

THE CIVILIAN

Devoted to the Interests of the Civil Service, Canada

VOL. XIV

MARCH, 1921

NO. 4

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DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

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THE CIVIL SERVICE CONVENTION OF 1921

“Throw yourself on the altar of some great cause!. Enthusiasm is the life of the Soul.”

A plea for the cause of unity among civil servants might well be the first resolution of the delegates.

At no time in the history of the service was their such need for unified effort and purpose, at no time in its history was there such need for high enthusiasm and endeavor. What was won in 1918 was accomplished through combined and strenuous effort, now less than two years after, the prize so dearly won is jeopardized by dissension in the ranks.

The hope is in the mind of many that the Federation will prove itself big and strong enough to be proud of some of their members who have left the parent body to form strong and lusty separate groups with a natural longing to express themselves in their own fashion.

The desire for Canada to express itself as a national entity at the League of Nations, the desire to be separately represented at Washington does not reflect on or affect the British Empire.

Neither should the desire of separate bodies of civil servants to act similarly, reflect on or affect the C. S. Federation.

With Classification still unfinished, Superannuation, Bonus, Percentage Increase and Whitley Council awaiting the action of the Government, the Federation is to be congratulated if it can bring together, for the presentation to the Government of general policies, the executives of all civil service groups.

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

Resignations from the United States Civil Service

In the United States, as in Canada, voluntary resignations in the civil service have become extraordinarily numerous in recent years, so much so that the United States Department of Labor has given the matter detailed consideration. The December issue of the *Monthly Labor Review* (published by the U. S. Department of Labor, Bureau of Labor Statistics) contains a special article of 14 pages giving the results of its investigation.

The figures compiled by the Civil Service Commission covering the whole permanent and temporary service show that the total number of voluntary resignations increased from 3.7 per cent. in 1903 to 17.5 per cent. in 1917; that is, that resignations increased from 1 in every 27 employees to 1 in every 6.

In an effort to bring this information more up to date the Commission on Reclassification sent out a questionnaire to the Government departments, asking data as to resignations from their forces for each fiscal year, beginning with 1915-16. In order that the data received might be worked out on a uniform basis, officials were asked to calculate their average number of employees "by first deducting all temporary or special-job employees, and then dividing the sum of the numbers on the monthly pay rolls by 12. In giving the number of separations they were asked to exclude the field force, the temporary employees, and those who had been dropped on account of a reduction of force. The data received, therefore, relate to the permanent force of the Government, not including the fringe of temporary employees, special-job employees, and war workers, among whom separations would naturally be the most numerous."

The information received in response to this questionnaire is given in a table from which the following is taken:

Year	Average number of employees*	Resignations	
		Numberx	Per cent of force
1915-16	31,063	3,121	10.0
1916-17	32,570	5,346	16.4
1917-18	42,433	15,460	36.4
1918-19	61,570	24,938	40.5

* Exclusive of temporary employees.

x Exclusive of temporary employees and those leaving the service on account of a reduction in force.

These figures show a remarkable increase in voluntary resignations from the Government service during the past five years. During the years 1917-19, of course, a proportion of the resignations were due to the conscription law, but, as the report points out, this proportion was not great, especially during 1918-19, when conscription was operative for only four months, and "there is every reason to suppose that apart from military demand, there was a marked increase in separations from the Government service in that year." This statement is confirmed by the figures for the first half of 1919-20, which show "that employees were leaving the service... at a rate which if continued throughout the year would mean the departure of one in every three. What such a rate of resignations means both to the efficiency of the Government service and the cost of administration can easily be imagined."

A study of the classes of employees who are leaving shows an even more serious loss than would be involved by their mere number. A loss of efficiency occurs whenever a worker familiar with the studies of a certain position leaves and his place is taken by a newcomer who must gain that

familiarity. Obviously this loss is the more serious as the duties of the position are the more complex, or involve co-operation with others, or include carrying out plans and making observations extended over a long period. It is relatively a simple matter to replace a worker in the lower grades, but a different affair to fill the place of one of a body of statisticians, economists, or scientists who are working together on nation-wide plans. Yet among such men and women, the report states, "the scientific and technical employees of the government, the rate of separation is particularly large." The position of the U. S. Bureau of Standards is especially noteworthy in this respect. In 1918-19, in every class of employees, the scientific and technical, the clerical, and the skilled and unskilled labor groups, the number leaving was greater than the average total staff employed. In 1919-20 matters improved slightly, but the rate of separations was still 100 per cent. for the whole bureau and 103 per cent. for the scientific workers. What such rates mean in breaking up the continuity of the work, in time spent in training new employees, and in interference with the smooth coordination of the various parts of the work any employer can judge. Figures collected in December, 1919, show that in one group of clerical workers in this bureau, numbering 116, only 12 had a record of five years or more of service, while 20 others had been with the group over two years, their period of service ranging from 23 months down to a few days.

CAUSE FOR LEAVING GOVERNMENT SERVICE

Why are government employees leaving the service in such numbers? It is a matter of dollars and cents. In the industrial world wages and salaries have risen much more noticeably than in the civil service, and the diffi-

culty of making both ends meet is forcing trained and experienced employees out of the government service. The report contains tables of technical and skilled workers with their salaries before leaving the service and their initial salaries after entering private employment. Employees receiving \$1,100 in the service received from \$1,500 to \$3,600; others at \$1,200 received from \$1,800 to \$2,700; others at \$1,500 receiving from \$1,800 to \$3,600; one case of a man receiving \$840 who left to take a position at \$1,800; and another case where a \$1,800 position was left for one of \$10,000.

A second reason for the numerous resignations is found in the fact that apart from the immediate increase of salary, employment outside offers better chances of advancement. For 609 scientific, technical, and professional employees who had resigned, data is given in the report showing the rate at which their salaries had increased while within the Government service and after leaving it. The average length of service of these employees in the government was 4 years and 10 months and during that time their average annual increase was \$110, while for an average service outside of 3 years and 8 months their average annual increase amounted to \$430.

COST OF REPLACEMENT OF GOVERNMENT EMPLOYEES

During the years 1918-19, according to an estimate made by the U. S. Civil Service Commission, the "cost of recruiting and certifying new employees amounted to \$1,144,014." This merely brought the candidate to the stage of appointment, allowing nothing for his training in the new position. The superintendent of one scientific department carefully estimated that the cost of each replacement of technical employees was over a thousand dollars. The cost would not be so high, he explained, were it not that owing to the low salaries paid, he could not obtain men having even a moderate amount of experience, so that *all the practical training has to be done at the Government's expense.* From the Library of Congress comes the statement that "the cost of turnover may be estimated on an average as equal to the loss of a year's services — in the case of replacement of exceptionally expert and experienced cataloguers, it is incalculable." The

report points out also that even in the case of unskilled workers, or those doing purely routine work, a loss is involved.

GENERAL EFFECT ON THE SERVICE

What effect have these numerous resignations on the work of the Government? One department reports that it is "forcing absolute disintegration" owing to the impossibility of filling its vacant places. Other departments state that their work, no matter what the need for it may be, must be cut down as their diminished staffs, or their untrained new employees, are unequal to the strain. In 1919 the Merchants' Association of New York instructed its committee on customs service and revenue law to investigate the unsatisfactory character of the customs service, and in January 1920 the committee reported in part as follows:—

Your committee has found that the customs service in all its branches is rapidly tending toward demoralization to such an extent that the business interests of the United States, extending to the smallest community, are today facing to an alarming degree a condition which, in the opinion of your committee, is jeopardizing practically every commercial enterprise.

The remedy for this state of things, the committee thought, lay in "a very substantial increase in the compensation paid to customs officials of all grades and an entire readjustment of the scale of compensation now in force." A similar report and recommendation was made by a number of business organizations with respect to the Patent Office.

Another unfortunate aspect of the situation is pointed out. "The Government service as a career for the specialist is losing its standing, and the men who should be attracted to it, the beginners who should be serving their initiation and preparing to devote the serious work of their lives to its scientific or professional service, are almost unanimously turning their backs upon it, or in some cases entering it with the intention of staying just long enough to receive a training which will make them especially valuable in private employment."

The above statement is, unfortunately, not applicable only to the United States. The situation outlined in the report of the United States Department of Labor has its counterpart in Canada. The many recent resigna-

tions of highly trained specialists in the scientific and economic classes of the Canadian civil service should cause those responsible for the present grading and salary classification most furiously to think. It would be to the interest of the whole country if a questionnaire were issued to the various departments of the government with respect to the resignations within recent years, the reasons for such resignations, the salaries received by late employees at the time of their resignations and the salaries received by them every year since, so far as obtainable. In this way, better than in any other, could the real effect of the re-classification be visualized.

R. H.

Workman's Compensation to Federal Employees.

During 1918 the Federal Parliament enacted a law to provide compensation to employees of the Federal Government who are killed or suffer injuries while performing their duties. Under this Act such an employee is entitled to the same compensation as the employee of a person other than His Majesty would receive under similar circumstances according to the law of the province in which the accident occurred. The Statute contains a proviso to the effect that an employee on Government railways must elect between the benefits of the Railway Provident Societies and those of a new law, and unless he had elected to accept compensation under the Federal Act, his dependents could receive no compensation under that Act. In 1919, however, an amendment to the Act provided that election might be made either prior or subsequent to the injury and that dependents of any employee killed since May 24, 1918, who had not elected in favor of the Federal Act, should nevertheless receive compensation under that Act.

Mere organization and combination can never perform the function of the merit incentive.

Civil Service in Ancient Civilization

The first of the autumn series of lectures arranged by the Society of Civil Servants on the Development of the Civil Service was delivered by Mr. M. Casy, Reader in Ancient History to the University of London.

The ancient peoples in general, said the lecturer, had a very imperfect notion of the great power for good which resides in the State, and therefore they made but slight demands on their governments. But in Ancient Egypt, with its great public works and advanced civilization, the social life of the country was regulated by a complex code of law, requiring a large and well-trained staff to administer it, and the day-by-day work of government fell on the shoulders of a professional Civil Service which, even in the fourth millennium B. C., was as well organized as anything in the land. The Civil Servants usually began their career as scribes, and the Egyptian bureaucracy had what our French neighbors call "la culte de la pape-rasse" in a high degree. After this apprenticeship they proceeded to executive posts in a number of distinct departments, each of which had its separate promotion ladder. These departments were the *district officers*, who governed the various counties, the *boards of works*, which had charge of the embanking and irrigation works, a *munitions ministry*, a *police force*, and the *treasury*, and at the head of this hierarchy stood the *vizier* or Prime Minister. It would be difficult to estimate the practical efficiency of this Civil Service, but the tone of such fragments of its correspondence as have come down to us is courteous, not to say *debonair*. But in the first millennium the Egyptians degenerated into a priest ridden, pacifist herd who allowed successive invaders to work their will upon them.

There was a similar precocious culture in Mesopotamia. The laws of Hammurabi (B. C. 2000) contain clauses regulating leases and affording protection against distraint, prescribing minimum wages for laborers and maximum prices for beer. But the history of the Babylonian civil service is a short one, for in a comparatively short time they were overwhelmed by the new power of Assyria,

a military state with a truly Prussian war machine. The care with which the Assyrian kings collected and apportioned their revenue suggests that in time they would have grafted an elaborate Civil Service on their original military organization. But the Assyrian empire never lived down the odium created by the "frightfulness" of its founders. Before it could consolidate itself it was exhausted and broken up by its relentless enemies.

Of all ancient peoples the Greeks contributed most to the world's culture. No other people has exalted the State as they did. It was a commonplace amongst them that the function of the State was not merely to sustain life, but to civilize and ennoble it. Their hardest thinkers, like Plato, had a truly touching faith in the efficacy of State action and were prepared to abolish such consecrated institutions as the family and private property in order to complete the control of the State over the individual. They contributed little, however, to the evolution of the Civil Service, which was always run by a more or less amateur body of half-timers. This was owing to their intense interest in politics and their overmastering desire for personal participation in politics, the functions of the citizens being, in their opinion, not merely to obey the laws but to take an active part in administering them. The only permanent official of any consequence in Athens was the Secretary of the Council who drafted laws and regulations in the admirably clear official parlance of the State.

As the Romans were the ruling nation, *par excellence*, among the ancients, so their Civil Service was the greatest of its kind. Yet like the Roman Empire itself, it was an afterthought, and grew up, as it were, without the Romans knowing it. Yet in the early days of the Republic and almost up to the time of the Empire, the administration was entirely in the hands of the amateur governing aristocracy.

With their clear-cut conception of the sovereignty of the State, and their sense of order and method, it is surprising that a bureaucratic type of

government was not evolved earlier. But the time came when the enormous growth of the Empire necessitated the creation of a professional Civil Service, and this may be said to date from the great revolution at the end of the first century B. C. In the reign of the Emperor Augustus successive breakdowns in the government forced him to transfer one department after another to a new executive class. The policy of piecemeal and reluctant reform was followed by most of Augustus's successors, and so the Roman Civil Service was a child of slow growth.

Its extent and complexity as constituted in, say, the second century A. D., may be exemplified by the following rapid survey of the principal departments: (1) *A Board of Works*, for the preservation of the public buildings; (2) a *Metropolitan Water Board*, which kept the aqueducts in repair; (3) a *Tiber Conservancy Board*, whose main function was the maintenance of the river embankment; (4) a *Corn Purchase Commission*; (5) a *Corn Distribution Board*; (6) a *Board* for the management of the *gladiatorial games*; (7) a *Public Libraries Department*; (8) a *Road Board*, which "gingered up" the local authorities into repairing the great Italian highways; (9) a *Post Office*, which merely supplied transport for the Emperor's couriers and officials; (10) a *Registration Department*, for taking the census; (11) a *Public Record Office*; (12) two *Secretaries*, one for Latin and one for Greek correspondence; (13) an *Examiner of Petitions*; (14) a *Scholarship Board*; (15) a *Local Government Board*; (16) the *Treasury*; and (17) a *Divisional Court* of professional lawyers to hear appeal cases from all parts of the Empire.

The recruitment and promotion of the personnel was elaborately organized, the lower posts and some of the higher being occupied by slaves and ex-slaves, but the rates of pay for some of the chief officials ranged from £600 to £3,000 (say £2,000 to £10,000 in present money value).

