

THE CIVILIAN

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The Civil Service and the Canadian Public

The civil service feels it has a just grievance in the apathy, not to say the indifference, of the Canadian public. Newspapers seldom or never talk of it; when they do, nine times out of ten it is to make silly jokes about sinecures. To appreciate its work, to understand its problem, they do little or nothing, beyond an occasional generalization. Even in Ottawa, where over four million dollars received annually in salaries are spent by civil servants, and where one would think mere business enterprise would come into play,—if there is an editor with a constructive idea concerning the service (which we doubt) he has adopted the oyster for his model in eloquence.

Yet Canadians are somewhat given to pride themselves on their institutions. Especially are they fond of inviting comparisons with the United States. The United States is popularly supposed to be very low indeed (to speak mildly) in the standards it has set for the public service. It was the inventor of the "spoils" system. That settles it—for all time to come. Yet the truth is that for thirty years past the United States has led Canada,—in so far as public opinion is concerned—in the effort to apply intelligence to the problem of the public service—if "led" be the word when the second party has not started in the race at all. There is a Civil Service Reform League in the United States—a most active and influential organization, to whose proceedings THE CIVILIAN has more than once referred. On another

page of this issue may be read also what a second great engine of public opinion, namely, the National Civic Federation, is doing to raise the character of the civil service of the United States. More and more the mystery deepens how with a public so soundly asleep as that of Canada on all such questions, the Act of 1908 was ever possible. Governments do not usually so far outrun their constituency.

What is the explanation? No doubt there is one. The country is young and small, of course, but if anything the service bulks relatively larger in Canada than in the United States. That, however, it is no part of the service's business to find out. The service is taking a more practical line. If the mountain will not come to Mahomet, then Mahomet must go to the mountain. It may be the public's workshop and business, but it is the service which has to do the work. And so, whether on the broad question of reform (the field in the United States of the Reform League) or on the narrower matter of the sanitation of public buildings (where, in the United States, the Civic Federation has assumed the task) it is the civil service and not the public, or any portion of it in Canada, which is doing the caring and the thinking and the acting. Of course this is all topsyturvy. Logically, the affair lies in the first instance between the government and the people. Yet who knows? It may be as well for the souls of civil servants as it is. It should certainly tend to make the service livelier.

Civilian Portraits.

Mr. George Ross, I.S.O.

Among the recent birthday honours, none was more deserved by long and conspicuous service than the I.S.O. conferred upon Mr. George Ross, Chief Post Office Superintendent for Canada. It was in 1874 that Mr. Ross first went into post office work—in Hamilton, where he became a fourth-class clerk. Commenting on his elevation, the *Courier*, to whom THE CIVILIAN is indebted for the accompanying photograph, recently said:



MR. GEORGE ROSS.

"Mr. Ross is out and out a post-office man; one who takes the transmission and delivery of the mails as seriously as some men do the building of railways. He is a hard worker and an up-to-date man. It was he who worked hardest to establish rural mail delivery. It was he who suggested the militia post-office at the training camps.

"In the greystone, somewhat classic building at the head of Toronto street in Toronto, Mr. Ross is the busiest

man of all. He has a large family, most of whom he has brought up in that building. During his career in the post-office he has seen most of the great changes that have come over the transmission and delivery of the mails. In 1874, when he entered the service, there were fewer letters mailed in all the cities and towns of Canada than there are mailed now in the city of Toronto alone. There was then no free delivery of letters—a system which is now in vogue in almost every Canadian city of over ten thousand population. There were no two-cent stamps. Imperial penny postage did not come till twenty years after Mr. Ross entered the service. In that time also the post-office savings bank has been developed into one of the strongest economic institutions in the country. The postal note and money order system has been extended and made more and more elastic, so that the sending of money by registered mail is now no longer necessary, though still practised. Registration has been simplified. The classification of things sent by mail has been made complete. Department stores have aided in the extension of this branch of the service. Special delivery stamps have been inaugurated. Typewriters have decreased the bulk and multiplied the number of letters. The stamping-machine has been brought into use. Letter carriers have had their pay increased. Postmasters-General have come and gone—just who was the P. M. G. when Mr. Ross entered the post-office is not clearly remembered, but he has seen whole dynasties of them come and go; has seen the department and portfolio of labour grow out of the post-office department at Ottawa, and the publication of the *Labour Gazette*, which, however, pays no postage. In short, Mr. Ross has seen so much of the post-office in thirty-five years that life to him has become just one long letter—plus now the letters tacked onto his name."

