

PAGES

MISSING

THE CIVILIAN

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Relief is Now Expected

Minister of Finance Gives Sympathetic Hearing to Petition of Inside Service on Cost of Living Matter. Third Division Discussed.

The situation in regard to the desired increases of remuneration to the Inside Service at Ottawa has changed materially during the past ten days, and *The Civilian* is glad to be able to say that the change is decidedly for the better. There is now excellent grounds for hoping that the Government will take some steps at an early date to relieve the hard situation in which its employees have been placed by the unprecedented increase in the cost of living.

The Interview.

As forecasted in the last issue, the officers of the Civil Service Association of Ottawa have interviewed the Government on this, at present, all-important matter. The delegation was received at noon on December 28th by Hon. Sir Thomas White, Minister of Finance. Hon. Thomas Crothers, Minister of Labour, was also present. The Service was represented by President Walter Todd, Vice-Presidents E. F. Drake and A. DeB. Tremaine and Secretary J. C. O'Connor.

A memorial, setting forth the difficulties incurred by civil servants through the cost of the necessities of life increasing while salaries remained nearly, and in some cases quite stationary, was presented and was perused by Sir Thomas White with close attention. The memorial was a lengthy document and in it were quoted statistics on the cost of living obtained from reports of the Department of Labour and other reliable sources. Due attention was also given to the increase of wages in most occupations which have kept pace, in some measure, with the advance in prices. Increased rates of pay have been won largely by workers in occupations that permit of organization under labour union systems. The Civil Service cannot exert pressure in this way and is reduced to the necessity of asking its employers for free concessions. Banks, trust companies and other large employers whose employees are not organized into unions have granted their workers substantial advances in salaries, or bonuses.

In the United Kingdom and certain of the overseas Dominions, as well as in the United States, financial relief has lately been given to the lower-paid grades of public employees by the governments.

The memorial analyzed the position of different classes in the Service, showing that many men, being at their maximum salaries, have received no increases for several years, while the \$50 annual increase granted to others in the lower divisions figures out at a very small percentage on the salary and offsets to only a trifling extent the increase in the cost of living.

Passing reference was also made to the patriotic work and gifts of the Service in Ottawa.

Favorably Received.

While, as is usual on such occasions, the Ministers declined to give any promise of action, it was apparent that Sir Thomas White was much impressed by the arguments and facts set forth in the memorial. He expressed his sympathy, particularly with the lower-paid men, whose situation, he said, was very hard just now. The officers felt assured, by his words, that he would go into the matter thoroughly and deal with the claim upon its merits.

Third Division.

Incidentally (and rather unexpectedly) the Third Division question came up during the interview. The former memorial of the Association in that regard and Commissioner LaRochelle's memorandum were discussed. The delegation impressed upon the Ministers that the rescinding of the objectionable regulation would not involve one promotion or one cent of expenditure. Those matters would still be entirely in control of the different department heads. All that is asked is the restoration of the rights that several hundred civil servants were deprived of when the new regulations were adopted.

In this matter, also, Sir Thomas White showed a desire for full and accurate information. He mentioned certain administrative difficulties that would be encountered in a peremptory alteration of the regulation, but seemed to admit the justice of the petition and to be willing to assist in having it granted by the Government.

Very Hopeful.

On the whole, the members of the delegation felt decidedly encouraged as a result of the interview in regard to both the salary and Third Division matters. Undoubtedly substantial advancement was made with both.

After careful inquiries made in different quarters, *The Civilian* anticipates that the Government will take up the salary matter at an early date and that during the session of Parliament which opens this month some measure of relief will be granted to at least the lower-paid classes of the Inside Service.

In the Third Division question success may not be so near, but the line of action to be followed is more clearly outlined now than ever before. The difficulties to be overcome are to a large extent technical and the Association must devote its energies to the removal of these obstacles from the path of justice.

TORONTO CUSTOMS NOTES.

Mr. W. Dunlop, one of the outside appraisers, had the misfortune the other day to get his foot badly bruised by a large case falling on it. It will lay him up for a couple of weeks.

The mother of Mr. E. W. Miller, Dominion appraiser, died at Whitechurch a few days ago, in her 88th year. She was one of the early settlers of Bruce county, and was the

last surviving member of a long-lived family of six sisters and one brother, whose average age exceeded eighty-three years. Two of her sons are clergymen in Vancouver, and two of her daughters are ministers' wives.

The many friends of Mr. W. Gann will regret to learn of the serious illness of his wife, who has been in the hospital for a couple of weeks, with seemingly very little hope of recovery.

Civil Service Casualties.

LIEUT. C. H. B. COOPER.

Lieut. Colin H. B. Cooper, Royal Engineers, formerly in the employ of the Geological Survey, died on November 20th of wounds received on the 1st of the same month. He is referred to at length elsewhere in this issue.

J. F. P. FOSTER

John Fleming Percival Foster, missing, was attached to the staff of the Deputy Minister of Public Works. He took the place vacated by Stanley Cooch, who went to the front early in the war and was killed in action in 1915. When the 87th Canadian Grenadiers battalion was raised in Montreal, Foster enrolled. He is missing since November 18th,—having been in the army a few days less than a year.

LIEUT. R. G. CRAWFORD.

Lieut. R. G. Crawford, of the Princess Patricia's Canadian Light Infantry, killed in action some time ago, was an employee of the Department of Public Works when the war broke out and resigned his position in order to go to the front.

N. H. ABBOTT.

N. H. Abbott, who also threw up a position with the Department of Public Works to enlist in the overseas forces in 1914, has likewise laid down his life for his country. Record of his rank and battalion have not been secured by *The Civilian*.

PERCY G. HESSON.

Sergeant Percy G. Hesson, formerly of the 94th Battalion, the Port Arthur customs officer reported in the issue of December 8th as having been dangerously wounded, died at No. 23 Casualty Clearing Station on December 9th. He was twenty-nine years of age, entered the customs service in 1911, and enlisted in March, 1916.

LIEUT. S. JARRETT.

Lieut. Samuel Jarrett of the Durhams has been killed at the front. When the war broke out he was a postal employee at Regina and was a recruit of the 95th Saskatchewan Rifles for the First Division. He received his commission in the British regiment after arriving in England.

H. R. WOODMAN.

Harry Reginald Woodman, a Hamilton letter carrier, who enlisted for overseas service on November 1st, 1916, died on December 6th.

H. O. FILION.

Hector O Filion, 2nd Battalion, C.E.F., is now posted "considered dead for official purposes" by the Department of Militia and Defence. Filion was a clerk in the Statistics Branch of the Department of Customs. At the outbreak of the war he was a recruit from the Governor General's Foot Guards to the First Division, C.E.F. He was reported missing on May 15th, 1915, and since that time there have been conflicting reports concerning him. He was said to be wounded and a prisoner, but none of the rumors were confirmed and hope that he is alive is now abandoned.

LIEUT. J. B. BROPHY.

John Bernard Brophy, Jr., lieutenant in the Royal Flying Corps, was killed by the fall of his machine at Kirton-on-Lindsay, Lincolnshire, England, on Christmas Day. "Don," as he was popularly known, was a member of the staff of the Forestry Branch, Department of the Interior, and had been connected with the Civil Service since 1909. He was an Ottawa boy and had just passed his twenty-third birthday. "Don" was well known as an athlete. His great game was rugby, but he also played

hockey and baseball well. As a flying-man he did good service and his exploit of rescuing a Toronto aviator from disaster by killing his Hun assailant was told of in *The Civilian* a short time ago. "Don" will be much missed and his memory held in high honor in the Civil Service.

LIEUT. H. J. DAUBNEY, M.C.

Lieut. Harry Johnson Daubney, wounded, and now in hospital at Manchester, Eng., is referred to elsewhere in connection with his winning of the Military Cross.

A. C. PRIOR.

Arthur Charles Prior, a letter carrier attached to the Toronto post office, was killed in action in France on October 4th. Deceased had been on active service since November 5th, 1914, when he enrolled as a recruit with the Queen's Own. He was twenty-eight years of age and entered the postal service in 1913.

GEO. BANGERTER.

Sergt. George Bangerter, 3rd Pioneers (formerly 48th Battalion), slightly wounded on September 29th, is a Public Works man.

G. J. CUMMINGS.

George John Cummings, 16th Battalion (formerly 101st), a Public Works man from Winnipeg, has been missing since September 25th.

F. H. DALRYMPLE.

Sergt. Fred. H. Dalrymple, 54th Battalion, another Public Works man, was admitted to the Brock War Hospital at Woolwich on October 28th with a shrapnel wound in the arm.

THOS. GERARD.

