

# THE CIVILIAN

VOL. I.

JULY 17th, 1908

No. 6

## Ethics, Not Finance.

### Final Stages of the Salary Question.

It is the plain truth that never before in the history of the civil service has disappointment and unrest been greater than during the past few days. The cause is not far to seek. After months of anxious waiting, the end of the session draws plainly into view, and with it a definite and all but final refusal of the prayer of the service, constant for two years past, for relief from the financial burden.

True, we have the new act. Deplorable would it be if the service did not recognize its great possibilities. But it has fallen upon evil days when the service, in the harassment begotten of the salary difficulty, looks to it and is prone to judge it by that standard alone. The act, of course, is frankly not intended to afford immediate relief. All told, it involves an increase of about \$55,000 a year on salaries account, but of that the Deputy Ministers alone get 40%, the chief clerks an additional 20%, while an approximate estimate of the amount that falls to the share of the second-class clerks—comprising the army of the service—places it at the magnificent total of 5% ! It would not be fair to forget that the ultimate benefit to the rank and file will be proportionately larger than this, but in good truth the relief which it affords for the present is small indeed.

Then, again, we have had the supplementary estimates. On the eve of a promised reorganization, they have caused, in spots, some rubbing of the eyes. Like the new act, their favours

are for the high. It is not too much to say that anger and heart-burnings will be their only fruit if this is all the body of the service is to receive.

Is there, then, no balm in Gilead ? It is useless to go over again and again the plain facts on which the case of the service rests. For our own part we grow weary of the theme. From first to last no answer has been made by any one—for the simple reason that no answer is possible. But at this eleventh hour let us re-state some of the features in the situation that stand out most clearly in the light of the turn things have taken. The House still sits, and everything is possible to the House.

Perhaps the most curious development in connection with the whole case has been the gradual disassociation of the salary question and the question of civil service reform. When it is remembered that the original cause for the appointment of the civil service commission was the need for a readjustment of civil service salaries, and that the first of its findings was to emphasize that need and to suggest a remedy, the irony of the present contretemps is apparent. The questions are not separate, they are one. How can you make an efficient zealous officer of a man who is straining every nerve without success to pay the butcher and the baker and to keep a roof above his family's head ? The reorganization may do something, but there are hundreds

whom it cannot touch and whose steadfast and contented work is essential to the efficiency of the public service.

The salary question is the most frequent ground of difference between employers and employed. The Canadian law has recognized the danger to industrial peace involved in this in a way that is wholly unique. Under the Industrial Disputes Investigation Act, passed in 1906, whenever any difference arises between an employer and his workmen, in an industry which directly serves the public, the matter must be referred for adjustment to a board appointed under the Act. The parties to the dispute need not accept the findings of the board, but if they do not they must face the disapproval of public opinion. The government itself has on at least one occasion referred a difference of its own with the I.C.R. employees for adjustment under this measure, and has cheerfully accepted an award involving an increase in wages. It is less than two months since a substantial increase was granted to over 600 telegraphers along the system of the I.C.R. in recognition of the upward trend of wages, and the increase is an example only of what has happened in every branch of this department within two or three years past. So careful, indeed, is the Canadian law to recognize the right of the labourer to a living wage that a schedule of fair wages must be included as a specification in every contract that is awarded by the government, and two officers of the Department of Labour are constantly employed in the preparation of these schedules and the enforcement of the principle that when a man, however indirectly, is employed by the country he shall not be sweated or paid less than the current market price of his labour. Now, why should this protection extend only to the man who works with his hands and whose work in some cases brings him a greater reward than

that of the lower-paid civil servant? A principle is a principle, and the Royal Commission on the civil service should carry no less weight than a Board of Arbitration under the Industrial Disputes Investigation Act on the claims of, say, the Halifax freight handlers.

It is true, of course, that the civil service is not a unit in the sense that a body of skilled labourers are when employed on a particular piece of work. It is true also that under the old methods of appointment and promotion marked inequalities in desert obtain as between individual civil servants. But that does not render the problem of giving relief insoluble. The service does not ask to be dealt with as a unit. It will be perfectly content if the plain instructions of the commission are carried out and the deserving only selected for treatment which, after all, under the circumstances, means only that to the man who has maintained his efficiency the country will maintain the schedule of pay at which it first engaged him. This is no herculean task. If in the last resort the reorganization of the service were impartially effected on the definite understanding that allowance was to be made in the act of transfer for the changed conditions of living it would allay a great deal of the unrest. To ask for more than this would be to depart from that perfect understanding of the relation of the question to the public interests which has been conspicuously shown at every stage of the representations made on behalf of the service to the government.

We come at the last to the real difficulty of the proposed salary adjustment—the cost of it to the country. To give 10% to the inside service alone would need over \$370,000. The outside service would require a considerably larger sum. These are grave expenditures to contemplate. But as they seem to offer the most serious argument against the increase,

so the ground on which they may be met is the strongest of any. It comes, in few words, to be a question of simple right-dealing. The debt—for if the action of employers generally be a criterion it is a debt—which is owing to the civil service should be paid like any other debt. It has been accumulating in the sight of day for at least four years, and for six months past it has been openly written in the report of the commission as a liability against the country. If provision has not been made to meet it, whose fault is that? There can be no necessity for urging that the country be at least as just a task-master as her own private citizens, and that with her magnificent resources of the present and the future she should hold those that labour for her as worthy of their hire.

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## CIVIL SERVICE REFORM.

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### Further Representations of the C. S. Association.—Details of Important Amendments to the Bill.

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In order that readers of THE CIVILIAN may be acquainted with all the steps taken by the Association in the direction of securing amendments to the Civil Service Bill and of securing a general increase of salaries, it is considered advisable to continue the article, published in the last issue, dealing with these matters.

