

**PAGES**

**MISSING**

# THE CIVILIAN

VOL. IX.

NOVEMBER 10, 1916.

No. 15

## Public Service Superannuation

*Discussion on the paper read by Mr. M. D. Grant, before the National Assembly of Civil Service Commissioners, Ottawa, June, 1916.*

Mr. DANA: I wish to ask Mr. Grant one question. Under the plan of a joint contribution by the Government and the employees, will the employee's interest in the general fund be earmarked as if it was a savings bank deposit?

Mr. GRANT: Not specifically. As I explained before, under certain conditions it will be equivalent to that. That is, the amount he had paid into the fund, with or without interest, would be kept track of with sufficient accuracy to enable a return of those moneys to him or his representatives in certain contingencies; otherwise he would be treated as one of a group, and the annuity or retiring allowance would be paid to him according to the facts.

The CHAIRMAN: The Massachusetts Act treats him as an entity and his account as a separate account.

Mr. DANA: The Committee of the National Civil Service Reform League which went into this very thoroughly for a number of years and obtained the advice of trained experts, and also the Massachusetts Commission which employed trained experts and the Episcopal Commission which employed trained experts, and the Episcopal church fund, after having employed experts, have gone on the principle that it is quite essential to have the fund earmarked. That might seem as if it did not amount to anything. But let us assume that, with interest compounded at the rate the Government would guarantee, the fund equals X dollars when the man reaches the retirement age, and then the benefits, whatever they may be, whether for his children or wife or himself, the benefits generally are based upon X dollars. That has this very great advantage: Just as soon as the mass of employees, who have great influence with Congress, find that there is a large fund—and of course it does not make any difference to him and to those who are going to retire within the next ten years what will happen to those who are going to retire within the next thirty or forty years—when they find that there is a big fund they are apt to reach out for extra benefits from that fund. That has been the history of a big fund that has been left without any earmarks as to the individual interests in that fund. This was one of the troubles with the great British fund that failed, and then when the British Government found that it was in the position that there was not money enough, that the fund had become bankrupt, they were morally bound to make a straight out-and-out pension system. This has had the bad result, as has already been pointed out, of, in the long run, amounting to an indefinite and indirect contribution which was more costly to the employee, as was proved before the Committee of Parliament that investigated it, than an out and out deferred annuity would have been. That seems to

be very important for if the sum is earmarked, if the benefits are limited by X dollars, let us assume that they are profits, reasonable benefits, all arranged for in advance and the constitutions have been based upon the age of persons of very nearly the same group so as practically to be based upon the age that in the long run, taking the lives of the people and their health, would produce the benefits required, and then there is no temptation on any individual or group of individuals to burden his own fund because he will not get anything more; he will just get the benefits which are there. But the temptation has been overpowering to members of Congress, that is to say to the Legislature, to grab benefits at the demand of interested persons on a fund which seems to them huge. They do not seem to be able to grasp the idea of the fund eventually becoming bankrupt. That is the history of legislation and if the past teaches us anything it teaches us that it is one of the greatest safeguards to the younger and middle-aged employees that the fund should be earmarked to each individual person as if it were a savings bank contribution which at a certain time would be enough to give them certain benefits to which they have been looking forward and which would be guaranteed by the Government.

There is one other thing on the side of the employees in connection with an efficiency system that I have not seen emphasized; that is the great injustice that is done to that particular employee who has become disabled and is not able to walk to the Government office. There may be some other clerks whose heads have gone to pieces but who can walk to the office. That man draws his salary. They do not like to dismiss him. But the other man whose head may be a great deal better and who would still be able to do some work for the Government is afflicted with such an infirmity that he cannot get to the office. He gets nothing. The man who can get to the office is retained on the principle that the Government employee should be treated leniently. That has been shown to be a very extravagant system, one that costs the Government a great deal with very little return. But I do not think that the immense injustice of the thing has ever been quite clearly pointed out. The man who gets to the office may draw that salary until he drops.

Mr. MEYERS: For your information I desire to state that the impression you are labouring under in reference to civil servants receiving salary during disability, as far as postal employees are concerned, is a mistaken one. They are forced to pay a substitute. They do not receive any salary when sick.

Mr. DANA: I understand that. I am referring to cases of old age. A man walks to the Department in Washington and is able to go there and get a little work done. He may be paid \$1,200 or \$1,500 a year, but he is not doing more than \$200 or \$300 worth of work. But somebody else in the Department who cannot go to the office at all and who is permanently incapacitated is quietly dropped. That is the case of injustice of which I am speaking.

There is one other thing about this joint contributory plan. I do not think it makes much difference whether it is joint or wholly by the employee, in the long run it takes care of itself I believe, if we can rely upon past experience. But there is this difficulty, that whereas the direct contribution under the English system of a direct pension came out of the employee, that was not based upon any accurate data and cost more than a deferred annuity would have cost him at the same time and in the same way. I cannot see why it would not be that the half of that which apparently comes off the Government is indirectly coming out of the employee. That is to say, as it was

proved before the Parliamentary Commission that a man thought it was a promotion to go from a \$1,200 position where there was no pension to a \$1,000 position with a pension, so here, where the Government paid one-half the cost, it would be a promotion to go from a \$1,200 position without a pension to an \$1,100 position with a pension. But still as the employee would pay one-half and the Government the other, they would both have a common interest in the fund and the evil would not be as great as under the British system. I would rather see the salary increased to a good part of the contribution and have it all come out of the employee. Then you could have it fixed on an absolutely scientific basis. If the Government contribute a part and the employees contribute part then it is not scientific but only half so. I find everywhere we go that this matter of efficiency is blocked by want of a pension system. The mayor of one of our cities said to me: These labourers are not worth half a day's pay, but what are you to do? The sentiment I think is immensely exaggerated. Many of these men have sons, some of them in the Government employment; many have laid up money and their sons can support them and not many of them would go to the poorhouse. But still the sentimental consideration is very difficult to overcome and it is difficult to devise any efficiency system that will meet this position. One plan suggested is that they should be graded according to the work they perform—\$2.50 for a full day's work; \$2.00 for four-fifths of a day's work, and so on. Then there would be some spur to compel that man to do this work. He would say: I am going to get that \$2.50 although I do not do the work. And so he becomes more and more lazy and inefficient because he knows that the man does not dare to turn him out. But if he felt that while he could not do the full day's work he could do two-thirds or three-quarters of a day's work and would be paid in proportion, he would at least keep up to the two-thirds or the three-fourths according to his ability and devotion. I think it is hard to get the public to appreciate that, and even then there is the difficulty of measuring the work done, the extra inspectors and the cost of measurement of work. Taking it altogether it seems to me that the cheapest and best way is to get a scientific retirement benefit system which will get rid of men in an honourable, just and fair way that will be humane and at the same time make the Service attractive.

The CHAIRMAN: I should like to see emphasis put upon two phases that have not been especially brought out to-day as essential to the success of a superannuation plan: One that the Government shall begin forthwith upon the adoption of such a plan; ought to contribute to the fund from year to year just as the employee contributes, so that the load shall not rest upon any one generation and the fund be ready for its distribution when the time comes; and the other that a Government must plan for a proper investment of the funds so that they shall produce their increment just as funds are used by an insurance company.

### WHEN WE WERE BOYS.

Willie's composition on soap: "Soap is a kind of stuff made into nice-looking cakes that smells good and tastes awful. Soap pieces always taste the worst when you get it into your eye. My father says the Eskimos never use soap. I wish I was an Eskimo."—*Christian Intelligencer*.

### A GOOD ONE FOR 1916.

Intrepid Widow: "Speaking of conundrums, Mr. Slocum, here's a good one. Why is the letter 'd' like a wedding ring?"

Procrastinating Bachelor: "Oh, I'm no good at conundrums."

Intrepid Widow: "You give it up? Why, because 'we' can't be 'wed' without it."—*Pearson's*.

## Civil Service Casualties.

### DONALD McKENZIE.

Donald McKenzie, a letter carrier attached to the Brandon post office, is officially reported to have died of wounds on September 23rd. He was thirty-five years of age and entered the postal service in 191. He enlisted for active service in March, 1915.

### W. G. RAYMOND.

William Gladstone Raymond, a clerk in the Brantford post office, and son of Postmaster W. G. Raymond, has been wounded. "Glad's" friends are glad to learn that his injury is slight. He went overseas with the 58th Battalion. His brother, Jack, is in England, a sergeant in the 125th "Brant's."

### HARRY JACKSON.

Harry H. Jackson, of the Vancouver post office staff, is reported to have been killed in action on September 16th,—the first anniversary of his enlistment for overseas service. He was twenty-three years of age and served in the overseas battalion of the 72nd Seaforth Highlanders.

