

# THE CIVILIAN

VOL. VI.

APRIL 17, 1914.

No. 26

## HANDS ACROSS THE SEAS

### Interesting News from Australia.

The "Public Service Journal," of Victoria, for the month of January, brings news of a conference of civil servants of the Commonwealth that has two features of more than usual interest. In the first place, the conference was attended not only by the federal service, but by representatives of the local or state services as well, and, by the way, New Zealand also was represented. In the second place, the conference was opened by Sir Gerald Strickland, Governor of New South Wales. The ministry was represented by Hon. D. R. Hall, Minister of Justice.

The inclusion of the provincial civil services of Canada in the discussions carried on by the members of the federal service is probably a new idea, but nevertheless one that may be filed away for future reference. The patronage of the conference by the Governor and the ministry is a novelty in so far as the Canadian Federation is concerned. The Governor in his remarks, dealt with a comparison of civil service at home and abroad, and a strong reference was made to the idea of exchange of officials between different portions of the Empire. The following short extract is taken from the Governor's speech:—

I am delighted—and I congratulate you most heartily—that your chairman has struck the keynote that this Conference is gathered together to seek efficiency rather than personal advantage. There is no doubt that the power of the service depends upon efficiency, and the method of getting men to the top and keeping them

there no longer than they continue to be efficient. In the old country that has been done by a system of pensions which is specially generous in order to obtain efficiency. Though efficiency is not to be tested by pensions, I know of one Imperial Service where pensions are specially designed not only to get rid of the inefficient, but to get rid of those who, while thoroughly efficient, are not the best. If the pension system is not pushed to the extreme there are other methods of securing this end.

The Minister of Justice, in his remarks, also referred to superannuations to the following effect:—

I address you, gentlemen, as an old Civil Servant. I suppose that had I not had some of those grievances to which His Excellency referred, I might have been a happy (or unhappy), contented (or discontented) officer of the Lands Department today. But, somehow, I thought things were not just as they should be, and here you see me today. It has been my pleasure and privilege during the time I have been in office to have given very special consideration, with the members of the executive of the New South Wales Association, to the all-important question of superannuation, and, if the consciousness that the state guarantees that its servants shall not want in their old age will make a happy and devoted service, then we should soon see a devoted service in this state.

A number of resolutions were offered to the conference, a few of which may be brought to the attention of Canadian Associations:—

**Interchange of Officers.**—"That the interchange of officers between the States, Commonwealth and Imperial Services is desirable."

**Uniform Classification.**—"That a uniform system of classification or grading is desirable."

**Extension of Rights of Promotion.**—"That it is desirable to extend rights of



## THE CAUSE

Extend organization to every portion of Canada and to every branch of the service.

Establish a publicity bureau to supply copy to all newspapers in order to correct erroneous impressions, and to form a more truthful public opinion regarding the service, its personnel and its problems.

Exhort and pray the government to establish a permanent civil service minister, with a sufficient staff to study exclusively the service, its personnel and its problems.

Exhort and pray the government, or the civil service minister, to extend the merit system to all portions of the service, outside and inside.

Exhort and pray the government, or the civil service minister, to increase the efficiency of the civil service commission, by adding to its numbers a strong man chosen from the civil service.

Exhort and pray the government, or the civil service minister, to extend to civil servants the right of appeal, either to a board constituted in part of civil servants, or to a judge of the supreme court.

promotion to vacancies or new positions to all branches of the service, rather than limit the selection to the department in which a vacancy occurs."

**Principal of an Independent Court of Appeal:—**

(a) "That this Conference asserts the right of public servants to an Independent Appeal Court."

**(b) Composition of Appeal Court.—**

"That the Court of Appeal consist of three persons, of whom the chairman shall be a supreme or district court judge; one shall be the representative of the commissioner, who shall not be an officer of the department in which the appellant is employed, and one shall be the representative of the division to which such officer belongs, elected under the regulations by the officers of the division to which such officer belongs, in the state in which such officer performs his duties."

**(c) Functions of Appeal Court.—**"That the Appeal Board deal with all appeals from decisions affecting classification, charges of misconduct, and questions relating to conditions of employment in the public service."

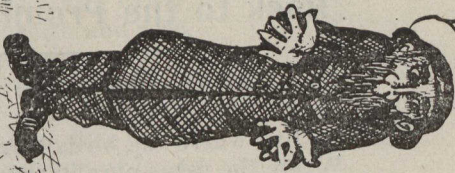
### THEY GOT THEIR MAN.

The Canadian royal northwest mounted police always commands the admiration of Britishers. Recently the Pall Mall Gazette (London, Eng.) said:—

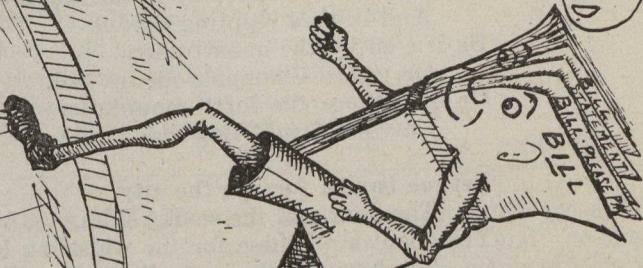
"The stamina of the northwest mounted police has always been the backbone of law and order in western Canada. The authorities at Ottawa have just received the report of a patrol which pursued a 'wanted' man into the fastnesses of the Rockies last November. For more than six weeks they followed the trail, sometimes with wet clothes frozen to their backs, and at one stage they had run out of all food except tea and sugar. But they got their man. It is a service of which Canada is justly proud, and of which the empire at large should hear more than it does."



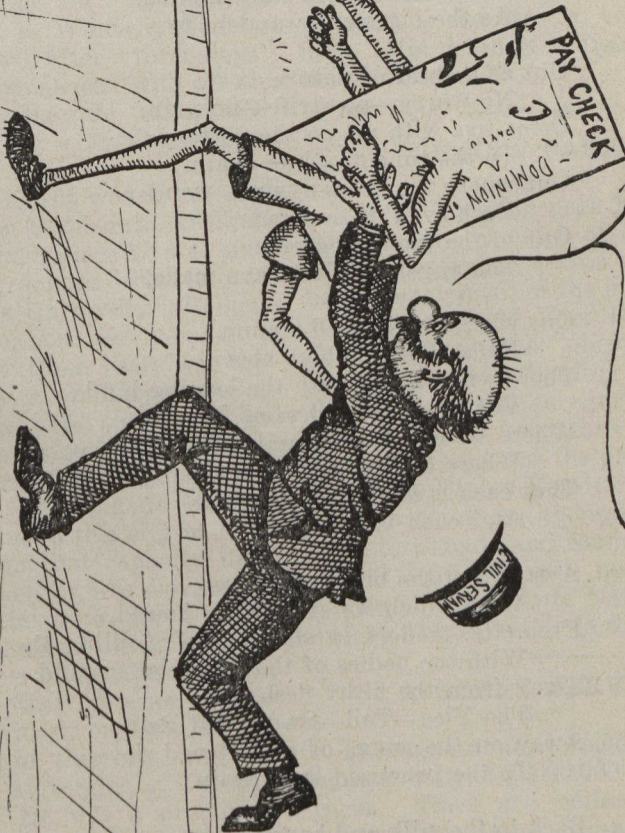
I HOPE DOT HE  
GEEPS AHEAD



CIVIL SERVICE AMENDMENT  
ACT OF 1914.



STAY WITH IT, OLD BOY,  
WE'LL SURELY CATCH HIM AT  
THIS TURN!



HANK-



## Back to the Promised Land

*By the Poet "Low Rate."*

Let me live where the birds sing gaily,  
 Where the fishes play in the stream,  
 Where the hours speed by to the laughing sky  
 And life's a rippling dream.  
 Be it e'en by the open tundra  
 Or where Champak odours fail,  
 Or out where the lofty mountains  
 Caress the nest'ling vale.

Let me banish for aye the city,  
 The dark and the smoky skies.  
 Yea; banish all these for the whistling breeze,  
 The bees and the butterflies.  
 Away to the green-clad gardens  
 Where the rainbow colors the sky—  
 Where the little stars start flirting  
 As the big moon wanders by.

Out as a child of nature,  
 No worry—no strife—no pain,  
 Come live with me on the nectary  
 To the tune of a lute again.  
 Out where the grass-nymphs wander  
 Each even' to serenade;  
 Out to the glowing garden  
 The angels of God have made.

Out where the blessed manna  
 Falls from the blue above,  
 There will we find with the leaping hinde  
 Venus—the Goddess of Love.  
 Where we can live on ambrosia,  
 Where Nature has made decree,  
 That each is his brother's equal  
 And each is forever free.

Away from the binding fetters  
 With which we are tightly bound,  
 From the traders in slaves who're filling the graves  
 With the bodies of those they've ground.  
 Away from the filthy flesh-pots—  
 The Vice—Toil—Sweat and Pain;  
 Away on the wings of a whitened dove  
 To the promised land again.

Back to the milk and honey,  
 Watching it ebb and flow,  
 With a voice to sing of the verdant spring  
 Or the Autumn's sunset glow.



Sun-fondled, dew-bathed, hardy,  
 Brimful of health and glee,  
 Nursing no putrid rancour,  
 Un-fettered, un-tainted and free.

Back where the time flies quickly,  
 Where no hours have leaden wings,  
 Where the body seeks rest on warm Nature's breast,  
 Where the mind to it's fancy elings.  
 Where there's no more worry nor sorrow  
 For the starved half-human things  
 Who moil till death, in the cities,  
 For the paltry pittance it brings.

### THE LATE THOMAS ALEXANDER.

Mr. Thomas Alexander, of 113 Bruce street, South London, inspector of inland revenue for the district from Brantford to Windsor, died on Sunday, 5th April, after a three days' illness, which commenced with an attack of acute indigestion and which was terminated by a resultant heart affection.