As previously intimated, a letter was addressed to the Prime Minister, under date of June 30th, asking a favorable consideration of the salary question as based upon the increased cost of living. Omitting the introductory and concluding paragraphs, the letter reads as follows:

“It is now somewhat over a year since the Royal Commission was appointed by the Government, for the

purpose in the first instance of providing a remedy for the distressing conditions that had arisen through the general and prolonged rise in prices. The Commission, we may affirm, found the conditions in question not less painful in themselves and not less inimical to good work within the service than the representations of the Association had pointed out. In addition to general statements in their report as to the evil nature of the situation, they expressly recommended that an increase of 15 per cent. be granted at once — on this special ground of the abnormally increased cost of living—to clerks receiving less than \$1,500 per annum, and an increase of 12½ per cent. to clerks receiving over that amount, provided that on rigid examination they were found deserving. In other words, the Commission recommended an immediate adjustment of salaries to meet the changed economic conditions in the case of all civil servants whose efficiency had been maintained. It was in view of this and of the unequivocal nature of the evidence adduced by the Commission in support of its findings, that we ventured in our previous memorandum to ask that in proceeding to the consideration of the various matters of the Commissioners' report, you would give your earliest attention to the question of salaries, in the two-fold way of securing a better apportionment of remuneration to the nature of the duties performed in certain cases, and of making allowance for the greatly enhanced expenses of living for all.

“It is our desire to-day only to repeat and to emphasize this request in the light of subsequent occurrences. In the view that it may be necessary to deal with the cost of living question in a separate measure we entirely concur. We most earnestly hope, however, that the separation in method of treatment thereby involved may not lead to the opinion that the readjustment of civil service salaries to pre-

sent conditions and the broad question of Civil Service Reform are at all separate in essence.

"In the view of the Association, the salary question is a fundamental part of the larger problem of Civil Service Reform, lying indeed on the very threshold of any comprehensive plan of amelioration of existing conditions. It is in this, we feel, that the force of our petition, from the standpoint of the Government and of the country, wholly rests,—namely, that it is based not on self-interest but on the good of the service, the solution of the cost of living problem being in the finding of the Commission an indispensable requisite of reform. No one could be more convinced than we of the great benefits that will accrue from the new Act; but we no less firmly believe that if provision be not made at once for the large number of civil servants who have been and who are suffering from the present abnormal situation, the proposed reform will encounter at the outset a blight which will delay its full fruition for many years. We would accordingly bespeak your favourable consideration of the proposal that the Government should bring down a measure that will provide the relief that is so urgently needed. \* \* \*

This letter probably constitutes the final action of the Association, for the present, with respect to the salary question. Having proved the justice of its claims, as witnessed by the report of the Royal Commission; having twice, in dignified terms, acquainted the First Minister with the seriousness of the situation, the Executive has discharged its full duty in so far as it could hope to influence the action of the government during the present session of parliament.

On the 6th instant, the memorial committee of the Association addressed another letter to the Hon. Mr. Fisher again directing his attention to the fear entertained that provisions

of section 6 of the bill would prevent the reorganization contemplated by section 8; that clause 38 would, in a somewhat similar manner, operate against the interests of that section of the outside service which is to be transferred to the inside, and asking that some provision be made to prevent this.

Reference was also made to the amendment proposed by the Minister, providing that any person placed in the third division upon the coming into force of the Act, might by the Governor-in-Council, upon the recommendation of the head of the department, based upon the report of the deputy head and accompanied by a certificate from the commission, be promoted to the second division without an open competitive examination. The Association's hearty approval of the amendment was expressed. It was pointed out to Mr. Fisher that if the objections urged against his amendment, during the debate in the House, were allowed to prevail, an apparent injustice would be done those who have rendered efficient service for years, and who are still in their prime for intelligence and practical work, by compelling them to submit to an open competitive examination with young men fresh from college or high school.

The amendments to sections 6 and 38 were not conceded and as this phase of the matter is dealt with elsewhere in this issue it would be superfluous to make further reference to it here. It is highly satisfactory to note, however, that the Minister pressed his amendment with reference to the promotion of clerks of the third division.

The principal changes which have been made in the bill may be enumerated as follows:

1. The commissioners have been given the same status as the Auditor-General and can be removed only upon

a joint address of both Houses of Parliament.

2. The commission has been empowered of its own motion to investigate the workings of the Act.

3. The right to promotion of clerks who, on the reorganization, will be assigned to the third division, have been guarded.

4. The maximum salary of messengers, packers and sorters has been increased to \$800 per year.

5. In connection with the system of quarterly reports, it is provided that adverse or unfavorable reports shall be shown to the persons respecting whom they are made.

6. The section forbidding applicants for appointment, promotion or an increase in salary, attempting to influence the commission, has been amended with a view to debarring others from using their influence on behalf of such applicants.

7. Civil servants are forbidden to engage in partisan work in connection with Dominion or Provincial elections.

8. The rights at present enjoyed by the officers, clerks and employees of the House of Commons and Senate with respect to attendance, office hours or leave of absence, or with respect to engaging in such employment during the recess as may entitle them to receive extra salary or remuneration, are preserved.

9. The clause defining the second division has been amended to read as follows: "The second division shall consist of certain other clerks having technical, administrative, executive or other duties which are of the same character as, but of less importance and responsibility than, those of the first division."

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### ANOTHER OUTSIDE SERVICE DEPUTATION.

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An influential deputation, representing the outside officials of the De-

partment of Inland Revenue, waited upon the Prime Minister and the Hon. Wm. Templeman, Minister of Inland Revenue, on the 9th instant.

They presented a carefully prepared memorial setting forth the importance of the duties assigned to these officials of the service and praying that effect be given to the recommendation of the Royal Commission with respect to increased salaries.

In replying, Sir Wilfrid Laurier paid a tribute to the efficiency of the outside service, and expressed his sympathy with their requests which he promised to place before his colleagues in the cabinet where they would be given earnest consideration. Sir Wilfrid expressed the view that within a few years the outside service would be brought into the inside.