### G. MALLAN.

G. Mallan, railway mail clerk of the Moose Jaw District, has been wounded. No details have been learned. Mallan entered the Service in 1909 and enlisted in August, 1915.

### HARRY WHITTICK.

Harry Whittick, a letter carrier attached to the Regina post office, was killed in action some time in September. He went overseas as a member of the 46th Battalion. He was thirty-two years of age and entered the Postal Service in 1911.

### W. T. B. MILLER.

W. T. B. Miller, a clerk of the

Regina post office staff, has been wounded. He is a member of the 68th Battalion.

### J. V. PREECE.

J. V. Preece, a clerk in the Regina post office, who went overseas with the First Canadian Division, and who has been an instructor in the bombing and grenade school, is reported to have been wounded in the foot. Before the war he belonged to the 95th Saskatchewan Rifles.

### WALTER JONES.

Walter Jones, another Regina postal clerk, who was also a recruit from the 95th Rifles, and who went overseas with the machine gun section of the 28th Battalion, is also reported wounded.

### GEORGE BLORE.

George Blore, porter in the Regina post office, was wounded during October. He belonged to the 68th Battalion.

### F. A. HANLEY.

Fred. Aubrey Hanley, who went overseas as a gunner in the field artillery of the 1st Division, died in an English hospital on November 1st from blood poisoning. He had been wounded in the face by a shell fragment on October 11th. Gunner Hanley was a son of W. R. Hanley of the Post Office Department, and has two brothers at the front. At the time of his enlistment he was employed by the Government in survey work.

### LIEUT. T. H. MACKINLEY.

Lieut. Thomas H. MacKinlay, 29th Battalion, who was reported to have been wounded on September 15th, died in hospital at Boulogne on October 26th. He was a Vancouver customs officer, twenty-nine years of

age, and entered the Civil Service in 1913.

#### J. E. MAUNDER.

John E. Maunder, wounded in the hands and face, is a Toronto letter carrier. He is a soldier of long and varied experience and wears medals for service in India in 1897-8 as well as both the Queen's and King's medals for the South African campaigns. He enlisted a year ago.

#### A. B. WARD.

A. B. Ward, an officer of the Toronto customs house, was wounded in the battle of the Somme, October 4th. Ward was taking part in his fourth engagement on that front and, according to reports, was just getting over the trench parapet to take part in a charge when shrapnel fragments struck him in the right thigh and put him out of action. He is in hospital and doing well. He originally belonged to the 81st Battalion, but transferred in England to a mounted rifle regiment.

#### FRANK L. HUFFMAN.

Frank Leslie Huffman, reported missing from his unit during the night of October 8th-9th, is an employee of the Department of Trade and Commerce in Winnipeg, under the Board of Grain Commissioners.

#### A. E. CHASE.

A. E. Chase, severely wounded in the shoulder, is a member of the Customs staff at Port Arthur. He enlisted with the 94th Battalion, but after going overseas was transferred to another unit. "Phat" Chase is well known in Port Arthur as a hockey, baseball and basketball player.

#### CAPT. S. M. HOLMDEN.

Cables announce that Captain Stewart Murray Holmden is in a hospital in the London district, suffering from shell shock. His injury

occurred late in October. Captain Holmden is one of the fighting sons of H. R. Holmden of the Archives, and, in civil life, is officer in charge of the Dominion meteorological station at Edmonton. He went overseas as adjutant of the 51st Battalion, but was transferred to the 75th. His brother, Rolf, wounded in September, is back on the firing line.

#### L. H. KERR.

L. H. Kerr, railway mail clerk, of Calgary, is a shell shock patient in an English hospital. Kerr went overseas with the Princess Pats. and has seen a lot of hard fighting.

#### LIEUT. J. A. NORRIS.

Lieut. J. A. Norris, despatch branch, Vancouver post office, has been wounded. He went overseas with the 11th Mounted Rifles.

#### W. W. HALL.

The name of W. W. Hall, of the Peterboro post office, is added to the long roll of postal service men who have given up their lives for the Empire. He enlisted in August, 1915, and the report received states that he died of wounds on September 22nd, 1916. He was thirty-six years of age and entered the postal service in 1914.

#### KEEP A-TRYING.

Say "I will" and then stick to it—  
That's the only way to do it.  
Don't build up a while and then  
Tear the whole thing down again.  
Fix the goal you wish to gain  
Then go at it heart and brain  
And though cloud shut out the blue  
Do not dim your purpose true  
With your sighing.  
Stand erect and like a man  
Know "They can who think they  
can."

Keep a-trying.

—*The Tatler.*

## Blood Drops of Heroes

When the woods at Kilmorie are scarlet and gold,  
 And the vines are like blood on the wall;  
 I dream of the faces, all pallid and cold,  
 Of our great ones who answered the call;  
 Like the bright autumn leaves,  
 Or the rich, garnered sheaves,  
 Our truest, our greatest, our all;—  
 For my heart beats in Belgium, or far France's wold,  
 When the woods at Kilmorie are scarlet and gold.

When the woods at Kilmorie are scarlet and gold, —  
 I see but the beauty of God;—  
 Not the small ways of men and the mean faiths they hold,  
 Like the blind worm under the clod;—  
 But the brave and the true,  
 Who knew but to do,  
 Like those glorious banners of God,  
 Arrayed on His hills, or at rest on His mold,  
 When the woods at Kilmorie are scarlet and gold.

When the woods at Kilmorie are scarlet and gold,  
 There's another dread harvest afar,  
 Where our greatest, our truest ones, struggle to hold  
 Back the modern world's Juggernaut car;—  
 And my heart only sees,  
 In the pageant of trees,  
 That horrible pageant of war,  
 Where God's men for righteousness strive as of old;—  
 When the woods at Kilmorie are scarlet and gold.

When the woods at Kilmorie are scarlet and gold,  
 And the vines are like blood on the wall,  
 I hear o'er the winds on the wood and the wold,  
 A bitter, insistent call;—  
 'Tis the cry of our slain,  
 Appealing, in vain,  
 For help, where the brave souls fall;  
 And its tragic demand doth the whole world hold,  
 When the woods at Kilmorie are scarlet and gold.

—*Wilfred Campbell.*

## The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.  
Names previously published—2,506.

### FIFTY-NINTH LIST.

W. B. Rose, Interior, Winnipeg, 61st Battalion.  
 Lieut. Colin Esdaile Richardson, Interior, Vancouver, 225th Battalion.  
 Albert Clark Ross, Interior, Winnipeg, 107th Battalion.  
 Dr. John Rankin, Interior, Halifax, C.A.M.C.  
 John Thoburn Ross, Interior, Winnipeg, 48th Battery, C.F.A.  
 Frank Bruce Robertson, Interior, Ottawa, 4th Universities Co.  
 Dr. R. T. Rutherford, Interior, New York.  
 A. B. Spence, Interior, Edmonton, 63rd Battalion.  
 George Sidney Smith, Interior, Saskatoon.  
 Norman McLeod Sutherland, Interior, Calgary.  
 George Hamilton Scougall, Interior, McLeod, Alta.  
 Frank Scrasse, Interior, Swan River, 45th Battalion.  
 Wm. Leonard Scandrett, Interior, Kamloops.  
 Francis Slaney Smith, Interior, Winnipeg, Canadian Engineers.  
 Leslie Ernest M. Shenton, Interior, Calgary, Australian Ex. Force.  
 Sergt. James Noel Simpson, Interior, Canora, 188th Battalion.  
 Clarence Gordon Simpson, Interior, Winnipeg, 184th Battalion.  
 Stephen Sales, Interior, Winnipeg, 108th Battalion.  
 Ernest H. Trederoft, Interior, Vancouver, 1st Pioneers.  
 Lieut. Harry B. R. Thompson, Interior, Calgary, 1st Pioneers.  
 Lieut. Geo. H. Taylor, Interior, Winnipeg, 34th Fort Garry Horse.  
 Lieut. Wm. T. White, Interior, Calgary, 1st Pioneers.  
 Sidney Wood, Interior, Winnipeg, 61st Battalion.  
 Wm. Harry Wallace, Interior, Winnipeg, 3rd Divisional Engineers.  
 Lieut. Geo. Herbert White, Interior, Calgary, Canadian Engineers.  
 Louis Gorham Young, Interior, Medicine Hat.  
 Rupert Hamlyn, Office of the Auditor General, Ottawa, 235th Battalion.  
 Andrew Leekie, Post Office, Davisville, 92nd Battalion (killed in action).  
 Joseph Steadman Henderson, Post Office, Moncton.  
 Norreys Allan Hunting, Post Office, Sherbrooke.  
 John Samuel James, Parcel Post Porter, Sault Ste. Marie.  
 Frederick Gordon Wood Jarvis, Post Office Dept., Ottawa.  
 James R. Johnston, Letter Carrier, Winnipeg.  
 Lieut. Gordon Simpson Johnstone, Post Office Dept., Ottawa, 207th Battalion.  
 Sidney Corbett Lyon, Post Office, Ottawa.  
 Walter Robert Manning, Letter Carrier, Edmonton.  
 George Wesley Martin, Letter Carrier, Sault Ste. Marie.  
 Sam. Monteith, Letter Carrier, Winnipeg.  
 Anthony W. R. Moxon, Post Office, Ottawa, Canadian Engineers.  
 Alexr. MacDonald, Post Office Dept., Ottawa.  
 Thomas McKee, Letter Carrier, Winnipeg.  
 Charles Alfred Neal, Letter Carrier, Edmonton.  
 Alzear Abre Needham, Post Office, Ottawa, Canadian Engineers.  
 David John Nicholson, Letter Carrier, Winnipeg.  
 William Albert O'Heron, Letter Carrier, Brantford, 125th Battalion.  
 John Charles Nelson Palmer, Post Office, Winnipeg.  
 Fred. Powers, Post Office, Winnipeg.  
 Joe Cadman Quin, Post Office, Winnipeg.  
 Laurance Oliver Randle, Post Office, Nanaimo.  
 Harry William Smith, Post Office, Toronto.  
 Levi Smith, Letter Carrier, Winnipeg.  
 Robert Sterland, Letter Carrier, Winnipeg.  
 A. Warner, Post Office Dept., Ottawa.  
 George Whelen, Post Office Dept., Ottawa, 207th Battalion.



