

**PAGES**

**MISSING**

# THE CIVILIAN

VOL. X.

APRIL 27, 1917.

No. 1

## For the Blind.

### A Notable Movement Led by Civil Servants.

The annual meeting of the Ottawa Association for the Blind, which was held last week, is a reminder of the many ways in which the influence of members of the Civil Service is exerted for the good of the community. From the founding of the Association seven years ago down to the present, members of the Civil Service have been active in promoting its welfare and directing its work.

The President is Mr. J. L. Payne, Controller of Railway Statistics, a man who has been active in many good causes and who seems to have found a field exactly suited to his abilities in this work for the blind. Mr. Payne is no mere figurehead of the Association, but is the active director not merely of its policy but of its practical activities.

The report presented by Mr. Payne at the annual meeting suggests some of the many advances that have been made under his direction. Chief among these is the organization for industrial purposes of the blind employees of the factory carried on by the Association. Formerly those employees were paid a weekly wage, necessarily a small one because of the handicap under which the blind handicrafts man works and because of the relatively high cost of superintendence of his operations. Having personally visited, at his own expense, other similar institutions in the United States, Mr. Payne decided, with the support of the Association generally, to introduce the system which seemed most successful, that of piecework. The change involved other preliminary and minor changes which took time, but at length the new plan was put into effect for those employees engaged in the making of brooms. The result was an almost magic transformation. The workers found that they could earn far more money than before, while the output

increased so greatly that the cost of producing each broom was actually lowered. Without any harmful "speeding up," the organization was made in every way more efficient and the quality of the product was so greatly improved that the brooms turned out by the Association are now bought on merit as of equal value with anything in the market. The tone of the workers was greatly improved, so that it is probable that no factory in Ottawa can show a happier lot of workers than that carried on by the Association. Within the last few weeks the basket shop has also been put on a piece basis with similar good results.

The Association now employs twenty-two people, including office help, of whom eighteen are without sight. Nine new workers have been added during the year, all blind. Among these are several from other parts of Ontario, and still further additions from outside are being arranged for. It is because of its work for the benefit of the province at large, probably, that the Ontario Govern-

ment has recently given a grant to the Association. The City of Ottawa has voted a subvention for the work for several years past.

With the experience the Association has had, and with the ability in the handling of the problems of the blind displayed by Mr. Payne and his fellow directors, it is reasonable to suppose that the Association will be able to render assistance to the Government in training and caring for soldiers who return blinded from the war. It may prove a fortunate thing for the whole country that a foundation of experience in such an important work has already been laid by the Association.

### CIVIL SERVICE CASUALTIES.

#### WM. G. ARCHIBALD.

William G. Archibald, of the Printing Bureau, who was a recruit of the 51st Battery, C.F.A., has been in hospital in England for some time, but word of his casualty has just reached his friends. In action on the Somme front he was twice buried by shell explosions and finally suffered a severe wound that sent him to England to recover. He has a brother in the First Division.

#### J. F. P. FOSTER.

John Fleming Percival Foster, 87th Battalion, Canadian Grenadier Guards, is now officially recorded as having been killed in action on November 18th, 1916. He had previously been recorded as missing since that date. His mother, who lives in Merrickville, has received a letter from her son's commanding officer in which the young soldier's conduct at the front is highly commended. He was on the staff of the Department of Public Works.

#### LIEUT. U. H. SEGUIN.

Flight Lieutenant Ubalde H. Seguin, of the Royal Flying Corps, was one of the aviators lost in the great aerial operations on April 4th and 5th,

which were preliminary to the British drive on the Arras front. Twenty-eight British machines and forty-six German machines were lost on those two days. Flight Lieut. Seguin was an employee of the Department of Agriculture before he went into the army. He was twenty-four years old and a native of Ottawa. Writing home from London, where he was then on leave, a short time ago, he expressed full appreciation of the perils of the service he was in and said that he didn't expect to survive another month of it. "There is no heroism in my action," he said, "only a conception of a moral obligation to humanity."

#### LIEUT. J. D. ARMSTRONG.

Lieut. John Douglas Armstrong, Canadian Engineers, who fell on April 9th, the first day of the great Arras drive, was a member of the permanent staff of the Topographical Surveys. He was twenty-seven years of age, a son of the late Rev. Dr. Armstrong, of St. Paul's Presbyterian church, Ottawa, and leaves his mother, two sisters and a younger brother. He was a McGill graduate and president of the Undergraduates in his senior year. He joined the Engineers in January, 1916, and went overseas in May of the same year. In action on the Somme, on one occasion, he and Lieut. Alan Johnston were the only men of the company to come through unharmed.

#### LIEUT. W. G. HAZLETT.

Lieut. William George Hazlett, wounded in the head and elbow, belongs to the staff of the office of the Secretary of State. He went overseas as a sergeant in the 21st Battalion and was given a commission on the other side. He is a native of Kingston and a leading amateur athlete in Ottawa, being familiarly known to baseball fans as "Lefty."

#### J. A. HAYDON.

Lance Corporal John A. P. Haydon, wounded, is an employee of the

Printing Bureau. He went overseas with the 77th Battalion. His wife is living at Calabogie.

#### MAJOR J. C. BALL.

Major John Clement Ball, D.S.O., wounded but at duty, is a member of the Welland Canal engineering staff. He went to the front with the artillery, won the D.S.O. and mentioned in despatches, was wounded, came home on leave, returned to the front and is now again in the casualty list.

#### JAMES DUNCAN.

Official information is received that James Duncan, a letter carrier of the Toronto post office, who enlisted for overseas service in March, 1916, was killed in action on October 9th.

#### LIEUT. A. S. BLEAKNEY.

Lieut. Arthur Stewart Bleakney, wounded, and in hospital at Manchester, belongs to the Department of Customs. He went overseas in the ranks of the 21st Battalion, but received a commission and transferred to a machine gun unit. He is a son of A. C. Bleakney, also of the Customs.

#### LIEUT. I. H. BLASGOW.

Lieut. Ira Hyde Glasgow, killed, is a railway mail clerk of the Winnipeg district. He was born at Smith's Falls and entered the postal service in 1908. He entered the Canadian Expeditionary Force in 1915 and went overseas with an officers' draft last November. Miss Florence Glasgow, of the Marine Dept. staff at Prescott, is a sister.

#### S. LEBLANC.

A government employee who has long been a prisoner in Germany and who has not been previously mentioned in this record is Stephen Leblanc, of the Post Office Department. Leblanc is a 43rd Regiment man who went overseas from Valcartier with the 2nd Battalion. He writes from

a prison camp in Hanover to acknowledge receipt of parcels from the Census staff, by whom he has been "adopted."

#### THOMAS ASHLEY.

Thomas Ashley, a Public Works employee, who went to the front at the outbreak of the war, is home, invalided, after two years of hard active service.

#### FRANK BOOTH.

Frank Booth, who belongs to the staff of the Superintendent of the Railway Mail Service at Calgary, has been wounded and is coming home on leave. He has been with the 10th Battalion.

#### LIEUT. B. W. HARMON.

The much-wounded, thrice-decorated Lieut Burdette W. Harmon, of the Engineers, figures in the casualty list again,—once more wounded. No particulars have been learned.

#### OTTAWA NOTES.

That the climate of Canada is not changing to any appreciable degree is the conclusion of Sir Frederic Stupart, director of the Meteorological Service, who discussed the matter before the Astronomical Society on the evening of April 13th. Deforestation may have some local effects in Ontario, but official records covering long periods do not substantiate the tales of old-timers who love to tell of "old-fashioned winters" with 6-foot snowfalls and similar phenomena of their younger years.

The old Free Press building will be converted into a museum of Canadian minerals. The Victoria Memorial Museum, being occupied by Parliament, the Geological Survey collection is stored away. It is desirable that the economic minerals, at least, should be made accessible to the public, and so a temporary museum has been decided upon.

## The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.  
Names previously published—3,165.

### SEVENTY-FIRST LIST.

(Additional list from the Dominion Police, Ottawa!:

F. F. Martin, 230th Battalion.  
E. J. Knox, 5th Divisional Ammunition Column.  
J. W. Murray, 253rd Battalion.  
W. J. Archer, 207th Battalion.  
W. J. Gauthier, 230th Battalion.  
J. E. Hobson, 207th Battalion.  
J. H. Dagg, 207th Battalion.  
W. C. Reid, 220th Battalion.  
J. Laundry, Ammunition Column.  
John Doherty, 207th Battalion.  
P. Glead, Forestry Battalion.

