

# THE CIVILIAN

VOL. I.

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## Some Work in Hand.

### A Few Items for Early Consideration by the Civil Service Association.

*"We look before and after,  
And pine for what is not."*

Time flies, and often leaves us little chance for breathing. The half-year of the present Civil Service Association executive is already waning; in a few days they will have rounded the turn and be headed for the place of accounting. At the moment, with this the premier organization of the service, it so happens that no work of immediate pressure is in hand. The Athletic Association, too, is off with the old and on with the new this very week; and the Loan Association will probably count a new life from the present time forward. The year itself is at the spring, and the sound of housecleaning is universally heard in the land. We may seize the time, therefore, for a word of forecast and review, with the idea of disentangling a few of the several threads of so varied a programme, and of laying down an undeviating and consistent path to the common goal of all, the betterment of conditions in the civil service.

Let us speak entirely of the C. S. Association in this article; the others are sufficiently dealt with, for the time at least, under separate headings.

The work which the association has in the immediate future to carry

out may be divided roughly into two classes: (1) work which will necessitate the securing of governmental action; and (2) work which falls entirely within the power of the association of itself to execute.

#### The Increase.

Under the first heading it may be as well to say by way of preface, that the matter of the increase is now for good and all disposed of, so far as the association is concerned. No serious opposition to the proposal of the government, which is now in all its details before the public, is to be anticipated. The association has requested some further consideration of the case of the thirty-five who will get nothing. It has been told that for the present things must remain as they are. Conceivably some turn of the wheel may throw out some further cause for intervention. It is to be hoped not. The association has had to place the salary question first thus far on its programme; economic conditions have compelled that,—not the merely selfish wish of the service, though a man's pay under almost any circumstances will always be a subject of legitimate interest to him. We sincerely trust, however, that the settlement now obtained will be regarded as permanent for all prac-

tical purposes, and that we have seen the last of the general increase question for many a year to come.

### Superannuation.

The Association has already taken the preliminary action in the campaign for superannuation. Somewhere in the pigeon-holes of the government the memorial which we published in our last issue is resting against the day of judgment. Here, again, the association may be placed by some in the light of one begging for special favours. Such a charge, however, would in truth be wide of the mark. Superannuation is the government's safeguard first and foremost, though like mercy it blesseth him that receives as well as him that gives. Under present conditions, the government is in a boat that is drifting down a stream, a stream which is exactly as smooth and rapid as time itself. It is easy to rest on the oars, but the longer the rest the further the pull back. And streams have sometimes cataracts. When the session is over, the association will doubtless seize the earliest moment to catch Mr. Fielding's attention in the matter. Doubtless the Civil Service Federation, to whose business this especially belongs, will be in fighting harness by that time and will take over the issue. If the attempt succeeds, the recess might see a measure finally drafted, ready for introduction among the earliest of the bills of the autumn sitting. Meanwhile, much work remains for the local body in settling upon the various special issues that will fall to be dealt with once the general principle is secured.

### Reorganization.

What of the carrying out of Clause 8 of the Act? The Prime Minister has promised uniformity. Mr. Fisher

has said that the reorganization as it stands to-day is admittedly incomplete. Mr. Murphy is taking the same ground in the most practical way imaginable, namely, by setting on foot a searching investigation into the working of his department and the duties and classification of his clerks. On the other hand, some of the deputy ministers have but rolled over and are sleeping peacefully on the other ear. But you can't sleep off every kind of indisposition. The reorganization may be baulked at, but decidedly it will have to be encountered soon or late. We have so much to say on this particular theme that we would prefer to await an opportunity of discussing it with the deliberateness of a special occasion. Very lately we have seen the opinion expressed that classification of any kind in the service is a mistake. Of course this is not serious criticism. The payment of salaries presupposes classification. Wages is the price of labour, and labour like cloth is of different kinds. What the service has suffered from in the past is *lack* of classification. Until the Act of 1908 was passed no definitions were attached to the classes and the result was chaos. That chaos will remain until the reorganization is carried out. The association must take up the correction of this situation with all seriousness at an early juncture, though with the House in session undoubtedly little good would be accomplished by approaching the ministers now.

### Internal Economy.

With these three matters off the boards, or in a fair way of being so, the present executive of the association might rest on its laurels in so far as its attitude towards the government is concerned. It will have been a good year's work. But, as

we said above, this is only the first part of the duties of the remaining half-year. The association has its internal policy to regulate as well as its external. We may illustrate this under a sub-head or two, where a dozen would be possible.

#### **Membership and Organization.**

In the first place it behooves the present executive to hand over the association to their successors in as good shape in the matter of membership and organization as they received it from their predecessors. They should strive even to hand it over in better shape. It is gratifying to know in this connection that the membership lists of practically every department that has been finally canvassed are larger than they ever were before. During the present month the Department of Agriculture has passed the mark where it may demand two representatives. It might be well if other departments strove to emulate this example. Then, there are actually two Departments, the Justice and the Senate, which are still without representatives at all. Surely this is capable of correction, and at once. There is a special committee of the executive assigned to the particular duty of ensuring that the organization of the association is as wide as the inside service itself. They should get busy and stay busy till they can report their work completed.

#### **Confederation.**

Speaking of organization may bring us to the topic of the Confederation meeting of April 29 and 30. As the parent of the movement, the local association should spare no efforts towards contributing to its success. That success will undoubtedly be best insured by the force of the example which we will be able to exhibit, on the spot, to the visiting delegates, of

the benefits of practical co-operation. A very careful programme of the proceedings should be mapped out in advance, and every possible use made of the limited time at the disposal of the convention. Above all, let the association itself clearly realize the part it is to assume once the new body comes into possession of the field to which it may properly lay claim. It is the literal truth that the tremendous possibilities of the proposed organization are difficult to grasp at once. There are 8,000 civil servants in Canada. Place them in line and marching to the same time, and there are few enterprises they may not attempt, and few obstacles they will not surmount. It is wholly unnecessary to be afraid of the size of the task. If we could see a couple of years ahead in this matter, we might be surprised at the revelation. A paid general manager, a journal to set advertizers scrambling? Why not?

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### **A VIGOROUS FIGHT.**

**The Bill to Incorporate the Civil Service Savings and Loan Society meets with Opposition. — An Amendment to the Companies' Act Proposed to Facilitate Co-operation.**

When the passage of the Co-operative Societies Bill was attempted at the last session of parliament, it was vigorously opposed by the representatives of the Province of Ontario, on the ground that it constituted an infringement of provincial rights. In view of this, the opposition which the bill to incorporate the Savings and Loan Society encountered in the Private Bills Committee of the legislature is somewhat surprising.

The bill came before the committee

on Thursday of last week, and was ably championed by the Ottawa members, Messrs. Fripp and McDougall, and by Mr. J. L. Payne, who was present on behalf of the society. Attorney-General Foy opposed the measure, however, basing his opposition upon the opinion, expressed by Dr. Howard Hunter, provincial superintendent of loans, to the effect that the principle of the bill constituted a violation of the provisions of the Loan Corporations Act. Mr. McGarry, M. L.A., South Renfrew, also opposed the bill for reasons somewhat indefinitely expressed. After an hour's hard fighting the bill was, at the suggestion of Messrs. McDougall and Fripp, referred to a sub-committee to report on Tuesday, the 6th instant.