Mr. Alexander, who was 68 years of age, was born on October 13, 1845, at Kingston, in which place he was educated in the grammar schools and later at Queen's University. Following his graduation he became a teacher, and for three years was mathematical master of Kingston Collegiate Institute. He abandoned his pedagogic pursuits to enter the civil service and received his first appointment in 1870. He was made collector of inland revenue in this city in 1883, and remained in that capacity until April, 1913, when he was elevated to the position of inspector for Windsor district, which he held until his death. He was a member of the Masonic craft and of several other fraternal organizations. His widow, one son, Dr. N. H. Alexander, of this city, and one sister, Miss M. Alexander, of Toronto, survive him. He was a prominent lawn bowler, and as an elocutionist was often heard at social events.

The funeral, a private one, was held Tuesday, 2.30 p.m. The service at

the house was attended by a large number of friends and co-church workers. All the revenue officers who could be spared from service were present. Mr. Alexander's death is keenly felt by all the officers of his district, as he was a very lovable man. His death is a distinct loss to the service.

### A NEW PARK.

A new Dominion park has been established by transfer of lands from the department of militia and defence to the department of the interior. This is the site of old Fort Howe at St. John, N.B., which played an important part in defending British settlers and British territory from the inroads of the Americans during the revolution, and was the place of landing of the United Empire Loyalists in 1783, when three thousand of them came to Canada and founded the city of St. John. It will henceforth be known as Fort Howe National Park, and will be accessible to the public.

### A GREAT SERVICE.

Throughout the world there are mailed daily 110,000,000 letters and cards. These are collected, sorted, marked, despatched, transported and delivered to the 110,000,000 addresses by civil servants. Great is the postal service!



# THE CIVILIAN

Devoted to the interests of the Civil Service of Canada.

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

Advertising rates are graded according to position and space, and will be furnished upon application.

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

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

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

Ottawa, April 17, 1914

*"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."*

\* \* \*

*"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."*

## CIVIL RIGHTS (3).

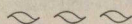
The conditions under which every permanent employee of the government enters the service is calculated to impress every member with a high sense of the dignity of the employment. All, except those who enter the service under the special qualifications described in the (inside service) act of 1908, are supposed to pass an examination more or less rigid, and all require a certificate of the commissioners attesting to their intellectual, moral and physical fitness. An order-in-council must also issue, specially naming the individual, and before any salary is paid it is the duty of the auditor general to review and pronounce upon the regularity of the whole procedure. This system of appointment is governed and controlled at every step by legislative enactment, and the duties, rights and privileges embodied in these enactments, by parliament, are entrusted to the government of the day to faithfully and impartially administer. Heretofore, there has been a somewhat imperfect and timorous scrutiny made of this administration, on the part of those more immediately interested, but a new spirit seems to be springing up, and with ever-increasing confidence this new spirit is more openly demanding that these powers of administration must be exercised in a manner best calculated to preserve to the fullest extent the rights and privileges which parliament by its legislation meant to confer upon the service; so that whenever there is any deviation from the uniform operation of the law, which is likely to give rise to dissatisfaction among the employees, ordinary and reasonable methods should be employed in allaying this dissatisfaction. To illustrate our meaning, take for instance the appointments made under the 21st and 33rd sections, confining ourselves to the parts only which relate to those coming into the service on qualifica-



tions of an exceptional character and appointed "after selection by the departments without competition." The report of the civil service commissioners for the year ending 31st August, 1911, at pages 113 and 114, schedule B, gives a table of twenty appointments made under these sections during the currency of that year. To those recent entrants into the service, who have submitted themselves to the rigors of the semi-annual examinations, these kinds of appointments are regarded with jealousy and suspicion; perhaps, sometimes, unjustly so. Particularly to older members of the service, the appointments of those who enjoy the benefits of these sections are, often quite naturally, a source of very grievous heart-burning. These complainants are at least entitled to be fully informed of the circumstances under which such appointments are made, and it ought to be the imperative duty of the civil service commissioners to embody in their yearly reports a detailed statement of every one of these appointments, and this information would thus be made accessible to every one whose chances of advancement have been in any way endangered by reason of these exceptional appointments.

It is becoming increasingly difficult for the overlords, the ministers, deputy ministers, or any of the superior officers exercising executive functions to dismiss any valid claim for redress of grievances with an angry and menacing wafture of the hand. Granted an adequate measure of publicity and the old system, with the patronage of office veiled behind a form of laws, encouraging the development and nurturing of sycophancy, and all forms of time-serving would fast disappear. A most gratifying spirit of manhood is being aroused—a manhood which is becoming ever more conscious of the dignity which parliament has, by forms and prescriptions, sought to establish, which is refusing, with increasing insistence, to permit advancement in the

service to be contingent upon its making acceptable obeisance before any official deity, and any forces which may still linger to impede the course of this salutary principle will have to give way before the mighty onrush of this newly awakened consciousness.



### A LIVING WAGE.

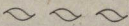
*The Civilian* to-day publishes two cartoons which illustrate the stringency of the money market in certain portions of the Canadian service. The cartoon by "Hank" comes from far-distant Edmonton, the other is the product of the pen of a youthful artist in the "lower grades" of the Ottawa service.

We are free to confess that the problem of remuneration constitutes one of the gravest difficulties for the government in our present over-congested service. The salary charges for maintaining the personnel of the service aggregates an enormous sum. It is claimed and admitted that the amount is much too great. Notwithstanding this fact there is, in many portions of the service, intense suffering. *The Civilian* has published many letters bearing out this contention. The explanation of the anomaly of too great an aggregate cost and too little remuneration in individual and sectional cases is that the government since 1867 has not carried on a consistent and continuous and scientific examination into organization, classification and remuneration. The average salary of the customs service in the maritime provinces is between \$800 and \$900. Upon this average men have to feed, clothe and educate a family. Under the known economic conditions of the day, it is an utter impossibility for men to do so and maintain their honesty and develop their efficiency, and no country should ask its servants to perform its duties on such terms.

We have a labour department competent to advise the government from



day to day as to a legal minimum wage. Why will not the government arouse itself to this perilous responsibility of an adequate as well as an economic wage for the more than 40,000 persons in its employ? Mr. White is giving to the organization of the whole service the benefit of his keen and sympathetic supervision. But this supervision may cease after the contemplated amendments are solidified into law. We desire and need a permanent minister of the civil service who will with all possible celerity lop off the over-charges in the pay-lists and bring up to a paying basis those in the service who are undoubtedly living below the scale of competent efficiency.



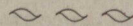
#### OUR YUKON TELEGRAPHERS.

Civil servants have fundamental grounds for complaint against its employers, the people, for the reason that the said people do not devote enough time to the study of the many classes and divisions into which the said employers are divided. The civil service has outgrown its original boundaries as defined by the Civil Service Act so many years ago. There are a great many more civil servants not under the act than there are under it. Only three outside services were included under the act originally, and to be sure these three included all public servants at that time. But to-day great staffs are employed outside of Ottawa in departments other than the three originally included, viz., customs, inland revenue, and post office. One of the departments so developed since the inception of the act is the public works. Of these there are some 3,000 men scattered all over Canada, including those hardy sons of a robust Canadian spirit of expansion, who are doing outpost duty in the frozen north—the Yukon telegraphic service. These men are keeping the trails of communication open all the year round, and to do this service

they live in isolation and deprivation far from the haunts of civilization. The telegraphers on the Atlin-Forty Mile Division have presented a petition to the government through Dr. Thompson and *The Civilian* wishes them God-speed.

It is earnestly hoped that the administration will carry out their avowed intention of instituting reforms in the civil service and that such reforms will include government telegraphers in the Yukon service so that telegraphers on the Atlin-Forty Mile Division may be rated in the regular outside civil service with salary and living allowance commensurate with, and in proportion to that allowed to other civil servants in the Yukon territory, viz., \$100 salary and \$125 living allowance, unless perhaps in exceptional cases where on account of isolated locality it may be found necessary for the salary to carry with it a provision supply on the basis of above rating.

Having regard to the fact that an agent in the Yukon telegraph service must needs labour under a disability which debars him from the possibility of eking out his slender salary, and is called upon to perform many and arduous duties; must be a practical all-round telegrapher; a competent pioneer; and must be prepared to endure the solitudes and discomforts of life in the far north—a moderate and reasonable request is being preferred in asking for agents of the rank and file a salary of \$100—with a living allowance of only \$75 per month, which is the present pay of a Dawson janitor.



#### TO ALL GOOD CIVIL SERVANTS.

There are many civil servants in Canada; there are many societies of civil servants, some active, more not so active, and some affiliated with the federation. To one and all, either the individual or the organization, the editors of *The Civilian* extend the invitation for news or views of



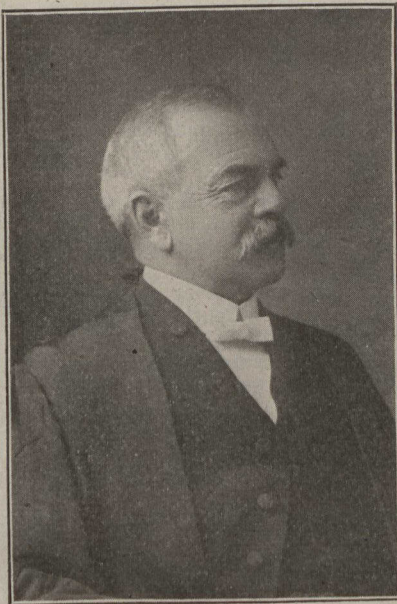
any matters of personal or service interest. Especially is it desirable that *The Civilian* be supplied with reports of meetings, so that, east and west, all may be informed of the interest which servants of the Crown are taking in their status in the life of the Dominion.

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### Civilian Portraits.

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Persons who do not "know" are wont to say that the French and



SIMEON LELIEVRE,  
Vice-President Civil Service Club at  
Ottawa.

Irish don't mix. In the last issue of *The Civilian* there appeared a portrait of Mr. T. N. Doody, of the public works department, president of the civil service club. The photo above is that of Mr. Simeon Lelievre, one of the clerks of the senate, who is vice-president of the same club, which goes to show that the two races work harmoniously in at least one civil service organization.