The Welfare of Civil Servants.

The Work of the National Civic Federation of the United States on behalf of Government Employees.

The National Civic Federation of the United States is too well known in its activities to require a word of explanation, even beyond the boundaries of the Republic. Less well known, because of its more specialized character, is the work of the "Welfare Department" of the Federation—a branch whose distinct aim is to encourage consideration on the part of employers for the comfort and well-being of their employes, beyond the mere letter of the wages agreement which binds them.

Recently this department held its semi-annual meeting at Washington, D.C., and the object of the meeting was "to discuss and plan anew a widespread welfare movement for Government employes." Proper sanitary conditions in Federal, State and Municipal Buildings was the gist of the numerous addresses and discussions. More and better light, air and space, was the keynote. The publicity given to the subject in this way will almost of a certainty be productive of the desired betterment.

Classes of Employes Considered.

The special committee engaged in investigating conditions among Federal, State and Municipal Employes, to learn the details of work undertaken for the employes' benefit, deal with the following classes:

Federal—Postal, custom house, army posts, navy yards and immigration bureau employes.

State—Employes in State institutions, hospitals and prisons.

Municipal—Employes in hospitals, street cleaning departments, public schools, prisons, police stations, and fire departments.

Investigations Conducted.

The committee conducted an investigation in the Postoffice Department of New York City. A recommendation was made through the Postmaster that the roof of the new postoffice at the Pennsylvania terminal in New York be used as a swing room for letter carriers. The committee also sent letters endorsing the amendment to the Postoffice Appropriation Bill to increase the salaries of postal employes receiving more than \$1,000 per annum, and to allow thirty days' yearly vacation to all postal employes.

The sub-committees active at present are: Committee on Brooklyn Navy Yard, New Buildings Committee, and Hospital Committee covering city and State hospitals.

The Committee on New Buildings learns of proposed new buildings, city, State or Federal, and makes suggestions for the welfare of employes before the buildings are put up. The committee has gone into this preventive work very thoroughly. Among other recent activities, the members have inspected plans for a new Marine Hospital on Staten Island. The architect has promised to submit the plans to the committee for suggestions, before sending them to Washington. The plans for a new Assay building on Wall street, New York, also have been examined, and many suggestions as to the placing of showers, etc., will be made by the committee. The City Hospital Committee has visited all the hospitals in New York, and has found this investigation most interesting and instructive. The committee is at present in communication with the proper authorities in regard to installing recrea-

tion rooms, literature, etc., for employees in the Bellevue and Allied Hospitals.

Some very interesting problems, a number of which are of great importance to postoffice employes, have in this way come up for consideration. The work of the Federation, it will be seen, is for the most part investigating. It moves slowly and does not always achieve rapid results. However, the investigating is thorough and carries with it the weight of public opinion and the sort of influence that leads to legislation.

Address of Chairman on Work of Federation.

Some extracts from the address of the chairman of the meeting, the Hon. William R. Wilcox, in further explanation of the work, follow:

"The work of the welfare department is not to wring from the employer for the benefit of the employee; but all that we advocate will redound as much for the benefit of one as the other. The questions of sanitary arrangements, recreation, educational advantages, proper housing, insurance, pensions and savings for the old age of employees—no question is raised in the mind of any one as to the propriety of any of these things; but there has not been sufficient activity in bringing them to the attention of our people.

"Our work is in two divisions—one affecting industrial employes and the other public employes. My own experience has been more with the latter class. When you stop to think of it there is no reason at all why the Government should not be a model employer. I don't mean by that that it must pay higher wages than is paid for the same class of work by private employers; but the Government should set an example—it should provide proper working places for its employees. When I was postmaster in the City of New York there were about 6,000

men employed in the various departments. I found men working in the general postoffice down in the basement, where the light never reached, and where there was no arrangement for heating. Now that is not proper. No one could defend such neglect on the part of the Government. The whole building was entirely unfitted for postal service. It is a crying shame and has been severely criticized not only by the Civic Federation, but by other committees and boards of health. The place has been improved. We put in heating apparatus and one for pumping fresh air, and every means was taken to benefit the men by making it a more decent place in which to work.

