

THE CIVILIAN

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No. 2

The Debate on the Increase.

Some Extracts on the Discussion of May 12th in the House of Commons, when the Bill to Increase Civil Service Salaries by \$150 Received its Second Reading.

The Case of the Thirty-Five.

MR. FOSTER. There are 35 who get no increase at all, and these presumably have been doing good service. The increase was granted because of the insufficiency of salaries and the increased scale of living, and it happens that there are 35 employees who have had to contend with all these difficulties and who get no help from this Act.

MR. FISHER. A deputation of civil servants approached the Prime Minister and some of his colleagues and asked whether something could not be done in that way, and the reply was that we could not see any logical way which would deal with their case on any broad general principle. These 35 officials were on the 1st of September at the maximum of their respective classes, and if we were to disturb the arrangement in the Act and pay to any of the officials a higher salary than the maximum salary of their class we would be paying an officer a higher salary than was considered ample, under the scheme, for the work done in that class. We did not think it well to introduce that disturbing element. In some cases men have been a long time at the maximum of their class and consequently have not had an increase, but under the new civil service classi-

fication the maximum of the class was raised in almost every case by \$100 at least and in some cases more, and so the great majority of those who were at the maximum before are receiving an increase of at least \$100 out of this \$150, and consequently are not in that number of 35. Under these circumstances we did not see our way to making any change; but we did say to the delegation of the Civil Service Association which waited on the Government that their cases would be carefully considered in the way of promotion in the future, and that if it seemed to be justifiable to give them promotion, by reason of the necessities of the service, or by reason of their own qualifications and character and their capacity for higher work, and we thought it should be done, the ministers would consider the fact that they did not get their increase now, and when an opportunity came would carefully consider their claims for promotion. This is the most that we felt we could do, and I have no hesitation in repeating on the floor of Parliament, not the exact words, but the spirit of what was said to the association.

The Morale of the Service.

Replying to the statement that the departments were over-manned, and

that more work should be obtained from the service, Mr. Fisher said:

I find that one of the most difficult and ungrateful tasks on the part of an officer is to make his subordinates work. That is one of the duties that lies upon a higher officer, and in the last resort, on the Deputy Minister. I dare say the Minister may be able to infuse a certain amount of his spirit of devotion among the officers, but the Minister is hardly fairly to be called upon to deal with matters of this kind. He has other and, I should say, more important, work to do and the deputies have largely the control of how the department is being carried on in all those respects alluded to by my hon. friend. The deputy has to see that the chief clerks and those in charge do their duty and he has to keep them up to the mark. Those men, in turn, have to keep those under them up to the mark, and insist upon them doing their duty. The question of discipline is a difficult one and one which, as my hon. friend knows, it is hard to manage. I trust and believe that as a result of the legislation of last session there will be a great improvement in that respect in the service. We all know that in times past, if anybody were appointed to the service and had a friend at court, if he got into trouble and was reprimanded in any way, he went to his friend and tried to get relief. I have had that experience myself and I have no doubt my hon. friend has had in the old days. I have tried to explain that it should make no difference. Sometimes I have succeeded, but I do not know that I always did. But under the new Act this is removed almost entirely, if not absolutely, from the civil service. The men who get into the service will get there on their merits. Promotion will be practically on merit and the general tone of the service ought to be very

much raised for that reason as well as from the fact that with a competitive examination I believe that on the whole the best class of men will get into the service and that in their morale and conscientiousness as well as in their actual capacity and knowledge they will likely be better. Still there is always the difficulty of keeping everybody up to the mark in his work. I think that private employers find that, too. I dare say they are more careful about it because the success and profits of their business depend absolutely upon it. In the case of the public service that stimulus is not there, but still I know that there is a large number of conscientious men who do their best and who even overwork themselves rather than force others to do their duty. That is a misfortune and a difficulty which it is going to be very hard to overcome.

Reorganization by the Commission.

Mr. Fisher supplemented his remarks above with a statement as to the need of reorganization, as follows:

I have tried to overcome the difficulty, that my hon. friend alludes to, of the lack of uniformity, and I think I have succeeded to a certain extent. I do not know that we can do everything at one stroke, but we have made a provision in the Civil Service Act of last year by which the Minister may call upon the Commission to overhaul his department and make a report upon its organization, classification and work. I hope that provision will be availed of at such time as the Commission may be able to do it. Up to the present time, I may say, that the Commission have been extremely busy in organizing themselves and their work and preparing for the first examinations. When they get over that and get the machine running smoothly they will have more time,

and I have no doubt they will be called upon to do some work of that kind. That provision is a provision which never existed before in the Act and if it is availed of we will be able to secure reports which will tend to uniformity in the different departments, and I trust that these reports will be acted upon, as I think they will be.

Mr. Foster's Amendment.

The amendment suggested by Mr. Foster, whereby the increases given shortly prior to September 1, 1908, to members of the outside service about to be transferred to the inside under the Act, should be *taken into account* in connection with the flat increase, reads as follows:

That the Bill be referred back to the Committee of the Whole with instructions to amend the Act by providing:

That no person transferred from the outside service on September 1, 1908, shall receive an increase greater than the difference between \$150 and any increase greater than \$50 which may have been granted to him on or after January 1, 1908.

That no person appointed to the outside service in Ottawa since January 1, 1908, and transferred on the 1st September, 1908, shall be eligible for the \$150 increase or any part thereof.

That no clerk in good standing in the civil service at Ottawa, on January 1, 1908, who has not since that date received more than the statutory increase of \$50, shall be deprived of the full flat increase of \$150.

A CRITICISM OF THE CIVIL SERVICE

Mr. Crothers' Speech in the House of Commons.

(A feature of the House of Commons debate on May 12, on the subject of the increase, was the speech of Mr. Crothers, M.P. for E. Elgin, who disapproved of the

proposed bill on the ground that the service as a class was underworked and overpaid already. Extracts from Mr. Crothers' speech follow.)

MR. CROTHERS. * * * When we were working at the estimates early in the session, it occurred to me that the Government was paying very generously the civil servants of Ottawa. I have taken considerable interest in the matter during the session, and I must say that I am still of the opinion, indeed I am thoroughly convinced, that while there may be a few that are underpaid—if there are, I do not know of any—I am perfectly satisfied that there are a great *many who are very generously paid*, and I am thoroughly convinced that the great majority are very grossly overpaid—I speak advisedly and guardedly in that respect—having regard to the salaries that are paid for similar equipment elsewhere, and taking into account the length of hours the civil servants are required to work here, the retiring allowances that are provided for them, and the permanency of their positions.

