

# THE CIVILIAN

VOL. I.

NOVEMBER 20th, 1908

No. 15

## The Civil Service Association.

### The Annual Convention. — Election of Officers. — Co-operation. — Changes in the Constitution. — Standing Committees.

The large attendance and the interest displayed in the proceedings were encouraging features of the annual convention of the Civil Service Association, held in the railway committee room of the House of Commons on the evening of the 6th instant.

President Kingston occupied the chair, and delivered an address outlining the work of the past year and touching, from a personal view-point, some of the questions which have to be dealt with during the coming year. The president stated that his address was intended as an expression of his personal views and not as a report of the executive, and it was formally adopted upon that understanding.

The report of the treasurer, Mr. M. D. Grant, as published in the last issue of THE CIVILIAN, was read and adopted. The report showed a membership of 2,027, and a balance on hand of \$310.20.

Three amendments to the constitution were adopted. The first provides for the election of the advisory committees in accordance with the classification of the new Civil Service Act. The second provides that the election of the Departmental representatives on the Executive shall be held within one week after the date of the annual convention. The third gives the Executive committee authority to invest such of its surplus funds as are not

required for current expenses with the Savings and Loan Society.

The question of Co-operation was discussed at considerable length. The feeling of the meeting was clearly in favor of the movement, which was vigorously espoused by Messrs. R. H. Coats, J. L. Payne and others. Messrs. A. G. Kingston and W. Kearns expressed their disapproval of the adoption of the principle of co-operation trading by the service, and the matter was finally referred to the Executive by the passing of the following resolution:

"This Convention directs the Executive committee, as soon as possible after entering upon its duties, to take into its earnest consideration the subject of co-operative trading; to study the whole question both in its financial aspects and in its probable bearing upon the higher interests of the civil service as a body; to lay down general principles for the future guidance of the Executive in approving or disapproving of any scheme for co-operative trading within the service which may be proposed from time to time; to frame regulations for the organization and carrying on of such as may be approved; and to define the relation of each to the Executive itself."

A feature of the election of officers was a spirited, but friendly, contest between Messrs. J. A. Doyon, of the

Department of Inland Revenue, and G. S. Hutchinson, of the Department of Public Printing and Stationery, for the office of President. The vote resulted in a tie, President Kingston giving the casting vote in favor of Mr. Doyon, whose election was made unanimous on the motion of Mr. Hutchinson.

Messrs. G. S. Hutchinson, R. H. Coats and W. N. Ostrom were unanimously elected to the respective offices of vice-president, secretary and treasurer.

The new Executive is composed as follows:

#### Officers.

President—J. A. Doyon.  
Vice-President—G. S. Hutchinson.  
Secretary—R. H. Coats.  
Treasurer—W. N. Ostrom.

#### Executive Committee.

A. E. Caron—Dept. of Agriculture.  
E. E. Stockton—Auditor General's Office.

J. F. Lanigan—Dept. of Customs.  
F. Grierson—Dept. of Finance.  
W. Todd—House of Commons.  
A. F. McKenzie—Dept. of Indian Affairs.

S. J. Willoughby, S. M. Genest — Dept. of the Interior.

W. A. Halliday—Dept. of Inland Revenue.

J. D. McNiven—Dept. of Labour.  
M. C. MacCormac—Library of Parliament.

W. A. Found—Dept. of Marine and Fisheries.

F. Beard—Dept. of Militia and Defence.

J. M. Macoun—Dept. of Mines.  
H. S. Campbell, A. N. Payne — Post Office Dept.

H. A. May—Privy Council.  
F. G. Bronskill—Dept. of Public Printing and Stationery.

A. G. Kingston, U. Valiquette — Dept. of Public Works.

H. LeB. Ross—Dept. of Railways and Canals.

L. Fortescue—Dept. of R.N.W.M. Police.

G. Emond—Dept. of Secretary of State.

R. A. Lewis—Dept. of Trade and Commerce.

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The following are the advisory committees elected in addition to those noted in the last issue of THE CIVILIAN:

#### Agriculture.

W. J. Lynch, C. W. C. Bate, L. G. Bowker, Miss M. Leyden, R. C. McPherson, Miss M. Broden, J. Leaffour, J. F. D. Withrow.

#### Customs.

F. G. Bennett, E. L. Saunders, F. W. Babington, J. Courtney, J. F. Lanigan, C. Roache.

#### Indian Affairs.

D. C. Scott, A. E. Kemp, J. D. Sutherland, H. N. Awrey, Miss L. M. Whitton, F. Munroe.

#### Labour.

First class, G. G. V. Ardouin; second class, F. Plant; junior second class, H. C. Andrews; third class, Miss E. Snelling; messenger, J. Laclelle.

#### Militia and Defence.

Chief clerks, H. W. Brown; first class clerks, L. Foley; second class clerks, E. L. Lambert; junior second class clerks, E. J. Boag; third class clerks, L. P. Fleming; messengers, F. W. Littlefield.

#### Personal Notes.

The retirement from the Executive Committee of Dr. John Francis Waters is a distinct loss to that body. Dr. Waters is succeeded in the representation of the Department of the Secretary of State by Mr. Gustav Emond, who is well and favorably known to the service.

Mr. F. H. Paget, the capable representative of the Department of Indian Affairs, drops out this year. He is succeeded by Mr. A. F. McKenzie.

Lt.-Col. Todd, who was deservedly popular, has relinquished his commission as the representative of the Library of Parliament in favor of Mr. M. C. MacCormac.

The Privy Council has lost a splendid representative in the person of Mr. F. Chadwick, who has been appointed Deputy Clerk of the Crown in Chancery. His successor, Mr. H. A. May, will render good service.

\* \* \*

The first meeting of the new Executive was held on the 13th instant, when the work for the year was outlined and the following standing committees struck:

Salaries and Reorganization — The President, Vice-President, Secretary and Treasurer.

Superannuation and Insurance — W. A. Found, M. D. Grant and F. G. Bronskill.

Taxation—G. S. Hutchinson, A. E. Caron and H. S. Campbell.

Confederation — R. H. Coats, J. M. Macoun, E. E. Stockton.

Organization and Representation — S. J. Willoughby, W. N. Ostrom, A. G. Kingston.

Sanitation — J. F. Lanigan, S. M. Genest, W. A. Code, A. F. McKenzie.

Civic Affairs — U. Valiquet, A. N. Payne, G. Emond.

Headquarters — H. LeB. Ross, F. Grierson, T. N. Doody.

Constitution — A. G. Kingston, F. Beard, W. Todd.

Audit — E. E. Stockton, R. A. Lewis.

Printing and Stationery—W. N. Ostrom, W. A. Halliday, R. E. Cook.

Mr. R. A. Lewis was re-elected assistant secretary.

It was decided to consider the subject of co-operation in committee of the whole at a special meeting. The Secretary has undertaken to prepare a paper which will be read at this meeting, and it is expected that short addresses will be delivered by well-known civil servants who have made a study of the subject, after which a

general discussion will take place. Eventually the matter will be referred to a standing sub-committee which will give it the careful consideration which its great importance demands.

## THE SAVINGS AND LOAN SOCIETY.

### The Annual Meeting. Reports of Officers. The Elections.

The Civil Service Savings and Loan Society, which owes its existence to a campaign inaugurated by THE CIVILIAN, has been fairly launched upon what promises to be a most useful and successful career.

Although the operations of the Society had extended over a period of but five weeks, the officers were able to point to the fact that at the close of the financial year (October 31st) the receipts had reached the figure of \$1,032.85, and that 316 shares had been purchased, representing a potential capital of \$1,580.

