

Dr. Doughty,

May '20.

Archives

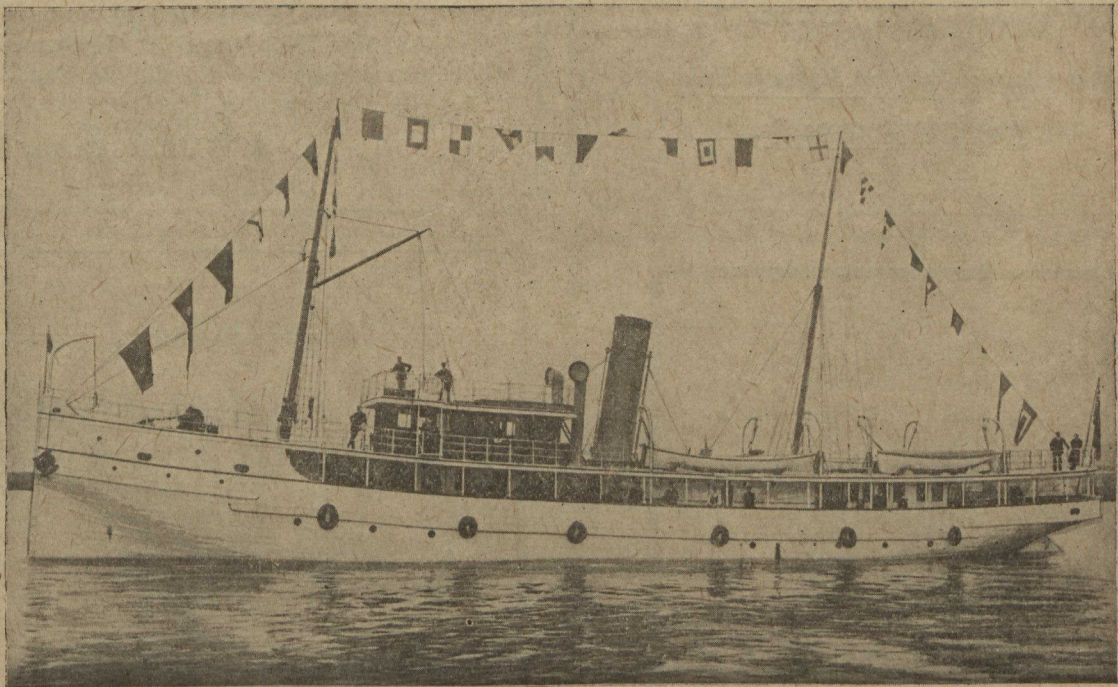
VOL. XIII

NO. 10

THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE
CIVIL SERVICE OF CANADA

HULL, QUE., SEPTEMBER, 1920



S.S. Bayfield, Hydrographic Survey, Atlantic Coast.

Should Civil Servants Strike?
Dominion-Wide Organization.

Doing the Algonquin.
After the Vacation.

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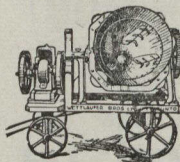
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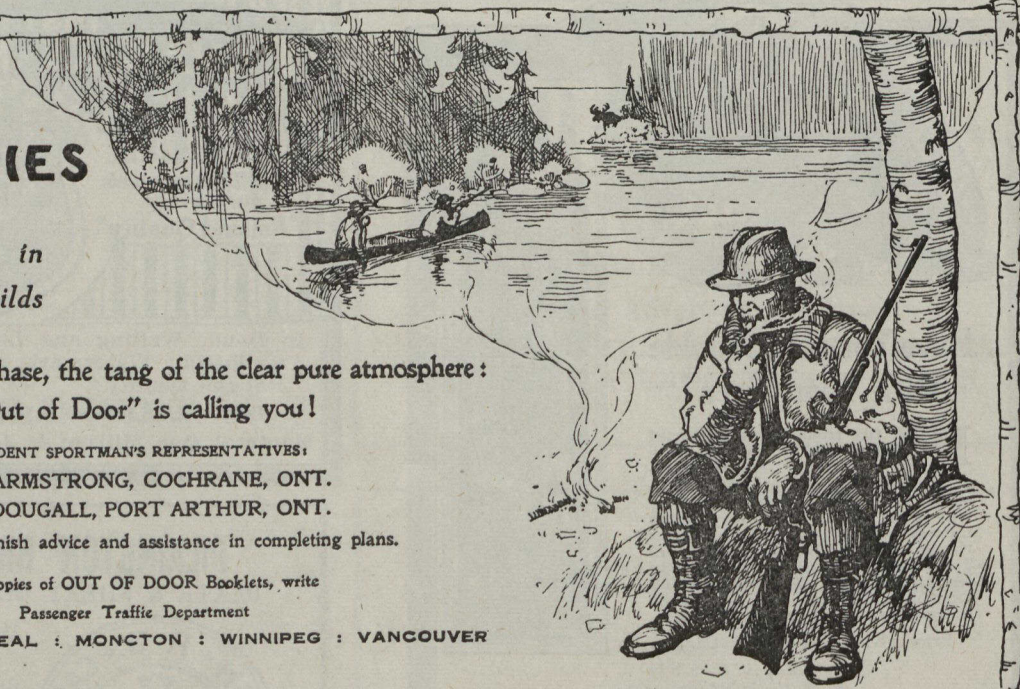
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F. GRIERSON, Business Manager.

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HULL, QUE., SEPTEMBER, 1920.

No. 10.

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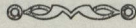
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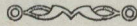
The Civilian realizes that an exchange of confidences must commence at home. Therefore we will outline what we have attempted in this issue and what we have expectations of doing in succeeding issues. As our first interest of course is in matters pertaining to the Service we will endeavor to secure authoritative as well as "live" articles each month on those subjects nearest our heart, e. g. Should Civil Servants Strike? Then there will be special feature articles, illustrated with photographs and depicting the outdoor side of life. Many of our readers must have had unusual experiences about the woods, mountains and seas of Canada, and they should send them in. You will note that our old friend Silas Wegg is continuing to hold forth under the same old sign-board. He has also promised to conduct A Page for Pessimists in the near future, so that there will be no excuse for our readers growing thin. Although it is our ambitious aim to make the magazine as interesting to the fair as to the unfair sex still, in case we don't succeed, there will be space for More Especially Women. There will be photographs, which should appeal to everyone who owns a camera. There will be excerpts Well Worth Reading, from other periodicals; Letters of Note from you to us, and perhaps back again, and the usual items of interest, Mainly About People. Eventually we hope to startle the world with Service Secrets — secrets that should be as lurid reading as any of Sherlock Holmes'. Also there should appear a Household page, a page of Views and Reviews and much pleasant reading from Service organizations affiliated with labor.

Now note this: The Civilian is not a dead-head magazine, but intends to pay as it goes, if necessarily only a nominal fee at first. Manuscripts and illustrations must be original and accompanied by a stamped and addressed envelope, so that they can be returned if such action seems desirable. There is no reason why the Civil Service of Canada should not have a first-class made-in-Canada periodical to represent its interests, its family and its friends, and no reason why The Civilian should not be that periodical. Let us all boost to make it so!

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THE CIVILIAN

DEVOTED TO THE INTERESTS OF THE CIVIL SERVICE OF CANADA

Should Civil Servants Strike?

By William Harris

This is indeed a serious question among civil servants today on both sides of the Atlantic. Although no government's employees have as yet struck en masse, comparatively small bodies have already taken this means to lodge a protest against what they considered unfair working conditions, successfully and otherwise. At first glance the casual observer is inclined to shake his head ominously at the first faint whisper of the subject, but when he has taken time to glance up and down the whole labor line and grasped the fact that practically every form of industry has organized for self-protection against its natural bullies, excepting only government employees, he is apt to view the thing in a different light. But the casual observer is not inclined to bother his head very deeply over any but his own personal affairs. Therefor it is wise to go to more authoritative sources for your pros and cons, such as the government employer, the social reformer and the wage earner himself.

The first appears to be more or less confident that government employees have no more right to strike against the state than a ship's crew has the right to mutiny while at sea. For instance, in a recent issue of "Good Government", the publication of the National Civil Service Reform League of the United States, William D. Foulke, in comparing the status of employees of private industry with that of employees of the state, wrote: "Those in the civil service are not in the same position;... they are the servants of the state; they have not the right to resist the government; they have no right to strike or to combine for the purpose of striking or to exert

pressure of any kind upon their employers by means of their organizations." It is often argued that a strike of government employees might cause great inconvenience and hardship to the people at large who are in no way responsible for the conditions that have called it forth and possess no means of rectifying same; that public service simply must go on whatever the grievance; that life and private property must be protected before all else, and that people enter the service on such an understanding and they must abide by the consequences. The Republican party, which by the way, is doing things that must cause the ghost of that old fighter Roosevelt to show its teeth, even goes so far as to include the following clause in its platform: "We deny the right to strike against the government; but the rights and interests of all government employees must be safeguarded by impartial laws and tribunals;" which reminds one of that little nursery rhyme, "Hang your clothes on a hickory limb, but don't go near the water."

Of course under certain conditions such viewpoints would be justifiable. For instance if state-absolutism, as practised in Germany, is the ideal form of government then individual rights must be sternly repressed; again if the state is infallible, all-powerful, all-wise it would be the height of folly to kick against its shins like a spoilt child every time it was being disciplined for its own good. Then again if a strike was simply another word for insurrection, bloody revolution, the overthrow of democratic government, or even the open-

ing wedge for such, it should certainly be nipped in the bud.

But the social and political reformer is inclined to point out that a government employee does not renounce his right to individual freedom and initiative when he enters the service; he does not become thenceforth a mere cog in the state machinery, compelled to turn in harmony with all the other cogs at the push of a button; neither does he become a child liable to punishment at the caprice of a notoriously indifferent father. He retains exactly the same rights as his brother who has become a miner or a railway-clerk, that is the right to co-operate with his employer in the establishment of the conditions under which he is to work, and to take such action as the law permits, even to the extent of laying down his tools, in order to protect himself against the perpetration of injustice against himself and those depending upon him for their daily comfort and sustenance. The wage earner is apt to be more primitive in his reasoning. He says, "We are going to have a fair living wage, come what may. You are not going to hamstring us simply because conditions have placed our names on your payroll. If you compell us to strike we'll strike, whether you like it or not, and you had better get used to the fact."

The world is fast coming to see this matter in a fair light. During the war the cry of "Red" was heard every time a body of employees drew together to air their grievances. The strike of the London "Bobbies" was a terrible shock to the nerves of middle-class respectability, who were convinced that the bottom had dropped out of the whole social fabric, while

in reality the police were resorting in a good-tempered and orderly manner to the only method that the government seemed to understand. Even our postal employees' strike in Winnipeg was looked upon disapprovingly by the mass of public opinion, who were smelling soviet rule in every wind. Now however a saner spirit prevails. It is seen that under peculiar circumstances a strike, costly and clumsy as it is, is a justifiable means to an end—the end of bettering social, economic and industrial conditions among employees.

"The Nation" (Washington) deals with the subject in a sane and comprehensive manner. To quote:

What is wanted is a radical and reason-

able revision of discipline, and the dismissal of all juggling pretenses that the discipline of any service, public or private, deprives the servants of the reasonable rights of self-determination in the terms of their employment. And, in the last resort, it will be well, and for the public interest when a wider conception of that interest is taken, to allow the right to strike, as a safety valve in the economic system. For, less than ever after this war and its economic consequences, will it be possible to find men of so servile a disposition that they will bind themselves to continue working upon terms which appear to them unjust and grievous without quick and effective means of redress. We fully admit the perils which lie in the submission of economic issues to the final arbitrament, even of the passive kind of

force implied in a strike... But, given a better and more peaceable international situation, we entertain brighter hopes of the organization of our industries and public services, set upon a basis of discipline which shall be substantially self-discipline, and carrying an acceptance of fair conditions because the methods of arranging them are fair, and because publicity can operate effectively to check extravagance in the apportionment of wages, salaries, and profits in public and private work.

Under such circumstances as these the fear of strikes and the cause of them would be eliminated from the minds of the government. The question Should civil servants strike? would be answered before it was asked.



George and Sandy Go After Fish: — Burnt Lake.

Doing the Algonquin.

By Trail-Finder.

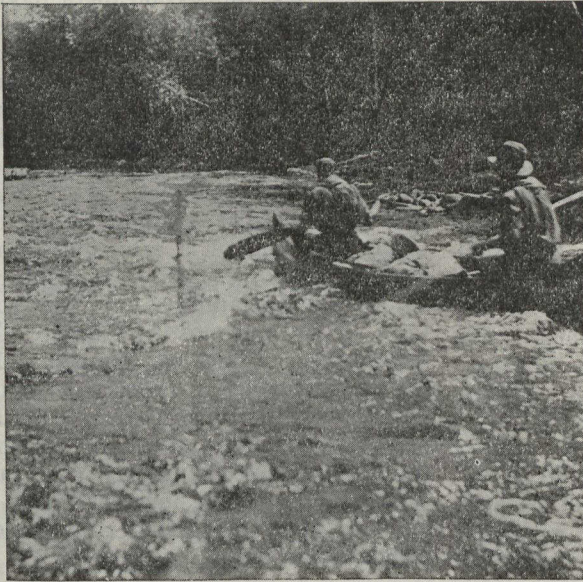
Photographs by the Author.

We had taken bites out of the Algonquin before. This time we decided to "do it", striking in from the south and emerging from the north. A glance at the map showed a long string of lakes and rivers, with innumerable portages, and therefor it was obvious that we would have to travel light. The party consisted of the author's wife and child and a long, lean Scotchman from Edinburgh, with the author as guide. As Sandy was about as green as new peas he could scarcely be trusted with a canoe of his own, and the four of us were forced to

travel in one craft. This was an 18-ft. "Chestnut", staunch but uncommonly heavy. The duffle consisted of the usual "necessities", cut in half and packed in such a manner that it could be toted across the portage by the combined party in one trip. I won't go into the secrets of the outfit, gained from many years of hard experience. Suffice it to say that when "Red Fox" was loaded and crewed, she still had sufficient freeboard to weather a moderate gale.