Now in the first place, it occurred to me that the departments here are very grossly overmanned. The civil servants engaged in the departments here are putting in about five hours a day, I do not think that they average that. I had occasion a few weeks ago to call at one branch of a department. I called at about a quarter to two in the afternoon, supposing I would find the office open. The office was closed nobody had returned from lunch yet. I took a seat out in the corridor and remained until twenty minutes after two before the officer came who had charge of that room. During that time, up till twenty minutes after two, the clerks were coming in by ones, twos and half dozens; I do not know how much longer after twenty minutes past two they kept coming in. I asked the

caretaker who was in the hall: What time did the clerks come to the office? Well, he said, they are supposed to get here at half-past nine, but they keep coming along until ten. What time did they go home to lunch? At half-past twelve. What time are they supposed to return? They are supposed to return at two, but they keep coming until half-past two. What time did they quit in the afternoon? At half-past four. So I think I am not doing any injustice by saying that they are not putting in more than five hours a day. Now I submit to the hon. members of this House that it would be very reasonable to expect these clerks to put in, say, seven or eight hours a day; nothing unreasonable about that, it seems to me. They are doing all the work now by working about five hours a day, and there are about 3,000 of them. Well, if they were to work seven hours a day we could get along with 600 or 800 less. Two men working eight hours a day will give us 16 hours work, while three men working five hours will give us 15 hours work. Therefore, two men at eight hours a day will give you more service than three at five hours a day. If you were to reduce the number by 500—and I conscientiously believe, Mr. Speaker, that the different departments in this city, the inside service, are overmanned to the extent of at least 500—I believe that 500 less, putting a reasonable length of time every day, say seven hours, would be fully competent to do all the work that is required to be done in these different departments. A reduction of 500 at an average of \$1,000 each, means half a million dollars: * * *

Now I believe, Mr. Speaker, that every hon. gentleman in this House, I believe every man in the country, is willing, ready and anxious to pay every servant who is rendering service to

the public of this country, full and generous compensation for the work that he does. I do not think there is any one in the country that desires to take the service of a single public servant without adequately paying him for that service, but I believe, and I speak advisedly and guardedly, that we are paying the inside service at Ottawa fifty per cent. more than service similarly equipped by nature and by art in other industries of the country is receiving to-day. I have arranged the civil service here into classes based upon the estimates that we had before us at the beginning of the session. With your permission I want to call the attention of the House to the number. * * *

We have sixteen occupying the position of Deputy Minister at \$5,000 each. Then we come to the division next to the Deputy Minister. * * * I find that there are 98 who are entitled to \$4,000 apiece in the different departments. That is the maximum of their class, which calls for a salary of \$2,800 to \$4,000. In the next class, that between \$2,100 and \$2,800, there are 181. There are 356 in the class from \$1,600 to \$2,100. In the class from \$800 to \$1,600 there are 813 and in the next class, from \$500 to \$1,200, there are 504. I noticed that the Civil Service Amendment Act of last year stated that the duties of this class are copying and routine work. Is there any hon. gentleman in this House who knows anywhere, outside of the civil service at Ottawa, people who are receiving \$1,200 a year for copying and routine work? In the next class, from \$500 to \$800, there are 745. If we take it by departments we find the following results:

Department.	Number of employees.	Average Salary.
Governor General's Office.	6	\$2,283

Privy Council	15	2,427
Justice	25	2,712
Supreme Court	12	1,983
Exchequer Court	4	2,500
Dominion Police	2	2,800
Militia and Defence.....	89	1,491
Secretary of State	30	2,003
Public Printing	60	1,483
Interior	655	1,515
Indian Affairs	66	1,801
Mounted Police	8	2,450
Auditor General's Office..	70	1,620
Finance	86	1,355
Customs	170	1,637
Inland Revenue	39	1,636
Laboratory, Inland Re- venue	11	1,600
Chief Electrical Engineer's Branch	6	1,600
Inland Revenue, Weights and Measures	3	2,000
Methylated Spirits Ware- house	2	1,650
Department of Agricul- ture	257	1,483
Marine and Fisheries....	163	1,683
Railways and Canals.....	90	1,730
Public Works	226	1,671
Department of Mines....	8	2,212
Mines Branch	16	2,131
Geological Survey	61	1,964
Post Office Department..	435	1,234
Trade and Commerce....	18	1,733
Annuities Branch	7	1,671
Labor	17	1,788
Superintendent Insurance.	13	2,107
Civil Service Commission.	5	1,280
Legislation	79	2,201

That will give an average of \$1,677 throughout. I want it understood that these averages are based upon the maximum. The Civil Service Commission requested the director of the census to make out schedules showing the average salaries paid managers and clerks in the different industrial institutions in the country, and I find that taking Canada throughout, the average remuneration paid to males so en-

gaged was in 1906, \$916 a year and to females, \$360 a year, or an average of \$638 for both sexes, as against \$1,677 paid the civil servants in this city. In British Columbia the average paid to this class of persons was \$826 a year; in Manitoba, \$749; in New Brunswick, \$554; in Nova Scotia, \$523; in Ontario, \$641; in Prince Edward Island, \$637; in Quebec, \$639, and in the Territories, \$713. I have here the civil service list for last year and I notice from it, on page 26, that on the 1st of January, 1908, all on the very same day, ten additional clerks, nearly all females, were taken into one of the departments at a salary of \$700 a year, and I presume they now have \$900. Consider the qualifications required from these clerks and compare their remuneration with the remuneration paid, say, to public school teachers in the Province of Ontario, and you will find that nowhere else are officials paid anything like as much as they are paid by this Government. * * * Can you find any other institution in the country where the servants work five hours a day, where they have a permanent situation, where they will get a retiring allowance, and where those occupying the fourth grade in the office are receiving from \$1,200 to \$1,500 a year. Through all the departments the employees are getting immense salaries. I want to say here that I have no fault to find at all with any of the civil servants, I have had occasion to meet during the present session. I have found them all very courteous and very anxious to render any assistance that was desired, just as we might reasonably expect they ought to be. I have no fault to find with them whatever, and I am not suggesting we should reduce their salaries, but I am suggesting that they are very generously paid now and a great many of them are

grossly overpaid in comparison with what people are receiving for service outside the Government. The Chief Justice of the Province of Ontario gets \$6,000, the county court judges, many of them, less than \$3,000, the headmaster of the Normal school in this city, which is so expensive to live in, and who occupies a very important position, gets \$3,000; the principal of the Collegiate institute gets \$3,000; the public school teachers in the Province of Ontario average only between \$500 and \$600 a year, and here we are paying the large salaries I have pointed out. I have been in several of the departments and I have asked what is this one and that one doing, and they are simply running a typewriter, or putting away files, and some of them are getting \$1,100 to \$1,300 a year. Now, we all know the remuneration for such services in other places. I say without any fear of contradiction that these salaries are one hundred per cent. more than are paid for similar services in the City of Toronto, for example. As I said in my opening remarks, I quite realize the facility with which one can make friends by a generous expenditure of money that belongs to other people, and I realize that it is just as easy to make enemies by opposing anything of that kind. But there are times when a man must give ear to his conscience in the matter of his public duty, and this is an occasion as it appears to me to assume that position, although I have no doubt there are others who may not agree with me.

TRADE UNIONISM AMONG GOVERNMENT EMPLOYEES.

(By the term Trade Unionism in the following article is meant active affiliation and identification with organized labour.)

GRAHAM TAYLOR in *The Survey*.