Thomas Gerard, of the Public Works, who went overseas as regimental quartermaster sergeant of the 8th Mounted Rifles, has suffered an unspecified casualty and has been invalided to Canada.

J. J. McDONALD.

John James McDonald, 25th (formerly 40th) Battalion, a Public Works man from Glace Bay, has been on the casualty with shell shock, but has returned to duty.

GEO. M. SMITH.

Lance-Corp. Geo. M. Smith, of the Coutlee engineering staff, Public Works, Ottawa, serving in the 2nd Divisional Ammunition Park, was admitted to hospital in August with a broken collar bone.

JOS. WHEATLEY.

Joseph Wheatley, a Public Works man from the West who went overseas with the 47th Battalion, was admitted to No. 11 Stationary Hospital at Rouen on November 13th with a gunshot wound in the left leg.

WAR PERSONALS.

Wm. Turnbull, senior clerk in the customs house at New Westminster, whose name appears in the Roll of Honour as a recruit of the 131st Battalion, will be remembered by Eastern hockey fans as a member of the team that took the Minto Cup away to the West some years ago. He was also the star third home man of the Westminster lacrosse team.

Maynard Stansfield, missing, is a son of the late J. Stansfield, postmaster of the House of Commons.

Capt. H. B. Scharschmidt, 7th Battalion, promoted to be major, is a Vancouver customs officer. He has done conspicuously gallant service at the front and has been wounded.

Bernard Muddiman, of the Department of Public Works, who went overseas with the 21st Battalion, is now an officer in the British "new army."

Capt. R. W. Powell, M.C., is home on leave while recovering from a serious injury to one of his eyes.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names in previous lists—2,729.

SIXTY-THIRD LIST.

G. C. Blair, Customs, Calgary, 78th Battery, C.F.A.
 Vincent Bromley, Customs, Vancouver, 242nd Battalion.
 F. M. Burns, Customs, Vancouver, 68th Battery, C.F.A.
 Samuel Carberry, Customs, Winnipeg, 76th Battery, C.F.A.
 John E. Cook, Customs, Vancouver, 68th Battery, C.F.A.
 Percy Dallin, Customs, Portage la Prairie, C.A.M.C.
 R. M. Davies, Customs, Vancouver, 242nd Battalion.
 H. B. Davis, Customs, Toronto, C.A.S.C.
 Robert Gallaher, Customs, Vancouver, 68th Battery, C.F.A.
 Lieut. J. J. Gendreau, Customs, Lake Megantie, 178th Battalion.
 E. B. Hanright, Customs, Halifax, 14th Brigade, C.F.A.
 Lieut. J. B. Hanway, Customs, Moose Jaw.
 C. F. Harrison, Customs, Vancouver, 68th Battery, C.F.A.
 G. J. Huestis, Customs Dept., Ottawa, 207th Battalion.
 P. W. Johnson, Customs, Ottawa, Signallers.
 H. J. Lloyd, Customs, Brantford, 215th Battalion.
 A. F. McEachern, Customs Dept., Ottawa, 207th Battalion.
 J. H. McKibbin, Customs, Edmonton, C.A.M.C.
 Edward F. O'Brien, Customs Dept., Ottawa, 74th Battery, C.F.A.
 W. E. Roscoe, Customs, Winnipeg, C.A.M.C.
 W. P. Scott, Customs, Winnipeg, 30th Battalion.
 P. D. Stone, Customs, Medicine Hat, 175th Battalion.
 C. A. Tossell, Customs, Vancouver, 121st Battalion.
 Wm. Turnbull, Customs, New Westminster, 131st Battalion.
 S. H. Walker, Customs, Vancouver, 68th Battery.
 C. P. Wetmore, Customs, St. John, N.B., C.A.M.C.
 A. N. Saunders, Customs, Toronto, R.V.C.N.R.
 Lieut. B. A. Nevill, Customs Dept., Ottawa, 99th Battalion.
 William Ballantyne Bain, Post Office, Brandon.
 Percival Montague Barker, Letter Carrier, Vancouver, 68th Battery, C.F.A.
 William James Bartlett, Letter Carrier, Toronto.
 Edgar William Brice, Letter Carrier, Toronto.
 George Emmerson Angus Bristow, Railway Mail Clerk, Calgary District.
 Robert Bruce Brooks, Post Office, Peterborough.
 Frank Broughton, Letter Carrier, New Westminster.
 Richard Murray Clamp, Mail Transfer Agent, Vancouver District, R.V.C.N.R.
 Alex. Marshall Cock, Post Office, Prince Albert, 243rd Battalion.
 Edward John Coyle, Post Office Inspector's Office, Edmonton.
 William Alfred Edwards, Letter Carrier, Ottawa.
 John Adrian Gough, Letter Carrier, New Westminster.
 Francis Wood Heard, Letter Carrier, Toronto.
 Miss Alice Houston, Post Office Dept., Ottawa, V.A.D. Nurse.
 John Kelly, Railway Mail Clerk, Calgary District.
 John McDell, Letter Carrier, New Westminster.
 William G. Parish, Post Office, Ottawa.
 Frederick William Bond Press, Letter Carrier, New Westminster.
 Kenneth Edward Pooke, Letter Carrier, Vancouver, 68th Battery, C.F.A.
 John Puckett, Parcel Post Porter, Prince Albert.
 Eric Arthur Roy, Railway Mail Clerk, Ottawa District.
 William Elmore Scott, Post Office, Edmonton.
 Arthur Daniel Simonson, Post Office, Edmonton.
 Lloyd Ellwood Smith, Letter Carrier, Brantford, 215th Battalion.
 Joseph Swarbrick, Letter Carrier, New Westminster.
 Hugh Valentine, Mail Transfer Agent, Moose Jaw District.
 William Whyte, Letter Carrier, Prince Albert, 243rd Battalion.
 William G. Woodward, Letter Carrier, New Westminster.

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THE NATIONAL DUTY.

The vigorous prosecution of the war must be our single endeavour, until we have vindicated the rights so ruthlessly violated by our enemies and established the security of Europe on a sure foundation.

In this sacred cause I am assured of the United support of all my peoples. I pray God may give us His blessing.

—George V, R. and I.

What of the war?

When I left England they looked forward to no early termination. The opinion of Sir William Robertson, Chief of the Staff, appeared to be that we were not more than half way through. The war, he said, would be won only by hard fighting and the time had come for setting our teeth. All would go well if we did the right thing at the right time. The British people are prepared for any sacrifice. . . . Whether the struggle that lies before us is short or long, they will see it through.

—Sir Thomas White.

In this war the soul of the Empire has put on its armor and gone forth to conquer or to perish.

—Lord Curzon.

OUR BOYS

Previously reported:

Dead	140
Wounded	212
Prisoners	13

DEAD.

LIEUT. C. H. B. COOPER.
LIEUT. R. G. CRAWFORD.
N. H. ABBOTT.
PERCY G. HESSON.
LIEUT. S. JARRETT.
HARRY R. WOODMAN.
HECTOR O. FILION.
LIEUT. J. B. BROPHY.
A. C. PRIOR.

WOUNDED

LIEUT. H. J. DAUBNEY.
GEORGE BANGERTER.
F. H. DALRYMPLE.
THOS. GERARD.
J. J. McDONALD.
GEO. M. SMITH.
JOS. WHEATLEY.

HALF WAY THROUGH.

The utterances of Sir Thomas White since his return from England have been of a character to make Canadians think. Sir Thomas is fresh from conferences with the Imperial Government and no man in Canada has such present first-hand knowledge as he of how the war situation looks from London.

What does Sir Thomas say?

“It appears to be the opinion of Sir William Robertson that the war is no more than half through.”

Who is Sir William Robertson? The man who rose to power under Kitchener and who has been the practical head of the British army since his great chief's death.

Sir William Robertson speaks whereof he knows and it may be assumed that Sir Thomas White's utterances are with like authority. The

people of Canada must ponder them. What do they mean? Facing two and a half more years of war, what must Canada do?

Not least among those who must think and act are the civil servants. The year is ushered in with a solemn warning. The Service must heed and must resolve upon a new and greater effort of national service than anything heretofore attempted. Every man and woman must be devoted to the cause.

First and foremost, and overshadowing all other national needs, is the need of fighting men. The Civil Service in Ottawa, if it is going to hold its creditable position in the country, must put several hundred more men into khaki before summer. If they are not forthcoming the effect upon the whole Service will be serious.