"Up to the time that I took up officially a year ago public utilities instead of public buildings I had visited many Government buildings and many postoffices as postmaster; I have yet to see a Government building in this country that is properly constructed for the purpose for which it is used. That is a pretty broad statement, and some of the speakers, I hope, will challenge it if they chance to know of any Government building well adapted for the purposes for which it is built. And the shame of it all is that some of the buildings constructed lately cost the greatest amount of money and are even worse than some constructed many years ago. The Chicago postoffice is a monstrous failure as a place in which men should work. There is no reason on earth why men who sort letters from day to day should not have the same benefit of light and air that the head of the office has who is on another floor and in a larger room. These are things that we can prevent. We can call the attention of various Government officials to them. My own experience has been that in the busy whirl of everyday life such men do not have time to think about these things, but when I told Postmaster General Cortelyou, Postmaster General Meyer and their first assist-

ants, and Mr. Hitchcock (referring to postal station in New York), that we did not want swing rooms in the basement, but upstairs where there is light and air, we got that kind of stations. When I called attention to the fact that in leasing a station for a post-office we didn't want some place taken that could not be rented for something else, simply because it belonged to a certain individual in some particular congressman's district, I found I did not have to appeal in vain. I believe the members of this federation in their sections of the country, by going to these officials who control the renting of property, where men work day by day to earn a livelihood in the employ of the Government, and by pointing out these evils, can prevent much in the future that has taken place in the past.

"I have yet to see a postoffice budget in which Congress ever gave the amount for rent, fuel and light—you remember the item—that was called for in the department budget, and yet upon that very item depended in my city the question of whether I could do away with stations that were not fit for dumb animals, in which men had to work day by day. To that extent we ask for law, but beyond that the Civic Federation does not go."

Personal.

Mr. G. A. Bell, Dept. of Railways, has returned from a trip to the Coast.

Mr. M. J. Butler, Deputy Minister of Railways, and his secretary, Mr. McCourt, have returned from a trip of inspection in western Canada.

The engagement of Mr. R. de B. Corribeau, Dept. of Public Works, to Miss Foran is announced.

Mr. M. B. Bonnell was transferred on Sept. 1st from the Topographical Survey Branch of the Interior Dept. to the Examining Division of the Patent Office, Dept. of Agriculture.

Mr. F. C. T. O'Hara, Dep. Min. of Trade and Commerce, returned recently after a short business trip to Great Britain.

The engagement of Mr. Ernest Green, of the Dept. of Trade and Commerce, to Miss Rosina Brown, of Montreal, is announced. The wedding has been arranged to take place in the autumn.

Mr. F. A. Acland, Deputy Minister of Labour, is in Cape Breton in connection with the strike of Dominion Coal Company's employees.

Mr. R. N. Venning, Superintendent of Fisheries, has returned from an extended tour of inspection of the fisheries districts of British Columbia. He visited the mouth of the Skeena River, the important fishing grounds in Dixon Entrance and Hecate Strait, the settlements on Queen Charlotte Islands, the whaling station at Barclay Sound, the fishing grounds in the Strait of Georgia and Fraser River, and those in Puget Sound, in the State of Washington.

Mr. C. Stanton, Asst. Deputy Minister of Marine, has spent his holidays in England, returning on the 1st of September.

The marriage of Mr. John Chamard, P. O. Inspector, Saskatchewan, to Miss M. E. McLean of the P. O. Inspection Branch, Ottawa, will take place at Ottawa.

Mr. D. C. Scott, Comptroller, Indian Dept., is at present on an inspection trip in Nova Scotia.

Mr. A. M. Dupuis, of the Check Branch, Custom Dept., was married in Montreal, on the 7th inst. to Miss Bourdeau. They have gone to the Saguenay for their honeymoon.

Mr. Coolican, Assistant P. O. Inspector of Ottawa, has joined the list of benedicts.

Mr. A. O. Rocque, Check Clerk, Custom Dept., has been appointed Translator to the Department. He has been doing the extra-work, unofficially, in addition to his own, for some time. Mr. H. L. Carson, of Hamilton, has taken over Mr. Rocque's work.

Mr. C. P. Blair, Law Clerk, Customs Dept., recently operated upon in the Toronto General Hospital, is rapidly improving.

ALTHOUGH aeroplunist "Casey" Baldwin is strictly temperate we are assured that at Petawawa he took a drop too much.

THE CIVILIAN

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

Ottawa, Sept. 10th, 1909

FRUITS AND METHODS OF ORGANIZATION.