The deputation which was introduced by Hon. R. F. Sutherland, Speaker of the House of Commons, was composed as follows: Dr. Free-land, Ottawa; Dr. Benoit, Ste. Hyacinthe; Messrs. Dupont Hebert, Three Rivers; G. W. Taylor, Quebec; J. B. Beaulieu, Quebec; John Gow, Joliette; T. A. Melville, Brockville; W. Rudkins, Peterboro; J. Noonan, Perth; C. J. Dickson, Kingston; Thomas Fox, Ottawa; Inspector A. Dingman, Kingston; H. W. Wood, Port Hope; T. J. Alexander, London; F. P. Chagnon, Montreal; Chas. George, Toronto; W. Henderson, Toronto; W. Gerald, Prescott; W. F. Miller, Hamilton, and T. M. Low, Montreal.

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The Civil Service Bill received its second reading in the Senate on the 14th instant. An amendment, by Senator Lougheed, declaring it inadvisable to continue consideration of the bill unless its provisions were extended to the outside service, was voted down.

# THE CIVILIAN

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Ottawa, July 17th, 1908

## THE MAKERS OF CANADA.

During the present summer a world-famed celebration will take place on the banks of the St. Lawrence. Nearly every civilized nation on the planet will be represented officially and unofficially while the essential scenes in the early days of Canada will be re-enacted. The dry bones of history will live again, and multitudes will realize something of the heroic valor that spent itself so freely in the making of this young nation. It is by no means wholly a tale of "old, unhappy, far-off things, and battles long ago," but rather of the unconquerable human will at issue with the savagery of Nature and of Man. Well may

the imagination of our people become enkindled as this drama unfolds itself—this unfinished drama, whose first act opens in the middle ages; whose last act lies shrouded from human ken in the awful mists of the future.

There were brave men before Agamemnon—and after; and Canada has had her share of heroes; as discoverers and warriors—Cartier, Champlain, Frontenac, La Salle, Montcalm and Wolfe; as devoted ecclesiastics and martyrs—La Jeune, Brébeuf, Garnier, Jogues, Daniel, and many of lesser fame. The exploits of these men, for sheer lion-hearted valor and fortitude, are unrivalled by those of Cortez and Pizzaro, and are unstained by their atrocious cruelty. There dwelt in them, withal, a manly greatness that recalls the Raleighs, the Grenvilles and the Drakes of England's era of splendor. They it was who rescued this land from the hideous savagery that had brooded over it for so many centuries, and made it essentially what it is to-day.

True patriotism, which is as the life-blood of a nation, springs only from a noble past. Let us be thankful, therefore, for *our* past, and turn to it with grateful memory. Nations, like men, live not by bread alone—a fact worth remembering in these days, when the flower of our manhood bids fair to be devoured of Mammon. Canada, in this her period of adolescence, may well look back in reminiscent mood to her glorious past, that haply she may draw from it some inspiration for the future. Soon she will come to her plenitude of power, and the great hand of Destiny will thrust her forth into the press of the foremost nations, when we shall have need of men and heroes once more.

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“THE GOVERNMENT JOB.”

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The Kincardine Review did a real service the other day when it printed the following. The article may not have been intended to point a moral. Indeed, it has all the ear-marks of a simple statement of facts by a writer who was not thinking of the problem of Civil Service Reform or writing with any covert or satirical allusion to current developments in this connection. If so, the force of the article is all the greater.

“Young man,” says The Review, “be warned in time. Let no one—not even your own self—entice you to seek a public office or what is commonly called a government job. In this age, when your life is young and your health is good, and when an independent competence awaits any man who has snap, some intelligence and a willingness to work, you would be a fool to take a government office. If there are 50,000 office-holders in Canada, depend upon it that 40,000 of them are sorry for being in the list. The other 10,000 are men who got the few public offices that are worth while, or are men who were broken down in health or had been relegated to the shelf. The average public office is not a private snap. Make no mistake about it. From the fury some men show in rushing for a vacant office you might suspect that it is worth while, but note how soon it turns into Dead Sea fruit or apples of Sodom. Once you get it you are measured with red tape. If you say your soul’s your own, some kind friend reminds you that a change of government will see your finish. When you take sick, two-score of your friends will be after your job with the “characteristic fury” you displayed when you were after it. If you recover, they will all be sorry. If you die, thirty-nine of them will, in

the course of a month, regret your death, and curse your successor and the man who appointed him.

“No, sir; don’t do it. If you would be a man among men, if you would retain your ambitions, your self-reliance, your independence, trek northward when a government job is vacant in the south.”

It will be interesting to preserve the above for future reference. It will be in the way of a talisman. If two or three years hence we find such matter in our press we will know what to think of the success of Civil Service Reform.

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We had intended publishing in this issue an article dealing with civil service reform as viewed from the standpoint of the outside service. A gentleman prominently identified with that branch of the service kindly undertook to write the article for us; but recent developments have been such as to render it advisable, in his judgment, to withhold its publication until the next issue, and we must, of course, defer to his wishes in the matter.

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OTTAWA THREE HUNDRED  
YEARS AGO.

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The following is published, not with the idea of providing news wholly. Relating as it does to occurrences that are now some two hundred and fifty or three hundred years old, it can scarcely be called news. But we have many among us, both within the service and without it, who love the place we live in and its environs. Most of these are familiar with the history of the vicinage: to their own great gain. To all such, the beauty of natural objects is enhanced by the associations which link them up with

the past. Still others, however, have forgotten, or never knew,—and the sooner they do know the better,—that our noble river, the Ottawa (noble still, even though our lumbermen, with an eye only to the swill, have had their feet in the trough for long years) was once a thronged highway: a thoroughfare for blessed and un-blessed feet, and the scene of stirring events, often cruel and savage, sometimes noble and innocent, and always picturesque.