The furnishing of these men is primarily the business of the fit and free element in the Service, but a large responsibility rests as well upon the chiefs of branches and the deputy ministers. It must be clearly understood in every Government office just what men of the staff can be spared for military service. And the classification of "indispensables" and others must be carefully and honestly made. No chief should conserve his staff by the subterfuge of classing all his able-bodied men as "indispensable" and offering to let the physically unfit men go; and no Government officer of any rank should presume to declare any man to be fit or otherwise except on the authority of a certificate from a *military* examining surgeon.

The Civilian has contended, and still contends that, during the first two years of the war the Civil Service did its full part. But we are now in the middle of the third year of war and the necessities of this year set an entirely new standard of requirements,—a standard by the measure of which previous years' accomplishments appear to be altogether inadequate.

The Civil Service must not rest on its oars for one hour. More men must be given to the army, and at once.

How are they to be secured?

Let the recruit be the honoured man wherever he goes and let the real slacker be made to feel the smart of the stigma that is on him. Let the gospel of national service be preached and talked and practiced in every office and a new determination that the Civil Service shall do its whole duty be made everywhere apparent.

The Civil Service needs a revival of its patriotic enthusiasms. Let the revival begin right now.

THANKS!

Commencing with this issue, another year's work in the interests of the Civil Service of Canada, *The Civilian* begs to express its thanks to the correspondents and friends generally, in all parts of Canada and overseas, who have assisted in its work in the post. To properly discharge the function at which it aims, this journal must be, in some respects, a co-operative undertaking. The editors desire at all times to have the news and views of the whole Service expressed in correspondence from representatives of every department, class and city. Many friends have realized that in this there is both a need and an opportunity and have done their part in fulfilling both. To these the editors are deeply grateful. It is hoped to greatly increase the circle of correspondents during 1917. *The Civilian* wants more Civil Service news from all parts of Canada,—particularly from the big cities,—Montreal, Toronto, Hamilton, London, Winnipeg, Edmonton, Vancouver and others. Especially is news of the boys at the front desired. Who will volunteer to join the circle of Civil Service boosters and earn *The Civilian's* thanks a year hence?

That useless Christmas present! Send it to the Superfluity Shop to be sold for the soldiers aid funds.

“Not what we *give*, but what we *share*,” is the test for giving to the Patriotic Fund. What will we share with the soldier’s lonely wife and little ones?

Don’t borrow a *Civilian*. It makes you look “cheap.” *The Civilian* is cheap in the real meaning of the word. Have your own copy; take it home; read it at leisure, and lay it away for reference,—or send it to one of the boys of the Service now at the front.

Don’t lend your *Civilian*. If every subscriber did that the circulation would fall so low that *The Civilian* would have to go out of business. Any man or woman who is sufficiently interested to read *The Civilian* is surely willing to pay the small subscription price and secure a copy, each fortnight, for him or herself.

What the Civil Service did in 1915 and 1916, in the way of furnishing men to the army, is to the credit of the men who enlisted then. We are now in 1917 and nearly the middle of the third year of the war. The recruiting record for 1917 must be made by the men *now in the Service*.

The Ottawa Women’s Canadian Club is appealing to the women of the city to do more sewing and knitting. Women of the Civil Service are doing a lot of such work, but a few are still doing lace and embroidery in their leisure hours. There’s a time for all things. Soldiers don’t like socks that have openwork heels and toes, nor do they long for embroidered pyjamas or lace-edged towels. Canadian women’s national duty doesn’t lie in increasing the output of fancy work just now.

The record of “Our Boys” in the last issue of *The Civilian* was a re-

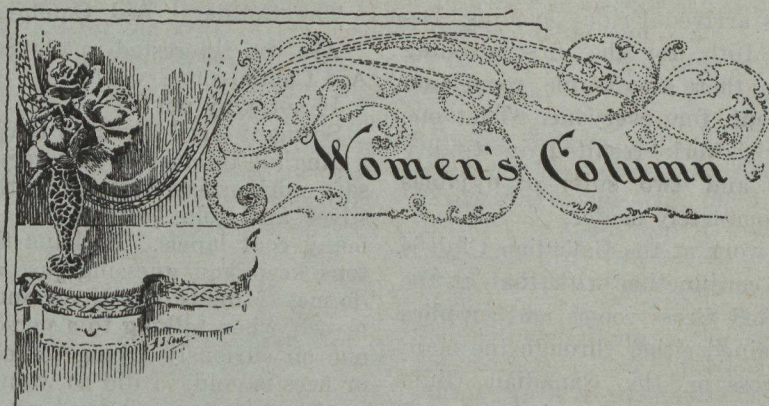
buke to hundreds of readers. *Nine dead and not one wounded* were recorded. To maintain the proportion usual in casualty lists, there should have been fifty or more wounded reported. A great number of civil servants seem to take so little pride in the men who have gone to the front that they don’t trouble to repeat the news of a casualty occurring to them. That’s not the way to encourage recruiting.

Dr. Robertson’s reply, in Ottawa newspapers, to the widely-circulated story of a sweater that went astray in the Red Cross establishment, should settle the thing. It is now “up to” anyone who repeats the tale to “put up or shut up.” Its carefully-concealed origin was alone enough to make prudent people regard it with suspicion. Those who circulated it were largely of the class who seek an excuse for their own failure to take part in Red Cross or any other patriotic work.

“Agriculture is organizing.” This word from one of the big departments of the Service in Ottawa is most welcome. The Department of Agriculture, with its numerous technical branches and the high percentage of professional men on its staff, should furnish the Civil Service Association with some splendid representatives and officers. It is to be hoped that the lamentable spectacle of such a great potential force remaining entirely unutilized, as was the case last year, will never occur again.

Hiram Cox, of Vancouver, a discharged veteran of the 16th Battalion, pleads with the stay-at-homes to write to the boys at the front. Hiram has been there. He knows what a letter is worth to a man in the trenches.

Excess of anything—even beauty—is a mistake; it costs so much to keep up.



Red Cross Social.

The next Red Cross Social of the Women's Branch of the C. S. Association will be held on Monday evening, January 8th, in the lecture hall of the Y.W.C.A.

All women of the Civil Service, whether members or not of the Association, are cordially invited to be present. Come armed with thimble, needles and scissors or knitting needles and the Red Cross Committee will be there, ready with it smaterial for the attack. At the last social in December we had fifty present.—let's make it seventy-five or a hundred this time! Not only will we accomplish much work, but at each meeting we make happy discoveries of such charming women in the Service. Come and give us the pleasure of discovering you. Perhaps you will discover us, too.

Besides the usual business some interesting diversion will be arranged for and the women of the Naval Service will serve cake and coffee.

Red Cross Activities.

Every afternoon from 5 to 6.30 o'clock many women of the Civil Service are to be found busily engaged in their Red Cross rooms in the Hope Building. These two rooms have been loaned, for the purpose of Red Cross work, by Mr. Hope to the Women's Branch of the C. S. Association.

Miss Reynolds, the convenor of the

Red Cross Committee, and her assistant, Miss Maude Russell, have the rooms well equipped with all the necessary appliances for the work and keep on hand a good supply of materials from the main Red Cross. Sewing is done at the rooms and it is sometimes taken home by the various members and finished there. Considering the very short time at the end of the day which the girls can devote to sewing, it is quite amazing that such a quantity of work is turned out.

During the period between November 2nd and December 21st the following articles were turned in by the Branch to the main Red Cross Society:

- Socks, 109 pairs (4 pairs donated).
- Shirts, 40.
- Pyjamas, 22 suits.
- Helmets, 20.
- Towels, 6 5/12 doz.
- Pillow slips, 14 5/6 doz.

While the Hope rooms are a good size and ideally located for the purpose, the number of women interested in the work has gradually increased so that it seemed necessary to provide some extra space. The Women's Canadian Club has come to our aid very kindly and are allowing our Red Cross the use of their rooms, one evening a week, at the Club headquarters, 270 Cooper street. These rooms have no less than 9 sewing machines, so when

22 girls arrived Friday evening, December 15th, for the first evening meeting, there was ample room and equipment for everyone. That one evening's work resulted in twenty helmets and two suits of pyjamas being completely made.

This work at the Canadian Club is run in conjunction with that at the Hope Red Cross rooms and supplies are obtained either through the main Red Cross or the Canadian Club. Friday evening is the time selected for work at Cooper street and it has been so arranged that the girls can go in at five o'clock, have tea for the moderate price of fifteen cents and then sew for a couple of hours and still have the evening free. Others, if they wish, may go after tea and remain as long as they feel inclined. Besides machine work there is always lots of hand sewing of a simple kind that can be done by those who are not experienced needlewomen.

Already many have volunteered for Friday evening, but there is room and work for very many more. It would be a good idea, too, when a person finds that she will be unable to go Friday to send a substitute, in that way one other person would be interested in the work.