The annual meeting was held in the Public Library on the evening of the 10th instant, and was well attended. President Acland occupied the chair.

The President's report was a most instructive one, and was listened to with deep interest. It treated exhaustively of the history of the Society, the objects for which it was organized, and of the work which it is hoped to accomplish. Reference was made to the success of similar organizations which exist in large numbers in Great Britain and on the continent of Europe, and which have been singularly free from losses from bad management or bad debts. Attention was also directed to the phenomenal success of La Caisse Populaire, of Levis, Que., under the management of Mr. Alphonse Desjardins, to whom this Society is deeply indebted for the assistance rendered in connection with its organization.

It is regretted that lack of space

prevents the publication of the President's address in full. The following extract is given, however, as shedding light upon what has been, and what it is expected will be, accomplished in the practical application of the objects of the Society.

"While the enterprise is based on co-operation and is philanthropic so far as it tends to encourage thrift and mutual aid within the ranks of its membership, it must be understood that it has not set out on any quixotic undertaking. It may be that many of those who are deeply involved at the present time cannot be helped out of their difficulties by the Society, because the officers cannot permit the funds to be loaned except on what appears to be very fair security. While it may, however, be impossible at this early stage of operations to rescue from the money lenders those who are most in distress, there is every reason to believe the Society may be used to prevent others drifting into a similar condition, and, leaving the money lenders aside, altogether, there appears to be a large field of usefulness open for the Society in the making of small loans not of a nature to be acceptable to a bank and which would, nevertheless, be properly protected and a great convenience to those applying for the same.

"The operations of the Society during the brief experience it has had shows this to be the case, and it may be added that in addition it has already happened that in one or two cases the organization has been able to assist in extricating from the hands of the money lenders some who had not become too deeply involved. For instance, one applicant admitted that he was paying interest on a loan from a local money lender at the rate of 80 per cent. All will agree, no doubt, that when it is possible without unfairly risking the funds of the Society to rescue a man from such a position, it is desirable for the credit of the service not less than from feelings of humanity that this should be done."

Speaking of the duties of the Manager of the Society, the President said: "The Board of Administration was fortunate in finding one of its own members willing to undertake this work, namely, Mr. H. LeB. Ross, who had previously been appointed secretary-treasurer. . . . The work falling upon Mr. Ross has been particularly heavy, and the Society is under very special obligation to him for the time and labour he has given to its affairs and for the earnestness and care he has shown in attending to the business of the organization."

**Financial Statement.**

The report of the Manager, showing the operations of the Society up to the 31st October, follows:—

**RECEIPTS.**

Shares... ..	\$ 712.80
Fees ... ..	31.20
Deposits ... ..	257.65
<b>Total ... ..</b>	<b>\$1,001.65</b>

**EXPENDITURE.**

Loans... ..	\$ 595.00
Expenses ... ..	19.50
In bank ... ..	386.15
On hand ... ..	1.00
<b>Total ... ..</b>	<b>\$1,001.65</b>

No. of members who have paid in full on shares... ..	26
No. of members who are paying in instalments ... ..	64
Accepted applications for membership ... ..	54
Number of shares subscribed for.	316
Number of loans made ... ..	6

Amount of Reserve Fund ... ..	\$31.20
Amount of Provident Fund ... ..	Nil

(Sgd.) H. LeB. ROSS,  
Manager.

(Examined and found correct.)

(Sgd.) A. H. BROWN,  
G. S. HUTCHINSON,  
R. L. FULLER,  
Board of Supervision.

The Board of Supervision presented a report as to having examined the books and accounts of the Manager; the loans and the securities received therefor, and certifying to the correctness of the financial statement. The Board emphasized the necessity for the greatest possible caution in the making of loans and paid tribute to the zeal and efficiency with which Mr. Ross has discharged the duties of Manager of the Society.

The date of the annual meeting was changed from the second to fourth Tuesday of November.

The maximum number of shares which may be held by any member was fixed at one hundred, and \$300 was fixed as the maximum amount which may be loaned to any member.

#### Election of Officers.

The officers of the Society were all re-elected, as follows:

President—F. A. Acland.

Vice-President—F. R. E. Campeau.

Secretary—H. LeB. Ross.

But few changes were made in the Boards of Administration, Credit and Supervision, the members of which are as follows:

Administration — The President, Vice-President and Secretary, ex-officio, M. D. Grant, E. Bouchette, A. McNeill and W. A. Code.

Credit — The President, ex-officio, Wm. McKenzie, John Smith, J. L. Payne, A. Paré and F. H. Williamson.

Supervision — A. H. Brown, R. L. Fuller and J. O. Patenaude.

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### CIVIL SERVICE BANQUET.

Several pages of THE CIVILIAN might be filled with an account of the first annual banquet of the Civil Service Association executive, advisory committees and collateral societies which took place on Tuesday evening at the Cecil Hotel. Unfortunately THE CIVILIAN was in the process of making up at the time of this most

felicitous event, so that the notice the function deserves cannot be adequately reproduced in this issue. The banquet committee, Messrs. Code, Stockton and Payne, have placed the service under obligation for a well managed and successful social evening.

In opening the toast list, Mr. Code requested that the speakers confine their remarks within the time limit of five minutes. Their exuberance, however, often overstepped this limitation. The speeches were all bright and cogent of internal Civil Service reform. Cohesion and co-operation bulked largely in the remarks of the various speakers and was echoed in the applause of the 110 guests present. No word was heard expressing other than optimism and the utterances were all of big-hearted, manly men ready to do their duty to their country and to themselves. The hope and belief that the government will pursue its expressed policy of elevating the public service upon a new basis was in evidence. Without referring to the speeches in detail in the little space allotted for this report, the clipping read by Mr. Coats of an account of a civil service dinner in London, presided over by Mr. Joseph Chamberlain, may be mentioned. The tone of Mr. Chamberlain's remarks in referring to the British service renewed in the hearts of those present aspirations for a similar status for the service in Canada which is our ultimate aim and surely must be our inevitable destiny. The toast list is appended:—

#### Toast List.

—  
"THE KING."

"THE CIVIL SERVICE ASSOCIATION."

(a) Past. (b) Present and (c) Future.  
Proposed by: The Chairman, Mr. W. A. Code.

To Respond: (a) Mr. A. G. Kingston, (b) Mr. J. A. Doyon, (c) Mr. R. H. Coats.

Continued on page 384

# THE CIVILIAN

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THE BOARD OF 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, Nov. 20th, 1908

MR. DOYON.

Mr. J. A. Doyon of the Inland Revenue Department, is the new president of the Civil Service Association. THE CIVILIAN congratulates both Mr. Doyon and the association on the choice. From Mr. Doyon's standpoint he has been honored with the highest office in the gift of the Ottawa Civil Service; from the standpoint of the association it has secured a man whose ability for the post is beyond question. Mr. Doyon is French by birth, but that was not the reason which prompted his appointment. He was also previously vice-president of the association, but that again was not taken into consideration by the annual meeting. Mr. Doyon owes his election to his strong personality, his known ability as a chairman, his wide experience in the work of associations not unlike in

form and scope to our own, and his long identification with the service. We sincerely hope that qualifications of this kind, and of this kind alone, will ever prove the sole basis for appointments to the higher offices of the Association. Any suggestion that race, creed, politics, or the others of that famous list, should be taken into consideration would be thoroughly mischievous.

