even mountains and lakes get monotonous when the thermometer is in the 80's, or worse.

Near Lake George village we passed the famous Silver Bay, where the American Y. M. C. A. hold enormous conventions every summer. The scenery hereabouts reached the acme of loveliness.

After leaving Sabbath Day we crossed the famous Tongue Mountain, which is so steep and dangerous that the Blue Book advises motorists not to tackle it, but to ship their cars around by boat. However, we had no difficulty in negotiating it on foot. I heard afterwards that only one auto had been over the mountain that summer.

When we reached Lake George my companion and I determined to revise our original schedule again. Instead of making two long "jumps" to reach Albany,

we divided the journey into three "short days." This plan brought us for the night to Saratoga Springs and Schenectady, where we naturally secured much more luxurious accommodation than we should have had at the smaller places.

Since the New York Legislature has abolished track betting Saratoga is pretty dead as compared with the palmy days. Several of the largest hotels are absolutely closed all the year round.

Schenectady is a busy manufacturing town, the headquarters of the General Electric Company, as everyone knows.

But it was to Albany that we looked forward. We should then enter upon the last lap of our trip. We reached the State Capital about 2.30 p.m. on Tuesday, September 29th, and put up at the famous Ten Eyck Hotel.

On the previous Sunday we were entering Saratoga, and I thought I had never seen so many autos. However, these were as nothing to the number we met on the following Sunday; when entering New York. Their name, certainly, was legion.

(To be continued.)

SONG OF AUTUMN.

Over the hills the wind swept calling,
 "Come with me, follow me, up with the
 dawn,"
 Wine-coloured leaves her voice entralling
 Strewing her path with the red and the
 wan.
 To lilt o' the wind birds were flying,
 "Follow, O follow, wing swift, breast
 the air,
 Pine cones are falling, summer's dying,"
 Pied pinioned they quest flowers e'er
 fair.
 But out of the fire's embers dying
 Love's rose-red lips alluring, whispered
 "Rest,
 Dream with me while the winds are sigh-
 ing,
 Sleep, while the Love-star's beating i'
 the west."

A. S. B.

Women's Column.

All things are for a purpose, all should be used and enjoyed; but all should be rightly used, that they may be fully enjoyed.

The annual meeting of the Women's Branch of the Civil Service Association, which was held in the Y. W. C. A. hall, was well attended, and the following were elected to hold office for the coming year: President, Miss Tremblay, of the Dept. of Interior; Vice-president, Miss Street, Dept. of Finance; Secretary, Miss Wilson, Department of Mines; Treasurer, Miss F. Snelling, Auditor General's Dept.; Representatives of the Women's Branch to the Civil Service Association of Ottawa, Miss Darcy, of the P. O. Dept; Miss Reynolds, Auditor General's Department, and Miss Doyle, P. O. Department; Conveners of Standing Committees: Legislation, Miss Jukes; Programme, Miss L. Sarault; Publicity, Mrs. M. E. Macarow; Social, Miss La Fleur.

A discussion took place on the best method of conducting a campaign of relief work during the coming winter, with the idea in view of helping the class which will not apply to the charitable relief societies of the city, from the money collected in the Emergency Fund boxes at present in many offices of the departments.

The announcement was made that \$41.50 had already been subscribed by the Branch Association.

* * *

Definition of Femininism.

"The time has come to define feminism," says Robert Sterling Yard, editor of the "Century Magazine," who believes the femininism can no longer be ignored.

"The germ is in the blood of our women, the principle is in the heart of our race," says Mr. Yard, in the April "Century."

What is femininism?

"Is it the desire of a few experimental spirits to abolish marriage, and substitute for lifelong monogamy temporary relationships dissoluble at will? This is the dream of a scattered few, especially in

Germany, where a small group is experimenting in public. But it is not feminism.

"Is it the suggestion of certain reckless ones to abolish the home and have the state bring up our children in order that women may be free to experiment variously with life unhampered by the schemes of mere nature? This has been seriously set forth by several daring writers, and is occasionally advocated by irresponsible orators at gatherings of the ultra-advanced. But it is not feminism.