The strike of French government employees presses upon the public for

decision the question whether the right of government employees to organize unions affiliated with the general trade union movement shall be recognized. This question is not new to America. It was raised in 1906 when the post office clerks in Chicago and several other cities organized a national union and applied for a charter to the American Federation of Labor. The request was granted, but not without very deliberate consideration by the executive council of the Federation, which realized the new precedent that was involved and the criticism with which the innovation would be greeted.

They were not, however, without precedents to guide their action. For eight years the Federated Association of Letter Carriers in Canada, which had been organized in every city of the Dominion, had sent delegates to the Canadian Trades and Labor Congress. It was claimed that the letter carriers' condition had been greatly improved by the heed which legislators and officials gave to their organized protests and support of bills in Parliament. Moreover, in Great Britain the organized letter carriers and post office Clerks numbered no less than 50,000, and the Postmen's Federation, with its 32,000 members, was not only organically connected with the British Trade Union Congress, but also with the parliamentary committee for the promotion of labor legislation. In England this unionizing of the postal service seems to have been accepted as a matter of course. Postmaster General Sidney Buxton officially declared in the House of Commons that "the time had come when postal employees should be accorded their full rights of combination and representation." To the letter carriers themselves he said: "It is an advantage to the country to have a strong and efficient trade union in the

various branches of the service. The larger, stronger and more representative, the better it is. The better the organization, the more likely it is to bring out the best men in it. The stronger the Federation, the more responsible it becomes and therefore the more likely to carry out its policy in a moderate and reasonable way.

This is one side of the situation. The other side has been enacted in France in a way to arrest the attention of the world. The story is worthy of recital, both for its inherent interest, and on account of the inevitable bearings it will have upon the policy of other nations.

Under the law of March 21, 1884, teachers, postal employees, telegraphers, bureau clerks, government architects, engineers and mechanics organized mutual benefit associations. In 1894 one of these bodies, the *Syndicat de Fonctionnaires Marines*, struck at Brest. M. Clemenceau then argued in the public press for the right of employees of the national defense to organize, but not to strike. As minister of the interior, however, he failed to take the same position with reference to other public service employees. Now as premier he is faced with the problem of having the entire civil service, including even the prison wardens, and numbering over one-half million employees, organized as constituent parts of the *Confederation Generale du Travail*.

The strike of the French postal employees thus made possible will make March, 1909, memorable as the month in which the most impressive evidence of the solidarity of labor was given to the European world. The occasion for dissatisfaction was the attempt to substitute a test of merit for that of seniority for promotion in the postal service. The employees charged that it introduced personal favoritism

and political preferment to the demoralization of the service. Because of his strict adherence to the new method M. Simyan, under secretary of posts and telegraphs, became the object of bitterest attack. His dismissal from the service was demanded, despite the fact that when under a previous ministry, he had officially urged the recognition of the postmen's right to strike, he was supported by the present minister of labor.

Hostilities began with a small local strike of telegraphers. This led the general association of government telegraph employees to declare a strike on Sunday, March 13. By Tuesday, Paris and most other cities were cut off from communication with each other or the outside world. The English telegraphers' union wired \$5,000 to support the strike. That very day sympathetic strikes began and spread like wildfire through different departments of public service. Railway mail clerks, telephone and postal employees and letter carriers joined in rapid succession. When the firemen at the general post office in Paris and 5,000 linemen went out, the combination was complete. Before the end of the first week, the inter-communication and most of the business of the country were paralyzed. Even the Paris police and the prison wardens offered the strikers sympathy and financial help.

The disturbance was promptly seized upon as a supreme opportunity for propaganda, both by the royalists and the revolutionary radicals, in the most inimical spirit toward the republic. This brought from the striking trade unionists an expression of their patriotism in assigning expert telegraph operators to the government foreign service, in view of the Balkan crisis.

The government at first stoutly re-

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

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THE CIVIL SERVICE REGULATIONS.

Much interest is being taken by the Ottawa service in the recently issued regulations of the Civil Service Commission. Hasty criticism is apt to be ill-advised and we have ourselves preferred to allow the pot to simmer awhile before taking off the lid. We printed in our last issue the text of the regulations in full, so that no one need lack the material for private judgment. The Association, meanwhile, has a special committee at work, and when it has reported, it will be time enough to enquire what grounds for dissatisfaction, if any, exist. The regulations are not

written on bars; the Commission itself would doubtless not declare that they offer no room for improvement. It is another case where the service must sift and reduce its opinion, and knowing its mind take what action may be necessary.

MR. CROTHERS ON THE CIVIL SERVICE.

Mr. Crothers' recent speech in the House, which we print elsewhere to-day, is of interest because it is typical of a considerable, though diminishing, body of honest, but mistaken, opinion in Canada. Undeniably, the civil servant, in the view that is popular in many quarters, is a man of little work and high pay. High pay, it may be remarked in parenthesis, is a matter of standards—and Mr. Crothers sits for a rural constituency. But so it is—the type of civil servant that is become stereotyped (for the funny papers or the editor at a loss for a subject), is the rule-of-thumb dawdler of the circumlocation office. With this we are familiar, *ad nauseam*. But Mr. Crothers' attack is not of this ordinary and "conventional" kind. Unquestionably it was serious, and unquestionably it was honest, because it has all the marks of a laborous search for information. It was even statistical. But in spite of the value of averages, it was not enlightening. Worse, it was not enlightening. It was not enlightening because it considerably undervalues the general level of the work that is performed by the civil service. The scale of rates fixed by the Act of 1908 is low compared with that of the British service, and is no more than fair compared with that of the United States, both obviously proper standards of comparison. Even compared with local industrial and

commercial rates Mr. Crothers is not accurate.. As proving this, the Civil Service Association last year secured an increase of \$100 in the maximum of the messenger class by simply pointing out, statistically like Mr. Crothers, to the Government that the rates actually current in banks and similar institutions in Ottawa were higher than those paid by the Government. In the higher ranks also there are men, many of them, getting \$2,000 or \$3,000 a year in the civil service, who would get double or treble that amount for work of similar responsibility outside. In the final resort, it has been stated in this connection, and has, in fact, been argued by no less an authority than Mr. H. W. Massingham, once editor of the *London Chronicle*, that it would pay a state organized on democratic lines to give its workers 10 per cent. above the level of the best kind of private employment. But what Mr. Crothers meant to imply was that there is room for a good deal of improper classification in the civil service, and it is in this respect we find his speech, unenlightening, because he did not follow this thought more logically. If Mr. Crothers' speech is an argument for anything it is an argument against the system under which the present service has grown into being, and an argument in favour of the general policy which is now at long last being applied to the problem. To admit that the service as it is at present is not a perfect machine and that there is the most urgent need of a thorough and general reorganization is not at all to condemn the cost of living increase. If Mr. Crothers will turn his attention, for which the service is grateful, to a logical analysis of what is wrong with the machine, and will bring conclusive statesmanship to bear with a view to a remedy, he can do much good to the movement that has got so lately under

way. At the outset, he may be assured, that the case is not entirely simple as he seems to think, and that it is not to be cured by any slap-dash lengthening of hours or curtailment of forces in the way that he seems to advocate.

THE CLIENTELE OF THE FEDERATION.