Mr. Lelievre was born in Portneuf

county, Quebec, the son of Mr. Roger Lelievre, the registrar of the county. He studied law and was admitted to the Quebec bar in 1811. Mr. Lelievre was appointed first to the government service in 1882. He acted as assistant private secretary to Rt. Hon. Sir Wilfrid Laurier in 1896 and remained in that capacity until 1904, when he was made chief translator of the senate. The same year he was appointed second assistant clerk of the senate, a position he now holds.

Mr. Lelievre may be described as a "good mixer," being at home in any company, and is deservedly popular. While he has not of late devoted much time to literature, Mr. Lelievre won first prize in *The Civilian's* recent story competition, with a tale of old Quebec.

The civil service club is certainly to be congratulated on having two such chief executive officers as Messrs. Doody and Lelievre.

Mr. Lelievre is fortunate in having as a brother-in-law such a friend of the civil service as the present post-master general, Hon. L. P. Pelletier.

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### CIVIL SERVICE COMMISSION.

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The regular half-yearly examinations will take place on Monday, May 11, and the following days, in order to fill the following positions in the inside service from July 1 to December 31:—

60 clerkships (for men) in sub-division B of the third division.

20 positions as stenographer and typist (for men) in sub-division B of the third division.

10 clerkships (for women) in sub-division B of the third division.

50 positions as stenographer and typist (for women) in sub-division B of the third division.

60 clerkships (for men) in sub-division B of the second division. In the case of ten of these clerkships the persons to be appointed must, in addition to being successful in the regular examination, possess a knowledge of stenography and typewriting.



## At the Sign of the Wooden Leg

By "Silas Wegg."

### Clean Mad: A Spring Drama in One Reel.

The persons of the drama are:—

SIR PRIZE SOAPE (*a civil service reformer.*)

F. X. BON AMI (*the inevitable assistant C. S. reformer.*)

SAPOLIO SUDDS (*a reformer with views of his own.*)

PEARLINE WASHINGTON (*a stenographer.*)

LITTLE DUTCH CLEANSER (*who wants work.*)

*The action begins at 9.15 a.m. of a Monday morning in a rented government office on Water street. Enter Sir Prize and Bon Ami.*

*Sir Prize:* The Augean Stables! Ah, old Hercules

Had no such labours on his list like this  
That stares us in the face, mon Bon Ami.  
Our dreams, which bore the purple flower  
of thought,

Now ripen to fulfilment, and hard facts,  
The shells and shards of practice, must  
be cracked

Ere we extract the meaty nut of truth  
For these poor civil servants.

*Bon Ami:* Right you are!

And well it is that two such men as we  
Are now entrusted with the task to purge  
The service of abuses and present  
A model household to the nation. Here  
Are mops and brooms and tubs. The  
hour has come,  
And generations yet unborn—

(*Pearline enters.*)

*Sir Prize:* What now?

*Pearline:* A gentleman to see you, sirs, by name

Sapolio Sudds, of Spotless Town, who claims

That he should have direction of the work

You plan to execute. May he come in?

*Sir Prize:* Sapolio Sudds!—the name has euphony—

Of Spotless Town!—What state or province, please?

*Pearline:* Well, not from Greece. In fact he seems to me

To be a sort of Japalac.

*Sir Prize:* Let him come in,

So long as he is not Canadian born.

(*Exit Pearline; Sapolio enters.*)

*Sapolio:* Is this the Sir Prize Soape?

*Sir Prize:* No less, and this

Is Monsieur Bon Ami, confrere and friend.

*Sapolio:* I understand you two have been entrusted

With honorable, yet arduous, tasks, to wit,

To clean and purify the public service.  
Now, sirs, to Spotless Town, which, as you know,

Was once a suburb of the town of Dirt,  
But which was made a model for all burghs

Through me, there came reports of what you two intend.

From what I've heard—your pardon if I err—

You do propose by means of soap and water

And common pumice stone to go to work.  
Before the die is cast—

*Bon Ami:* We use no dyes,

Veneers or any sort of whitewash here.

*Sapolio:* You labour, sir, under misapprehension quite.

The die I had in mind—

*Bon Ami:* Never say dye

Again. The word is odious to our ears.

*Sapolio:* Well, to resume, I come to give you warning

That no such buckwash, no such holy-stone,

Will ere avail in work like this of yours.  
Take now these tubs I see before mine eyes,

Filled full of water (tubs, not eyes, I mean,

That have the water in them, though methinks

Such things might make one weep) are you aware



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8.30 a.m. to 6 p.m.

**PHONE QUEEN**

6-2-0-1.

**THE VOGUE OF THE BLOUSE**

All indications point to the revival of the Blouse or Separate Waist. It is perfectly true that this practical, convenient little garment never went wholly out of popular favor, but it has been in temporary eclipse, being somewhat overshadowed by the one-piece dress. Besides, it has undergone such a marked change in style and appears in such bewitchingly feminine guise as compared with the severe tailor-made or mannish types which distinguished the late seasons, that a reactionary measure has set in and, as frequently happens in revivals, it is likely to be adopted with more enthusiasm than ever.

The new season Blouses are procurable here all the way from \$1.00 up to \$18.50. They may be simple little examples of White Voile or Marquisette, daintily trimmed with narrow lace insertings and edgings, or beautiful elaborate affairs of chiffon and Chantilly lace that have an unmistakable air of Paris about them, but they all possess decidedly new characteristics, and taken singly or collectively, represent one of the most impressive and satisfying selections that the most exacting patron would want to come in contact with.

**A POPULAR QUARTETTE**

Just at the present moment when the Tailored Two Piece Suit is all the rage, there are four special lines which are in such active demand we have to exercise eternal vigilance to keep the showing replenished and the size ranges complete. As the demand never wanes, interest never flags, because new shipments are constantly coming to hand, a condition of things which ensures an unfailing variety. Voile, Marquisette and Crepe are the approved textiles. Starchy fabrics are conspicuous by their absence. It is a season of soft, limp materials, in which the new styles can be developed to best advantage. There are four special tables to simplify shopping at

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Water  
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That fifty thousand tubs would not suffice

To hold the water needed in a day  
To flush the service white? And yet  
with three,

Which you have labelled "Civil Service  
Bill,"

"Insurance Bill" and "Pension Bill,"  
you trust

To make all pure as when the first snows  
fell

Upon Laurentian hills.

*Sir Prize*: Our time is short.

*Sapolio*: And so is life and one commis-  
sioner,

But art is long, and art must do the  
trick

Which time and your commissions have  
not done.

(*Pearline enters.*)

*Pearline*: Will you excuse me, sirs, but  
there's a girl

In quaint attire without.

*Bon Ami*: Quite properly.

*Pearline*: She says that she would like to  
speak to you.

*Sir Prize*: Her errand?

*Pearline*: She does not say, but I surmise  
She thinks she knows a thing or two.  
Your pleasure?

*Sir Prize*: Admit her.

*Aside*: Anything to stop this Sudds—  
Or should I say these Sudds?

(*Little Dutch Cleanser enters.*)

*Sir Prize*: Well, little Miss!

What is your name, and how did you get  
here?

*Little Dutch*: I come from haunts of soot  
and dirt. My name  
Is Little Dutch, and having heard the  
news

Of your appointment I have hurried  
hither

To represent the women of this land  
Upon the work. I am a militant.

(*Bon Ami hides under table.*)

*Sir Prize*: I am afraid the place you seek  
is taken.

Miss Washington is our stenographer.

*Little Dutch*: Stenographer, indeed! Ah,  
dost thou think

That womankind was formed for that  
alone,

Save when she croons her silly cradle-  
songs?

My work is nobler than this clicking  
task

Your fluffy *Pearline* does from day to  
day.

"So careful of the type she seems."  
What next?

"So careless of the single life!" Well,  
well,

There is some sense in Tennyson, I see.  
But business, sirs. What are your plans  
of work?

*Sir Prize*: Your manner is unusual, but this  
day

Seems fated. So I may as well divulge  
The means and methods which we have in  
hand

To prosecute this labor. First, we plan  
To turn the hose upon the public service.

*Little Dutch*: To turn the hose upon the  
public service!

Shocking!

*Bon Ami (reappearing)*: Did you say stock-  
ing?

*Little Dutch*: No, but he said hose.

*Sir Prize*: Not yet enfranchised, still her  
thoughts

Do cling to facts of dress. We plan to  
flush

The service clean of all abuses, such  
As salary and leave and other grafts

Too long in favor. No one shall be paid  
For work or be allowed to give it up.

With this reform will come equality.  
The messengers and ministers will then

Be on a common footing. Envy, strife  
And bickerings will cease. We shall be  
known—

*Sapolio*: As Heralds of the Golden Age of  
Guff,

The great Fore-Flushers of this buncombe  
state!

*Sir Prize*: To him, fair miss, you need not  
give a thought—

An envious squealer from the outer  
world,

As frothy as his name, which bye the  
bye,

Is Sudds. Shake hands with Mr. Sudds,  
Miss Dutch.

*Little Dutch*: Miss Cleanser, if you please.  
How do, old Sudds.

*Sir Prize*: That little informality de-  
spatched,

I will resume our theme. The service  
flushed—

*Sapolio*: With water, not with hope—

*Sir Prize*: We next propose—

*Little Dutch*: Propose! O, where have I—

*Sir Prize*: To make a lather—

*Little Dutch*: A lather! Now I see the  
scheme complete.

You put all on an equal footing first.

Then make a lather for deserving ones  
That they may reach the top.

*Sir Prize*: Confuse not, miss,  
Hope's ladder with the lather made of  
soap.

Our lather is to reach the crevices,  
The nooks and crannies of the public ser-  
vice.



Well mixed with good carbolic it will scourge

The bugs and microbes, chief of which I name you laziness. So far so good. We next intend to brighten where we have cleaned.

My worthy colleague, Bon Ami, a man Who does not have to scratch for livelihood,

Will be in charge of this important work.

*Sapolio*: In Spotless Town—

*Sir Prize*: Our plans are plain, you see, And little scope, not soap I have you note,

Remains for you, *Sapolio*. But you, My dear Miss Cleanser, I need hardly say

Would find a welcome in our ranks, if only—

*Little Dutch*: If only what?