## INTROSPECTION.

The Civil Service of Ottawa has been taking a cursory glance over the events of the first complete year of its organization as a body banded together to discover and to define its strength and weakness and to improve its status as well in its own sight as in that of the public. It might not be uninteresting while looking backwards to contemplate that status introspectively and frankly, to consider wherein we have erred and to estimate justly the duty we owe ourselves in respect of our changed relations with the Government and the Commissioners. There is a comfortably settled tradition in the service that a discussion of this subject must be handled with gloves, must be steered between Scylla and Charybdis. So be it.

The leading organ of the government has long carried as its guiding maxim the following words from the pen of Junius: "A subject who is truly loyal to the chief magistrate will neither advise nor submit to arbitrary measures." The federal Civil Service of Canada has for forty years submitted to arbitrary measures. This will be conceded by all who have had sufficient opportunities to judge. At the same time it is a reflection upon no particular government, party, or power, but the gradual outgrowth of an unfair, heartbreaking system. There will always be found men who will advise, whenever those are dis-

covered who will submit to, arbitrary measures. It is in the course of nature. Out of this arbitrary law arose the system which has not only tended to clog the machinery of government, but has made the lot of many of the country's faithful servants ineffectual and miserable. Hence, it would seem that responsibility for the perpetuation of the system, avowed as it has been by the present government, lies also heavily upon the service itself which as far as protest is concerned has always seemed only too willing to pass under the yoke. Our weakness lies in the failure of the service of the past thirty years, taking its cue from the establishment of the independent commission in England, to present its case to the ministry in the constitutional manner open to the humblest as well as to the proudest subjects of a free country.

As to the onus upon the service at the present time. Self-examination and self-crimination would result simply in pain if divorced from the rainbow of hope which promises an end to the winter of our discontent. A certain fiat of emancipation has been published in the amendments to the Civil Service Act. Avoiding the apathy of the past the plain duty of the service would now seem to be to realize, grasp, and, if necessary, assert such independence as the amendments make possible, to censor the operations of the revised act, and when necessary to make representations on its own behalf looking to further improvement.

This should be done without reserve, but always for the purpose of obtaining justice for all, and according to the motto of the Toronto Globe, endeavouring to be "truly loyal to the chief magistrate" by evincing a pronounced disinclination to submit to arbitrary measures. So will the service find itself, grow in grace, learn to respect itself and attract the attention of the Canadian public as a dignified as well as an efficient body.

## CO-OPERATION.

As we announced last issue, we will devote henceforth for as long as may be necessary a portion of our space to the publication of news and discussion with reference to co-operation. Co-operation, as we regard it, is one of the great issues of the civil service future. All points of view and angles of vision will be considered—or as many as our human comprehension, working within a circumscribed space and plan, can compass. The assistance of our readers is solicited, if at any time the subject suggests a thought, friendly or hostile. The material will be published under a standing heading, "The Co-operator," and will consist largely of items illustrative of conditions elsewhere and shedding light upon the situation here.

For our own part, we have more than once enunciated our creed as to the attitude advisable in the service toward this and other movements that involve our relations with the outside community. We shall the best serve the community by attending to our own affairs in the most efficient way that shall be possible. It is the far off result that counts. The possibilities which co-operation opens up in this connection are nothing less than immense. That the dangers, too, are great, is not a deterrent to action, but simply a stimulus to insure that our action be wise. By all means let us talk about the matter. Education at the moment is the supreme need. In the initial stages the chief foe to be routed will be prejudice and the fact that some men's opposition to change is in inverse ratio to their knowledge of what the proposed change really is. The service is passing through, with regard to this question of cooperation, very much the same sort of experience it encountered a year and a half ago when the suggestion was first brought forward that it should organize. Those who favored that proposal then had to fall back

upon first principles; they had to argue many points that as a matter of fact were settled fifty years ago; and among the adherents of the Civil Service Association to-day there are none more enthusiastic than some who at first regarded it with suspicion or aversion. So, also, now, there will be many to doubt and hang back, from motives bound to be respected. The co-operators should not be impatient on that account. They will gain in the end from having to fight every inch of the way, for it will teach them the first necessity of caution and of thoroughly understanding the nature of the material they are working in. After all, co-operation is of a highly technical nature. This is a fact which it is very important to emphasize here. All the business acumen in the world will not save a co-operative enterprise when certain rules which experience has proved to be specially applicable in the case are disregarded. It will be enough for the initial stage of the discussion if we realize the importance of this fact, and that, if it is disregarded, the movement will prove as potent for evil as under other circumstances it might prove for good. The duty of the hour is self-education.

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#### A CHOICE OF NOW OR LATER.

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After a careful and prolonged study of *The Civil Service Amendments Act, 1908*, we are of the conviction that Sec. 8 thereof, which in plain terms enjoins a thorough re-organization of each and every Department, is second to no other provision of that Act in real importance. This view we have throughout all these troubled months striven to enforce with emphasis, and now when the orders-in-council are under consideration, we trust that it will not be lost sight of.

Let the question be considered apart altogether from individuals. And, so considered, is there any fair-minded

person who will contend that the work of Departments will not be better done by reason of such re-organization having been made? Will anyone contend that a better grasp will not be obtained of the duties of Departments, and how to perform them most effectively? If there be any such person, we can only say to him that our humble opinion runs directly to the contrary.

Everyone new sees that this section of the Act cannot be wholly ignored even by the staunchest stand-patter. What then is to be done with it? Nothing, but to carry it into effect in simple faith.

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#### REORGANIZATION.

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In the old days, as they tell us, meaning by the term during the twenty years which followed Confederation, the Civil Service was a fairly well-organized and contented body of employees. The old theoretical organization in pyramidal form prevailed, and so long as conditions changed but slightly, proved generally satisfactory. The service in the first place had received a fairly accurate classification and ranking of duties, and a rigid maintenance of the original arrangement was enforced. Dissatisfaction had little chance to appear, for the simple reason that it was regarded as all but absolutely hopeless to attempt a change in the existing order. A second class clerk was a second class clerk for all time, or until a vacancy appeared in the ranks above him.

With the extraordinary growth of the country and of the service that set in during the closing years of the last century, and that has continued without a break ever since, all this has perforce been swept away. The old theoretical organization of the service went by the boards some years ago. In the fact that no similar system has arisen to take its place, we believe a good deal of the unrest and



dissatisfaction that permeates the service to-day has had its origin. The steady expansion of the business of the country by creating a constant element of growth and change in the service, has given to many the opportunity of pressing claims founded on considerations entirely outside of the service. The sight of new clerkships being created and of frequent promotions to fill them has had a most unsettling effect on the service at large. For this under the circumstances of the old law no one in particular can be blamed. But the chance to right matters is in the present. The reorganization, which we are told is now under serious consideration, should be the final word as to the status of the clerks in all the departments. If this is done in accordance with justice, the needs of the service, and the interests of public business, there should be no occasion for future changes except as the growth of the country's business demands. That in turn should be made a matter of the most careful regulation and scrutiny, and with the law as it now stands could never open the door to the old objectionable influences. If this view is correct it is the more necessary that the present rearrangement should be done with the most absolute carefulness — certainly not at the instance of twenty differently constituted tribunals, who, even at the present moment, if rumour is to be trusted, have not all found out what the law permits them to do, or even what the intention of the government, as explained by Mr. Fisher, was in the framing of the new Act.