We hadn't room or patience for carrying city togs into the wilder-

ness, therefor we wore our rather picturesque camp costumes westward on the G. T. R. When we arrived at Joe Lake the sun was getting uncomfortably near the horizon. This did not deter us however from sliding the canoe into the water and striking north. We were able to cross a couple of portages and put three good lakes between us and the rails before darkness called a halt. We strung up the tent in the thickening gloom, boiled a pot of tea (inadvertently) and unrolled the blankets among a stray assortment of sticks and stones



Ticklish Work: — On the Upper Petawawa.

that had congregated beneath the tent. A few score mosquitos endeavored to take the joy out of life, but we swatted a few and left the others to carry on as they saw fit.

The next morning we paddled and portaged and paddled again to the head of Island Lake, and left the water on "the carry" for Otter Slide. Island Lake had become shockingly civilized since our last trip and countenanced a number of flanneled oafs, as Kipling would say, and peek-a-boo waists. Once across the trail into Otter Slide however and such atrocities were a thing of the past.

We camped that night on Little Otter Slide before the ruins of an old lumber-camp. All night the loons wailed mournfully and close at hand an old porcupine gnawed on a deserted bunk. Daylight brought pancakes and bacon and the usual coffee brew, to say nothing of an appetite which even the porcupine might have envied. Now there were five more or less unreasonable portages to overcome — a series interspersed with breathing spells of water — and it was rather late in the afternoon before we arrived at White Trout Lake. Almost every trail struck through tangled raspberry thickets, which were literally dripping with fruit. How heavily the pack sagged, one could not resist the temptation to pause and strip the nearest branches.

White Trout Lake is one of the largest and most beautiful in the

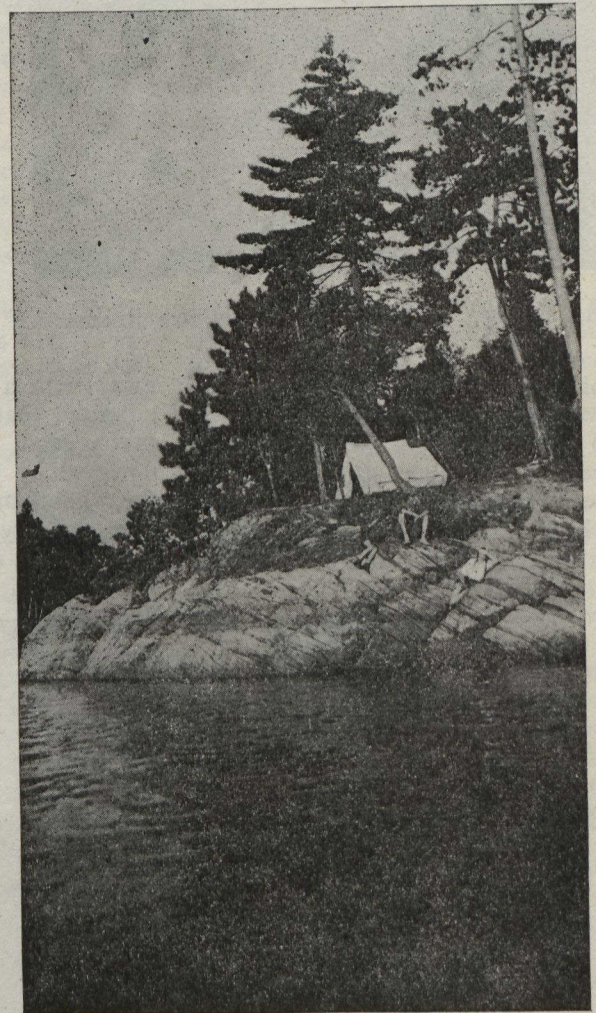
Park, but it appeared to be crowded with visitors. There were at least three couples occupying camping sites that we left should have belonged to us. It was not long however before we found an ideal spot on rocky, pine islet in mid-lake. Here we pitched our tent and built our little Indian fire and prepared to lazy for at least twenty-four hours.

Up to now Mrs. Author appeared none the worse for wear and the papoose, aged eleven, was carrying her pack without complaint. True there was an Indian complexion and a few

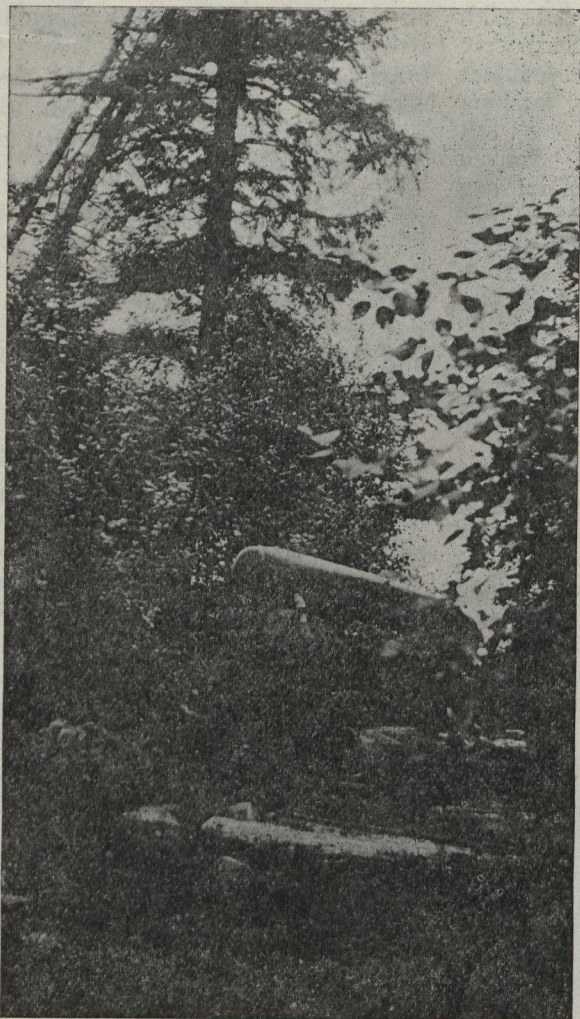
freckles on their city noses, but these were more becoming than otherwise, as they very well knew. Sandy, who was never given to saying anything, had become more silent than usual. You knew he was enjoying himself to the limit by the way he slogged at the paddle and devoured unlimited quantities of porridge. By the way, it was that night that Sandy nearly came to a bad end. He had been out of the tent in the wee sma' hours and on his return struck the tent rope and awakened the squaw. She in turn seized the chief with a hiss of warning. He awoke to sudden action, seized a big blanket and, as a stooping figure was outlined in the mouth of the tent, made no motion to swathe it in the blanket and heave it over the cliff, conveniently near the door. Sandy grunted in time and the movie act was averted.

The next day was one of comparative leisure. While the feminine element tidied up and cooked, the braves launched out upon the deep waters and hauled in trout. An hour gave all the piscatorial grub that the party could make away with.

After such a loaf, we renewed our journey with fresh zeal, going the length of White Trout Lake, with the islands on our port bow and a heavy wind astern. An easy portage put us into Longer Lake, two easier portages put us into Red Pine, and by evening we had run half the length of beautiful Burnt Lake. We carved a camping place out of the shore tangle and dined sumptuously on bacon, desiccated potatoes and fry-pan biscuit, washed down with the ubiquitous coffee *a lait* (condensed). For the last twenty-four hours the wind had been blowing from the south, and by breakfast-time next morning the



An Ideal Camp Site: — White Trout Lake.



The Portage: — Where Positions are Reversed.

rain was coming down in the proverbial sheets. We were forced to crowd together in the center of the 8-by-9 tent, reading Cromwell and munching chocolate. About noon it showed signs of letting up. We took the hint, struck tent and continued rather hurriedly on our way. Now

the weather had us where it seemed to want us and poured the vials of its wrath upon us. All things work for good however for, at the foot of the lake, we came upon Charley's cabin, with the smoke pouring cosily from the chimney, and the wetter and colder we felt, the sweeter seemed the view. Not only Charley, but also George, another fire-ranger from "way back", came down to the landing to greet us and in two shakes our little party was ensconced about the old stove, with their wet garments steaming on the overhead poles and their "billy" steaming on the hearth. Needless to say the squaw was delighted to come in contact with modern improvements again. She rolled up her sleeves, pulled out Charley's flour barrel and rolling-pin and, low and behold, a miracle! — home-made biscuits and apple pie. Even George condescended to make

away with a pie or two and Charley admitted that the stewed figs were pretty good. We got even with them however by pretty well cleaning out their home-made bread tin, for hard-tack and fry-pan biscuits had begun to lose their charm.

We stayed two nights and a day with Charley, the second night having the peculiar sensation of being awakened with the din of a howling wolf-pack in our ears. When we left the ranger's hut our hardships recommenced. After traversing Perley Lake, rapids and rips became our lot, necessitating some slick work with pole and paddle. Although we left some red paint on a few mid-stream boulders, we were able to continue comparatively jauntily on our way until we had put most of Catfish Lake behind us. Again we camped, the beaver protesting in their usual manner. Next morning we came to the head of Narrow Lake and, horrible sight, a log drive jamming it from end to end! That little incident meant a whole day travelling under the canoe instead of in it.

When we portaged in the morning around the dam we were upon the Petawawa River. We were not on it long however. Round the first point we found a chute in ambush and were forced to land again. This proved to be the order of the day. If it wasn't a chute, it was a fall or an impossible rapid. As the shore on either side was rugged and steep a portage was no sinecure. Of course we did not neglect to pause to stoke up, to "snap" the landscape and to get a few deep breaths. Thus we fought along from sun-up to sun-down, when the brave expanse of Cedar Lake lay peacefully before us.

At 3.30 a.m. we boarded the National Railway for Ottawa and at 8 a.m. enjoyed a dining-car breakfast in a way that made the dusky steward roll his eyes in amazement. *Veni, Vidi, Vici!*



A Cosy Refuge for Campers: — Charley's Cabin on Burnt Lake.

How Parliament Talks About Us.

In the House of Commons, the debate on Bill 120, the Retirement Bill, brought out many interesting comments on the Civil Service. A few of them follow.

Hon. W. L. Mackenzie King objected to a proposal of Hon. J. A. Calder (in charge of the Bill) to give the Governor in Council power to call upon the Civil Service Commission from time to time to make a report upon civil servants to be retired. Mr. King said:—

"One feature that suggests itself in connection with the amendment just proposed is the authority vested in the Governor in Council to be constantly setting this machinery in motion for the purpose — I will not say of intimidating civil servants, but at least of making them feel that their positions are more or less jeopardized unless they act always in accord with the wishes of the ministry. There is much to be said in favour of creating among members of the Service a feeling of permanency in their positions. Men very often give up a great deal in order to enter the Service — that is, those who take the higher and more professional positions; and it seems to me that if this amendment is adopted, having the effect of enabling the Governor in Council at any time to instruct some court or other body to examine into the behaviour, so to speak, of individual members of the Service, the Service will be weakened; men will think three times instead of twice before entering the Service. I think the clause is open to that possible objection and ought to be considered from that point of view."

On the other hand, Hon. T. W. Crothers, former Minister of Labour, objected that the Bill made no provision for contributions from the Civil Service, and that the effect of the measure would be to authorize the Government at any time to retire civil servants wholly at the country's expense, and this he thought to be not in accord with the public wishes or with sound public policy. Hon. Mr. Calder admitted the force of both contentions and agreed to put a time limit on the Bill, which was done, as will be seen by the final clause of the measure as printed elsewhere in this issue.

Mr. Cannon, of Dorchester, objected to civil servants being retired for "other cause", as it would put undue power in the hands of deputy ministers. Mr. Calder explained the situation thus:—

"The hon. gentleman, I am sure, understands the situation. Every member of the House knows that in some departments of Government there is an overmanning,

an over-staffing, and what we desire to do is to arrange for cutting down all unnecessary staffs. In addition to that, I think it is only fair to point this out, that without this Bill, the Governor in Council has power at any time to retire any civil servant. All civil servants, as I understand the matter, are appointed at the pleasure of the Crown; but we do not wish to retire men who have been in the Service for a considerable time without making some provision for them, and the chief principle of the bill is to provide something for such men. I think the clause is weak, because it does not intimate quite clearly that we should have power to retire men simply because there is no work for them to do."

On Mr. Cannon repeating and amplifying his objection already stated, Mr. Calder pointed out that provision was made for a report to Parliament on all the cases dealt with, which, he suggested, would be a protection to the Civil Service. But Mr. Cannon replied by citing the once famous Letellier case, in which a Lieutenant Governor was removed from office on the ground that "his usefulness was gone", though his supporters believed, and still believe, that his removal was purely a matter of party politics. He cited also the case of Dr. Decelles, Librarian of Parliament, who, he declared had been retired against his will to make way for a politician chosen for the position. Mr. Calder agreed that "or other cause" was perhaps too wide and substituted the words "or lack of employment".

This led to further debate. For instance, Sir Sam Hughes said, "Suppose the head of a department wished to get rid of a clerk, it might be an easy matter for the deputy head to put this clerk in some office where the work was falling of." In reply Mr. Calder referred to the transfer system as a working system and added: "If any person should be retired under this Bill who was able to fill a vacancy in another department, I am quite sure an effort would be made to find employment for him in that other department." Mr. Crothers, on the other hand, wanted a provision under which the consent of the deputy minister would be required in retirement cases and not leave the matter with the Civil Service Commission "in consultation with" the deputy minister. But he stuck out for the Civil Service in this fashion:—

"There is another thing. I dislike the idea of placing in the hands of anyone the power to retire a man without giving him a chance to be heard. I do not know whether it would be impracticable to provide for his being heard, but it does not seem to me right that a man who has been in the Service eight or nine or ten years should be dismissed without a hearing at all. He may have been in a department so long that he is perhaps unable to take any other position. I would not like to be retired myself without having the opportunity of saying something about it. This should be guarded as a matter of principle, and unless it is considered impracticable by the committee I think provision should be made that the man shall have an opportunity of being heard before dismissal. His removal should also receive the approval of the deputy head."