At an informal emergency meeting, called by telephone, on Saturday afternoon last, and consisting of members of the C. S. executive and of the Loan Society executive, it was decided to send Mr. A. McNeill, Mr. J. L. Payne, and Mr. Alphonse Desjardins, President of La Caisse Populaire de Levis, to Toronto, for the purpose of urging the passage of the bill before the committee. The Civil Service Association was requested to send a telegram to Attorney-General Foy, and the following was subsequently sent by the officers:  
Hon. J. J. Foy,

Attorney-General, Toronto, Ont.

Civil Service Association of Canada, numbering over two thousand two hundred Government Employees at Ottawa, earnestly begs your favourable consideration of bill to incorporate Civil Service Co-Operative Loan Society. Situation here demands this legislation. We are convinced principles of society absolutely sound and identical with those of similar undertakings in Great Britain, France, Italy, Germany and

United States, and in Quebec, which have proved remarkable agencies for good in the fight against usury. Objection can only be founded on misunderstanding, as bill is wholly in the public interest. If rejected, Government will impose severe check on movement of most worthy nature.

R. H. COATS,  
Secretary.

A telegram was also despatched to Mr. Fripp, M.L.A., who has charge of the bill, directing his attention to the feeling which had been aroused by the opposition offered, and urging him to exert every possible effort to secure its passage.

Messrs. McNeill and Payne proceeded to Toronto on Sunday night, and on Monday the following telegram was received from them:

R. H. Coats,

Labour Dept., Ottawa, Ont.

After hard forenoon's work, compromise effected with Doctor Hunter, bringing us under General Act with limited capital. This quite satisfactory. Notify Desjardins unnecessary to come.

MCNEILL AND PAYNE.

Subsequently, on Tuesday morning, the following was received:

R. H. Coats,

Labour Dept., Ottawa.

Bill passed committee this morning in satisfactory form.

MCNEILL AND PAYNE.

Messrs. Payne and McNeill remained in Toronto for the further purpose of supporting a proposed amendment of the Companies' Act, which will facilitate the incorporation of distributive Co-operative Societies, and which will prove in the direct interests of the proposed C. S. Co-operative Distribution Society. No word had been received in this connection up to the time of going to press.

## ANNUAL MEETING OF THE ATHLETIC ASSOCIATION.

The third annual meeting of the C. S. Athletic Association was held on Wednesday evening, 7th inst., in the Railway Committee Room of the House of Commons, the President, Mr. J. L. Payne, in the chair. The attendance was not as large as expected, but the lack of numbers was offset by the interest and enthusiasm of those present. The reports of the Executive and the various sub-committees were read and adopted. The Treasurer's report, which appears in full in the Athletic Department of this issue, shows cash assets on hand of \$347.00. The total membership for the year was 602, but the announcement was made by the Secretary that fully 100 members of the service who had taken part in games had failed to pay the small fee of the association. The reports showed that 120 had taken part in cricket games, 100 in lawn-bowling, 75 in football, 150 in tennis, 75 in pin-bowling, and about 80 in the field and track meet.

A memorial to the executive on the subject of athletic grounds, a copy of which appears elsewhere, and which though hurriedly circulated, contained 230 signatures, excited the warmest interest and discussion. Several proposals, attempting to put the financial aspect of this question in concrete form, were advanced.

The petition was finally referred to the executive with the suggestion that they appoint a strong sub-committee, and that as soon as a tangible plan is formed a special meeting of the association be called to consider it. The question of harrier-running was brought up, and Mr. Urquhart, the incoming President, promised to take up the matter at once.

Under the head of new business, some strong remarks were made relative to those who had engaged in club's sports and had declined to pay the small fee of \$1.00. Cases were cited of some who had won trophies at the athletic meet, and yet had failed to respond to repeated requests from members of the executive for payment. A black-list was suggested, but in the end no immediate action was taken, though the impression was given that the incoming executive would find a way to meet delinquencies of this kind both as to the past and as to the future. In this connection attention was drawn to the fact that the fees for the coming year are by the recent changes in the constitution made payable on July 15th on pain of disfranchisement.

A vote of thanks was extended to the government for the privileges the association was enjoying. Thanks were also offered to the Y.M.C.A. for kindness and accommodation for meetings and elections; also to the press of the city for the use of its columns in reporting the events of the year, and to the members of the retiring executive.

Amidst the greatest enthusiasm, the Hon. William Pugsley, whose sympathy with the objects of the association have at various times been made known to the executive, was elected Honorary President.

As the result of the elections held on Tuesday, the following will form the executive for the ensuing year:

President—W. T. Urquhart.

Vice-President—W. T. Wilson.

Treasurer—A. H. Brown.

Secretary—R. W. Morley.

Committee—F. J. Shannon, G. A. Lindsay, J. L. Payne, F. Grierson, H. Blatchley, L. G. Bowker, R. P. Brown, C. S. Birtch.

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

**Ottawa, April 9th, 1909**

## A CANADIAN CIVIL SERVICE REFORM LEAGUE.

There is undoubtedly at the moment a stronger interest on the part of the public in the civil service and its improvement than at any previous time in Canadian history. As we recorded in a recent issue, the subject of civil service reform is now become matter for the popular address, and that before no less disinterested and dispassionate audiences than are furnished by several representative Canadian Clubs. From the academic to the practical is but a step; and the extracts from the Toronto News and the Canadian Courier, which we print elsewhere to-day, would show that

the step will in all probability be taken soon.

A journal of the service may be permitted a very genuine, if necessarily somewhat aloof, interest in a proposal like that of the News, namely, the immediate formation of a Civil Service Reform League in Canada. In fact, the suggestion was originally our very own. To say that such a matter is from one point of view the public's business, is not to deny that an organized body of men of common employment like the service should not take a very practical interest in it as well. In truth the chief reason why a civil servant may not advocate such a movement is one of expediency merely. The civil servant is an interested party: quite properly he will not be listened to. That, however, need not affect the intrinsic value of any suggestion he may make in this connection.

It is on this intrinsic basis only we would like here and now to put forward a further idea. Unquestionably the problem of getting a Civil Service Reform League on its feet is in the first instance the laborious and painful one of educating people to its need, and after that of enlisting their active co-operation. Then would follow, of course, the hundred and one difficulties which always attend the initial stages of organization. Men have their own businesses to attend to. Once going, it would be another story: if the thing were worth while it would attract. The Canadian Club movement itself furnishes an example. And speaking of Canadian Clubs may bring us to our point.