What is a civil servant? This question arises in connection with the constituency to be influenced by the Civil Service Federation of Canada. The question was asked during a session of the recent convention, but was not answered authoritatively nor does the constitution as adopted define the meaning of the term. The opinion expressed at the convention was that the name should have a very broad significance. That is the view THE CIVILIAN takes.

There can be no excuse for limiting membership in the Federation to those only who are on the Civil Service list. There are thousands in the employ of the Government whose tenure of office is just as permanent as is that of those whose names appear on the list. In each case dismissal will occur for cause only, and in each case the vacancy must be filled. Those not on the C. S. list are unable to take advantage of the Government Insurance policy, but on the other hand they are not subjected to the compulsory 5 per cent. deduction from salary which at the present time serves the purpose of a superannuation fund. Everybody in the public service should have some medium through which representations might be made to their master, the Government. Heretofore such a medium has not been available.

In anticipation of coming events,

THE CIVILIAN in its issue of March 12th made a rough estimate of the number of officials who might come under the operation of the Federation. The estimate was confined to those who derive their sole means of livelihood from a government salary and the number arrived at was 18,000. It is possible that this number is somewhat in excess of the grand total of permanent employees, but in this connection it may be pointed out that a very large body of men in the Government pay was omitted from the enumeration, viz., the Permanent Militia, numbering 3,000.

There seems to be but one restriction upon membership in the Federation. It is set forth in article 2, section 4 of the constitution which reads as follows:

Organizations of civil servants which are affiliated with national or international trade unions or other labour organizations shall not be entitled to representation. This shall not prevent members of such unions or organizations from having representation through organizations not so affiliated.

OFFICE HOURS AND ATTENDANCE BOOKS.

THE CIVILIAN has had its attention drawn to an omission in its editorial department in respect of the subjects of office hours and attendance books. We have a suspicion that we are losing some of our subscribers because we have not abolished attendance books and reduced the duration of office hours. Truth to tell we thought we had been engaged upon work more important than the above-mentioned. As a matter of fact we did discuss the question of office hours in our issue of March 12th in connec-

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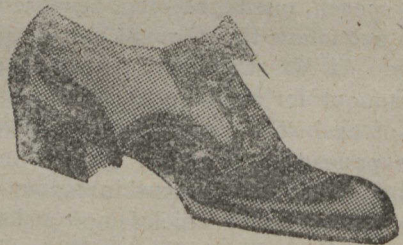
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tion with the Daylight Saving Bill in Great Britain and the introduction by Mr. Lewis of a bill in parliament soon after, was a source of gratification on this account. THE CIVILIAN believes in work; it is by work that the good name of the civil service of Canada is to be upheld, and thanks to Mr. Lewis we will have an arrangement that will, without infringing upon a fair day's work, make ample provision for the necessary relaxation from the confinement of the office. The tendency of the day is in the direction of shorter rather than longer office hours. From a purely commercial standpoint, a proper limitation of hours of work which entails close application and confinement within doors is being recognized. One large United States firm has set the pace in this respect by endowing the members of its staff with garden property and gardening facilities on the principle of "better men, better work."

In regard to attendance books, we have heard the iconoclast verbosely exclaim: "Away with it." Now this is a very popular cry. It appeals to everyone. Standing in a row to sign a book once or several times a day is, let us say, belittling to the dignity of the signer, a reposing of very little confidence in the members of the service, but presumably it has been found necessary in the past. In some departments the practice is purely a perfunctory one, the officials being trusted implicitly not to abuse the confidence reposed in them. In other departments, on account of dereliction of duty on the part of a few, the application of the rule is enforced with martinet severity to the humiliation of tried and faithful officials. THE CIVILIAN regrets that its discouriveness on this theme begins and ends in the academy, and that we have at the moment no practical

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amendment to offer on the subject. We can only regret the amount of dissatisfaction that exists in regard to the system.

THE ATHLETIC ASSOCIATION.

The Civil Service Athletic Association is confronted by a serious predicament. Until a few days ago, the association had no reason to suppose that the privilege of using the lawns, so much enjoyed and appreciated for three years, would be withdrawn. But it appears to be the intention of the Department of Public Works to terminate the privilege so far as the two large lawns in front of the Parliament Building is concerned. The intimation comes as a bolt from the blue, and is doubly embarrassing as the association had already entered into contracts both as regards revenue and expenditure. A large number of fees have been received on account of the present year and some hundreds of dollars worth of athletic goods have been bought and paid for. It is understood that the association had intended not to seek a renewal of the privilege until after Parliament had prorogued and to take particular pains that the objections made in respect of tennis nets on the west lawn should be obviated this season. Last year the nets were used during office hours by friends of the association, notwithstanding that explicit instructions to the contrary had been given to the groundsman. Time and again members of the executive gave notice to those using the nets during office hours that it was contrary to the rules of the association to do so, but failed to put a stop to the practice. It is known that this playing during office hours had a prejudicial effect both as regards the association and the ser-

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vice, as the natural inference of the passer-by would be that civil servants were neglecting their official duties.

The best argument in favor of kind consideration on the part of the Government lies in the fact that the association is manfully taking up the rather weighty project of acquiring facilities elsewhere. A petition on this subject was hurriedly circulated a few days before the annual meeting. Several hundred names were attached to it in that short time. The petition was addressed to the executive and expressed the earnest desire of the subscribers that some steps should be taken towards the acquirement of athletic grounds and it seems reasonable to suppose that something practical will result from this movement.

In view of the circumstances it would be a graceful act on the part of the Government to extend the privileges of the lawns to the association at least for the current year.

Trade Unionism among Government Employees

Continued from page 37.

sisted the demands of its striking employees. Soldiers were used as postmen. Suspensions from the service and arrests were numerous, followed by a threat to call out the reserves which, as the most of the strikers belonged to their ranks, would have exposed those who refused to military discipline.

Then Paris and other cities began to feel the pinch of threatened hunger. The people's patience was exhausted and demands to settle the strike became insistent. But the administration refused to dismiss M. Simyan, or to reinstate the two ringleaders of the strike of 1906, who had been dismissed for inflammatory insults to the govern-

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ment. The Chamber of Deputies endorsed the government on March 19, by a vote of 368 to 211, and again on March 22, by 345 to 138 they passed a vote of confidence in the government's ability to restore peace and order. Just then, however, a conciliatory policy was initiated. Negotiations between the strikers and M. Barthou, Minister of Public Works, were successfully opened through the latter's tact, firmness and broad public spirit. While declining to dismiss the Under Secretary of Posts and Telegraphs, which involved "administrative anarchism," he promised that no strikers would be dismissed or punished and that hereafter grievances might be submitted directly to the Minister of Public Works. This concession is likely to lead to the adoption of the American policy of making the head of the postal department a cabinet minister. M. Barthou brought the situation to its solution by declaring that while "madness had possessed the staff of the service, a sponge would pass over the whole affair," and he explained that the merit system of promotion, which had caused jealousies among officials of the same grade, would yet remedy the varying methods which had been the source of the irritation.

With these assurances the striking employees in all departments went back to work and the menacing situation came to a peaceful end—at least for the present.