Sir Sam Hughes concurred in this idea and backed it with his experience in military affairs:—

"I remember years ago in the militia service inspectors and senior officers making reports had the privilege of reporting adversely in regard to their subordinates without showing a copy of the report to the officers whom they criticised. It was found that in very many instances superior officers took advantage of this privilege to the injury of their subordinates. It was my privilege to bring this matter before the attention of the Minister of Militia and Defence long years ago and to have it rectified, so that for a good many years the law has been that no adverse report can possibly be made against an officer without a copy of the report being submitted to him. I would point out that it would be a great advantage to the Civil Service in the matter of responsibility if every adverse report made with regard to a civil servant were communicated to that servant so that he might take steps to obtain redress and prove the falsify of the charge — if the charge were untrue — before the deputy minister or the proper authority, whoever he might be. In other words, the first principle of British justice should be observed, namely, that accused and accuser shall stand face to face. Under this Act I do not see that civil servants adversely reported upon have any chance of being heard at all."

Mr. Mackenzie King was of the same opinion. He said:—

"I find myself in entire accord with what has been said by the hon. member for Victoria and the hon. member for West Elgin. I certainly think that it is only fair, if an officer who has been in the Service, whether for a short or for a long time, is about to be turned out, that he should be given a copy of the report made against him and be allowed to present his side of the case. I think also it is very much to the interest of the Service that the deputy heads should approve of any dismissal that is about to be made. The deputy heads are not anxious to keep in their departments useless material. I think they are only anxious to get rid of superfluous and inefficient clerks; and to take away the approval of the deputy head and leave the whole question of dismissal in the hands of the Governor in Council is simply to give the latter a whip that it can use over the heads of those deputies as well as over the heads of members of the Civil Service. I should hope that any change made would rather be in the direction of strengthening the position of the deputy heads in the matter of securing in their positions clerks that are efficient and faithful and are doing their work well, and removing further and further the possibility of the Governor in Council taking any action in the matter of dismissals."

Mr. Calder in reply pointed out that the Governor in Council could act under the Bill only by the advice of the Civil Service Commission. He added:—

"As regards the other point I am inclined to think we should make a provision in the Bill whereby any civil servant who is to be retired shall know the reason therefor and should have the opportunity of making representations to the commission before their report finally reaches the Governor in Council. I think it is only right and proper that he should have that opportunity."

"Now as regards the other point mentioned, and that is that the deputy head should approve before any action is taken. I have had some fifteen, sixteen or eighteen years experience in connection with government work, both provincially and federally, and I think I am quite safe in stating this: That taking deputy heads of departments as a class, they are the last people in the world who want to remove any of their officials, because there is necessarily a relationship that grows up between the deputy head and his staff and he does not like to do what may be necessary to be done. Now that is my experience; and I think it is far better that the Civil Service Commission, where a relationship of that kind is not established, should have the final say, after full con-

sultation with the deputy heads of departments; as to what should be done in this regard. I was a deputy minister for five years provincially. I know what the relationship is that springs up between a deputy and his officers — from the heads of branches down to even the lowest clerks — and I say again that he is the last man to depend upon to interfere with that relationship, because it is one that spreads over a period of years and there is a friendship formed there that is very difficult to break or to interfere with. Consequently we have thought it advisable to simply include in this Bill that the Civil Service Commission should consult with the deputy heads before they come to a conclusion as to what should be done, and personally I think that is the principle that should be embodied in this clause."

The debate was adjourned at this point owing to an arrangement which had been made to take up other business. On resuming a few evenings later (June 29) Mr. Calder suggested the addition of a subsection which appears as subsection 3, section 2, of the Bill, providing for appeal to the Civil Service Commission. The debate on this point was interesting. The following is the Hansard report:—

"Mr. BUREAU: The amendment proposed by the minister to section 2 is, I understand, that the deputy head shall make the first report with regard to a man whom it is proposed to retire, and shall give him notice. Upon receiving notice, the employee has the right of appeal to the Civil Service Commission. Well, that would be futile, because the Civil Service Commission have already pronounced themselves on the subject, having acted in conjunction with the deputy minister. Do I understand that the employee then has the right of appeal to the Governor in Council?"

"Mr. CALDER: No, he appeals to the commission. The commission report upon the facts to the Governor in Council, and the decision of the Governor in Council is final."

"Mr. FIELDING: The point of my hon. friend (Mr. Bureau) seems to be well taken. The Civil Service Commission are the complainants in the first instance, and if there is a difficulty, the matter is referred back to them; they in the end are to be the court of appeal. Is that not the position?"

"Mr. CALDER: Yes."

"Mr. BUREAU: Furthermore, the report is to be made to the Governor in Council. It is practically the minister who makes the report."

"Mr. CALDER: Not the minister."

"Mr. BUREAU: The deputy minister; and we all know that generally the deputy

makes a report, the minister signs it and whatever the minister says — especially in matters relating to routine or administration of his department, goes, in council.

"Mr. CALDER: What would the hon. gentleman suggest instead?"

"Mr. BUREAU: If you are going to eliminate from the Service men on account of age or on account of physical incapacity, such men should be provided for better than they are provided for by this Bill."

"Mr. CALDER: The question of compensation is another matter."

"Mr. BUREAU: I do not see that this clause offers any remedy to the existing situation, because the same tribunal is handling the matter in different ways. The commission and the deputy head are the people who make up the list of those who are to be retired. Then the civil servant will have an appeal to the same commission which has already pronounced and passed on his case in conjunction with the deputy minister. Then the deputy minister, who has already passed on the case in conjunction with the commission, makes a report to the minister, who submits it to the Governor in Council. It is six of one and half a dozen of the other; it is the same thing."

"Mr. CALDER: Does the hon. gentleman suggest that the appeal should be direct to the Governor in Council?"

"Mr. BUREAU: By the civil servant?"

"Mr. FIELDING: The Governor in Council is not a body to hear appeals. There might be an appeal to the minister, but you could not very well have an appeal to the Governor in Council."

"Mr. CALDER: In the case of the reclassification of the Civil Service, we had a very similar provision to this. The classification was made, salaries fixed and schedules arranged by the Civil Service Commission. If any section of the Service or any persons in the Service objected to that classification, they appealed to the Civil Service Commission; but the Civil Service Commission instead of hearing those appeals directly, appointed a board of hearing to hear them. We might make provision in this Bill for a similar board of hearing to be appointed by the Civil Service Commission. You might get over the difficulty in that way."

"Mr. FIELDING: If there is to be a tribunal of appeal, it does not seem reasonable that the Civil Service Commission, which has originally made the complaint, shall be the final board of appeal. I have not, however, any further suggestion to offer."

"Mr. CALDER: If it be the wish of the committee, we might appoint a special board for that purpose, but I think this

matter can very well be left in the hands of the deputy heads and the commission with the right of appeal, and then with a report to the Governor in Council as to all the facts."

Mr. Calder's amendment was accepted. The discussion on subsequent sections brought out several individual cases of hardship, but it did not appear that they would be remedied under the Bill. There was a discussion on the subject of allowances. Several members found these very low, especially when calculated on small salaries. But Mr. Calder pointed out that the parties affected by the Bill had contributed nothing and were given a maximum of thirty-sixtieths of their salaries on retirement, whereas even those who had contributed all their lives to the Superannuation Fund were given thirty-five fiftieths as a maximum. Mr. Pedlow had brought up the case of a man retired at over 80 years, after 65 years of service, his salary at retirement \$900. Mr. Calder stated that such a man, if retired under the Bill would receive \$450 a year. The discussion went on:—

"Mr. JACOBS: That is practically nothing. If a man were to buy a suit of clothes and a pair of boots it would practically eat up his entire allowance.

"Mr. CALDER: What is the hon. gentleman suggesting?

"Mr. BELAND: I would propose to amend the section by substituting "twenty sixtieths" for "ten sixtieths" in the 19th

line of subsection 2 and by substituting "forty sixtieths" for "thirty sixtieths" in the 23rd line. That would increase somewhat the allowance to a man who would be retired after he had reached the age of sixty-five, had been in the service for forty years and might be considered inefficient for some reason physical or otherwise, and who, though having a family, would be receiving under the section as drawn only half of his salary. Under this amendment he would receive two-thirds. It would cost a little more money but it would do away with a great many hardships which may loom up in the future.

"Mr. CALDER: We can scarcely do that unless we go back and revise the Superannuation law as it now stands on the statute books and under which some hundreds of officials will be entitled to certain allowances. The hon. gentleman proposes that the maximum allowance to be provided by this Bill may be two-thirds of his salary. Under the existing law where officials have themselves paid into the fund for years they are only entitled to thirty-five fiftieths.

"Mr. BELAND: It applies to all.

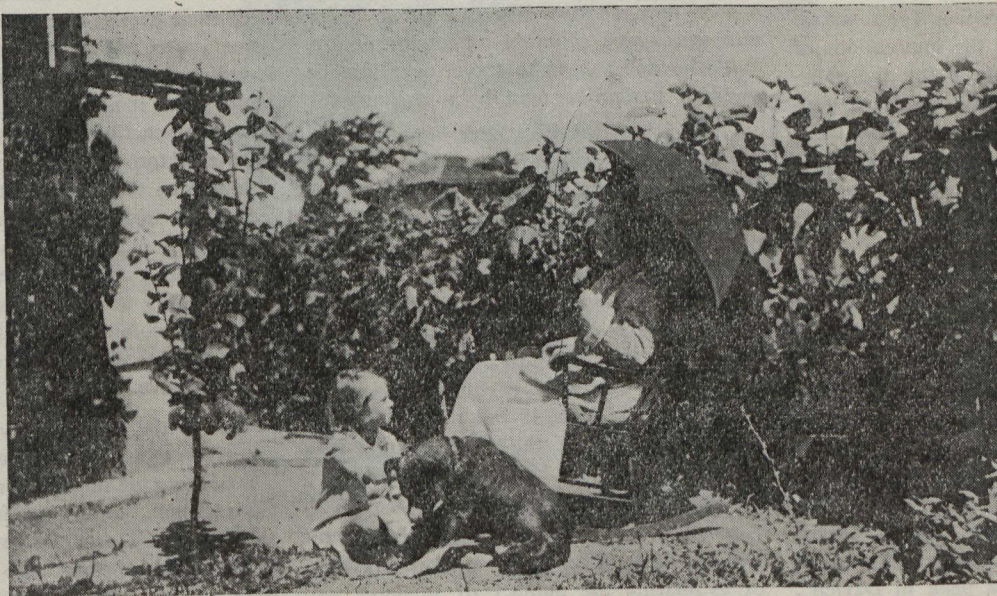
"Mr. CALDER: Does the hon. gentleman suggest that officials that have paid nothing should be placed upon a higher plane than officials who are under the existing law?

"Mr. BELAND: Then keep them in the Service.

"Mr. MOWAT: The trouble is that you are going to have a large number of com-

plaints from men who have been getting about \$1,200 a year. I am inclined to agree with the amendment of the hon. member for Beauce (Mr. Beland). Though it is rather late to change the Government's mind on the point, I would point out that this is a sort of clean-up of the old system of appointing men to the Civil Service not because of their ability and not because of their youth, but because of their importunity and the importunity of their friends. When we are cleaning up the situation we might as well be generous about it and not turn old employees out on the world without making some provision enabling them to support themselves and families in their declining years. It would almost break the heart of a man with a wife and family if he is not capable of continuing in the Service to give him the small sum provided for in section 3. It is rather late but I would hope yet that my hon. friend would see his way to increasing these amounts. Men who have got in there, not from their own fault but simply because of their frailties and incapacity will be thrown out upon the world, because that is what it amounts to."

However, no increase was provided for. A number of other amendments were made, including one to provide (as no retirement money had been voted in Supply) that retiring allowances might be paid out of salaries, and one to safeguard the rights of civil servants in the Superannuation fund and the Retirement fund.



"Shuffle-Shoon and Amber-Locks" — By L.L.

At the Sign of the Wooden Leg

Your
Humble
Servt
Silas
Wegg

After the Vacation

An editor is a vandal. In his relentless pursuit of Copy he invades the most sacred recesses of one's life, strips the gold from the altar of one's inner thoughts, and lays bare, for the momentary amusement of his readers, the privacies and sanctities of his neighbour's fireside. No one suffers more from this organized barbarism than the poor slave known as a "regular contributor". He belongs to the editor and is supposed to stand, or run, or jump whenever his lord and master snaps his fingers.

There are limits even to a tyrant's exactions. When I returned from the temporary paradise known as Annual Leave, "tangled in stars and spirit-steeped in dew", I could not restrain my anger as I was asked by the chief of *The Civilian* staff to prepare a record of my experiences and to re-think on paper the thoughts of those wondrous twenty-one days.

Under pressure of some divine impulse a John of Patmos may recall for this clay world the visions he has been permitted to enjoy of that other world of gold and crystal. No such summons comes to ordinary mortals. The bridegroom is rated as a bounder who transcribes for a magazine or prints in a book the impressions of his honeymoon. A respect for the sanctities and decencies of life forbids a gentleman to open that volume. The three weeks allowed us once a year in which to renew our vows with our hidden lives are none the less impossible of transcription if we are to remain decent folk.