The people of Canada are indulging this summer in the luxury of a general retrospect; and, while we follow them through the larger events, we should not miss the local coloring of our own corner of the panoramic scene. With this thought in mind, let us take again to our Parkman, whose ever-fresh tale "holdeth children from play, and old men from the chimney corner."

"On Monday, the 27th of May (1613), he (Champlain) left the island of St. Helen, opposite Montreal, with four Frenchmen...in two small canoes. They passed the swift current at St. Anne's, crossed the Lake of Two Mountains, and advanced up the Ottawa till the rapids of Carillon and the Long Sault checked their course...All day they plied their paddles, and when night came they made their camp-fire in the forest. He who now, when two centuries and a half are passed, would see the evening bivouac of Champlain, has but to encamp, with Indian guides, on the upper waters of this same Ottawa, or on the borders of some lonely river of New Brunswick or of Maine.

"Day dawned. The east glowed with tranquil fire, that pierced, with eyes of flame, the fir trees whose jagged tops stood drawn in black against the burning heaven. Beneath, the glossy river slept in shadow, or spread far and wide in sheets of burnished bronze; and the white moon, paling in the face of day, hung like a disk of silver in the western sky. Now, a fervid light touched the dead top of

the hemlock, and, creeping downward, bathed the mossy beard of the patriarchal cedar, unstirred in the breathless air. Now, a fiercer spark beamed from the east; and now, half risen on the sight, a dome of crimson fire, the sun bathed with floods of radiance across the awakened wilderness.

"The canoes were launched again, and the voyagers held their course. Soon the still surface was flecked with spots of foam; islets of froth floated by, tokens of some great convulsion. Then, on their left, the falling curtain of the Rideau shone like silver betwixt its bordering woods, and in front, white as a snow-drift, the cataracts of the Chaudiere barred their way. They saw the unbridled river careering down its sheeted rocks, foaming in unfathomed chasms, wearying the solitude with the hoarse outcry of its solitude and rage.

"On the brink of the rocky basin where the plunging torrent boiled like a caldron, and puffs of spray sprang out from its concussion like smoke from the throat of a cannon, Champlain's two Indians took their stand, and, with a loud invocation, threw tobacco into the foam, an offering to the local spirit, the Manitou of the cataract."

(It is curious to note that the same expiatory custom is maintained to this day by the Ottawa lumbermen, who from time to time eject into the cataract "expressed juices of the weed Nicotian.")

Again, Parkman says, writing of the time when Frontenac was Governor, about 1690:

"The river Ottawa was the main artery of Canada, and to stop it was to stop the flow of her life blood. The Iroquois knew this; and their constant effort was to close it so completely that the annual supply of beaver skins would be prevented from passing, and the colony be compelled to live on credit. It was their habit to spend the latter part of the winter in hunt-



ing among the forests between the Ottawa and the upper St. Lawrence, and then, when the ice broke up, to move in large bands to the banks of the former stream, and lie in ambush at the Chaudiere, the Long Sault, or other favorable points, to waylay the passing canoes."

These merciless savages of Iroquois, proverbially fierce among the fierce, had become a devastating scourge to the Indians of the Ottawa 50 years earlier. The Algonquins dreaded them extremely. On one occasion,—about 1642,—they harried and destroyed Algonquin villages on the upper Ottawa, and took many prisoners, including women and children. With these they descended the Ottawa, and on the way made mad the hearts of dusky mothers by roasting their babies on spits before their very eyes. To escape the inhuman wolves, one poor woman threw herself into the Chaudiere,—safe there, and only there, from the torture that surely awaited her; safe also from the fiery-eyed furies of memory, too poignant for human nature to bear.

In thinking of the River Ottawa and its environs, we are, perhaps, too prone to restrict the play of the imagination to the thin fringe of time during which the white man has been indisputably supreme. All preceding days are classed as "splendidly null"—vacuous and inane. We do ourselves scant service in this regard. No one should see in the Chaudiere Falls merely a tumbled mass of waters devised by a kind Provident for turning a few mill wheels. For centuries they have been the witnesses of savage joy and sorrow and the *genius loci* should receive its due meed of respectful recognition.

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### REORGANIZATION.

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The feature of the Civil Service Act which from first to last during the passage of the bill through Parlia-

ment, was the cause of chief anxiety to civil servants, was that which provided for the transfer from the old to the new order. Under the clauses which dealt with that important question (clauses 6, 7, 24 and 38) a rigidly automatic change was apparently to be effected, by which salaries were continued the same and rank and classification altered in little beyond the name. There was present from the first the provision (clause 8) which implied a reorganization of the offices and an adjustment of rank and remuneration to the nature of the duties performed; but it was thought impossible that this should be effective in view of the inflexibility of the method of transfer laid down. When the matter was brought to the attention of Mr. Fisher by the Civil Service Association, the minister at once agreed to have it remedied as contrary to the intention of the government, but on opposition to the proposed amendment developing in the House the bill was left as before. A further suggestion of the Association in the matter was not acted upon, and serious anxiety would have been felt by the service had it not been for the turn taken by the debate at the time the point was finally raised. On Mr. Foster alluding to the mechanical nature of the transfer contemplated in clauses 6 and 7, Mr. Fisher replied as follows:

"I appreciate what my hon. friend is aiming at, but I do not really see how it can be avoided in any way. Section 8 provides for an organization declaring the standing and classes of the officers in the service and their standing in the classification. This gives an opportunity, where a man is doing a high class of work, to put him in the classification which that work would entitle him to be in. I do not see how we can very well declare by the Act that a certain work that a man may be doing shall entitle him to be put in a certain division.

\* \* \* Section 8 provides for an

order in council being passed defining the organization of the department and my own interpretation of that was that in that order in council certain work would be declared to be done by such an officer in such and such a subdivision of such and such a division of the general classification. Then if that work was being done to-day by a certain officer I take it that that individual would continue to do that work, and that that work would be put into that classification and that place."