—(*Civil Service Gazette.*)

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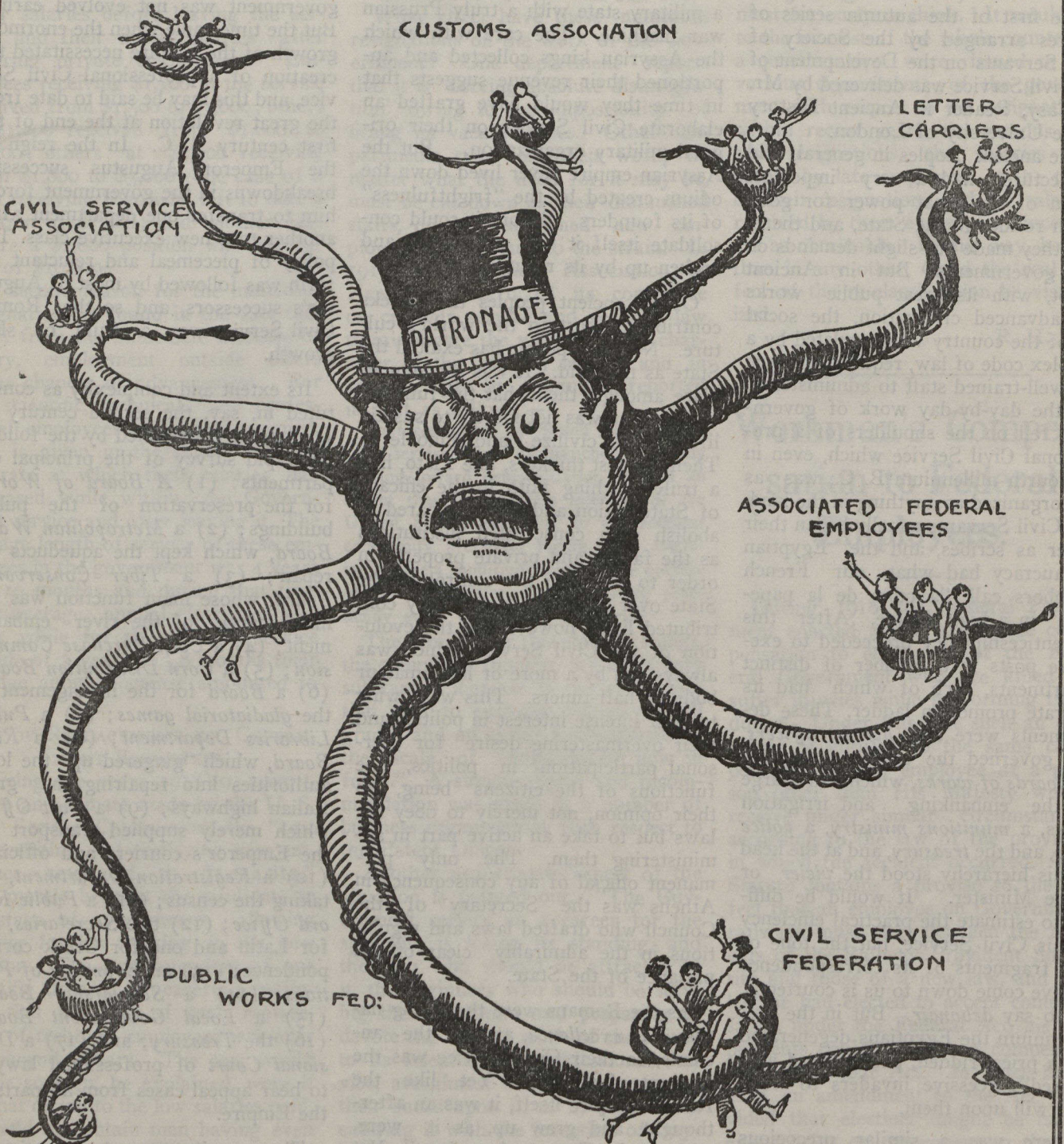
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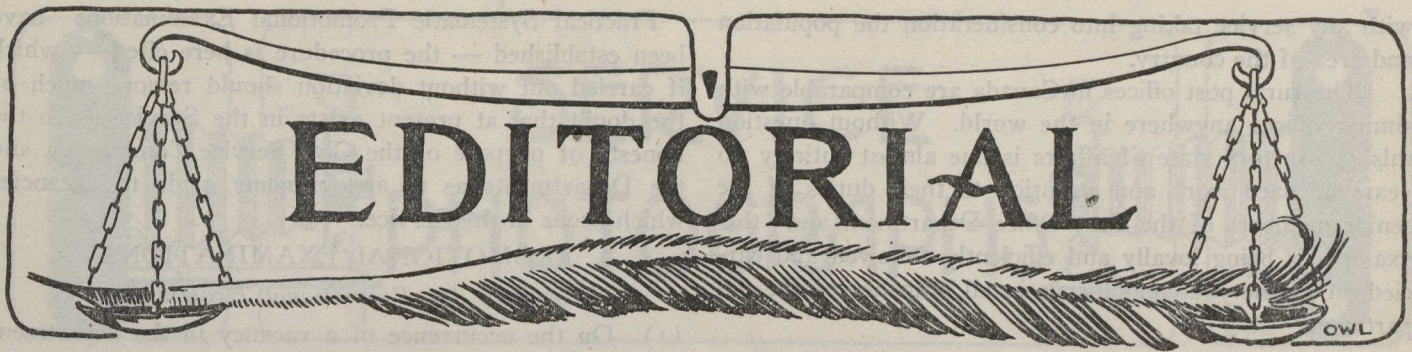
ASSOCIATED FEDERAL
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PUBLIC
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CIVIL SERVICE
FEDERATION

THE PATRONAGE OCTOPUS CATCHES THE SERVICE DIVIDED





Superannuation for the Civil Service is a duty that the country owe those who have loyally given the best that is in them to the state, during the best years of their lives.

Such superannuation should be wholly paid for by the State, employees entitled to superannuation should be automatically retired when they either reach the age limit defined by the Statutes governing such superannuation or when their usefulness to the country has reached its limit.

One of the causes of dissatisfaction today in the service is that men have been allowed to retain their position in the service after they have passed the age when they can efficiently carry on their duties; thereby stopping the promotion of younger and abler men who have really had to do the work and carry the responsibilities of the man who should have been retired.

Another cause of dissatisfaction has been that men through connections in high places have had years added to their service which they were never entitled to, so that they might be retired with the maximum superannuation and again even as recent as the present classification men have appealed and had their schedule raised so that they might benefit under the present superannuation methods.

The retirement of its employees should be a matter for the Government alone, and the question of participation by the service by part payment and part administration should be discouraged, what the service should press for is a superannuation paid for by the State, drawn up and recommended by the best independent actuarial experience in Canada which could be procured from the large industrial insurance companies of the country.

Complaints not only against compensation of classified positions, but against such abuses as favoritism, discrimination, delay, retirement, superannuation, etc., are received by the C. S. C. in large numbers daily.

Appeals against compensation of the classification are the only complaints that are permitted to come before the so called Board of Hearing. The service today is rampant with discontent at its treatment outside the question of classification.

The persistent requests for a Whitley Council have been completely ignored by the Government and even the recent

disclosures in the public press as to the actual working conditions within the C. S. C. have not awakened the ruling powers to the fact that a board, court or council is essential to bring contentment to the mass of Federal Government employees.

A bill (H. R. 14,759) introduced by Representative Madden, of Illinois, provides for a board of review, consisting of the United States Civil Service Commission, to pass upon removals from the service, reduction in rank, or discipline. The bill is now before the House Committee on Reform in the Civil Service.

Under the terms of the bill the reasons for the employee's discharge must be set forth in writing and a copy furnished the employee upon his request, together with a copy of the entire record of the case. The employee may within a reasonable time answer, in writing, the charges preferred against him. A copy of the record is to be furnished to the Civil Service Commission, and within fifteen days thereafter, on application of the employee, the Commission is required to hold a hearing, at which the employee may be represented by counsel and examine witnesses, whose testimony shall be made part of the record. The Commission is empowered to make investigation, summon witnesses and require any official or employee to produce all books and papers bearing on the case. If the Commission decides that the charges against the employee do not justify dismissal, "it shall remand the case with such orders as may seem to it proper in the premises, and its judgment and decree shall be final." Nothing in the bill is to prevent reduction of force of any government department.

The oft repeated expression that the Post Office Department is the largest and most important Public Utility in the country is so true, that it is difficult to understand that the classification of it was not treated on a broader and more comprehensive scale and that the abortive attempt at re-organization by Griffenhagen and Associates was ever permitted.

Post office work in all large states usually marks the standard of that country's progress and civilization.

Today in Canada the postal service compares favorably

with any service taking into consideration the population and area of the country.

The rural post offices in Canada are comparable with similar offices anywhere in the world. Without question this satisfactory state of affairs is due almost entirely to years of hard work and attention to their duties of the senior members of the Post Office Department and this example is being loyally and efficiently followed and carried on by the younger officials in all branches of the department.

Whether efficient and loyal work can be expected to continue after classification and the appeals thereon are completed is a matter that rests entirely in the hands of the Civil Service Commission who under the very broad power given it in the Act of 1918 can if it so wishes over-rule the decisions of the Board of Hearing and recommend to council that an increase is due the Postal Service on its present classification.

The Department of Customs and Inland Revenue is today the most important and vital branch of the Government service.

All grades in the customs service are classified too low for the extra work and responsibilities thrown on it since 1915. The revenue of the country has increased enormously since that date and the duties and responsibilities of the customs employees have increased proportionally.

The Civil Service Commission in its classification and even in the revision by the Board of Hearing have taken this into so little consideration that your customs officer in all grades is as low paid as any other class of employee public or private, although his duties have increased beyond all comparison.

The Government and the Civil Service Commission are surely alive to the fact that a slack discontented customs service today by inattention to its duties could cost the Government more in a week than it would cost the country to pay it a salary commensurate with its present work and worth for a year.

Revenue raising today is the government's chief problem and however good the fiscal and tariff legislation of Parliament may be, it is in the hands of the customs service to efficiently administer the laws enacted, the difference between efficiency and inefficiency in the Customs and Inland Revenue Department today spells millions.

During 1920 in the Examination Branch of the Civil Service Commission, system and procedure has been evolved that make for the absolute safeguarding of the Merit System through its examinations.

A system of Examination for temporaries Canada wide, has been introduced, which eliminates all possibility of Patronage influencing in any way the decisions given on the examinations.

Practical Systematic Promotional Examinations have been established — the procedure is here cited — which if carried out without deviation should remove much of the doubt that at present exists in the Service as to the honesty of purpose of the Civil Service Commission and the Departments as to appointments made to vacancies which occur in the Service.

PROMOTIONAL EXAMINATIONS

Procedure for Promotional Examinations:

- (1) On the occurrence of a vacancy in the department which is required to be filled by a promotion the deputy head of the department should forward to the Commission a notice of the vacancy.
- (2) On the receipt of this notice of vacancy the Commission, if the Commissioners so approve of the holding of a competition, will take steps to make arrangements with the department for the display in a prominent place within the department of the notice containing particulars of a vacancy, rates of salary and proposed examination, so that any employees in the department can make application for same.
- (3) This notice shall be posted for not less than four days when the competition will be held.
- (4) All employees must file properly filled out application forms.
- (5) All promotions shall be made for merit by the Commission and a competition shall be held by the Commission to promote persons eligible for promotion. These competitions may consist of written or oral tests, or demonstration of skill, or any combination of these which shall be of a character accurately to test and determine the relative fitness or ability of candidates actually to perform the duties of the class to which they seek to be promoted.
- (6) The Commission in publishing the notice of a vacancy may restrict the competition at such examinations to any group of employees, or to any employees of a certain class, or classes, of a specified seniority, as is laid down in Section 45, ss. 2, Civil Service Act, 1918, (amended).
- (7) In certain cases the Commission may decide that persons eligible for promotion can be found in all the departments throughout the Civil Service. Inter-department promotion may in such cases be to the interest of the Service, when such will be employed, if the Commissioners approve.
- (8) At such competitions there will be a rating of the applicants and points for established efficiency shall be given. The weights thus assigned shall not, however, exceed one half of the total weights that can be obtained at the whole competition.
- (9) The Civil Service Commission itself shall rate for seniority on the basis of the position cards established in departments and other Government offices by the classification.



The president of the Associated Federal Employes of Ottawa, Federal Union 66, Mr. F. W. Patterson, was born in August, 1876. After passing through the public and High schools of his native town, Oshawa, Ontario, he attended Toronto University for two years when formal academic training seemed to cease to appeal to him and during the next few years he tried his hand at several occupations such as farming, banking and general business in Canada, the United States and England. He also holds a marine engineer's certificate as the result of an attempt to satisfy, by some years of seafaring, his strong liking for that life.

He entered the service in July, 1909, as a successful candidate at the first regular competitive examination for the Second Division held by the Civil Service Commission. As Mr. Patterson expressed it "the rules of brusque business efficiency were not so thoroughly understood in those days and I remember being, very cordially received by the Chairman of the Commission on my arrival in Ottawa. He discussed my main duties and even directed me what car to take to reach the Central Farm. These amenities are, I believe, no longer observed and it is rather to be regretted. They gave an entrant into the service the impression that the Commission was interested in his making good."

He was appointed assistant to the then Director of the Experimental Farms Branch of the Department of Agriculture, Dr. William Saunders, and has since served in the same capacity to the succeeding Directors, Dr. J. H. Grisdale and Mr. E. S. Archibald.

His location at the Central Farm, out of touch with the run of Departmental gossip and intrigue, probably

accounts for the fact that, although becoming a member of the Civil Service Association soon after entering the service, there is no record of Mr. Patterson's having interested himself especially in civil service matters until 1911, when he appears to have made an enquiry as to what the Civil Service Association was and what it was supposed to do. Later he endeavored to assist in the consideration of the Superannuation bill about to be presented to Parliament when the War broke out, and again, in connection with certain features of the bonus to the service.

For several years, however, he had not been connected with any civil service organization when, in July last, the formation of a Federal Union of civil servants, affiliated with the Trades and Labor Congress, was suggested.

This seemed an opportunity for action to prevent the disorganization and disruption of the service then so merrily proceeding without let or hindrance. He was elected vice-president of the Union for the remainder of the year and, upon retirement of the first president, Mr. Frank Jammes, was chosen president for the current year.



Mr. F. W. Patterson, President of the Union 66.

A Romance of Point d'alencou.

FOR LADIES ONLY

One fine morning last spring, while hunting after old books in a curiosity-shop, I made the acquaintance of a very respectable old person, who furnished me with some curious details about lace-making, of which I was previously totally ignorant, and which, perhaps, some of my readers will not regret learning. This original personage is simply a lace cuff, as yellow from age as a bit of parchment of the 11th century, still rumped and partly torn as if it had been concerned in some serious encounter.

While searching among some old curiosities of carved chests, china, jewellery, and Bohemian glass, which have lately become fashionable again, I opened a small ebony box inlaid with arabesques in gold and mother-of-pearl. Its interior attracted my attention; it was lined with rosewood, and had a scent which seemed to date back to the times of Louis XV. There was an anachronism of three centuries between the rosewood lining and the inlaid box itself.

"This box has a false bottom, or some secret drawer", said I to the curiosity-dealer, as I tapped the sides and bottom of the box.

"I don't think so, sir", said the dealer.

Just then I happened to press some hidden spring, and the secret drawer flew open, to the great astonishment of the dealer. It contained a bundle of letters tied together by a faded blue ribbon, a lock of auburn hair stiffened by the lapse of time, a small enamelled key, and the lace cuff I mentioned before.

I leave you to guess how my curiosity was suddenly excited; I already traced out a whole drama in my mind. I did not buy the box, seeing its price was five hundred francs; but the dealer, in return for the discovery I had made, allowed me to buy the cuff, on condition that I should have the letters, the key, and the lock of hair thrown into the bargain.

Those only who delight in disturbing the ashes of the past can comprehend with what joy I carried home these relics of a bygone age, these forgotten remains, from which I might perhaps surprise the emotions of hearts long since chilled in death. A miser gloating over his wealth, a lover grasping in his trembling hand

the note stealthily put into it by the woman he loves, are not more mysterious in their conduct than I was in unfolding my little treasure, and in reading these letters which I had acquired in such a singular manner. Nor was I deceived. They contained a whole history of love and tears, the thread of which it was easy to follow through these fragments of a correspondence which the hand of affection had so carefully preserved. The chief personages in this story, referred to under familiar names, had evidently played a great part in the highest ranks of society during the reign of Louis XIV. The hair, the little key, the letters, and the faded blue ribbon which tied them together, even the bit of lace itself, the rent in which was probably connected with some tender souvenir, were the pledges and the silent witnesses of some deep and ardent passion. Silent? No!

While reading these letters, written in a firm and manly but delicately small hand, I suddenly heard a long-drawn sigh. I looked up in astonishment, and I saw the lace cuff stretch itself out like a person who had been for some time in the same position.

I spoke to it, and it answered me gracefully and readily; but I must say, to the credit of lace in general, and of this in particular, it obstinately refused to answer any of my questions relating to the adventure in which it had so evidently been concerned. I pressed it at least to tell me the family names of the person to whom it had belonged, and of the lady who had so carefully treasured it up.

"Why, sir", said the cuff in a clear and penetrating tone of voice, "do you not know that discretion is our first, and perhaps our only virtue? In what state would the world soon be if lace betrayed all the mysteries and love affairs in which it is so often implicated? Society would be shaken to its foundations, as men say in their political cant. No, these secrets are too terrible to be disturbed in their repose, even now; but if you like I can tell you something about myself, and I assure you my story is not without interest."

"I shall be too glad to listen to you", said I, hoping it would soon forget the restraint it had imposed on itself. "Speak, though I confess I do not see

what there can be very interesting in the origin and the destiny of a poor little lace cuff."

"You do but betray your ignorance", promptly replied the cuff. "I should recommend you to speak of lace in a more respectful manner. You know Voltaire, who was no fool, has said somewhere that the forbidden fruit was so irresistible to the mother of us all because it probably contained a piece of lace. He wished in this manner to explain our irresistible influence on the female sex, but the fact is we do not date so far back.