(Additional list from the Department of Public Works!:

Lieut. D. G. Anglin, Ottawa, 46th Queen's Battery, C.F.A.  
Nap. L. Bedard, Ottawa, Forestry Reinforcement.  
Peter Dryborough, Victoria, Royal Engineers.  
W. J. Howden, Vancouver, 242nd Battalion.  
Geo. Lowe, Ottawa, Skilled Railway Unit.  
P. D. Mosher, Halifax, C.A.S.C.  
Lieut. Hugh Peters, Victoria, 1st Pioneers.  
Harold Reid, Ottawa, 72nd Battery, C.F.A.  
Wm. H. Scrim, Ottawa, Signallers.  
Lieut. J. A. Tapley, Ottawa, C.A.S.C.  
R. G. Thompson, Ottawa, 238th Battalion.  
T. H. Wallace, Ottawa, 230th Battalion.  
Capt. H. F. Bennett, St. John, N.B., No. 9 Siége Battery.  
N. L. Bedard, Ottawa, Forestry Battalion.  
Lieut. K. A. Brown, St. John, 3rd Regt. Garrison Art.  
W. L. Evoy, Ottawa, Skilled Ry. Employees.  
Lieut. R. R. Jones, Ottawa, 257th Battalion.  
Lieut. K. W. Morton, New Westminster, Canadian Engineers.

(The following additional from the Department of Agriculture!:

V. McCormack, Rosthern.  
J. McDonald, Ottawa.  
J. McDonald, Nappan, N.S.  
J. McDonald, Agassiz, B.C.  
G. McKay, Charlottetown, 98th Battery.  
G. F. McKenzie, Summerland, B.C.  
A. McNeill, Lacombe.  
F. C. Naper, Summerland.  
M. A. Neilsen, Ottawa.  
E. E. Nelson, Summerland.  
S. North, Ottawa.  
R. J. C. Paris, Lethbridge, 61st Battery, C.F.A.  
A. Pennington, Agassiz, B.C.  
S. Peters, Summerland.  
P. Peterson, Brandon, 79th Battalion.  
A. Peterson, Rosthern.  
W. Pollock, Agassiz.  
E. H. Pringle, Brandon.  
R. L. Ramsay, Agassiz, Canadian Engineers.  
J. Rennie, Indian Head.  
D. Robertson, Nappan, N.S.  
M. Robinson, Kentville, N.S.  
W. Rutledge, Agassiz, B.C.  
H. Sculthorp, Summerland.  
A. Sheldon, Fredericton, 12th Battalion.  
R. Small, Ottawa.  
R. Smart, Lethbridge, British Reservist.

### WAR PERSONALS.

Major A. W. Gray (Parks Branch), who has been at the front with the 20th Battalion, returned to England and has been appointed an engineering officer with one of the railway construction battalions.

Capt. W. N. Gilmour, M.C., son of W. A. Gilmour, collector of customs at Brockville, has been wounded again. His right arm is broken. Captain Gilmour, who is a graduate of McGill, is a veteran of the war. At its outbreak he was in Australia, and, proceeding to South Africa, joined the colors of General Botha as trooper. Subsequently he went to England, enlisting in the Royal Army Medical Corps. He was attached to the 16th Royal Scots. He was awarded the Military Cross for conspicuous bravery.

Lieut. A. A. Anderson (Public Works) has been promoted to a captaincy in the Signallers.

Lieut.-Col. T. Victor Anderson, R. C.E., son of Lieut.-Col. W. P. Anderson, of the Marine Department, is wounded in the right hand.

Lieut. R. L. Sladen, son of A. F. Sladen, private secretary to the Governor-General, was killed in action on Vimy Ridge. His elder brother was wounded and invalided home and the youngest of the three is still at the front.

Flight Sub-Lieut. Harold Talbot, son of the postmaster at Dorchester, Ont., was killed by the fall of his airplane at Camp Borden.

Major Chas. Shipman, of a Winnipeg unit, killed at Vimy, was a brother of J. C. Shipman, of the Printing Bureau. He was wounded at the Somme, came home on leave and had just returned to France. Mr. J. C. Shipman had a son killed at the front in October.

Major W. T. Hooper, of Winnipeg, killed on April 9th, was a brother of Ronald Hooper, of the Department of Railways and Canals. He was a veteran of South Africa.

Corp. W. R. Bannerman and Pte. Pedlow, returned soldiers, have been appointed customs officers at Brockville. Pte. Pedlow has lost a leg. Lance Corp. Jas. Cleland, returned, is appointed to the customs at Rock Island, Que.

Lieut. G. S. Gisborne, wounded, is a son of F. H. Gisborne, I.S.O., parliamentary counsel, House of Commons. He has two brothers in the army.

Capt. Ernest Holland, wounded, is a son of Andrew Holland, formerly of the Senate Hansard.

Private Ray Tubman, wounded, is a brother of Lieut. Leslie Tubman (Customs Dept.) who went overseas with the 2nd Battalion.

Major C. E. Ferguson (Customs Dept.), 38th Battalion, is ill of pneumonia, in England.

### FOR RETURNED MEN.

The Great War Veterans Association will receive all the profits derived from the sale of T. A. Browne's book of poems,—“The Belgian Mother and Ballads of Battle-Time.” Mr. Browne has generously made arrangements whereby all his pecuniary interests in the sale are assigned to the fund that the returned men are raising to buy themselves a headquarters.

“The Belgian Mother” has appeared in *The Civilian* and has been pronounced by competent critics to be one of the finest poems produced during the war. Other poems included in the book have also been introduced to readers of these pages, while some of Mr. Browne's latest work appears for the first time in the volume now placed on sale.

One dollar is the price of the volume and to each purchaser is given one of the handsome “Belgian Mother” souvenirs, which sell alone for twenty-five cents.

The title-poem of the book was recited at an Ottawa theatre at each performance for several days by Olive Garrett.

# THE CIVILIAN

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## THE NATIONAL DUTY.

*Some have done their best to win the war, particularly those who have given their sons and husbands. But there are young men for our pool-rooms, our dances, our hockey matches, our moving picture shows. I do not say that they can all go to war, but I do say that, in this Capital city of Canada, there is still need of further awakening to solemn responsibility war imposes upon us.*

*Nor is Canada's ability to influence the struggle confined to men who fight for her. We diminish the strength of all our altruistic activities, of all our gifts to the patriotic funds unless we learn the lesson of personal denial and sacrifice. In taking into consideration the high cost of living it might be well also to take into account the cost of high living for that will affect the other.*

*No complaints are heard from dealers in luxuries of life that trade is falling off. We have not comprehended the supreme value of thrift just now. Waste and extravagance are forms of disloyalty.*

—Rev. W. T. Herridge.

*Hearts must be steeled, so that every woman can say firmly to any eligible man, no matter in what relation he stands to her, "You ought to go."*

—Hon. Donald Mackinnon.

## OUR BOYS

Previously reported:

Dead...	176
Wounded...	237
Prisoners...	14

### DEAD

J. F. P. FOSTER.  
LIEUT. U. H. SEGUIN.  
LIEUT. J. D. ARMSTRONG.  
JAMES DUNCAN.  
LIEUT. I. H. GLASGOW.

### WOUNDED

WM. G. ARCHIBALD.  
LIEUT. W. G. HAZLETT.  
J. A. P. HAYDON.  
MAJOR J. C. BALL, D.S.O.  
LIEUT. A. S. BLEAKNEY.  
THOS. ASHLEY.  
FRANK BOOTH.  
LIEUT. B. W. HARMON.

### PRISONERS.

STEPHEN LEBLANC.

## FALLING INTO LINE.

The Bell Telephone Co. falls in line with big, progressive, successful employing concerns all over this continent and will celebrate Dominion Day and Canada's golden jubilee by placing its nine thousand employees on a pension system,—and the company stands the whole expense.

There are features of the Telephone Company's pension plan that would not be suitable to the Civil Service situation, but it has many other features of which government employees would approve in a scheme applicable to themselves. The employee's dependents are provided for in case of his death and there is also a schedule of sickness benefits.

In one notable respect there is similarity between the Telephone pension problem and the Government superannuation proposition,—both employers have thousands of women on their paylists.

What a celebration these would be on July 1 if the Dominion Government were to mark the completion of fifty years of federal organization by inaugurating superannuation for its employees! And the Government could do it without expense if it weren't too busy with other things to take this matter up seriously. The Civil Service is willing to pay a generous share of the cost of its own superannuation system. The Service is young to-day,—younger than it ever was before and younger than it is likely to be again for many, many years. Thousands of employees would start to pay into a superannuation fund now with no expectation of drawing a cent from it for thirty or forty years to come. The receipts of the fund would greatly exceed the disbursements for a long time and a huge reserve would accumulate. This money would be available for any government purpose until required.

It would seem that the enactment of a superannuation law just now would be "good business," and it is the general opinion that if some of the progressive members of the Government had time to take the matter up a bill would be introduced in parliament at a very early date. But war is the business of the day, and patience becomes more and more the great virtue of a civil servant.

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#### AN OLD PROBLEM.

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The over-lapping and lack of co-ordination that exist between departments of the Government service and even between branches of the same department are discussed in a letter to the press by J. M. Macoun. The writer advocates the establishment of a sort of clearing-house, or central registry, for foreign correspondence, in connection with the Department of External Affairs. To make the work of such an office effective or even possible, a survey of the whole establishment of Government services, to ascertain just what each one is

doing and can do, would be a necessary preliminary.