Rises from time to time some one to enumerate the good deeds of the C. S. Association: the increase, the loan association, The CIVILIAN, etc., etc. Quite rightly in such cases the list is not narrowed to the enterprises directly fathered by the Association. Where an achievement without the Association or the general stimulus it has imparted would have been impossible, the Association may claim the credit. The Association's great achievement, in fact, is the recognition which its mere existence implies of the necessity in a body like the civil service for some clearing-house or crucible of opinion. There were brave men, of course, before Agamemnon, and the committee which preceded the more democratic and

organized body is ever to be held in grateful appreciation. THE CIVILIAN hopes in an early issue to publish a history of organized effort in the service from the earliest times, in which an account will be given of the various phases of the movement antedating the developments so recently in mind. Still it remains true that until the necessity begotten by the appointment of the late Royal Commission, opinion in the service was to a degree desultory and individual. That this tendency has not entirely disappeared, is only to say that the Association, like everything human, is not perfect. There are still some who rush their wares to market without reference to the general case, without considering perhaps that the Association has any claim to be consulted, and who think that progress is advanced thereby. They are within their rights, of course, and energy of almost any kind is better than a dead-and-alive indifference. Nevertheless, the service has formed the habit of thinking in masses, or at least in classes, as it never did before. The advantage has been very great. It is a pretty well based idea that is not metamorphosed somewhat by discussion in a body representative, as the C. S. executive is, of every interest in the service. The metamorphosis is almost sure to be for the better. At the same time the reaction on the individual is no less valuable. He gains in appreciation of his position and in his sense of responsibility. All of which is merely a little variation on the old theme that organization is strength, and an exhortation to the individual if a member of the Association to place his energies in the first instance at its disposal so that its policies may profit until they animate every step that is taken, or if not a member, then to join it in order that his strength may at least swell that *vis a tergo* which though quiescent is the chief element in every movement.

VINDICATION.

The strength of the civil service case as presented to the Royal Commission in 1908 was the array of indisputable facts in relation to the increased cost of living. To a considerable extent the figures which formed the body of the memorial were new. That is to say, they had been gathered specifically for the purposes of the report. They applied directly to conditions in Ottawa.

It was contended by the memorialists that the enhanced cost of living warranted a proportionate advance in the scale of salaries. That appeal was met by a lump sum increase of \$150 all round and a widening of the general scale of remuneration. For the recognition thus given civil servants are grateful. That the government acted wisely in this matter, and in full accord with current tendencies, a bulletin recently issued by the Census Department at Washington, dealing with salary increases in the United States between 1900 and 1905 would demonstrate.

Taking eight cities in the order of their importance, the growth from the industrial standpoint is shown to have been as follows:—

	Estabs.	Cap.	Sal.	Wages
New York.....	8.3	22.2	41.4	26.2
Chicago.....	6.4	24.7	42.2	25.5
Philadelphia...*	5.5	16.7	34.2	13.6
Boston... ..*	4.6	1.1	27.9	13.0
Pitts.& Allegh.	20.1	23.1	53.6	5.8
St. Louis.....*	6.2	76.7	33.7	46.3
Baltimore.....*	4.9	38.8	20.7	9.1
Cincinnati.....	11.5	25.9	41.0	18.6

* Decrease.

These facts are significant. They show very plainly that, several years before civil servants took action in their own behalf, a movement was under way in the neighboring Republic, impelled by the appreciation of changing conditions, toward the payment of higher salaries. That movement has continued since 1905; so that the percentages given above might

safely be raised. In not a single instance was the advance in the United States below 20 per cent., while the maximum went as high as 53.6 in the Pittsburgh-Alleghany district. In New York and Chicago, under circumstances relatively similar to those which have prevailed here, the increases exceeded 40 per cent.

The point to be emphasized is this: If, while an average advance of more than 36 per cent. in the scale of salaries was taking place in the industrial centres of the United States, the Government of Canada granted an increase of 13 per cent. to its employees, it cannot be fairly said that this recognition was unjustifiable. It may be that nobody has said so. Be that as it may, the comparison will show how sound was the primary appeal of civil servants, who at that time were working under the scale of 1882, and how easily defensible was the response by Government.

THE ATMOSPHERE OF WORK.