# THE CIVILIAN

Devoted to the interests of the Civil Service  
of Canada.

Subscription \$1.00 a year ;  
Single copies 5 cents.

Advertising rates are graded according to position  
and space, and will be furnished upon appli-  
cation.

Subscriptions, MSS intended for publication, and  
all other communications should be addressed  
to:

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

Ottawa, November 10, 1916



## THE NATIONAL DUTY.

*I do now appeal most earnestly to the people of Canada that they assist and co-operate with the government and the directors of national service. To men of military age I make the appeal that they place themselves at the service of the State for military duty. To all others I make appeal that they place themselves freely at the disposition of their country for such service as they are deemed best fitted to perform.*

*And to the women of Canada I bid Godspeed in the manifold works of beneficence in which they are now engaged and I pray them to aid still more in every field of national service for which they may feel themselves fitted.*

*Let us never forget the solemn truth that the nation is not constituted of the living alone. There are those as well who have passed away and those yet to be born. So this great responsibility comes to us as heirs of the past and trustees of the future. But with that responsibility there has come something greater still, the opportunity of proving ourselves worthy of it; and I pray that this may not be lost.*

—Rt. Hon. Sir R. L. Borden.

## OUR BOYS

Previously reported:

Dead .....	101
Wounded .....	159
Prisoners .....	12

### DEAD.

R. R. HAGGETT.  
SAMUEL PORTER.  
J. H. PETLEY.  
W. W. HALL.  
DONALD McKENZIE.  
HARRY H. JACKSON.  
HARRY WHITTICK.  
F. A. HANLEY.  
LIEUT. T. H. MacKINLAY.

### WOUNDED.

D. MACKINNON.  
CLARENCE HOLT.  
PTE. R. COOK.  
J. JACQUES.  
PTE. CHERRY.  
A. B. WARD  
A. E. CHASE.  
CAPT. S. M. HOLMDEN.  
L. H. KERR.  
LIEUT. J. A. NORRIS.  
WM. G. RAYMOND.  
G. MALLAN.  
W. T. B. MILLER.  
J. V. PREECE.  
WALTER JONES.  
GEORGE BLORE.  
JOHN E. MAUNDER.

### COST OF LIVING.

It is bad enough to be compelled by high prices and low salaries to forego many of the things which we greatly desire, but to worry about being put under that compulsion does not help the case but only makes the trouble greater.

Somebody has said that there are two things we ought never to worry about—the thing that can be helped and the thing that cannot be helped. Of such is the cost of living. Where-

ever we can, by better administration of our affairs, get more of the things we really desire, we have cause for rejoicing and not for worry; and wherever, in spite of our best efforts, the things desired prove to be beyond our reach, we but face one more of those experiences which are the common and universal lot of humanity. In this latter case even the fox in the fable gives us a lesson, for he found some consolation in believing that grapes unattainable were grapes undesirable. We may not follow his reasoning, but if we set up to be wiser than he, surely our reasoning should be better and more helpful than his, and not the contrary. As Shakespeare's Rosalind puts it: "I'd rather have a fool to make me merry than experience to make me sad."

This is the philosophy of the individual as applied to any particular case. It does not at all counsel a mere hopeless acceptance of the general proposition that the cost of living may rightly be made a burden and a nightmare to some while to others it is a mere varying of the figures in drawing checks.

Our leaders in economic affairs do not promise us any improvement, on the contrary some of them assure us that, war or no war, prices are to be higher than ever.

Prices do not matter in themselves any more than any other forms of measurement matter in themselves. But if we of the salaried class allow those who make standards or set fashions in these matters to continuously burden us while benefiting others, we shall be worthy of the contempt with which we are so often treated.

Just what the remedy is to be may not be very clear at present, but that the present evils are to go unremedied is unthinkable.

What can't be cured must be endured, and we might as well make the best of it. But merely because

a man should remain cheerful under an attack of smallpox, that is not to say that all who are exposed to infection should allow conditions to remain that spread the disease.

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### WE CAN DO WITHOUT.

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*The Civilian* is in hearty accord with the movement to ban professional hockey during the coming winter. This country is at war. It has neither time, money nor enthusiasm to devote to professional sport of any sort. Amateur sports are permissible under such circumstances insofar as they are for the healthful development of participants and so long as they do not in any way detract from national service. Though there are many glib explanations, it is hard to understand how so many men are able to take part in strenuous contests on field or rink and are yet unable to join the army. Junior teams, school teams and teams representing military units are quite able to furnish all the hockey that Canada needs during the season of 1916-17. The much-advertised semi-military and semi-patriotic characters of certain professional organizations merely give them a flavour of false pretences.

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### HONOR TO THE WOMEN.

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Every woman in the Civil Service in Ottawa should esteem the privilege of belonging to the Women's Branch of the Civil Service Association. This organization does not advertise itself very much, but once in a while it issues a plain statement of work accomplished that commands unqualified praise from all quarters. Such a statement is contained in the annual report of the Branch and it is worthy of perusal. The devotion of the whole power and attention of this organization to war work is typical of what should be done by many other societies

that still cling to their social and amusement features. The splendid showing of work by the Women's Branch during the past year should attract to its ranks scores of new members and workers. A woman in the Civil Service who does not belong to this organization needs to have a good reason just now.

The Civil Service Club is no more and every civil servant should be sorry. The Civil Service should have a club in Ottawa. The late institution suffered from mistakes and misfortunes of various sorts, but it is noticeable that its bitterest critics are men who never did anything to help it and never made any useful suggestion for better methods in its financing or management. It is probable that the old club will never be revived, but *The Civilian* hopes that at no distant day a new club will take its place.

A considerable number of young men who were employed in post offices in towns and villages have gone to the front. As these men are not paid directly by the Post Office Department, that department has no record of them. Nevertheless they are as truly servants of the Dominion Government as if their pay cheques were made out in Ottawa. *The Civilian* has gathered the names of some of them for its Roll of Honor, and two or three have figured in the casualty list. The names of others are wanted. The editors make a special appeal to readers everywhere to send news of any such men that they may have knowledge of.

The Soldiers' Aid Commission, Ottawa Branch, wants to dispose of a thousand more buttons at \$1 each. It is said that several branches of the Civil Service have never been canvassed for the sale of these buttons. The editors of *The Civilian* are unable to say who is responsible for this neglect, and attention is called to it

merely that it may be rectified. The money that is raised by the sale of these buttons is not the only commendable feature connected with the work of the S.A.C. Wearers of the buttons are brought together in a brotherhood of patriotism and philanthropy and the wearing of the emblem by thousands of men on the street tells the returned soldier that his services and sacrifices are remembered with gratitude and that his interests will be well looked after.

### BETTER PAY.

Everyone must sympathize with those post office and customs house employees who are trying, with their families, to keep body and soul together on the very meagre salaries the minor officials receive.

The cost of living has been going up by leaps and bounds. To people with fixed incomes, this is tantamount to a frequent reduction of salary. Men in business for themselves are probably, in most cases, making enough in extra profits or a larger volume of trade to come out even. Holders of real estate can enlarge their income by raising rents. Men in the employment of private companies or persons may, and often do, secure relief by negotiation for higher pay, backed with the possibility of a strike.

But Government employees are peculiarly helpless. They cannot strike. They cannot swell the favorable side of the domestic ledger. They must take, and try to get along on, the sums attached to their positions, however pitifully small these may be.