#### DISCRIMINATION.

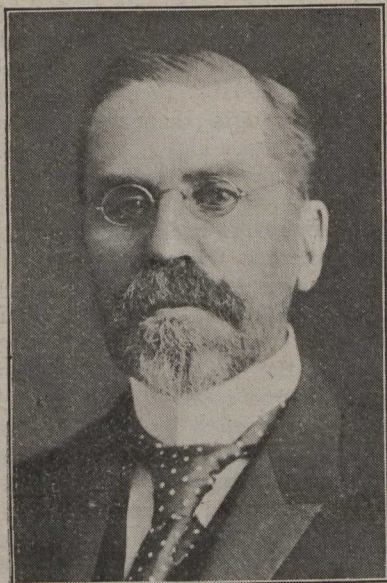
While congratulations are in order and are hereby tendered to the members of the temporary staff made permanent on Sept. 1st, under the amended Act, a point of some moment has been raised in connection with the transfer. In the Interior

Dept. some 500 were transferred, in the Agriculture about 190, and in Public Works about 200. Of the 500 in the Interior, 197 received increases in salary, ranging from \$100 to \$500; in Agriculture about 125 received similar increases, and probably the temporary clerks of Public Works benefited in like proportion and to the same extent. The point raised is that the temporary clerks are promoted in point of salary as well as in point of seniority over the heads of a great many of the clerks of the Inside service. In one case, a clerk of the Inside is superseded by the influx of 35 Outside clerks going over his head.

Now no exception is taken to the above mentioned increases in salary given to worthy officials. But the Inside clerks had taken the veil, had renounced the world, the flesh and the devil, while the temporary clerks were to some extent novitiates. Therefore, in its present state, the transfer would seem to be in the nature of discrimination and is referred to here in the hope that the adjustment of the service is not yet complete, and that the point brought up will not be forgotten.

#### WILL APPEAL TO THE PRIVY COUNCIL.

It is definitely stated that the government employees of St. John, N. B., will carry an appeal against the income assessment to the Privy Council. The cost of such an appeal will be very heavy, and if financial assistance is asked by our St. John brethren—as it undoubtedly will be—we trust that the response will be spontaneous and generous. The decision will determine for all time the question as to the right of municipalities to tax the incomes of employees of the federal governments, and the civil servants of St. John should not be expected to bear the heavy end—to say nothing of the whole—of the expense.



J. O. DOYON, Esq.  
 Department of Inland Revenue.  
 President of Civil Service Association,  
 1908-1909.

### CIVIL SERVICE BANQUET.

Continued from page 379.

#### "THE CIVIL SERVICE AMATEUR ATHLETIC ASSOCIATION."

What Civil Servants Have Gained and  
 May Gain by Playing Together:

Proposed by: Mr. W. W. Moore.

To Respond: Mr. J. L. Payne, Mr.  
 F. Grierson.

#### "THE CIVIL SERVICE SAVINGS AND LOAN SOCIETY."

What it May do to Encourage Thrift:

Proposed by: Mr. Wm. Mac-  
 kenzie.

To Respond: Mr. F. A. Acland,  
 Mr. M. D. Grant.

#### "CIVIL SERVICE CO-OPERA- TION."

Its Practical Aspects and Possibilities:

Proposed by: Mr. H. LeB. Ross.

To Respond: Mr. A. E. Caron, Mr.  
 W. A. Fraser.

#### "CIVIL SERVICE SOCIAL LIFE."

How it May be Developed and What  
 it May Lead to:

Proposed by: Mr. R. A. Lewis.

To Respond: Mr. G. S. Hutchin-  
 son, Mr. S. J. Willoughby.

#### "THE LADIES."

Our Fellow-members—Their Status  
 Now and Prospective:

Proposed by: Mr. E. E. Stockton.

To Respond: Mr. H. S. Campbell,  
 Mr. A. H. Brown.

GOD SAVE THE KING.

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### SIGNS OF THE TIMES.

Medical Practitioner: I think it  
 highly dangerous from infection to  
 keep old bank bills on hand now-a-  
 days.

Civil Servant: That may be, but  
 I find it more difficult than dangerous.

---

### TO OUR RETURNED SUBURB- ANITES.

The sun was just lifting its radiant  
 head above the fleecy clouds of the  
 morning, the sweet songsters of na-  
 ture were pouring forth their richest  
 melodies, when Mary, more beautiful  
 than Diana, walked forth to feed the  
 pigs!

## THE LEAN SERVANT AND THE FAT MASTER.

### The Golden Fleece.

(By C. A. Nard.)

In THE CIVILIAN of August 14 there appeared under the caption of "A Lean Servant and a Fat Master," an account of a civil servant who had completely broken down upon hearing that no provision was to be made in salaries to meet the advancing prices of food-stuffs and other necessities of life. It will be remembered that our unfortunate brother had, according to Professor McPhail, gone into debt \$1,350.00 by reason of a stationary salary and a 45% increase in the cost of living. It is now necessary to explain why the reporter deputed to write up this case has delayed following up his account as promised at the time; which delay was due, as will be seen, to most extraordinary circumstances.

A visit to the bedside of the victim of that beautiful August afternoon was productive of a surprising revelation. The invalid divulged the fact that his father had been during his life a practical scientist and a speculative seer. As a scientist he had collected and left behind him much data and paraphernalia referring to air-ships, and as a seer he had discovered that there existed a race of people who possessed a set of scales capable of weighing, adjusting and balancing the thoughts, motives and actions of men and women. Now the cynic will say once that our decrepit friend had been indulging too freely,—in blue books or some such literature of a purely imaginative character.

Not so he who heard the strange and portentous story.

Conceiving at once what a marvellous instrument such a scales would be in the hands of the deputy ministers in making the re-organization of their departments; how the capabili-

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ties and deserts of clerks could be compared, and how the motives animating clerks in the service could be analyzed to discover whether they served their country or considered the country in the light of a rich uncle providing Willie with a comfortable home.

Then these scales in the hands of the commissioners could be utilized to test the motives and resultant actions of the deputy heads. Did the d.h. desire to dispense justice or to play the favourite? did the d.h. desire to promote efficiency with every regard to the happiness of the precious souls entrusted to their care? or did they consider only personal inclinations and the machinations of influences inimical alike to the individual, the department and the state?

All such questions the scales would readily determine and Heaven would be brought one degree nearer to Earth. The reporter forgot all about the remedy he had in mind to propose in reference to the cost of living and Jason-like, decided, if possible, to set out to find this golden fleece, these celestial scales of justice.

Further enquiry discovered the fact that the scientist and seer who belonged to the dirigible school of airships had spent the closing years of his life in an endeavour to discover, and if possible, to manufacture a gas which would supersede hydrogen as an elevating agency, but would have many times less the bulk and many times more the lifting power. Finally, it was learned from the invalid that he had absorbed gas all his life, and that his mind had become inextricably confused and possibly undermined by the study of motors; ballast, guide-ropes and valves. All which the invalid confided to me, C. A. Nard, a reporter of THE CIVILIAN, and I affirm same to be as true as many another story given space and credence in the pages of contemporary writings. In the end he bequeathed to me all formula and material left by his father declaring that if effectually

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MANAGER.

operated they would bring me to a sight of the mystic scales of justice. Once in possession of the legacy, I prepared myself to undertake the great design. My heart was full of secret raptures, my mind chafed with impatience to grasp the means of finding this modern golden fleece, my imagination flew on the wings of hope. I saw a new era in the public service of Canada, the motive of all conduct being patriotism, the medium fair-play, and happiness and peace reigning over the length and breadth of the land.

(To be continued under the sub-head, 'Public Ownership of Gas.')

## A HOUSEHOLDER'S HERESIES.

BY MERGUTIO.

*"O God! I could be bounded in a nutshell and count myself a king of infinite space, were it not that I have bad dreams.—Hamlet.*

—I believe that a gas metre is the nearest possible approach to perpetual motion.

—I believe that the electric light bill should be paid out of current account, but that the municipal metre rent should be charged to the Capital.

—I believe that there are some grounds for the theory that a ton of coal once contained two thousand pounds.