The task is impossible for other reasons. The primary effect of a vacation, and its main good, is to stupefy us. It leaves us tongue-tied. There are "thoughts that do often lie too deep for tears", and others that lie too deep for words. Who is there, with the glamour of the new world upon him, that can hoard for publication the bits of "local colour" or lay traps for errant psychological impressions? Stout Cortez and all his brave companions are pictured for us as "silent upon a peak in Darien". No popular monthly review ever received from one of them an article on "First Glimpses of the Pacific". If such were written it came from the pen of some

penny-a-liner who had never ventured three miles from the Spanish coast.

No, your only story of a vacation must be written before and not after the event. It is when we sit with maps and guide-books before us that we grow lyric over lakes and mountains or are able to tell all about cities and peoples with glowing, if not exact, accounts of their customs and their legends. We are like children with a box of crayons. It is easy to draw wondrous pictures of fairies and dragons we have not seen, adding claws and wings as the fancy wills, but not so easy to depict Tabby sitting there in the sunshine or Rover gnawing a bone. The actual is so insistent. We throw down our pencils, content to enjoy the sunshine with Tabby.

If any parts of our vacations are reproducible they are likely to be some fantastic or unrelated sections, the figments of a dream, for the ideal holiday is a kind of Nirvana. While the noble cathedral we have seen is far from being the edifice photographed for the people at home and rendered eternal on a post-card, the gargoyle on the eastern wall intrudes upon our memories in all its frank actuality — a fact that we can dilate on when aisles and spires and chancels resist description. But who will pay us to travel over Europe to bring back a paragraph on a gargoyle?

I remember travelling once in a smoking-car through the green fields of New Hampshire. I know that the fields were green because it was early summer, and that there were wondrous mists rising with the sun from the lakes — for are not all these things to be seen in the gorgeous folders of the railway companies? — but my only personal return from those hours in New Hampshire was a lazy calculation, consuming all my time if not all my mathematical powers, of the number of burnt matches thrown on the right-of-way during the year from the smoking-car windows. I recall even now the staggering immensity of the total as I continued in my task of estimating the number of smokers on each train, the number of trains running each day, and then endeavored to convert my figures into terms of trees in the forest. If such impressions of a holiday are worth

anything to an editor I might manage to write some day an article on how I spent my three weeks.

Yet, however elusive may be the actual events of one's vacation, the hours spent on hill or lake or ocean being as ineffable as the days of babyhood, there is something that may be talked about, and that is the effect of one's holiday. That is why I have headed this article "After the Vacation". There is a record printed on our deeper consciousness which does not pass away with the freckles. Somehow in the fulness of time this record becomes decipherable. It may be at Christmas that the true meaning of the sunrise on the ocean becomes apparent, but in the meantime we have the freckles and the tan, and these are things of which we can speak with unabashed brows — these and our marvelous appetite for food and sleep, our new delight in just breathing, and our strange appreciation of the concerns of life that had become hackneyed before we took our three weeks off.

A vacation is a plunge into the green depths of the sea. Some may be able to keep their eyes open while under water and come up to tell of the pearly shells they have seen, branching corals or sea anemones, but the most of us can only appreciate the reaction. As far as the wonders of the water world are concerned we are as dumb as the fishes that live therein. All we can struggle to say is, "Come on in — the water's fine." But when we are on the shore again and are re-clad, and the warm blood begins to enliven us, we find a most delightful colour in the fields, a glow in the sunshine, which before the plunge was so oppressive.

This is the reason of vacations. They are given to us for re-creation, and for re-creation not of ourselves alone, but of our environment. It is, therefore, a mistake to split up one's annual leave, as the habit has become of late, into days and half-days, or even six days at a time. These are but shower-baths, or like washing one's face with soap and water, when what is needed is the cold leap into the ocean, with entire forgetfulness of the land.

We take no books on arithmetic with us on our holidays. We are forgetful at times of the existence of the calendar. Still we cannot forget that there are fifty-two weeks in a year and that our annual leave takes up only three of these, not a moon's full orbit. Forty-nine is to three approximately as sixteen to one, which suggests the fancy that the silver of our work-a-day life outweighs the gold of our vacations, but that the gold is the true standard of value. This is only fancy, and we must change our metaphors somewhat to keep in line with fact. Our vacations are not gold alone. Their function is that of the touchstone, which can transmute into gold the baser metal of our ordinary existence. Unless this is accomplished our three weeks may be as well spent in the awful shadow of the electric clock itself.

Some look upon a vacation as a glorified sort of sick leave. These are the people with stomachs and nerves and livers, who are fated to regard everything by its effect upon their health. It may be a fine tribute to an official's devotion to the public service that he spends his annual leave in a

hospital, but there has been no administration so afflicted with sweat-shop principles that it has denied to the members of the service special time in which to fight and recuperate from an attack of illness. Vacations are abused when used as sick leave. Their most utilitarian purpose is to offset that indefinable something called wear-and-tear.

For that reason a vacation should never be delayed until one must have it. Rather should it be taken when the body is fit even though the mind be jaded. It is too precious a liquid to be used as a medicine. I prefer to see the clerk uncork his three-starred bottle and drink from it until his head swims rather than take its contents in teaspoonfuls like cod-liver oil. To maintain our figure of speech, we may liken sick leave to blood bitters, our Saturday afternoons to ginger ale, our statutory holidays to two-per-cent beer, but our annual leave is the real old stingo, valuable as a tonic no doubt, but wasted when used as such. Why spend money on railway fares when a bottle of Venerva can be bought for a dollar?

It matters not so much then where you spent your vacations, so long as it was not at home or helping Cousin John sell groceries, as how you spent them. The housewife expresses one of our deepest longings when she yearns for "somebody else's cooking". The change is the thing in the vacation that counts — the new roads, other fields, different accents. Coming back from contact with these we find a fresher charm in the old streets, a new pleasure in the faces and books, even the Attendance Books, which we had been content to forget for three whole weeks.

Yet it is not alone by the effects of contrast that a vacation and the return from a vacation help us. Our annual leave is our annual leaven, and its good is not known until we realize that it has leavened the whole loaf of our year's existence. It is our golden talent, which we may wrap if we will in a napkin and bury in our backyard, but which when invested wisely will yield us a hundred-fold under the operation of the compound interest of memory.



"Did Anybody Knock?" — *By L.W.*

THE CHURCH AND LABOUR

Under the heading "The Catholic Church Accepts the Challenge", Mr. William Hard, an eminent journalist, recently dealt at some length with the position of the Roman Catholic Church with regard to the rights and duties of employer and employee in these days of social reconstruction. In the course of his article he declares that in view of the attitude of the administrative committee of the National Catholic War Council, as expressed in "their already historic statement entitled 'Social Reconstruction', not again will friend or foe securely call the Roman Catholic Church in America 'the moral policeman of capitalism.'"

"Hear what St. Augustine in the first age of the church said:—

"Hear what Leo the Thirteenth in our own age said:—

'A small number of very rich men have been able to lay upon the teeming masses of the labouring poor a yoke little better than slavery itself.'

Such was the commencement of William Hard's brilliant article which will doubtless accomplish much towards making clear the stand of the heads of the Catholic Church on labour's issues. He deals exhaustively with the recent work of this National Catholic War Council in America which has now been developed into the National Catholic Welfare Council, having a department of social service for work in the field not only of charity but of labour.

After due deliberation, this great organization, as represented by Bishop Muldoon of Rockford, Bishop Schrembs of Toledo, Bishop Hayes of Tagaste, now of New York, and Bishop Russell Charleston, has placed itself on record as being completely in accord with the principle of Collective Bargaining. They admit that there are insufficient incomes for the great majority of wage-earners and contend that there are only two ways of increasing incomes, namely: by the act of the state and by the collective act of the wage-earners themselves.

Speaking with the approval of the National War Labour Board of the government at Washington these bishops dwelt on "the recognition by that government of the right of labour to organize and to deal with employers through representatives of their own choosing", and they have said that: "It is to be hoped that this right will

never again be called in question by any considerable number of employers."

The absolute sincerity of these high ecclesiastical authorities is vouched for by Raymond Robins and by Mr. Hard, a Protestant, when he states that he could testify that one of these four bishops went to some pains to evidence his belief in collective bargaining. The writer points to the fact that Rev. Father Ryan of the Catholic University of Washington went to Johnstown, Penn., recently to defend the steel-workers' right to collective bargaining. He speaks of Bishop Schrembs of Grand Rapids "as the only 'high and mighty' in the city willing to address the striking furniture workers. He quotes Bishop Muldoon of Rockford who says about Socialism: "it is not rooted in the things that feed men's character", and Archbishop Hayes of New York who thinks it sufficient evidence of his good faith to point out that that very eminent prelate has urged all his parish visitors to attend the Fordham University school of Social Service.

These bishops contend, continued the writer, that employees should have gradually greater representation in the following features of the management of enterprises with which they are associated as workers,—hours of work, rates of pay, shop discipline, engagement and dismissal of employees, nature of product and the control of machines and processes. But ultimately, fundamentally, this so-called co-operation must go further, it is pointed out by the bishops. The Catholic Church will not be satisfied with mere representation and voicing the sentiments of their church. They declared, in that historic paragraph talked about by Mr. Hard, that,—

"The full possibilities of increased production will not be realized as long as the majority of the workers remain mere wage-earners." As a means of bringing about a great transition they speak of "co-partnership arrangements" with capital in which the employees "own a substantial part of the corporate stock and exercise a reasonable share in the management" and of "co-operate productive societies" in which the "workers would own and manage the industries themselves."

And so the great Roman Catholic

Church comes out without any reservation whatsoever in favour of the great masses of the people — labour; in favour of all that labour asks for. As Bishop Muldoon has said: "The church takes kindly to collective life" and as the other representatives, have said,—There must be an abolition of the wage system; somehow the majority must become the owners, at least in part, of the instruments of production, and that area occupied in industry by the capitalist as employer must be progressively diminished.

"The organization of labour is not only the right of labourers and conducive to their welfare, but is incidentally of great benefit to society at large. . . . Their efforts to improve their conditions should receive our heartiest co-operation."

This resolution, passed at the great general conference of the Methodist Church in the United States in 1908, amply expresses the attitude of the Methodist Church towards this very important subject, but in stronger terms still, as expressed in a resolution carried at another general conference held in 1912, does this great church place itself on record as favouring the worker's demand, and right, to organize himself. This resolution reads:—

"The immediate application, in every industry, of the principle of collective bargaining, is not only essential to the protection of the modern industrial worker but it is the first step towards that co-operative control of both the process and proceeds of industry which will be the ultimate expression of Christianity in industrial relationships."

There is absolutely no doubt as to the attitude of the American Methodist Church. In 1912 the board of bishops "declared approval of labour organizations and other defensive alliances of all whose interests are threatened or invaded"; in 1916 the board of bishops decided to "Call upon our members as employers, investors or wage-earners to do everything in their power to further measures such as trades agreements. . . . to correct the unjust inequalities in the distribution of wealth", etc.; and in 1919 this body delivered a special message in which it stated that,—

"We favor collective bargaining as an instrument for the attainment of industrial justice and for training in democratic procedure."

More Especially Women

MARCH OF WOMEN THROUGH THE AGES

Mentally to review the march of women through the ages is an inspiration to any lover of progress. To note the barriers—menacing, formidable, impenetrable—that threaten, impede, hurt, and finally collapse into nothingness before unshakable faith and persistent endeavor is to receive fresh proof of the stupidity of the word “impossible”. The bare recital of triumph after triumph piled high into a huge pyramid of achievement would take up many pages of an ordinary newspaper; but in view of the decision of the International Suffrage Alliance to continue to work until a real equality of the sexes has been established in every country it may be useful briefly to summarize the present position of women throughout the world.

In 1868 no single nation had enfranchised its women; in 1920 every continent can boast at least some measure of woman's suffrage, though only one country—Germany—has attained complete legal equality of the sexes.

Political Outcasts

As might be expected, America was the first to lead the way. Wyoming gave women the vote in 1869, but 24 years elapsed before any other state followed the example. In 1914 Australia, New Zealand, Finland, Norway and a handful of American states were enfranchised. Since then 21 other countries have added women's suffrage to their statute books. Women are still in the position of political outcasts in British India, China, Japan, Persia, Greece, Turkey, Bulgaria, Rumania, the Union of South Africa, Serbia, Switzerland, Newfoundland, the Philippines, and the Latin countries of Europe and South America.

Even in the enfranchised countries, the freedom is only comparative. Women have votes on the same terms as men in Austria, British East Africa, Canada, the Crimea, Tzecho-Slovakia, Denmark, Esthonia, Holland, Germany, Iceland, Lettonia, Lithuania, Luxembourg, Poland, Rhodesia, Sweden and Ukraine. In the United States the federal amendment giving women the vote on equal terms with men in all the states has just now been ratified. In the

British Isles women are not allowed to vote at parliamentary elections till they have reached the age of 30. Since the passing of the Representation of the People Act in 1918 several attempts have been made by private members to get the age limit removed, but so far they have proved unsuccessful.

Suffrage in Hungary

In Hungary the women do not vote till they are 24, and then only if they can read and write. The men vote at 21, illiteracy in their case being no disqualification. Russia gave women equal votes with men after the first revolution. Several women were also elected to Parliament and the Cabinet. The present position seems uncertain, but it is reported that many working women have seats on the various soviets.

Political enfranchisement is not in itself a true test of the position of women, though it is generally regarded as the hallmark of emancipation and the key to further extensions of liberty. In France, where women have yet to win the vote, there have been distinguished women barristers for many years. Spain also has recently opened the legal profession to women, though in almost every other respect their public status is very low. Since July, 1919, Italian women have been admitted to all the professions and many public offices. In the autumn of the same year it was thought for one brief moment that the franchise was also theirs: a woman's suffrage bill passed the Chamber of Deputies by a large majority, but Parliament suddenly dissolved before it could be endorsed by the Senate!