*Sir Prize*: If only you would pass the examination which the law prescribes For entrance to the service.

(*Little Dutch faints.*)

O, what is this?

What have my wild words done? Come, lend a hand,

You guys—the woman's dead. And, lo, three buttons

Are showing on her back.

(*Little Dutch revives suddenly and Pearlina enters.*)

*Pearline*: Whose work is this?

*Little Dutch*: I beg your pardon, but my modiste is

As good as any you do patronize.

(*Exit Sapolio, as we have no further use for him.*)

*Sir Prize*: Fair maiden, you have won my heart, and here

Is that same hand with which this work of State

Will be completed, if you will consent

To be my Lady Soape. What say you, Dutch?

*Little Dutch*: Together we will work and—kiss me, please,

The same as Mr. Bon Ami is doing

The other side the desk with that *Pearline*.

(*Curtain.*)

Though many reports of ancient man in America have been made, scarcely one of the finds has stood the test of criticism. The most probable case of antiquity is the skeletons and implements found in New Jersey in a layer of yellow drift; but this layer is post glacial and therefore much more recent than the paleolithic period in Europe.

## FEDERATION ACTIVITIES.

The directors of the C. S. co-operative store in Ottawa are good missionaries of the gospel of co-operation. In the desire to induce other civil servants to follow the Ottawa example, the Ottawa directors notified the secretary of the federation, offering to visit Montreal and address a meeting of the various services of that city upon the subject. The secretary arranged the meeting through Mr. Geo. Carpenter, vice-president of the federation, for the 10th of March, and on that day Mr. Arthur Pare, president of the Ottawa association, and Mr. H. T. Owens, one of the store's enthusiastic directors, journeyed to Montreal. Mr. Pare has favoured the federation with a report of the successful mission, as follows:—

Ottawa, 12th March, 1914.

Secretary of the Civil Service Federation, Ottawa, Ont.:

Dear Sir,—Upon your request, conveyed to me by Mr. H. T. Owens, I proceeded to Montreal on the 10th inst. to address a meeting of the civil servants of that city, which was to be held on the night of that day. Mr. Owens found it possible to go with me.

I may say that our Montreal *confreres*, although greatly regretting your absence, duly acknowledged your kind attention in sending them two substitutes. They have, through their officers and some of their members, publicly expressed their hearty appreciation for the consideration accorded them, and asked us to acquaint you, both of their gratefulness, and their firm resolve to continue the good work of the federation.

The meeting opened at 8.30 p.m., and Mr. Owens was called upon to address the large gathering. Mr. Owens made an eloquent review of the co-operative movement, giving special attention to the Rochdale plan and its wonderful development



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in Great Britain. Needless to say, Mr. Owens was heartily welcomed, and given liberal applause during his remarks.

I was then called upon to add a few words, which I did in the French language, and avoided repeating what had been said by the previous speaker, who had evidently been perfectly understood. My remarks were mostly directed to the principles of co-operation, and I endeavoured to show how these principles differed from those in vogue in ordinary business. I also endeavoured to show that the results were just as diametrically opposed as the principles,—accumulation of wealth in the hands of the few, general dissatisfaction among the middle and especially the labouring classes, or wage-earners, are the results which can be traced to the principles of the ordinary business. On the other hand, the principles of co-operation, as in the Rochdale plan, made for a more general and equitable distribution of wealth, for more desirable conditions generally for the wage-earners.

At the close of these remarks I extended to the meeting an invitation to ask me questions regarding the subject of co-operation, Mr. Owens having left for Ottawa, where his duties required him for the next morning. For more than an hour I had the pleasure of answering questions, which clearly showed that the principles of co-operation had appealed strongly to all present. The meeting unanimously decided that a committee should be formed immediately to look into this subject further and report at a future meeting on the advisability of starting a co-operative association in Montreal at an early date. A strong committee was appointed there and then, and I have every reason to predict that the civil servants of Montreal will, before long, start an association which will have every chance of success. Everybody knows that the province

of Quebec has an excellent law on co-operation, under which it is most easy to organize.

I must add that I was more than pleased at the opportunity given me to assist, even in a small way, in advancing the great cause of co-operation on behalf of the federation.

Yours truly,  
ARTHUR PARE.

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**TEXT OF THE TWO BILLS INTRODUCED IN THE HOUSE OF COMMONS ON APRIL 3 BY THE POSTMASTER GENERAL.**

—  
BILL 146.

**An Act to Amend the Civil Service Act.**

(1) That part of schedule B to the C. S. Act, chapter 16 of the Revised Statutes, 1906, which relates to clerks in city post offices, and the offices of post office inspectors, in offices of superintendent of railway mail service, and in the money order exchange office, as the same is enacted by section 1 of chapter 14 of the Statutes of 1912, is amended by changing the minimum salary of clerks in the said offices from \$500 to \$600 on appointment, and wherever in the said section an annual increase of \$50 is provided the amount is hereby increased to \$100 a year.

(2) If the salary of any temporary or permanent clerk in the said offices is, on the first day of April, 1914, less than \$600, it shall forthwith be increased to that amount.

(3) Section 5 of chapter 14 of the Statutes of 1914 is amended by changing the word five to the word six in the sixth line thereof.

(4) This act shall come into effect as from the first day of April, 1914.

BILL 147.

**An Act to Amend the Post Office Act.**

His majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

1. Paragraphs (e), (k) and (v) of subsection 1 of section 9 of the Post Office Act, chapter 66 of the Revised Statutes, 1906, are repealed, and the following are substituted therefor:—

(e) "establish the rates of postage on all mailable matter, not being letters, and



prescribe the terms and conditions on which all mailable matter shall, in each case or class or cases, be permitted to pass by post; and, except in the case of letters, authorize the opening thereof for the purpose of ascertaining whether such conditions have been complied with."

(k) "prescribe and enforce such regulations as to letters directed to be registered, as to him seem necessary, in respect of the registration of letters and other matter passing by mail, as well between places in Canada as between Canada and the United Kingdom or any British possession, or any foreign country, and in respect of the charge to be made for the same, and also of the fixing of the amount of indemnity or compensation for losses of such registered letters or matter."

(v) "establish a system providing for insurance against loss of mailable matter, and fix an insurance fee or a scale of insurance fees to be prepaid in respect of such mailable matter, and from time to time make such regulations as he deems necessary for the carrying out of such system."

2. Section 30 of the Post Office Act as amended by chapter 34 of the Statutes of 1907 is repealed, and the following is substituted therefor:—

30. "No person shall be eligible to be appointed such superintendent unless he has been at least two years in the railway mail service."

3. Section 3 of chapter 20 of the Statutes of 1911 is repealed and the following is enacted as paragraph (a) of section 32 of the Post Office Act:—

(a) A railway mail clerk shall be appointed on probation for a period of at least one year, at a salary at the rate of six hundred dollars a year, with an additional allowance for mileage, and on the confirmation of his appointment he may be paid at the rate of seven hundred dollars a year, and mileage, with annual increases of one hundred dollars thereafter until the maximum of one thousand four hundred dollars is reached."

4. Paragraph (d), of section 32, of the Post Office Act is repealed.

2. Chapter 41 of the Statutes of 1912 is repealed and the following sub-sections are added to section 32 of the Post Office Act:—

"2. A person who has not passed the required civil service examination may be employed temporarily as a railway mail clerk for a period of not more than one year at a salary of six hundred dollars a year and mileage allowance.

"3. Any person employed temporarily as a railway mail clerk on the twelfth day of March, 1912, may, if his services have been satisfactory, and if recommended by the superintendent and the controller of

the railway mail service, be appointed to the permanent staff at a salary not exceeding the amount he is then receiving, irrespective of age and notwithstanding the fact that he has not passed the civil service examination, and he shall be eligible for the usual annual increases for the period from the date of his appointment until his salary amounts to one thousand dollars, but he shall not be eligible for an increase above one thousand dollars until he passes the qualifying examination.

"4. No person shall be eligible for the appointment to the permanent staff of railway mail clerks unless he has passed either the civil service preliminary or qualifying examination, or is a graduate of the Royal Military college, or of a university in Canada; and no railway mail clerk, who, on appointment, had passed the preliminary examination only shall be eligible for a higher salary than one thousand dollars until he passes the qualifying examination, or unless he is a graduate of the Royal Military college, or of a university in Canada."

5. If the salary of any railway mail clerk, temporary or permanent, is, on the first day of April, one thousand nine hundred and fourteen, less than \$600, it shall forthwith be increased to that amount.

5. Section 44 of the Post Office Act is repealed, and the following is substituted therefor:—

44. "No person over thirty-six years of age shall be eligible for appointment as railway mail clerk."

6. Sections 52 and 54 and sub-sections 2 and 3, section 53, of the Post Office Act, are hereby repealed.

7. Section 55 of the Post Office Act is hereby amended by substituting the word "section" for the word "four sections" in the third line thereof.