Why should not the Canadian Clubs take up the first and tentative work of organizing a Civil Service Reform League in Canada? Already they have lent themselves in many instances to the edu-

cational process. They are excellently adapted for the next stage of the proceedings. Why, on the conclusion of an address of the kind we have mentioned before a Canadian Club, should not a formal resolution be passed committing the Club to participation in an active movement for civil service reform and appointing a special committee to provide the idea with a local habitation and a name? An address, however popular, may go in at one ear and out at the other. But a committee, picked carefully from men who know something of the subject already, and, realizing its importance, would like to know more, would offer something tangible. It might easily become the nucleus of a local reform association, studying first the local aspects of the case and applying them later to the problem as a whole. With a few bodies of this kind in evidence, it would be an easy matter to bring them together in a league to meet once a year or oftener for hard, matter-of-fact, even technical, discussion. The existing federation of the Canadian Clubs might even be galvanized into life for the occasion to insure that the movement take on at least as wide a scope as this galaxy of patriotic organizations. The government loves men who know what they want, and who knowing it can tell it in one, two, three order, shorn of verbiage, and with legal references in the margin.

Is there anything in the suggestion? It is not copyrighted.

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#### THE RECENT INCREASES.

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We have been brought to book by a candid friend for our remarks "concerning the increase" of a fortnight ago. It has been pointed out that a series of haphazard increases is not

only unsettling as a general tendency to the branch in which it occurs, but that it involves a positive injury to the men who are passed over in that it directly deprived them of seniority. Seniority, as is well known, is determined by salary. An unjustifiable increase, therefore, is a favour which is not alone a piece of good luck to the recipient; it is very decidedly a case where the many pay the piper. All this we deeply appreciate, and have always appreciated. What we would choose to emphasize at the moment, however, is that a reorganization of the service is pending. The Prime Minister has given his opinion that there must be uniformity of classification throughout the departments. Mr. Fisher has stated in the House that the matter is admittedly on a temporary basis. The increases which have been granted are defended solely in that they are a part of this reorganization. When the reorganization is completed, we will be able—all of us—to speak with clearer understanding of what the events of the present session and of the past year have meant for the service. Let us hold hard a while longer. Everything has been done that can be done in the meantime.

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"WHO CHOOSETH ME SHALL  
GET AS MUCH AS HE  
DESERVES."

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Professor Shortt has spoken recently of the new "profession" created by the Civil Service Act of 1908, which has introduced for the first time the merit system, pure and simple, into the Canadian service. We would commend the above device to be graven above the entrance, or rather the two entrances, to this future place of peace. Originally, it

will be remembered, the words appeared, as Shakespeare tells us, on the silver one of the three caskets submitted to the lovers of Portia. The Prince of Arragon, who chose it, "assumed desert" — and drew a blank. Moral: let no one assume,— not even the Civil Service Commissioners. Yet the Prince's soliloquy, as he sought to make up his mind is that probably of the first civil service reformer on record:

"Who chooseth me shall get as much as he deserves."

And well said, too; for who shall go about

To cozen fortune and be honourable  
Without the stamp of merit? Let none presume

To wear an undeserved dignity.

O, that estates, degrees and offices  
Were not derived corruptly, and that true honour

Were purchased by the merit of the wearer!

How many then should cover that stand bare!

How many he commanded that command!"

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#### THE INCREASE.

While the increase, for practical purposes, is still of the future, it may soothe some to remember the times when talk of increases was not. If so, the following from the Citizen's Column "Just Twenty Years Ago" of the other day, will be of service:

Market prices: Beef, per cwt., \$2.50 to \$5; mutton, 5 to 7c per lb.; veal, 6 to 8c; pork, per cwt., \$8; turkeys, 70 to \$1.25 each; ducks, per pair, 60 to 90c; fowl, 40 to 60c per pair; fresh haddock, 7 to 8c per lb.; salmon, 8 to 9c; whitefish, 7 to 8c; potatoes, 50 to 60c per bag; butter, tub, per lb., 18 to 22c; in prints, 22 to 25c; eggs, 23 to 25c per doz.

#### IS IT WORTH WHILE?

With the next number, THE CIVILIAN will complete the first year of its existence, and we expect to avail ourselves of the opportunity, which the occasion will offer, of dealing, retrospectively and prospectively, with the problems attendant upon the publication of a civil service journal. In the meantime we are anxious to learn what our readers think of THE CIVILIAN. We would like to know to what extent it is considered that we have succeeded in advancing their interests and wherein it is felt that we have failed. Each reader is therefore invited to send us, within the next week, a brief note expressive of his, or her, opinion of the policy which has been pursued. For twelve months the editors have conducted THE CIVILIAN without reward or recompense other than that offered by the hope that something was being accomplished for their fellows of the service. What is now desired is an answer to the question, "Is it worth while?" To some extent, at least, the answers should indicate the scope of the interest taken not only in THE CIVILIAN, but in civil service activities generally.

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#### SALARY INCREASES FOR POST OFFICE OFFICIALS.

The announcement that the salaries of a number of the officials of the outside division of the Post Office Department are to be increased will be received with satisfaction both by the service and the general public. Of all the employees of the government none are more deserving than the class which is to be provided for by the resolution which stands in the name of the Postmaster General.



The new scale as proposed by the resolution is as follows:

Messengers, porters, letter carriers, mail transfer agents or box collectors, Grade A., \$1.75 per day; Grade B., \$2 per day; Grade C., \$2.25 per day; Grade D., \$2.50 per day; Grade E., \$2.75 per day; fourth class clerks on appointment \$500 with annual increases of \$100 up to \$700; if salary of any stamper, sorter or fourth class clerk is at present less than \$500 it shall be increased to that amount. These are on a basis of fifty cents a day increase. At present fourth class clerks receive on appointment \$400 per annum with annual increases of \$50 up to \$700.

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## THE TWENTY-FIFTH ANNUAL REPORT OF THE UNITED STATES CIVIL SER- VICE COMMISSION.

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THE CIVILIAN is in receipt of the last annual report of the United States Civil Service Commission, covering the calendar year 1908. Some sentences therefrom may be of interest to our readers.

On the general working of the reform system, the opening paragraph contains the following:

"The advantages of the merit system continue to be evidenced by official reports showing large increases in the work of offices without corresponding additions to the force of employees. . . . The end of a quarter-century of enforcement finds the system firmly established and faithfully supported. It is justified as a practicable method of obtaining economy and efficiency in the service and as a remedy for many abuses."

The extent of the service to which

these remarks apply may be gathered from the following:

"On June 30, 1908, the officers and employees of the executive civil service numbered approximately 352,000. Of this number 206,637 are subject to competitive examination under the civil service rules, this being an increase of 12,305 as compared with the number for the previous year. In addition to these classified employees there are about 6,500 labourers subject to examination by the Commission under the labour regulations."

A somewhat interesting point, in view of the problem presented by clause 21 of our own Act, is treated under the heading "Exceptions from Examination," as follows:

"The competitive service has been extended by the transfer of positions specifically excepted from examination to the competitive class, and also by the inclusion in the competitive class of positions previously treated as unclassified. Additions have also been made to the excepted class. In all cases where exceptions from examination have been authorized, either the work was new, making it difficult to formulate a proper examination, or it was evidently possible to secure suitable employees for the position without competition and without interference by improper influences. A few other changes were made in the interests of uniformity. An exception was made of not exceeding twenty special agents under the division of prosecutions of the Interstate Commerce Commission, where the persons appointed were to submit such evidence of qualifications as the Civil Service Commission might prescribe after consultation with the Interstate Commerce Commission. This provision is subject to revocation by the Civil Service Commission, should

it be abused. The duties of these special agents are confidential, requiring men not only with ability as detectives, but men of tact, address, good judgment, and strict integrity."