—I believe that the garbage collector is without the pale.

—I believe that the grocer is a judge of eggs, but lets a good many out on suspended sentence.

—I believe that the baker kneads bread and money, but that I raise more dough for him than he for me.

—I believe that the butcher charges me for the shortage of provender in the seven lean years of Pharaoh.

—I believe that Newton would have been longer in doubt than he was

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about the law of gravitation if he had confined his observations to apples at the top and bottom of a barrel.

—I believe that agents for Aurora Borealis Stove Polish should call only on the sixth Friday of the month.

—I believe that an ounce of sal soda in a druggist's scales outweighs a month's instalment of a statutory increase.

—I believe that the sample cakes of soap left on one's doorstep don't go far towards reducing the cost of living.

—I believe that the butcher's bill should not be called the *summum bonum*, although it does sound like that.

—I believe that it is unwise to put fire insurance on my coal lest I be arrested for arson, or life insurance on my cheese lest I be charged with murder,—and yet the merchant carries plate glass insurance because of his panes.

—I believe that my neighbour's roosters are guilty of more anachronisms concerning the sunrise than

all the alarm clocks along the Gatineau railway.

—I believe that the cats in my backyard which nightly to the listening earth, etc., sing "The Lord be with us till we meet again," have some fears of being recognized the next day.

—I believe that my friends' suggestions about my furnace are made without malice, and comfort myself that the basis of my creed is charity.

—I believe that a plumber's assistant is worth his weight in gold—to the plumber.

—I believe that a haircut in May is not a sufficient reason for raising one's assessment.

—I believe that carpet tacks were invented to tempt our weakness, and the income tax to try our strength.

—I believe that the proposal to make milkmen pay higher water rates is a cowardly insinuation.

—I believe that the sausage merchant is the only man who makes both ends meet, and who does not talk of "demnition bow-wows" in connection with his affairs.

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During the past winter season, organization was completed at Brantford, Ont., of a co-operative distributive association to which the title of "The Brantford Co-operative Association, Limited," was given. The association began operations by opening a co-operative store in Brantford on April 11th, 1908, with a stock consisting of groceries, meats and provisions, and having a staff consisting of a manager, two clerks and a delivery man. The following statement of the origin, objects and working methods of the association was furnished by the President, Mr. George Keene, 80 Brock street, Brantford, Ont.

The association had its genesis in an agitation in the local press of Brantford during the autumn of 1907, concerning the high and increasing cost of living, it being alleged that prices had been advanced by local merchants in combination without regard to the ability of the consuming public to meet the increase. A large number of residents in the city of Brantford have come to Canada from Great Britain within the past few years, and are familiar with the operation of co-operative undertakings on an extensive scale in the British Isles. The agitation resulted in the convening of a largely attended public meeting of workmen and others, at which the formation of a co-operative association was considered and a committee appointed to devise a satisfactory working scheme. At a second public meeting a definite arrangement was submitted by this committee and adopted, the committee being re-appointed as a provisional board to organize the business and secure incorporation.

Coincidentally with the launching of the proposal a period of industrial and

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financial stringency set in which considerably hampered the work of organization. Ultimately the committee was forced to depend to a large extent upon the section of the population which had recently come from Great Britain. Many of these, however, had been under heavy expense in reaching Canada and in furnishing homes after their arrival, in addition to being the first to feel the effects of the lessening demand for labour. Some difficulty as to the securing of incorporation was also encountered. The Ontario Co-operative Act has recently been amended by an enactment necessitating organization under the new Companies Act with a minimum fee on registration of \$100, as well as solicitor's fees. A prospectus was accordingly filed under the Ontario act, the minimum capital subscribed to justify commencing business, as required by the act, being \$1,000. The total capital was placed at \$40,000, the minimum fee for incorporation covering that amount. As the capital of the association is increased by the admission of new members the expense of applying to the government for permission to increase the capital will thus be for some time avoided.

The stock was offered to subscribers in shares of \$5.00 each, of which \$2.50 was made payable on application and \$2.50 on allotment. Two months' time was granted the provisional board in which to secure incorporation, power being given to extend

this allowance by the unanimous vote of the directors. At the time of incorporation the sum of \$1,250 had been subscribed by 96 members. With this capital a grocery store, as above stated, was opened on the 11th of April. Other departments will be added to the store as the capital and membership increase, and it is hoped that the association, like many in Great Britain, will eventually handle practically every article of domestic consumption. All goods are sold at standard prices.

The minimum subscription for membership was one share of the capital stock. This, it is felt, will provide sufficient capital for the carrying on of a grocery business. In order to build up a further capital fund, however, for the organization of other departments of trade, and at the same time escape an uncalled or unpaid liability on capital stock, it is provided by the by-laws that each member shall allow half his dividends to remain on permanent deposit at 5 per cent. interest until \$5.00 has accumulated, when he shall be regarded as an applicant for another share, the deposit being transferred in liquidation of such share and the operation being repeated until each member holds at least five shares, after which the whole of the dividends declared will be paid. Deposits are also taken at 5 per cent. interest on minimum quarterly balances, the conditions of withdrawal being graded according to the amount withdrawn.

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The shares carry a maximum dividend of 5 per cent. per annum. This is below the present value of money, but it was felt that under normal conditions it is an adequate rate. In Great Britain the rate of interest paid on capital stock is not more, and is frequently less, than 5 per cent. Purchasing members are averse to allowing investors to get more than the actual market value as interest for their money. The feeling is that the excess represents profit as distinguished from interest on capital and in equity is something which should accrue to purchasers in dividends. Non-members receive half dividends.

No limit is at present placed on each member's subscription to the capital stock, but as a member has only one vote, irrespective of the amount subscribed, it is impossible for any one person to obtain control of the association. Members must exercise the vote in person.

A fundamental principle of the co-operative movement has always been the inculcation of the habit of thrift. For this reason goods are sold for cash only, paid at or before delivery.

It is provided in the application for a charter of incorporation that directors shall not be paid for their services. Native born sentiment according to the opinion of the President of the Association seems to regard this an objectionable feature, fear being expressed that it will be impossible to get adequate supervision without remuneration. British co-operators, however, adopt the opposite viewpoint. If directors are remunerated they may run for office for personal profit, and may intrigue for support with that object in view, irrespective of their personal fitness or enthusiasm for the business and principles of the Association. British co-operators believe in paying men adequately who follow co-operation as their means of a livelihood, but the splendid successes achieved in Great Britain have been more in consequence of the well sustained enthusiasm of the tens of thou-

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sands of unpaid or but nominally paid committee-men, who spend many hours each week in executive and supervisory work, than the activity of the permanent paid staff. The Brantford co-operators anticipate the same result. At the first general meeting; for nine seats on the Board there were fifteen nominations; the only director displaced was the one attending the fewest meetings.

Every person employed in the receipt or expenditure of money gives a fidelity bond to cover any risk to the association by speculation.

The directors have made every available provision in order to command public confidence. Each person employed contracts in writing that he will not receive any gratuity or other emolument in cash or in kind from any person, company or firm supplying goods or rendering services to the association and that if, in breach of the agreement, the same is received and retained, the gratuity or emolument becomes *ipso facto* the property of the association in the ordinary course of business.

The directors meet every Friday night when the manager has to submit an estimate of his requirements for the ensuing week. The orders for the goods as passed by the board, must be signed by the director presiding at the meeting, 'Emergency' orders in the interim must be given only on the authority of the President, or, failing him, a director, who signs the same, and they have to be reported and justified at the next meeting of the board. 'Accommodation' orders, that is, orders for articles not handled by the association and bought only for the convenience of members, may be given on the authority of the manager only; these are usually very small in amount and are paid for in cash. All other payments (except Saturday's farm produce purchases) are made by cheque drawn on the association's bankers *after* being duly authorized at the weekly board meeting. Cheques are signed by the President,

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or Vice-President, Secretary-treasurer and one Director.