"Nor can feminism be defined by any of the numerous other suggestions of impractical imaginations spurred to abnormal activity by sudden release from the thought conventions of the past.

"Granted that most of the so-called feminist writing and speaking so far have dealt with the schemes of visionaries. But visionaries and fanatics are always the first and the loudest in any public cause. The social reorganization now in slow, orderly progress throughout the civilized world was heralded two decades ago by anarchists and nihilists.

"Granted that the opponents of feminism seem to have, in the silence of all others, authority for their assumption that the theories of these hasty irresponsibles are the theories of the movement itself. But the hastily terrified are as fatuous as the hastily enthused. Neither deserves credence of the seer.

"And here, first of all, we find that feminism does not mean the usurpation by women of the place and the power of men. Psychological sex differences absolutely must have their way in the end despite prophets and propaganda, and none but dreamers will deny it. When women have all the rights they demand, together with the obligations that go with them, still they will be women. They will no more compete then in departments of life unsuited to their strength and genius than they do today. None but a few enthusiastic theorists believe they will.

"There is this difference, though, and here somewhere lies our definition, that then women's spirits will be freed. For the first time in history, whether in competition with men or not, they will labour without the bond and the stigma of inferiority.

"To meet life untaunted; to labour, to succeed or to fall, as human individuals only; to feel handicapped by nature only, not by men; to seek their own success in self-chosen appropriate paths unhampered by laws or conventions from which men are exempt—these, we take it, constitute

the ultimate object of the revolt of the women.

"And that sums up feminism, considered as a great, instinctive human movement. It is another and a very great step toward the realization of human freedom. Freeing the women follows naturally, and in civilization's own good time, upon freeing slaves.

"Feminism, then, is in essence and fact a spiritual attitude. But it follows, as the night the day, that, to be effective, there is involved the power as well as the principle of freedom. Women must become the civil and the social equals of men. It makes little difference whether or not they shall use this power; the fact that they possess it, rather than that they should not be forbidden its possession, is the magic that will break the shackles. The object of feminism is to make women equal stockholders with men in the business of life.

"Like every demand for human freedom, feminism will succeed; and, when it does come to pass, the human race will attain for the first time its full efficiency. Meantime let us possess our souls in peace so far as concerns those who are proclaiming creeds which civilization never will grant."

The Washington "Star" says:—

"One thousand pairs of shoes, for one thousand war orphans of Europe—boys, girls and even the babies, whose fathers have been killed in battle—is the contribution of the employees of the United States patent office to the cargo of the Washington "Star's" Christmas ship.

"One thousand pairs of little feet to be kept off the cold ground during the winter because of the big-heartedness of the women and men who work in the patent office. This contribution sets the pace for other departments, bureaus and divisions of the United States Government.

"The idea of contributing to the cargo of the Christmas ship originated in a corner of the assignment division one day, when several of the women employees broached the question of doing something for the war orphans. The sanction of Secretary Lane, of the Interior Department, and of Commissioner Ewing, of the patent office, was given as soon as the idea was explained, the Secretary and the Commissioner sending personal letters to employees enthusiastically indorsing the plan."

On Dit.

That an association amongst the women clerks of the Service would be quite in order to advocate and practice correct and ladylike dressing.

That plain business-like office dress is painfully lacking in many of the women

clerks, and the lack of it very often gives a very shoddy tone. What would we think of a man who appeared during business hours at his office wearing his evening dress or his Tuxedo. He might just as well do this as that girl clerks should appear in some of the costumes we see. We are thankful to say they are far from being the majority, but they are there.

DOROTHY DAY.

Note.—Contributions to this column will be gladly received. Address, "Dorothy Day," Box 484, Ottawa.

WOMEN AS ORGANIZERS.