That the Dominion Government should do something to alleviate their misery, all reasonable citizens will agree. To the objection that increases in salary would interfere with the system of gradual promotion, and that the cost of living may come down again after the war, it

may be replied that there is another way of meeting the situation. The Department of Labor knows exactly to what extent the cost of keeping a family has grown during any recent period of months or years. At least let a temporary bonus be granted in each case, graduated according to the decreased purchasing power of money.

The question is worthy of the most serious consideration by the powers that be. Scarcely fair is it that while evidences of prosperity abound on every hand, and indeed contribute to the squeeze, pinching want, or if not acute distress, should be felt by a very worthy class of the community.—Hamilton Spectator.

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### WAR PERSONALS.

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John B. Shipman, son of J. C. Shipman, of the Department of Public Printing and Stationery, whose wounding was reported in the last issue, returned to the firing line and was a few days later reported killed in action. He was but eighteen years of age.

Lieut. W. W. Brookfield, Department of Railways and Canals, wounded, is coming home.

Lieut. A. T. Ganong, mail clerk of the St. John District, wounded last April, is still in hospital in England.

W. H. Paynter, 21st Battalion, twice buried by shell explosions and now reported wounded, is a brother of C. S. Paynter, of the Printing Bureau, who is overseas with the 1st Artillery Brigade. Another brother, Oliver Paynter, was killed recently. The father of the boys is in the Engineers.

Lieut. Gus Stupart, son of Sir R. F. Stupart, director of the Meteorological Service, has died of wounds. He was not twenty-one years of age.

Lieut. Melbuorne O'Halloran, son of G. F. O'Halloran, Deputy Minis-

ter of Agriculture, has been wounded but is back on duty.

Corp. W. E. Raley of Lethbridge, dead of wounds, was at one time a temporary employee of the Civil Service in Ottawa.

Q. M. Serg't Ernest Holland, decorated with the Military Medal, is a son of Andrew Holland, the veteran Senate reporter.

Major H. A. Folkins, invalidated home, is in a Montreal hospital.

H. H. Pritchard, of the Niagara Falls post office, who went overseas with the 2nd Division as a bugler, has been successively made private, corporal and sergeant.

Lieut. H. E. Ball, 19th Battalion, a Toronto customs officer, who was wounded some time ago, has been discharged from hospital and is coming home.

Particulars of the deaths or injuries sustained by Messrs. Haggett, Porter, Petley, Holt, McKinnon, Cook, Jacques and Cherry will be found in "Branch Notes" in the Postal Journal.

G. P. Carr, the oldest letter carrier in Vancouver, is again in receipt of sad news from the seat of war. His son, J. P. Carr, has been wounded so severely that it was necessary to amputate both of his feet. Another son, Frank E. Carr, of the registration branch of Vancouver post office, was killed in action in the great fight at St. Julien on April 25th, 1915.

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### FROM THE FRONT.

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"Any able-bodied Canadian who hasn't done his bit, and after this war has the crust to live in Canada along with white men ought to be tarred and feathered. Of course, there are some that cannot come over here, but everyone can do something to help the cause along."—Pte. Jas. K. Pickard.

---

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

**MAIL BY AEROPLANE.**

Unless the sun decides to rise behind the clouds, next Monday morning, it will be one of the first to see the first aeroplane mail delivery between Chicago and New York. The delivery will consist of one sack of letters and post cards, weighing fourteen pounds, and numbering 100 letters and 1,000 cards.

If weather conditions do not permit the flight to be made on Monday, the start will be made on Tuesday morning, or upon the next favorable morning following. It is hoped by the backers of the enterprise that the mail, leaving Chicago at sunrise, will reach New York City by three o'clock the same afternoon, and will be delivered at the proper addresses upon the same day upon which it leaves Chicago.

Since the letters cannot be canceled until it is definitely known upon what day the trip is to be made, and since this will not be definitely known until the very hour of starting arrives, it will be necessary to cancel the letters on the aviation field at Worth, Illinois, from which the start is to be made.

For this reason a clerk from the Chicago post office with a steel hand-stamp will accompany the aviator to the field on Monday morning with the pouch of letters. If the start is to be made the clerk will cancel the letters on the field, place them in the pouch, lock the pouch and deliver it to the aviator, who will be sworn in as an employe of the post office by Miss Gertrude S. Larkin, roster clerk of the Chicago post office.

If the start cannot be made on Monday the clerk will return with the uncanceled mail, and return to Worth at sunrise on Tuesday, and this will be kept up until the start is made.

When is it a good thing to lose your temper? Ans.—When it is a bad one.

**DISABLED POSTAL SERVANTS.**

Much concern is being felt as to the future of postal servants disabled in the war. We learn that the following procedure is to be adopted with them. Disabled established officers are to be found light work on the lighter duties of their own class, on the duties of another established class, or on the duties of an unestablished class. In each case, if possible, he is to be employed at his own office, if not then at another. Disabled unestablished officers are to be dealt with in a similar manner, excepting that the order is reversed, and where employment cannot be found them on unestablished duties they may be employed on the duties of an established class. It is laid down that where a trial is necessary to show an officer's fitness for fresh duties, it should take place at his own office or town of residence.

—*The Clerk.*

**POSTMASTERS WANT MORE.**

A representative delegation of rural postmasters waited upon the Postmaster-General on October 26th to ask for an increase of remuneration. They claimed that they were not receiving pay proportionate to that of the city postmasters, having regard to the amount of work performed. Investigation of their claim was promised.

An incident of the postmasters' visit was the presentation to Hon. T. Chase Casgrain of a cheque for \$2,000, a subscription of the postmasters, to be devoted by the Minister to patriotic purposes. This makes \$13,000 that the postmasters' organization has contributed to patriotic funds.

The delegation was composed of H. E. Proctor, Secretary; J. V. Bourque, of Shediac; A. B. Foran, of Winona, and A. A. Wright, of Renfrew.

**THE WOMEN'S BRANCH.**

The Women's Branch of the Civil Service Association of Ottawa received most gratifying reports from its various officers and committees at the annual meeting. The energies of the organization were devoted, during the year, almost exclusively to war work and the few social events were made to assist the funds.

A mere recapitulation of work accomplished gives a good idea of how busy the women have been.

The following amounts were donated to Red Cross and war emergency funds:—To Belgian Relief, \$25; Canadian Prisoners of War Fund, \$90; Duchess of Connaught Prisoners of War Fund, \$100.00; to Sir Sandford Fleming Convalescent Home, \$40; French Peasant Fund, \$20; Serbian Relief Fund, \$70; to Y.M.C.A. huts at the front, \$25; to Soldiers' and Sailors' Buffet at Victoria Station, London, England, \$25; for bread to Prisoners of War, \$25; Waratah Convalescent Home for Canadian Soldiers' Fund, \$100; to Soldiers' Aid Commission, \$50; for support of a Civil Service nurse at the front, \$400; to the Ottawa Welfare Bureau, \$150.

During the year the organization's branch of the Red Cross Society has been responsible for the making of 502 pairs socks, 191 hospital shirts, 108 fracture shirts, 121 dozen pillow slips, 146 suits pyjamas, 95 sheets, 39 5/6 dozen towels, 67 scarves, 56 pairs wristlets, 13,040 sponges, 1,225 bandages, 4 gray flannel shirts, 9 wash cloths, 1 Balaclava cap, 2 dozen handkerchiefs.

Recently the members packed a large number of Christmas stockings for the soldiers in hospital.

Why is a dog clothed warmer in summer than in winter? In winter he has only a fur coat, but in summer he has a fur coat and pants.

**CLUB GOES UNDER.**

The Civil Service Club of Ottawa is being wound up.

The club was a private organization with a membership originally restricted to civil servants but afterwards extended to include men not members of the Service. It was organized about eight years ago and had a club-house on Mackenzie avenue. Then it moved to Bank street



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

**"Is Delightfully Refreshing"**

**"Cleans and Whitens the Teeth"**

**"Sterilizes the Mouth and Brush"**

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

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Send four cents for 10 days sample to  
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and finally to Metcalfe street. For a time it was a flourishing and popular institution, but during the past couple of years has had a run of hard luck. Financial losses, enlistment of its members in the overseas forces and other circumstances brought it into difficulties.

Some time ago a scheme of re-establishing the club with a large life-membership outside of Ottawa was adopted. The new life-members were to pay their membership fees in a lump sum and were to have the privileges of the club when in Ottawa. An experienced promoter of clubs and similar organizations was engaged as organizer and he employed his own canvassers.

One of these *agents of the agent* is alleged to have used improper arguments when soliciting memberships. The matter was reported to a member of the Government and a sub-committee of the Cabinet conducted an investigation. Four officers of the club were temporarily suspended but have been restored to their positions.