With all due allowances for the difference between the French and the English ways of trying the experiment of unionizing government employees, and with due regard for the balance between the apparent safety of the latter and the serious menace of the former grave emphasis has been added to the disfavor with which the unionizing of government employees has always been

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regarded in America. While no one denies the right and the value of some form of organization among employees of every department of the public service, yet the affiliation of those employed to serve the whole people with the organization for the class interests of any part of the population, however large, may not only be seriously questioned but peremptorily challenged. No one will claim that the right thus to affiliate could be conceded to the army or to the police. It is quite as difficult for the public to concede that those entrusted with the civil and educational function of serving the whole people should have the right to combine either to render or to withhold the service due all, in the interests of any part whatever. While the right of any craftsman in government employ to affiliate himself with the union of his general craft may not be denied, yet that by no means involves the right of those in any department of the government service to organize as government employees and then affiliate with the organization of any distinct class of the people.

Is not this the conclusion which appeals to American common sense? Whatever theoretical or even practical reasons there may be to the contrary, does not the possibility of a sympathetic strike by unionized government employees, such as menaced the peace and paralyzed the power of the entire French people, point an incontrovertible argument against the public recognition of the right of government employees to unionize?

APROPOS FEDERATION.

In France the bank clerks are organizing. As men in any occupation grow into such a position that they are treated as aggregates, they find it necessary to move as aggregates.
—Toronto Globe.

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 In fact, they say, where'er I roam,
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 Alas, I must forego the fees
 Of human fame and all the fuss;
 To find the cause, consider please
 This Civil Service Syllabus!

At school I burrowed like a gnome
 In depths of all the 'ologies;
 I sucked the honey from the comb
 Of wisdom and outworked the bees.
 I knew by rote Thucydides,
 Spinoza, Kipling, Bacon, Huss;
 But who will name with works like these
 This Civil Service Syllabus?

The lays of Greece, the laws of Rome,
 And dead Assyria's mysteries,
 The hoarded wealth of tomb and tome,
 The treasures of the envious seas.
 Ransack them all on bended knees
 Until you rank with Criticus,
 And then inspect the new decrees,
 This Civil Service Syllabus!

I know the latitude of Nome,
 The habits of the flies and fleas,
 The girth of London's wondrous dome,
 And how to measure lofty trees.
 Dynamics is as bread and cheese,
 I feast upon the Calculus;
 But there is one thing disagrees,
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L'ENVOI.

Commissioners, your faith forsees
 In this high course some good for us.
 I wonder—can YOU pass with ease
 This Civil Service Syllabus?

MERCUTIO.

THE HEALTH OF THE WOMAN CIVIL SERVANT.

The British War Office on the Subject.

For some time past complaints have
 been rife in the British civil service
 that the sick leave taken by women in-

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cludes many more days than that taken by the men. The War Office has been the first to grapple with the question, and it has done so in a way that is at once intensely practical and kindly.

After declaring that there can be no levelling of the two sexes in the question of remuneration until girls have learned to give sufficient consideration to their health, and so reduced the number of absentees from work, the authorities have pointed out wherein a cure may be sought. Diet and clothing are dealt with. They recommend potatoes, cereals, fruits and vegetables in preference to meat, as the former foods, they consider, make the girls better able to resist cold, influenza and headaches. In this connection a circular has been issued to each of the girl employees. To quote the circular:

"Excessive drinking of tea, especially between meals or with lunch, is not only the cause of numerous nerve and heart troubles, but also leads frequently to indigestion and other serious internal complaints.

"Attention must be given to the importance of warm clothes. The want of these often accounts for the suscep-

tibility to draughts and consequent fear of ventilation.

"Short sleeves and transparent lace fronts are dangerous traps, and it is unfair to one's constitution to make unnecessary demands upon its resisting powers by wearing such garments without adequate safeguards."

Of course, an immediate interest was taken by the London press in the point of view of the employees affected by this fatherly treatment, and reviews and interviews of some particularity appeared. The following is typical:

"Some of the typewriters acknowledge that many of the ills of femininity are due to ignorance in dietary matters.

"The chief reason why girls do not feed themselves as well as men,' said one of the typewriters, 'is because they do not know the way. They never attempt to investigate the subject of food and to find places where they can have a good, homely meal at a reasonable figure.

"They prefer to flock into the nearest tea shops and make a meagre meal, thinking that when they go home at night a proper meal will be prepared

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for them. But when they reach home they are often too exhausted by their work and by the want of proper sustenance during the day to eat anything.'

“‘The reason why girls are not so well fed as men,’ said another, ‘is because they earn less money, but must pay the same fares to town, contribute to the home’s maintenance, and keep a tidy appearance.’”

“‘It is especially difficult for the beginner, who is fond of sweets and cakes and away from her mother’s eye, and indulges her taste in this way with her tiny food allowance.’”

ANOTHER TRIUMPH FOR THE CO-OPERATIVE PRINCIPLE.

It has repeatedly been pointed out in these columns that the co-operative movement is steadily gaining ground throughout the world, until to-day it stands accepted in many countries as a fit subject for fostering legislation and encouragement. There is not a single country in Europe that has not recognized the movement. In such powerful and well-governed nations as Britain, France, Germany and Italy

co-operative trading of every variety is so firmly entrenched and protected by the state that it has come to be regarded as entitled to as much consideration as private enterprise of a like nature. One feels almost like apologizing for stating these facts again; but as long as there exists in many quarters of this country an almost complete ignorance of what is doing abroad in matters of co-operative enterprise, so long will the opposition of interested persons and corporations prevail, and so long must it be proper to re-state the facts for the information of the great mass of the public who have no axe to grind.

That the ideas—eminently just and sound ideas—which have so permeated Europe should have failed to find readier lodgement in America is at first sight surprising. No person who calls America home would care to admit that we are more indifferent to what affects the public weal than the natives of Europe; still less would we admit that our legislative bodies are actuated by lower standards of public service than those of Europe. Nevertheless, explain it how we may, it is the fact that we in this country are far behind the other civilized nations of

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the world. Plain jointstockism hems us in on every side.

Here in Canada there is one great province, which has, after full consideration of the matter, set a shining example. That is the Province of Quebec. Ontario has stood still for many years, and at this very day understands the matter so little that she is endeavouring to engraft the co-operative branch upon the joint-stock tree. Now, both of these principles are good, but they can no more be made to coalesce than oil and water can. While we are disposed to accept conditions and to make the best of them, we have no hesitation in saying that it is an injustice to our Loan Society, no matter how much the amount of non-withdrawable capital may have been fixed at, to place it in substantially the same category as loan corporations having private proprietorships and

operated solely for gain. Precisely the same difficulty is to the fore in connection with the attempted incorporation of a general co-operative society within the service.