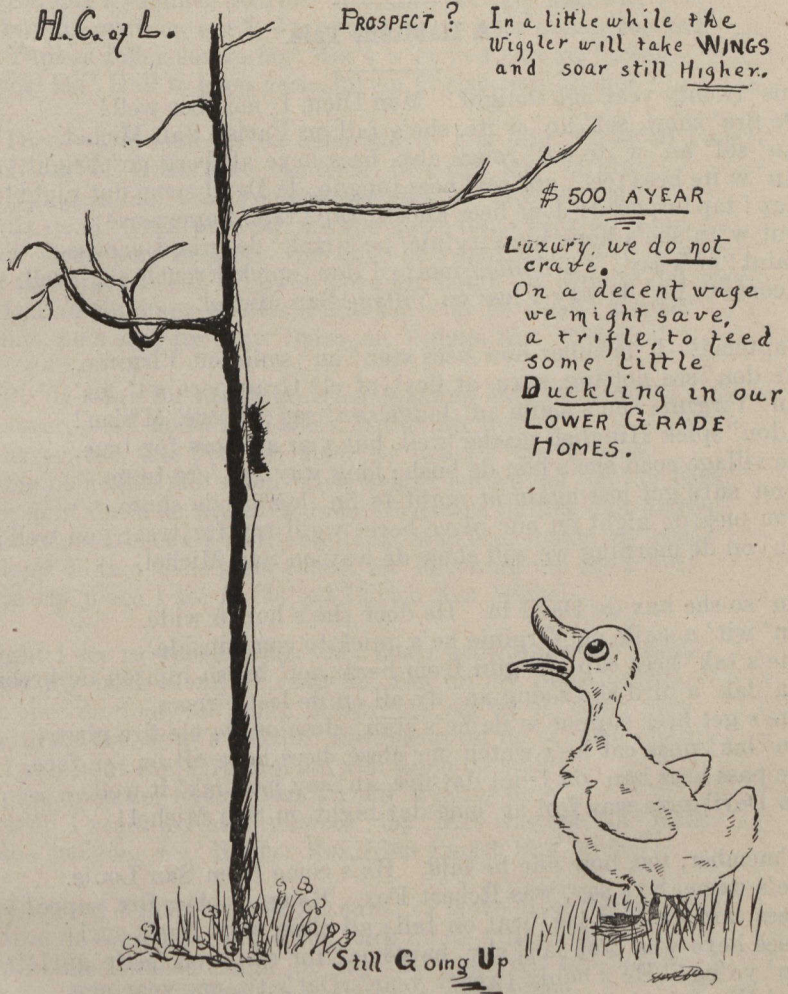
8. Section 116, of the Post Office Act, is amended by striking out all the words after "year" in the fourth line of paragraph (b) and by repealing paragraphs (e) and (f).

9. Letter carriers in the service of the post office department shall be conveyed on every electric railway in Canada, except municipally owned electric railways, on such terms and conditions and under such regulations as are made by the postmaster general.

10. If any company operating such electric railway refuses to carry any such letter carrier at the amount so fixed by the postmaster general, the company shall refund an amount equal to the difference between the amount so fixed and the amount actually expended for such carriage.

11. This Act shall be deemed to have come into force on the first day of April, one thousand nine hundred and fourteen.





**FRUIT DIVISION REORGANIZED.**

The fruit division of the department of agriculture will hereafter be a separate branch of the department. The first commissioner will be Dan Johnson of Forest, Ont., who will be directly responsible to the Minister. Since 1905 the fruit division has been under the general direction of J. A. Ruddick, the dairy and cold storage commissioner, with the late

Alexander McNeill as head of the fruit section.

However, the minister is convinced that the fruit industry now demands the special attention of an expert head, and Mr. Johnson will begin his duties on May 1. He will have the supervision of the fruit industry and all matters in connection with it. There are now over 500,000 acres of Canadian orchards. Mr. Johnson was for two years president of the Ontario Fruit Growers' Association.



## VIRGINIE.

### A Habitant Tale.

Jus' twenty year ago tonight! Mon Dieu, I 'member well!  
 De firs' snow, sof' an' w'ite, she's fall on Parish San Michel.  
 An' sof' an' w'ite, an' rouge also, hees heye all beeg an' bright,  
 An' w'ite hees teet', an' sof' hees tongue, de Devil come dat night!  
 Rap! tap! upon de door hees knock; rap! tap! imperieuse;  
 But w'en she's hope by Virginie, he's mak' de grand excuse.  
 Salut! he's say. Pardonnez-moi! I don' spick French ver' well.  
 I come to fin' de way I loss on Village San Michel.

Baptême! I 'member how hees stan' an' smile on Virginie.  
 He don' see notting, sure, at firs', of ol' Gran'pere an' me.  
 An' Virginie she's smile an' laugh, an' say: Entré, M'sieu!  
 I don' spick Hinglish needer well, but you are loss for true.  
 De village road she's hon de bush; long way for 'ere to go.  
 You sure get loss again at night to fin' her on de snow.  
 You pass de night on our place here; we'll try for treat you well;  
 An' on de morning we will show de way on San Michel.

An' so she hax de Devil in. De door she's hopen wide.  
 An' wit' a smile on Virginie he's quick to come inside.  
 She's tak' hees cap an' gun from heem, an' brush him on de broom;  
 An' lak' a bird she's sing an' fly all on de leetle room.  
 She's get hees supper w'ile he's stan' close on de ole fire-place;  
 An' lak' puss cat he's watch her close, hees heye all on 'er face.  
 He pass hees han' on front dat fire, an' say hees lak' it well.  
 De Devil sure was feel at 'ome dat night on San Michel!

I 'member, too, how fine he talk. He's come from San Louie.  
 He's name, he's say, was Robert Fox. Rouge robber fox, sapré!  
 Hees 'air was red lak' leaf on fall; all close, wit' leetle curl;  
 Hees heye was blue lak' sky, baptême! for smile on leetle gurl!  
 An' yo'ng! He's honly twenty year. Dat's twenty year ago.  
 An' Virginie she's sixteen year; good-lookin', too, also.  
 Black heye, an' 'air in long beeg braid. Mos' hev'rybody tell  
 Dat Virginie she's fines' girl on Parish San Michel.

De breakfas' on de morning, too, was bes' he ever mak'.  
 She's on'y bread; no butter, too; an' trout I catch on lak'.  
 Wit' café noir; no sugar, too; but more as sweet again,  
 An' fit for king, you know, he's say, w'en cook she is la reine!  
 O, non! He don' spick French ver' much; but spick too much for me.  
 An' w'at he don' spick on hees tongue hees heye tol' Virginie:  
 An' so he's stop nex' day also. He's lak' to hunt ver' well.  
 But bird he's hunt don' fly on bush in Parish San Michel.

Den one day, me, I 'ave to go for flour an' porc also.  
 An' on hees store, for talk all day, was ol' Maxime Dubeau.  
 Dat's nice yo'ng feller, Joe, he's say, w'at stay on your caboose.



He's makin' love to ol' Gran'pere, or waitin' for de moose?  
 Ba gosh, dat's summer boarder, Joe, an' fall tam boarder, too!  
 You buy de grub on bar'l, Joe; she's come more cheap for you.  
 Nice Yankee feller son-in-law, dat's w'at you call ver' swell.  
 But cos' lak' Hell to keep heem fat on Parish San Michel.

Mon Dieu! I'm mad for let heem stay! I'm blin' for w'en I see!  
 I'm ol' lak' ol' Gran'pere, baptême! love-sick lak' Virginie!  
 I'm hypnotize lak' w'at you call for mak' de heye on you.  
 He's fix de ol' Gran'pere an' me wit' heye dat's beeg an' blue.  
 For ol' Gran'pere he's lak' dat boy; he's laugh an' joke so gay.  
 Long tam since I 'ear ol' Gran'pere for laugh an' chuck' dat way.  
 An' Indian Summer wedder's fine for w'at he's call 'a spell.'  
 Too fine, he's say, for start today on Village San Michel.

Sapré! It's far for me to go from Maxime Dubeau's store;  
 But never, yet I go so fas', she's 'alf so far before.  
 An' never, too, was pore an' flour so 'ard for me to pack.  
 Maxime he's scale she's don' give weight before lak' on my back.  
 But weight dat's on my back, mon Dieu, was lighter dan de res';  
 For Maxime Dubeau's word, baptême, was lead inside my breas'!  
 An' long de tam she's seem to me, an' hevening too she's fell,  
 Before my place I see at las' on Parish San Michel.

No light I see to welcome me. My heart grow queer an' sick.  
 I t'row my pack along de road an' ron on my place quick.  
 Push ope' de door, an' jomp inside; an' see de ol' Gran'pere  
 Close to de fire, w'at's burnin' low, sleep on de ol' arm chair.  
 An' I call hout for Virginie, an' ron upon de stair;  
 An' pass upon her leetle room, an' fin' a letter dere.  
 An' w'en I read, my han' was col', my 'eart was hot lak' Hell,  
 For she has gone wit' Robber Fox from Parish San Michel!

Mon Dieu! I t'ink I'm mad for sure! I leave de ol' Gran'pere,  
 An' troo de bush an' dark I ron back on de village dere.  
 An' Maxime Dubeau laugh an' say: Ba gosh, dat son-in-law  
 He's 'ire 'orse wit' Virginie to drive on Hottawaw.  
 An' quick I pass on Hottawaw; but never dere I see,  
 Though long I look, dat Robber Fox an' leetle Virginie.  
 An' w'en t'ree week 'ave gone an' all my money gone as well,  
 I walk—dat's feefthy mile to go—back 'ome on San Michel.

Dat winter she was long an' col' for ol' Gran'pere an me.  
 We don' say notting all de tam of leetle Virginie.  
 My 'eart she's all de tam lak' w'at you call too full for say;  
 An' all de tam I see de ol' Gran'pere was fail away.  
 An' w'en de winter's pass, an' all de worl' outside was spring,  
 An' on de bush de leaf was green, an' bird was fly an' sing,  
 Dey say a leetle mass, you know, an' ring de chapel bell,  
 An' mak' a leetle grave for heem on Village San Michel.

Long tam for me, w'en all alone, dat summer she's go pas'.  
 Dat winter tam wit' ol' Gran'pere was near go twice as fas'.



But if de ol' Gran'pere he's gone, mos' hev'ry tam I see  
 My face look on de glass I t'ink he's lookin' back on me.  
 My 'air she's w'ite like same tonight; an' w'en I go for pack,  
 Dat load she's 'eavy like de worl' was hangin' on my back.  
 An' so de fall she's come again; de leaf she's brown, an' fell;  
 One year she's pass since Virginie has go from San Michel.

Dat night I'm sittin' 'ere de sam' jus' lak' one year before,  
 I 'ear a soun' lak' somet'ing strange was knock on cabin door;  
 An' strange an' quick my heart she's beat, w'en on de door I go;  
 An' w'en I t'row 'er hopen wide, I see de fallin' snow.  
 Den on de doorstep, in de snow, was some one dere I see,  
 So t'in an' w'ite she's look lak' dead, no more lak' Virginie;  
 An' troo de bush, so still an' w'ite, I 'ear de chapel bell;  
 Was ringin' hout for All Souls' Eve on Parish San Michel.