This subject is constantly before the minds of civil servants who are hampered in their daily work by the present anomalous condition of affairs, and no one knows so well as they where the points of ill-adjustment are.

Under the encouragement of a gentleman long prominent in public affairs, an illuminating discussion of the organization of Government engineering services was written by an able student of the problem and published a few years ago. No Minister appeared to take the matter up seriously and so it dropped into the background again and each year has added to the complexity and difficulty of solution of the problem.

Statistical services are another conspicuous example of over-lapping of work. Certain things are being done twice by different branches and other things that need doing are not done at all.

How many commissions, special commissioners and committees have dealt with this problem of organization in reports and recommendations, only to have their own duplications of effort wasted?

The unsatisfactory conditions are worse to-day than ever before, because departmental organizations are growing and expanding, each according to its own aims and without any general plan to guide them all in their relations to each other. Nevertheless, there is a gleam in the East. The call for better things is heard more frequently, and here and there men with courage and vision are grappling with the problem at every opportunity. The next few years will see noteworthy and welcome developments.

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#### HELPING ALONG.

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Among the Ottawa charities to which civil servants lend a strong helping hand are the Association for the Blind and the Welfare Bureau.



Many individual civil servants are active members of the former and the Service assists the latter through the Women's Branch association. Elsewhere in this issue will be found special articles dealing with the work of both organizations, to which the attention of every reader is recommended.

\_\_\_\_\_

Win the war.

\_\_\_\_\_

Serve, produce, save.

\_\_\_\_\_

You are indispensable? Who to? Your department or your baseball team?

\_\_\_\_\_

Eight thousand Canadian casualties at Arras since April 9th should produce eight thousand new recruits in Canada before May 9th.

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Laurentian Chapter, I.O.D.E., Ottawa, will hold a Patriotic War Sale in May. Anything saleable will be sold. Get your superfluities ready.

\_\_\_\_\_

Any sort of khaki is better than none at all. If you can't join the C.E.F., get into the C.D.F., or, if that is impossible for you, drill with the militia.

\_\_\_\_\_

If Red Cross work and all sorts of voluntary patriotic effort were put on an industrial basis instead of a social basis its effectiveness would be increased about five hundred per cent.

### AS SEEN FROM FRANCE.

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No man in all the First Division is more highly respected or more greatly loved than Major, the Rev. Canon Scott of Quebec, senior chaplain. In a letter to a Canadian friend he says:

"It is a cold, cold day in France. The ground is frozen hard and the men go by with pinched noses and cold hands. The window panes of my office rattle with the sound of big

guns, and before me lies a Canadian newspaper with a page devoted to sport, and full of accounts of hockey matches, etc., etc.

It is at such a moment as this that one tingles with a sense of disgust and shame. Sport! Hockey matches! Healthy young men, physically fit, playing games at home! Impossible! Where is public spirit? Where is patriotism? Where is the principle of manhood? Are those men content to stay at home and play games and live disgusting, selfish lives, while their fellow Canadians are out here bleeding and dying for them?

I blush for Canada. I blush for the crowds that throng the rinks and enjoy the sport. We have sports, as far as we can for our men, here. They have a right to them. But to shirkers at home, nothing but hisses are due! I know I am writing strongly, but it is deserved. As far as I am concerned, I never want to take the hand of any man who is physically fit and has not volunteered to come to the front, unless there has been some overwhelming claim upon him of duty at home. It seems incredible that any man worthy of the name of man can sleep in his bed at night and let other men out here bleed and die for him.

Let Canadian mothers and wives know that they could do no greater injury to their sons and husbands than by holding them back and not allowing them to enlist. It is an injury which will last all through their lives. We need men. We need every man in the Empire. This is no time for sport. If some of the shirkers at home who go to see a hockey match could come out here and see a front dressing station during an action, they would have their eyes opened and their hearts changed.

Men, and young men, at home, why do you not throng to the recruiting office? There is the possibility of a crippled body if you do, there is the certainty of a crippled character if you don't, and that is far worse.

## JOHN BRIGHT.

Following a comparatively brief illness at his home, 83 Florence street, Ottawa, there passed away from the activities of a position which he himself took most seriously, and in which he had made a signal success, John Bright, Live Stock Commissioner, Department of Agriculture.

From early manhood the late Commissioner, an unusually successful and progressive farmer, devoted a great deal of time to furthering the interests of the live stock industry of Canada and had an international reputation as an authority on all that pertained to this important factor in the growth of a new country. He was a prodigious worker and had the great faculty of drawing to him men of ability and inspiring them to greater activity. In addition to the duties of his office as Commissioner, he was President of Central Canada Exhibition, which under his guidance in 1916 was so successful. When the strain of these various important problems became evident, he once said: "I shall stay on the job. If I am able to bring about an increased production of one per cent. more of better horses, cattle, sheep and swine in these troublous days of our country's need, maybe I am serving King and Empire as well as do the noble younger men who have gone across." Such was John Bright, a splendid citizen, honored, respected, well-beloved.

The late Mr. Bright leaves, besides his widow, one son, Gunner Roy, who went overseas with the first artillery, and who has only recently resumed duty after serious wounds received last August, and one daughter, Doreen, attending Agricultural College at Guelph. Following a funeral service at the home Tuesday evening, the body was taken to his former home, Brooklyn, Ont., where a second service was held on Wednesday. Both services were in charge of the Masons, of which Mr. Bright was a prominent member.

## GOING UP—CAN'T WAIT.

The roll of enlisted men of the Civil Service Siege and Heavy Artillery draft is mounting every day and by the time this appears in print the unit will be more than half full. However, the supreme object is to get overseas to fight the Hun and this can't be delayed to suit civil servants who take weeks to make up their minds whether to enlist or not.

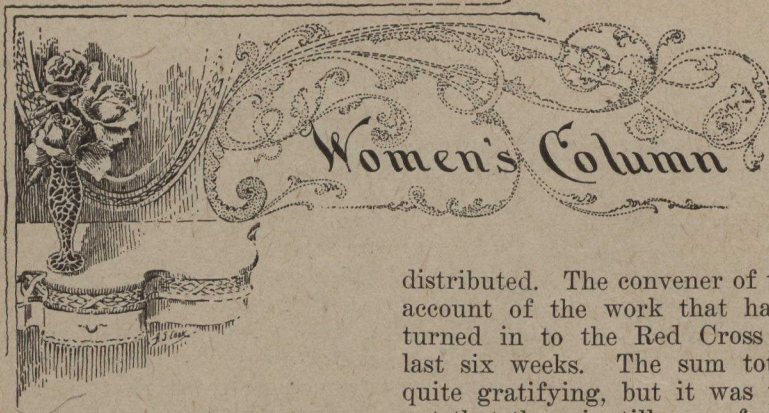
Accordingly, several men who were not civil servants but who were choice recruits were taken on last week,—a Toronto manufacturer, a Bell Telephone official and an International Harvester official among them. However, the roll shows more than four-fifths men of the government services.

Here are some of them:

L. H. McKinnon, Post Office, Sydney, C.B.,  
President Postal Clerks Assn.  
Thomas Clifford, Interior.  
Jas. Robt. Dickson, Forestry Branch.  
Cecil Herbert Doyle, Ry. Mail Clerk.  
Augustine A. Ellement, Customs.  
Edward Ewing Freeland, Topographical  
Surveys.  
David Watson Hall, Customs.  
Diamond Jenness, Geological Survey.  
Cyril E. Jones, Topographical Surveys.  
Wm. Henry Kirby, Militia and Defence.  
Edward Caron Larose, Imperial Munitions  
Board.  
Michael D'Arcy McCloskey, Topographical  
Surveys.  
Wm. Arthur O'Leary, Railways and Canals.  
Sidney John Pearson, Justice.  
Arthur D. J. Powers, Imperial Munitions  
Board.  
Clarence Church, Rombough, Customs.  
Norman Cecil Scott, Interior.  
James Everett Switzer, Irrigation Branch,  
Calgary.  
Frank Ernest Wormington, Customs.  
John R. Cox, Geological Survey.  
A. M. Perry, Topographical Surveys.  
Herbert Watts, Interior.  
Wm. Jackson, Marine.  
Wm. Jas. Scott, Imperial Munitions Board.  
Chas. A. Warnock, Imperial Munitions  
Board.

A number of Outside Service men are in correspondence with Lieut. MacCormac, the officer commanding. All men not resident in Ottawa are quartered together when they arrive.

The unit has commenced drilling.



### Annual Meeting.

The annual meeting of the Women's Branch of the Civil Service Association will be held at 8 o'clock on the evening of Monday, May 14th, in the lecture hall of the Y.W.C.A.

As this meeting is for the purpose of electing officers for 1917-18 and the consideration of proposed amendments to the constitution and by-laws, only members of the Association are entitled to be present.

Those members who have not already done so are urged to send in their nomination papers to the Secretary as soon as possible.

By the first of May a list of names of the nominees for office who are willing to stand for election will be posted in the Red Cross rooms in the Hope Building.