As to conditions on the other side of the international line, the question is coming to a head in many parts of the country, and it is a safe prediction that within the next few years the majority of the States will have passed general laws for the protection of co-operative enterprises. In the meantime such a sane and conservative State as Massachusetts has recently set a powerful example. The credit of this exploit is due largely to one man—Mr. Alphonse Desjardins, a fellow-Canadian. With his most extensive knowledge of the subject, and his extraordinary enthusiasm, at once deep and disinterested, it is perhaps inevitable that he should be the prophet of the move-

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ment in this country. The Quebec law is due almost wholly to him, and he it was who almost persuaded our Federal Parliament (*almost*, was it not?) a year ago. In February last Mr. Desjardins appeared as an expert witness upon co-operative banking before the Banking Committee of the State Legislature of Massachusetts, and later he was consulted upon the drawing of the Bill embodying the principles he had advocated in giving evidence. His arguments and the facts adduced by him have carried the day, as is shown by the following letter:

"Boston, April 29, 1909.

"M. ALPHONSE DESJARDINS,
House of Commons,
Ottawa, Canada.

"DEAR SIR,—

I am in receipt of your letter of April 27th, and in reply I am glad to inform you that the Credit Union Bill has passed the House with a small un-

important amendment, which was accepted by the Senate to-day, and the bill is now before the Governor for his signature. That this bill has become a law, or will become one as soon as the Governor has signed it, is due in large part to you, and I congratulate you heartily. * * *

Very truly yours,
(Signed) LEVI H. GREENWOOD,
*Chairman of the Committee
on Banking.*"

We, too, congratulate Mr. Desjardins heartily, and wish him as complete success along this line in the land of his birth. We understand also that he has visited New Hampshire upon a similar mission, and that seed was there sown which will in due time bear fruit. Similar invitations have likewise come to him from some of the Southern States.

Reverting for a moment to the general subject, it is clear that these are strong indications of a popular move-

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ment that will ultimately meet with the widest success; and that it is fruitless for our legislatures to attempt to deal with it in any spirit short of complete understanding and sympathy.

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A KIND WORD FROM HAMILTON.

TO THE EDITORS OF THE CIVILIAN :

I beg leave to take advantage of your pages, so convenient for the purpose, to heartily express my congratulations to the association of the Inside Service for the success of the recent conference between the service in Ottawa and the service from outside. It was very pleasing to see delegates gathered together from all the provinces of the Dominion to join hands and hearts in so great a work as that of bringing into close fellowship the two great branches of the civil service of Canada. In the past, none of us care to deny, but are free to admit that there existed no ground for interest or common fellowship.

If the conference should have the effect of laying a foundation, wide and

deep, of fraternal harmony and unanimity in the service and should accomplish nothing more, its labours will ultimately bring forth good results. Great care must be exercised to prevent the newly formed organization from becoming a medium of personal and selfish ambition. Its aims must be high, honest and just to all. I believe the acquaintances made at the meeting will not soon pass out of mind and when united efforts have brought tangible results, may we attribute them to the harmony and unity that was in evidence through the meetings.

W. F. MILLER.

Hamilton, May 10th, 1909.

THE SUPPLEMENTARY ESTIMATES.

Supplementary estimates for the current fiscal year, amounting to \$1,016,687 were tabled in the House on May 10th, by the Finance Minister. Several of the items are of special interest to the service.

Under the head of civil government the following salaries are asked for the new Department of External Affairs; deputy head, \$5,000; one clerk at \$3,500; two at \$2,100; two at \$1,600; two at \$500, and a messenger at \$500, also for printing and stationery \$1,500, and for sundries \$1,000, a total for the department of \$14,950 a year. An additional sum of \$4,025 is asked for the Civil Service Commission, including \$1,000 as salary to a printer to take charge of the printing of examination papers and other confidential work.

Other items are: \$8,000 to provide additional pay for Dominion police; \$7,000 for experiments in cold storage for fruit; \$10,000 as expenses of a commissioner to investigate the swine industry of Great Britain and Denmark; \$5,000 for tobacco curing experimental stations; \$20,000 for astro-

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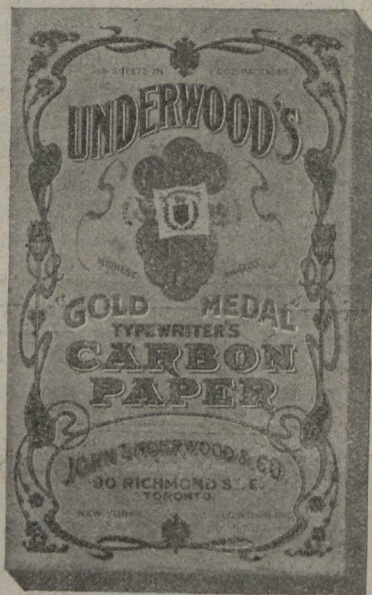
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nomical surveys and geodetic work; \$10,000 for expenses of conservation commission; \$50,000 for The Hague tribunal; \$1,000 towards Dr. Grenfell's experiments with reindeer in Labrador; \$2,000 towards a monument to Laura Secord at Queenston Heights.

There were also tabled further supplementary estimates, amounting to \$210,000, for the year ended March 31st, 1909. The items are: Relief of Italian earthquake sufferers, \$100,000; boundary quarantine against foot and mouth disease, \$100,000; representation at the international agricultural conference in Rome, \$10,000.

INCOME TAX.

The Hon. A. T. Dunn, in giving evidence at the recent convention of the federation as to the working out of the income tax imposed upon civil servants in the City of St. John, threw an illuminating light upon the subject. He pointed out that prior to the exaction of the tax, civil servants of St. John were doubly assessed in respect of real and personal property on account of their immunity from the income tax, but that when the income tax was imposed, the property assessment was not reduced. The income tax, he explained, was imposed on the full amount of salary and attempts to get an exemption on \$400.00 had failed. While civil servants were thus being taxed to the last drop of blood, other citizens escaped largely in respect of salary assessment and likewise as regards real property. He cited an instance of a citizen of St. John, not a civil servant, who though it was a matter of public information that he had refused \$40,000 for his property, was assessed only on \$15,000.

In the City of Ottawa a case is known of a civil servant, who in 1885 paid in taxes only \$10.75. Since that

time the taxes have rolled up until at the present time he pays \$105.36, and with the income tax added would have to pay \$125.01. The facilities are practically the same as he enjoyed under a tax of \$10.75 and the property has not been improved in the meantime.

The committee of the Civil Service Association of Ottawa which is dealing with the question raised by the municipality in reference to taxing the incomes of the civil servants of Ottawa, have had a conference with the Minister of Public Works in regard to the action to be taken under the special agreement on the subject existing between the Government and the city. At the time of writing no announcement has been made to the service, but it is probable that the Government will be heard from in the course of a few days.

ATHLETICS.

Report of the Cricket Sub-Committee.

To the President of the C.S.A.A.A. :—

As chairman of the cricket sub-committee of the C.S.A.A.A. for the year 1908-09, I beg to submit herewith my report on the results of last season's cricket.

1. From every point of view, I think one can safely say that the season of 1908 was most successful, and that so far from the popularity of the game amongst civil servants being on the wane, it is steadily increasing.

2. About 120 took part in the various games — at least 80 of whom were regular participants.

3. A schedule of matches on the same lines as the previous year was arranged and great keenness was evinced as to which department should win the series — the Outside

Blocks eventually being the winners with 6 wins to their credit as against one defeat. Besides these inter-departmental games, five matches were played with the Ottawa Cricket Club, and one with the Almonte XI and the Garrison Football club respectively. Care was also taken that whenever possible there should be a game of some sort or other every Saturday and public holiday.