To give the directors an approximate idea of the financial state and trade progress each week, a form has been prepared which has to be submitted to the board by the Secretary-Treasurer weekly, made up to the time of closing on the day of meeting.

As to sales: A member, when joining, receives a form (in addition to a copy of the by-laws, etc.) on which slips are pasted as payments are made, a duplicate being pasted in the members' loose-leaf ledger folio and a triplicate remaining as a check.

A small four page publication was started by the association for the purpose of explaining its aim and objects.

### THE CO-OPERATIVE COAL PURCHASE.

Owing to the number of inquiries received in connection with the coal purchase and other co-operative enterprises in contemplation, Mr. A. E. Caron, as chairman of the committee has arranged for desk space at the store of Mr. M. A. Bristow, dealer in typewriters, No. 87 Sparks street, where he may be found every week day, Saturdays excepted, between the hours of 4 and 5 p.m. Mr. Caron's office will be at the rear of the store; those calling upon him are requested to pass through without making enquiries or otherwise, interfering with other business of the establishment. Mr. Caron may also be reached by telephone (No. 4713) between the hours of 8 and 9 a.m. and 7 and 8 p.m. It is requested by the committee that those interested in the matters in question respect the above arrangements, as it will be impossible to receive orders or instructions at any other time.

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**CORRESPONDENCE.**


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**A Scientific Elucidation.**


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To the Editors of THE CIVILIAN:

Referring to the "poser" contained in the current issue of THE CIVILIAN, I offer the following in response to your appeal: A solution can be found I think by a reference to Newton's First Law of Motion, which states "Every body (that is of mass) continues in a state of rest or uniform motion except in so far as it is compelled to change that state by impressed forces." Applying this, the monkey on the string being "*balanced*" by a stone attached to the other end, after being passed over a pulley, will remain in this "state of *rest*, except in so far as it is compelled to change

that state by impressed forces." Immediately the monkey attempts to climb, we have the application of an extraneous force, namely his muscular strain, which must according to the law above stated, upset the system in equilibrium, causing a downward motion to the monkey and an upward motion to the stone.

Referring again to the same law, this new condition of "uniform motion will continue except in so far as it is compelled to change this state by impressed forces," that is, the monkey, helpless as a man hanging on to an exploded balloon, will continue to descend, and the stone to ascend, neglecting the force of friction in the pulley, until he receives the impressed force of contact with Mother Earth.

It may be said that muscular strain is not an extraneous force. It is as far as the system of forces under consideration is concerned. According to the law, if the monkey were as inert

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as the stone, both would remain in a state of rest until the rope rotted. The very fact that he attempts to climb, *pull* himself up, is evidence of the introduction of a new force into the system, and since it is not met by an equal and opposite force the result must be motion.

Yours truly,  
E. OWEN WAY.

Standards Branch, Nov. 11th.

×

### Superannuation.

To the Editors of THE CIVILIAN:

It is observed in the last issue of THE CIVILIAN that you assure everyone that the service is as nearly a unit as possible in desiring the enactment of the Superannuation Bill recommended by the Royal Commission.

Be that as it may, I think you will find, however, if you canvass the service that there are a great many of the opinion that the Bill does not go far enough. It is satisfactory as far as it goes. It will not, however, in the opinion of the writer provide adequate superannuation for a number of

civil servants who were for years in the outside service before they were transferred to the inside service and came under the operations of the Retirement Act. There are officials who have spent twenty or more years (and some less, of course,) in the outside service, but were transferred, some recently and others a few years ago, to the inside service, and commenced only then to contribute under the Retirement Act. While in the outside service they were not allowed to contribute to any superannuation fund, although quite willing in many instances to do so. Now what they desire is that in any new measure to be enacted, some provision be made so that in some way their time spent in the outside service of their country be taken into account when computing their retiring allowance in the future. If this be not done, and the length of service dates only from the time they commenced to contribute under the Retirement Act, a man who is now, say, 45 years of age, and has already been 25 years in the service, but has only been contributing to the Retirement Fund for the past five years, would at the age of 65, when

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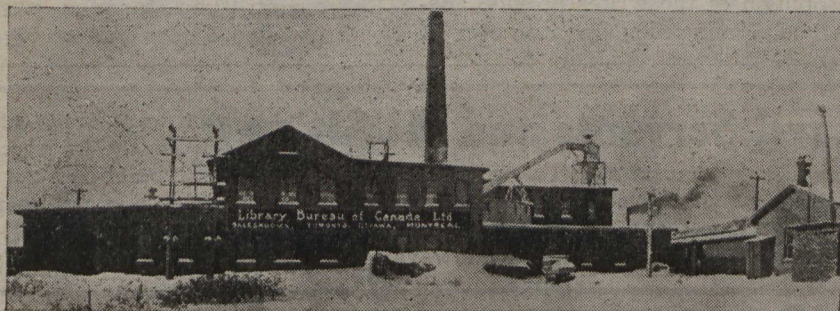
ALL WISE  
PEOPLE DRINK

# ANGLO-SAXON TEA

retirement is to be compulsory (as per draft bill) have his retiring allowance computed on a basis of only 25 years' service, whereas he actually would have been 45 years in the service of the Government. Some provision should, therefore, be made so that he would at least have the option of paying in the back dues covering those 20 years while in the outside service, or for as many years as he could afford to, so that those years would not be lost to him when computing his retiring allowance. Many, no doubt, could not pay any back dues, but surely something can be done or suggested so that a great injustice will not be done to such members of the service. If some provision is not made, the Government will have in its service many officials, aged 65 years, who should be superannuated, but who cannot be, simply because they have only been contributing to the superannuation fund for 20 or 25 years, or less, (although perhaps as

long as 45 years in harness) and consequently the retiring allowance earned during that period will be inadequate to superannuate them on. This is what the Government will be confronted with and it should be the duty of the Executive of the Association to point it out so that it may receive due consideration as it is a most important matter to a great many, both in the service at Ottawa as well as outside, and it is as much in the interests of the Government as the civil servant that such a state of affairs be made impossible. It might be well for the Executive to draft a Superannuation Bill and present it to the Government. There would be a better chance then of important matters such as the above, not escaping attention. This is the most vital question the Executive of the Association has to deal with, and it is to be hoped it will, when it comes to handle it, profit by its past experience in dealing with other matters. The eyes of

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the whole Association are on them, so let them "go to it" and make good.

Yours faithfully,

"OLD TIMER."

Ottawa, Nov. 9th.

x

### Very Much to the Point.

To the Editors of THE CIVILIAN:

The question of securing headquarters for civil service organizations has been discussed already in THE CIVILIAN. The proposition should be one of real interest to the whole service, and more especially to the officers of the different organizations now existing.

The need of some kind of home, although keenly felt by our few executive officers, is not yet fully realized by the great mass of civil servants.

We ought to remember that our different executive officers give up a great deal of their leisure time, devote their energies, and use their capabilities for the unification of the civil service and the improvement of the existing conditions. The awakening of the service has begun in earnest, the benefits to be derived from co-operation are now in evidence, and yet we find a great deal of lethargy and lack of active interest amongst us. Let each one ask himself or herself why. I will give some reasons why, and doubtless there are many others.

1. We are quite willing that others should do the work, our special privilege is to criticize.

2. We have been accustomed to doing nothing outside of our office duties for so long a time that we have no faith in our own capabilities of accomplishment.