### April Meeting.

The women of the Department of Labour and Marine had charge of the programme and other arrangements for the last meeting of the Women's Branch, which was held in the lecture hall of the Y.W.C.A. on the evening of April 17th.

The reception committee consisted of Miss Burt, Miss McPhee and Miss Lafleur, while the refreshments were looked after by Miss Shearman and Miss McCullough.

Many of the girls brought their own knitting, but some work was also

distributed. The convener of the Red account of the work that had been turned in to the Red Cross in the last six weeks. The sum total was quite gratifying, but it was pointed out that there is still room for fifteen more workers to go to the Women's Canadian Club on Thursday and Friday afternoons. Very little hand sewing is being given out by the main organization, but the need for women to sew on pjamas, hospital shirts and pillow cases is very great.

After the usual business was transacted, an interesting programme was enjoyed. Miss Lanthier was most happy in her rendition of a piano selection and Mrs. Robertson delighted her audience by singing "Angus MacDonald," and in response to an encore, "The Blackbird."

Miss Dorothy Fairweather, in a dainty colonial costume, gave a clever interpretation of "How Grandmamma Danced," and generously responded to an encore.

After refreshments were served Miss Evelyn McCullough, whose sister has been home lately on furlough from Salonika, exhibited a number of interesting and beautiful souvenirs from that city. Among other things were some Turkish prayer rugs, real Turkish towels, table runners, maltese lace, a Bulgarian apron, a message carrier dropped by the Allied aeroplanes, ornaments hammered out of brass shells, and many other interesting trophies too numerous to mention.

Every one had an opportunity of handling and examining the articles and all were impressed by the high degree of art and beauty evidenced

in each one. The Women's Branch is indebted to Miss McCullough for the opportunity of seeing such interesting work produced by the women of another country.

### Hospital Tag Day.

The officers in charge of the organization for Hospital Tag Day have asked the Women's Branch to cooperate with them and to send a delegate to their meetings.

Miss Margaret Russell has been chosen by the Women's Branch to represent them and to supervise the placing of the civil servants who are good enough to offer their services as taggers.

Too much cannot be said in favor of this project. The hospitals of this city resort to this method *only* of raising money. When it is remembered that the need was great in other years a greater effort should be made this year, for nowhere are the soaring prices felt more than in the hospitals.

Will any one who can possibly give up a few hours to tagging on Saturday, May 19th, be good enough to send in her name to Miss M. I. Russell, of the Auditor General's Office, at 25 Patterson avenue.

### A Watch for a new recruit.

When it became known to the Red Cross workers, just two days before he left for Kingston, that the elevator boy in the Hope Building had enlisted with the Artillery, it was felt that something must be done for him.

As all the Service knows, the rooms used by the Women's Branch for Red Cross work are loaned for that purpose by Mr. Hope. It would be difficult, perhaps, for anyone who has not come in direct touch with this work to realize just how much the attention and work of the elevator boy in that connection have meant to the committee and workers.

It was unanimously decided to present the new recruit with a wrist watch. The committee purchased a good silver time-piece with a radium

dial and it was a very happy and proud boy who wore it away.

### Fruit Picking.

At the last meeting the convener in charge of the registry of women civil servants was pleased to answer questions regarding the project, although the Department of Agriculture hadn't any particular information to give out.

It seems that the fruit growers find it a little early to state just the number of labourers they may need.

Questions of transportation, housing, wages, hours of work, etc., can be taken up only after the growers have sent in for help, and if a large number of applications for work are on file.

It is quite likely that the Department would see to the placing of many individual applicants. At any rate, if you are interested, send in your name to Miss Katharine Robinson, Department of Agriculture.

### London Ladies Sing.

(Punch.)

*In the days before the war  
Had turned the world to Hades*

*We did not soil*

*Our hands with toil—*

*We all were perfect ladies;*

*But those old days are flown,*

*And now we ply our labors;*

*We cook and scrub,*

*We scour and rub*

*Regardless of our neighbors.*

Somehow it seems that if one wants to keep the respect of his neighbors this year he will have to get into the gardening game.

You know you simply can't sit in a hammock or loll in a verandah chair while the fellow across the way or on the other side of the fence is hoeing potatoes. Before you would know it you would be offering to lend a hand. So get ready now for such an exigency.

done was to pay the salary of two

We are glad to hear that the men of the Civil Service are taking up the gardening schemes quite seriously.

Many of the women have already enrolled, but there is room for many more. So send in your name to Miss Burt.

### Report of C. S. Representative to Welfare Bureau.

Regularly every month, fifteen dollars of the Emergency Fund is given to the Ottawa Welfare Bureau as a small portion of the debt we owe as citizens to the work of the Bureau. In order to explain to some who perhaps were not present at the time of discussion of the Bureau work it might be well to make a resumé of our connection with that organization.

At the beginning of the war it was thought that, besides the Red Cross work, the Women's Branch as a body of women earning their own living might assist some of the young women in the city who, owing to the peculiar circumstances of the time, were thrown out of work. Out of this thought was born the Red Cross and Emergency Fund. When it came to the practical issue it was found that the need was so great that men, women and children were included, also the fund was not supported by the Women's Branch alone but by the Service at large.

During the first year of the war the larger portion of the Emergency Fund was spent in Ottawa. There was a committee that collected and distributed clothing, and a disbursing committee, besides the ever-present Red Cross work, all of which made large demands on time and energy and health. The work would have been impossible, but for the help of the University Women's Club. Now, it was the aim of the promoters of the Fund to be constructive,—not to give indiscriminately. With this object the connection with the Welfare Bureau was a natural result.

The first real constructive work assistants there, till then out of employment, and the business college expenses of one of them who is now earning her own living—money invested,—not thrown into a never-filling void. At the end of the year it was felt that the task of carrying on individual work was too great for those whose time was already filled up with other duties, and that it was better business to have a trained investigator to visit the families assisted, also that the need of war work had grown while the need at home had diminished. With this in view it was decided to assist in the salary of a trained nurse who carries out the investigating work of the Bureau by the payment of a regular amount, devoting the main part of the fund to war work.

The Welfare Bureau is a clearing house for those needing help and those wishing to give it, with a trained investigator to boot. Take the Christmas Exchange. The organizations which are in touch with the Bureau,—they are the far-seeing ones,—send a list of those to whom Christmas dinners are to be sent, or ask for a list of dinnerless ones. This prevents overlapping. At that first Christmas time, 1914, one family, it was found, was provided with donations from thirteen sources. The need of a clearing house is plain,—twelve of those should have gone elsewhere. Records (strictly confidential) are kept. In time this means that there will be records of the families who make it a point to live on the public, and the public, if wise, will see that they hoe their own potatoes or go without. The sifting process which such records afford and the elimination of fraud were impossible until the Welfare Bureau offered itself as a means of co-ordinating all organizations giving help.

Another plan of the work is in connection with the trained nurse who is at the disposal of any of the organizations for investigating and does

valuable work in persuading the unpersuadable to—go to the hospital, for instance, when necessary, or can give advice on the spot. One branch of this work which is opening out arises from the hospital work. Constantly people are discharged from the hospitals who are either not in a condition to go straight back into ordinary life or are too ignorant to know how to take care of themselves. The Welfare Bureau desires to keep in touch with all such cases, until they are past the stages needing advice. The hospitals also desire it. Again, it has been found that at the free clinics a mother may be told to get her child a certain medicine. Not having the fifty cents necessary she puts it off, and the child dies or its vitality is weakened. For such cases a fund is necessary as well as supervision.

All of which goes to show that for the first time we have before us a business institution to co-ordinate the work that most of us as individuals or as members of an organization have done spasmodically, rather patting ourselves on the back for not letting our left hand know what our right hand has done, and not infrequently emptying both hands into those of one recipient instead of using our brains and distributing it. Let no one think that this should be dropped for purely war work. It is in a great degree clearing the decks for action for the help that will be needed when the men come back. If the survey of the people who are now here is on a definite basis, the decks are free for what is coming. At least so thinks the Soldiers' Aid Commission, among others, for they are one of the organizations that have decided to keep in touch with the Welfare Bureau.

This we do as citizens of Ottawa; the other, the larger war work, we do as citizens of Canada.

(Sgd.) A. E. WILSON.

### Very True.

A Harvard man has wired President Wilson asking for universal service, "to prevent unpatriotic fellows from landing all the choice girls while the patriotic men are serving their country." The obvious answer to this is that the girl who takes an unpatriotic man during the temporary absence of a patriotic one is not particularly "choice."—*Exchange.*



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### COL. SMITH IS SMILING.

There's a little extra sunshine in Colonel Henry R. Smith's smile these days,—in fact, the smile is the brightest that the genial Colonel has worn since the tragic night of February 3rd, 1916, when the old Parliament building went up in smoke. The fire was a sad blow to the veteran Sergeant-at-Arms of the Commons, for in it he lost many treasures and all the dear, old, memory-haunted scenes among which he had lived and moved



LIEUT.-COL. H. R. SMITH

Sergeant-at-Arms,  
House of Commons.

and had his being since he came to Ottawa with the Government in the great migration of "Quebeckers" away back in 1865.