"Lace is something more than the perfection of industry, it is the symbol of civilization in which women are invited to play an important part. Our fragile and delicate texture would be impossible among coarse manners and brutal habits. The day that women began to wear lace — lace, which alike softens and heightens their beauty — that day they exacted from men a respect they had never before obtained. You see now how many generations were necessary for industry to carry off such a triumph as that.

"It was a shepherdess, or, if you like it better, a peasant woman of Alsace who made the first imperfect attempt at lace-making. She had noticed certain leaves which, in winter, preserve their fibres while losing the softer tissue — as you know, nothing is more graceful than their natural cut-out work. The peasant who passed her day in twirling her distaff thought she would spin her flax as fine as possible; she then placed it, and arranged the thread in such an original manner that at last she made a piece of lace, of which she made a cap for her child. This little bit of maternal coquetry has made a complete revolution in the dress, and perhaps the destiny, of women. This cap became the admiration of the whole country for many miles round. A Venetian trader passing by offered to buy the cap, obtained some instructions from the woman as how she made it, and went his way. Passing through the Low Countries, he told several persons of his curious god-send, and while the trader benefited Venice by his discovery of a French art, Belgium created for herself an industry, the only one which has given a reputation of any sort to the

cities where it flourishes still. In a very short time nothing was talked of but the laces of Venice, Valenciennes, and Mechlin. What a rage it became! Chateaux, and indeed many other properties, were disposed of for the sake of a lace headdress or a lace flounce. But it was humiliating to the national vanity to be compelled to apply to the foreigner for these charming and delicate productions, which had become so prodigiously the fashion.

"Louis XIV, who hated to be dependent on strangers, and also perhaps stimulated by the coquettish demands of his mistresses, sent for Colbert one day, and expressed his wish to see the manufacture of lace introduced into his kingdom. A diplomatic agent was immediately sent to Venice, who induced about thirty workpeople in the trade to settle in France. About the same time a young gentleman, the Count de Marsan, solicited a patent for his nurse, Madame Dumont, who, aided by her four daughters, had started a flourishing lace manufactory at Brussels. Madame Dumont, pressed by the young count, determined to remove her establishment to Paris. The king, the queen, and all the great ladies of the court patronized the new establishment, which was situated in the Faubourg Saint-Antoine. It received the name of the Royal Lace Manufactory, and had a guard of soldiers attached to it. Lacemaking was esteemed a noble employment, and in a short time Madame Dumont had about two hundred young ladies, the most of whom belonged to aristocratic families more or less ruined, working under her direction.

"The work they produced was so perfect that it very soon eclipsed Venice point, which had been hitherto unrivalled. The skilfulness of the French workpeople did wonders, and the national vanity was flattered. But Colbert did not stop there; by letters patent, dated August 5, 1675, he authorized Madame Gilbert, of Alencon, with the help of an advance of 150,000 livres, to establish a lace factory in that town, the success of which he further secured by other letters, dated 1684, forbidding the importation of Venetian, Genoese, and Flanders lace."

I was confounded at the historical information displayed by this morsel of lace, which was to me in some degree humiliating. However, I pluck-

ed up courage. I took it in my hand and examined the extreme fineness of its texture and the elegance of its design.

"I would not mind betting", said the cuff, "that at first sight you could not tell my origin. Am I English or French, am I Venice point, or Mechlin, or Valenciennes lace — tell me?"

I was obliged to confess my ignorance.

"You are much to blame", replied the cuff, with a sigh. "That you should be unacquainted with the history of a production which has such a large place in industry and in female progression, I can understand, but that you should be unable to distinguish between English point and Valenciennes at a time when men can arrive at nothing, not even the French Academy, without the aid of women, is simply unpardonable.

"Such as you see me now, I am French, and moreover one of the finest pieces of work ever made by that Madame Gilbert of whom I but just now spoke. In days gone by I was all the rage, I was a piece of splendid point d'Alencon, I was purchased by one of the most beautiful of the court duchesses, and adorned the front of her dress. When men adopted the fashion of wearing lace my young mistress parted with me, converted me into cuffs, and gave me as a love-token to M. de Richelieu, whom she had honored with her preference. Fashion, unfortunately, has since then dethroned Alencon lace, and in doing so has shown neither its intelligence nor its patriotism. Are you aware that the thread of which I am made is thread fine enough to make Arachne jealous, has cost 4,000 francs the pound weight? Do you know what skill and what efforts have been required to design and perfect this piece of work in all its varied details? And here is the secret of my misfortunes. I was so frightfully expensive that only the wealthiest could become my purchasers; many tolerable imitations were circulated, but only calculated to deceive inexperienced eyes like yours. In my time some common laces were invented, to which they gave the vulgar name of 'gueuses' (beggars); the name was death to the invention; the 'gueuses' soon disappeared. Lace, the use of which was formerly confined to the richer classes, is now more or less worn by nearly all women, and so much the

better. Lace is an undeniable sign of progress. There are now at Caen, Bayeux, and Lille most important manufactories, contributing to Spanish, Havanna, Mexican, and American luxury. I make no mention of the Honfleur, Dieppe, Arras, Puy, Armentieres, and Bailleul productions, as well as others, because those places only make lace of a common description, or imitation Valenciennes. In the name of truth I protest against all that is spurious, I do not like it, and I hope you will join me in protesting against it, for if ever the world relapses into barbarism, it will be by a road carpeted with cotton lace.

"I admire blonde lace a thousand times more; it was for a moment a formidable rival, which the tide of fashion has just now swept away, but at its flow may bring it back again. But talking of blonde to you is like discussing colors with a blind man. Have you any idea what blonde is? Are you aware that the departments of Calvados and La Manche have employed for a long time more than 150,000 workmen in its production, and that its value rose to the amount of twenty millions of francs a year? Yes, I, a thoroughbred piece of lace, thread lace, the queen of all lace, I regret the fall of blonde, I mourn over that original and inimitable lace, which was at least not spurious, and which lent a charm and softness to the prettiest faces; but imitation lace is only poverty, only vice!"

I did my best to soothe the susceptibilities of my irritated acquaintance, but I was quite astonished at the temper this little bit of lace displayed. I thanked it, and considerably locked it up in the same drawer which contained its old comrades in misfortune, the bundle of letters, the blue ribbon, the little enamelled key, and the lock of auburn hair.

If one-thousandth part of the energy that is used in efforts to get the innumerable governmental and collectivist schemes adopted that are now before the people, were used to get a correct knowledge of the natural law of human association, there would be much more prospect of an early settlement of the world unrest.

Desire most frequently haunts the corridors of Inaccessibility.



Shrubs, Trees, and Easily-Grown Flowers for Home Surroundings

By F. E. Buck

Beautiful Shrubs,—

For early Spring Bloom. — Snow Garland, (*Spiraea arguta*) Sweet Scented Currant, (*Ribes aureum*) Lilacs.

For Spring and Summer. — Van Houtte's *Spiraea*, Mock Orange, (*Philadelphus*) Honeysuckles.

For late Summer and Autumn Effect. — Japanese Rose, (*Rosa rugosa*), *Hydrangea paniculata*, Japanese Barberry.

Evergreen Shrubs. — Japanese Cypress, (*Retinospora*, Japanese Yew, Juniper.s

Ornamental Trees,—

Small trees.—Siberian Pea tree, Mountain Ash, Flowering Crab Apple.

Large trees.—Weeping Cutleaved Silver Maple, Purple Leaved Norway Maple, Lindens (*Basswoods*).

Evergreens. — White or Norway Spruce, Rocky Mountain Blue Spruce, Pines.

Small Evergreen trees. — Siberian *Arborvitae*, Pyramidal *Arbor-Vitae*, Dwarf Pines.

Perennial Flowers,—

Bulbs for Spring Effects. — Crocus, Narcissus, Tulips.

Flowers for Spring. — Iris, Peonies Bleeding-heart, Oriental Poppy.

Flowers for Spring. — Iris, Peonies, Day Lilies.

Flowers for Early Summer.—Pinks, Foxgloves, Delphiniums, Hollyhocks.

Flowers for Summer. — Coreopsis, Blanket Flower, Shasta Daisy, Lilies.

Flowers for Late Summer. — Phloxes, Rose Mallows, Sunflowers.

Flowers for Autumn. — Japanese Anemones, Perennial Asters, Helianthus.

Vines for House and Porch,—

For the House. — Self-fastening Virginian Creeper.

For Porch or Verandah. — Climbing Bitter Sweet, Dutchman's Pipe Vine.

For Trellis Work or Fence. — Native or Japanese Clematis.

Annual Vines,—

Cup and Saucer Vine, Canary Bird Vine, *Eccremocarpus*, also Sweet Peas, *Nasturtiums* and Morning Glories.

Annual Flowers,—

Low Growing. — Pansy, Verbena, Drummond Phlox.

Medium Height — Snap- Dragons, Ten-Week Stocks, China Asters.

Medium Height, also, if room, *Petunias* Zinnias, Pin Cushion Flower.

Tall Varieties. — *Cosmos*, *Salpiglossis*, Everlasting Flowers.

Roses,—

Six useful Garden Varieties.—Frau Karl Druschki, (white), Madame Ravary, (yellow), Mrs. John Laing, (pink), Ulrich Brunner, (cherry red), Hugh Dickson, (brilliant crimson), Etoile de France, (velvety crimson).

GARDEN

March is the month that operations for gardening work commence in real earnest, it is probable that every amateur gardener has studied his or her seed catalogue and planned their

spring and summer work.

The flowers that may be started indoors this month are: Snapdragon, Astors, Begonias, Carnations, Cockscomb, Heliotrope, Hollyhock, Lobelia Pansy, *Petunia*, Verbena, Wallflower, — these should be seeded down in flats in a mixture of two thirds light sand loam and one third well rotted manure. Sow very thinly and transplant outside between May 15th and June 1st.

The vegetables that may be seeded down indoors are, — artichokes, early cabbage, early cauliflower, celery, eggplant, lettuce, parsley, pepper, tomato, to be transplanted outdoors between May 15th and June 1st — Three successful experiments were recently tried in planting early peas, and onion seed outside in March on a specially prepared plot, but results cannot be certain, as it is only by ceaseless care and attention that early crops are procured by the amateur.

This is the month that your land should be cleared of all rubbish and liberally dressed with well rotted manure and sprinkled with a little lime.

All pruning should be proceeded with, small fruits such as raspberries, currants, gooseberries should have all old wood removed and the young shoots cut back.

Apple, Pear, Plum and Cherry trees should be cut back and all old and deceased wood removed.

It is amazing the difference in size and quality of crop when careful pruning has been carried out.

Tools should be put into good shape, fences, arbours and arches repaired.

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On P's and Q's

P for Production, for Profit and Prices — also Panic, but that comes later. Following the armistice, the cry, Production, more production, and still more production, was continued and became part of the Reconstruction programme. It became also a sort of Wall Street liturgy, and while uttered for all and sundry to hear, it was mainly addressed to labor, — its reason, its patriotism, its sentiment. Europe was starving, dying, for want of goods; while labor was wasting precious time in strikes and selfish negotiations for improving its own conditions.

The fact that prices were high at the time was, of course, quite accidental, quite; but there was no reason why, with a little forethought, they might not remain so for some little time to come. The people were getting used to paying high prices, anyway. A pleasant blending of Patriotism with Profit, with a little Public-be-damned thrown in.

But the financial, commercial and industrial pashas (there's another P) nearly killed the goose that unwillingly laid the golden eggs. Something went wrong, and the country was faced with a situation which was politely termed over-production. Not over-production really of course. The world has never yet succeeded in producing more than it can eat and wear. But that is not the meaning at all. The real meaning is that more of certain goods were produced under the stimulus of high prices than the consuming public had the means left to pay for. Of such over-produced things, says Garet Garrett in the *New Republic*, there is first an accumulation on the merchants' shelves and in the hands of manufacturers because at the prices asked people prefer to do without. Then there is a desperate withholding of them from forced sale. This is accomplished by the use of money borrowed at the bank. (In the first nine months of 1920, according to the statement of the United States Federal Reserve Board, \$1,800,000,000 of credit was advanced to support the prices down.) Lastly, all forestalling means having failed and credit at the bank being exhausted, there comes a time when goods must be sold for what they will bring. Production suddenly stops. Factories are shut up. Prices fall until people

will consent to buy the goods. And thus the law of checks and balances is most wonderfully vindicated.

But what of labor in the meantime? What of those who were exhorted to produce as a patriotic duty? The workers who contributed their labor in producing these goods are given an indefinite leave of absence — without pay. Thus they are soon almost without buying power to purchase even the over-produced goods that they themselves made. P now stands for Palliative in the shape of unemployment doles.

Q stands for Queues waiting patiently outside the municipal soup dispensaries; also for the Questions that will be asked in parliament but never answered. And the Country is asked to stand for the whole sorry business. Queer.

R. H.

The Four Ages

If we look back
Thru ages past
At this world long ago,
We'll see how mankind
Upward climbed
With painful step and slow.

When first the sun
Of progress dawned
Then 'twas the age of stone
And paleolithic artists
Drew strange beasts on
Scraps of bone.

The stone age passed
The bronze age came
With warlike weapons new
And men were born
Who strove and fought
And one another slew.

The iron age comes
And in its train
Great wonders follow fast,
But time rolls on
And like the rest
The age of iron is past.

Once more the glorious sun does rise
My cup of woe is full
For this is not the
Age of stone
THIS IS THE AGE OF BULL.

—E. E. W.

The Bye-Ways of Whitleyism.

By A Rambler (London, England)

One of the last civil service meetings held before Christmas was convened by the National Council Staff Side for the purpose of considering proposals for the better correlation of the activities of the various Departmental Councils.

The object of the meeting was not such as to claim, at first sight, the enthralled attention of the average civil servant, who, in his customary mood of denunciation of "too much machinery", can scarcely realize what efforts have been made to bring this correlation into effect. Some spasmodic attempts were made, earlier in 1920, to bring the Departmental representatives together at monthly meetings, but no agenda was prepared, discussions were ethereal, and all present appeared to be either bewildered or bored stark by the proceedings.

The National Staff Side had attempted to organize; it had achieved a brief series of mothers' meetings. One might almost hear the click of the knitting needles. The meetings ceased, amid sighs of relief.

Fortunately for the Service, a few of the former picked up the threads dropped by the National Staff Side. They realized that mutual gatherings might be contrived without the National body necessarily acting *in loco parentis*, and that there was far more to be done at them than parodying "question time" in the House of Commons or conducting irresponsible discussions on national questions. A few Staff Side secretaries began to meet informally, and almost of necessity, in order to compare notes on Departmental business and procedure.

In September they convened a general conference of Departmental Staff Side secretaries. This meeting was also attended by the National Staff Side secretaries, and the result was the renewed determination to establish, preferably in co-operation with the National Staff Side, an organization for the desired purpose. Followed a number of interviews, meetings and the usual preliminaries.

But during this period a significant development occurred. The Departmental Secretaries began more and more to consider (and even rashly as-

sert) that they were separate entities, that they could exist secretarially as distinct from their delegate capacity, that there were secretarial problems as distinct from Departmental Council problems, and that they might even meet together to discuss these things without so much as a "By your leave" to the National Staff Side.

Apparently realizing (there are many precedents in history) that the surest way to render the movement innocuous was to patronize it, the National Staff Side soon produced a scheme, and this formed the basis of discussion at the Conference of Departmental Council representatives on 22nd December, 1920.

The scheme recognizes both representatives and secretaries, and regular meetings will be convened for their respective purposes. The Chairmanship will be retained by the national body (the precedent in this case is no doubt afforded by the excellent example of the Official Side in Civil Service Whitleyism, from whom the Staff Sides have obviously picked up several hints.)

But far more important than this is the appointment of a "Co'ordination Officer", whose business it will be to see that the scheme is properly worked, that facilities for interchange of information between Departmental Councils, and between them and the National Council, are provided, that such facilities are utilised, and that regular bulletins of Whitley work throughout the service are supplied to all by whom they are capable of use.