4. In connection with the Almonte match, I beg to suggest whether it would not be possible to arrange home and home games during the ensuing season with the various towns in the Ottawa valley, such as Almonte, Perth and Carleton Place. This would give the cricketers in the service a variety in their cricket diet and also afford them pleasant outings. Moreover, I see no reason why by thus stimulating an interest in the game in those towns it should not be possible to form in the near future an Ottawa Valley Cricket League, composed of ourselves, the Ottawa C. C., and the various towns in the valley.

5. Perhaps the most noticeable thing last season was the great improvement in play all round — many who had the previous season taken up the game for the first time, now batting or bowling like veterans. I think this improvement would have been still more marked if members could have managed to obtain more net practice; but in the limited space at their disposal this was somewhat hard to get, as, owing to the fact that

there was a match going on practically every day there was really no room for carrying out net practice at the same time—at least not with any degree of comfort. I should like to emphasize this point, as net practice is, not only for beginners, but for everyone who wishes to do anything at all at the game, most necessary. It is really extraordinary what a few weeks' consistent net practice, and if you can get some coaching, will do in the way of improvement.

6. The question of the proper care of the cricket material is one I should like to bring to the attention of the incoming executive. The methods, in this regard, in vogue last season were not really very satisfactory, and as we have just purchased a large and expensive supply for the coming season it would be well if stricter measures were taken for its safekeeping.

A. G. LEWIS,

Chairman Cricket Sub-Com. C. S. A.
A. A.

ANNUAL FINANCIAL STATEMENT,
1908-'09.

Civil Service Bowling League.

RECEIPTS.

134 matches at \$3.....	\$402 00
Christmas and New Years..	5 00
Sale of tickets for banquet..	57 75
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	\$464 75

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Printing score sheets and schedules	5 00
Prizes	30 75
Tips to alley boys.....	8 00
Belmont Café, for banquet..	54
Pianist at banquet	5
Tally cards, tickets, etc....	2 30
Prizes for euchre	5 00
Balance at credit, deposit- ed in Civil Service Savings and Loan Society	17 20
	\$464 75

We, the undersigned, have examined the accounts in connection with the Civil Service Bowling League during the season 1908-'09, as presented by Mr. G. A. Lindsay, and find same correct in all particulars.

J. ROE.

H. STEWART.

Auditors.

May, 1909.

COAL ANNOUNCEMENT.

A circular will shortly be issued to the service regarding the arrangements that are being made for the purchase and distribution of coal for the service.

PAPERS AND INKS.

Precautions Essential to Securing Durable Books and Permanent Records.

At a recent conference of the librarians of the Province of Ontario the question of the durability of books was discussed at some length. The same question was raised in parliament this session, with reference to the quality of the paper used in printing the reports of the several departments. At more or less frequent intervals the matter is dealt with by the press of the country, and THE CIVILIAN therefore considers the occasion an opportune one for placing before its readers the following authoritative and instructive article from the Report of the Department of Public Printing and Stationery for the year 1899:

Paper.

"It is important to recognize the fact that a great revolution has taken place in the manufacture of paper, and that a very large proportion of the books and documents of the present day are doomed to crumble away on the shelves of the archives and libraries established and endowed to preserve them. It is not, perhaps, to be regretted that the vast mass of cheap books and periodicals will be resolved into dust under the influence

Mr. Civil Servant, do you Smoke? Yes?

Then Buy a Box of

Eddy's "Silent Comet" Matches—

just out—a Vest-Pocket Size of Eddy's "Silents"—"De-Light" for the Smoker.

Always, Everywhere in Canada, ask for Eddy's Matches.

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of light and air alone, without the aid of any human agency; but it is to be regretted that literary works of value and even documents of great importance are still written and printed upon materials whose perishable nature is not taken into account.

"The durability of ancient books is very remarkable. The productions of the very earliest presses have come down to us as bright and clear and solid as when they were first printed. The paper is tougher and the ink as black as in works of the present day. The books which Columbus read may now be read as easily as when they were first printed, and the notes he made on their margins are as legible as when he wrote them. The entries in the custom-house records of the reward paid for discovering America are still black; but upon the receipt for the amount paid in the Alabama award, some of the endorsements have turned brown and are fading away.

"The perishable character of recently printed books is due mainly to two causes—the use of wood pulp not thoroughly prepared and the introduction of heavily clayed glossy papers necessary for printing photographic process blocks of low relief. The defective material in these last papers is covered up by the clay with which the interstices are filled and the surface covered. The weight of the paper is increased by the heavy loading, but a fold across the corner of a sheet will show that its brittleness is increased in proportion.

"The danger of using paper made from wood for important documents was soon observed in Germany where such paper came first into use and, because of its cheapness, was very generally employed. The Prussian government took up the matter and made very stringent laws upon the

subject. It established standards of quality, and enacted that all papers for permanent documents should be submitted to official tests. The issues of the German publishers for a number of years (until in fact quite recently when these conditions came to be appreciated) show abundant evidence in their brown margins and brittle edges of the perishable nature of the paper used.

"It is not, however, to be assumed that paper made with the admixture of wood pulp is to be condemned if the resinous matter is eliminated and only the wood cellulose remains. It is not likely that we shall ever again use paper so durable as that used when printing was first invented. The papers of those old days were made of linen, cotton and hemp fibres, and these materials are as enduring now as ever, but modern taste insists on their being bleached to a higher degree of whiteness, and as will be shown later on, the traces of the bleaching agents left tend to decompose the writing inks in common use. What requires to be guarded against in the printing paper of government, is the admixture of mechanically ground wood pulp and the insufficient conversion by chemical methods of wood into wood cellulose.

"It has been asserted, but not proved, that cellulose derived from wood, even if pure, is different in its properties from cellulose derived from linen and cotton, and that any admixture of wood pulp is fatal to the permanence of paper. There can, however, be no question of the superiority of linen and cotton paper; the experience of many hundred years has established its unchanging endurance, but on the other hand there are many reasons for believing the two groups of cellulose to be at least chemically identical, and, if so, the question re-

solves itself into one of purity and thoroughness in manufacture. The first patent for making paper out of wood was taken out by Matthias Koops in 1801, and some sheets made by him at that time have, recently been examined and show good results. But Koops did not grind the wood but sliced it and cut it into lengths of two inches so as to preserve the fibre. Moreover, he used only woods like the aspens and willows and avoided the resinous woods like the spruces which are mainly used in America. He had not discovered those processes for boiling which are now everywhere in use, by which such impurities are removed and in consequence of which spruce has become the favourite material for paper making.

“Recognizing the importance of the matter, a clause was, some years ago, introduced into all government contracts forbidding the admixture of mechanical or ground wood pulp in the papers supplied for printing books. Objection was taken at the time, but it was easy to show that in grinding the wood the fibre and tensile strength are destroyed and, also, that the resins and acids are left in

the pulp. Paper made from such pulp, no matter how it may be bleached, will, under the influence of light, turn brown and become brittle. It will return to its original colour, as may be readily demonstrated by exposing an ordinary newspaper or cheap novel to direct sunlight. Chemical wood pulp, whether made by the soda or sulphite process, has not been found to act in that way but will retain its colour and tenacity, and, not being ground but sliced, the fibre is sufficiently long to give strength. Still, however, it is necessary, even in the case of chemical pulp to guard against insufficient cooking; since, in that case, also, any impurities not removed would injure the durability and colour of the paper.