Sitting in the gallery on a dull night when the back-benchers were filling Hansard with ready-made "dope" and the Speaker was pinching himself to keep awake, one could discern a look almost of trance creep over the face of Colonel Smith and it needed no words to tell that, in memory, he was beholding the Commons of other days and communing with the political giants of long ago. Down the

vista of Time he looked, past Laurier and Foster, past Cartwright and Thompson, past Blake and Macdonald, past Mackenzie and Howe, past Cartier and Dorion, and once again moved with McNab and Lafontaine. Old faces, old voices, old gestures filled the House again and Canada was re-founded before his very eyes. The mists drew back, lights brightened, governors, soldiers and diplomats passed in review, guns roared salutes, bands played and the Colonel felt again upon his back the rifle-green of the Civil Service Corps.

Bang! Bang!! Bang!!! Rattle, clatter, bang!

That wasn't guns! That was the members celebrating the deflation of a long-dinded bore. The Colonel was back in the Twentieth Century, with the Speaker sitting up straight and wide-awake and an honorable member to his right moving that the House adjourn until to-morrow. Agreed!

Up gets Colonel Smith, marches up to the table and shoulders arms with "the bauble." Ah,—that brings us back to where we started from.

The old mace was lost in the big fire. Since then a trumpery substitute has lorded it over the Commoners in the Victoria Museum—(they say it is only of wood, covered with gold-leaf!). But now,—now,—the Lord Mayor and Sheriffs of Imperial London for 1916 have had completed a grand new mace, enclosing a precious fragment of the old one, and have presented it to Sir Robert Borden, and it will soon be on its way to Canada to be enthroned in state on the table of the House.

No wonder Colonel Smith is smiling!

### Simply Couldn't.

"Say, old man, can you lend me a few dollars?"

"Impossible. I've tried to several times, but you invariably look upon the amount as a gift."—*Boston Transcript*.

**PATRIOTIC FUND.**

A. DeB. Tremaine, superintendent of agencies, Dpartment of Marine, acknowledges the following receipts on monthly subscriptions to the Patriotic Fund from outside branches of that department:

Signal Service, Quebec . . . .	\$ 31 80
Signal Service, Montreal . . . .	33 72
Meteorological Service, Toronto . . . . .	312 00
Prince Edward Island Agency, staff . . . . .	176 50
Officers and crew C.G.S. "Brant" . . . . .	56 00
<hr/>	
Total . . . . .	\$610 02

In addition to this, the crew of the C.G.S. "Grenville" has sent in a subscription of \$100 for this season. This subscription is likely to be increased later.

**A FREE PENSION.**

On July 1st the Bell Telephone Company will inaugurate a complete free pension system, covering its 9,000 employees. The plan includes old age pensions, sickness and disability benefits to employees and allowances to dependents of deceased employees. The whole cost is borne by the company.

**A NEW CENSUS.**

A thorough industrial census of Canada is to be taken next autumn. War conditions have made such changes in the Dominion's productive powers along different lines that former statistical surveys are now of smaller value than would be the case in normal times. Exact information will be necessary for the economic direction of commerce and industry in the early post-bellum period and so a special census has been decided upon. Plans are now in the making

and R. H. Coats, Controller of the Census, is on a trip to the Western provinces.

**A PATRIOTIC P. M.**

George J. Meyer, postmaster of Buffalo, is setting the pace for patriotic contributions among Government employees in the States. He divides his whole salary of \$6,000 per year between the Red Cross and war relief funds. Few public servants are lucky enough to be able to handle their salaries in this free fashion, but, —\$6,000 is \$6,000.



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### DECORATIONS WON.

"Our Decorations Won" is the title of one of the best chapters in "Two Years of War,"—the new special issue of *The Civilian*. When it was written the record of civil servants at the front was already one to be proud of, but additional honors since won have made it still more glorious. Briefly listed, our honors won to date (so far as reported) are:

- Distinguished Service Order—11.
- Military Crosses—10.
- Bars to Military Crosses—2.
- Distinguished Service Medals—4.
- Military Medals—2.
- Meritorious Service Medal—1.
- Medaille Militaire (French)—1.
- Croix de Guerre (French)—3.
- Order of St. George (Russian)—2.

The winners of all these decorations have been mentioned in despatches of the commander-in-chief,—some of them on several occasions, fourteen other Canadian civil servants who have not been decorated have won the official commendation of Field Marshals French or Haig for their conspicuously good work at the front.

### A NOTABLE CONTRIBUTION.

Referring to "Two Years of War," the new special issue of *The Civilian*, the Niagara Falls Review says, editorially:

"A notable contribution on Canada's work in the war. . . . A book that will go into the library of everyone who is fortunate enough to get a copy. . . . A great credit to all who had a hand in producing it."

### BRITAIN'S CALL.

What have we done to aid our land,  
 We who are sheltered here at home,  
 Who know no stern compelling hand,  
 We are not subject to the "comb"?  
 Must selfish sloth now stand confest?  
 Must those too old or frail for war  
 Still shrink from this, the final test,  
 Which none but cowards can ignore?

Our soldiers fight and toil and die;  
 They hold our lines on many a field,  
 We, who are idly standing by,  
 Have we no gift that we may yield?  
 Have we no store that we may lend  
 While brave men's blood is freely  
 given,  
 That we may aid towards the end  
 For which our splendid dead have  
 striven?

Remember, not on arms alone  
 Depend the fortunes of our State.  
 Each has a duty of his own,  
 Each hand may sway a nation's  
 fate.  
 Though millions give her of their best,  
 Still in our ears there rings the  
 call,  
 For she who shields us with her  
 breast  
 Needs, in this hour, the aid of all!

—*Touchstone in London Daily Mail.*

### Obituary.

Dr. Newton N. Colter, who retired on April 1st from the position of post office inspector for New Brunswick, died six days later from pneumonia. He was seventy-one years of age and a former member of the Commons.

William E. Calvert, for eighteen years an employee of the Printing Bureau, died very suddenly on April 18th.

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**THE SCOTCHMAN IN QUEBEC.**

I member me, that's long ago,  
 Way down in ole Quebec,  
 I see them Scotchman soldier dere  
 Wid a dress tie roun' his neck,  
 'E walk de street without some pants  
 An' beeg bare leg also,  
 Dey be ashamed fer see him so.

'E's got small cap on side 'e's head,  
 I lak them color well,  
 An' fer the blanket on 'e's back  
 Ba gosh, I think that's swell.  
 Dere's red an' green an' blue an'  
 black,  
 All fixin' up in square,  
 An' when you pass your eye on dat  
 Dere's every color there.

He's very fon' fer musique, too,  
 Some kin' dat seem so queer,  
 'E's got like pig under 'e's arm  
 Dat squeek, Mon Dieu, in fear,  
 'E's walk him up and down wid dat  
 An' blow, an' blow, an' blow,  
 De more dat pig 'e's squealin' hard,  
 He don wan fer let 'em go.

An' den 'e's call 'es frien around  
 An' tell them mak de dance,  
 De soldier one mak me feel shame  
 Goin' round widout 'e's pants.  
 But all de same 'es dance so well  
 So smart upon 'es feet  
 I mak me mind right off on dat,  
 Scotch danse, dey cant be beat.

'E swell 'es chest an' look 'es best,  
 An' promenade dat floor  
 An' when 'es jump on top de sword  
 Dat crowd shout out "ENCORE."  
 —F. McD.

**Framing an Excuse.**

Little Boy—Please, Mrs. Grumpy,  
 mother wants to know if you will lend  
 her your washtub.

Mrs. Grumpy (gruffly)—No; I  
 can't. The hoops are off, the bottom's  
 out and it's full of water.—*Glasgow*  
*Times.*

**PERSISTENCE**

Supposin' fish don't bite at first,  
 What are you goin' to do;  
 Throw down your pole, chuck out  
 your bait,  
 And say your fishin's through?

You bet you ain't; you're goin' to  
 fish,  
 An' fish, an' fish, and wait  
 Until you've ketched a basketful  
 Or used up all your bait.

Suppose success don't come at first,  
 What are you goin' to do;  
 Throw up the sponge and kick  
 yourself,  
 And growl, and fret, and stew?

You bet you ain't; you're going to  
 work,  
 And work, and work, and grin,  
 Until success does come your way—  
 For "grit" is sure to win!

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### THE POOR OLD LADY!

Any Customs officer who has had inspection duty at a border point can tell funny stories of his experiences. Preventive officers unearth some weird attempts to cheat His Majesty of his legal dues. The Niagara Falls Review tells the following tale of a recent incident at one of the international bridges in that city, and, as a Customs story, it will be hard to beat:

"His poor old grandmother was seriously ill and the grey-headed youngster would save her life by the over-the-river whiskey method, prohibition or no prohibition. So the brave knight hiked over the bridge and came back with a regulation hot-water bottle securely attached to his person, the said bottle containing two quarts of whiskey. The unsympathetic customs officials

discovered the whiskey and made the poor man pay duty. The hard-hearted wretches!"