This much achieved, and the opinions of secretaries not being separately sought on the matter, it is no wonder that the National Staff Side's proposals were accepted thankfully and *nemine contradicente* by the Conference. The criticism expressed was promiscuous to a degree, and emanated from only the larger Departmental Councils. With San Marino having equal voting power with the U. S. A., amendments were lost as soon as moved.

It now remains to work the double scheme. So far as representatives' meetings are concerned, it is presumed that they will be provided with some-

thing to talk about. Their utility will be shown by experience. They may tend to develop into mass meetings of the general clerical classes if the application of the Reorganization Report continues to claim attention for many more years.

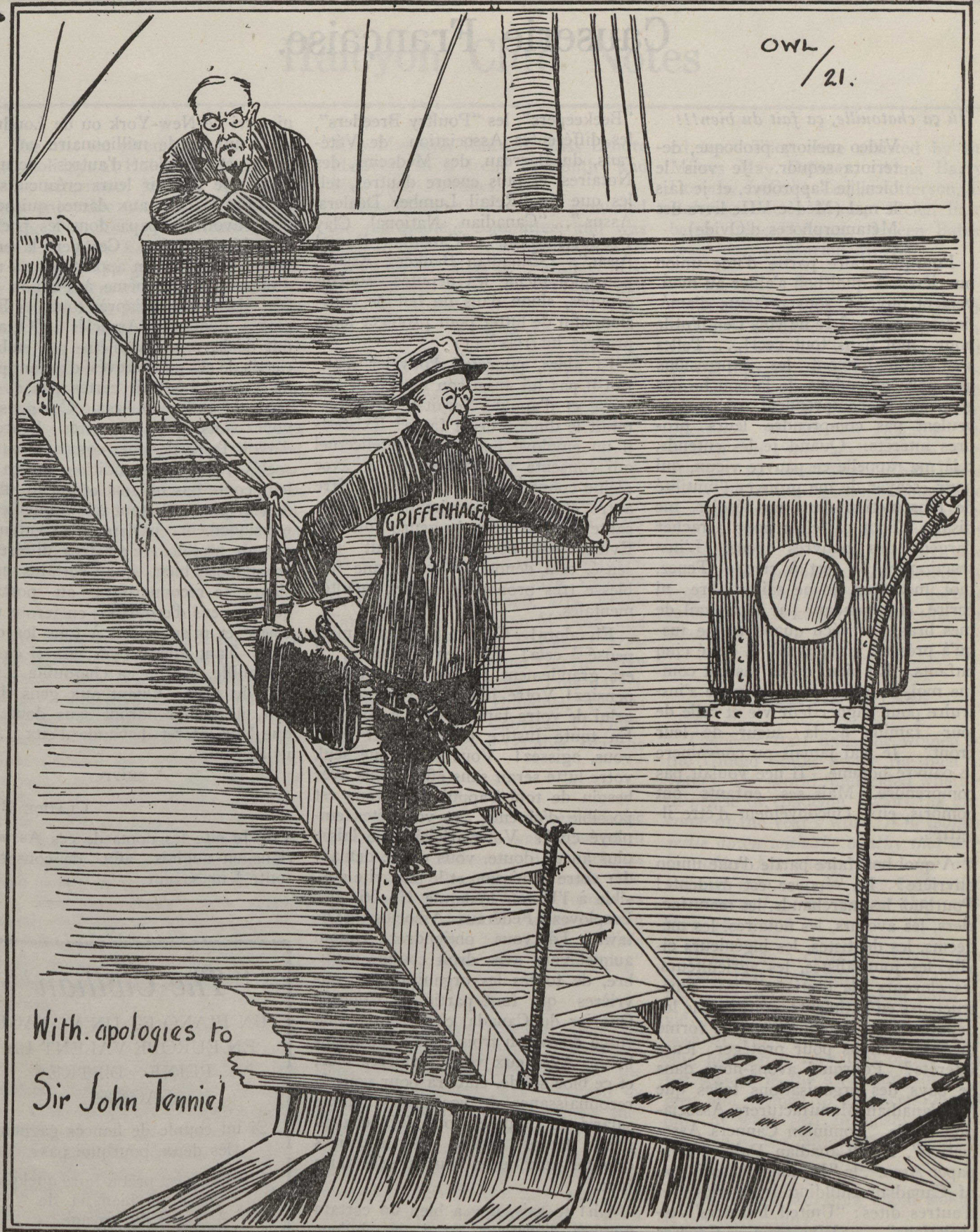
The secretarial meetings will attract less attention. Their subject matter must necessarily be uninteresting to all but the persons involved, and one might imagine that attendance of National Staff Side members is provided for the same reasons as the audiences of Trafalgar Square orators are sprinkled with policemen.

Everything will depend on good work by the "Co-ordination Officer". The circle from which this can be expected is not a large one, and probably the National Staff Side have already made up their minds about their choice. All that one can wish them is discrimination and wisdom in that process. A good man, fitted to the job, secure of the confidence of both the National and the Departmental Staff Sides, can make the essential part of the scheme a success, and speedily remove all memories of the little troubles and misunderstandings which attended its inception.

A TIMELY RESOLUTION

No good is done by making violent public attacks upon the Official Side in the negotiations which are now in progress at the National Council of the Administrative Legal Departments of the Civil Service, since such a policy will only make consultation more difficult. I therefore am pleased to hear that the Staff Side share this view and has passed a resolution in support of it. No sane person ever expected that the civil service would adjust all its difficulties, save at the cost of a good deal of discussion and delay, and those who believe that they will reach the millenium at short notice had better begin to think a little more before they act.

Individuals will respect the laws when the laws respect individuals.



Dropping the Pilot

Causerie Française.

Où ça chatouille, ça fait du bien!!!

Video meliora proboque, deteriora sequor. Je vois le bien, je l'approuve, et je fais le mal (Médée-VIIe livre des Métamorphoses d'Ovide).

Pourquoi faire partie d'une union ouvrière? A quoi bon s'allier au mouvement ouvrier, sous prétexte d'améliorer mon sort? Je ne vois rien d'utile pour moi dans tout ceci!... Telles sont ordinairement les expressions que nous entendons de la bouche des gens qui ne comprennent pas, qui ne veulent pas comprendre leurs propres intérêts. Quand je les entends, cela me rappelle ce pauvre vieux, qui pour essayer de me prouver l'inutilité de l'instruction dans nos écoles, me disait: "Tout ça, c'est pour arracher l'argent des pauvres gens. L'instruction ça ne sert à rien. Tenez, moi, monsieur, je ne sais ni lire ni écrire, et cependant par le travail de mes bras, j'ai vécu quand même jusqu'à présent, et de plus j'ai élevé cinq enfants. Eh bien! qu'ils fassent comme moi, ils n'ont pas besoin de s'instruire pour gagner leur vie et celle de leur famille, à la sueur de leur front". Je n'ai jamais pu convaincre le pauvre homme. Il ne voulait pas comprendre. Mais ses enfants ont compris, eux, l'inconvénient d'être illettrés.

A quoi bon faire partie d'une union ouvrière? La réponse est évidente! Pourquoi les marchands, les manufacturiers, les avocats, les notaires, les médecins, les dentistes, les ingénieurs civils, les journalistes, les agriculteurs, les éleveurs de bestiaux, les constructeurs en bâtiments, voire même les députés et les banquiers ont-ils formé des associations pour protéger leurs intérêts? Pourquoi avons-nous dans ce pays des organisations telles que la "Canadian Manufacturers Association" et la "Dominion Canners Association", la "Canadian Daily Newspaper Assn.", la "National Association of Canadian Building Industries", et d'autres dites: "United Farmers' Associations", "Wholesale Grocers Assns.", les "Rotary Clubs", les "Kiwanis Clubs", les "Boards of Trade", les "Poultry Keepers' Assns.", les

"Beekeepers", les "Poultry Breeders", les différentes Association de Vétérinaires, du Barreau, des Médecins, des Notaires, et puis encore d'autres, telles que les "Retail Lumber Dealers' Assns.", "Canadian National Clay Products Assn.", "Canadian Dental Assn.", "Canadian Bankers' Assn.", pourquoi même les députés sont-ils groupés, sinon dans un but de cohésion, afin de lutter pour protéger leurs propres intérêts? (1)

Et alors, pourquoi l'ouvrier n'aurait-il pas lui aussi son moyen de défense et d'appui? Serait-ce qu'il resterait le dindon de la farce? Existe-t-il un employé manuel ou intellectuel qui consente volontairement, et avec pleine connaissance de cause, à n'être autre chose qu'une victime complaisante pour le reste du genre humain? Evidemment non, ce ne serait pas sensé, cela dénoterait même une faiblesse très prononcée de ses facultés mentales.

Eh alors! Oh! je n'avais jamais pensé à cela! Eh bien! pensez-y, il est grandement temps que vous y pensiez! Votre intérêt personnel, et celui de votre famille vous y obligent. En toute justice pour eux et pour vous, agissez! Vous savez que seul, votre lutte serait sans effet; vous avez besoin de tout l'appui qu'il vous est possible d'obtenir, et vous êtes employé civil! Votre décision ne laisse plus aucun doute, vous devez demander votre admission et le plus vite possible à l'Union Fédérale No 66 des Employés Fédéraux Associés d'Ottawa. Là, vous obtiendrez l'appui auquel vous avez droit comme membre, de toutes les organisations ouvrières qui font partie du Congrès Ouvrier du Canada, c'est-à-dire une force d'environ trois cent mille membres. Avec eux vous formerez bloc, et ce bloc solide, établira pour vous la reconnaissance de vos droits comme salarié de l'état, et vous défendra en même temps contre les injustices criantes auxquelles vous avez à faire face.

Oh! je sais, il y a bien un certain nombre d'épateurs, qui déambulent par les rues de la capitale, canne en main, moustache cirée à la militaire, habillés à la toute dernière mode, der-

nier cri de New-York ou de Londres, avec un air de millionnaire en retraite, et qui n'ont d'autres occupations que de fuir leurs créanciers et de faire la cour aux dames qui semblent avoir un papa dont les poches sont bien garnies. Ces gens-là croiraient s'abaisser en appartenant à une union ouvrière, même à l'Union No 66. Il est vrais qu'après tout, les Employés Fédéraux Associés d'Ottawa ont de la veine de n'être pas embarrassés de ces petits crevés, d'autant plus qu'on ne réussirait certes pas à en faire de bons membres. Ces gens-là, voyez-vous, seraient très heureux d'avoir l'aide de leurs compagnons associés, mais à la condition que ça ne leur coûte pas un sou, et aucun effort de leur part. Ils sont très orgueilleux, physiquement parlant, bien entendu, car au moral... c'est très différent! Je suppose bien que certains messieurs, se reconnaissant au portrait que je viens d'esquisser, en feront une colère et m'enverront à tous les diables. Tant mieux pour eux si ça les chatouille, car où ça chatouille... ça fait du bien. Quant aux gens d'esprit, ils comprendront sans doute ce que leur intérêt demande d'eux... et ils agiront.

A suivre

CLAUDE B...

(1) Je cite les noms de ces Associations en anglais afin de conserver toute leur saveur.

"The Civilian"

UN PIANO ET UN VOYAGE
EN EUROPE VALENT LA
PEINE D'ETRE
GAGNES

Si un couple de fiancés gagnent
les deux, pourquoi pas?

L'Editeur est prêt à faire quelque
chose de bien, et de
faire du voyage

UNE LUNE DE MIEL

Halcyon Club Notes

The first tea given after the Christmas holidays at Halcyon Club on Saturday afternoon, January 8, was a most enjoyable event. The members of the Post Office Department, convened by Miss Edna Bowland, were in charge. The guests were received by the president of the club, Miss Mary D. Doyle, Miss Lusignan, Miss Jessie Ross and Miss Lilian Frances Crocker. The table in the tea room, which was centred with a lovely basket of orchids and roses, was presided over by Mrs. Lemaire, Miss Coolican, Miss Johnston and Miss O'Farrell. They were assisted by the Misses Telford, B. Corcoran, MacDonald, W. Bowland, Fairbanks, Hamilton, Jukes, Jones, Orr, McKibbin, Howard, Hartney, Castonguay and Margenson. Next Saturday's tea will be given by members of the Militia Department.

* * *

The ladies of the staff of the Militia Department who are members of the Halcyon Club, were responsible for the very enjoyable tea which was held Saturday, January 15, at the club rooms. Miss Florence Stone was the convener, and the reception committee was composed of Miss Mary D. Doyle, Miss Hazel Sherritt and Miss Stone. The daintily arranged tea table was centered with white hyacinths and violets and those who presided at the table were Mrs. Helmer, Mrs. Florence Mordy, Mrs. Ethel Pearen and Miss I. Thompson. Delightful vocal solos were contributed by Mr. F. W. Mereweather, who was accompanied at the piano by Miss Grafton.

* * *

A very successful bridge and five hundred party was held at the Halcyon Club rooms on Thursday night, January, 20, for the pleasure of the members and their friends. The prize winners for bridge were Miss Annie O'Connor and Mr. Harold Edgecombe, and for five hundred Miss S. McDougall and Mr. Morgan.

Miss Ellen Delahaye was the convener for the party arrangements and had as assistants Miss Lily James,

Miss Margaret Riordan, Miss Lenore McEvoy, Miss Irene E. Smith and Miss Jane McInnes.

Miss Elizabeth Connolly convened the refreshment committee, and was assisted by Miss Maude McLean, Miss Isabel Cowie, Miss E. O'Malley, Miss C. O'Meara, Miss M. O'Hara and Miss M. Murphy.

* * *

One of the most successful teas ever held at the Halcyon Club was given Saturday afternoon, January 22, by the Department of Railways and the Railway Commission. The rooms were prettily decorated and an excellent orchestra was in attendance. Miss Fidelia Duhamel was convener, and she and the president, Miss Mary D. Doyle, received the guests. The tea table, dainty with spring flowers, was presided over by Mrs. Graham Bell, Mrs. L. Sherwood, Mrs. Frank Carvell and Mrs. Simon McLean, and those assisting were, Misses D. Helmer, Beryl Inglis, Janet Garvie, Amy Sullivan, Hazel Hayes, Lois Jarvis, Grace Taber, Rita Duhamel, Gladys Fitzgerald, Bertha Cabyles, O. Goth, Rhea Larose, Claire Gamble, Blanche K. Dibblee.

* * *

In the evening the concert of the Morning Music Club was repeated to a delighted audience. The soloists were Mrs. Ray Brown and Mr. Charles Watt, with Miss Worden as accompanist. Miss H. Parkinson sang very pleasingly "A Little Child's Day", by Garstin, and "A Birthday" by Lehmann.

* * *

The tea in the Halcyon Club on Saturday afternoon, January 29, which was given by the members in the Naval Department, and convened by Miss Regina Keilly, was a most successful affair. The guests were received by Miss Lyon, and the music was furnished by an excellent orchestra. Miss Eunice Law sang two solos during the afternoon, which were much enjoyed. At the tea table, centred with red carnations, Mrs. C. P. Edwards, Mrs. G. C. Phillips, Mrs. T. F. McVeigh, and Mrs. Webb pour-

ed tea. They were assisted by the Misses May Delaney, Anna Barry, Dorothy LeCain, Cecille Otterson, E. Rolston, Hetty Evans, Helen Fairbairn, Irene D'Aoust, Eileen Battle, Jean Martin, Marion Morris.

* * *

An open business meeting of the members of the club, was held in the rooms on Monday night, January 31. In the absence of the president, Miss Doyle, Miss Jessie Ross, first vice-president was in the chair. Many questions of interest affecting the women of the civil service were brought up, and Miss Ethel Jukes, convener of the legislation committee, gave much useful information on the subject of superannuation, retirement, continuation of bonus, appeals and many other problems. At the special request of those present it was decided to hold the next general meeting in March.