“This condition had scarcely been inserted in contracts in Canada when H.M. Stationery Office in London was aroused to its necessity by complaints from the departments that the papers supplied were cracking at the folds and changing in colour. The attention of the Public Printer at Washington was also directed to the same danger, so that in very recent years public documents will not be found

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with discoloured margins, as was often the case from 1880 to 1892; for although wood pulp began to come into use about 1861, it was not very extensively used for printing paper until 1880.

Writing Paper.

"If it is desirable to employ for printed documents paper of a reasonable degree of permanence, it is imperative that paper for the records of government should be of the best and most enduring materials. For such uses nothing but paper made from rags should be employed. This has been done in Canada, because, since 1868, the Stationery Department has supplied nearly all the writing paper used in the various departments, and prior to that date writing paper was made solely from rags. One remark, however, seems called for, namely, that the old 'yellow wove' papers have gone entirely out of use and that writing papers are now bleached to a much higher degree of whiteness. This old 'yellow wove' was the natural colour of the paper, the blue of old papers was an added colour; neither was weakened by the bleaching action of chlorine. There can, however, be no exception taken to the quality of the writing paper used in the public service. It is made from rags and loft dried, and so long as the law is observed and all paper is purchased through the Stationery Office the quality will be looked after.

Writing Inks.

"Remarks similar to the preceding apply with increased force to writing inks, and in Europe and America governments have been generally recognized the importance of having all public acts recorded in permanent ink. The Imperial Stationery Office insists that all inks used in the departments shall be made in a certain

approved method, and samples are tested from time to time to secure conformity to the standard. In February, 1888, the Minister of Justice of France issued a circular enjoining the use of sulphate of iron inks in all public or departmental offices, and also in all courts of justice and by all notaries or practising advocates. The most instructive inquiry, however, (because the most detailed), is embodied in a report made by the Hon. R. T. Swan, Commissioner of Records for the State of Massachusetts, and published in 1893. He found that up to about the year 1840, the acts and the records of the Commonwealth were in a fair state of preservation, but that many later documents were fading away. He found many of the returns of births, marriages and deaths in the secretary's office illegible, and the same was the case with many town records. In the indexes to the archives, written about the year 1840, the ink had faded so much that all the important words had to be rewritten. The results of the inquiry showed that prior to 1840 the inks in the records had preserved their colour, but after that date the records were in various states of preservation and many were illegible.

"The question here is not to find an ink which cannot be discharged by a skilful use of chemical reagents; but to insist on the use of inks (and there are many such) which, like the old inks, will retain their legibility and blackness for centuries. The first register of births, marriages and deaths commenced in Montreal in 1642 is in perfect preservation, and the signatures of the witnesses—founders of that city—are still perfectly legible.

"It fortunately happens that, up to a very recent period, the inks used in the public service at Ottawa have

been made by well-known houses established for a long series of years. Of late, however, other inks are creeping into use, and efforts are occasionally made to introduce the products of unknown or inexperienced makers. There is a tendency to try every new ink brought along by agents. One person is taken by the colour and another with the fluidity of an ink and, without any real knowledge or even thought of the importance of the matter, each tries to have some favourite ink introduced into his office. There is doubtless much writing which is ephemeral in interest, and might be written in fugitive ink without detriment to the public service, but an ink once introduced into an office is apt to be used for everything without discrimination.

Typewriting Ink.

"The typewriting machine is fast superseding the art of writing by hand and, day by day, is extending in new directions, so that, not only letters, but deeds and notarial documents of all kinds are now written by typewriters. It is therefore important to inquire whether these documents are or are not permanent.

"Up to a certain point the answer is simple. All typewriting inks of green, red, violet and other such fancy colours and many blues are evanescent, and whatever is done in these inks will need to be rewritten, or will perish in the course of comparatively few years. Writing ink made of salts of iron, even if badly made, may, when faded, be restored by suitable processes; but these typewriting inks when faded will have disappeared beyond hope of restoration. It is needless to point out that the use of inks not known to be permanent should be forbidden in the preparation of all documents of record.

"During the last year I had under my notice a crucial instance of the different behaviour of inks under a severe test. In the fire at the West Block two letter books belonging to the Department of Militia were injured. Both were charred at the edges and had been thoroughly soaked with water to an equal degree. The signatures and all letters, in both books, which had been copied from writing ink were perfectly good and legible. The durability of good writ-

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ing ink was evident, but the typewritten copies were very different. In one letter book not a single typewritten letter was legible. Every page was an indistinct blur of blue and purple. In the other book a different ribbon had for the most part been used, and every letter written with that was clear and distinct; while on the pages of the same book where other ribbons had been used not a single word or even letter could be picked out of the confused blur of colour.

“The durability of typewriting has been made the subject of much scientific research; for its importance is great. In the departments at Ottawa very little attention is paid to the matter. Every person who runs a machine is allowed to use the ink which suits his or her fancy, and will insist on having it, and reports to his chief that no other ribbon will work on that machine. The chiefs have never thought about the matter, and to save trouble and argument the copyists are generally allowed to have their own way, although as a matter of fact ribbons of any established manufacture can be used on any machine in the service. The notion that special ribbons are necessary for the machines of special makers has no foundation.

“There are three classes of ribbons in use—the black or record ribbons which will not copy, the so-called ‘permanent copying ribbons,’ and the general mass of ribbons of red, green, violet and blue, which are all copyable. The first class—‘black record’ ribbons—have carbon for their base and are all permanent. Ink of this composition is for the most part used on carbon copying papers and, if the paper of the copy be of the proper

texture, the resulting copies are indelible. The second class contains a number of ribbons which produce permanent writing and some which do not. The third class should be rejected without hesitation for everything but the most unimportant purposes. They may be easy to work, and many other plausible reasons may be put forward on their behalf, but they are all fugitive.

“Experiments made at the Printing Bureau, however, show that, while the letters written by ribbons of the second class may be permanent, it does not follow that copies made from them are always permanent. This would appear to be caused by the fact that, even in the ‘permanent’ or ‘indelible’ ribbons, the copyable ingredient of the ink smeared on the ribbon is often made of an aniline colour. The indelible or permanent ingredient may not be transferred by the slight dampness of the leaf of the copying book. While, therefore, these permanent ribbons are satisfactory for originals, there seems yet to be something wanted to prevent copies taken from them from fading. The instance above cited of the two letter books which passed through the fire shows that a typewriter ink may be found which will copy and still resist another wetting, but no experiments were made to prove whether the same ink will resist exposure to light.

“While, therefore, the enormous advantages of the typewriting machine will extend its employment more and more over the whole field of office work, it should be borne in mind that it has its own special limitations and that great care should be taken as to the ribbons made use of.