Editors of *The Civilian*:

Though doubtless reference will be made elsewhere in *The Civilian* to the work of the Women's Civil Service Association, I should like to draw special attention to one feature of the Association's energies that should appeal to all of us, that is the Emergency Fund. We all respond as freely as our means permit to the almost numberless calls for money that are being made on us just now, but many of us feel, even as we are giving, that there must be many cases of distress in Ottawa that should be relieved immediately. It is for the relief of these cases of urgent need that the Emergency Fund, in part at least, will be used, regular assistance coming later through the proper channels, and those of us who are not in the way of meeting and relieving such cases ourselves ought, I think, to contribute a little to the good work that has been undertaken by the women of the Service.

Yours truly,

J. M. MACOUN.

Ottawa, Nov. 9, 1914.

Reasonable.

Mother—Just run upstairs, Tommy, and fetch baby's nightgown.

Tommy—Don't want to.

Mother—Oh, well, if you're going to be unkind to your new little sister she'll put on her wings and fly back to heaven.

Tommy—Then let her put on her wings and fetch her own nightgown.

MONTREAL CUSTOMS NOTES.

Some little time back we wrote a little note to our six outports, inviting our outport officers to become subscribers to *The Civilian*. Six answers came back by return mail, gladly accepting the offer. Truly "le vrai esprit de corps." Very favourable comments are also heard on all sides in regard to the special issue of *The Civilian*.

The war has brought about great changes along Montreal's waterfront. Merchantmen that have never seen Canadian waters are now anchored in Montreal harbour. Some of these ships have been engaged on South American trade, but were switched to the Canadian route when our own liners were needed as troop transports. A veteran of the sea, the steamship *Irishman*, which ordinarily goes to Boston, had not sailed up the St. Lawrence for, perhaps, fifteen years. Some of the South American-going liners were chartered to transport a part of Canada's war gifts to the Empire, and the holds which for years have been carrying tropical products and Argentine wool and wheat were filled with the Dominion Government's offerings while the Canadian Armada was away from home waters. The conspicuousness of the British "redcoat" brought about the khaki uniform; likewise with Britain's merchant fleet in war time. No tell-tale red, white and black funnels now show up over the horizon, a target for prowling German cruisers. The funnels of every ship in port are painted yellow or black. They impress one with the realities of war, of what these ships, now safely anchored, have to face, sometimes missing, perhaps, only by a few miles the angry cannon of German Karlsruhe or Emdens.

Mr. R. S. White, Collector of Customs, and Mrs. White, recently spent some little time in Ottawa.

Owing to the long illness and death of Mr. A. D. Beaulac, ex-Secretary of the Customs Association of Montreal, things with that association had been allowed to quiet down to some extent. A general meeting is to be called, however, in early December, after which a big increase of

active members is to be expected, especially amongst the latest additions to our staff.

The following war chant, the latest poem from Mr. John Dodd's pen, has just appeared:—

The Flags.

May the flags of Old England and France
proudly wave,
And the flag of the Kaiser be crushed
'neath the wave,
May the sons of Great Britain, of Belgium
and France,
With honour and glory, on, onward advance.

May Victory's bright sun on their arms
soon shine,
And crush the proud despot afar o'er the
Rhine,
Then France will assume her old glory
again,
When they kiss the sweet brows of Alsace
and Lorraine.

And brave, gallant Belgium in song and in
story,
Her name is enshrined in a pillar of glory,
And Britain, how proudly your sons will
admire,
Your glory throughout your majestic empire.

And the flag that has waved for a thousand
of years,
Will be pressed to our hearts as of yore
with our cheers,
For freedom 'twas raised and for freedom
unfurled
Proclaiming its justice all over the world.

Long, long may it wave, north, south, east
and west,
The emblem of freedom, the fairest and
best,
In all lands where it floats, and where
Britons have trod,
It is blest by the hand of a merciful God.

Referring to Mr. Appraiser Dodd's poem, another customs officer here, on the spur of the moment, wrote the following parody on the last verse of "The flags":—

Long, long may we here with such poems
 be blest,
 'Mongst emblems of freedom the fairest
 and best,
 To lands where they scatter, and Britons
 have trod,
 Will rise immortal glory for noble John
 Dodd.

CO-OPERATIVE NOTES.

Each for all and all for each.

In view of the number of so-called co-operative concerns operating in Canada, the Co-operative Union of Canada recently sent a statement to the newspapers defining the essentials of an orthodox co-operative body.