* * *

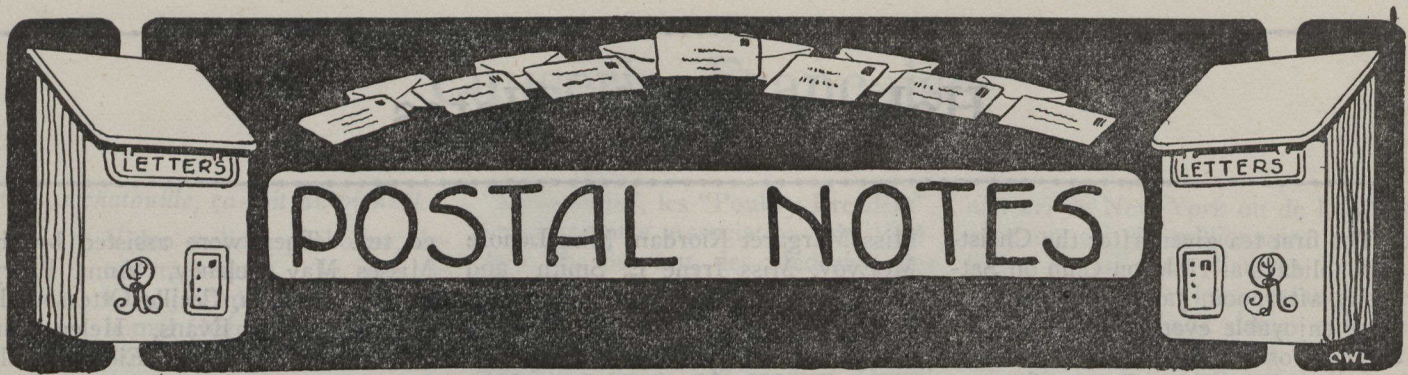
WOMEN AS VOTERS

The year 1921 finds the women of the United States beside the men as voters. The world, undecided whether to praise or condemn, awaits the outcome of the year's work. *Will women settle down with the apathy that only too often has characterized the attitude of men, or will they retain that interest and perseverance that won them the vote?*

Woman as a citizen and voter has a very real contribution to make in her enthusiasm, her different point of view, her patience, and her willingness to work to attain her purpose. She has too a very real opportunity for service in the awakening of both men and women to a conception not only of what real citizenship means, but also of the duties that it involves.

The only certain thing about woman is her uncertainty.

A woman's most happy topic is self, after that some other woman.



WINNIPEG RAILWAY MAILS CLERKS' ASSOCIATION

An enjoyable smoker and concert was held in the A. O. U. W. Hall on Saturday, January 22, the President Mr. R. C. Pariseau in the chair.

Vocal and instrumental music was supplied by Messrs. F. W. Lindsay, J. A. Irons, A. G. McDonald, L. James, A. Yardye, J. Barbou and A. Ogston. Readings were given by Messrs. A. G. McDonald, C. M. Hafft and A. Book.

Step dancing by Mr. C. Steward. The boxing and wrestling bouts put on by Young McPherson, Young Brown and Messrs J. Bright, A. Davidson, W. Carter and J. McWilliams, were greatly enjoyed and drew liberal applause. A short address was given by Mr. W. F. Lough, chief clerk in the Supt. R. M. S. office.

Mr. James Gardiner did the accompanying. This is the second smoker held during the winter by the Association, both having proved to be big successes. It is proposed to make the next gathering a dance which we trust will now be just as successful as the smokers.

The first regular monthly meeting of the Winnipeg Railway Mail Clerks' Association for the year 1921 was held on Friday, January 28. The President, Mr. R. C. Pariseau being in the chair.

The minutes of two executive meetings held on January 3 and January 12 were read and accepted.

A letter was read from Mr. E. C. Bell, Sec. of the Dominion Railway Mail Clerks' Federation acknowledging the sum of \$300.55 same being made up of dues at 2% levy on back mileage. This puts the Association up-to-date as regards monies due the Federation.

The report of the recent smoker

held January 22, showed a balance of \$4.69.

The Treasurer gave a most encouraging report on the successful collecting of back dues and also dues for 1921.

Arising out of a recommendation from the executive. That each paid up member be supplied with a copy of *The Civilian*, "it was decided to instruct the secretary to subscribe for 50 copies monthly, same to be distributed by him, as advantageously as possible.

The secretary read a letter from the Montreal Railway Mail Clerks' Association for support in their attempt to have more up-to-date conveyances supplied for the conveying of registered and letter mails between post offices and railway stations at terminals. This matter arises out of the recent departmental orders, issued with the idea of reminding the Railway Mails Clerks of the absolute necessity of properly guarding registered mail between post office and terminal stations. It was decided to give this our most hearty support.

The question of the proposed vote to be taken to ascertain whether it was the wish of the Railway Mail Clerks to limit the indemnity paid by the Benevolent Association to \$2,000 anything over and above that amount received in a regular assessment, to go to a Reserve fund, then came up for discussion. The secretary read letters from Mr. E. C. Bell and Mr. F. K. Rochester, secretary and treasurer respectively of the Benevolent Association in which they both stated that the idea was to have a reserve fund large enough so as to avoid having to make extra assessment in case several deaths were to happen at or about the same time: decided: — "That this association wishes to place itself on record as being opposed to the limiting of the

indemnity paid to Beneficiaries by the Benevolent Association, but at the same time admit that a reserve fund is necessary.

Therefore we would propose that the treasurer be authorized to collect an assessment any month in which there was no death and that said assessment be placed in a reserve fund". A copy of this Resolution is being forwarded the Dominion Federation and all local associations.

A lengthy discussion ensued regarding the Salary and Bonus question, and eventually the chairman named a committee, satisfactory to the meeting, who were authorized to draw up a resolution on this important matter and submit same.

The following resolution was passed unanimously:—

"That this Association most heartily endorse the Resolution passed by the Montreal Railway Mail Clerks Association at a general meeting held January 15th, which reads:—

"Be it resolved,

That this Association is in favor of asking the government for the complete abandonment of the Bonus, and its replacement by a general increase of 30% on the maximum for all classes of the Civil Service rated below \$2,000 a year, with corresponding equal increases for all civil servants whose salaries are under such maximum."

At present we are not in a position to determine the Government's action as regards that discrimination was shown in the Bonus granted for the year 1920, the amount being considerably less than that recommended by the government experts (A. Young Co.) viz.: — \$540. We feel satisfied that if the Government would grant the 30% increase, which would give all Railway Mail Clerks \$468.00 in lieu of all Bonuses, same question, at the same time eliminating all discrimination."

Some difficulty having been experienced by clerks in obtaining runs to which they are entitled, it was resolved: — "That all clerks who had not been granted the runs they wished, should be asked to make an application for same in writing. If this was refused by the superintendent same is to be brought to the attention of the Department by the Association.

The meeting then adjourned.

T. J. KNEEBOVE,
Secretary.

WHY?

By Westerner

Editor *The Civilian*—

During the past few months affairs in the various organizations in the civil service, and particularly in post office organizations, have been moving, where to it is not easy to define. Why? The executives of the A. P. W., Dominion Railway Mail Clerks, Federated Association of Letter Carriers, and the Dominion Postal Clerks' Association, have, at the behest of their memberships, been negotiating to bring about a "get together" conference. Why? The Railway Mail Clerks took the initiative, and invited representatives of each of the other organizations to a proposed conference. All organizations accepted the invitation. The F. A. L. C. through its general secretary objected to the A. P. W. being present. Why? The Railway Mail Clerks refused to confer unless the A. P. W. was represented, affirming that unless the A. P. W. were present, there will be nothing to be present at. The F. A. L. C. and the D. P. C. thereupon have a meeting of only representatives of themselves, and form, what they choose to call, the Canadian Federation of Postal Employees, comprising two representatives of each. Voluminous correspondence is then sent all over Western Canada, stating that a conference was held and the Railway Mail Clerks were *not* present (it did not state "why") and never even mentioned the A. P. W. It stated that the Canadian Federation of Postal Employees had been formed, outlined its formation, and stated, "we need the magnificent West" and forgot to state "in atoms". Why? The adherents of the separatist form of organization, under the guise of "get together" and during negotiations for that purpose, deliberately, and are

still attempting, to pry the Post Office employees who have really got together, apart. Why? How often do these adherents of separatism reply to articles in *The Civilian* against the separatist form of organization, and shun debates on the question. Don't you wonder, why? The whole civil service is in need of re-organization for protective purposes I question if the present organizations in the civil service, federal unions, federation of some organizations, affiliation with the Trades Congress of Canada notwithstanding, would be able to defend the existing salary schedule (the minimums already too low) against an attack by our employer. Efficient organization should be the first step, affiliation with labor, which I personally favor, is secondary importance. The only efficient form of organization for civil servants is one organization for all, based on sections, Departmental Groups, Local Councils and a National Council as outlined previously. Some people advocate "get together" and "separate" while advocating. Why? The A. P. W. will live as long as the alternative is "separation" and will die or be absorbed, when get together means get together in reality, and not before.

Editor *The Civilian*:—

Can you tell me why the position of the "clerk in charge of duplicate orders" in the Money Order Branch left vacant about eighteen months ago, through the resignation of the clerk then in charge, has not yet been thrown open to competition, while another position of equal standing, left vacant less than three months ago, has been advertised as vacant.

Is the object perhaps to help a certain favored person to get a higher classification?

CURIOUS.

Ottawa, Ont., Jan. 21, 1921.

AWAY DOWN EAST

Editor *The Civilian*:—

The greatest achievements of men are little more than the heaping up of ant-hills, yet what egotism they engender. In reading over the January number of the "Organizer", the egotistical assertions contained therein is of no specific value whatever; the power to perform a thing does not consist in a display of itself, but rather

in quietude and stillness. It is regrettable that fear and suspicion is so much in evidence. The chief bugaboo which has obsessed some of our friends in the West, is Conventional Hypocrisy alias Mother Grundy, that celebrated old adrogyne constructed like an ostrich addicted to keeping its head complaisantly buried in the sand of self-righteousness. Their whole round of experience as exhibited, is one gigantic illusion built up of a vast number of lesser illusions all reducible to simple beliefs which, from the standpoint of truth, are nothing. The question may be asked, "Why give themselves a lemon created by purely mind images induced by nervous excitations responding to certain high ethereal vibrations of sensation, such as "we did it all".

Those of us who have been so long used to standing with our two feet on solid earth, are really afraid to approach such high and mighty beings, who know it all, and who go ahead with their good works in their own way, after the manner of the Gods of old who expected the common people to bow down and swallow every dogma done and camouflage handed out to them by their superiors in nerve. Selfishness always wants some undue advantage. Let us give up following in the footsteps of our so called masters.

What the Civil Service needs today, is strength to demand the justice of the Truth, that, as servants of the people, they are entitled to demand with other workers, — the personal freedom due them to just living conditions, and when they are willing for all to have the same freedom, not by coercion, but by the altruistic spirit that will spurn any influence for personal gain over his fellows, then may we expect to see a united service; otherwise, if there is going to be class and clan selfishness, let us extend the metaphor to the point where it has to destroy itself. Like that of all civilization in the past, class and clan must go before the sum of Justice can rise with healing in his wings.

A. McM.

God himself a worker!
A worker Man decrees!
The Devil still a shirker!
The shirking man deceives



BROODING AND REARING OF CHICKS

By George Robertson

The brooding and rearing of chicks is a comparatively simple matter, but to be successful requires eternal vigilance and attention to details. Brooding may be divided into two branches, viz.: *Natural* and *Artificial*. Much of the success of either system depends on having chicks that are properly hatched from healthy, vigorous parent.

NATURAL METHOD

After the chicks have hatched let the hen remain quietly on the nest until the chicks get so lively that they insist on leaving it, then remove the hen with her brood to a coop that has been prepared for her. Early in the season, before the ground is dry use bottoms in the coops, in which case chaff or sand should be used to cover the floor. Later in the season the coops should be placed right on the ground providing the location is dry and each day moved the width of themselves; this saves a lot of work and at the same time ensures clean wholesome conditions. All coops should be thoroughly disinfected before use each season, and also between broods.

The number of chicks that a hen can take care of depends largely on the season. In mid-summer she may successfully brood as many as 25, but in the earlier part of the year half that number will result in much better success. The two greatest dangers in brooding with hens are: *Chill* and *Vermin*. A hen should be given no more chicks than she can keep comfortably warm. Hens that have been properly handled during the hatching will come to their brooding duties free from vermin, and it is advisable to dust them at regular intervals to ensure a continuance of that condition.

ARTIFICIAL METHOD

The kind of brooder. — For brooding of very large numbers of chicks have a regular brooding house in which either the hot water pipe or the stove system is used, but for ordinary farm poultry operations where there would be only a few hundred chicks raised, the individual brooder will be found more satisfactory. Care should be taken in securing brooders to see that they are able to fulfil the duties required of them. A brooder should be well built so that it will be possible to produce and hold heat enough to provide for the comfort of the chicks in any weather, to ventilate easily and fully, and to provide for care of cleaning and operation. It should be so constructed that there will be several temperatures available for the chicks at any time. Any brooder that fulfils these requirements should prove satisfactory.

Cold brooders. — Much has been written about cold brooders, and some claim to have had great success with them, but for practical results they should not be entirely depended upon. Where hatching is carried on in the warmer part of the season, it is quite possible to obtain satisfactory results with them, but during the early part of the season the chicks require too much of the attendant's time to allow of the method's ever coming into general use.

Brooding. — The great bugbears in the raising of chicks are: lack of vigor in the parent stock, improper hatching, injudicious feeding, and chill. The chicks should be left in the incubator until perfectly dry and care should be taken in transferring them to the brooder to avoid chill. The brooder should be heated to about 90 or 95 degrees under the hover, according to the number of chicks to be placed in it, so that when they are put into it the temperature will rise to nearly the same degree as what they were accustomed to in the incubator. It should be the aim of the operator to "harden off his chicks" as soon as possible, but on no account should the temperature be lowered so as to cause a lack of comfort to the chicks. The thermometer must be used merely as a general indicator, the chicks themselves being the proper guides for the regulating of the temperature. If the chicks crowd they are too cold, if they lie spread out on the floor with a little head here and there peeping out from under the hover the temperature is right.

The chicks should be confined close to the brooder for the first few days, then, as they become used to their quarters they may be given more and more liberty, until at last they may be given free range. They should be allowed on to the ground as soon as possible. If owing to weather conditions this is not found advisable, a sod should be placed in the house where they can tear at it.

To be continued

BABY CHICKS

Eggs at 4 months and 12 days — GET THAT?

Fletcher Bradley's Famous Baby chicks have no equal in all Canada, many customers we sold last year reported receiving their first eggs when their chicks were less than 5 months old. To avoid disappointment book your chick orders now, pay later. To any Civil Servant bringing this ad we will allow 1 free chick to every dozen.

28 MARKET SQUARE

WELL WORTH READING

TENTATIVE CONSTITUTION Canadian Civil Servants' Association

Outline of proposed plan of organization for all employees of the Dominion Government, as recommended by the joint executives of the following existing bodies of civil servants:—

Dominion of Canada Civil Servants' Association, British Columbia.

Dominion of Canada Customs Officers' Association, Vancouver branch.

Vancouver Railway Mails Clerks' Association.

Amalgamated Postal Workers of Canada, Vancouver branch.

Name. — Canadian Civil Servants' Association.

Objects. — To unite into one organization, all Dominion Civil Servants; to promote the efficiency of the service and to advance the social and economical welfare of its members.

Policy. — Respecting differences between the Government or local officials of its Departments and the employees (this organization will endeavor to arrive at a settlement by conciliation or arbitration, before resorting to other means.

Eligibility. — All employees (see definition in next clause) of the Dominion Government, are eligible for membership.

Employee. — An employee is to be considered as one who is in the employ of any Department of the Government, provided he has been so employed, on full time for a period of at least six months prior to his application for membership in the organization.

from *The Organiser*, Jan., 1921.

Equality
Aristocracy
Inequality
Democracy
Many a conflict
Here I see
Time O Man
Prepares for thee.

MORE ADVICE

A Yank strolled into our committee meeting and introduced himself as brother.

We gave him welcome.

He listened to the arguments for awhile, then, Yankee-like, had to talk or explode.

"What you gents want is a butt-in poker expert", he asserted. "Now we run an association way over in Chicago, and the durned thing nearly collapsed right away, because of a boob secretary.

"I admit he had some ideas, and still some, but his fool notions spread like a leaky cask of molasses. Kind of stuck us together just as long as was needed to make a get-away.

"One idea was to use a dog's natural genius for smells, which at present is so much wasted talent. He said if folks would only use a distinctive scent on their mails, then dogs could be trained to do the sorting.