This additional trouble has spoiled the last hope of saving the club and its affairs are now in the hands of the court.

### NATIONAL MERIT REFORM WINS A POINT.

President Wilson has, after long correspondence with the National Civil Service Reform League, agreed to re-examine the league's demand for access to the eligible lists of the United States Civil Service Commission. How much or how little this means can only be determined by the result of the re-examination, but the President's decision to take the matter up again bears testimony to the respect which the work of the league has inspired.

"I will re-examine the matter to which you call my attention because

you request me to do so," wrote the President to Richard H. Dana, the head of the league. "I feel that that is something which I owe to the league out of respect for its activities."

The commission's position that the eligible lists established through its examinations are secret records is, of course, untenable. It overlooks the valuable precedent set by municipal and state merit boards making their lists public. It cannot be maintained under the light of investigation. The sooner the spotlight is turned on the more quickly will it show the truth or falsity of charges that political favoritism has been shown in the appointment of third and fourth class postmasters. And any effort to prevent the light from being lit would make a bad impression on the public.

### KEEPING TRACK OF IDEAS.

There are certain advantages in keeping memoranda of trains of thought. Systematic note-keeping is a valuable habit for every one. Ideas which come to us at times when we cannot make an immediate use of them are well worth considering at some other time. When such ideas are trusted to the memory they often slip out of mind and are not available when we might use them. There may be those who feel that they can carry in their memory everything they need to know, but for those who feel otherwise a note book has a great value.

It has been my plan, says a correspondent, to classify ideas and trains of thought under headings. Such thoughts as one may reasonably consider worth remembering for years, especially principles and policies, observations, illuminative thoughts, may profitably be recorded. Under the heading of "Talking," for instance, I have twenty-eight notes, one of which is the importance of correct

pronunciation, another the use of idioms, another that of drawing out reserved natures, another that of listening one's share. Under perhaps fifty headings, covering points of business, ethics, composition, analysis, and the like, I have from ten to sixty notes for each topic. To read over these notes brings to mind all the best thoughts I have ever had along any given line, and is a never-ending source of interest and help to me.

### OTTAWA CONVENTION.

November 21st is the date set for the annual convention of the Civil Service Association of Ottawa. This meeting is composed of the officers and members of the executive committee of 1916 and the members of the departmental advisory boards of 1916 and 1917. The annual reports will be presented and officers for 1917 elected. Each department is required to hold its own meeting for the election of a new advisory board before the date of this convention. Departmental representatives to the executive committee may be elected later. The place of holding the convention has not been selected, but those entitled to attend will be notified in due time.

### HOPELESS?

(Peterboro Examiner.)

The patronage system is one of the most wide-working and most corrupting influences of our political conditions. It is a tremendous wrong, no matter what party gives it effect, and it is too much to hope from human nature that one party will abandon it.

Seven quarts to the peck is the way some grocers measure their success.

## Correspondence.

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

### Coal Gas.

To the Editors of *The Civilian*:

Clerks employed by departments in the West Block are disgusted to discover the return of their old enemy—coal gas—with the advent of frosty weather. Last winter there were days when the odor of gas in certain of the offices and corridors was simply sickening and one might hazard a guess that the gas was not without responsibility for numerous "colds" and headaches. The question is, Who is responsible for the gas?

"WESBLOCK."

(This appears to be a matter for the attention of the Committee on Sanitation.—Ed.)

### GRINS vs. GROUCH.

To make "two grins grow where formerly dwelt a grouch" is, indeed, a subtle art, and one worthy our staunchest efforts. Long years ago, Helen Hunt Jackson told us that "Cheerfulness is a thing to be more profoundly grateful for than all the genius ever inspired or talent ever accomplished. Next best to natural, spontaneous cheeriness, is deliberate, intended and persistent cheeriness, which we can create, can cultivate, and so foster and cherish that after a few years the world will never suspect that it was not an hereditary gift." It is helpful counsel to-day, and especially applicable to the complicated task of home-making. —  
*Eleanor Robbins Wilson.*

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



**Personals.****General.**

DeBELLEFEUILLE—SENECAL.—A l'Eglise du Sacré-Cœur d'Ottawa, le 26 octobre 1916, a été célébré par le Révérend Père Villeneuve, O.M.I., le mariage de Marie-Amélie-Annette Sénécal, fille de M. C. Omer Sénécal de La Commission Géologique, avec M. Lionel DeBellefeuille traducteur à la Chambre des Communes.

Après une réception intime à laquelle n'assistaient que les parents, M. et Mme DeBellefeuille sont partis en voyage aux Antilles. Ils ne seront de retour dans la Capitale que vers la fin de novembre. Ethel Florence Dyde, only daughter of W. H. Harrington, superintendent of the Savings Bank Branch, Post Office Department, and Mrs. Harrington, was married on October 28th, by Rev. R. B. Whyte, to Major Fred. H. Honeywell.

**Obituary.**

Auguste E. Hudon, of the Department of Public Works, died on November 3rd, in his seventy-second year.

Ellen Elliott, relict of the late James Patterson, sometime Assistant Auditor-General, died on October 24th, aged eighty-two years.

Amelia E., relict of the late Dr. Archibald Blue, chief officer of Census and Statistics, died on October 28th, aged sixty-five years. Her two sons, Major Wm. A. Blue, of the Department of the Interior, and Capt. W. E. Blue, of Public Works, are both overseas.

Mrs. R. W. Ells, widow of the late Dr. Ells, the eminent geologist, died on October 28th at an advanced age. Two sons, Dr. R. H. Ells and Sydney C. Ells, survive.

Thomas Mitchell, for forty years in the postal branch of the Customs Service in Toronto, died on November 2nd.

James Skuce, father of Messrs. Milton, Orval and John Skuce, of the Civil Service, died on October 31st, in his sixty-sixth year.

J. J. Melanson, examining officer of customs at Bathurst, N.B., died on October 30th. He had been in the custom house since 1905 and was 51 years of age.

Joseph Cook, a customs officer at Hopewell Cape, N.B., died on October 28th. He had been employed by the Department since 1912 and was 74 years of age.

**ENGLISH HARD TO ACQUIRE.**

An Irishman, long resident in New York, sent for a friend in the old country to come over and improve his fortunes in the new world.

Meeting him at Ellis Island and getting him past the formalities of the immigration bureau, he thought he would give Dinny a "touch of high life."

They turned into a famous refreshment dispensary on Broadway—the prescription mixologist squared off and inquired—"Well, gents, what'll it be?"

Mr. O'Shea, with one elbow on the bar, and his foot on the rail, said—"Oi tink I'll have a cocktail—what's yours, Misther Shaughnessy?"

Mr. Shaughnessy—"Well, if it's all the same to yez, I'll take a bit of the brist or a leg—be jabbers, Oi don't tink Oi cud swally the feathers."

**SHE KNEW SHEEP.**

A city young woman went out to teach a country school. The class in arithmetic was before her. She said:

"Now, children, if there are ten sheep on one side of a wall, and one sheep jumps over, how many sheep will be left?"

Then up piped the little tow-headed daughter of a farmer:

"No sheep, teacher; no sheep."

"Oh, oh," cried the city young woman, reproachfully, "you are not so stupid as that; think again. If there were ten sheep on one side of the wall, and one sheep jumped over, nine sheep would be left; don't you see that?"

"No, no, no," persisted the child. "If one sheep jumped over, all the others would jump after. My father keeps sheep." Then, seeing the puzzled look on the teacher's face, the little tow-head explained, apologetically: "You know mathematics, teacher; but, you see, I know sheep."

## PASSING BY:—A SOLDIER'S POEM.

(By *Bombardier R. Bumpas.*)

A friend of the author has sent us this fine poem. He tells us that Bombardier Bumpas is a member of the Australian Contingent, who was wounded in Gallipoli, and after returning to the front was invalided back to hospital in Cairo, where he now lies.—London Star.

Yes! I went and joined the Army 'en I done my little bit,  
That's the bloke what put my pot on. Yes! I keeps 'im in my kit.  
Ho! 'e ain't a proper soft-nose, just the end off on the sly:  
'E's the only one what got me, but I've 'eard 'em passing by.  
God A'mighty! Yes, I've 'eard a-many of 'em passing by.

Passing by! Passing by! Wiv a little whistlin' sigh,  
"Nearly got you that time, Sonny, just a little bit too high,"  
Or a "crack" like "Jack, look out there! Keep yer 'ead down, mind  
yer eye!"

But thy're gone an' far behind yer'fore you'll 'ear 'em passing by.

Yes, I lay from Toosday mornin' till the Wensday afternoon,  
'En the Black Watch took their trenches 'en it woke me from a swoon.  
I was flamin' nearly mad wi' thirst 'en pain 'en fit to cry,  
But I cheered 'em as they trampled on me carcus, passing by.  
But they're gone an' far behind yer'fore you'll 'ear 'em passing by.