The newspaper does not explain whether the aged patient survived the shock of the extra expense or not.

### She Didn't Understand.

"Galahad"—he began.

"Cut it out," interposed the young lady. "It's bad form to talk about a girl you had."—*Louisville Courier-Journal.*

### A Prize.

"Yes," said the girl who makes collections, "it is one of the best autographs I have in my collection."

"But are you sure it is genuine?"

"Positive. I cut it from a telegram that his wife received from him."—*London Telegraph.*

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## Commissioner Shortt's Evidence

(Continued from last issue)

*By Mr. Middlebro:*

Q. We will become militarized, as they were in Germany?—A. Well, in a sense, but we go on the assumption that these men will return to civil life. There are many engineers, chemists and scientific men of all grades in the troops, who are receiving at the front a magnificent training in practical work, in engineering of every description and in administrative work. We expect these men will be able to fill these positions when they return, that they will be strong competitors, and that preference should be given to them. That is the expectation we are proceeding on. It does seem to us that in the meantime these positions should be filled only temporarily, whether by returned soldiers, or otherwise, and the abolishing of the six months' limitation makes that possible. Such men as are available, preferably returned soldiers, if there are any, for the higher grades, may be put in these positions. Most of them have been filled by men who have been unable to go overseas on account of their inability to stand the medical test. Let them be put in temporarily, and when these men get back from the front after the war is over, let the positions be thrown open to competition, and we shall be able, on that basis, to select from the returned soldiers, without favour, and with everybody having the same chance, the best men for the positions.

*By Hon. Mr. Murphy:*

Q. What you have just said is your idea as to the way this ought to work out?—A. Yes.

*By Mr. McCurdy:*

Q. What are your views with regard to extending that suggestion to men in the Civil Service who are physically fit and qualified for overseas service and now holding permanent positions?—A. We have given every encouragement to those who will enlist and put every obstacle in the way of their getting anything unless they go overseas. What we did in the case of our regular lists after the war broke out was this: To every man on that list under the competitions which were then permitted, and, indeed, required by law, we said: Have you tried to enlist? If the answer was no, we replied: All right, don't you think you should? The man would say: Well, what does that mean for me? We told him: It means that we will keep your position for you, in other words keep you on the list and when you come back you will not have to pass another examination. The law authorizes this, because the law says that these

men shall be retained on the list until we find positions for them. When they return from overseas, they simply present themselves and ask for their appointment, and that appointment will be given in due order. In comparison with those who have not taken any examination they will get the preference over all others.

*By Hon. Mr. Murphy:*

Q. Are you speaking now of men at present in the Civil Service?—A. Well, partly.

*By the Chairman:*

Q. You are speaking of the waiting list?—A. Take a man in the third division of the Service, he goes up and becomes a successful candidate for the second division, but we do not count the fact of his being in the third division as giving him any claim at all to exemptions from the Orders in Council, and he will not go up through our Commission to the higher grade.

Q. Unless he tries to enlist?—A. Yes, and has been turned down.

*By Mr. Ross:*

Q. If he does enlist he gets the preference when he comes back?—A. That is right.

*By Mr. McCurdy:*

Q. The reason I ask the question is because you have suggested yourself, that, when the soldiers come back at the end of the war, those temporarily holding the positions, having been allowed in because physically unfit and therefore necessarily not then able to earn a good living, are to be thrown out and a way made for the soldiers?—A. They will have whatever opportunity anyone has to enter into the competition. As Mr. Middlebro has pointed out, we have no control over holding positions in the Service for men who have gone to the front, but we understand that the Government holds these.

Q. I am not speaking of those. You have suggested that from now on all vacancies be filled temporarily by men who are physically unfit for overseas service?—A. Yes, or returned soldiers.

Q. Yes, certainly, returned soldiers first, but for other positions for which suitable returned soldiers cannot be found with men physically unfit for overseas, and that this latter class shall hold these positions until the end of the war, and that they shall then, physically unfit as they are, be summarily thrown out and their places taken by returned soldiers. Admittedly, you approve of this procedure, then I put this question to you: Is such a course equally feasible with regard to the able-bodied men who have not gone overseas and who, at the end of the war, are holding good positions in the

Service?—A. Not if they are holding permanent positions. I should like to correct just one point, that these temporary men shall be indiscriminately thrown out. They will have the same opportunity as all others eligible to compete for those permanent positions with the returned soldiers, and they will have the advantage of a certain knowledge and experience gained in the temporary holding of the positions which will be an advantage to them.

Q. You would, of course, give the preference to the returned soldiers?—A. Certainly, where there are not other returned soldiers eligible to compete with them. If they are holding these positions merely as civilians they would be thrown out.

Q. You propose to throw out then a class of men who are not physically fit to make their way in the world, and retain other physically fit men who have not volunteered, because they are "permanents"?—A. In any case the former are only temporarily employed, and we are not changing that situation.

Q. What difference does that make? The former class cannot earn a good living. I have no personal knowledge, but it is said that at the present time you have in the Service men who are able to make their way anywhere, and who are not going to the front. My question was: Would it be feasible to recruit in the Civil Service many men who are now there by adopting the suggestion which you proposed that the Government should adopt after the war for the temporary men?—A. You mean by throwing them out at the close of the war? There is this serious difference: It is up to the Government and Parliament to say whether they will abolish or fill many positions, and there are many filled now on a purely temporary basis. Every one entering on the temporary basis knows that they enter on a basis which comes to an end normally in six months, or, since the passing of the Order in Council, at the end of the war. They enter on that basis; they know exactly where they are; there is no breaking of faith with them. Whereas, those who have been regularly appointed to the permanent Service have entered knowing that the Acts and regulations and the practice and everything else enables them to go through to the end of the chapter. So that there is a serious difference, I think, between the two classes.

*By the Chairman:*

Q. Between the permanent and temporary classes?—A. Yes.

*By Mr. McCurdy:*

Q. You would not be prepared to carry your suggestion that far?—A. I do not interfere with them. I think, as I say, that those men who can go to war, and where there is no special reason why they

should not, should have whatever pressure put on them that is deemed advisable; but in all such cases where they go their positions are held for them, and those who occupy such positions in the meantime know that they are holding them temporarily until these men return.

*By Hon. Mr. Murphy:*

Q. You say that their positions are held for them. Do you know that that is the fact?—A. That is the declaration of the Government.

Q. In an Order in Council?—A. No, they have simply never been discharged.

*By the Chairman:*

Q. Most of those who are away draw their pay?—A. They are on leave of absence purely.

*By Hon. Mr. Murphy:*

Q. You do not know, doctor, that any regulation or Order in Council has been passed expressing in words what you have just said?—A. I know this, that unless some special Order in Council or law has been passed putting them out of their positions, they still hold them.

Q. That is your reason for saying what you have said?—A. Yes.

*By the Chairman:*

Q. They are absent on leave?—A. They are still members of the Civil Service and their pay is still continued.

*By Hon. Mr. Murphy:*

Q. Provided they are in certain divisions?—A. Yes.

*By Mr. McCurdy:*

Q. Was not some change made with regard to the granting of leave to permanent officials of the Civil Service? Up to a certain date they received their full pay from a department as well as their military pay and allowances, and after a certain time was there not some change made in that connection?—A. Yes.

Q. What was that change?—A. That their military pay should be deducted from their civil pay.

*By Hon. Mr. Murphy:*

Q. That was the rule at first?—A. No, the rule at first, up to July, 1915, or about that date, they received the pay of their Civil Service position regardless of what they got in a military capacity. After that, they received their military pay and whatever the difference was between that and their Civil Service pay; in other words the military pay was deducted from the Civil Service pay.

Q. Is that the rule now?—A. Yes.

Q. Are there any Orders in Council affecting the Civil Service Commission with relation to the war?—A. Some of them have been repealed. The Order in Council of January 1, 1917, amends section 22 of the Civil Service Amendment Act, and reads as follows:

P.C. 3281.

## PRIVY COUNCIL, CANADA.

At the Government House at Ottawa.  
Monday, the 1st day of January, 1917.

His Excellency the Governor General in Council, under and by virtue of the provisions of section 6 of the War Measures Act, 1914, is pleased to order that section 22 of the Civil Service Amendment Act, 1908, as amended by chapter 8 of the Statutes of 1910, relating to the appointment to the position of messengers, porters, sorters and packers, and to certain other positions, shall be and the same is hereby further amended by adding thereto the following section:

3. Any person who has been on active service overseas in the Military or Naval forces of His Majesty during the present war may be appointed either temporarily or permanently to any of the said positions upon his satisfying the Deputy head of the Department in which he is to be appointed that he can read and write and also that he has the usual qualifications required with respect to character and health

There are two significant things I might mention, first, people in Ottawa, it seems to me, should not have a special claim on Government positions as if the Dominion Government's offices in Ottawa were a local industry. We hold our examinations from the Atlantic to the Pacific, and everybody is equally entitled to compete.