"Well, we argued that a crowd of canines trying to sort out the scents in a mail that had passed through Chicago would be some picnic. The aromas around the old city sure beat Constantinople to a frazzle.

"The mail-carriers left us at once, and allowed they would fill our secretary with lead.

"However, he brightened up again, and started a school for pedal-morse. Said if feet were used for keying, then both hands would have spare time for cutting up chaw tobacco and mixing cocktails.

"Our company told him to quit fooling. Didn't want dinky number elevens smashing up the platinum anyhow.

"When we sent a deputation to discuss our grievances with the bosses, this lunatic mixed a love-potion in the preliminary drinks. Reckoned it would make the bosses love us. Whilst the bunch eased suffering anatomies with emetics, the boob took a glimmering of sense and disappeared. Last I heard he was trying to hire a tame rhinoceros. Wanted to train the animal to clear away the crush in front of free lunch counters."

BRITISH QUAKER EMPLOYEES

Probably the most definite and comprehensive statement from the industrial class on Reconstruction was put forth several months ago by a group of twenty Quaker employers in Great Britain. In outline their program is as follows: A family living wage for all male employees, and a secondary wage in excess of this for workers having special skill, training, physical strength, responsibility for human life; the right of labor to organize, to bargain collectively with the employer and to participate in the industrial part of business management; serious and practical measures to reduce the volume and hardship of unemployment; provisions of such working conditions as will safeguard health, physical integrity and morals; the reduction so far as practicable of profits and interest until both the basic and the secondary wage has been paid, and transfer to the community of the greater part of surplus profits.

The spirit and conception of responsibility that permeate every item of the program are reflected in this statement: "We would ask all employers to consider very carefully whether their style of living and personal expenditure are restricted to what is needed in order to insure the efficient performance of their functions in society. More than this is waste, and is, moreover, a great cause of class divisions."

From *Social Reconstruction*.

Freedom to devise ways and means to improve our condition is what we need, and it can only come in proportion as politicians cease to rule.

To call our present trust controlled system "the competitive system" is the height of absurdity.

More Especially Women

Her infinite variety in the Service

HER PECULIARITIES

The Question of the Learned Man
How doth the little blushing maid
Employ each shining hour?
Doth she, in sober thought arrayed,
Learn knowledge that is power?

Say, doth she mend her father's socks,
And cook his evening meal?
And doth she make her own sweet frocks
With adolescent zeal?

The Reply of the Observant Youth

Not much; not much. She knows it
all;

She doth not need to learn.
She thinks of naught but rout or ball,
And which youth will be her'n.

She hustles for a diamond ring;
She cares not for her dad.
She does not make him anything,—
Except, she makes him mad.

TOM HALL.

Read the second letter of Marian Grant nee Temple, formerly of the Internal Department to various of her friends in the service:

Dear Kate:—

We arrived home in Ottawa today, not delighted to be back of course, but just anxious to settle down near our own people.

Jim has been a dear. — Why is it I wonder that big men are usually so thoughtful and tender to their women-folk. — Jim with his 5 ft. 11" his big frame and hard capable hands is as gentle as a kitten when he is doing anything for me.

One particular instance made me think how I ever got on without him always near me and how I ever shall in the future.

We stopped over two days in New York on our return from New Orleans, the last night instead of going to the theatre — we had a quiet dinner and went to the Alaska Rink — artificial ice of course — but the ice was good and Jim and myself were only too glad to show New York — some real Canadian hard and fast skating. — I in a fit of waywardness skated away from Jim and dared him to catch me — as I was turning to leave him — bang — I had paid for my temerity by being taken completely off my guard and before I knew what had happened was pulled out from under four fallen skaters by Jim. — You should have seen his face. — Without a word he picked me up in his arms and skated to the nearest lounge — and I'm no really light weight — 145.

After he was assured I was alright — I told him, that it made me glad that he was not an indoor man, but a "Labourer" as a mining engineer does labor, and Jim is a member of '66 — as no indoor man could have carried me so comfy.

I'm opening up my trunks tomorrow and would so love you to be round and go through them with me. Will you come? — about 2.30. Yvonne will be here.

Yours,

MARIAN.

What you call temper in your friends, you call temperament in yourself.

SPRING CUSTUMES

Suits and costumes for the spring are arriving from Europe and the United States in an endless variety; charming stripe effects are being shown more especially in suits, black, navy and grey with hair line stripe will be very generally worn; the suits are of charming simple distinctiveness with little or no ornamentation. The skirts simply tailored and the coats showing a more distinct waist line than last season.

MILLINERY

Spring hats of coloured straw with full crowns to suit the new fashion, in coiffures do not appear to be so becoming but the change in the fashion of dressing ones hair has been so revolutionary that it is perhaps due to that. Black is apparently to be the prevailing colour both in hose and shoes and one is almost glad that this is so, as without the wearer has the best of taste coloured footwear often mars what is otherwise a perfect ensemble.

The Poetry of Dress

A sweet disorder in the dress
Kindles in clothes a wantonness:—
A lawn about the shoulders thrown
Into a fine distraction,—
An erring lace, which here and there
Enthrals the crimson stomacher—
A cuff neglectful, and thereby
Ribands to flow confusedly:—
A winning wave, deserving note,
In the tempestuous petticoat,—
A careless shoe-string, in whose tie
I see a wild civility,—
Do more bewitch me, than when art
Is too precise in every part.

Blouses
Silk Underwear

Hosiery
Sweaters

Dolly Imbrey

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THE CO-OPERATIVE MOVEMENT

Ottawa, Feb. 16, 1921.

To the Secretaries of
Trades Unions of Ottawa.

Greeting:—

At the regular meeting of the local Allied Trades and Labor Association, held December 3rd, the following report of the special committee on co-operative buying was adopted unanimously:—

"Your Committee has held a number of meetings and begs to report in favor of the establishment in Ottawa of a consumers co-operative society, which would operate a store on the Rochdale plan. This plan has worked out very favorably and successfully wherever it was tried and properly followed. Your Committee sees no reason to doubt that it would be successful here.

Believing that the time is ripe for preliminary action, and realizing that the first step is the securing of moral and financial support from the Trade Unions in Ottawa, your Committee begs to recommend that it be authorized to issue a brief circular to local Unions, asking for the support of their members in the establishment of a consumers' co-operative, and requesting each Local to make a small contribution to defray the expense incident to having Mr. Geo. Keen, of Brantford, general secretary of the Co-operative Union of Canada, come to Ottawa and address a public meeting. Mr. Keen has successfully organized many co-operative societies and your Committee feels confident that if each Local Union will take enough interest in the matter to see that a good proportion of its members (and especially the members' wives) attend such a meeting, the Co-operative Movement in Ottawa will get away to a good start.

All of which is respectfully submitted,

(Sgd.) J. L. KENNY.

We are asking each local union to contribute 5 cents per capita of membership toward the expense of bringing Mr. Keen here to address a meeting of Trades Unions and their wives and of printing literature explaining the Rochdale plan.

There is no advantage in getting higher wages if they are immediately followed by higher prices of commodities. Workers are also consumers,

and as such should unite to secure lower prices. Consumers' co-operation enables the customer to control his store, to cut out the middleman's profits, to demand first quality goods, and to have luxuries he could not otherwise afford.

We are anxious to see a store opened by May 1st, and would be glad if your local could forward its contribution at an early date.

Fraternally yours,
WILLIAM LODGE,
Secretary,
Allied Trades & Labor Assn.

SERVICE-AT-COST PLUS

Some opponents of Service-at-Cost attempt to discredit the plan by adding sinister-looking plus to the phrase, thus insinuating that there is something in it for the company that does not appear on the surface.

This *something*, it seems, is nothing more or less than the annual dividends to be paid the share-holders on the value of the property as determined by a board of arbitrators. The inference you are invited to draw from the *plus* is that dividends are a kind of graft, an *unearned increment*, an Old Man of the Sea on the back of industry.

If capital was as free as air, and flowed into every enterprise without any effort on the part of investors, all this would prove a just accusation. Unfortunately, people must forego the immediate use of their earnings in order that there may be such a thing as capital available for any undertaking. Interest, dividends, profit, call it what you will, is no other than the reward of Thrift, as wages is the reward of Labor.

You cannot run any business, even a public utility, without paying for the use of the capital invested. It is one of the costs of operation. In the O.E.R. balance sheet it appears as dividends to shareholders. Should the City purchase the road it would appear as interest to bondholders. In addition to paying interest, the municipality would have to make an extra charge on the car-riders to provide funds to pay off the mortgage created by the issue of the bonds. If Service-at-Cost has one *plus* attached to it, then Municipal Ownership has two.

Service-at-Cost, as we propose it, means service at the cost of wages, upkeep, snow removal, and the other usual expenses, *plus* dividends at a fixed rate to the shareholders.

Municipal Ownership means service at the cost of wages, upkeep, snow removal, and the other usual expenses, *plus* interest at a fixed rate to the bondholders, *plus* an annual payment to the sinking fund required to wipe out the bonds when they mature.

Granting an equal degree of efficiency in the two methods of operation, under which plan would the car-rider expect to secure a low fare; under which plan would the tax-payer be easier in his mind?

BONUS AND PERCENTAGE INCREASE

An investigation recently completed on the present classification and the amendments thereto has been forwarded to *The Civilian*.

With this information on hand *The Civilian* desires to make its position clear in regard to Bonus and percentage increase for the ensuing fiscal year. The vast difference between the maxima of certain positions of a similar nature, the minima of which are uniform, and the reduction in range of salaries, in the original draft of the Commission's Classification suggest the inadequacies and anomalies of percentage increases upon such an inaccurate basis.

The Civilian recommends to the service an appeal for a bonus for the next fiscal year that will compensate for past and present depreciation of the civil service dollar, and at the same time a request or demand should be made for a Canadian Civil Service Council, composed of conferees on both the official and staff sides, in order to elucidate the present Classification, or to use the experience already gained in order to construct an entirely new one.



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1921

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Responsive as the wind harp to the wind, its wonderful mechanism has an almost human understanding of every mood. In the MARTIN-ORME tonal range each note of the human voice finds its perfect complement, sustaining it with sympathetic sweetness and flawless purity. In craftsmanship the MARTIN-ORME is as near perfection as human skill can make it. And here is a fact for your consideration: you can buy a MARTIN-ORME with all its superior worth, at a moderate price and on convenient terms.

T. P. OWENS PASSES

Death caused another great gap in the ranks of the staff of the House of Commons when, on February 24, Thomas P Owens, Editor of Debates and Chief of the Reporting Staff, passed away.

Mr. Owens entered the Commons staff in 1888, shortly after the Hansard service was established, having previously distinguished himself as a parliamentary reporter for the press. His splendid natural gifts for reportorial and editorial work brought him advancement to the higher posts in the Commons reporting service until he became head of the whole staff. In addition to his duties in connection with parliamentary debates, he had charge of the reporting of many Royal Commissions and official conferences.

Mr. Owens' death is greatly regretted, not only by the staff of the Commons but also by the Ministers and by members of all political faiths who profited by his unfailing efficiency and devotion to duty.

OBITUARY

McKAY — In Ottawa, on February 13, Hiram McKay, for forty years accountant in the Department of Indian Affairs, aged sixty-seven years.

SIVYER — In Ottawa, on February 1, Horace Sivyier, formerly of the staff of the Supreme Court.

GALBRAITH — At Dunnville, on February 4, Thomas Jefferson, Galbraith, formerly of the Department of Customs, aged seventy-nine years.

STEWART — In St. John, N.B., Edwin S. N. Stewart, formerly of the Department of Customs, in his eighty-second year.

KLOTZ — In Ottawa, on January 31, Max Otto Klotz, M.D., son of Otto J. Klotz, LL.D., chief astronomer.

BYRNES — In Fort William, on February 2, Edmund F. Byrnes, son of John Byrnes, of the Department of Trade and Commerce.

KINGSTON — In Ottawa, on February 14, Maud Louise, wife of James Kingston of the Department of Public Works.

GIBBARD — In Ottawa, on January 28, Florence Mildred Gibbard, lately of the staff of the Civil Service Commission.

MARTIN — In Montreal, on January 5, S. U. Martin, letter carrier.

GEDDES — In Halifax, on January 18, J. E. Geddes, letter carrier.

McKINNON — In Moose Jaw, on December 9, W. H. McKinnon, assistant post office inspector.

McGREGOR — In Vancouver, on December 23, Alex. McGregor, letter carrier.

MILLER — In Hamilton, on December 2, Robert S. Miller, postal clerk, in his seventy-third year; a civil servant for thirty-five years.

HILLIER — In Toronto, on December 31, Thomas E. Hillier, letter carrier, aged thirty-five years.

BRADLEY — In Ottawa, on February 15, the widow of the late Dr. W. I. Bradley, mother of Miss Yvonne Bradley of the Department of the Secretary of State.

DALTON — In Ottawa, on February 20, James Dalton, in his eightieth year, for forty-four years a member of the House of Commons staff.

OWENS — Ottawa, on February 24, Thomas P. Owens, editor of Debates, and Chief of the Reporting Staff of the House of Commons, in his fifty-seventh year.

PERSONAL

John J. McGee, formerly clerk of the Privy Council, and Mrs. McGee, celebrated their golden wedding anniversary on January 31.

H. W. Brown, formerly director of Contracts in the Department of Militia and Defence, has been promoted to the post of Assistant Deputy Minister, and J. A. McCann, formerly Assistant Director of Contracts, becomes Director.

Watson Griffin has resigned from the position of Chief of the Commercial Intelligence Branch of the Department of Trade and Commerce, which he has occupied with distinguished success for the past seven years.

M. Y. Williams, Ph. D., Geologist, of the Department of Mines, has resigned in order to accept the position of professor of paleontology in the University of British Columbia. Dr. Williams was president and one of the leading spirits in the Professional Institute of the Civil Service of Canada and his removal causes deep regret in many Ottawa circles.

Ralph Eaton, collector of Customs at Kentville, N.S., was married at Liverpool, on January 12 to Evelyn M. Spidell. Mr. Eaton was a sergeant in the machine gun company of the 26th Battalion and won his commission at the front.

Terence McGuire, deputy collector of Inland Revenue at Ottawa, has retired after a long period of active service. His colleagues of the Excise service presented him with a gold-headed cane.

C. S. MUTUAL BENEFIT STRONGER THAN BEFORE

Forty-seven new members accepted, thirty-two additional policies issued to former members, \$2,050 paid to beneficiaries, increases in assets and surplus, — these are the high spots in the annual report of the Civil Service Mutual Benefit Society for 1920.

The Society was affected by the great number of resignation from the Civil Service owing to dissatisfaction with reclassification. A number of its members were among those who left Canada as well as leaving the government service and most of these resigned from the Society. In such cases the assured may take either cash surrender value or paid up insurance for the amounts he has paid in. Those who wish to continue full membership may do so, commuting all future payments or paying periodically.

The Society is now holding more than \$22,000 worth of government and municipal bonds and is receiving a larger revenue from investments than ever before.

Eight of the nine claims incurred by the death of members during the year were paid within three days, — two of them on the day of death and four on the following day.

It is idle to expect to get rid of the consequences of privilege without the abolition of privilege.

Whether work is easy or hard depends largely upon the eagerness with which we do it.

"He is the free man whom the truth makes free, and all are slaves besides."
—Cowper (The Task).

To the Citizens of Ottawa:

Service-at-Cost contracts for the operation of street railways are now in force in many cities on the continent. The idea is no longer an experiment but an assured success.

Public Commissions, Boards of Trade, Chambers of Commerce, Bankers and those representing the investing public and the people served by Service-at-Cost railways, have all strongly endorsed this plan of operation.

In Cleveland where such a contract has been in operation for ten years, a Public Commission recently pronounced that it has "resulted in giving Cleveland the best street railway service at the lowest cost of any city in the United States."

Service-at-Cost creates active co-operation between the public, the operating company and its employees; prevents litigation, strikes and lockouts; and forms a practical working partnership among all those interested in producing the best service for the lowest fare.

Our contract with you, to operate a street railway in Ottawa, terminates in August, 1923. The period remaining is too short to permit us to spend the large amount of money required to so improve the railway that it will properly serve the whole community.