In the United States the evil arising from the interference of civil service officials in politics has always been a serious one. Considerable progress towards its final elimination was reported during the past year, notwithstanding that it was the year of a presidential campaign. The enforcement of the rules in this connection was previously in the hands of heads of departments; in 1907, however, the law was amended to give the Commission jurisdiction over the improper activity of employees in the competitive service. The immediate enforcement of such a rule among office-holders who had for so long taken an active part in politics was found very difficult. Acting through the heads of departments, however, the Commission has latterly been able to make pronounced progress. Several officials were dismissed as the result of investigations conducted by the Commissioners, and the whole matter, it may be said, has been placed in the way of eventual solution.

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### LIFTING THE WEIGHT OF USURY.

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The following paragraphs from the New York Financial World of March 20, 1909, show to what extent the principles of our local Loan and Savings Society can avail when the field is favorable:

"The Provident Loan Society's 14th annual report, which has just been issued, shows that 298,147 loans were made during 1908. This is an increase of 15,102 in the number of

loans over the preceding year, although the total sum of these loans, \$8,271,000, was under that of 1907.

"The Provident Loan Society, although a private corporation, performs one of the most practical forms of charity by providing worthy borrowers with loans on personal chattels at a reasonable rate of interest, freeing this class of people when in need of money from becoming victims of usurers.

"The Provident Loan Society made it possible during the hard years of 1907 and 1908, for nearly a half million people to tide over their little crises without paying the swarm of East Side shylocks exorbitant interest rates.

"The Society, after deducting operating expenses, interest paid and accrued on bonds, bank loans and interest on certificates of contribution, had a surplus left over for the year of \$198,499.56."

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### THE HONESTY OF POSTAL OFFICIALS.

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Once in a great while we read of a minor post office official—some poor chap driven to desperate ends by misfortune of some character or other—being convicted of abstracting money from the mails. And we are led to wonder to what extent the public is influenced in its judgment of the great army of men employed in the postal service of this country by an occurrence of this nature. Does it stop to reflect that of the many thousands engaged in this capacity not one in a thousand but is impervious to temptations of daily occurrence?

Probably very few of us realize how easy it is to be a thief in view of the absolute lack of precaution on the part of hundreds of people in sending

money through the mails. Here is a case in point:

A couple of weeks ago a gentleman residing in Sydney, N.S., sent THE CIVILIAN a sum of money for subscriptions. The envelope in which it was enclosed was neither sealed nor registered, and if two-thirds of its contents had been abstracted we would—owing to the nature of the letter which accompanied it—never have known it. It passed through the hands of the clerks in the Sydney post office; of the railway mail clerks en route, and of the officials in the Ottawa post office, and reached this office with its contents undisturbed.

The incident is recorded because we believe it to be a typical one, and one which serves to demonstrate the integrity of our post office officials as a class.

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### CIVIL SERVICE REFORM — NOTES FROM THE CUR- RENT PRESS.

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#### Civil Service Improvement.

(From the Toronto News.)

Whatever measure of civil service reform has been secured in Canada has been due mainly to agitation in the press and a consequent—or coincident—growth of public opinion in favor of it. All reform must be secured by fighting. It is not bestowed upon us like the rain from heaven. Nor should all the fighting be done by politicians. They are directed by public opinion. Not often do they take a prominent part in formulating that opinion.

These facts have been recognized in the United States by the formation of a vigorous association of private and public men called the National

Civil Service Reform League. What this league has accomplished in the past thirty years no one will ever know, but the constant inclusion of new classes of public employes under the provisions of the Civil Service Act shows some of the effects of its propaganda.

There is yet a good deal to be done in Canada in the way of bettering the condition of the civil service. Every outside official from Halifax to the Pacific is the sport of politics. The men and the newspapers who argued civil service reform into Mr. Borden's Halifax Platform and into the Fisher bill of last year are not satisfied, and will never be satisfied until politics and the service are divorced forever. But an individual campaign must be desultory.

Why not secure the strength which comes from unity? There is a deal of work for a Canadian Civil Service Reform League to do. And there are thousands of men in Canada on both sides of politics who would be glad to see the establishment of such a public body. Surely the time is ripe to unite all the advocates of reform in the establishment of a working organization for the purpose of waking the people to the evils of a political civil service and keeping them awake. Governments must respond to a vigorous public opinion.

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#### Corporations and Civil Service Reform.

(From The Canadian Courier.)

Most large corporations are well managed. That is why they are large. A well-managed business grows gradually until it becomes a large corporation. It remains large so long as it is founded upon an efficient system for performing a certain service.

The efficiency of a large corporation depends upon its system of doing business. For example, the Canadian Pacific Railway is well-managed, performs its functions well, transacts business in a prompt, methodical manner and satisfies the public. The basis of its efficiency is its staff of well-trained, intelligent and ambitious officials.

What is the difference between the Canadian Pacific Railway and the Intercolonial? One great difference is that no members of Parliament may get a man appointed to a job on the Canadian Pacific for which he is not fitted by training and intelligence. Every employee gets his promotion on his merits. Occasionally, a servant of the railway may find a poor man put over his head because that man has a "pull" of some kind, but very seldom. Every man in that service feels that he can get to the top if he has the brains and the application. In the Government service it is different.

Those who are advocating civil service reform are simply asking that the principles used by private corporations, such as railways and banks, to produce efficiency, shall be applied to the civil services, federal and provincial. They would take all appointments and promotions out of the hands of members of Parliament and put them in the hands of an independent commission which would enforce the merit system. The Civil Service Reformers are not asking for the moon, they are not seeking something theoretical and untried; they are merely asking for the application of private business principles to public administration. The issue is simple and clear.

### MEMORIAL OF DOMINION CIVIL SERVANTS ASSOCIATION OF BRITISH COLUMBIA.

The Dominion Civil Servants' Association of British Columbia recently embraced the opportunity of the Hon. Mr. Templeman's visit to the west to present to him a memorial representing the views of its members on the salary and other issues.

The memorial says in part:

"Instructed by the Dominion Civil Servants' Association of British Columbia, we, the undersigned, most respectfully beg that the government will, during the present session, make suitable provision for the relief of the very pressing needs of the 'outside' civil servants generally, and an extra provision for those in the west, who, for the reasons with which you are, no doubt, conversant, find the hardship of their present condition particularly severe.

"The Royal commission, whose appointment last year was a preliminary step in your grand scheme for the reorganization of the civil service, thoroughly acquainted itself with the condition and requirements of the service and recommended the granting of suitable increases to salaries both of the inside and outside branches. That this recommendation was not acted upon during the last administration was, we are assured, due to want of time, and not to any lack on the part of the government of sympathy for us or inclination to relieve our necessitous conditions.