This is as explicit as well could be. There should be little to fear but that in the service which is to be reorganized in a few weeks' time every man should find himself in his proper place, ranking as the duties he performs entitle him to rank, and receiving the salary that is apportioned to his standing. It is a question now for the several departments to solve.

**AN ACCOUNTANT'S APOTHEGMS**

*By Mercutio.*

—A certain man hated change. He was a man of no cents.

—Do not judge a man by his signature; it may be his only form of vanity.

—A foolish person, now dead, sat at an interest table and ate per cent. He would have died at any rate.

—Be not overcareful. The comptometer cannot err, neither can it expect promotion. It counts for naught.

—The auditor thinks that accounts are drawn to be checked, the cobbler that shoes are made to be clouted, the preacher that souls are born to be converted. Duty, which should capture their hearts, has enslaved their minds.

—A misplaced digit is betrayed by the nines. Confidence misplaced is betrayed by the thousands.

—"I rule," said the red-ink pen. "Not if I am otherwise ink-lined," replied the paper.

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—I knew one so set against the English that he was wont to say, "sterling exchange is low snobbery."

—Many a cork is drawn on account of Sundries.

—"He that standeth at a stay, when others rise, can hardly avoid motions of envy," said Bacon. But the supplementary estimates cure all, —except the sober.

—Where the carcase is there are the vouchers gathered together.

—I beheld one toting up millions on a balance sheet, yet he waited for

his change when he bought a paper. Many are the morals.

—More important accounts are kept on the backs of envelopes than in the ledgers of a nation.

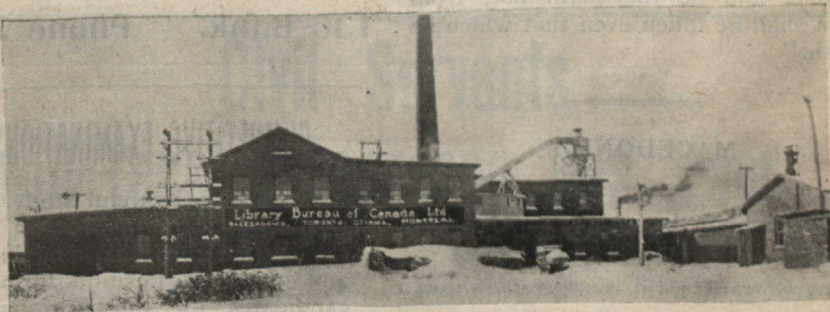
—He that makes a sinking fund of calm thoughts need never fear the calls on life's double liability.

—Consider the lazy ledger-keeper. How full is he of contradictions! Although he accumulates principals, he is without any; he adds interest, yet he takes none.

—From logarithms to loose-leaf ledgers, many are the devices to shorten labour, and still the brain has no eight hour day.

—A fountain pen sheds the most ink when nearing emptiness. There are others.

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## SENTENTIOUS SAYINGS.

By Demosthenes.

Civil servants should be kept pretty cool this weather by the amount of cold water that is being poured upon them.

Commodities in Ottawa are advancing in price; doctors have raised their fees; C. S.'s are to be taxed,—these are some of the material results of a nebulous and futural increase!

The 'simple life' is likely to be popular in Ottawa for the next few months,—that is until the 'genus homo,' the C. S., is extinct.

A prize of \$5 (the donor is a C.S.) will be given for the best possible meaning of C. S.—'clean stony' is barred.

Many C.S.'s are leaving the city this summer,—two car-rides to Britannia or one to Aylmer may be indulged in by most without being considered *unduly* wreckless.

"He that hath, to him shall be given; and he that hath not, from him shall be taken even that which he hath."

## MACEDONIUS.

"They gather in the vintage year by year,  
And one who cuts the clusters, if he find  
Some wayward tendril, is not wroth, I trow.  
Thee too, thou rosy-armed one, thee, my dear,  
My heart's delight, in mine embrace I bind  
With tender fetters, and so gather now  
Love's vintage in. I care not, neither stay  
For summers or for springs to come, since thou  
To me art full of loveliness alway.  
So be thou ever young and full of grace;  
But should I chance to find athwart thy face  
Some slanting wrinkle—it shall never move  
me,

Because I love thee!"

(Translated from the Greek by

ALMA STRETTELL)

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**BONJOUR—ET BONSOIR !**

—  
 “ La vie est brève,  
 Un peu d’amour,  
 Un peu de rêve,  
 Et puis bonjour ;

La vie est vaine,  
 Un peu d’espoir,  
 Un peu de haine  
 Et puis—bonsoir.”

—ANON.

---

**CO-OPERATIVE PURCHASE OF  
 COAL BY CIVIL SER-  
 VANTS.**


---

For some time past a movement looking to the purchase of coal on a co-operative basis for the benefit of civil servants has been in progress at Ottawa. A correspondence was begun in the first instance with certain wholesale coal dealers in the United

States with a view to obtaining information as to the terms on which a sufficient supply would be available. By the middle of June these and other similar negotiations pertinent to the enquiry had reached a stage at which a definite announcement of prices and arrangements was possible. The matter was accordingly brought to the attention of the executive of the Civil Service Association, and the assistance of that body sought in introducing the project to the rank and file of the service at Ottawa.

It was recognized from the outset that the Association could not become in any way responsible for an undertaking that at the best would involve the interests of a portion only of its membership. It was felt, however, that inasmuch as the object of the proposed purchase was for the benefit of civil servants, the association might fitly lend the aid of its organization in disseminating information as to the scheme among its members, and

---

## Civil Servants will receive Increase this Year

Probably not in their salary, but if they buy their winter's supply of COAL and WOOD they will receive a considerable increase in QUALITY and HEAT over those that purchase from other dealers.

I handle the celebrated **Lackawanna** Hard Coal and once you have given me a trial you will not buy elsewhere.