\* \* \*

An' so my leetle girl at las' come back to me dat night!  
 Close in my arm, till dark he's come, she's lie dere still an' w'ite.  
 An' w'en de daylight come at las', so sweet 'er face I see,  
 It's 'ard, mon Dieu, to t'ink she's dead, my leetle Virginie!  
 You Robber Fox! It's twenty year, las' time, I see your face;  
 An' twenty year le bon Dieu say I mus' not find your place.  
 But if you live or if you die, at las', at las' in Hell,  
 Your soul will pay for t'ree you kill on Parish San Michel!

*Gordon Rogers.*

## OUR ORGANIZATIONS

### OTTAWA C. S. CLUB.

The following gentlemen were elected as members of the club at a ballot held on April 6th:—

#### *Ordinary Members.*

Messrs. R. A. Benoit, house of commons staff.

L. Laframboise, house of commons staff.

W. J. E. Newton, house of commons staff.

Lionel Dansereau, house of commons staff.

Major E. J. Chambers, the senate.

A. D. Caron, the senate.

K. G. Spangenberg, public works department.

Edmond Dansereau, public works department.

Geo. E. Booth, customs.

Charles McGreevy, hydrographic survey.

#### *Associate Members.*

Messrs. Maurice Arby.

J. A. Brousseau.

J. Hedley Cameron.

R. C. Gaisford.

F. R. Leamy.

E. A. Mitchell.

A. A. Peachy.

Dr. J. W. Sutherland.

### POPULAR ENTERTAINMENT BY RAILWAY MAIL BOYS IN WINNIPEG.

The first smoker of the Manitoba Railway Mail Clerks' association, held in the Industrial bureau Thursday evening, proved a big success. In his opening remarks, the chairman (W. McPherson, president of the association) said they had expected to have had their superintendent (C. E. Kayanaugh) in the chair, but owing to another engagement he was unable to be present. He, however, sent his compliments in the shape of a nice box of cigars, and hoped they would



have an enjoyable evening. On the platform with the president were F. R. Sutton, president of the Postal Employees' association; F. Hall, president of the Letter Carriers' association; W. A. Haney, president of the Western Federation of Railway Mail Clerks, and J. G. Norris.

The programme started with "The Maple Leaf." Songs were rendered by A. Edwards, O. McGough, R. Lindsay, Clark, Robinson, M. Emery, and Taylor, and bagpipe selections by Alex. McLean. Two three-round boxing bouts proved interesting, the contestants being Messrs. Ariss and Steinburg, two lightweights from T. Dickinson's class of the Y. M. C. A., and A. G. McDonald and E. H. Hammill, two middleweights, members of the railway mail service. S. Acheson and T. Dickinson officiated.

A hearty vote of thanks was tendered the performers on the motion of Mr. Sutton. Mr. Norris proposed a vote of thanks to the executive, who were responsible for the excellent programme provided. They had worked hard and long, and had come through their first attempt of that kind in no mean way. The executive are: President, W. McPherson; vice-president, M. Cyr; secretary, T. J. Kneebone; treasurer, A. Hunt; directors, C. Grant, J. Glasgow and A. Borland. Refreshments and smokes were provided abundantly. The evening closed with "God Save the King."

## NEWS OF THE CIVIL SERVICE ASSOCIATION OF OTTAWA.

At the last meeting of the executive, held on the 27th instant, the secretary submitted a copy of the memorandum sent by him on the 21st instant to the minister of finance through the federation, setting forth briefly the more important changes in the C. S. Act desired by the executive. The text of this memorandum was published in *The Civilian* of April 3.

The report of the committee on amendments to the act was thoroughly discussed and adopted with some amendments. This

report treated of practically every phase of civil service reform under the act, of interest to the inside service. The changes desired in the more important issues dealt with may be briefly summarized as follows:—

*Classification:* To more clearly define the different divisions of the service in order that the true classification of all officers may be determined with a reasonable degree of certainty. Under this heading is embodied a recommendation that the definition of the third division be so amended as to remove the stigma resting upon certain employees classified in subdivision A of the third division, whose duties are of a responsible nature, though defined as being "copying and routine work under direct supervision."

*Reorganization:* To place the service upon a solid and businesslike basis and to remove the present lack of uniformity throughout the different departments.

*C. S. Commission:* To urge the appointment of the third member of the commission, and that it be invested with broader powers, to carry out the details of the act, in respect to organization, etc.

*Technical Officers:* To provide that a schedule of offices which are technical or professional be drawn up by governor-in-council, as recommended by Sir George Murray, and to minimize the abuses under section 21 of the act by leaving the selection of candidates under this section to the board of appointment wherever possible.

*Third Division:* To amend the act so as to remove the present grave injustice done to old third division employees.

*Salaries:* To urge that a more fair and equitable salary schedule be introduced to offset the present high cost of living; also, to provide against the possibility of the recurrence of the trouble experienced by persons classified in the third division upon the coming into force of the act of 1908.

*Annual Increment:* To amend the act so as to provide that the annual increment shall afford a greater relief than at present, and to provide that additional increases which shall be given for exceptional merit shall be granted subject to the approval of an independent promotion board.

It has caused great regret and concern to the executive of the association to learn that in certain quarters rumours are persistently being circulated to the effect that the interests of the third division are not receiving due consideration by the executive. The absurdity of, and the complete absence of truth in, this or similar statements are such as not to warrant a refutation at the hands of this executive, but, for the information of those concerned, as well as others who may be in a position to repudiate such



falsehoods, it may be stated that of all the matters before the executive, no individual case has been so thoroughly and completely threshed out with more promising results as that of the third division employees. This has been largely due to the fact that this involves a principle of justice which might be equally felt by any other division of the service, should the present case be allowed to pass without protest. It is and always has been the desire of the executive to combat that which is in any way detrimental to the service, whether it be in the messenger class or the first division.

### MODERN DANCING

**PROF. LAING** has opened his Dancing Academy at St. Patrick's Hall, and is prepared to give Private Lessons by appointment. Special club rates given on application for old and new dances—Tango, Tango (Maurice), Tango Parisienne, Maxixe, Evelyn Schottische, Hesitation Waltz, One Step, etc. Phone Q. 2036  
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**W. E. GOWLING,**  
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\* \* \*

The postal clerks of Sydney, N.S., have formed an association and sent their fees to the secretary of the federation. The officers are: President, D. Ross McDonald; vice-president, Moorehouse McDonald; treasurer, L. McKinnon; secretary, Adrian McAulay.

The president, in writing, states: "The constitution of the federation, which you kindly sent, was handed round among the clerks to digest in their leisure moments, and I am now glad to say we have formed an association, every member of our staff joining, and all subscribing to *The Civilian*."

## PELLISSON'S "MEDICINAL" COGNAC-BRANDY

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### S. J. MAJOR LIMITED

Agents - - - - Ottawa

A man who had never been duck hunting shot a duck in the air. The duck fell to the ground.

"Well, you got him!" exclaimed the amateur's friend.

"Yes," replied the amateur, "but I might as well have saved my ammunition—the fall would have killed him."—Boston "Post."



### Correspondence.

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

#### That "One Fifty."

To the Editor of *The Civilian*:

One hundred and fifty dollars, to a rich man, is the bill for his wife's new dress, or the month's salary of his chauffeur, or, possibly, his wine bill at the club for a similar period.

For a man of moderate means, this amount represents, possibly, his last month's grocer account, or that little over-due tailor bill, but for the civil servant, particularly of the outside service, it represents hope deferred, never, perhaps to be realized, but hope nevertheless.

With this brief introduction as the text of my remarks on an all-absorbing topic in the select circles of the outside service, we will consider the question of the elusive increase of salary expected as a matter of course, as the result of the amendment of the Civil Service Act in 1908, when the members of the inside service, born under a lucky star, and in the service of an appreciative government, were given \$150 flat increase of salary.

Naturally enough, as the session had expired in giving birth to this child of great promise, the modest arm of the service did not expect immediate relief, but when the house met the following year it was confidently expected that one of the first items of the new budget would be a similar measure that gave such satisfaction to the civil servants in Ottawa.

Now, this increase was not granted as a recognition of merit, nor appreciation of service rendered by a grateful country. Not at all. It was given in recognition of the fact, so well established by the members of the inside service, who deserve

special and meritorious recognition for their immense mass of convincing arguments and figures; that the purchasing power of a dollar had sunk to less than fifty cents in ten years, and that salaries, that is, civil service salaries, had done but little more than mark time during that period. Hence the one fifty.

What was the condition of the members of that vast army of the outside service during this time? The question is an easy one to answer. Unspeakably bad. The statistics submitted in the case, as mentioned above, referred to conditions in Ottawa, and, as stated, a very good case was made. But had the outside service been consulted the figures would have been more startling, for, in addition to other facts, the rents of the larger cities of Canada, Montreal, Toronto, Winnipeg, to take these as an example, were at least from fifteen to twenty-five per cent. higher than those of Ottawa, and, worse still, the salaries of the civil servants in those cities were, in most cases, away below those received by the members of the inside service in Ottawa.

Another phase of the question: There are a large number of civil servants in Ottawa who are in the outside division. Let us examine for a moment their attitude on the question of a flat increase. "We are neighbors of the gentlemen of the inside division," said one well known civil servant. "We are under the same expense. Butter, eggs and meat are no cheaper to me because I am not in the inside service, and though my salary is lower, and cannot, by any existing rule, be as high as the man in my department who is doing the same class of work in the inside service, yet expenses must be met, and my family educated and provided for. It is hard, and is getting worse as time goes on. The flat increase would be such a God-send, not only to me, but to several of my



friends, who are in exactly the same condition."

I submit, then, that the government owes, as a debt of honor, the amount paid the inside service in 1908. The outside service, ever modest, as well as generous, waives the right of interest at six per cent., which, computed from that time, would make a nice sum to recompense them for the long and weary wait.

Now, as to the present, as we assume that the government has been converted by this irresistible logic.