"We appreciate the magnitude of the task which you and your able colleagues have undertaken in reforming the civil service in Canada, and fully understand that the importance of the work demands that each step towards its completion be carefully

considered and cautiously taken. The government is, we feel, to be congratulated on the eminently satisfactory accomplishment of that part of its design which affects the inside service, and we trust that we may soon receive an equal share of the same benefits.

"We realize that much remains to be done before the whole of the outside service can be brought within the scope and under the provisions of the act of 1908; that until the necessary reclassification is effected an equitable readjustment of our salaries would present almost insuperable difficulties; and that a proper measure of relief for us will involve a great expenditure. But we realize, too, and that most painfully, that for some years we have suffered in the receipt of salaries wholly inadequate to meet the increased cost of living, and that the condition of many of those in the lower grades of the service has now become one of positive distress. Therefore, we pray that the amelioration our condition so urgently demands may be no longer delayed, but that you and your colleagues will provide for your faithful servants of the 'outside' by acting on the following suggestions which are most respectfully submitted."

[THE CIVILIAN regrets that it is unable to publish this memorial in full. The above came to us wholly by chance, and by way of the newspapers. Will some western friend supply the omission.—Eds.]

---

### "THE CO-OPERATOR."

---

#### Some Echoes of the Current Canadian Movement.

Within the past month, two co-operative concerns at Toronto organ-

ized in 1908, have gone into liquidation. The first, the "Dominion Co-operative Association," seems to have been conceived in the spirit of keeping its membership aloof from its management, which is certainly far from co-operation. Its failure is ascribed to insufficient capital and lack of patronage. Three stores were started—on the face of it a perilous venture. A vigorous campaign carried on by the retailers, who canvassed the shareholders individually in its prejudice, also had its effect. The other, the Equitable Co-operative Association, likewise seems to have been co-operative in name only, being one of those frequent examples of joint-stockism which has done so much in this country to bewilder the popular mind on co-operation and its aims. Naturally there has been some jubilation in the strongholds of the retailers. The Canadian Grocer has executed a spirited *pas seul*, and the event is being used for what it may be worth in the general fight against co-operation. In this connection, the following letter from the President of the Brantford Co-operative Association, appearing in the Brantford Courier of March 22, may be of interest, as showing how the contest is going forward. Especially is it interesting in its concluding paragraph: "The Editor of the Courier:

"Sir,—One does not need the wisdom of a Sherlock Holmes to know that a 'Citizen who reads the Canadian Grocer,' and whose letter appeared in your columns recently, is in some way connected with or interested in the grocery trade, that grocers are not enamoured of the idea of a co-operative grocery, and that your indulgence in calling special attention to the failure of a society, co-operative in name but not in fact, was solicited because there happens to be a

co-operative association in this city.

"The implied proposition of 'Citizen' is apparently that because one society in the whole Dominion was unable in a time of abnormal trade depression to create a successful new business, co-operative principles are impracticable. He ignores the fact, and so does his journal, that if the 'Canadian Grocer' gave equal prominence to every grocer who failed, and cultivated trade pessimism therefrom, the interesting journal in question would be very doleful reading for its subscribers, because hardly a week goes by without more than one merchant making a failure of his business. Again, a joint stock company 'assigns,' when it can pay its debts but has an impaired capital or is satisfied that it cannot make good. The private merchant in that position simply quits, pockets his loss and says nothing. I venture to say that during the last eighteen months we have had several cases of this description right here in Brantford.

"Every journal in this province seems to have called attention to the failure of a co-operative society unrecognized on British principles. No journal, to my knowledge, has published for the information of its readers that the co-operatives of Glacé Bay, N.S., have just paid their usual dividend of 8 per cent.; Dominion, N.S., 10 per cent., or coming nearer home, Guelph 6 per cent. and Hamilton 3 per cent., not upon capital but upon purchases, and that Guelph has returned in dividends within the past two years more than its members have paid up in capital.

Ellis Barker, in the London Daily Mail, has recently called attention to the fact that British co-operatives average a profit in competitive trades, of 40 per cent. per annum on the capital, while similar private in-

dustries of equal quality as to security, cannot be expected to pay more than 4 per cent. to 5 per cent. to the shareholder on the value of his shares, that a total co-operative capital of thirty million pounds would on a market valuation be worth three hundred millions, which means that the British co-operators escape having to provide a profit on 270 out of 300 million pounds. I suppose 'Citizen' with his trade journal, does not feel that the average Canadian farmer or workingman has the business gumption of the British workingman which produces such remarkable results. The former, it is true, is just 70 years behind the times on this question, but I think he will be found quite as competent. What he needs is education on this subject. That he will get; thanks to the joint efforts of merchants and co-operators.

"The 'Courier' is always very fair and generous in giving reasonable opportunities for the ventilation of subjects of public interest. I would like to say right here for your satisfaction and that of your subscribers, there is nothing in the co-operative movement which compels a man to do or refrain from doing anything. If a person prefers the service of a merchant, the co-operative will be the first to say the merchant is as much entitled to a living profit, ascertained on the quality of skill needed in conducting his business, as a workman has to receive a living wage. All the co-operator says is that the system is old-fashioned and out of date, that a co-operative development will avoid economic waste, release many millions of capital and enormous human service for productive purposes to the advantage of the people.

"Why should implied objection be taken by 'Citizen' to the co-operative consumer? It was only a few weeks

ago we were told the Brantford merchants were forming a co-operative society to put the ice man out of business. What is the Board of Trade but a co-operative society of merchants and business interests to increase profits? The agitation to 'Boom Brantford' is a co-operative effort to increase the number of customers and property values. It is only when the man in the shop, earning his \$1.50 per day seeks to co-operate with his bench-mate to reduce the cost of living in order that he may raise his family more respectably, that his chances of success are ridiculed and his efforts obstructed.

"Citizen" and his friends should study the errors of their class in Britain instead of repeating them. In this connection I observe that the retail merchants association of Walsell, England, have elected the president of the local co-operative society (who is also the Mayor) as their honorary president, showing that after many years of foolish and destructive contention, the retail merchants in Britain have evolved a more level-headed, enlightened and just perspective.

"Yours faithfully,

"PRESIDENT,

"The Brantford Co-Operative Association, Limited."

Almost coincidentally with the above, the President of the Hamilton Co-operative concern had occasion in a similar connection to address the newspapers. His letter follows, in part:

"I have always given the Herald credit for fairness when dealing with the workingman's problems, but in your editorial columns of March 11, you, perhaps unwittingly, make statements that are neither fair nor authentic. The paragraph I refer to reads as follows:

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“Last week a “Co-operative Congress for the Dominion was organized, made up of representatives from co-operative societies in different parts of the country. To-day announcement is made of the bankruptcy of the biggest co-operative concern in the country, the Dominion Co-operative Association of Toronto. It is the irony of fate. Industrial and commercial co-operation has been very successful in Great Britain, but it has never taken deep root in Canada, although many trials have been made. Somehow conditions here don't appear to favor the co-operative principle.”