*By Mr. McCurdy:*

Q. The Johnny on the spot always has the advantage?—A. In a patronage way, always. If there are qualified returned soldiers up and down the country who have taken their examinations, and who have taken the training offered them by the Military Hospitals Commission, and have shown themselves in passing these tests able to hold these positions, why should inferior people be taken when the others are available? The same applies to this other question of holding them over. Moreover, these tests are very elementary, the lower grade examinations being simply writing, spelling and the first four rules of arithmetic.

*By Hon. Mr. Murphy:*

Q. And reading?—A. No. The spelling and the arithmetic are such that if they can spell the easy words they can pass, and if they can add and subtract they do not need to know how to multiply and divide, because they can get enough marks to qualify. It is not a serious test, but it has this remarkable advantage. Lord Macaulay, Sir George Trevelyan, the Marquis of Hartington, after Duke of Devonshire, and other advocates of the Civil Service reform in Britain, pointed out that if a man will undertake to go up for these tests, it is a more valuable test of steadiness of character, of habits, and of general ability than any value

of the test itself, and that is what we have found works out here.

Q. It is that elementary test that the amendment to Section 22 of the Civil Service Act breaks down?—A. Yes.

*By Mr. Ross:*

Q. A man who could not do any of these things could be appointed by the head of a department under that section to any of these positions?—A. Yes, in the lower grade.

*By the Chairman:*

Q. If he was a returned overseas soldier?—A. Yes.

Q. What are you doing towards qualifying and fitting returned men for Civil Service employment?—A. Well, of course, we have no such function, except to test them when they profess to be ready to be tested.

Q. The Military Hospitals Commission are giving training at a number of points, I understand, under your advice?—A. Well, we have talked the matter over with the different centres. What I have said is this: These men come back to you covering all grades and subjects for all kinds of employment; you will find some who show by their character and industry tendencies which will be suitable for Civil Service positions; it should be your function to find—

Q. Certain selected men?—A. Yes, to go in for these positions, and then there are others who should go in for manual training or some other occupation. Because of your knowledge of these men, you have the opportunity to give suitable advice to them, and to give them the training. Then, when you declare them ready, we provide the machinery for examining them and certifying to the various Departments of the Civil Service that these men are qualified up to the various standards.

Q. In a normal year how many people are absorbed in the Civil Service?—A. In the Inside Service, about, probably a hundred in the third division; between forty and fifty in the second division, and perhaps about the same number in the other divisions.

Q. That is in the Departments at Ottawa?—A. Yes. And in the lower grade probably about one hundred.

Q. So that three hundred a year is about the normal absorption in Ottawa?—A. About that.

Q. And throughout the country at large, do you deal with the Outside Service?—A. We simply hold the examinations, but we have no knowledge of the number appointed.

Q. Are the returned soldiers to have the preference in the Outside Service as well?—A. Yes.

Q. I am trying to find out how many returned soldiers could be absorbed annually in both the Inside and Outside Service, how many would you think?—A. In the Inside Service, probably as you say, about 300 of all grades.

(To be continued)

POSTMASTERS,  
 POSTAL CLERKS,  
 LETTER CARRIERS,  
 RAILWAY MAIL CLERKS,  
 POSTAL ORGANIZATIONS,  
 POSTAL EMPLOYEES GENERALLY.

## ATTENTION!

The postal services of Canada have sent approximately *fourteen hundred men* to fight for the Empire. That is about two-fifths of the whole number in the Civil Service Roll of Honour. It's a record to be proud of. *Are you proud of it?* If you are, will you not help to make it *complete?*

The editors get no official information as to what *units* your comrades are with, unless they are *killed*, no record of their fortunes overseas. Word was lately received of the wounding of a postal clerk at St. Julien,—*nearly two years ago*. Another was wounded *four times* before we *chanced* to get news. *Scores* have been wounded and *never* reported.

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VOL. II.

APRIL 27, 1917.

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## CONVENTION.

Unless our branches are on the watch, convention will be upon us ere we realize it. Since we last met, some ten or twelve branches have been established in the East. Since, however, we must not altogether forget our Western comrades, it must be admitted that the one place in Canada for this year's convention is Winnipeg, and in that city will the conference take place. Apart from the resolutions which may be expected from our branches, there are several vital problems to which our very best attention must be given. Our Association to-day is a very different organization to what it has been at any time in the past. In no year since its formation has such a change taken place internally nor such a change happened in the outer world affecting us, as in the time since we met in Regina in July, 1916. It is therefore necessary that we at once assure ourselves that a thoroughly representative convention will meet in Winnipeg this summer. In order for us to appreciate the necessity for this, we must first be quite satisfied that such a convention is of vital importance to us all. If we only ponder in a sane and level-headed manner, we shall see the wisdom; in fact, the actual essentiality of our gathering together again this year. We all, of course, realize both the war and the economic situation. If one is inclined to sentiment, one might, at a casual glance, consider that such a situation was good reason for not holding a convention. However, while a proper proportion of sentiment, in its right place, is all

right, we must, at the same time, look at this question in a perfectly honest and sane manner and with a true prospective. The war may end this year and then a state of affairs would immediately arise which we, as a body of postal clerks, need seriously to consider. The war may rage on for another indefinite period, and, in such a case, the economic situation, both manual and financial, as it affects us, needs our earnest consideration. If we are men we must do our own thinking and acting on these matters, not leave it entirely in the hands of others to think, act, and pull the string for the figures to work. The past twelve months has demonstrated in no half-hearted fashion what we may expect in both branches of the economic situation whether the war ends or continues, and, we representing the postal clerks of Canada, are not prepared to meet the situation as efficiently as we should be by any means. Then, again, looking merely at our organization. It has got to be kept running, and, with the advent of the East, all admit that our financial affairs require immediate overhauling and placing upon a firm basis. This requires our attention without any more loss of time than can be possibly avoided. We cannot be secure as an organization without a firm financial foundation. For the above reasons alone, then, we must convene and the WE must be representative of the entire association, no matter what the sacrifice. We have shown, or think we have, the vital need for a conference, and, if that be granted, we must be prepared to sacrifice in order that such can be. Nothing can be obtained



in this world without self-sacrifice in order to obtain it. If we desire a convention, sacrifice is necessary. Ways and means have to be found by all so that all may participate in the deliberations at Winnipeg. Branches must realize this now; later on will be too late; and must at once get busy and go carefully into this matter, find out how they stand and seek advice, if necessary, from the officers and so assure themselves of a voice at the conference and insure the Association a thoroughly representative convention.

**NOTES BY THE WAY.**

We shall be glad to receive, at the earliest opportunity, similar comparative statements to the one published in this issue. Semi-staff offices, not already having got theirs out, would do well to do so at once. As we have stated before, any information can be obtained from this office, if blue books are not available locally.

We have endeavoured to keep well off the recruiting problem so far as is possible. We note, however, that recently the argument is brought forward that the Government cannot expect business houses to release men whom it is considered should be in khaki unless the Government itself so does. With this we are in complete accord. On the other hand, it is our opinion that the Government should not release its own employees before requiring outside employers of labor to do likewise. We say,

it is our opinion. However, we believe there is much higher authority than that. We are under the impression that a Minister has stated that the Government cannot move ahead of the people. We, then, have surely no need to doubt that this will apply in the subject we are mentioning.

Lethbridge is to be heartily congratulated upon the splendid work it is doing on behalf of itself and all semi-staff offices. Obviously, they have a very live and efficient branch in that locality.

The Department of Labor shows that, for the month of March, prices of actual necessities are still soaring, soaring, in fact, quite away out of reach of men receiving \$50 a month or so. We recently had the opportunity of talking to a man who had been employed in the Post Office for five years steady and he is now receiving \$65.00 per month. We cannot believe that an equal to this can be found anywhere in the West—outside, of course, of men employed by the Government.

Those branch secretaries that have recently received a circular letter from this office will please be good enough to give it their prompt attention, if they have not already done so.

**AN EXAMPLE OF THE "SEMI-STAFF" SITUATION.**

We herewith publish a comparative statement showing one example, viz., Lethbridge, of the gross injustice done to postal clerks having the misfortune to be working in what is termed a "Semi-Staff" office.

The figures are taken from the latest Report of the P.M.G., the Civil Service List and the Official Railway Guide.