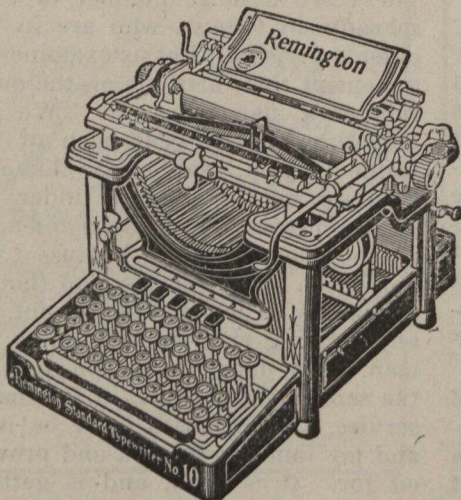
Since 1908 everything has advanced in price. Even the lowly hen, feeling the pinch of increased cost of living, has advanced the price of her product. Everything gone up? No! There was one class of necessities that had remained stationary, namely, civil servants' salaries. Not absolutely stationary, to be correct, but hopelessly out-distanced in the upward race with everything in the way of the necessities of life.

Here is an opportunity for an up to date government to add ten years to its life, besides assuring a tri-

## YOUR LITTLE ONES REQUIRE PURE WATER

Fathers and Mothers should remember that their children really require plenty of good safe drinking water. Give your little ones a glass before breakfast, and as much as they want all day long—then you will see the bloom on their cheeks and the sparkle of health in their eyes.

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umphant return to power with the least effort on record, and the way is simple, astonishingly so. Increase all salaries of civil servants, inside and outside, for the inside men are still underpaid. Wipe out the alleged barrier of the third division, increase the maximums of salaries till they bear a favorable comparison with the union wages paid the bricklayers or stevedores, and a grateful and contented service will at once resolve itself into a committee of the whole, and, as an election organization, sweep the country in favor of a concern that recognizes and recompenses industry and merit.

The wolf still hearkens at the door; sometimes his paw is on the threshold, and the disgusting whiff of his breath penetrates the interior. Weakened by the repeated assaults of the ferocious beast, the head of the house fights gallantly, while thoughts of defeat and diminishing financial ammunition are constantly before him. May he not hope for the help that should for ever crush the odious nightmare at his door in the new amendment to the Civil Service Act, shortly to appear in the House of Commons?

ON THE "OUTSIDE."

Ottawa, March 25, 1914.

\* \* \*

Un Cri de Coeur.

To the Editor of *The Civilian*:

Sir,—Will you allow me, as a fellow sufferer, to endorse the admirable letter of "Civil Servant's Wife?" Let me tell you how we suffer here in the golden west.

There is no classification as to ability or experience, and skilled bookkeepers and accountants get the same, or less, than a young fellow with little experience and less knowledge. My husband gets \$79.00 a month after two years' service, and here is our last month's budget:—

Rent (small house).....\$30.00

Electric light .....	2.00
Water .....	1.50
Grocery .....	25.00
Meat .....	10.00
Car fares .....	3.00
Medicine for children .....	7.50
	\$79.00

There is little or no margin for clothes, or church, or the smallest luxury or amusement. Where there are children I know cases of the utmost suffering. Everything costs 30% more than in the east. The result is that the civil servant's wife must go out teaching or keep a rooming house, or her husband must (in spite of the kindly orders of the department) go out evenings to earn a few extra dollars. This, gentlemen, in our rich and prosperous Dominion! A laborer here gets \$3.00 a day, even a Chinaman. An educated, experienced man, whose brains are sucked by the government, gets about 50 cents less.

I might write much as to the criminal starvation of civil servants, as contrasted with the lavish expenditure in other directions, but being only a woman close with these lines: "Men must work, and women must

weep,  
There's little to get, and many to keep,  
And the tots in the cold are moaning."

Yours gratefully,

VOX DE TENEBRIS.

Victoria, B.C., March 15, 1914.

\* \* \*

Average Salaries.

To the Editor of *The Civilian*:

Sir,—In the last number of the "Retail Grocer," published at 32 Colborne street, Toronto, I read:—

"The average salary of the 10,593 officials employed by the Dominion government is about \$1,980 a year. As far as averages go that is not bad. But it is pretty safe to venture the



opinion that many of them feel the pinch of the high cost of living, and that few of them can roll up to the offices in automobiles."

It seems to me that I have read in *The Civilian* that the average salary of civil servants is more nearly \$1,000 than \$2,000, but I cannot find the copy containing the article. Could you give me accurate information?

While the "Retail Grocer" is sympathetic, I feel that an error of \$1,000, if it is such, ought to be corrected.

Yours truly,

W. L. WILSON.

Ottawa, March 23, 1914.

Note.—Perhaps the most effective reply to the above letter is to be found in the last annual report of the Ottawa association. The Ottawa services is popularly supposed to be somewhat on a higher scale of salary. The first paragraph under the head of salaries in the Ottawa report for 1912-13 reads as follows:—

In view of the increased and ever increasing cost of living, your executive are strongly of the opinion, in which the whole service will doubtless concur, that the present scale of salaries is entirely inadequate. The average salary of the messenger grade and third division, which, if taken together, represent over 50 per cent. of the service, is only \$821.24, while if the second division be added to this, the result will show that over 87 per cent. of the service are only receiving an average salary of \$1,042.28, or about \$158.00 less than the maximum salary of the third division.—

(Eds.)

\* \* \*

### GARDEN CITY FOR CIVIL SERVANTS.

To the Editor of *The Civilian*:

I should be glad to know if, in the new town planning scheme for Ottawa, the question of a model village for civil servants has ever been suggested?

It has often occurred to me that the rifle range at Rockcliffe would be an ideal situation for such a scheme, run on similar lines to the garden

cities of Cadbury's and Lever Bros' at Pt. Sunlight. The government could well afford to cut up the property in 1-3 of an acre lots, and sell them at a reasonable price, and still make a good profit, on the understanding that they were not used for speculative purposes, and could reserve the right to reclaim them if the party did not build within a given time. A scheme on these lines would considerably reduce the cost of living, as at the present time it is impossible for a civil servant to acquire land for building purposes in the city of Ottawa, and it is impossible for anyone with any taste or culture to rent or buy a house in the whole of Ottawa that has any pretence to artistic treatment, or has any architectural merit. The insurance department could quite easily take over the work of lending money at 5%, which could be computed with the capital and deducted every month from the monthly cheque during a period of years, as in the insurance scheme at present. A scheme on these lines would benefit the government in every way, and give better housing accommodation to the civil servants, as has been proved by Messrs. Lever Bros' and Cadbury's, who have put their men in the way of acquiring their own houses, and have been a mutual benefit to each other. I don't know the exact area of the property at Rockcliffe, but it is big enough for a few hundred houses, and would be quite big enough to support a branch of the co-operative society. Anyone who has visited Pt. Sunlight, Letchworth, or Hamstead can only come to the conclusion that Ottawa, with its fine situation, is very far behind in domestic architecture.

There are plenty of architects in the public works department who could design small houses, which could be built in lots of six at a time, not necessarily all the same, which would reduce the cost to a large ex-



tent. I should be glad to hear if you or any of your readers have any views on this subject.

Yours truly,  
CIVIL SERVANT.

Ottawa, April 7th, 1914.

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## CO-OPERATIVE NOTES.

### A Militant Advance.

The co-operative movement in Canada has been tremendously strengthened by the formation of two bodies in Ontario recently. The United Farmers of Ontario, an educational body, will be the medium through which farmers can study their peculiar interests and make pronouncements of their views on agriculture and public policy. The United Farmers Company, a commercial body, will be the medium through which supplies may be purchased. The latter organization will start as a joint stock concern, with a capital of \$10,000 made up of \$25 shares. Dividends on capital will not exceed 7 per cent., the excess profits may create a reserve fund or be distributed among customers as dividends upon purchases.

The convention at which these new organizations were launched included representatives of practically all of the agricultural co-operative organizations in the province. The extent of the application of the co-operative principle in Ontario may not be known to *Civilian* readers. The "Weekly Sun" says in this connection:—

"There are, scattered over Ontario, something like three hundred farmers' clubs, subordinate granges, fruit growers' associations, and so on, nearly all of which have done more or less co-operative trading of late years."

And the "Sun" gives examples of the workings of these bodies. For instance, the Norfolk Fruit Growers' Association sold \$600,000 worth of

apples in a co-operative way in eight years of operation; nine egg circles in one county (Ontario) sold \$35,500 worth of eggs in one year; the Farmers' Dairy Company, operating in Toronto, is paying practically 13 per cent. dividends to its farmer shareholders. These are instances of co-operative production and marketing, tending to improve the quality of the farming, the product and the selling, and giving the producer a fairer share of what it costs to get his products into the hands of the consumer. No civil servant, as a buyer of products of the farm, will begrudge the producer getting a legitimate gain for his labour. The farmer, however, like the civil servant, is dependent upon other agencies than his own labour for his supplies, and has been exploited by the expensive system of distribution now in vogue in Canada and elsewhere. The United Farmers' Company will help him to overcome the disadvantages under which he has been working in his purchases of articles he cannot produce himself. The United Farmers' Company practically becomes the farmer's wholesaler, distributing supplies through the local farmers' organizations, and handing back the profits either to the farmer himself or to his local association's store. They reach him ultimately.

The bearing of this new move of the Ontario farmers upon the general co-operative movement is this: that there would seem to be no reason why the farmer's wholesaler should not be the wholesaler of the co-operative stores now operating in Ontario, if they are willing to contribute capital upon the same basis as the farmers do. The greater the outlet the United Farmers' Company has, the better terms will it be able to secure from those with whom it deals because of the size of its orders. This union of interests is a dream which may come true in the not distant future.

Besides the twenty-five co-operative



stores now operating throughout Canada, the Grain Growers' Grain Company in Manitoba and Saskatchewan are doing a large co-operative business with their membership. This company has a flour mill, and its capacity is already overtaxed by the demands of its clientele. The United Farmers of Alberta are taking up the co-operative question very seriously. Indeed, it may truthfully be said that distributive co-operation is now firmly established in a big way in all the provinces from Alberta to Ontario, and it will not be long before Quebec, the Maritime provinces and British Columbia follow the lead of the west as Ontario has just done.