“Permit me to say, and my assertion can be easily verified, that the above society was not by any means the largest in Canada. It was a very small affair. I only know of one co-operative society smaller. It had only been in existence a few months, was organized by promoters, and not by the people, and was not being managed by its shareholders. Furthermore, the chief reason for the assembling of the congress was to make a protest to the government, against the granting of charters to such societies as the Dominion. The co-operators of Ontario had, indeed, some time previously sent the president of the Guelph society to Toronto, to interview Secretary Hanna regarding the unco-operative methods of the above association. It was co-operative in name only.

“We are quite well aware of the fact that some years ago co-operation was tried with indifferent success in Canada, but the real co-operative societies, latterly organized, are without exception in a flourishing condition. For this reason we are very anxious to guard against spurious co-operation with its resultant lack of

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success. There are still in existence in Ontario so-called co-operative societies that the co-operative congress will not recognize nor admit to membership."

The occurrence alluded to in the immediately foregoing, viz., the formation of the Co-operative Union of Canada, is undoubtedly the most significant of recent events having relation to co-operation in Canada. THE CIVILIAN hopes to devote a special reference to this event, and its bearing on the civil service situation in its next issue.

#### CO-OPERATIVE ICE SUPPLY.

Mr. Caron has found on checking over the accounts of monies deposited on account of ice that, in many cases, the names of those making application on the form provided do not appear in the accounts of the bank; also that funds have been deposited in the names of a great many who made no application for ice. This may have arisen from the fact that applicants for ice sent their payments to the bank by messengers, who made the deposit in their own names. It is impossible to credit such payments to their proper accounts. It is suggested that all who sent their payments by messenger and who see this notice, should send a card to Mr. Caron, notifying him of such particulars as may help to straighten this matter out. This is most important, as of course no ice can be supplied on the 1st day of May to any whose payments are incomplete. In this particular it may be well to remind subscribers to the ice scheme that many of the second instalments are still outstanding, and also that the third payment is due on the 16th day of April.

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The office of the Civil Service Ice Supply Committee will in future be in Mr. P. Clarke's office, No. 30 Wellington street. The telephone number is 1969. The office will be open from 9 a.m. to 6 p.m., where tickets for extra pieces of ice may be obtained and where applications for new contracts may be made.

### CORRESPONDENCE.

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

#### A Voice From the Outside.

To the Editors of THE CIVILIAN:

I was much interested in an article under the heading, "The Outside Service," in THE CIVILIAN of March 12, approving the proposed federation of the civil service. Having read a copy of the proposed constitution, I may say I am delighted with it, and the entire undertaking meets with my heartiest approval.

This leads me to ask what does the "Outside Service" mean? Does it

not simply mean the employees who give their time and energy for the benefit of the people, but whose work is outside, or away from the national centre?

May I also ask, then, how it is that of two civil servants, upon the same standing, engaged in the same position of trust and responsibility, one may be officially accepted and placed on the civil service list, while the other is not? An example of this occurs in the Post Office Department. The post office at Windsor and the post office at St. Catherines are practically the same in every respect; yet one office has all its staff on the civil service list, and the other office has not.

Yours truly,  
J. P., St. Catherines.

#### Superannuation.

To the Editors of THE CIVILIAN:

The objections to the draft Superannuation Act of the Civil Service Commissioners may, in my opinion, be summarized as follows:

1. Employees who served many

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years before being placed on the permanent list could not claim under it any benefit for the years so served.

2. All civil servants appointed since 1897, when the Superannuation Act now on the statutes was limited to those civil servants appointed previously to that year could claim no benefit or consideration under it. There is not one word between the four corners of the draft act which would entitle them to superannuation.

3. The act as drafted would necessarily exclude, therefore, from its benefit a large body of the civil servants and perpetuate the discrimination between the civil servants availing themselves of the provisions of the present superannuation act, and those civil servants limited to the retirement fund. In one word the draft act has no retroactive effect. It would apply only to those appointed since the 1st of July, 1908, and introduce a new division in superannuation.

It seems like unmitigated bluff to say that another act could be introduced to meet the case of those left out by the draft act. An earnest desire to supplement the draft act in order to remedy this omission could be crystallized into legal enactment by the addition of one clause to it, and the enlarging of one of its clauses by the addition of a few words. Rules or special considerations for which no authority is given in the act itself may be held out as a sop to appease the feelings of those ignored by its provisions, and who are told to smile and look pleasant for the sake of a reaffirmance of the principle of superannuation, but such speciousness cannot deceive anyone who takes interest enough in the subject to seriously consider it. There is perhaps already enough for the civil servant

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left to the tender mercies of special consideration which serves most to encourage patronage, more tersely "pull."

As regards the draft act it may also be noticed that there is no provision in the Imperial Act which provides that the superannuation of any person shall not be deferred beyond his attaining the age of 65. It is questionable if this provision introducing compulsory superannuation in all cases is desirable or politic, as it would strike very hard at those heretofore legally appointed to the service after reaching the ages of 35 or 40, and those not made permanent until after serving many years, if the act were made retroactive. No superannuation before 65 at least would be a fairer provision certainly in that case.

The Imperial Civil Service Amending Act of 1887 contains the following provision:

"Where a person at the time he becomes a civil servant within the meaning of this Act, is serving the State in a temporary capacity, the Treasury may, if in their opinion any special circumstances of the case warrant such a course, direct that his service in that capacity may be reckoned for the purposes of the Superannuation Acts, 1834 and 1859, and this Act, as service in the capacity of a civil servant, and it shall be reckoned accordingly." That Act is, therefore, twenty years ahead of the Canadian Superannuation draft act.

This subject is of grave import to many of the civil servants. It is a live question. It differentiates itself at once from mere generalities mainly impersonal. It affects more than a mere remnant. It is the question of the hour for those interested. Now is the acceptable time for plac-

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ing civil servants upon an equality as respects superannuation, so far as possible.

## ALEXIS.

(As regards the first portion of the above communication, the portion, namely, which culminates in the assertion that the draft Act "would apply only to those appointed since July 1st, 1908," it is nothing short of waste of time to again point out (for it has been referred to time and time before) that Sec. 3 of the Bill is designed to make the measure retroactive. "Alexis" will no doubt retort, as has also been done time and time again, that if so there should be a set of express provisions designed to cover the points directly. But that is precisely where the judgment of those who drafted the bill and of

the commissioners themselves differs from that of "Alexis." The main object is to set forth in as clear-cut and definite a manner as possible a Superannuation measure; not an adjusting, qualifying set of provisions which, being of temporary application, would be unintelligible within a few years. All this, in the judgment of those concerned with the Bill, should be left to a supplementary measure dealing with those matters exclusively. But to say on this account that the new Superannuation Act would not be made to include those now upon the Retirement Fund is to make the whole agitation for the restoration of Superannuation meaningless and, in a contemporary sense, absurd; and doubtless those who have uncounted periods of service to their credit feel the same way.