Passing by! Passing by! Trippin', fallin', getting nigh,  
Gettin' nearer to the trenches 'en you'd 'ear a Tommy cry—  
"Don't forget the Belgian wimmin, nor the little bairns forbye!"  
God! I wouldn't be a German when them men was passing by.

Then they gathered us together an' they sorted out the worst—  
What they called the "stretcher cases"—an' they tended to us first.  
They was overworked and crowded, 'en the Doc' 'ud give a sigh,  
"Hopeless, that case"—"That one also"—speakin' softly, passing by.  
God! they watched 'im, silent, suffrin', watchin' Hope a passing by.

Passing by! Passing by! Curt command an' stifled sigh.  
For it ain't no place for drama, an' a man 'as got ter die;  
'En I thought I 'eard a whimper an' a little soft reply—  
"Greater love than this hath no man"—someone speakin' passing by.

So they ships me off to "Blighty," 'en they stieks me in a ward.  
I was short a leg an' peeper, but they treats me like a lord.  
I'd allus bin a lonely bloke, an' so I used ter lie  
An' watch the fren's of other men continual passing by.  
Sisters, children, wives an' muvvers, everlastin' passing by.

Passing by! Passing by! Wiv a smile or wiv a sigh,  
Wiv their cigarettes en' matches, flowers or shirt or pipe or tie,  
'En one 'ud sometimes stop an' speak—I used ter wonder why—  
Cos I ain't no blame' Adonis, not ter notice, passing by.

I'm thinkin' if the angels 'ave a Union Jack around,  
 An' sticks it somewhere prominent when Gabriel starts to sound,  
 The people round that flag will be 'most half the hosts on High—  
 Then men who've passed, or waits to pass, or now are passing by,  
 Big 'earted men an' wimmen, white an' black a-passing by!

Passing by! Passing by! Just to keep that flag on high,  
 An' all that flag 'as stood for in the days that's now gone by!  
 An' when they pass before, I'm sure 'E'll listen to their cry,  
 An' 'E'll treat 'em very gentle, an' forgive 'em, passing by!

### PARIS WINDOWS.

(Mabel Bigler in New York Times.)

Six of a drizzling dismal January morning,  
 Into Saint Lazare slid the stuffy, puffing  
 train.

I rubbed a clear place on the stingy, steamy  
 window;  
 All I saw of Paris was a dim light in the  
 rain.

Where hid the Paris of my dreams and of  
 my Baedeker?

Poor as we, she seemed, through the un-  
 washed window pane.  
 You laughed—had I thought to see all  
 Montmartre, and the Venus,  
 And the tomb of Bonaparte, waiting at  
 the train?

That is all a long time past. France is in  
 the trenches;

We are traveled many a mile from the  
 gliding Seine,  
 But I often wake me of a dismal Winter  
 morning,  
 Thinking of the gallant lads fighting in  
 the rain.

What of our pomaded waiter—whose su-  
 preme ambition  
 Seemed to be to know the proper drink  
 for every thirst,  
 To fold the champignons, exactly, in his  
 matchless omelets?  
 He died crying, "Vive la France!"  
 when a shrapnel burst.

And the merry, chic cocotte? Pale, with-  
 out her rouge-stick,  
 Through an open window I can see her  
 bending down,  
 Binding up a bloody head, telling foolish  
 stories—

Rather ugly, wholly good, in her shape-  
 less gown.

Ah, but she is glorious, Paris in her  
 poverty!

Hear her sons singing in the morning  
 when it rains!  
 My feet tap the measure of "Allons, en-  
 fants!" in spite of me—  
 Lurks a drop of French blood somewhere  
 in my veins?

### A REAL GRIEVANCE.

Oh, there are men who sit and sigh,  
 Sincere in all they sadly say,  
 Because the months go dragging by  
 So slowly on their dismal way  
 Be sure the months don't drag for  
 me.

Too soon, alas, the now is then,  
 The day is here that brings no glee—  
 I've got to pay the rent again.

The rent I pay; then days of grace,  
 Of long drawn pleasure seem to tell.  
 I count them o'er with smiling face  
 And think I've won a breathing  
 spell,

But marching to a sprightly tune  
 They quickly leave the ways of  
 men  
 And so I find that all too soon  
 I've got to pay the rent again.

I'd love to drowse in lotus lands;  
 I'd love to loaf and take my ease  
 And dream and grin and fold my  
 hands

And do as little as I please,  
 No rest for me; I have to hop  
 And drag the shekel from its den.  
 I've started what I cannot stop—  
 I've got to pay the rent again.

—Chicago Daily News.

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Every fastidious dresser will delight in the possession of such garments.

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Baltic Seal Coats trimmed with Alaska Sable at \$195, \$220, \$267.50, \$275.

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**Fur Scarfs, Ties, Stoles, Collarettes and Muffs  
In Mink, Seal, Sable, Fox, Lynx and Mole,  
In All the Newest Shapes and Effects,  
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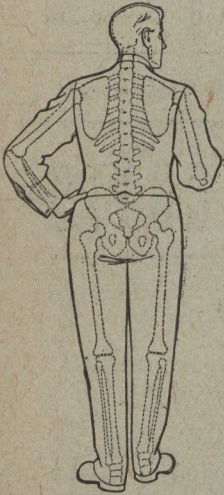
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Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

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

G. J. DESBARATS,

Deputy Minister of the Naval Service.

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

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# THE POSTAL JOURNAL

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

VOL. II.

NOVEMBER 10, 1916.

No. 3

The following, headed "Postal Clerks Are Underpaid," appeared in a recent issue of the "Industrial Banner":

The postal clerks in the Government employ will probably petition the Postmaster-General for an advance in the remuneration they are receiving in return for their services at the present time.

They point out, with the best of reasons, that there has been no increase in wage schedules in their department for a number of years past, while nearly every department in the postal service has been granted at various times considerable increases.

The purchasing power of a dollar bill has decreased at least fifty per cent since the prevailing schedule came into operation, so that as a matter of fact the remuneration of postal clerks, considering the value of their wages in the light of the amount of goods they will buy has been reduced at least one-half, until at present they are totally inadequate to allow a man to maintain his family in as comfortable circumstances as formerly.

The third class clerks start at \$600 per year and work gradually up to \$1,000, but a very large proportion of them never get out of the \$600 per year grade, which is a totally insufficient rate of wages to live upon with the price of commodities so abnormally high as they are at the present time.

At Fort William and all points to the west of that city the postal clerks are allowed a provisional allowance of \$15 extra per month because of the former higher cost of living in the west as compared with the east, but it is safe to assert that at the time this action was taken by the authorities the cost of living in the west was far lower than it is in the east to-day.

There is no doubt at all but what an increase in the wages paid to postal clerks in the eastern district at this time would meet with public approval. These men are unorganized, and perhaps it is for that reason they have been receiving so little consideration at the hands of the authorities; it might be to their advantage to take

pattern by the letter carriers, who are affiliated with the Trades and Labour Congress of Canada, and whose representatives are always courteously received by the Government and listened to attentively.

As the matter stands, The Banner is of the opinion that these employees of the Government, many of them filling most responsible positions, and receiving lower wages than the city of Toronto pays to its unskilled labourers, should receive more consideration. The Government should show a good example in its treatment of its employees both in regard to the hours of labour and the rate of wages they receive, and in this case it certainly is a hardship to ask employees to render loyal service on a rate of wages that only allows them to live half as comfortably as they formerly did.

As has been said, it is a case the Government should look into. The request made upon them is not unreasonable, and the postal clerks should be due to an advance in their rates of remuneration without further delay.

## TORONTO ET CAETERA.

"These men are unorganized, and perhaps it is for that reason they have been receiving so little consideration at the hands of the authorities."

The above is an extract from an article appearing recently in the "Industrial Banner," and which is reprinted in this issue of the "Journal." These words are written by a Toronto man and have reference to postal clerks and Toronto and eastern postal clerks in particular. We agree that it is most probable that the fact of our unorganized state is responsible for our present plight. Who's fault is it! If there were no organization of postal clerks in existence it would still remain our own fault since the remedy would be in our own hands.