	Population.	Revenue.	No. of staff.	Salaries.	Ratio of Revenue to salaries.
City Offices—					
Fredericton . . . . .	7,208	\$42,403.87	11	\$12,500.00	3.39 to 1
New Westminster . . . .	13,199	\$48,227.20	16	\$17,050.00	2.83 to 1
Semi-Staff Office—					
Lethbridge . . . . .	11,070	\$49,421.99	16	\$11,400.00	4.34 to 1

The above statement is responsible to a great extent for the following resolution, recently passed by the City Council of Lethbridge:

Whereas, the Postal Clerks Association has requested the City Council to investigate their status in the Government service with a view to enlightening itself as to whether it should support the contention that the postal clerks in this city should be put on the Civil Service list and,

Whereas, on investigation, the Council find that the "carriers" are on the Civil Service list here and receive remuneration which is increased each year up to a maximum, while the postal clerks are not allow-

ed this privilege, notwithstanding they have, annually, to pass the same examination required of the postal clerks in Edmonton, Calgary and other post offices, and,

Whereas, the Council, on inquiry, learn that Lethbridge post office is nominated only a semi-staff office, while New Westminster is classed as a city office. In the first case the clerks are not entitled to the annual advance in wages; in the latter case the clerks are entitled to the increased wages, while in fact the revenue in the Lethbridge office is \$49,421, while in New Westminster it is \$48,227. In Lethbridge, the salaries paid amount to \$11,400, and in New Westminster \$17,000, and statistics show

that the ratio of revenue to salaries paid is greater in the case of the Lethbridge post office than at either New Westminster or Fredericton, as follows: New Westminster, 2.84 to 1; Fredericton, 3.35 to 1; Lethbridge, 4.34 to 1;

Whereas, the postal clerks in Lethbridge are working for less remuneration and handling more business than many other post offices in the west;

Therefore, be it resolved that the City Council is absolutely in sympathy with the Postal Clerks Association in their request to the Department that they be put on the Civil Service list, and urge the Department, in fairness to these clerks, to concede the request of the Postal Clerks Association.

### BRANCH NOTES.

#### Calgary.

Calgary has been honored with a number of visitors from "foreign parts" during the past month or two. A lady clerk from the Medicine Hat branch, and later one of the few remaining male clerks from that office.

Just prior to this, two charming damsels from the "City" of Red Deer paid us a visit. First, one came and had a look round. The good lady was so tickled with either the boys or the office—we can hardly think it was the office—that back she came the following day along with a fellow clerk. Gladys was one, but we were not lucky enough to catch the name of the other. Hope everyone enjoyed themselves.

A riot was nearly started on the city staff recently over "fruit" once again. We believe we have had occasion to mention our friend "Pennell and fruit" at least once before. It occurred thus: Some somewhat slick member of the staff approached Pennell with what appeared to the latter's keen business sense to be a good proposition. The "slick guy" said to "Bill," "if you will put up a nickel for fruit, I'll put up too." Friend Bill, for some reason best known to himself, spelt too—two. Result can be better imagined than described.

#### Saskatoon.

The great word here is "convention." There appears to be a feeling that this is to be the greatest yet. With questions of vital importance to the Association and the Service as a whole thoroughly gone into. And why not! Winnipeg is the logical place for a meeting of the east and west. A little sacrifice and a big effort, then July, 1917, will be something to be remembered. Rally, ye men of the P.C.A., put your backs into it and push!

Prince Albert says, "war bonus or no war bonus, here's one for the 'Peg! Hear, hear! Saskatoon will also endeavor to add to the joy of nations. The favorite song of the

G.D. and City staffs is "Put me among the girls."

After much deep thought as to why this season of the year is called Spring, we have come to the conclusion that it is because if you don't you'll drown. Who was the man who said there was no mud up his way! He had it all on his boots.

#### Moose Jaw.

We had a most successful meeting on Friday, March 30th. There was lots of business and a goodly number turned out—there's still room for the rest, though, and we sure want to see them down. Some seem to think it is just a matter of dues, and so long as they are paid everything is 'jake.' Not so, dear brothers, that's only *half* the battle. We have 25 members, about 75 per cent. are real live ones. Now, then, you non-attenders&!

I suppose the most important item on the bill was the election of the delegate for the coming convention, which was very exciting. Three good men had been nominated, Messrs. Robertson, Cameron and Bell, and in a very exciting finish the honor fell to Mr. Bell. He had the privilege of representing this office at the last convention.

On Saturday, 31st, we paid a return visit to Regina. Say, didn't we have SOME time? You just bet we did. Arriving about 19k. we were met by the reception committee and proceeded to the office where everybody became acquainted.

Eight o'clock found us at the King's Hotel. Now, brothers, need I say any more? Ask your last year's delegate what kind of banquet *they* had. Nuf sed!

A very nice musical programme had been arranged and after the chairs had been pushed back and P. M. Nicoll had toasted the King, the fun started.

Our friends sure have some good talent, both in after-dinner speakers and musicians. The pianoforte solos of Mr. Halleran are worthy of special mention; he is a most accomplished player. It is hard to say anything on the speeches, they were all so good. Asst. P. M. LaBelle and Mr. Grant know how to deliver the goods, though.

All things end, and train time came all too soon. So with the singing of the National Anthem a most enjoyable evening was brought to a close. We do not intend to let a whole year go by again before we have another. Wonder if a little gathering couldn't be arranged, say Brandon, Saskatoon, Moose Jaw and Regina. Why not!

Two more of our members have gone forth to engage in the world's conflict, E. A. Woodrow and R. D. Adair. Good luck and a safe return is the wish of your brother members.

There's more trouble now. Got to take the qualifying before you get any further increase is the latest from the Department. So get busy, boys.

### Edmonton.

News has been received in the office of the death in action of Corporal A. W. Britton, C.M.R. Britton, who prior to his enlistment was employed in the Money Order Department, enlisted some two years ago. Only last month we received a snapshot of him in full possession of health and vigor. How bitter and sudden are the changes of fortune in this present war. The sincere sympathies of the whole office will go out towards Mrs. Britton in her bereavement.

The vacation season is about to commence with us. Relief men are due to arrive (me merely said due) and presently those agreeable little breaks in our official existence will be realized, when for the space of a week or so one can consider oneself divorced from anything suggestive of mail matter and its byproducts, dust, smell and the like.

We feel it to be our religious and bounden duty to firmly contradict one or two rumors which are strongly prevalent in the office these days. The following absolutely lack foundation:

That the branch secretary is taking anti-phon to reduce his bulk.

That a certain minute member of the letter dispatch has sworn off "ham and eggs" for 48 hours.

That the clerk in charge of the City Sortation has agreed to double his subscription to the Patriotic Fund.

That all non-subscribers to the above Fund have declined to accept the much talked of bonus, on the grounds of conscience.

That the General Delivery Department is grossly over-manned, and that the local correspondent of the "Postal Journal" is in full possession of all his faculties all the time.

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### HERE AND THERE.

*By the Organizing Secretary.*

The sordid conditions of employment of the clerks in semi-staff offices have been obviously responsible for the absence of enthusiasm, lack of interest on the part of a number of these clerks in matters pertaining to their interest and that of the Association. It is not to be wondered at that such apathy exists, since the rates of pay of this class of postal employees have practically remained unchanged for a lengthy period, whilst the living or subsisting expenses have more than steadily increased. It is to be regretted that the Department, from the viewpoint of efficiency, has not seen its way clear to offer more encouragement and hope to this branch of the Service. But let these men and women take heart. The Association is using its best efforts to eradicate the evils indicated. They should remain firm in their

unity with the Association, and their loyalty and patience will be duly rewarded—not in the hereafter—but in the herenow. The question of raising the status of semi-staff office clerks to a point whereat there will be incentive for such clerks to remain in the service seems to be one of the several Civil Service questions that need to be brought to the attention of the public for their enlightenment and education. The manner by which public servants seek to enlighten and educate the public is, of course, of paramount importance. Haphazard, spasmodic and irregularly directed methods will produce little or no good, however important the subject in point may be. It is with the postal clerks as with other participating in the world's work, only by co-operation, organization and education will a purpose for the good of those concerned be accomplished. The idea of bringing this semi-staff office matter to the attention of the members of parliament and the boards of trade throughout the country was an excellent one. This plan which is now in operation and which is being elaborated upon is already having good effect, and the publicity given it will in all probability bring the public to the stern realization of the fact that improved conditions of employment of the postal clerks and civil servants generally mean a better public service.

\* \* \*

Don't be sending in resolutions for convention at the last moment. Each and every branch member should put on his or her studying cap for a few days for the purpose of bringing before the next branch meeting questions that are likely to form important material for a convention resolution.

\* \* \*

The Association is progressing very well. Its usefulness is being noticed more. But the success of the Association cannot be measured only by the benefits that it is able to get for the members. The numerical strength is a big asset to success. Branches should start a membership campaign.

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### FROM AFLOAT.

From Senior Medical Officer,  
H.M. Hospital Ship, 'Garth Castle.'

Fleet Surgeon Austen, on behalf of the Staff, sick and wounded, who may be patients in H.M.H.S. "Garth Castle," begs to offer the Canadian Red Cross Society very sincere thanks for the large consignment of First Aid gifts and chocolate.

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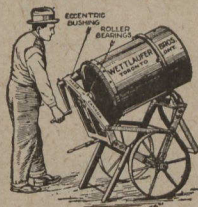
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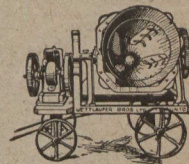
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