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"Alexis" cannot find in the Imperial Acts any reference to compulsory retirement at a fixed age. No more can we, or any man; for it is not there. Under the Acts, the Treasury Board has the power of making regulations, and they have had in force for many years a regulation compelling retirement at the age of 65, with one year's grace in special cases. To this regulation no exception is permitted,—absolutely none. For our part, we are at a loss to conceive how any man who wishes to see the service thoroughly efficient can oppose such a provision. If 65 be not the proper age limit, have the proper one fixed upon; but don't place it very much higher than 65 if you would retain the gift of smiling unimpaired.—Eds.)

## WHY WE ARE A DOMINION.

(From the Toronto News.)

It is said that when the fathers of Confederation were debating as to what the uniting Provinces should be called, Sir Leonard Tilley solved the problem by quoting from the ninth chapter of Zechariah: "His dominion shall be from sea to sea and from the river even to the ends of the earth." Tilley pointed out that British North America extended from the Atlantic to the Pacific and from the River St. Lawrence to the north pole. The Biblical description fitted this land as it did not other country on earth. The upshot was that the federation came to be known as the Dominion of Canada instead of as the Kingdom of Canada.

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## ATHLETICS.

The result of the Marathon race in New York on Saturday last does not necessarily indicate that the Latin races are surpassing the Anglo-Saxon race in the art of physical development. Hayes did as well as was expected. The failure of Shrubbs and Longboat to finish is a coincident; the former was out of his distance, the latter was out of condition. The importance of physical status of a people is, however, brought to mind in these days of great issues. Dreadnoughts we may have, but all said and done, the bone and sinews and muscles which direct our floating fortresses are of some considerable importance. The hearts that beat within the steel walls of a Dreadnought must be bold and true. Former Governor Folk has ventured to foretell that the destiny of Canada is to be swallowed by the United States. Not so, will say every full-blooded Canadian. There devolves upon every citizen the duty of filling his lungs with a satiety of Northern ozone; of filling his skin with muscles, and his veins with red blood corpuscles against the day which is as certain as the fact that history repeats itself.

How many readers of these lines could have undertaken with success the recent scouting expedition between Ottawa and Brockville? The fact remains after all that what we should have is, not only a few who can carry the news from Marathon to Athens, but that the great majority of the people are fit to run half a Marathon and do so in good shape.

Do you, gentle reader, get up and run a few miles before breakfast these bright Spring mornings? If

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you do not, try it. You will find you can do twice as much work during the day with double the pleasure. That headache and irritability of temper will disappear. You will become inspired with hope—with an optimism that will even rise superior to the fear that a certain government measure may not pass this session. Be sure to join the civil service harrier club about to be formed. The result you will find quite as satisfactory as an increase in the amount of your cheque.

\* \* \*

The failure of the O.A.A.C. to set in motion its outdoor athletic programme at the meeting called last week should not discourage the board of directors from future efforts in that direction. It must be borne in mind that for half a generation athletic education has been in the direction of making the boys spectators

rather than participators. It came, therefore, as no surprise that the members of the O.A.A.C. should prefer to sit in reserved seats at the pool tournament rather than go into the committee rooms next door to make plans for harrier or marathon races. May President Ross and his board persevere in their laudable efforts.

\* \* \*

Harvey Pulford is once more an amateur! His reinstatement is due to the position he occupied for many years in the amateur ranks. For nearly twenty years he has played in amateur games. He saw the system of secret payments to amateurs in embryo and in full development; from the supplying of football boots to the payment of a king's ransom. Throughout all this carnival of deceit, Pulford kept himself aloof — unspotted from the world. The unholy thought that an amateur should

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ask for or accept remuneration was repugnant to him; but that an amateur should deliberately hold up a game until his demands for filthy lucre were satisfied, brought the blush of shame to his cheek and filled his soul with righteous and justifiable indignation. These well-known facts having been confided to the Oarsmen's Association, Pulford's reinstatement was naturally assured. Notwithstanding that this may be so, his reinstatement, after open professionalism for several years, does not add any lustre to the dignity of amateur government.

\* \* \*

The keeping alive of the mental and physical energies by a constant and consistent practice of athleticism is well manifested in the person of Theodore Roosevelt. After six years' tenure of the Presidential office, most men would take a day off. On the very day following his vacating of the presidential chair, Mr. Roosevelt walked down to the editorial offices of The Outlook, where an office had been prepared for him, and plunged into the editorial work of that jour-

nal. Here is a lesson in activity for civil servants,—and others.

\* \* \*

There will be space in this number of THE CIVILIAN for only a few of the many important documents presented at the annual meeting of the Athletic Association held on Wednesday evening. The others will appear in future issues as time and space may permit.

Several of the members of the association who are keen on the subject of advanced athletics and aquatics, fearing lest the attendance at the annual meeting might not be as large as would be desired, decided to get an expression of opinion from a few departments on the subject of the acquirement by the C.S.A.A.A. of a properly equipped athletic grounds, if possible combined with facilities for conducting a rowing club. With a very short time at their disposal, these enthusiasts obtained the signatures of several hundred members of the service. The distinctive point about the canvass was that there were no refusals except from the few who generally refuse to do anything either

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to us to look after their clothes—  
there would be more well  
dressed men than there are

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for themselves or for anybody else. The following is a copy of the document which was passed round, and which took the shape of a petition to the Executive of the C.S.A.A.A. :—

**To the Executive of The Civil Service Amateur Athletic Assn.**

The undersigned members of the Ottawa Civil Service desire to give expression to their deep sense of gratitude to the Government for the privileges extended the Association in the use of the Parliamentary grounds; privileges which have been utilized to the full and duly appreciated. At the

same time, looking to the more thorough pursuit of athletics and aquatics by the Association than is possible under the present arrangement, the undersigned are of opinion that efforts should be made looking towards the acquirement of more suitable facilities.

We respectfully petition the Executive of the Association to take this matter into serious consideration with the object of arriving at a speedy conclusion, and we pledge ourselves to support the Executive in any reasonable expenditure involved in this connection.

The Treasurer's Report, submitted at the Annual Meeting, is as follows :—

**CIVIL SERVICE AMATEUR ATHLETIC ASSOCIATION  
TREASURER'S STATEMENT, 1908-09.**

RECEIPTS.

To balance from last Audit—Current Account ... ..				\$99 35
To Membership Fees—	Male	Lady		
	Memb.	Memb.		
Dept. of Agriculture ... ..	54	21	\$64 50	
Dept. of Auditor General ... ..	27	10	32	
Dept. of Customs ... ..	80	7	84 50	
Dept. of Finance ... ..	25	14	32	
Dept. of Gov. Gen.'s Secy's Office...	2		2	
Dept. of Indian Affairs ... ..	5		5	
Dept. of Inland Revenue ... ..	5	2	6	
Dept. of Interior ... ..	76	19	85 50	
Dept. of Justice ... ..	16	4	18	
Dept. of Commons and Senate ... ..	5		5	
Dept. of Marine and Fisheries ... ..	16	2	17	
Dept. of Militia and Defence ... ..	52	6	55	
Dept. of Mint ... ..	19		19	
Dept. of Post Office ... ..	48	5	50 50	

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	Male Memb.	Lady Memb.	
Dept. of Printing and Stationery ...	1		1
Dept. of Privy Council ... ..	7		7
Dept. of Public Works ... ..	12	2	13
Dept. of Railways and Canals ... ..	32	5	34 50
Dept. of R. N. W. M. Police ... ..	8		8
Dept. of Secretary of State ... ..	3		3
Dept. of Trade and Commerce ... ..	10	2	11
	503	99	
To Interest on Rest Account ... ..			553 50
“ Donations for prizes for Athletic Meet ... ..			4 95
“ Balance from Athletic Meet ... ..			90 00
“ Profit on sale of skis ... ..			4 66
			15 03
			<u>\$767 49</u>

EXPENDITURE.