When one hears of the large quantities of work that are being sent out continually, one is inclined to think that surely enough has been done, but Dr. Robertson assures us that such is not the case. Even when our own hospitals have been completely cared for there are still the French hospitals where the need is very great.

It is hoped that the women of the Civil Service will feel the urgent need of devoting even a small portion of their time to this work. Let us not disappoint the Canadians in France who, as they "carry on" for us, have every right to expect us to "carry on" our little bit at home.

Come and help!

The Soldiers' Aid Commission.

Are you interested in the Soldiers' Aid Commission?

If not, why not?

So many civil servants have taken a tangible interest in this very necessary work as as evidenced by the little silver and gold buttons you see on many coat lapels. Perhaps the buttons keep you guessing just as they do me. Mine is only silver and I find myself when talking to a person with one on curiously trying to see if his or hers is gold. I did so want a gold one! At least we all can have a silver one, so if you are not already the proud possessor of one let its acquisition be one of your first New Year's resolutions.

Perhaps you will be surprised to find that all unwittingly you have aided the Commission because out of our Emergency Fund has been voted \$50 for linen to supply the home. It is all carefully stowed away in the linen closet in the upper hall and on the door is a brass plate inscribed "Women of the Civil Service."

The Commission has its headquarters and home at 25 Cliff street in one of the houses now owned by the Government and loaned for the purpose. Downstairs are the office and general living rooms and on the second floor are located the sleeping apartments and sitting room. The latter has been most comfortably furnished by the Women's Canadian Club, while the three bedrooms, each containing two single beds, were furnished by the Local Council of Women, the Soldiers' Service Club and the Magdeleine de Vercheres Chapter of the Daughters of the Empire. A brass plate bearing the name of the donating organization is on the door of each room.

On Thursday afternoon, Dec. 28th, the home was formally opened by His Excellency the Duke of Devonshire, who expressed the sympathy of the Duchess and himself with the work. Many friends of the Commission and of the returned soldiers were present

and it was felt that the campaign to raise \$4,000 for the work in 1917 had gotten away to a good start.

It is interesting to note that Mr. E. R. Cameron, President of the Commission, in his explanatory address in welcoming Their Excellencies, said that during the past ten months 460 returned men had been taken care of by the Commission.

Buy a button!

Writing to Canadian Men in Hospital.

Miss Burt, the President of the Women's Branch, as a member of the Executive of the Ottawa Women's Canadian Club, has organized a large number of women of the Civil Service to look after the correspondence with the men in hospital.

The casualty lists are submitted by the Militia Department to the committee in charge of the work and a letter is sent to each wounded soldier expressing appreciation of his services and asking him to make his wants known and promising if possible to supply them.

The girls have been meeting at five o'clock at our Red Cross rooms and also at the Canadian Club headquarters, and since June 15, 1916, about forty thousand letters have been sent out. When Miss Burt, with her committee, first took over the work, the lists had piled up enormously, but now they are kept up to date.

Much satisfaction is derived from the appreciation the men show of the attention given them in this way. It is estimated that each week from seventy-five to a hundred answers to these letters come in. The men are very modest in their requests, so that almost always their wants are capable of being supplied. Many of them only ask to have letters sent them to relieve their loneliness and homesickness; others ask for socks or other trifles. The boxes of comforts that are sent upon receipt of their letters are provided and packed by the Soldiers

Comforts Committee of the Women's Canadian Club.

The women of the Civil Service who have been looking after this huge correspondence, not only in the first instance, but also when second letters are necessary, sometimes find themselves caught up with the lists, and then devote their time to doing other Canadian Club work, such as making scrap books, cutting stories out of magazines; in fact, doing anything that will contribute to the comfort of the soldiers. Too much cannot be said in praise of these unselfish women who have kept up the good work through the hot summer months and also through the busy time preceding Christmas, and the president and her committee are greatly to be congratulated upon their organization.

LIEUT. C. H. B. COOPER.

Lieutenant Colin H. B. Cooper, referred to in *The Civilian* of December 8th as having been wounded, has died of his injuries. In the summer that the war broke out he was working under the Geological Survey. The following appreciative sketch of the deceased officer is written by one who knew him well and who had the best of opportunities for understanding his fine character and high abilities:

"Lieutenant Colin H. B. Cooper, of the Royal Engineers, son of the Rev. Sydney Cooper and Mrs. Cooper of Upper Heyford, near Banbury, Eng., died on November 20th of wounds received on November 1st. He was educated at King's School, Taunton, Eng., and McGill University, Montreal. Graduating from the Faculty of Applied Science, McGill University, in 1912, he returned the following year when he took the degree of M.Sc. in Mining. He spent the winter and spring months of 1913-1914 in assisting Professor Bancroft of McGill University in making a geological investigation of the C.N.R. tunnel through Mount Royal, Montreal. In the summer of 1914 he was

engaged by the Canadian Geological Survey as an assistant to Mr. S. E. Slipper in making a study of the oil occurrences in the Foothills of the Rocky Mountains westward from Calgary. He has been awarded a Fellowship in Geology in the Graduate School of Yale University for the year 1914-15, but a few weeks after the outbreak of war he went to England where he received a commission in the King's Own Liverpool Regiment. On his arrival in France, in August, 1915, he volunteered for tunnelling work, and was transferred to the Royal Engineers. Lieutenant Cooper was a fine, manly fellow, who undoubtedly would have made a lasting reputation for himself as a geologist."

SIX MORE HONORS.

Six more names are added to the proud roll of civil servants who have been decorated for special service on the field of battle.

Lieut. Gordon Francis Armstrong of the Royal Mint and Lieut. Harry J. Daubney of the Department of Railways and Canals have been gazetted to wear the Military Cross. The decorations are understood to be awarded for gallantry in action on the Somme on a day when an Ottawa battalion distinguished itself. Both were wounded in that attack and are now in hospital in England. Lieut. Armstrong is an infantry officer, but Lieut. Daubney left Canada with the 8th Mounted Rifles and was transferred to another unit in England. The announcement in the official Gazette reads:

"Gordon Francis Armstrong 'established communication under intense fire, repeatedly going into the open to repair wires.'

"Harry Johnston Daubney, mounted rifles, 'in a valuable reconnaissance, although severely wounded, he directed the consolidation of a trench.'"

In a list of decorations published on

New Year's Day, four civil servants were named,—one for a C.M.G. and three for the D.S.O.

Temporary Brigadier-General Garnet B. Hughes is made a Companion of the Order of St. Michael and St. George. He is an engineering officer of the Department of Public Works, went overseas in 1914, and won his D.S.O. in 1915.

The decoration of the Distinguished Service Order is awarded to Major John Clement Ball of the Canadian Field Artillery. He is a Railways and Canals engineer from St. Catharines, has been wounded and promoted in the field and invalided home.

Major A. E. Dubuc, a Public Works engineer of Montreal, now temporary lieutenant-colonel, also gets the D.S.O. Major Dubuc went overseas with the 22nd Battalion, has been twice wounded, and succeeded to the command of the battalion when its C. O. was wounded in a famous assault during the Somme operations early in the autumn.

Lieut.-Col. and Temporary Brigadier-General William St. Pierre Hughes gets the third D.S.O. He went overseas in command of the 21st Battalion and has seen a lot of hard service. He was "gassed" early in 1916. He belonged to the Department of Justice.

OTTAWA NOTES.

The Canadian Civil Service loses one of its ablest men and the Dominion one of its most valuable servants by the resignation of Henry T. Ross, M.A., K.C., LL.B., assistant deputy minister and legal officer of the Department of Finance. Mr. Ross, who has accepted an important position with the Canadian Bankers' Association, has been in the Finance Department for ten years and by his abilities as a financial expert and as a lawyer has rendered the country great service. While extending congratulations upon what is understood to be

a great advancement, Mr. Ross's friends cannot but regret his removal from the public service.

The date of the opening of Parliament is announced for January 18. It has been brought on earlier than expected, in view of the departure of the Premier about the end of February for England to attend the Imperial War Conference.

"GOING UP."

Wages are on the elevator everywhere.

Ottawa waterworks employees were awarded all,—and in the case of some men, more than was asked for—when the board of conciliation under the Lemieux Act took up their case.

The legislative bill including an increase of 10 per cent. for all government employees making under \$1,200 a year, and five per cent. for those making between \$1,200 and \$1,800 has passed the House of Representatives at Washington.

Guelph radial railway employees got an all-round increase of wages.

The H. S. Peters Co., clothing manufacturers, grants a 10 per cent. bonus on all wages earned.

UNITED WE STAND.