These essentials are:—

1. Democratic initiative and control in the promotion of a society.
2. Distribution of profits on the basis of purchases made and the payment of a normal rate of interest on capital.
3. Local control of policy and management, not centralized control from a possible far-off head office.
4. One man, one vote, irrespective of holdings.
5. Affiliation with other orthodox societies.

* * *

The following information respecting alleged co-operative enterprises is culled from Ottawa newspapers:—

The manager of a concern operating in Ottawa as the Consumers' Trading Co., which claims to be the local agency of the Co-operative Union of Windsor, Ont., has been arrested on the charge of obtaining money under false pretences. Orders placed with this concern for groceries, it is alleged, were not filled, hence the actions. The cases have not come to trial at date of writing.

The Co-operative Union of Windsor quotes prices on goods to its members (who pay an annual fee of \$2.00) at what seem to be at lower than wholesale rates. From a study of its literature, this concern falls short of being an orthodox co-

operative society, as its members control neither its management nor policy.

* * *

An order was made in Osgoode Hall, Toronto, last week, winding up the National Railway Association, a concern incorporated in 1911, which opened branches in many railway centres and obtained capital from railway men. At incorporation, its nominal capital was \$40,000, increased in 1912 to \$5,000,000. The association has six thousand shareholders, who owe over \$260,000 on stock subscribed for by them. Its liabilities are \$61,400 and assets \$426,000, including \$269,983 due on capital stock.

This association was organized on joint stock principles, and was controlled from Toronto. It declined to affiliate with the Co-operative Union of Canada. It fell short of being an orthodox co-operative society because of centralized, undemocratic control.

Shareholders were paid dividends on purchases, but had little or no control of policy or general management.

* * *

Co-operative societies in Canada organized on more orthodox lines are still very largely pioneering. Few have financial strength as to be regarded as impregnable. Loyalty on the part of the individual co-operators to their society is a cardinal principal, and a second like unto it is a capital sufficient to do a cash business.

* * *

The Ottawa Store.

The new Glebe branch did a business of about \$1,000 in meats and groceries in the first eight days of operation—a very gratifying start.

Mr. J. H. Brown, of the Post Office Department, has resigned from the Board.

Mr. E. Viens, B.Sc., of the cement testing laboratory, Public Works, has been appointed a director in lieu of Mr. Brown.

Not Like Home.

Mrs. Whittler: "What delightful manners your daughter has!"

Mrs. Biler (proudly): "Yes. You see she has been away from home so much."

FALL IN!

Harold Begbie's "Fall In!" is a genuine hit in England. Reprinted and quoted everywhere, it seems so far to be the war poem par excellence. It is one of a number of stirring productions turned out in the last few weeks by Begbie, who ranks as the most prolific of the war poets.

What will you lack, sonny, what will you lack

When the girls line up the street,
Shouting their love to the lads come back
From the foe they rushed to beat?

Will you send a strangled cheer to the sky
And grin till your cheeks are red?

But what will you lack when your mate
goes by

With a girl who cuts you dead?

Where will you look, sonny, where will you look

When your children yet to be
Clamour to learn of the part you took
In the war that kept men free?

Will you say it was naught to you if
France

Stood up to her foe or bunked?

But where will you look when they give
the glance

That tells you they know you funk'd?

How will you fare, sonny, how will you fare

In the far-off winter night,
When you sit by the fire in an old man's
chair

And your neighbours talk of the fight?
Will you slink away, as it were from a
blow,

Your old head shamed and bent?

Or say—I was not with the first to go,

But I went, thank God, I went?

Why do they call, sonny, why do they call
For men who are brave and strong?

Is it naught to you if your country fall,
And Right is smashed by Wrong?

Is it football still and the picture show,
The pub and the betting odds,

When your brothers stand to the tyrant's
blow

And England's call is God's?

GLIMPSSES OF CHINA'S CIVIL SERVICE.