Finest quality, well screened Coal and a prompt and polite service has been the MORRIS Motto all the way through.

### **Be wise and buy now at summer prices.**

Refuse any but the **Lackawanna** brand of Coal and you will have a comfortable home this winter.

Call at the Head Office 118 Sparks St., or at any of my other numerous branches, and your orders will receive every attention.

PHONE 2288

**W. D. MORRIS**  
 Coal and Wood.

might bear the small initial expense of issuing a circular to the service. A sub-committee was subsequently formed, consisting of Mr. A. E. Caron, of the Department of Agriculture; Mr. R. H. Coats, of the Department of Labour, and Mr. H. LeB. Ross, of the Department of Railways and Canals, to whom the carrying out of these preliminary arrangements was entrusted by the Association.

In accordance with the above a printed circular was distributed in the various Departments, during the third week of June, in which the exact terms on which the coal might be obtained were set forth, and applications suggested from such as might approve of the proposal. For a strictly high-class grade of anthracite, known to the trade as "Genuine Hard Lehigh," a price of \$6.85 was reported as possible for July deliveries; for August delivery the price quoted was \$6.93, and for later delivery, \$7.00. A general description of the arrangements contemplated was given, but the main object of the circular was to test the feeling of the service as to the plan, and to obtain some definite data as to the amount of practical support its promotors might rely upon.

The circular elicited the fact that upward of one hundred and sixty civil servants were willing to embark upon the undertaking with orders ranging from four to twenty-five tons each. These orders were at once classified by the committee—which now proceeded to launch the venture formally—according to the time at which deliveries were required, and a second and third circular were issued to the applicants giving final details as to the arrangement and instructions as to the necessary procedure.

According to the plan adopted, which is strictly co-operative throughout, no coal will be delivered in advance of payment. It is assumed that applications have been made in absolute good faith and that the applicants will lend all the assistance in their

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power toward the success of the scheme. An account has been opened with the local branch of La Banque Nationale, in the name of "The Civil Service Co-operative Coal Fund," to receive the deposits of the co-operators and to be administered by the above committee under the supervision of the bank, for the sole purpose of purchasing and transporting coal for the depositors. Already the deposits considerably exceed \$1,000, and some four carloads of coal have been ordered from the mines, and are expected shortly. Meanwhile, additional orders are coming in, and the total amount of business in sight for the season as a whole will probably exceed six hundred tons.

The committee has endeavoured in every way to ensure a first-class quality in the coal to be delivered. Of the various qualities for which quotations were obtained, only the highest priced

was accepted, it being thought better to present less favourable financial showing than to run the risk of complaints on the score of quality from consumers. The grade selected comes highly recommended from consumers in the United States, with which the committee has been in communication. When the first consignment is received it is the intention to have an analysis made and to have the results published so that doubts may be set at rest.

As the committee is required by the bank to have funds in hand for all orders placed with the dealers (the dealers consigning the coal to the bank and receiving payment therefrom) it is urged that for economy of time deposits should be made by applicants at the earliest date possible.

Further details with regard to the progress made by the committee will be published from time to time by THE CIVILIAN.

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MONTREAL

## CIVIL SERVICE ASSOCIATION OF CANADA.

It is hoped that the committee on the federation of the different organizations of civil servants in Canada will have its report ready the next regular meeting of the Executive. It has a big and important task in hand and further action is awaited with deep interest. The committee is composed of Messrs. F. H. Paget, convener; R. H. Coats and H. LeB. Ross.

Another committee which is dealing with an important matter is that having charge of the question of the assessment of civil servants' salaries. The members of this committee are Messrs. R. H. Coats, convener; A. E. Caron and G. S. Hutchinson. They have gathered a great deal of valuable information, but will not be in a position to present a definite report until the decision of the Supreme Court is given on the appeal of the government employees of St. John, N.B.

The bringing of the employees of the Senate and House of Commons under the provisions of the Civil Service Act opens up a most promising recruiting field for the Association. There are a number of able men connected with the staffs of both Houses and they should be given an invitation to enter the fold at once.

The thanks of the Executive are due to Mr. W. J. Code for the efficient manner in which he has performed the secretarial duties during Mr. Payne's enforced rest.

## FIELD WORK OF THE GEOLOGICAL SURVEY.

Although some of the field parties sent out by the Geological Survey left Ottawa somewhat later than usual, all are now at work, and special attention is being given this year to the west. Mr. D. D. Cairnes is examining the

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AND FURRIER.

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coal areas near White Horse. Mr. Joseph Keele, who spent last winter on the Great Divide at the head of the Pelly River, will continue his exploration of that region. The copper and iron deposits of Texada Island are being investigated by Mr. R. G. McConnell, and Mr. R. Graham is surveying the Pacific coast and inlets north of Kingcome Inlet. Mr. W. W. Leach is making a reconnaissance survey of the Bulkley valley, where valuable coals and ores have been found. The Hedley camp in the Tulamen district will be reported upon by Mr. Chas. Camsell. A detailed study of the geological structure of the Phoenix camp is being made by Mr. O. E. Lerot and Mr. W. H. Boyd will make a topographical map of the same district. When this work is completed, Messrs. Lerot and Boyd will carry on similar work in the Slo-can district. Prof. John Macoun, who is at present studying the flora and fauna of Vancouver Island will later in the season report on the causes of the rotting of mine timbers.