Our objection to the "atmosphere" of the attendance book is received with a "tut-tut" by certain newspapers who are inclined to take very high ground indeed in the matter of introducing such a consideration as "atmosphere" into an affair of business. Yet the employers even of factory help are coming more and more to realize the importance of "atmosphere" in determining the quality of the work they receive. For example, *The Iron Age*, of New York, the most authoritative journal of its class on this continent, has the following to say in a matter which in its own way, and from this particular point of view, is very similar in kind to that of the attendance book:

"In certain localities the practice is gaining ground of distributing pay envelopes through the works, each employee being handed his week's earnings by clerks who make the rounds of the shops on pay day. The change

to this system is largely on the theory that to stand in line to receive wages detracts from a man's self-respect. It hurts the pride of many workmen still further to have their names on pay envelopes replaced by numbers, which is the usual method at a pay window. The elimination of the pay window further effects some saving of time, either of the workman after they have finished their labors or of the employer if the line is permitted to form in shop hours. Surely, no harm can result from giving to a man's wages an additional dignity, and, though it may seem a small matter, where the change has been made the comment of the shop is of the sort that would surprise the employer who has never given heed to the question."

The Woman's Page

By Ina Cannaiad.

These are stirring times for women. All over the world they are making themselves heard—and, henceforth, we of the service will make ourselves heard through the woman's page of THE CIVILIAN.

Our silence in the past does not indicate that we have had no problems: our speaking now does not mean that we are unjustly treated. It means simply that we hope to cooperate with those who are seeking the welfare of the civil service as a whole, by making known our own point of view—if we have one.

And perhaps, too, we may benefit ourselves. For however silent we have been, we have done a great deal of talking—about the increase, about the hours. We have even mentioned "re-organization," as we chatted. But where there are no ears to hear there is no sound. So if THE CIVILIAN can do anything, through a woman's page, to help us understand things as they really are, it will do much. It will help us, perhaps, to see if there is

really anything of value in our point of view. But let us beware of promises—in a word, we hope to aid in the advancement of the best interests of women in the service.

At this, the dawn of a new era in the civil service, when men are looking to it as a career, once more the question arises: "Why are so many of its positions filled by women?" It is merely the echo of a louder outcry—the outcry against the woman's movement—almost antiquated it would seem, and yet, raised anew from time to time without such vigor as would indicate that woman as a wage-earner is a new thing under the sun. On the contrary, it is only new in that she now ranks with the highest wage-earners. For self-support among womankind, either as slave or wage-earner, this movement is merely a stage in an evolution from oppression and wrong, to self-dependence on equal terms with men. The woman is not usurping the place of man; she has merely provided a better place for herself.

We are told that the possibility of a woman's marriage is a disadvantage to the service—for the well qualified pass out, leaving their places to the

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unqualified. But there remains the probability that men holding such positions would be tempted to leave by offers of more lucrative positions in the business world — and there would be even a greater problem to solve were all such positions held by men. But this consideration is a very sordid one—not even the government should live for itself alone. The woman who leaves her position to enter home life, must of necessity take with her into it some of the orderliness, some of the sense of accuracy, some of the knowledge of business methods, which she has acquired from office life. Such qualities tend to elevate and guard home life—as essential to national greatness as the guarding of our frontiers. Thus what is lost in one respect is gained in another.

We hear the assertion that the lower positions should be a training school for men preparatory to entering the higher. But those most qualified to judge do not think such training always essential, and the government in its present system is recognizing the value of theoretic knowledge. For much of the work done by women does not fit them—nor would it fit men—for higher positions.

On the other hand, women are filling the positions now held by them, more satisfactorily than men would. Few men would be willing to submit to the monotony of routine work, which admits of little or no prospect of promotion. A woman plods on faithfully from day to day, knowing that her present livelihood and that provision for old age are both dependent on her retaining her position — however uncongenial her task may be. She will even carry it to the extreme of sacrificing her life—in a broader sense—for the sake of dying well.

Finally, if there be any women over-ambitious of careers to the extent of sacrificing thereto their womanliness, there have always been men whose lack of ambition have rendered them



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useless. In such cases as these, possibly there exists some explanation of this woman's problem—but that is, of course, another story.

Book Review

Mr. Thaddeus A. Browne's "White Plague and Other Poems."

William Briggs, of Toronto, has just issued a volume of poems by Mr. Thaddeus A. Browne, of the Department of the Interior, entitled "The White Plague and Other Poems."



MR. THADDEUS A. BROWNE.