A former member of the Canadian Civil Service, Mr. J. Hartley Fowler, who is visiting China with Mr. Sherwood Eddy and party in the interests of the Young Men's Christian Association, sends a copy of the Peking "Gazette" of August 20, which contains some interesting references to the Chinese Civil Service.

The following is a presidential proclamation couched in characteristic Oriental fashion:—

"In a petition of Wang Shih-chen, Executive Officer of the Commander-in-Chief's Office, it is requested that the Mandate conferring upon him the rank of General of the Army, be cancelled, etc. The said officer has for a long time been having control of military affairs and rendering prominent services. Now, in response to a request, he has arrived at Peking. I, the President, have conferred upon him the high military rank, showing my respect for men of good experience and ability. A perusal of his petition shows that his request is most sincere, therefore I have to comply most reluctantly with his modest request. Wang Shih-chen is hereby given the brevet rank of General of the Army in place of the rank conferred upon him formerly."

The second item deals with the punishment of a corrupt official. It resembles an order in council, which it really is:—

"In a petition of Chow Shu-mu, Chief of the Ping Cheng Yuan, it is stated that after trial it has been decided that with reference to the case of Wang Chih-hsing the former Governor of Shuntienfu, who received bribes and practised corruption, and against whom there has been plain evidence, a request should be made to deliver him over to the proper authorities to be dealt with, etc. As evidence was found in the trial against Wang Chih-hsing that when he was Governor of Shuntienfu he received bribes and practised corruption, he is hereby deprived of his rank, and together with Ao Kuei, Pan Yu-kuei, and Wang Ping-yi, who practised bribery and corruption under him, shall be delivered over to the Ministry of Justice, which shall instruct the Prosecuting Attorney's Office to deal with the case according to law. Herewith the original petition and the decision of the Ping Cheng Yuan."

The third clipping refers to the salary question—a vexed problem not solely confined to Canada:—

"It has been rumoured for a long time that the Government would again reduce the salary of officials. Recently a certain clerk of the Cheng Shih T'ang made such a suggestion again, but in reply the Secretary of State said that such steps would only bring more trouble and inconvenience because the amount saved by the retrenchment policy can only be very insignificant, while all the important business of the state would be impaired. Therefore, hereafter no such means will be resorted to."

The "certain clerk" who proposed such an economy has very likely become unpopular with the Chinese Civil Servants. The words "again reduce" draw aside the curtain of past Chinese Civil Service history.

WORLD WIDE

On the War.

This splendid weekly publication is performing an unusually important service to Canada during this greatest of all international wars of the world's history. "World Wide" selects and presents to its readers every Saturday the ablest articles by the ablest writers in Britain and America on the war situation and its consequences. It thus reflects the current thought of both hemispheres in these critical times.

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Of Course.

A young lady entered the fur store and the polite salesman came forward.

"I wish to get a muff," she said.

"Yes'm," said the salesman, "what fur?" The young lady looked surprised. "Why," she said, "to keep my hands warm, of course."

CONCLUSION.

By Berton Braley.

Dead? Why no, he CAN'T be—say,
It was only yesterday
We sat down at dinner here,
Eating, talking, making cheer.
And he was—oh well, you know
Just the same old joyous Joe
With his ringing laugh and—NO!
I tell you it CAN'T be so!
Joe—the best the world can hold,
All a man—and all pure gold!
He had years and years to spend
And besides: he was my FRIEND.

Yet after our years together,
In all of the world's rough weather,
Winter and Spring and Fall,
He's gone just ONE—that's all.
Oh, I tell you, it CAN'T be true
Whatever they said to you,
How COULD this be the end?
Why, man, MAN! — he was my
FRIEND!

You're sure—quite sure it's so?
Well, I wish I had seen old Joe
To whisper "so long" to him,
Before he flickered out.
Damn it, my eyes ARE dim
And I look like a fool, no doubt,
But he was the best they make
And I'm crying for old sake's sake,
And the thought of our work and
fun,
And the battles we lost and won,
And now—and now it's DONE!
Something no man can mend—
But Joe — why, Joe was my
FRIEND!

Father's Ultimatum.

The father of a large family was trying hard to read the evening paper.