3. We pooh-poo the efforts of anyone who suggests spirited action in any cause in which our own interests are involved.

4. We are afraid to tackle a problem in dead earnest, and therefore acknowledge our defeat before we have made any real effort to do any-

thing. These in my opinion are some of the reasons why the great mass of civil servants are lacking in that keen, wide-awake interest so necessary for a full measure of success in any undertaking.

Let us consider what has been accomplished during the past two or three years, how much our contribution towards that accomplishment has been, and I think we will not long remain satisfied to allow the few who have been the pioneers to always remain the workers.

Our athletic association is active all the year round, our C. S. Association is busy all the time, our other associations have work for their officers to do, and these executive committees have to meet in officers' unsuited for the purpose.

We need central quarters to accommodate our officers from time to time, and to be used as a rendezvous for our members, especially during the winter season.

I hope this subject will be thoroughly discussed in THE CIVILIAN by the committees of the service organizations, and by the civil servants in every department. Make the issue a live one, and the task of financing the scheme ought to be a very small one indeed, where such a large number of men and women are interested.

A CIVIL SERVANT.

Ottawa, Nov. 15th, 1908.

x

### A Word of Appreciation and a Word of Caution.

To the Editors of THE CIVILIAN:

If it be true that, as a familiar saying puts it, "great bodies move slow-

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ly," are we to conclude either that the Civil Service Association and C. S. Amateur Athletic Association are not "great" in the true sense of that word, for their activities within an exceptionally short period have been prodigious, or that there has been and is a tendency on the part of these organizations to undertake more early in their history than is justified by wisdom?

Glance at the large output of the Civil Service Association within less than two years. A memorial of civil service conditions; a co-operative coal business; a loan society; a fortnightly magazine, and an organized plan for protecting the interests of civil servants with regard to the question of the income tax.

Within practically the same brief period of time, the C. S. A. Athletic Association has established on a good footing a variety of athletic games, as lawn and alley bowling, lawn tennis, cricket, football, quoits, skating, snowshoeing and the like; participated in several tournaments and carried out a field day of sports.

But to the foregoing long list of enterprises is to be added the projects mooted in the editorial or correspondence columns of THE CIVILIAN,

viz., the organized participation of the civil service in civic politics, the purchase of an athletic field and the acquirement of a \$15,000 club house.

This is not hitching the Civil Service chariot of co-operation in business, social activities and athletics to a star, according to Ralph Waldo Emerson's dictum, but to a galaxy of stars of dazzling radiance.

That the many projects alluded to are meritorious in varying degree seems unquestionable, but that any new project should be set on foot until a fair test has been made of the operation and effects of these now in actual operation seems cause for serious reflection.

The memorial was so purposeful as to win the approval of the Royal Commission, of the government, and of the press, and to inspire in no small measure the consideration now being given to the question of salary increases. THE CIVILIAN has well justified its existence, is edited with marked ability and no little wisdom, in fact is now well nigh indispensable. The action taken by the Executive of the C. S. Association to safeguard the interests of the members of the civil service as regards the question of the income tax was businesslike and

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praiseworthy, and the Executive should receive a loyal support until this question is finally disposed of.

The three matters just adverted to affect the service alone. Co-operative enterprises such as the coal supply and loan society, and others already referred to, or which are said to be in contemplation, directly affect the relations of the service to important interests in the community. These interests, businesses, clubs, societies, or by whatever name by reason of their nature they may be styled, secure their livelihood, maintain their place in and make their contribution to the welfare of the community by the pursuit of these enterprises. Besides, they have to be specialized to be made a success. The enterprise it must surely, however, be conceded has operated to the distinct benefit not only of members of the civil service, but also of coal consumers throughout the city in that it has probably had the effect of keeping the current price for coal where it now stands, thus effecting a saving of fifty cents or more per ton to consumers. Perhaps other enterprises might be made to operate in the same way.

Co-operative enterprises are said to be operated with good success by the British civil service. Allowance, however, has to be made for the difference

in the temperament and ideals of the people and other important considerations as between the Old Country and Canada.

One effect and an immediate one of the prosecution of such activities in Ottawa will likely be to make the public more critical of the claims of the civil service to exemption from the imposition of an income tax. That matter as also the question raised by the proposition made in THE CIVILIAN as to the active participation of the civil service in civic politics at the approaching January elections. There is a great temptation to make an extended comment on both of these matters for they are intensely interesting, but this letter is already too long, and they are matters which must be treated with great wisdom and tact.

Nothing remains to be said but that the main object of this letter is to counsel the exercise of great caution in determining the extent to which the Civil Service Association and the C. S. A. Athletic Association will be justified in undertaking the prosecution of the various activities alluded to, having regard to their own safety and to the relations which the members thereof are expected as citizens to bear to the community.

H. S. CAMPBELL.

Post Office Dept., Nov. 2.

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## ATHLETICS.

Those who missed the football game between Ottawa and Hamilton missed an aggressive, clean and clever exhibition of Canadian Rugby. True, one or two players were suspended, but that is the almost logical consequence of the wing formation where man is pitted against man for purposes of defence and attack. As far as the game went it could hardly have been improved upon. There were two features of play, however, often seen in our football in the past, but which were absent in the game in Ottawa, viz., dribbling and the passing game. With these two features in use to relieve the spectators of the monotony of the stereotyped plays and to make gains for the teams, the game would have been well-nigh faultless. It is unfortunate on this account that possession of the ball is the predominating rule of the game. With sufficient speed behind the maul, and an equal knowledge in the rules employed, either of these teams would surely give a good account in a world's championship match. The outstanding fact apparent in the two games played by Ottawa and Hamilton is the even balance in point of play, 17 points all being the final result of both matches. No tears should be shed in Ottawa at the nominal loss of the championship. There is something that will live longer in the memory of man; something that will make an echo to be heard by rising generations—that Ottawa's team played such a game of rugby as was rarely seen before, played it fairly, played like devils to preserve the pugnacity of

the race, and then shook hands like little children.

\* \* \*

An Ottawa athlete as reported by interview in a daily paper has made a faux pas. It has been a principle well understood by certain athletes that remuneration received by amateurs for athletic services should not be divulged to the public. It is, therefore, surprising, even if it be also somewhat refreshing, that this athlete has departed from a fine ethical principle and made the announcement that he had, or thought he had, been offered splendid inducements to play football as a student for Michigan University. He is thus establishing a dangerous precedent. It is honest rather than respectable. It recalls a gentleman of long ago who managed athletes receiving surreptitious rewards. When the athletes later received their payments openly, the gentleman withdrew from the club.

\* \* \*

The mission and the power of the press to mould public opinion, and to protect same from lapses into the primrose path of dalliance, is undoubted. In Ottawa, Montreal and Toronto where the moral and intellectual virtues cohabit, the editorial page is nearly always found emphasizing what is best in questions between right and wrong. Turn to the sporting page and all this is undone by the advertisement without condemnation often with compliance and approval of brutalities, broken oaths, and all kinds of falsehoods. Did the leader writer read the sporting news, or the sporting editor the

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moral effusions on the editorial page, there would surely be a change for the better or the worse.

It is greatly to be feared that the commercialism of a large circulation contributes to this condition. But the strong men who are at the head of our newspapers, and believe in their mission, might do well to discourage on their sporting page what they would never condone in their editorial column.

\* \* \*

The athletic association has surely overlooked making skating arrangements for the service at one of the rinks at club rates. Very good terms can be obtained from the rinks and it may not yet be too late.