In this case, however, the Dominion Postal Clerks' Association is already formed and awaiting your entrance so that postal clerks in Canada, as a body, no

matter where they work nor where they hail from, will be organized and thoroughly organized into one strong and efficient body of unselfish and determined men who are out to better their own conditions and also the conditions of Canada's postal service. We are speaking plainly but it's a time for plain speech, and nothing short of that will help us any. We must face the facts. Don't start in to blame anyone or anybody should you consider that you should be better off to-day than you are. Look closer at home. Neither the Department nor the Government nor the public are able to really determine what is needed. Yes, they are capable enough if they are given a fair chance to know how matters stand and what is required and considered reasonable. Are they given that chance! No, do you know what your children want when all start talking at once in different keys and about different sides of some matter or other? No, you say, let one speak at a time. It's the only logical method of arriving at any solution to any problem. Surely there are enough voices making themselves heard at all times throughout the country without one body of workers like postal clerks remaining content to allow their needs to be made known by tongues from every quarter. One for all and all for one should and must be our motto, as it is with the postal clerks to the south of us, before we can hope for any very different state of affairs than are in existence to-day. Be fair to the Administrators, to the country and to yourselves by seeing to it without delay that all postal clerks in the Dominion get together into one organizations. In this way our own conditions will be improved and also, as a consequence, the country's postal service will become more efficient and thorough. It can be proved without question that, in a vast majority of cases, the best organized labour is the most efficient. Those who work hardest for their own cause will usually work hardest for their employers. There is no absolute need for clerks to wait for their present local society to move in a body. It may be that your office wherever it may be has at present a society which in no way touches upon the vital matters which it is the business of such an organization as the Dominion Postal Clerks' Association to deal with. In such a case there is surely nothing to prevent any clerk from obtaining whatever information he desires with reference to the P.C.A. Did you ever hear of anything being accomplished without organization. Is not the Post Office Department one of the most important and biggest organizations in the country? How much longer is it to be said that postal

clerks are so much behind the times that they are not organized!

We have repeatedly stated that the west has no desire to hold the reins of this organization nor to have any more than its reasonable share of control. We are here to stand by every promise and statement made. Come boys, get together.

#### NOTES BY THE WAY.

In this issue we are publishing an article from the Toronto "Industrial Banner" on the subject of postal clerks and the increased cost of living. The fact that we reprint it does not necessarily imply that we agree with every point brought forward by the writer of this article, although, in the main, we are quite in accord with what is expressed therein. It is most refreshing to find a paper that shows its practical interest in the welfare of the public service and it is our duty to encourage and support all such efforts from whatever quarter they may come.

Since it is quite evident that some Toronto postal clerks are more or less directly responsible for this outburst of public opinion, these same clerks would do well to start a branch of our organization in Toronto without any more loss of time. That such a branch will be established we haven't the slightest doubt. What we especially urge is that it be started right now for at no other time will it be likely to be of more benefit to its members than in the very near future.

The certificate of appreciation for past services and for enlisting for overseas, which the Postmaster General is presenting to those of the staff who enlist, is a very fine piece of work and well worth suitably framing. All postal clerks, whether they are due for one of these cards or not, will thank the Postmaster General for this little thoughtfulness on his part, and in years to come the boys will have something to show those that come after them that their services to their country were appreciated by the Post Office Department and by the reigning Postmaster General.

Since this issue will be amongst us about the middle of November, it is highly probable that a heavy pressure of work will be starting without delay. Our Christmas rush will be heavier than usual and will be spread over a longer period owing to the tremendous volume of mail that can be relied upon to be sent to the troops. Never will offices have had to tackle such a heavy amount of work with such a small number of efficient and skilled clerks. No

matter what help is given us the burden is going to fall, and fall heavily, upon the experienced hands, and what is more those hands are going to see that the public suffer as little as possible. That is the spirit which all members of our association will work with during the trying weeks ahead of us. The time is coming when we shall be enlisting the public's sympathy and the Department's attention. Let us, therefore, show both of these bodies that we are justly entitled to their consideration and the best way in which we can do this is by putting our shoulder to the wheel with our utmost effort at a time when it will most assuredly be needed as it has never been needed before.

W. S. Simpson, the Saskatoon correspondent for these pages, has enlisted for overseas duty. No correspondent has been more regular nor more entertaining than has Mr. Simpson, and all our readers will wish him the best of good wishes while he is away upholding our country's cause and the proud record of the Saskatoon branch which is one to be honored by all our branches. Here's to you, William!

Keep in mind the fact that the returns of your branch's activities are now going in to the Organizing Secretary who is on the look-out for slackers. Get a good reputation, boys, for your branch's attendance records.

Just above we have been pleading for a man's best during the coming Christmas rush, from a departmental viewpoint. Now you are asked to pity the poor editor during December. If needs be, other association work can wait during the very heavy season, but not so the work for these pages. We desire to thank several friends for recent contributions and if they and a few others whom we know of will kindly keep up the good work for another week or two it will considerably relieve the strain that will be felt in the editorial department during the month of December.

Branch Notes in this issue show more men on the Honor Roll than at any time previously. Brandon, Saskatoon, Edmonton, Calgary and Prince Albert have all lost men, and Calgary, Edmonton, Lethbridge, Saskatoon have men on the wounded list.

A membership due card, in the form of a meal ticket, has just reached us and it is without a doubt the best idea that we have yet been shown. This matter will be treated more fully in a future issue.

It's easier for a woman to keep young ungracefully than to grow old gracefully.

## BRANCH NOTES.

### Sydney, N.S.

The learned readers of these few scattered notes will notice that this is the first time in the history of the "Postal Journal" that the Sydney branch of the Postal Clerks' Association have appeared in print, and, needless to say, we are like a great many others, just a little bit scared to make our debut.

Nevertheless, with the editor's kind permission, we have decided hereafter to take up a limited space in his valuable paper. We have always been of the opinion that without an association to back us up we would never receive much attention from the Department. Therefore, on the twelfth day of January, 1915, we took the final step that placed us on an even footing with the western offices by joining the Postal Clerks' Association, from which none are barred.

We hold a meeting once a month at which all important matters are brought up for discussion, then there is the annual meeting when the election of officers for the ensuing year takes place. Owing to the holiday season we have postponed our meetings, but are looking forward to the time when we can once more assemble to talk over the numerous little things that crop up in a short space of time.

The above is the story of our association, and it is our earnest hope that the many semi-staff offices both in the Western and Maritime Provinces who have not already joined will wake up to the cause by following their leaders in joining the ranks of our popular and fast growing association.

### Prince Albert.

The most important matter we have to report this issue is a sad one. It is with very deep regret that we announce the death of Stephen H. Thorson, a member of the railway mail service, who has been killed at the front. "Steve" was a familiar figure in this city and his loss will be severely felt. For a considerable time he ran on the S. R. & P. A. and his pleasant manner endeared him to a very large number of friends.

Very serious is becoming the high cost of living, if the language of some of our married men is to be taken notice of. Wood, our chief industry here, has taken a jump to \$6.00 per cord, and another advance is prophesied. Our married friends to the south might take a hint on this fuel question. The social side of the branch is asserting itself with the long winter evenings here. A team has been



selected to compete in the City Whist League and so far everything points to a successful season. That the P. O. boys are in earnest is demonstrated by the fact that they have won three out of the first four games and have no losses to date. A very important meeting is to be held shortly, it might have been held earlier but for the fact that our "legal light," that's our President, has been on holidays bringing in the spuds. Now that he is back he is looking for a full attendance. Our military adviser, George, is declared to be a veritable enigma by one of the staff, but in view of what your correspondent has gleaned this should read "Hoodoed Enigma." Words and music of "Where has my little dog gone," by Mr. Parks, can be obtained at all bookstalls.

#### Brandon.

It is with deep regret that we record the death of one of our members. Pte. T. H. Petley, better known as "Red," has made the supreme sacrifice in defense of King and Country. The only particulars that we have is that he died of wounds and his passing is very much felt by us all. He was a keen worker for the association, a man of kindly disposition and well liked by everyone. We echo the remarks of Mr. Talbot of Edmonton re the resignation of Mr. Black, and at the same time note with pleasure the appointment of Mr. Pickup, Fish and Chips, feeling sure that it will meet with the approval of all, especially those who met him at convention. We have been able to dig up six renewals for *The Civilian*, which in other words means the "Journal." We had hopes of more than that but three parts of our members are away on active service, so we did the best we could. Messrs. Bain and Cope are back in town for the winter from Camp Hughes and have paid us a visit. The dentist is nearly ready for business, so if you want your teeth fixed, boys, now is the time.

#### Victoria.

We deeply deplore the fact that not more men attended the meeting on Oct. 19th. Surely once a month is not too often for you all to come together to talk over affairs as they affect your daily life. An interesting letter has recently come to hand from Sergt. F. E. Petch, who is now in France and keeping well.

#### Regina.

It has been our custom in the past to report the proceedings of meetings or at least some of them in these notes. This is only to a degree a wise policy because

it has been discovered that not a few of our members are slothful in attending the meetings, knowing that they can get their information either through these pages or from the members who sacrifice the time to attend, but who indiscreetly do not remain 'mum' on matters that may have been discussed at the meeting. That all members are entitled to know how the association is progressing and what steps it is taking upon important matters is unquestioned. Nevertheless, it is a man's duty to attend the meetings personally and gain all the local information from the meeting itself, unless for some reason he is physically unfit to do so.