"What's that terrible racket in the hall, Martha?" he protested.

"One of the children just fell down stairs."

"Well," he replied, turning over another page of the paper, "you tell the children if they can't fall down stairs quietly, they'll have to stop it."

Personals.

Obituary.

Jeanne Parent, wife of Lionel Danse-reau, clerk of the French Journals of the House of Commons, died on November 2nd, aged forty-two years.

Cosmo T. Cartwright, formerly statistical officer of the Department of Mines, died in Kingston on October 27th.

Andrew Smith, of the Post Office Department, died on October 30th. He was a native of Brechen, Forfarshire, Scotland, and was born in 1839. He came to Canada in 1852, and entered the Government service in 1889. His widow, four sons and a daughter survive.

J. O. Bembe, late of the Department of Public Works, died on November 8th, aged seventy-one years.

Anna Eloise Roberts, daughter of J. M. Roberts, of the Department of the Interior, passed away in Toronto on November 8th, at the early age of twenty-one years.

Denis Killeen, connected with the Department of Public Works, died on November 8th, aged seventy-six years.

General.

Dr. T. A. Malloch, brother of the late George Malloch, who lost his life in the Steffanson expedition, has been accepted for Red Cross service, and has sailed for France.

R. M. Graham, of the Bridgeburg and St. Thomas Railway Post Office, who has been ill all summer, has not recovered sufficiently to be able to resume duty.

E. L. Horwood, the new chief architect, Department of Public Works, has assumed office.

George S. Hodgins, formerly assistant mechanical engineer of the National Transcontinental Railway at Ottawa, and Mrs. Hodgins, have taken up their residence in New York.

Mr. and Mrs. Collingwood Schreiber are on a trip to Prince Rupert.

Professor E. E. Prince, Commissioner of Fisheries, who spent the past four months in Australia and New Zealand, has arrived back in Ottawa.

Dr. T. B. Flint, clerk of the House of Commons, and Mrs. Flint, who spent several weeks in British Columbia, Seattle and Tacoma, have returned home.

Civil Service members of the Alliance Francaise were elected to many positions of honour and trust at the recent annual meeting. The officers of the organization for the ensuing year are: President, A. D. DeCelles; Vice-presidents, Dr. H. M. Ami and L. de Montigny; Joint Secretaries, J. L. K. Laflamme and R. A. Benoit; Treasurer, E. J. Lemaire; Advisory Board, Sir Charles Fitzpatrick, Hon. L. P. Brodeur, Senator Belcourt, Senator Poirier, Judge Constantineau, Nap. Champagne, J. de L. Tache, E. Deville, J. U. Vincent, Henry Watters, M. G. LaRoche, L. de G. Raby.

Mrs. C. E. Pearson announces the engagement of her niece, Miss Lena Derick, to Mr. Howells Frechette, of the Department of Mines. The marriage will take place quietly on Tuesday, December 15th.

David Ewart, I. S. O., consulting architect of the Department of Public Works, is on an extended official trip through the West.

Major and Mrs. Ernest W. Hubbell announce the engagement of their second daughter, Edith Morgan, to Captain Lionel H. Millen, of the 91st Canadian Highlanders, Hamilton.

E. Blake Robertson, Assistant Superintendent of Immigration, has gone to Vancouver, B.C., for special service.

The engagement is announced of Miss Isabel Grant, of the Insurance Department, to G. D. Finlayson, Superintendent of Insurance.

Athletics.

One reads with interest of our boys "in the trenches" making inquiry as to the standing of football leagues at home. The average Anglo-Saxon has the athletic spirit so deeply ingrained in him that even the horrors of war cannot efface it.

There is not a branch of sport which has not been affected by the present European struggle, which is rapidly becoming a world's struggle. Footballists, cricketers,

golf players and hockeyists are all vicing with each other to get to the front.

When the writer was in New York lately he heard of an Englishman there—in middle life—who had a most lucrative practice as a chartered accountant (netting him over \$20,000 per year), who threw the whole thing up, went home to England and enlisted as a private. He had never had any military training.