\* \* \*

The Cliffside club is to be congratulated upon its entrance into a big amateur hockey league. Its promotion is well deserved, and the honor of Ottawa is safe in the hands of these manly young fellows who, beginning as boys playing in backyard rinks, have earned a reputation of an enviable nature. Also have they decided to maintain a toboggan slide, and herein the C.S.A.A.A. might take a hint. The slide would appear to be a capital idea and is respectfully suggested to our executive for consideration.

\* \* \*

The bowlers have entered upon their first week of play, being the only department now active in the service. Here's wishing Chairman Thomas as good a season as last winter. He cannot have a better. In the meantime, while we are between seasons, the idea of a smoking concert where we could talk and smoke it all over,

would seem to be well worthy of consideration.

\* \* \*

The Secretary of the Athletic Association desires that all who have clothes in the lockers in dressing-room will have them removed, as it is not the best place for clothes in the winter.

## REVIEW OF BOOKS.

### People's Co-operative Banks: A Popular Exposition of the Co-operative Banks' Movement.

By Henry C. Devine. (Cassell & Co., Ltd., London, Paris, New York, Toronto and Melbourne; 1 shilling net).

This volume, which has recently issued from the press, should prove equally interesting and instructive to all persons who may be directly associated with any undertaking of a like character, such, for instance, as our own Savings and Loan Society. The author, Mr. Henry C. Devine, is the secretary of the Urban Co-operative Banks Association of England, and is therefore no theorist, but an observer of facts and conditions at first hand. While, also, the book deals specially with what has been accomplished along this line in England, it gives an account of the rise and spread of co-operative credit generally, not only in the British Isles, but in the other chief European countries as well. With reference to the movement in Canada, the author has this to say:

"A law was passed in 1898 for the establishment of Agricultural

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Credit Associations in British Columbia, based partly on Raiffeisen and partly on Schulze-Delitzseh principles, (the author has previously explained what these principles are), for making loans to their members for draining, clearing, or cultivating their lands, etc., and to assist in co-operative dairying and farming."

No dividends were to be paid on the shares of these associations, and power was given to the Government to guarantee the payment of debentures issued by them, or to advance money to them. The author adds:

"Apart from this, I only know of two or three societies founded in the Dominion of Canada."

As to the progress of the movement in the British Isles, there seems to be little or no doubt that the foremost public men are impressed with the vastness of the field and the im-

mense social good which these associations have already wrought. The Government itself has recently recognized the importance and utility of Co-operative Credit, as the "Small Holdings and Allotments Act, 1907," testifies. By virtue of that Act, county councils may promote the extension of co-operative societies for credit banking, and may, under Government regulation, make or guarantee grants or advances to them. Also the Board of Agriculture may itself afford direct Governmental aid in a similar manner.

This has no little significance for us in Canada, where the whole co-operative issue, upon the legislative side, cannot much longer be shirked. As regards the banking department of the subject, our influential men are, unfortunately, not of the type which has either the knowledge or the incentive to emulate the good that has

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been done in other countries. The Chartered Bank obsession has become so firmly rooted here that it has now come to be regarded as the one and only way. It is the veriest truism of other lands that regular commercial banking and co-operative banking cover different fields; so that the two are complimentary, and mutually helpful.

The volume now before us is concerned, besides, with the practical management of these institutions. It contains much valuable information and many hints for those who may be engaged in the work of actual administration. Upon general and special grounds, we can recommend the book to anyone who is desirous of obtaining a brief historical sketch of a movement that is no doubt destined to become, sooner or later, world-wide.

\* \* \*

**Through the MacKenzie Basin.** By Charles Mair. (William Briggs, Toronto. \$2).

The author of this volume was secretary to the Commission of 1899, which was appointed to visit and confer with the Indians of the Peace River district with a view to obtaining from them a transfer to the Government of their territorial rights. The diary which Mr. Mair then kept has been worked up into this most interesting book.

To the scientifically inclined, the extensive notes upon the birds and mammals of Northern Canada, contributed by Mr. Roderick Macfarlane, for many years a chief factor of the Hudson's Bay Company, will prove most interesting. To Mr. Macfarlane this region was a stamping-ground for a lifetime, and he is well fitted both by training and experience to speak upon scientific subjects.

But the general reader, who aims to maintain at a respectable level his knowledge of our immense country, will regard this volume as an important contribution to the literature of

the subject. Besides describing very fully, of course, the manners, customs and characteristics of the aboriginal inhabitants,—a subject which is always most fascinating to the philosophic mind,—the book devotes special attention to the nature of the country, the productions best fitted to the soil, the probable mineral wealth, and the certain abundance of many varieties of fish. Of the presence of rich minerals in the Great Slave Lake district, there appears to be little room for doubt: a district which could easily be tapped by a branch railway from the western end of Chesterfield Inlet, to connect with the proposed Hudson's Bay Railway as trunk. The fitness of much of the country in the MacKenzie Basin for agriculture has long been suspected, and in many districts actually demonstrated. In fact, the now well-known climatic conditions of the region between the Rockies and Hudson's Bay justifies the most buoyant faith in the greatness of its future. Here we have presented the paradox of a climate increasing in geniality as one travels towards the Pole, so that Vermilion and Athabasca Landing possess climates less harsh than those of Northern Minnesota, Dakota, or Southern Manitoba.

The book is illustrated by a large number of excellent photographs.

#### JOINT LECTURE COURSE.

Last summer, a movement eminently useful and destined to have far-reaching consequences, was inaugurated by two prominent citizens of Ottawa, namely, Dr. Flint, the Clerk of the House of Commons, and Dr. J. F. White Principal of the Normal School. These gentlemen realizing the overlapping and the consequently diminished audiences resulting from a number of lecture courses under the auspices of several literary and scientific societies in a comparatively small city such as Ottawa—especially when,

in this regard, the dual language question is considered—brought together representatives of the following bodies: The Women's Historical Society, the Women's Art League, the Literary and Scientific Society, the Field Naturalists' Club, the Royal Astronomical Society, the Ottawa Normal School, and the Alumni Associations, respectively, of Queen's University, McGill University, and the University of Toronto.

A committee representative of all these organizations was formed, and it was decided to try the experiment of having a joint lecture course this winter, every society making choice of a lecturer to represent it in the same. This began very auspiciously on Friday, the 30th of October, when Professor McLennan, of the University of Toronto, delivered a most interesting address to a very large audience on "Some Recent Discoveries in Science and Their Significance." The lectures will follow one another regularly every fortnight, being always on a Friday at 8 o'clock p.m., and they will all be given at the Normal School Assembly Hall, — the entrance to which is on Lisgar street, — which has been placed at the disposal of the committee by the kindness of the Honourable the Minister of Education

of Ontario and the courtesy of the Principal, Dr. J. F. White.

Some of those to lecture are Sir William Van Horne, Dr. A. P. Knight of Queen's University, Professor Ramsay Wright of the University of Toronto, and Dr. John Francis Waters of the Department of the Secretary of State of Canada. Dr. Waters will give the third lecture of the course on Friday, the 27th of November instant, his subject being "Dean Swift and his Times." This is considered to be one of the best in Dr. Waters's series of sixteen lectures; and certainly the subject is a fascinating one. "A most interesting lecture," says the Toronto News. "It was listened to by the audience with rapt attention. . . . Dr. Waters has the poetic temperament, he has the power to see the best in books and men, and the rarer power of making others see them."

These lectures are all absolutely free to the public. It is hoped that civil servants will turn out in large numbers to Dr. Waters's lecture, so as to show appreciation of his work of years in the cause of Higher Education. "Men like John Francis Waters," says the Montreal Herald, "are a credit not only to the country but to the service to which they belong."

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