By Supplies for Cricket, \$71.00; tennis, \$49.38 ... ..	\$120 38
“ Supplies for bowling, \$64.95; East. Ontario Bowling Assn. fee, \$5.00 ... ..	69 95
“ Supplies for Quoits, \$11.25; football, \$8.45 ... ..	19 70
“ set lawn boots for horse, \$12; lawn mower, \$7.00 ... ..	19 00
“ rolling lawns and work on grounds ... ..	46 65
“ Services J. H. Stack, \$189.00; services Secretary, \$50 ...	239 00
“ Prizes Athletic Meet, \$89.95; printing, \$17.00 ... ..	106 95
“ whiting, \$8.40; locks and keys, \$4.75 ... ..	13 15
“ Balance tossing blanket, \$2.50; sundries, \$2.94 ... ..	5 44
“ Balance \$193.77, less skis on hand, \$67.50 ... ..	127 27
	<u>\$767 49</u>

Assets—

Cash on hand ... ..	\$ 22 22
Deposit Rest Account, 1907 ...	\$152 60
“ “ “ 1908 ...	105 05
	<u>*257 65</u>
Skis on hand .....	67 50
	<u>\$347 37</u>

\*Placed on deposit in Civil Service Savings and Loan Society.

A. H. BROWN,  
Treasurer.

Audited and found correct.  
J. S. STEVENSON,  
E. L. BRITAIN, Auditors.

### Alley-Bowling.

The C. S. bowling league has concluded its second season and celebrated the event in a blaze of glory and good-fellowship on Monday evening at the Belmont Café. Seventy-two members enjoyed several hours of euchre, and at 11 o'clock sat down to an elaborate supper which was followed by an entertainment of considerable merit. Mr. MacMillan of the Customs Statistics made a few remarks at random, introducing the ladies and other foreign and domestic subjects. Messrs. Murphy and Cook rendered several songs in their best style, and Mr. Doyle favored the company with a clever original monologue, introducing, in story, the names of all the departments engaged in the league as well as the names

of many of the players and the technical terms used in the game. Mr. Heney as usual was delightful in several Habitant renditions, and though not a civil servant, his talents qualify him to the highest position amongst the galaxy of histrionic artists developing in the service. Mr. E. L. Carter won the first prize for the euchre, and Mr. R. C. MacPherson the consolation.

The following are the averages for the best sixteen scores in the bowling league:—

Hutton, Interior ... ..	502.
Stewart, Public Works ... ..	493.6
Lindsay, Audit... ..	481.4
Lapointe, Militia and Mint ...	480.3
Turcotte, Interior ... ..	479.9
Howe, Militia and Mint ... ..	479.7
Bain, Public Works ... ..	478.
Watt, Interior... ..	475.1

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Jamieson, Railways ... ..	468.	McKee, Railways ... ..	408.
Payne, Railways ... ..	467.1	O'Connor, East Block ... ..	407.7
Shea, Public Works ... ..	462.3	Best aggregate—B. Hutton.	
Mann, Geographers ... ..	461.8	2nd best aggregate—H. Stewart.	
McKnight, Railways... ..	461.3	For the cross-alley competition,	
Thomas, Public Works ... ..	460.8	Messrs. Howe and Foster were tied	
Payne, Customs ... ..	459.4	with 589 each. On the play-off Mr.	
Allen, Interior ... ..	459.	Howe took first place.	
Lecours, Militia... ..	458.7	The highest single score, 265, still	
Watterson, Audit... ..	458.	stands to the credit of A. N. Payne.	
McIlquham, Topographical ...	452.7		
Foster, Militia and Mint .....	453.6		
Pinard, Public Works ... ..	450.3		
Morley, Topographical ... ..	448.6		
Douglas, Statistics ... ..	448.5		
Shaw, Statistics ... ..	447.3		
Britton, Railways... ..	440.4		
Lothrop, East Block... ..	439.		
Lessard, Customs... ..	431.5		
Reynolds, Interior... ..	429.5		
Boyce, Geographers ... ..	429.2		
Carruthers, Topographical ...	429.		
Raby, Railways ... ..	427.4		
Green, Topographical .....	426.2		
Sutherland, East Block ... ..	426.		
McMullen, Audit ... ..	425.6		
Artz, East Block ... ..	422.7		
Tache, Geographers ... ..	422.6		
Graham, Public Works ... ..	419.9		

\* \* \*

**The Chess Club.**

The cash account of the Chess Club was received some time ago from Mr. Wattsford, the Secretary, but publication was omitted through inadvertence. The account is as follows:

Receipts.

Subscriptions from 28 members at \$1 each... ..\$28 00

Expenditure.

Transfer of tables, etc., Dec. 11th... ..\$ 1 00  
 Rent of room from Dec. 12th to Jan. 22nd at \$15 per month 22 50  
 2 sets chessmen and boards... 1 80

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Transfer of tables, etc., to Public Works shops, Jan. 27th... ..	50
Engagement calendar... ..	50
Balance on hand ... ..	1 70
	<hr/>
	\$28 00

**MAXIMS.**

By X.Y.Z.

(Larochevoucauld modernized and applied to the Civil Service.)

1. The position of a bureaucrat affords opportunities for the practice of what Leibnitz calls the "infinitely little."

2. The "infinitely little" can generally be defended by chopping logic.

3. There are minds either formed or trained to apply dialectic in aid of any meanness or littleness they may devise. And yet the same minds generally conceive that what they desire is right, and what the other fellow

wants (even if not opposed to what they want) is wrong.

4. This is part of the Puritan spirit and it exists in modern times *minus* the Puritan religion.

5. Hence also is derived the excessive opinion of one's own rights and what is due to oneself, combined with a very imperfect apprehension that anyone, especially a subordinate in rank, has any rights whatever, or in short, that his share extends beyond obligations.

6. Also the virtuous desire not only to get everything for one's self, but the virtuous delight of preventing the other fellow from getting anything.

**CO-OPERATIVE COAL.**

Mr. Caron wishes to announce that the supply of coal for the present year is engaging the attention of his committee, and a circular announcement may be expected in the near future.

**Civil Servants and MUSIC**—If you want some of the hits from the latest comic opera, or perhaps a new Two Step, Waltz, etc., or again perhaps your wife or child [if you have one], requires something in the music line. Remember that we carry one of the largest stocks in **McKECHNIE MUSIC CO.** Canada, and that our prices are always right **Orme's Bldg. 189 SPARKS ST.**

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