Get your knowledge of local affairs first hand, boys, don't receive it from any other member who, quite unconsciously, may give you a distorted or twisted idea, and we are sure that the proceedings will be enlivened and greatly added to by your presence. We will continue to write notes of our meetings, but remember that this is strictly censored and we cannot say what we would like to on matters of interest to the members.

A meeting called chiefly for the nomination of officers was held on Sunday, 8th. A goodly number were present and the debate at times reached lively proportions.

#### Calgary.

The October meeting of this branch may be placed on record as one of the best, if not the best, we have had since the branch has been formed. The evening was noteworthy for three things. First, the inauguration of the winter session by a smoking concert with talent obtained entirely by the entertainment committee from amongst the boys in the P. O. Secondly, the entry of over twenty new members from our office and from the P. O. I. and R. M. S. offices. Thirdly, the very effective christening of the Robinson and Linton hall, which will be our home for all association purposes for the next six months at least. The meeting opened with the usual business which was disposed of by 9 o'clock, and the concert held full sway from then on to 11.30 p.m. During an interval refreshments were served, being kindly donated by some of our own boys, and a short live address of welcome was given by our President and Chairman to the new members. The following contributed to the splendid programme and are heartily thanked for their services: Messrs. Boothman, Banks, Cherer, Sims, Aitken, Goode, Goldberg and Speechley. The writer believes that everyone present thoroughly enjoyed themselves and none were more satisfied than the entertainment committee

at the success which attended their initial efforts of the season. Look out for a "hum-dinger," boys, at the November meet. Who is the gentleman in the M. O. office who uses HAIR PINS or who carries them around with him. Some were found on the counter in that department recently.

Pte. R. R. Haggett, a member of this office, at one time on the G. D., but latterly on the Despatch, has been killed in action. Poor Haggett, who was 31 years of age, unmarried, was usually to be seen at the meetings of the association when not on duty, and being of a quiet and modest disposition, was well liked and got on well with all with whom he came in contact. He was a Welshman. Some of his people are still living in Wales.

We hear that Donald MacKinnon, of the Registration Department, is down with wounds, but have no particular information regarding same.

#### Lethbridge.

Time to publish notes comes round only too quickly when you have but little news. We were all sorry to receive word that Clarence Holt, our youngest member and first of the staff to enlist, has been wounded. He is doing nicely in an English hospital. Another of our staff, L. Close, being unfit for active service, he having broken his ankle before leaving England, has been transferred to the Canadian Postal Corps. We have had a meeting to decide when and how to send our Christmas parcels to our soldier members; the ladies are to arrange the purchasing of the socks, handkerchiefs, candy and gum, and 'Old Fogie' is to see about the tobacco part of the parcels,—strange, as it is, he is not a smoker himself. Thank you, "Heb," for your encouragement, don't wait for a convention to be held in Lethbridge to visit the —er official.

#### Saskatoon.

The October meeting was postponed one week as a number of our members whose presence is desired were unable to attend. A record turnout is expected at the delayed meeting. One of our boys is back from the front, D. Denholme to wit. Dave got shell shock, and the intention is to welcome him in a proper and fitting manner. Samuel Porter, letter carrier at this office, has made the supreme sacrifice. Our deep and heartfelt sympathy goes out to Mrs. Porter and the baby, whom Sam has never seen, in their terrible loss. A splendid specimen of manhood and a true patriot, he did his duty. W. Simpson, one of our best members, member of the executive and entertainment committees, and correspondent for the "Journal," has de-

ceded to go on active service. Good luck to you, old boy.

#### Edmonton.

Since writing last the price of Empire has been intimately brought home to us as the following list of casualties will show:

T. A. Kinnaird, who enlisted with the Lethbridge Batt., soon after the outbreak of hostilities, has made the supreme sacrifice, the first fatality to occur amongst our members. He was a clerk in the General Delivery prior to the war.

The following Edmonton P. O. clerks' names appear in the recent lists: Pte. R. Cook (Registration Dept.), missing from 8th Batt.; Pte. J. Jacques, 66th Batt. (Paper Desp.), missing, and Pte. Cherry, 51st Batt. (City Sortation), missing. The sympathies of this office are at one with the sorrowing relatives and friends of the above.

The October meeting of this Branch, held on the 16th ult., was what might be termed in all justice a rousing one, both in point of attendance and enthusiasm, the latter rising at times to a white heat. The Treasurer was kept busy issuing receipts and counting shekels. A proposal to raise subs. to go towards Christmas gifts for Our Boys in the trenches was adopted with élat as the "Eye Opener" would put it.

Tangible earnest of this idea soon found themselves clattering in a silvern sheen on the table in front of Bro. Goodall's Doomsday Book. We learn strictly on the side that Bill Duke found himself five dollars ahead at the close of the evening. "Tell it not in Gath, etc."

We understand that the railroads running east from here have cancelled their widely advertised cheap trip to Winnipeg, much to the consternation of one or two parties.

#### Winnipeg.

The annual general meeting of this branch will be held on Tuesday, 13th November, when the election of officers for next year will be held. Nominations received to date show that keen competition exists for the various offices. This may be because of the banner year Winnipeg expects through the convention being held here. The retiring officers will have the satisfaction of knowing that the affairs of the association will be in the hands of a capable administration.

The subscription list for *The Civilian* from the Winnipeg branch has increased from 64 to 80 copies as the result of a campaign by the Winnipeg agent. The agent has not had time to interview all the members about the advisability of sub-

scribing to the "Journal," but expects to get around and convince a few more of the worth of the magazine.

With the co-operation of the Winnipeg School Board about thirty members of the staff are attending evening classes with a view to taking the Qualifying Examination.

A committee has been appointed to supervise the packing and sending of Xmas parcels to the boys in the trenches. The funds for this purpose were raised by subscription and amount to nearly \$60.

Hats off to Big Jack Hare, he was recently presented with a bonnie girl to keep Charlie Neilson's company.

Frank Sutton's moustache had an upward trend about it recently. We are informed that it went that way whilst Frank was passing a Fish and Chip restaurant one day. We are pleased to observe that the said decoration has recovered from the shock,—and smell.

Don't forget the annual meeting. This means you! Look around your Department and bring along those pals who have been very conspicuous at the meetings by their absence.

#### ON THE 'PHONE.

Hello! that you, East? Good; this is West speaking. Thought I'd ring you up for a little chat, so seldom hear from you.

No, old man, to tell the truth, I'm always so very busy; haven't the time or energy to bother very much about that business you are always harping on. Can't seem to see the sense of it, either, all this association stuff.

Well, East, that's too bad; what keeps you so busy!

Oh, I belong to several things and on a number of bodies.

Well, well, that's interesting. What are some of them?

I belong to the Imperial Order of Choroasters. I tell you, that's a fine thing to belong to,—something really worth while. You see, we have so many members that we are able, at very little trouble or expense, to get great benefit. We get a doctor free and sick pay when we are sick and funeral expenses when we require them, and so on, and besides we have jolly evenings in a fraternal way.

Now, that's very funny. I don't understand the idea at all. Why don't you just save that money you pay them by putting it in the bank for when you are sick and need it!

Well, you crazy chump, what good would

the little bit I'm able to save alone do for me when I'm sick or in need of help. The whole idea is in having the number so that you can help each other.

Oh! Is that the idea? What else do you belong to and take any part in?

Well, I'm rather interested in the Porkton Ratepayers' Association. You see, the council gave us such a raw deal, didn't put us any car line or sewer nor would they build us a decent bridge over the creek near us until all we ratepayers in this district got together and made quite a kick. It's wonderful what a difference that made. Previously, I had written the council about the car line and my neighbor he kicked about a sewer and old Smith he was always after them about a decent bridge, but nothing ever happened until we formed this ratepayer's association and took matters up boldly in a body. Say, old man, you should get something like that working in your district.

Oh, you shortsighted old stick. Don't you see that these reasons you give for belonging to these affairs of yours are identically the same as the ones which I have been using in order to get you interested in the Postal Clerks' Association?

No! Are they? Well, indeed, so they are. Do you know that I have never before looked at it in that light? Glad you called me up, old man. I'll get in touch with the secretary right away.

Yes, do; and you might also tell the other fellow, will you? Thanks. Good-bye.

#### THE WIFE'S OBJECTIONS.

"My wife would raise objections if I should take a policy of insurance!" said a man to me one day.

"Well, well," I replied. "What would she raise if you died without any?"

"I dunno," said he.

"Well, I'll inform you then—blisters on her hands, debts she could never pay, a big crop of nervous worries, and the stings and burns and pangs of poverty."

"By Jove, I believe a policy is better than that; make it \$5,000."—*Ex.*

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