The Mount Sicker district of Vancouver Island, where extensive mining developments have recently been made, is being examined by Mr. C. H. Clapp. Mr. G. S. Malloch is completing his investigation of the coal areas of the Brazeau district. In the north, Mr. Owen O'Sullivan is completing his survey of the west coast of Hudson Bay, and Mr. Wm. McInnis will work on the Churchill river and in its vicinity. Mr. W. H. Collins will study the economic geology of the region near the headwaters of the Montreal River, and Mr. M. E. Wilson the mineral resources in the neighbourhood of Lake Opinatica and northwest of Larder Lake. In the east, Mr. W. A. Johnson is working near Simcoe, Ont. Mr. J. A. Dresser is conducting a geological survey along the line of the Transcontinental Railway east of Quebec. Mr. A. A. Young is in New Brunswick. Mr. Hugh Fletcher and Mr. E. R. Fairbault will continue their work in Nova Scotia, and Mr. R. W. Ells, who is at present in Scotland, will on his return

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investigate the extent of the oil shales of Albert Co. and their possibilities in producing petroleum. Mr. W. J. Wilson will leave in a few days for New Brunswick.

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### CORRESPONDENCE.

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

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#### We Are Too Respectable.

My Dear CIVILIAN:

You are a good fellow, and I rather like you for what you are trying to do, and because you are so highly respectable, but for your own sake I would rather you were not so beastly respectable and a little more of a success. You know an organism which is too good for its environment is just as sure to perish for the crime of unfitness as the one that is too bad.

I have among my acquaintances some very decent, modest, respectable people,—model people; but they bore me to death. I never want to see them. On the other hand, I know some very charming and entertaining reprobates whom I am always glad to see. In this I am like a large number of fellows. Do you catch my drift?

A newspaper or magazine cannot succeed through the mere fact that it means well. It must pander to the taste of its readers.

No doubt, you mean well when you state that on the whole the Civil Service is satisfied with the proposed new Act and you think such is the fact, but is it a fact? I doubt it very much. I have spoken with at least fifty of the rank and file of the service from messengers and packers upwards, and I find nothing but universal dissatisfaction.

Now if the Civil Service organ (yourself) is afraid to state plainly and emphatically wherein the Civil Service is dissatisfied, then it were

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time we called in the undertaker and have you decently and tearlessly interred, for you are more of a burden than an assistance. If you do not know wherein the Civil Service is dissatisfied, it is for you to enquire and find out and let it be known in your best style.

It may have been considered a highly satisfactory conference between Mr. Fisher and the Executive of the Civil Service Association by the members of the Executive and by you, but I hardly think such an opinion is warranted by the outcome.

Now, dear CIVILIAN, think it over. I may be crude and use a ton of dynamite where a shot-gun would answer the purpose, but it appears to me that you require things said to you in a plain way by some one who looks like

Yours truly,

H. McD. WALTERS.

Dept. of Public Works, 10 July, 1908.  
Ottawa.

x

While it is impossible not to admire the spirit of good-will and frankness that distinguishes the above letter, it is equally impossible to accept its main conclusions. Does Mr. Walters really mean what he says about "pandering" indiscriminately to the "tastes" of the service? Recollect that the Civil Service is a composite body, and that, while editors might be engaged in this questionable trade of pandering, the level-headed, fair-minded person (who is certainly in the majority after all) would become disgusted. "Respectability" is not a crime unless it implies a pipe-clayed intellectual and moral equipment. But a hastily-conceived, flash-in-the-pan editorial policy would be a crime of the first order in a periodical such as this.

As regards the Civil Service Bill, the editors have pointed out wherein they think it defective—it does not provide in a clear-cut, unmistakable

manner for a reorganization of the present service, or for a general increase of present salaries. Apart from these defects, they have given the Bill a hearty support. If they are mistaken in their judgment, it will be easy for anyone to point out their error. An appeal to principle, to sense, or to justice is always sure of space in THE CIVILIAN, and thus the editorial policy, if unwise, may be neutralized. If Mr. Walters, instead of using either dynamite or a shot-gun, will use *arguments*, he will doubtless annihilate us just as effectually; but we will understand the warfare better, and our "respectability" shall not hinder us from profiting by the lesson.—Eds.

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## PERSONALS.

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TRIBBLE — HILL — At "Ingle-nook," Shelburne, Ont., the home of John Palmer, grandfather of the bride, on Wednesday, June 17th, by the Rev. B. R. Strangways, B.D., Emma E. Hill, niece of Dr. Barr, M.P., to J. Norman Tribble, B.A., of the Auditor-General's Office.

J. R. Roy, C.E., is at present in the Chicoutimi district.

---

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All Wise People Drink

# Anglo-Saxon Tea

R. C. Wright, architect, has returned from Three Rivers.

Jas. Hawken, Superintendent of Dredging, is in Quebec.

The new position of Deputy Minister of Interior, has been filled by the appointment of Mr. Joseph Arthur Cote, who entered the Department 20 years ago. He is the third son of the late Mr. J. O. Côté, who was for some time Clerk of the Privy Council of Canada. Mr. Côté was born in Quebec in 1862, and came to Ottawa at the time that the seat of government was permanently fixed here. He was educated at the University of Ottawa and at Bourget College. He is a man of literary attainments and equally proficient in the French and English languages. Mr. Côté was appointed in 1899 as one of the joint half-breed commissioners in connection with the Indian treaty in the Athabasca district on which occasion he discharged the duties assigned him in a most commendable manner. He belongs to a number of fraternal societies and is Commander of Local Tent No. 103 of the Knights of the Macca-bees.

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## ATHLETICS.

### In General.

That certain branches of athletics in this section of this promising and versatile young country have been abandoned as instruments of physical culture; that they are seen now only in menageries for wild and exotic animals; that the brave young scions of our proudest and noblest

families together with their fair and fragile sisters who pay admissions to this circus are taught that the way to gain an advantage over a friendly rival is first to blindfold and then club him to death; that all these facts and conditions are established and exist has never been denied, and it is thought worth while only occasionally to state them. Long live brutality and the education of your babes in the lofty arts of ruffianism. Two of Ottawa's daily papers recently let loose a number of finely modulated maxims on this subject aimed at the annual crop of treacherous assaults garnered by the National Lacrosse Union. The maxims are perennial. For many years they have appeared at regular intervals without the least effect. There are many who believe that there is only one kind of maxim that will avail with our vaudeville-athletic managers, and that is the maxim gun. Peter the Hermit, early in his career, made the alarming discovery that the sermon on the mount was a feeble medium for the ejection of the Saracens from the Holy Land, and Cato the Censor found polite remonstrances of little effect in checking the humors of the Roman Commonwealth. The writer of these lines is neither a hermit nor a censor, but a commentator of Civil Service sports.