We have proposed a Service-at-Cost contract for this city. If our proposition meets with your approval, we are willing to enter into it immediately, and abandon the remaining years of our present franchise. Such an agreement would allow us to make plans for the extensions and improvement in the service that the growing transportation needs of this city require.

Ottawa is going ahead, and its street railway is forced to mark time. Isn't our proposal worth looking into?

The Ottawa Electric Railway Co.

Federal Employees urging all C. S. Bodies to unite on policy.

The Associated Federal Employees of Ottawa, Federal Union No. 66 has today addressed the following letter to the secretary of each of the other Civil Service organizations at Ottawa.

"Dear Sir:—
The session of parliament about to open is likely, as a result of its deliberations, to modify considerably, if not profoundly, present civil service conditions and administration. Already there are rumors of an attempt to restore patronage, to the outside service at least. Questions as to classification and salary revision, bonus and superannuation are also likely to be discussed and legislated upon.

"While we cannot doubt the honesty of purpose of our legislators, yet we all know, and most of us have suffered from, the probably well-meant but certainly uninformed and misdirected attempts at civil service legislation in the past. Members of the House most willing to champion the cause of the service, have been at a loss to know what the service really wanted and have not been supplied with sufficient data for argument.

"The members of the Associated Federal Employees of Ottawa feel that now is the time for all the various organizations of Ottawa civil servants to get together and seek some common ground, frame some common platform upon which all can unite for the furtherance of the cause of the whole service.

"In making this suggestion we do not fear to be misunderstood. We have differed, and do differ, with some other civil service bodies, both in some of our objects and in the methods of attaining such objects. We are affiliated with labor and shall so continue — some other organizations do not agree with our policy in this regard.

"Yet we believe that underneath all these differences, our various organizations are working earnestly and sincerely with the betterment of the service as their main and ultimate object. This being granted, it would be indeed unfortunate if, losing sight of this object, the benefits of strong and

united action were lost through friction, or lack of cohesion in our views and representations during the coming session.

"I am instructed, therefore, by the executive of the Associated Federal Employees of Ottawa, Federal Union No. 66, to suggest to your organization the advisability of us all getting together, preceding and during the coming session, to discuss the possibilities of forming a common policy, upon which we can all unite — a combination of the whole service for the whole service. We can hardly hope to agree upon all points — let us leave disputed ones aside; our methods will likely differ in many respects — we shall need to use every possible method to win.

"We trust that you will accept this offer of co-operation for the common good in the spirit in which it is given and we hope to receive your adherence thereto.

"As a concrete suggestion, it might be well for each organization to name a committee to meet with the other similar committees, discuss preliminaries, and make such further arrangements as might seem desirable.

"If the above plan is regarded favorably, I need hardly remind you that no time is to be lost in getting into action.

"I remain, your very truly,
(Sgd.) F. W. PATTERSON,
President A.F.E. of O."

Ottawa, Feb. 10, 1921.

AUDITOR'S REPORT FOR PERIOD ENDING JANUARY 31st, 1921.

We certify that we have audited the books and examined the accounts and vouchers of the Treasurer for the period from November 1st, 1920, to January 31st, 1921, and in our opinion the following is a correct exhibit of the finances of Federal Union No. 66.

Receipts	
Balance Oct. 31st.....	\$ 548.12
Dues	2,555.00
Initiations	650.00
Refunds50
	\$3,753.62

Expenditure	
Organization	\$ 644.82
Office expenses	462.04
Office salaries	751.98

Ptg. and Stat.....	244.78
Civilian and Labor Press...	372.72
Capita Tax, telephone, advertising, etc.	182.27
C. S. Svgs. and Loan.....	50.00
Balance on hand.....	1,045.01
	\$3,753.62

ASSETS AND LIABILITIES

Liabilities	
United Typewriter	\$ 65.00
Total assets in excess of liabilities.	2,131.71
	\$2,196.71

Assets	
Cash.	\$1,045.01
Deposits in C. S. Savings and Loan	50.00
Office furniture as follow:—	
2 oak tables.....	30.00
12 oak chairs.....	60.00
2 filing cabinets.....	170.00
1 Underwood Typewriter.	110.00
4 chairs, common.....	6.70
Fixtures, electric, office sundries, cash box, etc.....	25.00
Unpaid dues received since Jan. 31st.. .. .	665.00
	\$2,196.71

J. W. WEIR,
Auditor.
T. M. CRAMP,
Auditor.

N.B. — The item of \$2,555.00 shown as dues, represents those actually received. There were \$665.00 of January dues received in February, not included in this statement and the outstanding dues are estimated at \$380.

PROFESSIONAL INSTITUTE

The Professional Institute of the Civil Service of Canada has elected the following officers for 1921:

President— K. M. Cameron, assistant chief engineer, Department of Public Works.

1st Vice President — Dr. J. M. Swaine, entomological branch, Department of Agriculture.

2nd. Vice President — Thomas Shanks, assistant Surveyor General.

3rd. Vice President — Dr. Robert Harvey, Geological Survey.

The Institute is growing steadily and has now about six hundred members.

Commission Orders and Decisions.

The following lists of appointments, promotions, and transfers from January 15 to February 12, have been furnished by the Civil Service Commission.

Eligible list established as result of competition for chief, photo-mechanical plant, Topographical Surveys Branch, initial salary \$2,220, R. A. Murray, Aylmer East.

Eligible list established as result of competition for Patent Examiner (Mech. Eng.) Patent and Copyright Office, initial salary of \$1,980, A. Langlois.

APPOINTMENTS

Agriculture. — H. A. Kelly, J. M. Robillard, stat. clks.; H. Garrett, J. D. Hogan, vet. insp.; Misses C. J. McEwen, C. W. Forde, N. O. Hodgson, clk. sten.; L. L. Lister, acct. clk.; Miss M. McNab, seed analyst.

Air Board. — J. A. Glen, C. McLaurin, Air Station Supts.

Board Pension Commissioners. — Miss C. Mitchell, off. appliance oper.; L. M. Beattie, Miss E. M. Archer, Miss M. Moran, clks.

Customs and Inland Revenue. — R. B. MacLean, L. Toupin, excisemen; L. Marsan, truckman; R. E. Dupont, Miss E. I. Arthur, clks.; D. A. Munro, cus. examiners; E. W. Abraham, cus. patrol off.

Indian Affairs. — F. Leach, dispenser; O. O. Lyons, physician.

Interior. — G. H. Wood, L. P. Pearce, C. F. Richan, hydraulic engs.; Miss M. McGovern, C. Hyman, M. J. Key, W. Daly, W. Mortimer, Miss T. Lawson, R. S. Montgomery, clerks; J. C. Holroyd, park warden; L. E. Fisher, forest ranger.

Justice. — W. J. Porter, F. Davies, prison guards, Kingston Pen.; A. Cheeman, prison guard, St. Vincent de Paul Pen.

Marine and Fisheries. — E. Madore, E. C. Moore, W. A. Fraser, E. Beaucege, wharfinger clks.; W. J. Mattice, acct. clk.; Miss E. M. Smith, sig. agt.; J. Williams, clim. obs.; E. C. Staley, weather obs.; J. A. Donnelly, wharf patrolman; H. Beland, lightkeeper.

Mines. — O. I. Wylie.

Naval Service. — J. Craven, tele. oper.; C. J. Taylor, J. P. Yearwood, M. Morris, W. Mandale, jr. Radiotel. oper.; G. K. Manore, hatchery asst.; J. H. Richardson, river obs.

Post Office. — K. L. Tracey, Miss E. Quinn, H. R. T. Carroll, clks.; H. Thibault, trans. agt.; W. F. Davey, H. A. Mills, W. Ralph, letter carrier; J. T. Holdon, J. Dougan, J. A. B. Dumas, W. Darnley, C. M. Bennett, R. W. Handren, railway ml. cls.; W. A. Bernie, J. Fehrenbach, J. A. Dupuis, G. Cline, Miss J. Martineau, Miss L. Blight, postal clks.

Public Works. — J. F. Rumble, Miss M. E. Fisher, caretakers; J. C. Studdy, oper. lineman.

Railway and Canals. — A. Crowe, labourer.

Trade and Commerce. — W. P. Ayers, photographer; Miss K. H. Hilton, jr. clk. sten.

PROMOTIONS

Agriculture. — Miss B. B. de Haitre to clk. sten.

Archives. — W. J. Webber, to sr. stores clk.

Customs and Inland Revenue. — H. A. Sanders to cus. warehouse keeper; A. C. Killaway, D. West, cus. examining off.; J. S. Thomson, cus. examiner; R. C. Maxwell to asst. sur.; W. A. Halliday to departmental accountant; F. L. Stroud, H. S. Moss to investigator drawback claims.

Finance. — W. Winsby to asst. Receiver General.

Health. — Dr. J. J. Heagerty to chief V. D. Control.

Interior. — Misses E. M. O'Connor, I. C. MacMillan, G. M. Byrne to clk. sten.; H. Wey to sr. clk. bookkeeper; Dr. F. Henroteau to astronomer Dom. Obs.; J. H. Stothers, to sr. map. draughtsman.

Immigration and Colonization. — J. L. Marshall to supervising immig. insp.

Justice. — A. N. Raven to nurse (male) Kingston Pen.

Militia. — J. A. McCann to dir. of contracts; Lt. Col. H. J. Dawson to prof. of mathematics, Royal Mil. College.

Marine and Fisheries. — G. Harvey to store clk.

Post Office. — Misses E. A. Robinson, E. F. Wheatley, Mr. H. Davis to sr. clk. sten.; A. E. Nicol to P.O. clk.; A. Fortier, Miss A. Gregory to clk. Ry. Ml. Ser.

Public Works. — F. Tremblay to prin. file clk.

Railways and Canals. — J. Dalton A. B. Rowatt, J. Graham, J. Lyons, J. R. Dalton to lockmasters; K. M. Matheson to canal overseer.

Trade and Commerce. — J. McLoed to dis. insp. of wghts. and meas.; F. C. Babington to examiner of elect. and gas stand.

TRANSFERS

C. E. Bain from Edmonton to Calgary as stock yards agt. Dept. Agric.

M. Rheume from cus. stat. clk. to entry checking clerk; H. L. J. Walchorer from Courts, to MacLoed, as sub-coll. of cus.

A. C. Wright, from Calgary to Ottawa asst. hyd. eng.; D. Whitaker, from Ottawa to Calgary as asst. hyd. eng. Dept. Interior.

W. L. McKenzie from Strawberry Island to Little Current as lightkeeper.

M. Snell, letter carrier from Victoria to Brandon; C. W. Tubbs, letter carrier from Brandon to Victoria; Miss E. E. Tate from Bd. Pension Comm. to P.O. Dept.

HALCYON CLUB

EASTER LINGERIE SALE — Commencing at 3 o'clock in the afternoon, a Lingerie Sale will be held in the club rooms, at which the following articles will be found for sale:—

Aprons (plain and fancy), Boudoir Caps, Bags, Camisoles, Collars and Cuffs Candy, Dressing Sacques, homemade cooking, Knickers, Nightgowns, Novelties, Petticoats. Tea will also be served.

The President, Miss Mary D. Doyle is the general convener of the sale and is ably assisted by the members of the Executive, of the club and of the different Departments. It will pay anyone wishing to buy any of these articles to visit the sale.

As the *Civilian* wishes to cover a every branch of activity in the service any news regarding sport in the service will be published if sent to the Editor.

My Confession of Faith.

By T. A. CRERAR,

Today thousands of Canadians, to whom public affairs a few years ago were either a jest or the subject of a ceremonial process at stated intervals, are taking a serious interest in the management of their country and its future. Thousands of men and women are sternly determined that the old political order with its jobbery and corruption; its prostitution of the public interest for private pelf; its vicious political machines and cynical "bosses"; its shameless patronage system in the matter of offices and contracts; shall be banished to the limbo of forgotten things.

The sacrifices and sufferings of the war have opened many eyes to a new vision of public service and responsibility and to a daily growing number of people who realize that the only monument worthy of our dead is a newer and better Canada the idea of any reversion to the old political standards is an intolerable thought.

It is perhaps an exaggeration to give the whole credit for this wholesome change to the war alone. Even before its grim advent we were beginning to blaze new trails and reach out, often blindly it is true, for improvements in our political and economic life. But the war crystallized and brought into full activity in a few short years impulses and ideas whose fruition would under normal peace conditions have been of slower growth.

But, say some of my older friends, you make too little allowance for the difficulties which confronted the country's leaders in earlier days and the peculiar conditions which they had to face.

There is, I admit, something in the contention. Until the beginning of this century Canada was more or less a pioneer community, whose inhabitants were mostly engaged in a desperate challenge with the wilderness, and were attempting to provide half a continent with the physical machinery of civilization. A large element of our population had come from other lands to better their personal fortunes and were engrossed in the task. Under such conditions disinterested idealism and clear political thinking does not

flourish, and close attention even to the elementary duties of citizenship was not a settled practice with any great proportion of our citizens. Save in one or two localities, they were thinly dispersed over a vast area. Communications were difficult and the freedom of intercourse, the mutual understanding and the regular interplay of ideas which are indispensable to a healthy state of public opinion were simply not available.

A Government can rarely rise above the source from which it derives its origin, and though many able and disinterested men freely gave their talents and energies to public life, the level of our Governments in both the Federal and Provincial spheres has been deplorably low and their efficiency and foresight have often left much to be desired.

OUR PAINFUL RAILWAY PROBLEM

The richness of our natural resources gave ample opportunities to the scheming exploiter and his political tools to advance their private fortunes at the public expense and the apathy and indifference of the electorate allowed them a clear field for their operations. It would be an invidious task to rake up and catalogue what I regard as the prime errors of the past, but our present railway problem is a sufficiently painful example. What defence can be offered for the statesmanship which in the last 80 years has poured over one billion dollars into the maw of reckless promoters and selfish contractors and left us with a railway muddle whose reasonable solution presents a baffling problem? The wanton exploitation of our public lands and other resources, and the scandals attendant, thereon, could easily have been averted or minimized under better standards of government and citizenship. So though the blame must be shared by the people as well as the politicians of both parties, my main indictment stands.

The first manifestations of the new spirit were visible quite naturally in the prairie provinces and, likewise naturally, among the farming communities there, for in areas where the process of settlement is going on the population inevitably is composed of people of a critical and radical temper,

the effects of mis-government are most keenly felt and exploitation of various kinds is always at its worst. It is about sixteen years ago since there first were discerned on the horizon the signs of a political uprising which has been commonly referred to as the farmers' or agrarian movement, but has now assumed a wider significance, justifying the adoption by its supporters of the title National Progressive party.

This western movement had its origin in a protest against existing economic conditions which denied the farmer any control over the machinery of the marketing, financing and transportation of his crop, and allowed selfish interests to interpose themselves between him and his markets and to enact a toll quite out of proportion to any services rendered by them. The Grain Growers' Association came into existence and their early energies were concentrated on securing certain reforms in the conditions under which grain was marketed.

Due credit must always be given to the pioneer efforts in Parliament of enlightened members like Dr. J. G. Rutherford, but it was the process of organization by the farmers which quickened interest at Ottawa in their grievances. The members of the associations soon realized that self-help was the best kind of remedy for their ills and accordingly founded and developed the great co-operative organizations through which a large proportion of their business is now handled. When men have become accustomed to work together in business, the transition to concerted action in politics is easy and natural.

When it was realized, as it soon was, that there was a definite limit to the expansion of their co-operation schemes as long as antagonistic forces were in control of the various governments, it was inevitable that the farmers should begin to give consideration to public policies and the whole political system. It was equally certain that they would feel the need for manifold reforms in this sphere and lay plans for their accomplishment.

Circumstances naturally brought the tariff to the forefront in all discussions of future policy by the farmers of the west. Selling as they do their products in the open markets of the world and buying in restricted markets, they feel its burdens more acutely than any other class. And nothing could or can today shake their conviction that the profits which would help to reconcile men to the climatic hardships of pioneer life on the western prairie have been seriously decreased by the toll taken by our protected manufacturers. My views and those of our organizations upon this subject are too well known to bear elaboration at any length, but one or two points I would like to emphasize.