Social Equality in Burma

The women of Burma have from earliest times been in a position of social equality with men; and equal franchise was also theirs till the Government of India Bill became law! In the Philippines, too, though not enfranchised, the status of women is high, and they are admitted to all the professions. The position of Swiss women is a matter of surprise to many people. They have had free access to the universities for a long time, and in some cases even act as clergymen, but they are not yet enfranchised. Switzerland, how-

ever, can only be compared with the United States. It is a confederation of 22 independent cantons, each of which has to be gained separately. As the population is largely agricultural and scattered in inaccessible mountainous districts, propaganda is a difficult matter. Nevertheless, all the signs point to the fact that Switzerland will shortly be numbered among the enfranchised countries.

So far as the professional position of women is concerned, America and the Scandinavian countries are the most advanced. America has thousands of women lawyers, many of whom occupy important legal positions. America, too, is the only country where women have gained a real footing in the higher branches of the civil service. The medical profession is practiced by women the world over; and in one country after another the legal profession is slowly opening its doors to women. In Australia a woman lawyer occupies an official position as judge's associate, and a woman was attached in a legal capacity to the Canadian expeditionary force. Of all professions the church offers the most determined opposition to the admission of women.

Clerical Opposition

In Denmark a bill was recently introduced to admit women to all public offices, including the priesthood. The clerical clause was the only one seriously contested, and it was finally decided to deal with it under a separate statute, the agreement of the General Church Synod to be a necessary condition. The free churches have proved a little more amenable, though even in America admission to the ranks of the clergy was not gained without a stiff struggle. In England the Enabling Bill of 1919 extended the power of laywomen in the Church of England. An election has just taken place, women being returned to the House of Laity in the proportion of 10 per cent. To the ministry itself, however, the opposition is as ruthless as ever.

The position of Eastern women is of course appallingly low, and hardly comparable in any respect with that of the Western sisters. Nevertheless, the struggle toward the light has begun. Feminists are concentrating chiefly on education for the moment, and schools and universities have been established in India and Japan. India

is the most advanced of the Eastern countries. The women have had the municipal vote for the presidency of Bombay for about 16 years, and are now striving to get the legislative councils to grant the franchise refused under the Government of India Bill. Persia, too, is moving. The government has opened girls' schools in different parts of the country, and American and English missionary societies have established excellent schools for Parsees, Jews, Armenians and Persians. A society to abolish child marriage has also been started. In Egypt a committee for the emancipation of women has recently been formed.—*The Christian Science Monitor*.

Typing Is Hard Work

Not all users of typewriters realize how great is the quantity of energy that goes to waste in typewriting; in fact, experiments prove that typing is harder work than coal-heaving.

If a typist is locked up in a calorimeter (an apparatus for measuring heat generated by the body) it will be found that at the expiration of two hours' continual work the consumption of heat generated is sufficient to bring twenty gallons of iced water to 212 degrees Fahrenheit, or the boiling point.

It is not the weight of the folios on which the typing is printed or the psychological effect produced by the typing that is involved, but the actual weight that must be brought to bear on the keys.

A better realization of this will be grasped when it is mentioned that to print a letter or figure even faintly requires a force of upward of twelve ounces. The key, however, will then vibrate but gently, so that to get a clear-cut impression, increased weight must be applied.

What this force represents when the calculation is extended to a day's work is both startling and suggestive.

A typist dealing with an average of fifty letters per day, with, say, ten lines to the folio, and eighty letters, stops or spaces to the line, expends enough energy to displace nearly thirteen and a half tons of coal.

Of course, this huge bulk need only be raised a twentieth part of an inch for the twentieth part of a second.

If it were only possible to harness this power we should have the principle of the keyboard applied to machinery, when even the weakest could, in a short time, tap from the points of their fingers force enough to move the heaviest obstacles.—*The Independent*.

* * *

The Woman's Industrial League of Great Britain asked 5,000 firms for a statement

of their experience with women as industrial workers. Nearly 1,500 replies were received from companies whose experience had been encouraging enough for them to retain women in their employ and in many concerns to increase the number.

* * *

HALCYON CLUB NOTES

(Ottawa)

The club rooms, which were closed for six weeks after eight o'clock during July and August, are now open every night. Miss Corrigan is in charge during the day and Mrs. Raymond is the night superintendent. The Advisory Council is perfecting plans for the entertainment and amusement of the members during the coming fall and winter.

* * *

Before this issue of *The Civilian* appears "The Commercial Pageant" will be over. The club however is very grateful indeed to Mr. A. J. Freiman, who so kindly granted it the privilege of partaking in this event. It was much enjoyed by those taking part and the monetary result is most acceptable.

* * *

On Monday evening, September 13th, the Advisory Council entertained Miss Eleanor Ross at tea in the rooms. Miss Ross has been a member of the council for the past two years and it was in view of her marriage on the 15th that this happy gathering took place. On behalf of the council, Miss Doyle presented Miss Ross with a small gift and expressed the appreciation of the members for the work she had done in connection with the club.

* * *

Miss Bertha M. Bayless has been appointed party convener for this year and special arrangements have been made regarding party privileges by members as follows:

A form of application has been prepared and placed on file at the club rooms in charge of the Superintendent. Members desiring to secure the use of the club for entertainment purposes are now required to visit the club and make formal application in writing on the printed form provided. All applications are numbered consecutively and will be considered by the house committee in order as received. Applicants will be advised wherever possible within twenty-four hours whether or not the date asked for can be allotted or not, and every

effort will be made to meet the wishes of members in this respect. In order to avoid, as far as may be possible, interference with the regular activities of the club, the house committee has decided not to allot dates for more than fifteen days in advance.

* * *

Arrangements have been completed whereby a farcical and musical revue, entitled "Oh, Oh, Cindy", will be produced at the Russell Theatre on Friday and Saturday nights and Saturday matinee, January 14 and 15. An instructor from the John B. Rogers Producing Company will come to Ottawa and will assume entire charge of the rehearsals and staging of the production, all of which will be done within three weeks. Ten or twelve principals, male and female, will be required, as well as a large number of others, mostly girls, who will be needed to take part in the various groups and scenes. Preference will be given to members of the club in selecting the cast.

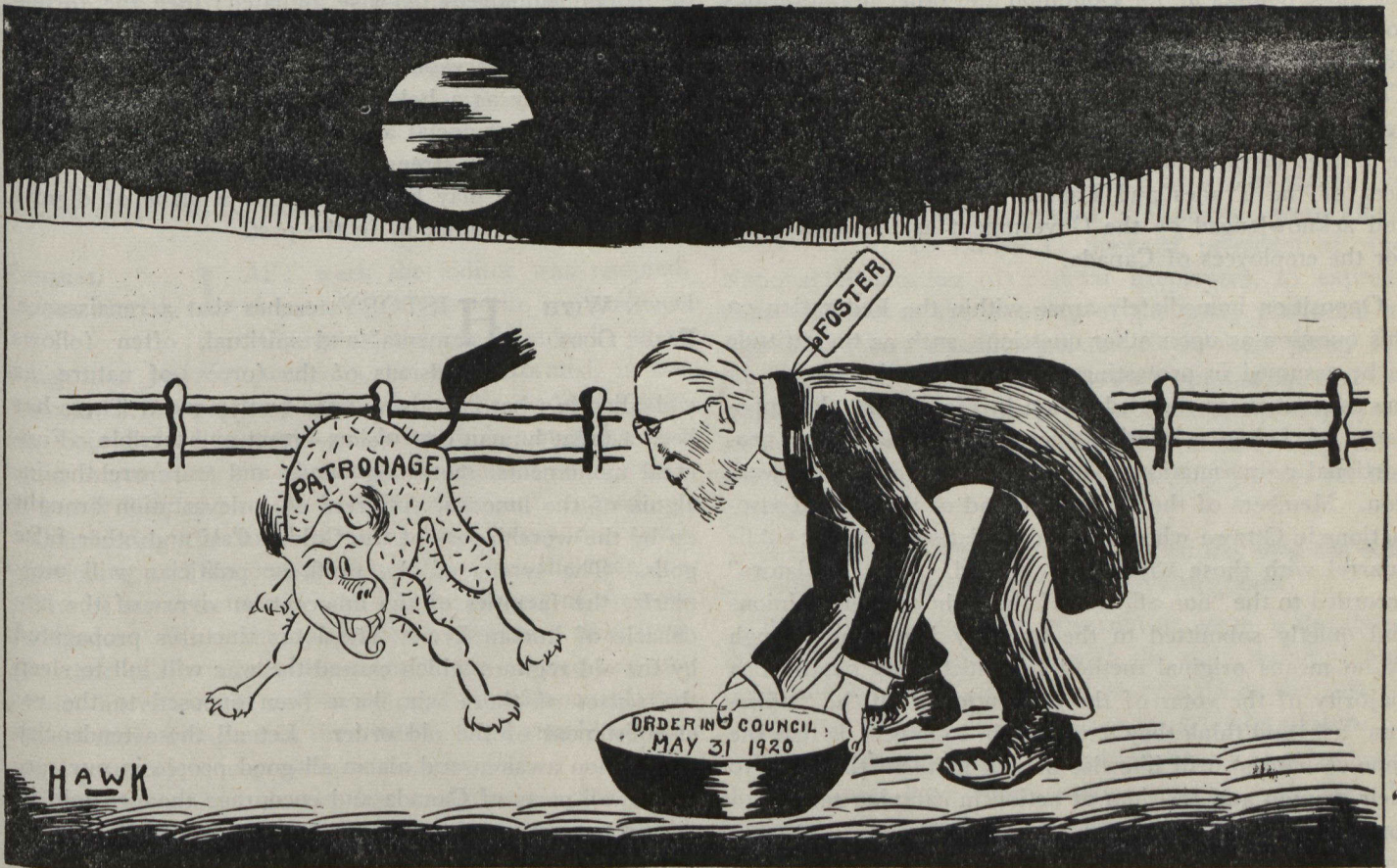
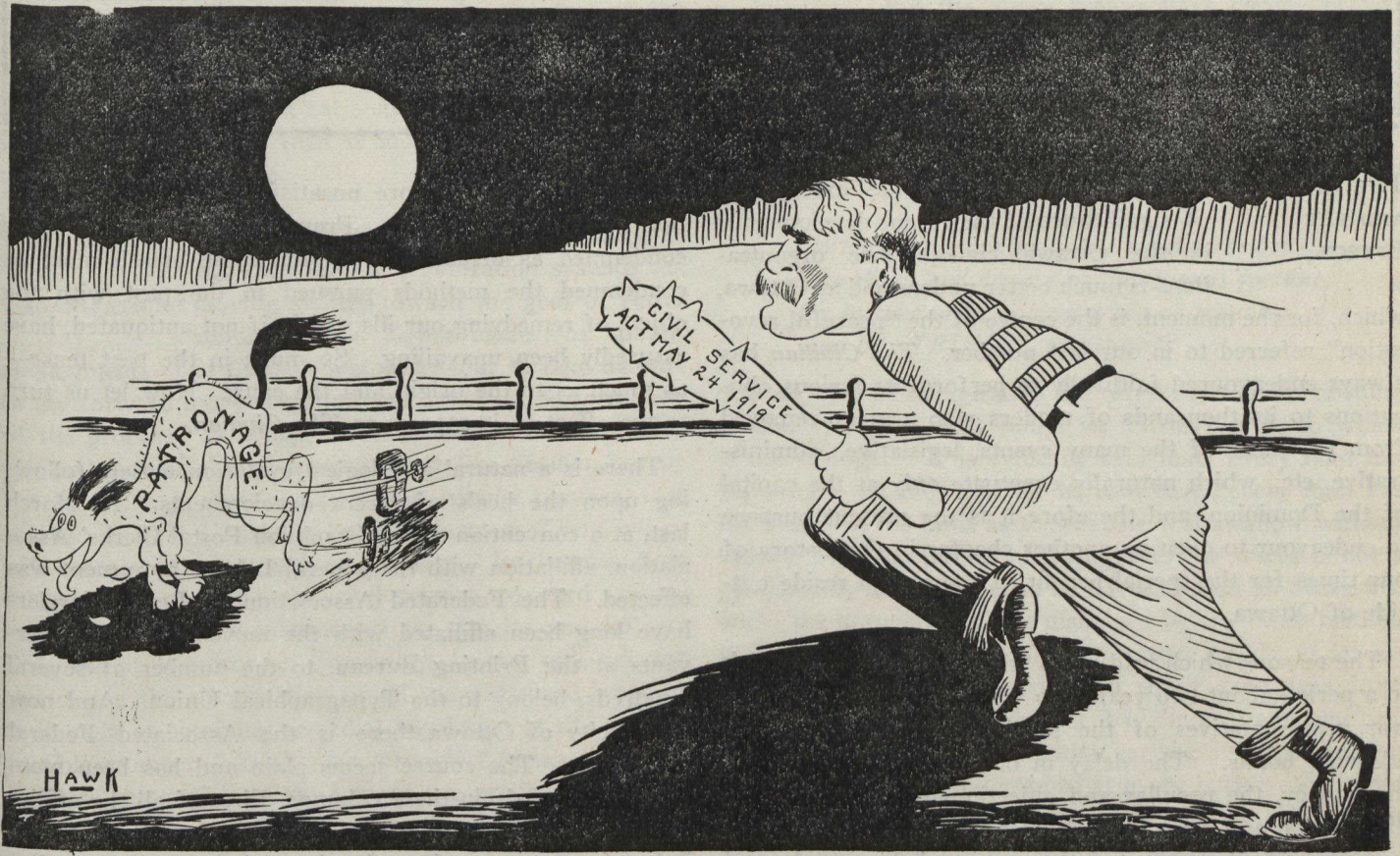
OTTAWA WOMEN'S CANADIAN CLUB

The Ottawa Women's Canadian Club have arranged to hold a public meeting in the Collegiate Institute on the evening of Monday, September 20th, at which Mrs. Henrietta Octavia Barnett will speak on the great housing problem, "The Making of the Home", illustrated with lantern slides.