The American Federation of Labor at its recent convention in Baltimore passed several resolutions concerning the United States Civil Service. It advocated a prompt increase of salaries all along the line, the passage of a retirement law, the enactment of the Nolan minimum wage bill into law, and the improvement of working conditions generally.

In different cities of the States, the employees of the Federal Government are organizing themselves into unions under the A. F. of L. Connection with and recognition by the greatest wage-earners' organization in the world will be of tremendous assistance to the civil servants in their fight for better conditions.

NO GERMAN STUFF.

In the last week in July the parcels department was in touch with no less than 1,344 wounded Canadians. Requests for comfort bags pour in, but "great care should be taken that no articles made in Germany are put in these bags, as it gives great offence to the men. We have had to take soap out of one consignment, and replace it with English make."



Minty's

Tooth Paste

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

"Is Delightfully Refreshing"

"Cleans and Whitens the Teeth"

"Sterilizes the Mouth and Brush"

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

25c. at your Druggists.

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

Palmers Limited,

100 Latour Street,
Montreal.

WELL DONE, GIRLS!

The Civilian is pleased to tell the story of a group of Ottawa young women, some of them civil servants, who held a meeting some time before Christmas and mutually agreed that no one of them should give a present to any other one, but that the money they would otherwise have spent on Christmas gifts should be used in purchasing comforts for soldiers at the front. Each girl made up a list of her probable expenditures under other circumstances and scrupulously spent an equal amount for the laudable patriotic purpose to which they had pledged their aid. Each girl today feels a new pride in herself and a new respect and affection for her companions in self-denial, while several of "our boys" overseas will be comforted and cheered by the receipt of additional good things from Canada.

Well done, girls! Would there were more of your sort in Ottawa!

TRAINING PUBLIC OFFICIALS.

There has been a steady increase in the number and variety of Government activities. As industry has become more complex, more Government agencies have been created for the purpose of regulation and control. Unfortunately, improvement in methods has not kept pace with the addition of new agencies.

Touching upon this condition, Prof. Charles A. Beard, of Columbia University, supervisor of the training school for public service, recently asked:

How can we educate the public to an appreciation of the necessity for trained and expert service in every branch of the Government? How can we order our public service so that it will attract the ablest men and women and guarantee progressive careers to those who prove loyal and efficient? How can we

develop our Civil Service Commissions into genuine recruiting agencies capable of supplying the Government with exactly the type of



Attention!

SPECIAL POLICY FOR

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DEPARTMENT OF THE NAVAL SERVICE.

Royal Naval College of Canada.

A NNUAL EXAMINATIONS for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

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, November 23, 1916.

Unauthorized publication of this advertisement will not be paid for.

service needed for any given movement and of maintaining a loyal and efficient personnel?

If promotions were more certain in the Government service there would be no dearth of competent men to fill the places higher up. To solve this particular phase of the problem, however, it will be necessary to have the Government pay higher salaries. Better pay is now available in private industry than in the public service, and the Government has not yet reached the point where there is any general realization of the sound principle that it is better in the long run to pay high salaries to efficient men than to employ mediocre men at smaller salaries.

The universities and colleges can do their part in training young men who seek elective offices, but a man well trained for office might lack the qualities which make for political success. * * *—*Washington Post*, Nov. 26, 1916.

OTTAWA FORUM.

Ottawa Forum attractions for the next two Sunday evenings are:

Sunday, January 7th—Address: "The Reign of the Common People." By Samuel Carter, M.L.A., Guelph, Ont.

Sunday, January 14th—Address: "The Purpose and Power of the Socialist Movement." By James Simpson, of Toronto, Vice-Pres. Dominion Trades and Labor Congress.

PIONEERS.

Railway mail clerks are the traveling men of the merit system. Their runs take them from the metropolitan centres in which public opinion in support of the Civil Service laws is highly developed, to division points in district where it is not so strong. A result is that the railway mail clerks

have, by their service and their contact with the public, done much to spread the merit system idea. One effect of this has been shown up in the attitude of legislators when state Civil Service bills have been up. Legislators have admitted that the railway mail clerks have given good service and have argued that state employees under a merit law would give good service.

Since the railway mail service has been under the merit system for many years, and since there is no provision for retirement pensions in the postal service when the employees are worn out, there is a considerable sprinkling of elderly men among the railway mail clerks. They have done hard mental work under the trying conditions of travel in the mail car. They have done courageous work, ever ready to meet the possible hold-up man, who may be riding the blind baggage. It is entirely consistent for the railway mail clerks to be demanding, as in the speeches at the recent banquet of the Chicago Branch of the Railway Mail Association, legislation to provide for "Retirement First."

Probably the individual railway mail clerks do not realize how great an effect on public opinion they can have if, while they are off duty at the end of the run, they talk to those with whom they come in contact in favor of the retirement cause.—*Civil Service News, Chicago*.

PERSONAL.

Obituary.

Mary F. Cox, wife of R. E. Gaul, of Halifax, and mother of Thomas F. Gaul of the Department of Finance and of Miss Ellen C. Gaul of the Department of the Naval Service, died in Ottawa on December 27th.

General.

Wilfred Allen, of the Post Office Department, was married on December 7th to Laura May Cooper. The ceremony was performed by Rev. J. H. Turnbull.

John Fraser, I.S.O., Auditor General, has returned from his official trip to England.

Correspondence.

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

Evidence in Favor of Mail Clerks.

Editor *The Civilian*:

In support of the railway mail clerks who are petitioning that they be granted the same provisional allowance paid west of North Bay to tide them over the era of high prices, I offer the following evidence from the N. Y. Times of Dec. 19 as evidence that large corporations are making generous additions to employees' salaries to assist them through the hard times:

The brokerage firm of Hornblower & Weeks, with offices in New York, Boston, Providence, Portland, Chicago and Detroit, is going to pay to its employees a Christmas bonus of 33½ per cent. of their annual salaries. This is in addition to a disbursement of 12 per cent. made during the course of the year.

The Chase National Bank not only paid its employees the usual Christmas bonus, amounting to 10 per cent. of their pay, but in addition announced an increase of another 10 per cent. in the salaries. This was granted in recognition of the present high cost of living, and will be permanent. It will not interfere with any adjustments in salaries that the bank may make in the regular course of business.

The Union Trust Company has gone further than other financial institutions by making a special distribution to the officers. The trustees voted the usual 10 per cent. bonus to the employees, and in order to help them defray the striking advances in living costs they authorized a special and extra distribution, as a supplementary wage, of 10 per cent. of the amount received by each employee in the last year. One-half of this will be paid Jan. 3 and the balance on July 3. There will also be a number of salary increases. The distribution to the officers is to be on a somewhat smaller percentage basis.

Chandler Brothers & Co. and Chandler & Co., Inc., bankers, of New York and Philadelphia, have voted their employees a bonus of 16½ per cent. of their salaries.

The United Railways of St. Louis has announced an increase of approximately 5 per cent. in the wages of its 3,000 men. This increase means an added cost of \$150,000 a year in operating expenses. The new scale becomes effective Jan. 1.

An increase of 10 per cent. to all section men, section foremen, track men, etc., on the Nashville, Chattanooga & St. Louis Railway has been authorized, effective at once.

The railway mail clerks are strongly hoping that the P.M.G. will give them the help they need so much.

GARRETT O'CONNOR.

Bridgeburg, Dec. 20, 1916.

LOOKING AFTER TOMMY.

A member of the Canadian Emigration staff, now at the front, writes to Lieut.-Col. J. Obed Smith:

"As I look out of my dug-out at the dismal outlook one cannot help thinking that winter is at last upon us, but who cares? I am used to getting wet through, and although I get the screws at times, I can afford to laugh at the new men who grumble at the conditions out here. I wonder what they would have thought about it last year. Why! we never used to see civilization for months on end; now we do a few days in the trenches, and then go back to good warm huts with every comfort. It is marvellous the strides we have made in a year towards looking after Tommy. We get plenty of amusements now; we have our own Follies composed of men who have done their bit in the trenches, but are now kept to amuse us when we get a rest, and they are real good; in fact. I hear they have been sent to England to give performances at various halls in London for the benefit of the — Division, so should you happen to be at the same hall as they are I can guarantee you a good hour's amusement, and you will have the knowledge that the men you are listening to are men I have fought side by side with."—*Canada, London.*

A woman's memories of love are far more satisfactory than the real thing.

Some men who were born to command lose out after they marry.

AS TORONTO SEES IT.

(Editorial in Toronto "World.")