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### In Particular.

The C.S.A.A.A. has made lofty professions of athletic purity, but a dark and daring deed unequalled in the history of athletic crime has just been uncovered by a Vigilance Committee of Civil Service lawn-bowlers. The

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harrowing details are as follows: Two days after the 15th ultimo, while yet the pockets of civil servants were bulging with gold-bearing government bonds, and while for the nonce life wore a rosy and optimistic hue, four civil servants modestly professing themselves to be the finest lawn-bowlers in the club, banded themselves together in a rink called the Invincibles and issued a challenge to anybody or everybody to meet them in deadly combat in a game of lawn-bowls. Four other civil servants calling themselves the Allcomers accepted the challenge, and the octonary battle began. The game ended 15 to 8 in favor of the Allcomers. The following account of the proceedings was made out and sent to a city newspaper by the winners: "The Invincibles and the Allcomers met yesterday in a challenge game of lawn-bowls, the Allcomers winning 15 to 8. The rinks were:

Allcomers—Bowker, L., Brown, C. G., MacPherson, R.C., Godard, C. M. (skip) 15.

Invincibles—Thomas, E. A., Duplessis, L., Kilgallen, J., Robertson, W. H. (skip) 8.

2,000 people witnessed the match, which was a continuation of rougher body-checking on the part of the losers than is usually seen in lawn-bowling games. The losers also left the grounds without paying their rivals a share of the gate receipts."

The Invincibles, surcharged with the deadly virus, "win at any cost," handed down to us from the aboriginal proprietors of the Ottawa valley, communicated with the Amateur Burglar and Assassin Featheration Corruption Unlimited, and engaged the services of one of its professional porch-climbers. Acting under sealed orders, the expert repaired to the Citizen Building, Sparks street, climbed to the top, bored a hole in the roof, slid down the elevator cable, and arrived beneath the vault in which are

confined the scribes and pharisees of the Citizen's newspaper staff. Here he met resistance from the printer's devil. A compromise was shortly effected. The Montreal concern had recently patented new methods for the vivisection of athletes by means of lacrosse sticks, and for hanging, drawing and quartering a referee all for the usual small admission fee in the prayerful hope of popularizing these innocent young amusements. In exchange for these useful ideas, the devil withdrew all opposition and agreed to assist in spreading the propaganda.

Rapidly tunnelling into the press-room, the marauder appeared before the astonished eyes of the reporters armed with a hockey and a lacrosse stick. The reporters who, unknown to their parents, had seen these in operation, gouging eyes, extracting teeth, etc., surrendered at discretion and were bound and gagged. And now followed an unexampled instance of humanitarianism. The house-breaker blindfolded the guileless young reporters lest their innocent eyes should witness the dastardly deed about to be wrought.

Rescued at length from their perilous position, the disseminators of useful knowledge searched in vain for signs of murder or pillage. But when the morning paper came out the next day, the skip of the "Allcomers" read with horror the account of his match with the "Invincibles." The MS. had been changed during the night, reversing the score 15 to 8 in favor of the Invincibles, and reversing also the reflections cast upon the sportsmanship of the losers.

A writ is to be taken out against the Citizen Co. for malversion of public news. Ready-made suits are also being made for the whole Invincible team.

### Lawn-Bowling.

Very little has been happening during the past week in the bowling

arena. Owing to delays caused by attention to the grounds and rain, the series which has been in progress for several weeks past has not been concluded. It will be finished this week.

The Civil Service plays the Ottawa Club on Wednesday night. The C. S.A.A. were beaten by 19 points in the first contest, which took place early in June.

The C.S.A.A. had arranged to send a rink of volunteers up to Niagara for the tournament which begins to-day; but the continued sitting of Parliament prevented two of the players from getting away. President Payne and Mr. J. G. Boughner are going up to take part in the doubles and singles.

Interest centres now in the approaching tournament of the Eastern Bowling Association.

#### Cricket.

Since our last number up to the 14th inst., five games were played in the Civil Service League as follows: June 30—Militia 67, Langevin 55; July 3—Mint 49, Outside 50 and ten wickets; July 7—East 75, Langevin 66; July 9—Outside 132, West 32; July 14—Militia 71, Mint 20.

The standing up to the 14th inst. is as follows:

Team.	Played.	Won.	Lost.	Pts.
Outside ... ..	4	4	0	8
East ... ..	5	3	2	6
Langevin ... ..	4	2	2	4
West ... ..	4	2	2	4
Militia ... ..	5	2	3	4
Mint ... ..	5	0	5	0

The last meeting of the cricket committee decided to ally the East Block team and the Mint on account of the scarcity of players in each of these divisions. A new schedule has been drawn up in accordance therewith as follows:

July 16—Langevin vs. East and Mint.  
July 21—Outside vs. West.  
July 23—Langevin vs. Militia.

July 28—East and Mint vs. Outside.  
July 30—West vs. Militia.  
Aug. 4—Langevin vs. Outside.  
Aug. 6—East and Mint vs. West.  
Aug. 11—Militia vs. Outside.  
Aug. 13—West vs. Langevin.  
Aug. 18—East and Mint vs. Militia.  
Aug. 25—East, West and Langevin vs. The Rest.

A Civil Service team, captained by Mr. Raby, defeated the Garrison Football club in a game of cricket on Saturday, July 11th, by 118 to 55. On Saturday, the 18th, a Civil Service eleven will play the Ottawa club on the latter's grounds.

Advertisers will confer a favor by having their copy in the office of THE CIVILIAN not later than Monday forenoon.

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