There is one feature connected with the enlistment of so many athletes, which is bound to redound to the credit of physical training. Lord Kitchener has made a special plea to them to come out, for the obvious reason that these men are so physically "fit" that they can render the most effective service to the Empire. Athletic training will always count.

Many of the best known football players in Ottawa, Hamilton, Montreal, &c., have enlisted for the war.

Mr. Gerald Lees, of Ottawa, formerly of Montreal, and one of the best known golfers in Canada, is already at the front.

SCHEDULE OTTAWA C. S. BOWLING LEAGUE.

Second Half.

- Jan. 18—Stationery vs. Observatory.
 19—Interior No. 2 vs. Ry. Lands.
 20—Bureau vs. East Block.
 21—Interior No. 1 vs. Customs.
 22—Mint vs. Rys. No. 1.
 23—P. O. D. vs. Rys. No. 2—2 to 4.
 Stationery vs. Int. No. 2—4 to 6.
 25—Observatory vs. Ry. Lands.
 26—East Block vs. Customs.
 27—Bureau vs. Interior No. 1.
 28—P. O. D. vs. Rys. No. 1.
 29—Interior No. 2 vs. Mint.
 30—Bureau vs. Customs—2 to 4.
 Observat'y vs. Int. No. 1—4 to 6
- Feb. 1—Stationery vs. Ry. Lands.
 2—P. O. D. vs. Mint.
 3—Bureau vs. Rys. No. 1.
 4—Interior No. 2 vs. Rys. No. 2.
 5—Stationery vs. East Block.
 6—Observatory vs. Customs—2 to 4.
 Lands vs. Rys. No. 2—4 to 6.

- 8—Int. No. 1 vs. P. O. D.
 9—Int. No. 2 vs. Rys. No. 1.
 10—Observatory vs. East Block.
 11—Stationery vs. Customs.
 12—Mint vs. Rys. No. 2.
 13—Bureau vs. P. O. D.—2 to 4.
 Ry. Lands vs. Int. No. 1—4 to 6.
 15—East Block vs. Rys. No. 1.
 16—Customs vs. P. O. D.
 17—Bureau vs. Int. No. 2.
 18—Stationery vs. Mint.
 19—Ry. Lands vs. East Block.
 20—Int. No. 1 vs. Rys. No. 1—2 to 4.
 Observat'y vs. Int. No. 2—4 to 6
 21—Stationery vs. P. O. D.
 22—Observatory vs. Mint.
 23—Bureau vs. Rys. No. 2.
 24—Ry. Lands vs. Customs.
 25—Int. No. 1 vs. East Block.
 26—Bureau vs. Ry. Lands—2 to 4.
 Observat'y vs. Rys. No. 1—4 to 6
 28—Int. No. 1 vs. Rys. No. 2.
- Mch. 1—East Block vs. P. O. D.
 2—Customs vs. Mint.
 3—Int. No. 1 vs. Int. No. 2.
 4—Rys. No. 1 vs. Rys. No. 2.
 5—East Block vs. Int. No. 2—2 to 4.
 Ry. Lands vs. P. O. D.—4 to 6.
 7—Stationery vs. Rys. No. 1.
 8—Observatory vs. Rys. No. 2.
 9—Int. No. 2 vs. Customs.
 10—Mint vs. Int. No. 1.
 11—Stationery vs. Rys. No. 2.
 12—Bureau vs. Observatory—2 to 4.
 East Block vs. Mint—4 to 6.
 14—Ry. Lands vs. Rys. No. 1.
 15—Int. No. 2 vs. P. O. D.
 16—Bureau vs. Stationery.
 17—Rys. No. 2 vs. Customs.
 18—Stationery vs. Int. No. 1.
 19—Observatory vs. P. O. D.—2 to 4.
 Customs vs. Rys. No. 1—4 to 6.
 21—Ry. Lands vs. Mint.
 22—East Block vs. Rys. No. 2.
 23—Bureau vs. Mint.

A Short Sermon.

I herewith discourse on
 The subject of sorrow:
 The troubles that kill are
 The troubles we borrow!

—Judge.