Small fixed incomes have been the source of more social and family problems in the last few years than any other cause. The man or woman, and usually the woman, on a small fixed income, unable to increase it and with no other resources available, is at the mercy of all the temporary conditions that affect business or society. People who own houses and real estate property can increase their rents as occasion requires, and people in active business generally share whatever prosperity is going, but people living on investments, however secure, find rents and prices climbing around them while their incomes remain stationary. They may and often do have the additional worry of seeing their capital investment diminish in value.

What is true of the man or woman of fixed income from investment is equally true of those who serve for fixed and stated salaries. There are some positions where use and want prescribe an unvarying salary. It is a fixed income to all intents and purposes.

Government officials are in this plight, and those who are receiving to-day exactly the same salary they received five years ago have reason for complaint. Expenses have practically doubled, but there is no corresponding increase of income.

It is not surprising to learn, therefore, that the civil servants have been approaching the Government with a view to having their case considered. Since the Government came into power five years ago there has been little change in the Civil Service scales and schedules, and the result of the intolerable increases in costs and prices has been to inflict severe hardships on those engaged in the public service.

The Government will do well to pay attention to the representations made, for it is not enough to attempt to re-

duce the inflated prices nor to take measures to facilitate production so as to benefit the whole population without giving special care to those immediately dependent upon direct action.

EVERY OUNCE REACHES ITS MARK.

Sir William Peterson, President of McGill University, Montreal, has recently visited France and describes some of his experiences in *The University Magazine*. Speaking of the Canadian Red Cross Headquarters Stores at Boulogne, Sir William says:—

"Here are stored all the multi-farious supplies which reach Boulogne, both from Canada and from London. What an amount of loving care and foresight on the part of the workers and contributors throughout the world is represented in these stores! Nothing seems to be lacking, either in the way of medical and surgical supplies or creature comforts. The need is so great that in the month of July the contents represented a value of half a million dollars. And no matter how full the warehouses may be, their whole consignment is cleared out and have to be renewed on an average once a month. Let the workers in Canada and elsewhere continue their angelic efforts in the full confidence that every ounce of the goods they supply reaches its mark, and that here, as in everything else I was privileged to witness the work of administration is above criticism."

Since Sir William saw those warehouses, the Battle of the Somme has been fought, draining nearly dry the accumulated stores of the Society.

Remember that the money you intend to save doesn't draw any interest.

THE ANSWERED CALL.

(By an English Civil Servant.)

The trumpet call of Duty rang out upon the breeze;
 It reached the Empire's limits beyond the distant seas;
 From East to West they heard it, the sons of Britain's might,
 And the peril of her honor made them swift to join the fight.

From North to South they rallied, the East and West were one,
 When Britain's manhood answered the rattle of the gun,
 The nations saw and wondered, an Army crossed the foam,
 When Britannia woke from slumber deep, and called her children home.

She called, and they have answered, the martial tread of men
 Rings out upon her pavements, the slogan's in the glen;
 The pulsing note of Freedom throbs in the fife and drum,
 And for Freedom and for Duty in their millions they have come.

Oh, marvel of the ages! oh, wonder of all time!
 A theme for song and story, a sacrifice sublime;
 No tyrant sway compels them, nor hate nor servile fear;
 They have heard their country calling: they have answered, "We are here."

Oh! Motherland of Nations, thy standard waves on high—
 Proud gage of Britain's honor, thy men shall do or die;
 Oh, land of deathless valor, all undismayed we wait,
 Though the battle rage in fury, and the foe is at the gate.

Who dares to doubt the issue? Who say "Thy glory's dead?"
 Oh, mightier yet the Empire thy children's feet shall tread;
 This is thy great awakening by battle and the sword,
 For the purging of a nation and the glory of the Lord.

None wise to read the riddle of Earth's unnumbered slain,
 But from its ghastly chaos Britannia shall attain
 To days of nobler splendor, to heights of nobler pride,
 Built on the costly sacrifice of valiant sons who died.

Oh, Motherland beloved, the cleansing fires have come;
 The sacrifice is human that follows fife and drum;
 The end shall find thee worthy, when Freedom's flag's unfurled,
 Britannia stands, the Nation's Hope, in a regenerate world.

—Christine Jardine.

Long Room, Custom House.

JUST A LETTER.

Switzerland, 18th Aug., 1916.

General Secretary,
Canadian Red Cross Society,
London, England.

Dear Sir,—This afternoon I was walking along the main road. It was raining, and, frankly, I was "in the dumps." The weather was rotten and I had no envelopes and no money to buy any. A fellow walked up to me and said: "Excuse me, but are you — of the Canadians." I replied: "That's me," quite regardless of grammar. "Well, there's money for you at the Post Office." I was first joyful and then skeptical. "Too quick," I think, "some mistake somewhere. Better brace yourself for a disappointment." Anyway, I followed up the scent and after inquiring learned that the Canadian Red Cross Society had sent me fr. 11.72 (about \$2.50) via Constanz and Berne. Very quick work, since I have been in the country only five days. This comes as a climax to many deeds of kindness done by our Red Cross to myself, for one, as a prisoner. I will not try to thank the Society. I will simply say that its kindness to myself has made of me a lifelong advocate of what it stands for.

And now, Sir, let me tell you that I am commissioned by dozens of our Canadian boys still in Germany to thank you for your help while they were, and still are for that matter, dependent on food and clothing parcels from home to save them from hunger and cold. This help has taken six distinct forms.

AN UNIQUE HOME.

A Convalescent Home with some unique characteristics has been established in Halifax in a house lent for the purpose by Mr. W. B. Clayton.

The home was established in the first instance to take care of some

Jamaican troops who suffered from the severe cold of a Canadian winter. The Jamaican Government is paying its running expenses, it is staffed through the Canadian Hospitals Commission; the Red Cross Society is responsible for the housekeeping and hospital supplies and comforts; the I. O. D. E. and Local Council of Women are furnishing and equipping the house, and the St. John's Ambulance Brigade is to contribute nursing volunteers.

The patients are to receive manual training along the lines of tailoring and shoemaking.

This interesting co-operative experiment will be watched with great interest.

TO THE WOMEN OF CANADA.

The Executive Committee of the Canadian Red Cross Society having taken in review the amount of stores now in hand in England, France and Canada, and the great demands on the Society for its own undertakings, and for the assistance of our Allies, assures the women of Canada that, although the latest information from France and England states that further supplies of roller bandages and surgical dressings are not needed at present, yet, the demand for socks, shirts, pyjamas, dressing gowns, hospital suits, etc., is urgent and practically unlimited, and the Executive Committee calls upon all Red Cross Branches and Auxiliary Societies to continue or increase their efforts for the Society's work.

Further information as to the Society's needs, and directions for making garments required may be obtained from all Red Cross Branches, or from the Dominion Headquarters, 77 King Street East, Toronto.

No man can ever love a woman who makes him feel like a shrimp instead of a whale.

A GREETING TO OUR BOYS.

With truest sympathy I pen a greet-
ing to to our boys,
Who man the battle line in France
and know no Christmas joys.
I voice the wishes, thoughts and
prayers of all who hold them dear,
That God will give them victory in
the imminent new year;
That he will cheer and comfort them
and bring them o'er the sea,
To love and peace in Canada, so
boundless and so free,
When the allies win the fight for
human liberty.

Cheer up! dear boys; we think of you
this lonely Christmas day;
Our spirits will be with you in the
trenches far away.
No one of you but has some friend
who prays to heaven for you,
And glories, with all Canada, in the
grand things that you do,
We're with you on the march, in cold,
in wind or rain;
We sorrow for your wounds and feel
for you in pain,
And mourn for those true heroes
who'll ne'er return again.

Fight on, hope on, trust on, brave
boys, because our cause is just;
And God will surely help you make
the tyrant bite the dust.
The struggle is the greatest the world
has ever known,
But right shall win, tho' it take years,
and wrong be overthrown.
'Neath Canada's snows and sunshine,
upon this natal day,
We'll pray, "God help our heroes, in
the battle far away,
To win the fight for right, and come
back victors from the fray.

—Garrett O'Connor.

Bridgeburg, Ont.

That's All.

"What were you doing so long at
the photographer's?"

"Merely awaiting developments."

THE WAR-WORKER.

London Opinion.

I left her
Just a little bit of fluff—
High heels and frills and powdered
nose—
Good enough
For theatres or dances; pretty clo'es
And rippling hair—but just
A playtime girl.

Monday last
"Blighty" saw me back again;
Shoulder chipped, and gassed a bit,
Not much pain,
But wanting peace and rest—Oh! lots
of it!
Not fooling round—but just
One woman's love.

I found her
Working in the city every day
To let some man away to fight.
Not so gay
She seemed—the powder, frills and
fluff away,
Less pretty p'raps—but just
My real best girl.