Mrs. Barnett was the wife of the late Canon Barnett and was his co-worker for many years in the East End of London. There the two reformers founded the university settlement Toynbee Hall, and recently 400 similar settlements in America were able to testify to Mrs. Barnett of the social value of this project.

By much study and much tragic experience Mrs. Barnett came to the conclusion that the only way to solve the housing problem in the cities was to get the people out into the country. She built a garden village at Hampstead on town planning lines, and there she mixed the rich and the poor, and because of her singleness of purpose — the better housing of the people — her appeals to the wealthy were seldom in vain.

In view of Mrs. Barnett's eminence as a writer, social worker and speaker it goes without saying that her lecture will be well worth hearing.



THE EDITOR'S VIEWPOINT

THE CAUSE AND THE EFFECT. THE origin and, to some extent, the significance of the recent developments in the Ottawa civil service organizations is much better understood at Ottawa, which, for the moment, is the centre of the "peaceful revolution" referred to in our last number. *The Civilian* has always endeavoured faithfully to perform its serious obligations to its thousands of readers who are far removed from the scene of the many events, legislative, administrative, etc., which naturally eventuate only at the capital of the Dominion, and therefore it is the present purpose to endeavour to open up another chapter in the history of our times for the special benefit of those who reside outside of Ottawa.

The reasons which lead up to "the revolution" date back to a period about two years ago when, after four years of war, representatives of the service were asking for an adequate bonus. The delay in obtaining the bonus, its inadequacy, the peculiar and objectionable features in its distribution and several other later features in connection with the administration of the service, led a number of the office-holders in our Dominion and other organizations to look about for some means to strengthen our hands, to accentuate and emphasize our appeal to the Government. The only means in sight for such a purpose and the agency upon which the eyes of a number of service representatives became focussed, was Mr. Tom Moore, president of the Trades and Labour Congress and accepted and acknowledged by the Government as the spokesman for the employees of Canada.

Opposition immediately arose within the Federation on this question as upon other questions, such as the attitude to be assumed in protesting patronage appointments. At the convention of the Federation in March last, the opponents of Labour-affiliation succeeded in abolishing proportional representation and gained control of the Federation. Members of the Federation and of the several associations in Ottawa who favoured affiliation made no public quarrel with those who were opposed. The "affiliators" accorded to the "non-affiliators" the right to their opinions and quietly submitted to the quaintly ingenious, though by no means original method by which they obtained a majority of the votes of the convention. All the "affiliators" ask, and think they have a right to expect, is that the "non-affiliators" will likewise accord to them the right to their opinion and freedom of action in carrying same to a conclusion.

Nothing could be more unsatisfactory than the situation in the service to-day. Prevailing conditions must be condemned as deplorable. In the same breath must be condemned the methods pursued in the past with the object of remedying our ills which, if not antiquated, have assuredly been unavailing. So much in the past tense—so much as to the origin and the cause. Now let us turn to the effect as it appears to *The Civilian*.

There is a natural and logical evolution closely following upon the heels of recent developments. In March last, at a convention of the Dominion Postal Clerks' Association, affiliation with the general Labour movement was effected. The Federated Association of Letter Carriers have long been affiliated with the movement. Civil servants at the Printing Bureau, to the number of several hundreds, belong to the Typographical Union. And now in the city of Ottawa there is the Associated Federal Employees. The course seems plain and has been mentioned previously in these columns. First of all the affiliation of all existing civil service associations with the Labour movement; then the formation of other bodies of federal employees likewise affiliated; then the formation of provincial organizations of (a) provincial, (b) municipal civil servants; finally the setting up of a Dominion body as a holding company, as it were, of all these federal, provincial and municipal societies affiliated with Labour. Thus strengthened and reinforced the cause of public service may be placed upon a plane of dignity and honour undreamt of in the past.

DOWN WITH FALSE GODS. HISTORY teaches that a renaissance, mental and spiritual, often follows convulsions of the forces of nature as embodied in what is known as the human race. There has been a great human convulsion—great and terrible. Funereal monuments, mourning bands and tears are the insignia of the innocent sufferers of a devastation brought on by the worshippers of the Golden Calf and other false gods. The syrens of the profiteer politician will mesmerize the faculties of the innocent survivors of the late debacle of human lives. The lotus tinctures propagated by the old regimes which caused the war will lull to sleep the senses of those who have been opposed to the re-establishment of the old order. Let all these tendencies of reaction awaken and alarm all good people in our service in all parts of Canada and encourage them to join in this progressive movement for a more intensified Dominion-

wide society of all kinds of people who are serving the interests of the public generally. Such a course on their part and such a development will contribute to the cause of good government and national honour and stability to a much greater extent than is imagined by many of the readers of *The Civilian*.

DOMINION-
WIDE
ORGANIZATION? **E** VOLUTIONARY developments in civil service organization systems are moving swiftly toward the goal of better conditions and higher ideals of public employment. *The Civilian* will endeavour to take its part in the forward movement, and will assist in the formation of the proposed Dominion Federation of federal, provincial and municipal civil servants, and *The Civilian* hereby reiterates the proposal made in the August number, that as soon as this Dominion body is formed, *The Civilian* will become its organ and its property. In the meantime delegates representing the civil service forward movement, will present resolutions at the Trades and Labour Congress at Windsor on September 13 and will ask for and obtain the co-operation of all the organized workers in Canada in obtaining remedial legislation at the earliest possible moment. *The Civilian* strongly believes that as a result of this action on the part of the progressives,—

(a) Salary schedules and bonus will be consolidated and the scale increased so that public servants may not live the life of the cave-dwellers, without the ordinary amenities of civilization.

(b) The Griffenhagen order in council of May 31 will be cancelled and a system of organization acceptable to the service will be installed.

(c) The Whitley principle of democratic representation of employees will be introduced.

FEDERAL
UNION No. 66. **L** AST week the Editor was tempted, if not inspired, to write a parody on the "Charge of the Six Hundred", there being then just 600 members, he was informed, in the Associated Federal Employees of Ottawa, Federal Union No. 66. Before he could get to work however, he was again informed, to the effect that the number had jumped to nearly 800, and so the brilliant idea was scrapped.

Considering the time of year, when many are away vacationing and the rest good-natured from the heat, the inflow of members speaks well for the success of the new association. When their "speakers" have once paid their 4 o'clock call to all the branches in the service and the service have "caught on" to the real significance of this radical move going on in their midst, there should be few stand-patters left to grouch outside the fold.

The Ottawa Civil Service has a reputation for conservatism to live down. If it had carried its reputation even to the extent of sacrificing its bread and butter, or at least its butter, then it would indeed have been beyond hope of

redemption. But the above figures have clearly proved that it is not.

A STRIKING
QUESTION. **"T**O strike, or not to strike": that is the question." We might appropriately misquote Will Shakespeare still further:

*"Whether 'tis nobler in the mind to suffer
The slings and arrows of outrageous fortune,
Or to take arms against a sea of troubles,
And by STRIKING end them?"*

Both sides of the question are referred to in our opening article. Readers must judge for themselves as to which is the stronger. It is cynically said that "every man has his price." It might better be said that "every man has his limit" — his limit as to what he will swallow without kicking over the traces. Kicking over the traces is not a gentlemanly act, nor one to be advocated on all occasions, but if the horse-fly can't be dislodged by any other method it is manifestly the poor dumb creature's right to let his heels fly. Surely the service can shake itself free from the ills that beset it — whether it is the Griffenhagen bee, or the Bonus bone-of-contention, or the Re-Classification harness, that gauls and cramps at every buckle — without breaking things; but if its master persists in sitting back and stupidly applying the whip he should be prepared to go up with the wagon. Certainly, under such circumstances, public sympathy would be all with the service. But of course the service is not looking for sympathy, but only for a square deal.

WHAT
THE U. S.
SERVICE WANTS. **W** ARREN A. HARDING and Gov. James W. Cox, as well as candidates for both houses of Congress, were asked by Luther C. Steward, president of the National Federation of Federal Employees, to express their views as to the meaning of the party platforms in regard to salary classification and employment policy for the federal civil service. Mr. Steward pointed out that the language of the platforms is not so clear as the employees would like, and asked the candidates whether they were ready to declare in favour of the following policies for the civil service:

"A minimum wage which shall not be less than the cost of living, as shown by authentic investigations.

"Reclassification of the government wage scale above the minimum, in accordance with the skill, training and responsibility of the job, with just relation to the cost of living, and without discrimination on grounds of sex.

"Central administrative control lodged in a body wherein the employees have representation equally with the administrative officers and the general public.

"A civil service court of appeals, with jurisdiction over all cases of discipline and dismissal."

Which only goes to show that other people are having problems to solve as well as ourselves and are going about the solving in much the same way as we are. Our reclassification hopes are certainly in line with those of the N. F. of F. E.; and what is their third policy but a Whitley Council, and their fourth but an Arbitration Board or Grievance Committee?

There is one wide difference at present however between the two bodies of Federal employees: one is widely and powerfully organized, while the other is still in process of being so. The day is not far off surely, when a Canadian civil service, ninety per cent organized and affiliated with Labour, can take an open and decided stand against those ambitious for office whose standards fall short of the mark, and lend powerful support to those whose political, ethical and personal morality dub them fit guardians of a great people.

AN EXAMPLE TO ALL. **W**E presume that our readers gave more than usual attention to the article, "Men, Women and Morale", that appeared in our last issue. First and foremost it shows that honesty in the broadest sense of the word is the best policy to follow by employers in their dealings with their workers. At first glance it seems that The Metropolitan Life Insurance Company has left little undone in its attempts to make its 21,000 employees healthy, wealthy and wise. It not only sees to it that you are fit when you enter its service, but even more important it takes jolly good care that you remain so. How? Simply by giving you the best of everything, from food to recreation, from education to just wages. The increasing cost of living has neither been ignored nor yet handled recklessly, but has been met by a thorough system of classifying, standardizing and increasing of salaries. In spite of it all you persist in falling sick then you are straightway shipped off to the Sanatorium, where treatment is free and loss of salary is provided for by Health Insurance. There is a Staff Savings Fund, Disability Insurance, Life Insurance, and provision for aged and disabled employees, and many other blessings.

Where's the nigger in the woodpile? There isn't any. The Company simply reaps the reward of wisdom, justice and love, as folks do in any walk of life where the system is tried out. It is not difficult to imagine unflinching loyalty, contentment, cheerfulness and efficiency throughout the whole staff, from the president down to the smallest office-boy. In short it is Big Business, with a capital B.

VOTES FOR WOMEN! **C**ONGRATULATIONS are in order for our American Sisters south of us and the United States as a whole. On August 25th Tennessee had the honor of making the thirty-sixth state to ratify the Federal Suffrage Amendment, giving the vote to women, and Secre-

tary of State Colby, the following morning, signed the proclamation declaring the amendment, the 19th to the constitution, "to all intents and purposes a part of the constitution of the United States."

If you run your eye over a list of states taking part in this great act of justice, you will note that whereas there was a veritable land-slide in its favor during 1919 and the beginning of 1920, there was an ominous gap between March 22nd and August 25. During this time you may be sure that the foes of equal suffrage left no stone unturned to defeat the measure and the dust and din of battle more than once floated across the border. But the deed is done, and every such deed makes for a better world. *Saluts a vous O Femmes!*

THE CAT CAME BACK. **I**T is proverbial that cats are hard critics to kill. That terrible monster, the Patronage Feline, seems to possess more than the usual number of lives. When it was run over in November 1917 by Sir Robert in his pre-election pledge it appeared the sickest kind of animal in the Government Zoo. Now, lo and behold, as a result of a private medical consultation, followed by a major operation on May 31st last, Dr. Griffenhagen and Associates, Limited, were called to the bed-side, with every confidence of being able to restore our pet to its old pre-war state of efficiency. It is going to cost the owner a pretty penny before he is through, but dern the cost! Think of the poor cat! (You will see his picture on page 403.)

EDITORIAL NOTES

Compared with a stool-pigeon, a rattlesnake is a harmless little pet. A rattler plays the game fairly to the extent of shaking his rattles loudly before striking; but a stool-pigeon—ugh!—he works silently, gaining the confidence of his victim, then striking from the dark.

The mining interests of the United States are charged with having "cleaned up" \$15,000,000 at the expense of the public during the last four months. And so coal in Canada is now \$17 per ton!

Hog Island, the great government shipyard near Philadelphia, built during the war to overcome the submarine menace at a cost of over \$100,000,000, is now up for auction. Each bidder must submit a certified check for \$1,000,000. (No civil servant need apply!)

WELL WORTH READING

[Articles and Excerpts from Our Exchanges Dealing with Subjects of Interest to the Service as a Whole].

Increased Production and Undiminished Poverty

In 1911 President Taft said:

Mr. Holmes, of the Department of Agriculture, in the Yearbook of that department for 1899, points out that between the years of 1855 and 1894 the time of human labor required to produce 1 bushel of corn on an average declined from 4 hours and 34 minutes to 41 minutes.... Between 1830 and 1896 the time of human labor required for the production of a bushel of wheat was reduced from 3 hours to 10 minutes.... Between 1860 and 1894 the time of human labor required for the production of a ton of hay was reduced from 35½ hours to 11 hours and 34 minutes....

In the Valve World, July, 1911, T. R. Crane said:

It is claimed that 50,000 people, with the aid of machinery, now do what it required 16,000,000 persons to do a few years ago.

That is, 320 times as much.

In spite of this greatly increased production, it is claimed by Henry George and many other authorities that the percentage of poverty in the world has not decreased.