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### Personals.

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Florence Elizabeth, youngest daughter of the auditor general and Mrs. Fraser, was married on April 9th by Rev. J. H. Turnbull of Chalmers Presbyterian church, to John Leslie Rannie, D.T.S., son of the late William Rannie and Mrs. Rannie of Toronto.

Dr. A. B. Wickware, of the biological laboratory, Ottawa, was married at Bethany Presbyterian church on April 6th by Rev. Robert Eadie, to Esther Gladys, only daughter of Mr. and Mrs. David Jardine.

W. E. Tupper, of Digby, N.S., inspector of subsidized steamships for the department of trade and commerce, returned east after spending three months in Ottawa.

Thomas Cote, who headed the poll in the election of controllers in Montreal on April 6th, was formerly in the service of the Dominion government in Ottawa. In 1901 he was a special census commissioner, in 1905 he became secretary to the international deep waterways commission, and in 1909 was a Canadian commissioner to the Brussels exposition. By profession he is a journalist.

J. W. Borden, accountant of the department of militia and defence, accompanied his minister and a party on a tour of the battlefields of Virginia during the Easter recess.

R. J. Chevrier has been appointed assistant inspector of gas and electricity for the Ottawa district.

Ottawans will congratulate Dr. Otto Klotz of the Dominion observatory, on his election as a member of the Société Astronomique de France. It is an honor well deserved, and is

significant of the position occupied by one of Canada's foremost scientists in the eyes of leading European organizations engaged in research work of the highest character.

W. T. Macoun, Dominion horticulturist, is on a trip to the Pacific to inspect all the experimental farms on the prairies and in British Columbia.

F. A. McDiarmid, of the Dominion observatory, is spending much time in Washington in connection with special observations of terrestrial phenomena now being carried on by government scientific staffs in different countries.

R. B. McDougald and E. S. Busby, of the customs, have been on an official trip to New York and Boston.

Lieut.-Col. A. P. Sherwood, chief commissioner of police, and Mrs. Sherwood, have sailed for England.

H. R. Poussette, Canadian trade commissioner to the Argentine republic, who has been in Canada for several months, visiting manufacturers and exporters from coast to coast, has been in Ottawa lately. He sails shortly for Argentina, via England.

G. H. A. Collins has been appointed a photographer on the topographical surveys staff.

P. W. Currie of the surveys registration branch has returned to duty after absence through illness.

George Beardsley of the lands patents branch suffered a severe attack of tonsillitis.

Mr. Harry C. James, lately employed in the cereal division at the experimental farm, has secured an agency for the new Edison disc phonography, and has opened up shop at 150 Albert street.

Ernest Edward Clawson, of Guelph, Ont., has been appointed engineer in the department of marine and fisheries, subdivision A of the second division.

Miss Yvonne Cote, post office department, spent Easter in Montreal.

Miss Doyle, president of the women's branch, and Miss Corcoran, both of the postmaster general's office, left on Wednesday the 8th inst., to spend the Easter holiday in Toronto and New Market.

A number of civil service girls, graduates of Queen's University, went to Kingston for Good Friday to attend the annual meeting of the Alumnae there.

Miss Smith, post office department, spent the Easter holidays in Whitby and Toronto.

Miss Frances Shore and Miss Agnes Allen, of the department of agriculture, who were transferred to Calgary for the winter months, spent the Easter holidays in Banff.

Miss Price, post office department, spent the Easter holiday with her parents at Pembroke.



Miss Laura Johnston, of the deputy post-master general's office, spent the Easter week-end at Newmarket, Ont.

Mrs. Macarow, of the post office department, accompanied by her son, Mr. Philip Macarow, spent the Easter holiday with Judge and Mrs. O'Reilly of Cornwall, Ont.

Miss Hazel Campbell and Miss Mary Campbell, both of the post office department, spent the Easter week-end at Kinburn.

### Obituary.

Lucy D. Harding, widow of the late Henry Fitzgerald Jarvis, M.D., and mother of Ernest F. Jarvis, assistant deputy minister of militia and defence, died at Summerside, P.E.I., on April 6th, aged seventy-six years.

Charlotte Lord Brady, wife of Dr. Arthur H. Paget and mother of F. H. Paget, chief accountant of the department of indian affairs, died on March 26th at the family house in Elora, Ont., aged eighty-one years.

John Doody, an employee of the government printing bureau, died on April 4th at the early age of 29 years. He leaves a widow and two children.

James J. McGovern, who died in Ottawa on April 5th, aged 36 years, was a brother of H. F. McGovern of the government printing bureau.

Mrs. Wilfrid Bouvrette died on April 5th, aged only twenty-nine years, leaving her husband, who is connected with the government printing bureau, and one little son.

Albert Bowen, son of U. H. Bowen, of the customs at Niagara Falls, died on April 7th after a long illness. Deceased was just approaching manhood, and his untimely death is deeply mourned by a large circle of friends.

The death occurred at Ottawa on April 2nd of William Roebuck, late engineer of the department of marine. The funeral was held from MacKenzie Bros.' undertaking parlors, Bank street, Thursday at 10 p.m., to C. P. R. depot, Broad street, for interment at Toronto.

Henry Lawlor, of Ottawa, inspector of tobacco factories for the department of inland revenue, died on April 9th, at Galt, Ont. Mr. Lawlor was in his sixty-first year and had been in the government service since 1879. The funeral took place in Montreal.

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### Athletics.

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It is an inspiring sight to witness Rt. Hon. Arthur Balfour, ex-premier

of Great Britain, competing in the fast company of a lawn tennis tournament at Monte Carlo, where some of the best players in the world congregate every winter. Mr. Balfour is now 64 years of age, and recently played in a tournament in which he got into the semi-finals in the mixed doubles.

There is no question but that lawn tennis is one of the finest of exercises for men and women of all ages. The public are prone to think of the "idle rich" of the old country as given more or less to riotous living, but there are many of the stamp of Mr. Balfour who can hold their own with the best, even at an advanced age, in athletic events.



By the time this article appears, the civil service baseball league of Ottawa will have held its annual meeting. This is called for 5 p.m. on Wednesday, April 15th, by the president, Mr. H. R. Sims.

The third season of this, the only purely amateur baseball league in Ottawa, bids fair to be very successful. Several new teams are applying for admission, including those of the militia department and house of commons staff.

Varsity oval and Lansdowne park have been secured for the matches, but Cartier square is the great rendezvous for the practices.

It is likely that the following departments will be represented this year:—

- Customs.
- West block.
- Post office.
- Printing bureau.
- House of commons.
- Militia.
- Immigration.
- Surveys.
- Transcontinental.

However, the exact make-up of the league will not be known until after the meeting. It is to be hoped that there will be no delayed or postponed games this year; also that at Lar-



downe park the necessary authority will always be secured and the ground manager notified. There were one or two unfortunate clashes last year. Good umpiring was the feature last season, and the fans hope to see Messrs. Miles and Turcotte out again this year.

Another invasion of the British Isles has been made in golf. Canadians have an interest in this, as the present open champion of the United States, young Francis Ouimet, is a French-Canadian. He, together with Jerome Travis and other cracks, have gone across to compete in all the open tournaments in the British Isles, and from newspaper reports have succeeded in giving a "scare" to the experts in the preliminary bouts. However, Britishers can console themselves that their women at least are still to the fore, as was shown by Misses Dodd and Ravenscroft last fall, in Canada and the States.

The United States are also building up an "idle rich" class, some of whom are leading the way in athletics. Young Mr. Jay Gould has become the foremost exponent—probably in the world—of that most scientific and strenuous form of tennis known as "racquets" or court tennis. It is really the foundation of the present lawn tennis, but requires more skill and practice to ensure efficiency.

Some three years ago Mr. Gould, then about 21, went to England and tackled Mr. Eustace H. Miles, who had held the amateur championship for several years. The result was a signal victory for the young American.

Recently, in Philadelphia, Mr. Gould met Covey, the professional champion of England, and simply "wiped the ground"—or rather the "court"—with him. The Englishman did not win a single set in two days' play.

#### INTERIOR DEPT. RIFLE ASSOCIATION OF OTTAWA.

The annual meeting of the above association was held on Monday, the 30th March, in the Langevin block.

The minutes of the last meeting were read and confirmed.

The annual report and financial statement were submitted by the secretary-treasurer, Mr. W. A. Purdy, and adopted.

The following resolutions were passed:—

1. That our by-laws be amended so as to admit members of other departments of the civil service, to be known as associate members. Such members to have no voice in the affairs of the association and must not be members of any other rifle association. Applications for associate members to be supported by two of the executive officers.

2. That the annual subscription be arranged into two classes to be known as Class A and Class B.

Class A.—Fee \$1, to include all members desiring to shoot at the regular club practices, but not eligible to compete for trophies.

Class B.—Fee \$2, eligible for all trophies.

The following officers were elected for season of 1914:—

President—Mr. J. E. Featherstone.

Vice-president—Mr. C. A. E. Clendinnen.

Team captain—Mr. Wensley Thompson.

Secretary-treasurer—Mr. W. A. Purdy.

Executive committee—Capt. A. A. Pinard, Messrs. J. M. Roberts, P. A. Wood, A. McCracken and J. H. Corry.

Capt. Pinard announced that he would present dessert spoons for centuries made during the season.

The club will present spoons for competition on every second shoot during the season.

The list of trophies to be competed for is being arranged and will be announced later.

The resolution admitting associate members should be of interest to civil servants wishing to become riflemen.

Applications for membership may be sent to Mr. W. A. Purdy, topographical survey branch, or to any member of the executive.

The season will open on Saturday, the 2nd May.

Mr. Rae of A. E. Rae & Co. has offered a \$200 trophy to be competed for by the members of the ladies' rifle association of Ottawa. The competition will be held some time during the summer and the ladies will compete in teams of four. The trophy is now being designed and will be a very handsome one.