LET IT DROWN!

Persons and projects are sometimes
described as having been "talked to
death." Here is a story from the
Canadian Red Cross Bulletin that
comes pretty close to an actual oc-
currence of that fate:

"A visitor called at a headquarters
of the Red Cross not long ago to make
enquiries as to what work would be
required during the winter. She was
told that the most desirable articles
were socks, shirts, dressing gowns,
pyjamas and such articles, together
with comfort bags and housewives.
She asked whether her workers could
not make surgical supplies and was
told that they were not required, as
the supply was, for the present time,
sufficient. 'But my workers do not
like to make shirts and pyjamas,' she
said. 'You see the sewing machines
drown the conversation.'"

DEMON WORSHIP IN CANADA.

By *James Lawler.*

To a horrid obsession
I now make confession—
I worship an idol set up in a cave—
Though I cordially hate him,
And in public berate him,
Yet in private, I own, I'm his veriest
slave.

With my neck in a halter
I serve at his altar,
From cockerow of morning far into
the night.
At his feet, while I grovel,
Costly incense I shovel,
For the fire at that altar must ever
be bright.

He sits there so snugly,
So brazenly ugly,
I fain would disfigure his hideous
face;
But my servile employment
Forbids such enjoyment,
On his whimsical fancies I ever must
race.

This god is so greedy
He keeps us all seedy,
Paying for incense in lumps and in
bags;
While his proper devotion
Requires so much motion
Knees and hands are all scarred and
our garments all rags.

Though we hate it and scoff it
This worship hath profit;
This god wards off evils that winter
time brings;
Though greedy and ugly
He lets us dwell snugly,
In spite of the shafts that old Boreas
flings.

Such open confession
With ne'er a digression,
Our national idol has allowed you to
guess;
Whate'er be the treasons
That arise at odd seasons,
Canadians in winter all worship
Fur—Ness.

HINTS FOR WAR BRIDES.

"Hints for War Brides" is a lengthy and interesting article in *The Listening Post*, the brightest of the trench newspapers and official journal of the 7th Battalion, in France. It first gives advice as to how to go about getting a husband. The recipe is to get one large soldier—preferably Canadian or Australian, as they are more tractable—smile sweetly until he blushes with confusion, then seize him firmly by the left elbow and guide him gently but firmly home to tea. Then follow instructions as to how to gag him with mother's home-made cake and tie him securely to a chair. The exact motions to be then employed to bring about a state of hypnotic coma are told in detail.

When the minister gets to the point, where the patient is obliged to say "I will" in order to make the nuptial knot a reality, it is suggested that the tide of events be halted until the victim recovers. Papa then steps in and asks the victim, "Will you have a drink?" He says "I will," and all is over.

The discipline which is to follow, the rations, rum issue, passes, pay and general advice, make up the balance of the article and are equally interesting and will undoubtedly be of great value to those needing such helpful coaching

NO ENEMY.

He has no enemy, you say;
My friend, your boast is poor,
He who hath mingled in the fray
Of duty that the brave endure
Must have made foes. If he has none
Small is the work that he has done.
He has hit no traitor on the hip;
Has cast no cup from perjured lip;
Has never turned the wrong to right;
Has been a coward in the fight.

THE CIVILIAN

YOU SHOULD SUBSCRIBE TO
AND READ THE CIVILIAN

BECAUSE it is the only publication devoted to the interests of the civil servants of Canada.

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BECAUSE it is endorsed by all civil service organizations.

BECAUSE its columns are always open to civil servants for the presentation of news and views.

BECAUSE it fights the battle of the civil servants.

BECAUSE it refutes slanders and resists injustices in and out of Parliament.

BECAUSE it attacks oppression in high places.

BECAUSE without THE CIVILIAN the civil servants of Canada, their interests, their organizations and their enterprises would lack their greatest friend and ally.

BECAUSE THE CIVILIAN needs, and asks, your support to the extent of One Dollar per year, for which you will receive in return twenty-six issues of the magazine.

BECAUSE YOU CAN'T LOSE. If, when you have received THE CIVILIAN for SIX MONTHS you write and say that you think you have made a poor investment, YOU'LL GET YOUR MONEY BACK.

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Point out this page to your friend who is not a subscriber.

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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.

JANUARY 5, 1917.

No. 7

NOTES BY THE WAY.

We tender thanks and appreciation for greetings received from Moose Jaw, Brandon, Regina and other branches and members who remembered us.

In another place we reprint "The Clique" taken from the 'Masonic Observer.' Never do we remember reading truer words than these and we trust that they will find their way into quarters where they are applicable. In order that they will do so, it will likely be necessary for you, reader, to show them to one who does not take the Journal regularly.

We are glad to learn that, according to what the Director-General of National Service says, women taking over men's positions will have the same rate of pay. Semi offices kindly note.

A ten per cent increase for Dominion Express employees, a bonus of a month's salary to the employees of the Imperial Oil Co., and so we would go on. Perhaps we cannot do better than quote from one of the leading papers of the country which says, "A large number of commercial and financial organizations are issuing year-end statements to their employees, announcing special rewards for faithful service during an unusually strenuous and arduous year. In adopting this policy corporation heads are recognizing the fact that conditions, being abnormal, are unlikely to be permanent, and that for the time being the existence of high prices for practically all the necessities of life have greatly increased. Some of the banks are graduating the amount of bonus paid to their employees so that the maximum of benefit will go to married men who are in the lower grades of the service."

It therefore seems reasonable to believe that our association is not asking the Department to move one step ahead of public opinion. Rather, whenever they move now, and we cannot hold any other belief than that they will do something, the Government will be a long way behind many of the leading employers of the Country.

If you are a permanent employee of the P. O. Dept., and working in a post office,

do not forget, if you are asked, that you have a trade. You're an experienced postal clerk and an efficient one or should be. If you're not, its time you were. We mention this because we recently noticed a Military Order in which orders were issued that mail should be handled by experienced postal clerks and should there not be such a man in any regiment, instructions were given that one should be procured by transfer from another battalion.

It would therefore appear that our contention that postal work is most certainly a trade, requiring skilled workers, is justified and recognized by authorities.

Here's a little piece culled from the "Saturday Evening Post": "Experience seems to show that when you are in the direst straits co-operation will SAVE you, yet, you will have as little as possible to do with it unless you are in straits."

This is undoubtedly true, but is it fair, boys?

We consider that congratulations are in order to the Calgary Mutual Aid and to those who manage that useful fund. After giving cheques to sick men at a time when they are needed in the worst way, after refunding money to boys going on active service, this fund has a cheque amounting to practically seven dollars to give back to the members at Christmas time. It is possible that our Legislation committee could obtain some useful information from this fund upon this subject ere they make their report to the next convention.

No excuses are needed from branches nor do we apologise for the absence of Branch Notes in this issue. This is the one issue in the year when such contributions are well nigh impossible. Mind, its just the one issue and we hope that it will prove to be.

Our President and Secretary, and possibly our Organizing Secretary, expect to be in the Capital at the time you are receiving this. Wish them the best of luck do not be unreasonable in your expectations.

The fact that the Government of British Columbia have requisitioned the services

of Dr. Shortt, in order to place the civil service of that province upon some sort of merit system, is just one more proof of the direction of the wind. There will surely be a storm ere long.

The editorial from the "Vancouver News Advertiser," reprinted elsewhere, might well have been written by one of our own members, so well does it record the aims and hopes of our own association.

Here's to the writer and may his dream come true.

Would it not have been interesting to have kept a tab of the numerous organizations and so on who, during the past three years, have passed resolutions condemning the patronage system? Surely we should find included in these hundred and one organizations a majority of the people.

Among the recent condemnations are those from that splendid organization of farmers which met a few weeks back in Winnipeg, and another, the Alberta Law Society. This latter body showed up very strongly the evils of the patronage in Alberta, things which couldn't happen under another system.

"100 PER CENT"

What we must have!

A lot has been written of late in these pages on the subject of a 100% association from coast to coast. None doubt that a coast to coast association will be a reality ere very long—as to whether it is 100% is not, to our mind, of very great importance. Human nature will not allow of a real 100% organization. You may deplore the fact but you must admit its veracity. Some men there will always be found who are content to grub along without a look to the right or to the left at their fellow men and to whom but very little is of any interest except that which directly affects them materially. So then, were we to have a 100% organization it would be a great boost, a possible, but doubtful, help to us, and the fact that we were 100% strong would doubtless carry weight in quarters where weight counts.