On Sept. 28, 1914, at the Business Men's Club, Cincinnati, O., the late William C. Gorgas, the genius of the Panama Canal, said:

That poverty is the greatest single cause of bad sanitary conditions was very early impressed upon me. If I should again go into a community, such as Cuba, or Panama, and were allowed to select only one sanitary measure, but were at the same time given power to choose from all sanitary measures, I would select that of doubling wages.—*The Equitist*.

Men Worth While

Men worth while, according to Judge Cussen, of the Australian Arbitration Court, are those who have the enterprise and the squareness to strive with their fellow workers for the benefit of them all.

Judge Cussen says: "I give preference to unionists... because I am convinced a man who gives a considerable portion of his earnings each week to try and improve the condition in which he lives is justly entitled to more consideration than the man

who remains outside and will not give a portion of his time or a fraction of his money to better the condition of himself and those who are dependent upon his earnings."

Are you one who will not give a tiny fraction of your money to your postal union? Do you begrudge an hour or two of your time a month to union work or union meetings? Or are you an active Fed, a worth while postal worker? — *Union Postal Clerk, (Washington, D.C.)*

Join the Union

When a man slips on the ice and falls and breaks bones he needs a doctor, sur-

geon, or bone-setter; when he has an important lawsuit he needs an attorney; and when his "job" gets sick or is legislatively attacked he needs a business agent. Well, the Union is just such a "business agent" as he needs under the circumstances given.

Join the Union!

The union label is the unmistakable sign of practical co-operation between employer and employee. The demand for the union label completes the relationship necessary to the most effective practice of co-operation by making the purchaser also a partner in the business.—*The Federal Employee (Washington, D.C.)*

New Dominion-Wide Organization

The following resolutions were adopted at a general meeting of the Associated Federal Employees of Ottawa on September 3rd. They are self explanatory.

Whereas conditions in the federal civil service are in an exceedingly unsatisfactory state in very many respects,

And whereas such conditions are of such a nature as demand immediate and most thorough attention,

Therefore be it resolved that this association places itself on record as being in favour of a wider and more complete organization of all kinds of employees who are serving the public in various capacities or under various jurisdictions.

Further resolved that this association considers it desirable that it tenders moral as well as all possible practical support to the formation of associations of federal employees affiliated with the Labour movement; and also to encourage and assist in the formation of associations of provincial and municipal civil servants likewise affiliated with the Labour movement.

And further be it resolved that this association places itself on record as being in favour of an all-embracing Dominion-wide federation composed of associations of federal, provincial and municipal civil servants and including those only that are or may be affiliated with the Trades and Labour Congress.

Whereas, owing to the emergent nature of Civil Service problems at this time, it is desirable to develop without delay such means as may seem most likely to bring about an early solution of such problems,

And whereas the circumstances surrounding the formation of this association have, for obvious reasons, an important bearing upon such developments in Dominion-wide societies of a similar kind,

Therefore be it resolved that this general meeting do hereby instruct the Executive to prepare a memorandum dealing with the reason, origin, necessity, etc., for forming this association and pointing out the need for a Dominion-wide federation of associations of a similar kind, i.e. affiliated with the Labour movement. And that the Executive send a copy of this memorandum to all existing associations of federal, provincial and municipal civil servants.

Irish Civil Servants

A general meeting of the Institution of Professional Civil Servants (Ireland) was held at 15, South Frederick Lane, Dublin. Mr. H. Alberry, F.R.I.A.I., presided. The hon. secretary (Mr. W. Power Steele, B. E., F.S.I.) read a report dealing with the work of the Council during the past four months, in the course of which he stated that the Institution had obtained direct representation on the General and Executive Committees of Irish Civil Servants, and had secured the unanimous election of their chairman to represent the professional and inspectorial group, on the Irish Joint Council, the establishment of which had recently been authorized by the National Whitley Council.

The Council of the Institution had also taken steps to lay before the Chief Secretary certain views in connection with the Home Rule Bill, in so far as its provisions affected professional civil servants.

The Chairman said from his experience and that of his colleagues those who anticipated that the advent of Whitleyism would immediately create considerable changes were certain to be disappointed. It was, however, perfectly apparent that the application of the Whitley report to the civil service had already produced beneficial effects which would be extended to the professional and technical officials, if the latter progressed in the united and unselfish manner which had hitherto characterized their procedure.—*Civil Service Gazette (London.)*

Ex-Servicemen in Service

A statement dealing with ninety per cent of the staffs in Government departments shows that of the total number of male and female permanent and temporary officials on June 1st of 368,910, there were 36,434 disabled men and 86,711 others who had seen service. Of those by far the largest number of ex-Servicemen are employed in the Post Office, which absorbs altogether 69,942, including 18,205 disabled men, in a total staff of 210,318. Of the Pensions Ministry staff of 25,070 3,881 were disabled men and 6,025 others had service records. In the Inland Revenue staff of 19,557 are included 1,217 disabled and 4,091 other ex-Servicemen, while out of the Labour Ministry *personnel* of 17,324, the numbers are 3,288 and 4,407 respectively. In the case of the Admiralty, out of a staff, not including those in foreign yards, of 12,827, the disabled men total 1,117, and other ex-Servicemen 2,543; while the Ministry of Munitions' staff of 9,873 comprises 1,314 disabled and 1,540 other ex-Servicemen.—*The Civilian (London.)*

Post Office Overtime

There is much discontent among all sections of the Union of Post Office Workers in Manchester about the amount of overtime that is being worked.

It is calculated that it exceeds 8,000 hours weekly, while qualified ex-fighters are out of employment, and it is asserted that to pay high overtime rates during half the year is not economical; also, that the employment of casual labour is bad, and dual working is to be strenuously resisted.

A mass meeting of all departments has notified the authorities that its policy "is the total abolition of overtime". Three months' notice is given to refuse to work overtime, and the surveyor of Manchester area is informed that the union objects to dual duties in any and every form.

The people put alternatively on telegraph work in summer and postal work in winter are called "shock troops", and, since they are always attacking where the pressure is hottest, it is protested that they have no chance of recuperation in big offices, and not energy left to enjoy their scant leisure.

"Goose Clubs"

Trade Unionism is developing rapidly in the industrial departments of the state. When it was resolved to apply the Whitley scheme to the Government industrial establishments this development was perhaps not very clearly foreseen by the authorities. The fact is, however, that in the War Office, the Admiralty, the Office of Works, and the Stationery Office the employees who come within the scope of the industrial Whitley Councils which have been set up for those establishments, and who hitherto have been content to be members of staff associations — "goose clubs", one trade unionist calls them — are now joining up with bona fide trade unions. This process seems likely to go far.

Social reform is not to be secured by noise and shouting, by complaints and denunciations, by the formation of parties, or the making of revolutions, but by the awakening of thought and the progress of ideas. Until there be correct thought there cannot be right action; and when there is correct thought right action will follow. Power is in the hands of the masses of men. What oppresses the masses is their ignorance, their short-sighted selfishness.—*Henry George.*

THE MAN BEHIND THE SMILE

I don't know how he is on creeds,
I never heard him say;
But he's got a smile that fits his face
And he wears it every day.

If things go wrong he won't complain—
Just tries to see the joke;
He's always finding little ways
Of helping other folk.

He sees the good in every one,
Their faults he never mentions;
He has a lot of confidence
In people's good intentions.

You soon forget what ails you
When you happen 'round this man;
He can cure a cast of hypo—
Quicker than the doctor can.

No matter if the sky is gray,
You get his point of view,
And the clouds begin to scatter,
And the sun comes breaking through.

You'll know him if you meet him,
And you'll find it worth your while
To cultivate the friendship of
The Man Behind the Smile.

Masonic Monthly.

OPTIMISM

I'm no reformer, for I see more light
Than darkness in the world; mine eyes
Are quick to catch the first dim radiance of the dawn,
And slow to note the cloud that threatens storm.

The fragrance and the beauty of the rose
Delight me so, slight thought I give it's thorn,
And the sweet music of the lark's clear song
Stop longer with me than the night-hawk's cry.

And e'en in this great throe of pain called Life,
I find a rapture linked with each despair
Well worth the price of anguish.
I detect more good than evil in humanity.

Love Lights more fires than hate extinguishes and men grow better as the world grows old.

—PUBLICITY.

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LETTERS OF NOTE

The Civilian Independent

The Civilian has been published "in the interest of the Civil Service of Canada" during the past twelve years. After carrying on as a distinctly independent journal, it was decided at the convention held in December 1917, to make a change in the relationship by declaring *The Civilian* "the official organ". The following letter from the Secretary of the Civil Service Federation, explains why *The Civilian* now reverts to its original independent status.

Ottawa, August 4, 1920.

Dear Mr. Grierson,—

I wrote you on the 17th of July stating the position taken by the General Council with regard to *The Civilian*. You will remember that Major McKeand was appointed a Committee of one to go into the matter with you and arrive at a satisfactory valuation of the paper. Major McKeand's report has been received and considered by the Executive, and attached to his report is a summary of the conference signed by yourself and Major McKeand. The Executive Committee have adopted the following resolution:—

"That in view of the report of Major McKeand, and the statement attached, dated 23rd July, 1920, and in view of the refusal of the proprietor of *The Civilian* to entertain the proposal to purchase by the Civil Service Federation, the paper, unless coupled with the guarantee that he remain as the business manager, the Executive consider it impossible for the Federation to continue *The Civilian* as the official organ."

I am, therefore, instructed by the Executive to advise you that in view of the above the Civil Service Federation of Canada is unable to regard *The Civilian* as its official organ, and it is, therefore, my duty to request you to see that all references of this nature, showing that *The Civilian* is the official organ of the Federation, should be in future eliminated from the paper.

Yours very truly,

L. H. LAMOTHE,
Secretary-Treasurer.

Exemption from Jury Duty

The following correspondence referring to the exemption of public servants from "Jury Duty" is reproduced for the information of *The Civilian* readers,

Can. Fed. Grain Employees, Assn.,
Ft. William, Ont., July 20, 1920.

Dear Sir:—

In the June issue of *The Civilian*, on page 298, under the Morson appeal, it states that civil servants are not required to serve as jurors. The sheriff of this town claims that he can call upon civil servants any time to act as jurors. Which is correct? Will you give me the legal ruling, as this is an important question here in the Twin Cities.

Yours truly,

W. WILSON,
Secretary.

Ottawa, 10th August, 1920.

The Civilian.

Dear Sir,—

Referring to your letter of the 7th instant, I may say that it is not the function of this department to give rulings upon legal matters to private persons. I have no objection, however, to quote for your information section 4 of the Jurors Act, R.S.O. 1914, chapter 64, which reads in part as follows:—

"The following persons shall be exempt from being returned and from serving as grand or petit jurors, and their names shall not be entered on the rolls prepared and reported by the Selectors of Jurors as hereinafter mentioned:

(f) Every officer, clerk and servant of the Senate and of the House of Commons of Canada, and of the Assembly, and of the Public Departments of Canada and of Ontario;

(g) Every officer and servant of the Dominion and Provincial Governments."

Yours truly,

W. STUART EDWARDS,
Asst. Deputy Minister of Justice.

A Cry from the Customs

Dear Editor:

Here are a few scattered thoughts, scribbled in haste, which you might use as you see fit:

Has the classification made us rich? After the long and weary wait, it has arrived, somewhat disfigured, but still subject to change for "better or for worse". The many and oft-repeated promises of better conditions and a living wage, have only proven to be the politician's "lemon with which he has fed the public servants so long in the past. How long are we going to nibble at the rotten bait thrown

out by some of our so-called leaders in Civil Service Reform? Is it not about time we should have a show-down, and ask for a change of scenery in the old play that has become so ragged and transparent under their leadership? It is obvious to anyone who has followed the trend of affairs in Civil Service circles, the past six months, that the time has arrived when we must step forward in the matter of organization, if we would enjoy the benefits that every other branch of workers have a share in. Get together Customs, and take your place in the forward movement, so that you may reap your share, so long withheld from you, of the benefits that follow a live, aggressive leadership in a Dominion-wide labor affiliation.

Do you think you would have been subjected to the humiliating conditions imposed in the application of the bonus, if you had a live organization? Anyone who thinks so, let him mention any other group of workers subjected to such petty and unjust restrictions. Surely we have a right to expect fair and just treatment, but we must make some effort ourselves in solving our problems. We have stood aloof too long; the logical place for us is in line with workers who under sane and aggressive leadership are able to obtain a living wage for their members. Under the new award, which became effective May 1st, 1920, the approximate increase received by Railwaymen is thirty dollars a month, while the great majority of civil servants receive but sixty dollars a year, that is those who are lucky enough to get in at all.

F. K.

The Bonus Abroad

Southend-on-Sea, England,
17th July, 1920.

Dear Editor:

The British Civil Service in London have as much difficulty in connection with the reclassification as we have in our own service at Ottawa and elsewhere. The British authorities have, however, been much more reasonable in regard to war bonuses, and I have calculated that my bonus for this year, if we were getting month by month what they are getting, would work out at not less than \$1,000, every penny of which is needed to cope with the hard times we are having on this side. It is one continual progress upwards so far as



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prices are concerned, and only yesterday the papers were talking about increased railway charges which, if they actually go into force, will mean an *additional* charge for me of not less than \$75 per annum, which I have to pay on the mere hope of a better bonus next year to recoup me therefor.

You should not get the idea that the Whitley Council scheme has failed, for friends of mine tell me that in some departments, particularly the Admiralty, where the heads are in real earnest about it, the committees are working quite well, and it is possible for anyone having a grievance to secure proper consideration and presumably redress.