We are quite unrepentant in our hostility to the existing tariff system. We believe that protection is morally wrong inasmuch as it permits a particular group of people to enrich itself at the expense of the rest. We deny that it is economically sound, holding that it has neither added to the aggregate wealth of the country nor improved the condition of labor.

What is responsible for the disappointing growth of our population revealed at each census and for an annual exodus which reaches appalling dimensions for a new country, unless a wrong economic system? We believe that Canada like all other countries has certain basic capabilities; in our case they lie in the direction of the production of grain, live stock, lumber and minerals and our greatest chances of permanent prosperity lie in concentrating upon those particular lines.

But the protectionist policy, which both the historic parties have sponsored and maintained since 1878, has loaded and weighed down these natural industries with the burden of sustaining a long string of secondary and artificial industries which are often merely of the fabricating type and are also often dependent on foreign countries for their raw material. These artificial industries have drained labor from the land and are largely responsible for the serious rural depopulation, which is now visible.

As long as these protected industries have plentiful orders and can run full time, the workers in them can contrive an existence, but what is their lot when through adverse business conditions factories have to close down or reduce their staffs? Why are so

many thousands of hard-working people on the border-line of starvation today in this country of such natural riches? Go to Prince Edward Island, the most purely rural community in Canada, and then cross over to the industrial area in Cape Breton and judge which is the healthier and happier society. Can it be seriously argued that John Thompson, growing grain, and Marie Guerin, making butter on an Eastern Township farm, are not both happier, healthier and greater contributors to the national wealth than the same pair of people making tire fabrics or cheap jewelry out of improved raw material in a Sherbrooke factory?

There is great lamentation about the amount of our imports and the state of the exchange, but is should not be forgotten that raw materials for our manufacturers comprise a large part of our imports. Does anyone think our fiscal position healthy? Our imports far exceed our exports and we have to send millions yearly abroad to pay interest owed to external creditors for bonds, mortgages and other forms of their investments. The fact is that as a nation we cannot hope to reach a stable economic basis until a change in our fiscal system gives freer play to our natural industries. When they are allowed to flourish as they might, our export figures will increase and our urban industries will prosper as never before.

AGRARIAN LEADERS NOT FROM U. S.

It is a gross travesty of facts to assert as some ill-informed critics do, that the leaders of the anti-protectionist movement in the west are for the most part American immigrants whose sympathy with British and Canadian institutions is rather imperfect. I think I may claim to know the chief personalities in the agrarian movement as well as anyone. Former citizens of the United States have played their part in it, but I think I am correct in saying that the main force of criticism of the protective principle has come from British-born farmers and that the majority of the leaders are of undiluted British blood. The attempt to meet economic arguments by the cry of disloyalty is cheap and unworthy of intelligent people.

My manufacturing friends often lament the bitterness of the western protest against the tariff and profess

great mystification as to its cause. Let them recall the past. In 1911 there was offered to the country the chance of concluding a reciprocity treaty with our neighbors on most favorable terms. The western farmer saw in it the opportunity of free access to a market offering infinite advantages to him. The measure, moreover, made no real inroads upon the protection which our manufacturers enjoyed. But they bent their whole energies to defeating its enactment and by a combination of circumstances and methods which are scarcely a happy memory to some of their devisers, succeeded in their purpose.

The western farmer at once interpreted the hostility of the Canadian manufacturers as clear evidence that they were determined to keep him in thorough bondage not only in regard to the conditions under which he could buy what he required, but in regard to the conditions under which he could sell what he produced. Such a threat was a challenge which any free community was bound to take up. My friend, Premier Drury, warned the opponents of reciprocity what would happen if they defeated it and they know him now as a true prophet.

The western farmer formed the resolution to put himself by organization in a position to secure a square deal and every year he has learnt to use his political strength with increasing effectiveness. Since the Underwood Tariff came into effect he has realized the enormous advantages of the American market for his grain and even more for his live stock and dairy products. Now that it is being jeopardized, he is not inclined to feel any greater affection for the interest which, in 1911, thwarted an arrangement containing some possibilities of permanence.

It affords the friends of reciprocity some pleasure to see that even hide-bound protectionists view with apprehension the rival of duties against our agricultural products on the scale of the McKinley Tariff. I hope their restoration may be averted but under the circumstances I cannot blame the American Congress. There are, however, not wanting signs that the present protectionist food will not be permanent with our neighbors who now need export markets and have reached the same economic position as Britain in the forties of last century.

HOW THE RESENTMENT HAS SPREAD

This feeling of resentment at the domination of our national life by certain selfish urban interests first developed among the western farmers, but it has now spread to the rural communities of Ontario, the Maritime Provinces, and British Columbia, and is beginning to be clearly visible in Quebec. But as no movement can exist merely on the discussion of sectional wrongs and grievances and plans for their removal, our associations soon came to adopt a wider purview and deal at their meetings with the wider phases of national life.

The time has gone by when inhabitants of our cities can look down upon the farmer as hopelessly ignorant of public affairs. His education has been proceeding at a rapid rate. Our climate makes the occupation of agriculture somewhat seasonal, and thousands of our farmers have used the long winter evenings for reading and reflection. In hundreds of places they have held regular meetings and discussed thoroughly the numerous questions of the day. This healthy process enabled delegates to come to our annual conventions with definite ideas on these questions and the mass decisions of the associations were there embodied in concrete resolutions, which in due course formed the basis of the New National Policy. Their discussions covered a wide field and were not confined to the tariff and purely agrarian interests: they embraced such subjects as education, taxation, control of the liquor traffic, our railway problems, our constitutional position and Imperial relations, the better organization of the social side of rural life and subjects of a similar character.

Admittedly much that was vague and indefinite emerged in the discussions and the remedies advanced were often Utopian in character but on the whole the intellectual activities of the farmers' movement have represented a clear and definite aspiration for betterment in our government and civilization. If they had done nothing else, they have made a valuable contribution to our national life by quickening public interest in many pressing questions.

There are people who deplore the present ferment and see a Bolshevik in the mildest-tongued critic of our existing system. But was not Sir

Auckland Geddes right when he declared the present unrest to be a healthy sign and told an Ottawa audience that abuse of reformers and even of agitators was about as effective a means of suppressing democratic discontent as swating mosquitos was of abolishing malaria?

DRASTICALLY REFORM THE SENATE

Do not imagine that our programme and aims are merely confined to reformation of the tariff. It is exceedingly important but will take us only part of the way to the goal which we have in view. We have a very fair machinery for the free expression of public opinion. Our criticism is not directed against our Federal Parliament so much as against the methods which party managers, fortified by campaign funds derived from the purses of privileged interests, used to manipulate it for their own and their patrons' ends. We believe it could be substantially improved by a drastic reform of that strange political workhouse, our Senate, and by the adoption of the system of proportional representation. We believe that there is more real creative impulse and the co-operative impulse than from the possessive and acquisitive impulse and the impulse to authority and dominion over others.

The co-operative movement, great though its recent progress has been hampered in the past by the absence of the legislation which is necessary to give proper encouragement to this ideal and is on all the statute books of really progressive countries. One of the great flaws in our national equipment is our faulty machinery of distribution.

In this very year of grace, when food prices in our cities were abnormally high, apples were rotting by the million in Ontario orchards and the fishermen of Nova Scotia could not get a market even at miserable prices, for their catches. We believe that the application of the co-operative principle on a wider scale than is now being attempted would help to solve the cost of living problem which makes life a constant financial crisis for so many people. Its extensive development can also be made to serve as a useful link between the city and country; in Toronto for instance the U.F.O. are helping members of the Labor Party to establish a co-operative store in the city.

OUR RELATION TO ENGLAND

The question of our national status and relations to the other units of the British Commonwealth presents some difficult problems and must be settled in the near future. The idea of any centralized Parliament in London welding the British nations together in a close bond to defy the rest of the world and pursue a policy of Imperialism is repugnant to all progressive minds in Canada and our view is that the permanent unity of the British Commonwealth and its best services for mankind can best be evolved by strict adherence to the principle of voluntary co-operation in the solution of matters of common interest. Our belief is that there is no department of our national life which Canadians are not able to manage themselves as well as any other people can do for them. The independent course of our representatives in the Assembly of the League of Nations at Geneva has a welcome significance that our day of tutelage is over and has evoked no criticisms from our movement.

But one difficulty is that the growth of the outward forms of nationhood finds us still lacking much of the common consciousness that is the core of the best type of national spirit. To one whose duties usually take him each year to every province of Canada nothing is so deplorable as the comparative of different parts of the Dominion concerning the views and needs of people in other sections. In one sense the new political movement offers great hope of becoming a unifying force. Much of their hostility to the East, farmers of the West have abated when they realize that a very large element of the citizens of Eastern Canada fully endorse their views and policies.

Then the case of our foreign-born population must never be forgotten. We have invited and welcomed to our shores people of many varied races; most of them have found security and comfort in our midst, but in other directions our treatment of them has not always been generous or wise. There is much that we can learn from them and with proper encouragement they can be made most valuable citizens. Many of them are pathetically anxious to become Canadians in the fullest sense and any policy such as electoral disfranchisement, which might drive them back into sullen

racial groups, is an error of the first magnitude. These foreign settlers in the West are generally ready to throw themselves into any progressive movements in their communities; for instance, a large number of the co-operative societies registered with the Provincial secretary in Alberta have been formed of immigrants from Continental Europe.

THE REAL IDEALS BEHIND

No country needs for its successful welding into a true nation such a measure of mutual toleration among its different racial elements as this Canada of ours and no country has been so cursed in the past by cowardly and unprincipled appeals to racial passion and religious prejudice. As long as appeals to these vices were the staple currency of our political life, it was equally hopeless to dream of any sane discussion of our grave economic and social problems or any progress to decent national idealism. But happily that unpleasant atmosphere has either disappeared or is disappearing, and it is not unlikely that the Canadian people will visit with prompt punishment such mischief-makers as seek to revive it, for they have no greater enemy.

If I were asked to sum up the real ideals behind our programme. I would say that we aim at the abolition of all privileges conferred by legislation on one section of the community at the expense of the rest; at the complete fulfilment of our aspirations, internal and external; for true nationhood and at the establishment of a real democracy in our economic and social life, without which mere political democracy is too often a mockery. We also desire by the better organization of our national life to make an end of the greatest of all our scandals — that this great Dominion, with all its vast resources, should fail, as it visibly does today, to afford ample security against want for any but a very meagre proportion of its eight or nine million inhabitants.

But I will be asked was it necessary for the farmers to create a new political party to accomplish these things. Could they not have been affected by bringing pressure upon or working inside one of the old parties?

My own view is that this method of approach would have involved us in many disappointments, set-backs and delays. Prior to the war there was a distressing unreality in the con-

flict between our two historic parties. This atmosphere might have been indefinitely perpetuated but for the appearance of the agrarian movement; one of its effects has been to produce a real cleavage in our politics which will, in time, result in the development of parties representing real views and divergencies of opinion rather than mere sentiments and family traditions as in the past.

Our party aims at peace and not at war. It began its agitation for reform among a certain social group which was atrociously handicapped by the existing system. It took this course because it was compelled to. It hopes to build up among them and then to spread by the conversion of other elements of the community a new social philosophy and with it as a basis to create a new economic system.

NO CLASS WARFARE

It is easy to unload airy epigrams about class warfare and bewail the advent of what some of our critics call occupational politics. But the actual fact is that the farmers have been the last of all classes to organize for the protection of their interests; the manufacturers, lawyers, bankers and urban workers were in this field long before us. Class cleavage has spread because our present economic system is too largely a system devised for the benefit of a small privileged class and the existing state of one class state.

Liberals of the older school have always had a touching faith that popular self-government would prevent any monopoly of the state by any one class, but our electorate has in the past been to gullible and careless of its real interests to make this cure reliable. The one-class domination, was expected to effect the cure for all our ills. They cannot be permanently remedied unless political democracy is accompanied by social and industrial democracy.

Our aim, however, is not to substitute the domination of one class, the farmers, for that of another, the financial and manufacturing interests. I think the Government of Premier Drury in Ontario provides a standing refutation of that charge; he and his colleagues have already remedied many grievances of the farming community, but they have shown them no special favors and have never been

wanting in their consideration for the general interests of the whole province. They stand to lose electorally by the introduction of P. R., but they are pushing forward plans to bring it into operation in several areas. The measure of goodwill and commendation which they have already earned for themselves among the cities and towns of Ontario is sufficient testimony that they have not pursued class policies in their administration.

I completely share Mr. Drury's view that there exists in our cities a large leaven of admirable progressive minds chiefly in the ranks of the educated and comparatively prosperous professional classes, whose aid and alliance the farmers cannot afford to despise. The view that the urban communities were a solid unit against our policy has always seemed to me erroneous and I have insisted that the realization of our programme might well prove impossible without the co-operation of those progressive urban elements.

The truth is that just as with urban labor, points of contact are often difficult and there are many suspicions to be overcome on both sides. But intelligent members of our party look upon themselves and their brethren not as a selfish group seeking to exact the maximum of blackmail from the rest of the community, but as blazing the trail for another lap in the march of human progress and liberation.

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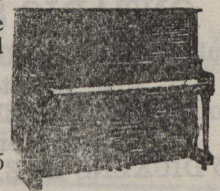
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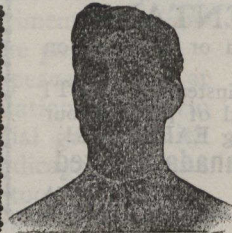


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DEPARTMENT OF NAVAL SERVICE
Royal Naval College of Canada.



The Royal Naval College is established for the purpose of imparting a complete education in Naval Science.

Graduates are qualified to enter the Imperial or Canadian Services as midshipmen. A Naval career is not compulsory however. For those who do not wish to enter the Navy the course provides a thorough grounding in Applied Science and is accepted as qualifying for entry as second year students in Canadian Universities.

The scheme of education aims at developing discipline with ability to obey and take charge, a high sense of honour, both physical and mental, a good grounding in Science, Engineering, Mathematics, Navigation, History and Modern Languages, as a basis for general development of further specialization.

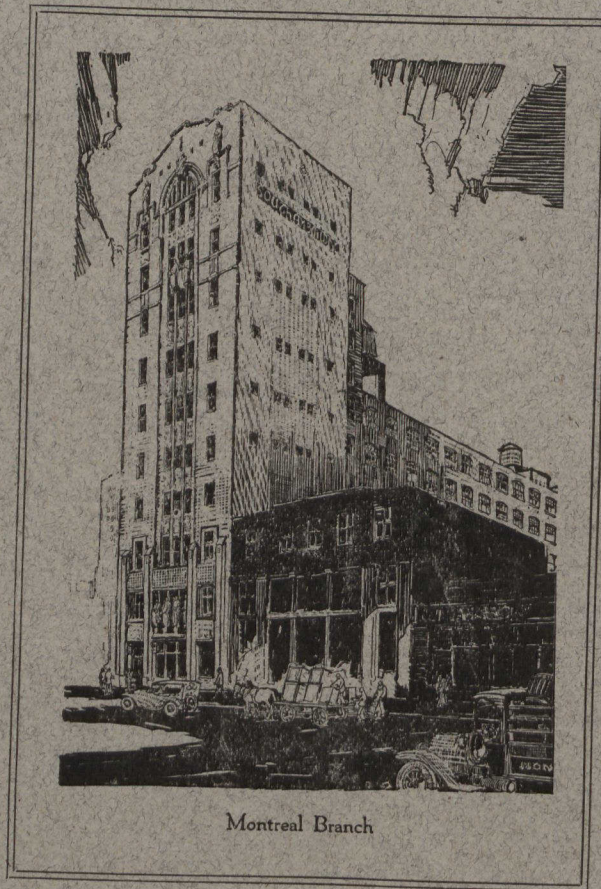
Particulars of entry may be obtained on application to the Department of the Naval Service, Ottawa.

Pending erection of buildings to replace those destroyed at the time of the Halifax disaster the Royal Naval College is located at Esquimalt near Victoria, B.C.

G. J. DESBARATS, Deputy Minister of the Naval Service.
Unauthorized Publication of this advertisement will not be paid.
Ottawa, February, 1920.

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