There is, nevertheless, something that can be of infinitely greater help, have far greater weight, and that is a membership containing 100% "live interest" workers. Live interest workers. How many claim that title in your branch? Can YOU, who are reading these words, claim to be a live and interested worker for the organization which you consider good enough to be associated with.

In this, our first number for 1917, we wish all our members, personally, a prosperous year. That is to say, this association wishes its members a prosperous year and, moreover, the association is going to do all in its power to make the year prosperous for you. We are not going to be guilty of that crime of asking you to make a "new year" resolution, we do not believe in that, but if you wish your association a prosperous year, see to it that you help make it so. Should it happen that you don't wish any such thing, be honest and get out.

FROM OTHER SOURCES

"The Clique"

From the "Masonic Observer."

What is "The Clique?" 'Tis a body of men

Who attend every meeting, not just now and then;

Who don't miss a meeting unless they are sick—

These are the men that the grouch call "The Clique."

Who don't make a farce of that sacred word "brother,"

Who believe in the motto to "help one another";

Who never resort to a dishonest trick—
These are the men that some men call "The Clique."

The men who are seldom behind in their dues,

And who from the meetings do not carry news;

Who attend to their duties and visit the sick—

These are the men that the crank calls "The Clique."

We all should be proud of members like these—

They can call them "The Clique" or whatever they please;

They never attempt any duties to dodge;
These are "the cliques" that run 'most every lodge.

But there are some people who always find fault,

And most of this kind are not worth their salt;

They like to start trouble, but seldom will stick—

They like to put all of the work on "the Clique."

A CASE FOR PROMOTION.

From the "Vancouver News Advertiser," Dec. 14th, 1916. Abolition of patronage is one of the platforms of the Brewster administration. Dr. Shortt, Canadian Civil Service Commissioner, is coming to British Columbia to show the Government how it may be done. Mr. Brewster has our best wishes in carrying out this programme if he takes it up and goes on with it in sincerity. The inside service at Ottawa has been largely cleared of patronage by the present civil service system, of which Dr. Shortt is one of the administrators. The system does not yet fully apply to the outside service, though there are departmental examinations and other checks to patronage. The best and busiest members of parliament would be glad to be clear of the remains of patronage in the matter of appointments and promotions in the public service.

An opportunity is afforded here to give effect to the general desire among serious and patriotic people that the public service should be divested of political patronage. We are told that the senior assistant post office inspector for the Vancouver division is a capable and worthy officer. He has held his present position ten years, and reached it by promotion after sixteen years in the public service. His further promotion to the position of inspector, in succession to the late Mr. John B. M. Greenfield, would be in harmony with the idea of a non-partisan civil service. Mr. Greenfield himself reached the Inspectorship by promotion, after more than twenty years of employment in the post office department. In the nature of things the task of the post office inspector can be better performed by a man who has been in that branch of the postal service, and is acquainted with its problems in this province. We do not know what applications have been made for this rather desirable position or whether there are any. It would be singular if there were not several aspirants, but there can be none whose claims and qualifications are so good as those of the man who is now senior assistant inspector. This appointment would furnish a good example at a time when such an example is needed. For the junior positions in this inspectorate, which may be vacated by a series of promotions, we should expect the department to find some competent returned soldier, as has happened with other clerical positions.

"Know thyself" is a good motto, but don't be ashamed of the friendship.

COMMUNITY OF INTEREST.

By "V. P."

A striking feature of present day life is the specialization which characterizes human activity the world over. No other fact, perhaps, stands out so distinctly as this, while it is true as well of individual nations as of individual members of society. The growth of modern industrialism with all the concomitant conditions affecting human life is bringing into prominence more and more another result that is the natural outcome of these conditions. An old adage says, "Birds of a feather flock together," and we have the gathering into societies, trade unions and what not, those whose calling, be it high or low, draws them together for the common weal under the compelling influence of community of interest. What is it? The recognition, by the average man, that the welfare of a community depends directly upon the amount of industry, prudence, foresight, etc., which each individual member of that community brings into play in his daily life, is sometimes rather tardily granted owing to the lack of sufficient breadth of view in the average mass of men. Not so, however, that such is the fact in a calling wherein those in the same or similar lines of employment are banded together to seek, not merely his own—although that in the final analysis is essentially the result—but everyone, another's good. Because in the affairs of life it is fundamentally true that the success of the whole depends upon the amount of support contributed through individual effort. It is this recognition that constitutes the *raison d'être* for the existence of a band of fellowship among men as expressed in the association movements of today, and surely sufficient reasons are not wanting for such a feeling of kinship, for certainly, from whatever angle we may view the question, the outstanding fact is ever visible, viz., that "union is strength," the source of all power for good. The advantages to be derived from such union are not merely those of a pecuniary nature, there are many aspects besides the monetary which speculative minds might well contemplate.

People whose aims and views, as determined by their daily work, run along parallel channels must necessarily find abundant material in their common lot to forge still stronger the latent ties of sympathy that otherwise would lie undeveloped. It opens, besides, a wider fund of mental and moral wealth to the advantage of the whole body, minds that otherwise might lie dormant, with ideals

and ideas, with practical plans for the furtherance of the common good, are made available. It is hardly clear, in view of facts so well understood and applied to day the civilized world over, how we postal clerks of this Dominion, or such a large percentage of us at least, have been content to drift so long singly and alone. Think of the tremendous force which an association united from coast to coast would have for good if we only forgot our provincialism and thought a little in terms of the whole. A postal clerk is not merely a servant of this or that office, he is part of a huge machine and, such, is related and interrelated as part to the whole. If we are to realize the most we can in life, it must be conceded that the only way to raise the status of each is to raise the status of all. Get together, work together, swing the long pull and lean the long rope and in the harmony of united action we shall find things coming our way at last. There are many things we need, many things we are going to get some day, but it will hasten the day perceptibly could we only put the full force of our collective weight behind the push at the most suitable moment. If we are to achieve any useful purpose, we must be a disciplined force. We must have a common plan of action; distraction and divided counsel would be, not only confusing to the authorities but fatal to our own aims and interests and derogatory to the status of the Service. The present is above all else, a time of change, changing ideas and ideals, many of the long cherished political traditions are passing to the wall.

The tests of worth that have sacrificed in the past along lines of national policy are being weighed in the balance. There will be few regrets among postal clerks when Time's inexorable hand has finally relegated much that is worst in the system to the limbo of forgotten things. Antiquated and out-of-date in this progressive age it would nevertheless be foolish to expect sweeping changes or far-reaching reforms during the present titanic struggle of the nations, but that a period of reconstruction and reorganization in the service will follow hard in its wake may be confidently predicted. There is no need that, as a body, we should be misunderstood, we are merely out to embarrass the powers that be or in the slightest degree encourage anything calculated to deflect the sole great aim of the Country and Empire at this moment, rather on the contrary, do we wish to facilitate "a consummation so devoted to be wished" and jealously to guard and conserve the efficiency of a great national service. Postal

clerks of the Dominion, manhood calls those who are not serving abroad to serve at home. Your present and your future interests demand it and while the world of men around us are learning this splendid lesson, are we to go on ignoring the signs of the times? Away with false ideas of self-complacency, self-sufficiency and self-conscious superiority. The present is not a time to waste in nice distinctions of place and class. Why prattle about the dignity of work and fail to own in practical form the logical conclusion it seeks to inculcate?

In a word, let us be united under a common banner and so hasten the better time when added weight will insure for all the consideration that their just and proper demands deserve. What we should and must have is a union of postal clerks from coast to coast.

"For East is East and West is West,
 "But there is neither East nor West,
 "Border nor breed nor birth,"

When the laws and regulations that govern the lives of postal clerks are being formulated at Ottawa.

LETTERS TO THE EDITOR.

Prince Albert, Sask.

The Editor of the "Journal":

Dear Sir,—It is very interesting and encouraging to hear sentiments appreciative of our efforts in matters concerning our association expressed from the seat of war. Appended are extracts from a letter received by one of our members from Brother A. H. Lacroix. Referring to our association he says, "I notice by the 'Postal Journal' that you sent a delegate to the last postal clerks' convention. I hope you got good results and I think that it is up to the boys to send one every year. I have also read the branch notes and, say, what kind of a time did you have on Labour Day and how many boys came from Saskatoon? Quite a good idea, inviting them down."

After reading this, who would dare say that we should do other than keep up the good work!

Fraternally yours,
 H. L. DOYLE,
 Semi-staff Rep.

The major of an Ontario battalion writes: "The one great craving of the boys in the trenches is for letters—even a 'please remit' would be welcomed. The scrap books sent by girls in Toronto have been greatly appreciated, too. My first word to everybody is to write to some boy in the trenches."

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