The question of the classification of the staff of this office is still causing us here some anxiety, and it is proving impossible, owing to the veil of secrecy which is rigidly maintained, to ascertain any indication of what is likely to happen. The secretary of the office was recently in Ottawa and presumably in touch with the Civil Service Commission about it, but no news has yet been divulged to the staff as to what transpired over there and when a decision is likely to come to hand. There is, however, unfortunately an almost unanimous distrust of the proposals which are thought to have been made to the Commission.

I am afraid that very little is possible in regard to organization, though the young men are resolved in this office to stand together in spite of the division in ranks of the staff as a whole. I believe the Emigration Office staff in London is pretty contented, as they have a good head in Colonel Obed Smith, who has looked after his men thoroughly ever since he has been in London.

Yours very truly,

P. M. D.

Compulsory Superannuation

Editor *The Civilian*:

Noticing in the *Toronto Globe* that a Mr. Spence and a committee had evolved a superannuation scheme for the civil service, I was hopeful that when its provisions were placed before us in *The Civilian*, that it would be a scheme suitable to the times, and paying retiring civil servants sufficient superannuation to keep them out of the poor-house. But why should civil servants be forced (against the will of many of them) to retire at sixty-five years of age? If railway companies consider that the lives and limbs of passengers are safe in the care of men (under medical supervision) up to seventy years of age, I am convinced that there is no need to force civil servants to retire from duty when they are physically able and not financially prepared to lose their honest earnings.

It is true that some men are feeble at sixty-five years of age, but many others are bright and active for many years longer. The Secretary of the Civil Service Commission informed me some time ago, when seeking information on superannuation, that the Government was most unlikely to force men out of the service when they were useful and physically fit; so I do not think that it is good sense for members of the civil service to suggest compulsion. In this regard I would suggest the wisdom of Shakespeare, when he makes a character say:—"Wisely and slow—they stumble who run fast".

I have seen men superannuated when they were strong and fit for duty, only to see some of them, driven from active life, fall into indifference, and end with early death. I say that no man should be driven from the service while he is willing and physically fit to perform his daily duty.

I cannot conceive of any normal man objecting to such a reasonable, practical, considerate and just viewpoint.

Besides, it is not wisdom to settle down to the idea that man *must* drop his useful work in the world and prepare for death when he reaches a certain age; but on the other hand, it should be our common duty to strive unceasingly to prolong the lives and labors of all men. Who would object to that?

I am a member of the Railway Mail Service Branch, and I know by experience that my particular case will be decided when I become physically unable to perform my stirring, exacting duties. While I am able to work, regardless of age, I certainly should not be prevented from helping myself and serving my country.

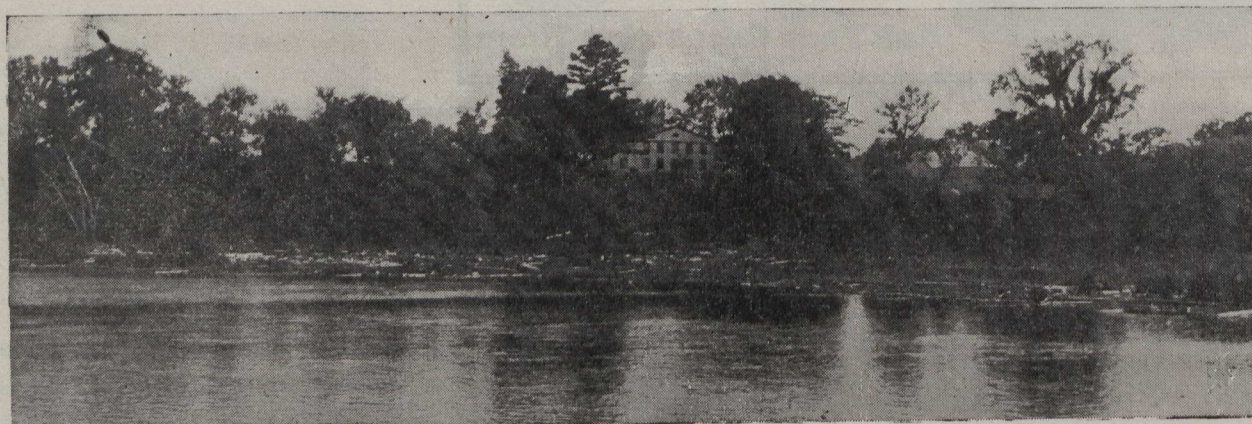
A set age for optional retirement is sensible and reasonable, but physical disability, in my mature opinion, should be the only reason for compulsory retirement. Nature, aided by medical certificates of fitness, should assist in settling the matter of retirement. Personally, I would like to die in harness, but I would not wish for a moment for my full share of work to be buttressed by help from a colleague.

I congratulate those civil servants who are making efforts to provide for superannuation, but I trust that compulsion will not be a strong feature of any act emanating from their efforts, for I would not like to be "pushed", nor yet would I wish to "push" others.

As long as present conditions last and a bonus is granted civil servants to meet the increased cost of living, I contend that a proportion of the bonus should be paid those who are superannuated—the same proportion of bonus as of salary."

GARRETT O'CONNOR.

Bridgeburg, Ont., Aug. 1, 1920.



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A HIGH HONOR

Robert H. Coats, B.A., F.S.S., Dominion Statistician, has been appointed a member of the Statistical Commission of the League of Nations and will leave shortly for Europe to take part in its deliberations.

Mr. Coats is the only member of the Commission from outside the continent of Europe. He is one of four men especially nominated for places on the Commission following the Imperial Statistical Conference in London a few months ago, two of the other nominees being French and one Italian.

This appointment is a high recognition of Mr. Coats' demonstrated abilities as an organizer of national statistical services. He is the father of the Dominion Bureau of Statistics, in which are centralized and co-ordinated the statistical services of not only the Dominion Government but also certain Provincial statistics. At the recent London conference Mr. Coats' comprehensive and definite views for the extension of co-ordinated statistical plans in the Imperial and even wider fields attracted much attention and marked him for the high responsibilities that he will assume as a member of this Commission under the League of Nations.

OBITUARY

STANTON—In Cornwall, Ont., on August 8, Henry Gough Stanton, C.E., of the Department of Railways and Canals, aged sixty-five years; brother of Cameron Stanton, of Ottawa.

DUGGAN.—In Ottawa, on August 6, Captain Patrick Duggan, of the Department of Customs, aged eighty-four years.

CHILTON.—In Ottawa, on August 4, Pames Pult Chilton, in his sixty-third year; for thirty years on the staff of the Post Office Department.

STANDLEY.—At Westboro, on August 1, Alice Ethel Standley, of the staff of the Civil Service Commission.

KEMP.—In Toronto, on July 31, Goldwin O. Kemp, of the Customs, aged thirty-five years. He was formerly in the Customs Department, Ottawa, and served in the late war as an officer of the 130th and 38th Battalions, being wounded at Cambrai in 1918.

GARVIN.—At Maniwaki, Que., on July 11, Minnie, wife of T. I. Garvin, of Ottawa, and mother of Walter Garvin, of the

Department of Militia and Defence and of Harry Garvin, of the Post Office Department.

SWETMAN.—In Toronto, on August 1, Earl C. Swetman, of the Post Office Inspector's Office, Ottawa.

WOOLEY.—In Hamilton, on July 13, R. Wooley, postal clerk, aged sixty-one years.

PURGELL.—On July 11, F. J. Purcell, railway mail clerk, Halifax District, aged thirty-three years.

DUBEAU.—In Montreal, on July 26, Rosario Dubeau, postal clerk, aged twenty-eight years.

PORTER.—At Andover, N.B., on July 5, J. B. Porter of the Customs.

DUNCAN.—At Huntsville, Ont., on July 5, W. M. Duncan of the Customs.

McCALLUM.—At Quebec, on July 7, A. McCallum of the Customs.

BROWN.—At Charlottetown, on July 16, A. L. Brown of the Customs.

LAYTON.—At Truro, on July 19, G. A. Layton of the Customs.

WILSON.—In Ottawa, on August 21, William J. Wilson, Ph. B., of the Geological Survey, aged sixty-nine years.

PERSONAL

S. S. Swetterham, of the Dominion Bureau of Statistics was married on August 2 to Miss Annie Mead. The staff of the Bureau presented Mr. Swetterham with a handsome dinner-set on the eve of the happy event.

On retiring from the staff of the Land Patents Branch, Department of the Interior, after forty years' service, Henry Sherwood was presented with a suitable token of the esteem of his colleagues.

Mr. W. Maynard, chief of the records in the Department of Railways and Canals, is retiring on superannuation after forty-two years' service.

SUCCESSFUL CANDIDATES

For position of gravity specialist, Dom. Observatory, Interior Dept., Ottawa, salary \$2,400, A. H. Miller, Ottawa.

For position of irrigation specialist, Reclamation Service, Interior Dept., salary \$1,680, W. L. Jacobson, Edmonton.

For position of senior engineering clerks., Topographical Branch, sal-

ary \$1,680, A. M. Perry, Ottawa, J. F. Fredette, Fairford.

For positions of jun. engineers, Reclamation Service, Interior Dept., salary \$1,680, O. E. Fournier, Ottawa, R. T. Blair, Vancouver, J. P. Snape, Victoria.

For position of asst. seismologist, Dom. Obs., Interior Dept., salary \$1,620, W. W. Dixsee, Ottawa.

For positions of hydrometric records, Reclamation Service, Interior Dept., Calgary, salary \$1,440, J. W. H. Wilkes, Calgary, C. Errington, Kingston.

For position of asst. magnetician, Dom. Obs., Interior Dept., salary \$1,620, B. R. Hooper, Ottawa.

For position of departmental librarian, Health Dept., salary \$1,320, Miss H. B. Alexander, Ottawa.

For positions of inspectors of gas and electricity, Trade and Commerce, Toronto and St. John respectively, salary \$1,260, G. L. Green, Belleville, P. Fortin, Montreal.

For positions of hydraulic engineers, Reclamation Service, Interior Dept., salary \$2,700, G. F. Richan, Winnipeg, G. F. Horsey, jr., Ottawa.

For positions of asst. hydraulic engineers, Reclamation Service, Interior Dept., salary \$2,100, W. C. Warren, W. T. McFarlane, D. Whittaker, G. H. Wood, J. H. Byrne, Ottawa, R. J. Cooper, Winnipeg.

For position of dairy promoter, Agriculture Dept., Alberta, salary \$1,440, A. G. Moore, Vermilion.

For position of instrument men, Reclamation Service, Interior Dept., salary \$1,260, R. L. Drake, Ottawa, O. W. Brooks, Port Arthur, B. H. Hughes, Toronto.

For position of irrigation asst., Reclamation Service, Interior Dept., salary \$1,200, W. Chadwick, Victoria.

For position of head English Examiner, C. S. Commission, salary \$2,700, A. B. Muddiman, B.A., Ottawa.

For position of surveyor of forest resources, Comm. of Conservation, salary \$2,040, G. H. Edgecombe, Ottawa.

For position of principal statistical clk., Labour Dept., salary \$1,800, Wm. R. Tracey, Ottawa.

For positions of foresters, Interior Dept., salary \$1,680, W. G. Wright, Winnipeg, H. S. Laughlin, Chatham, H. A. Parker, Toronto, J. Smart, Kamloops, A. B. Connell, Prince Albert, J. E. Corbeil, Lake Edward.

For position of supervising park warden, Interior Dept., at Yoho and Glacier Parks, B.C., salary \$1,560, J. M. Giddie, Field, B.C.

For positions of female seed analysts, Agriculture Dept., at Ottawa, Winnipeg and Calgary, salary \$960, Misses J. Clarke, Calgary, F. H. Cross, Vankleek Hill, K. M. Edward, Ottawa, E. P. Wilson, O. G. Melsted, H. Craig, Winnipeg.

For position head stockman, Black-foot agency, Gleichen, Indian Affairs, salary \$780, R. Robinson, Carseland.

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The following railway mail clerks. — A. Parrett, H. S. Lennox, A. E. Harris, W. McMaster, Toronto; W. Clark, London.

The following junior clerks: — L. Lamothe, Miss S. G. Bishop, Miss J. L. L. Houston, C. Coursolles, (jun. acct. clk.), F. A. Hupp, Ottawa; D. B. Melvanin, Toronto; I. A. Flaherty, Saskatoon; Miss M. Dunn, Sherbrooke.

The following postal clerks: — A. L. Johnston, North Bay; G. H. Cumming, Fredericton; A. W. Crawford, Sault Ste. Marie; J. A. McIntosh, Cornwall; A. C. Burgess, mail transfer agent, Toronto.

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When a PREACHER makes a mistake, nobody knows the difference.

When an ELECTRICIAN makes a mistake, he blames it on induction; nobody knows what that is.

But, when an EDITOR makes a mistake — GOOD NIGHT — for all the world rises up to proclaim it. (With acknowledgments to *Publicity*)

A Civil Service "lizard" is one who does not believe in organized labor, but who greedily accepts all the benefits derived and who trembles with fear when there is a chance of being deprived of said benefits.

What's in a name? An immense amount of misunderstanding and deception. It is the public's misfortune to have acquired the word "capitalism" as a name for privilege and extortion. "Capitalism" is defended by those who define capital one way, and denounced by those who define it another way. Self explanatory words have a much more effective educational power.

Whatever may have been the case at one time, there is now no necessity for some to drudge while others loaf —except the necessity which ignorance always imposes on its victims.

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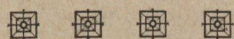
"The internal history of every nation, every republic in particular, consists in the workings, the successful or unsuccessful conflicts, of the principles of Liberty and of Oppression. I mean by liberty the possession of all those inalienable equal rights which belong to each human being as a necessary moral attribute of human nature—the right of each individual to use all his faculties of mind and body in any way not inconsistent with the equal freedom of his fellow men, the right to share, as far as possible, equally in all the means of improvement which life affords; the right to form such social relations, civil and religious, as may best secure the progressive happiness of mankind.

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