Fourteen years or so ago was published, both in the States and in London, a monthly magazine called "The Humanitarian," which took for its chief platform the very subject now treated by Mr. Browne in the two leading poems of his volume—the criminality of allowing consumptives, drunkards, epileptics, those tainted

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with insanity, and moral lepers, to reproduce their kind, and advocating the interference of the State in the matter. This magazine had among its contributors some of the most advanced in thought of the time, such as Lombroso, Wallace, Myers and Galton, and after several years of propaganda, when the seed had been carefully scattered, it stopped publication. That the present generation is awakening to the responsibility of all towards the race, and is realizing the appalling results which the sin of all sins—ignorance—brings in its trail, the volume of Mr. Browne is perhaps the most conspicuous evidence that could be adduced.

Mr. Browne in "The White Plague" and "Love's Crime" pleads for the right of future generations to be "well-born," that is to say, the right to enter life—that "struggle for existence with the certainty of being vanquished," as Schopenhauer defines it—with such weapons as shall, at any rate, make of the struggle a glorious epic, not an accursed thing to be chloroformed through by self-indulgence and the shirking of responsibilities. It may be that the aristocracy of the future will be a real "aristocracy of blood"—pure and strong morally and mentally, because physically so.

"Hell's Acolyte" is an apostrophe of the fiend drink to his master, the Evil One, and in "God's Little Ones" Mr. Browne appeals to our pity for those "brave little buffeted ships, battered and blown in life's gale," the waifs of the slums. The book continues with poems on love and nature, and concludes with one on Longboat's Marathon. All are pleasing, and the lesson of those which give their stamp to the book is an abiding impression.

This is Mr. Browne's first venture in literary fields. We shall look for other productions from his pen. He

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was born at Middleport, Ont., in 1879, of Irish parentage, and educated at Brantford. He received his appointment to the service in 1901.

—M. C.

MEMORIAL RECENTLY PRESENTED BY THE DOMINION CIVIL SERVICE ASSOCIATION IN EUROPE.

Early in December, 1908, the various officers employed by the Dominion Government in Europe organized themselves into an association known as the Dominion Civil Service Association of Europe. Mr. J. Obed Smith was elected President, and Mr. Andrew N. O'Kelly Secretary. The association numbers in the neighbourhood of sixty members, and is one of the units composing the Civil Service Federation of Canada. The following memorial for presentation to the government was recently drawn up by the association:

To the Honourable Sydney Fisher,
Minister of Agriculture, etc., and
Minister in charge of the Civil Service Act, 1908 :

Sir,—

The members of the above Association respectfully beg to call the attention of the Government of Canada to the following:—

1. Its members are all employees of the Government of Canada and officers of the Public Service, having for the most part direct daily contact with the public in the transaction of public business.

2. Its members desire to express their great appreciation that a Royal Commission was appointed to consider matters affecting the Canadian Public Service, and that subsequent action has been taken by the Government and Parliament of Canada in passing a new Civil Service Act.

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3. Its members respectfully submit that as the Inside Service, consisting largely of clerical workers, has been permitted to enjoy the benefits of the new Act, the portion of the Outside Service represented by this Association, being, in effect, the direct medium of communication between the Government of Canada and the public in Europe doing business therewith, may fairly claim to be placed in the same position.

4. Its members cordially endorse as applicable to them all the general

statements regarding salaries, superannuation, etc., contained in the extended statement prepared by the Civil Service Association of Ottawa, dated 26th June, 1907, and presented to the Honourable, the Royal Commissioners, appointed to enquire into matters pertaining to the Civil Service of Canada, and beg to supplement the same with the accompanying statement, showing the increase during the past ten years in the cost of the necessaries of life in Great Britain:—

Table showing comparative retail prices of staple commodities in London, England, July 1899 and July 1909, compiled from the standard printed Price List of the Army of Navy Stores and the Civil Service Stores.

COMMODITY	JULY, 1899.	JULY, 1909.	REMARKS.
Beef.	9d per lb.	1/- per lb.	33% inc.
Mutton	7d "	10d "	40 "
Lamb	9d "	1/1 "	40 "
Veal	9d "	1/1 "	40 "
Fresh Pork	7½d "	11d "	40 "
Bacon	8d "	11d "	35 "
Ham	9d "	1/2 "	55 "
Chickens	1/9 each	2/6 each	40 "
Geese	9½d "	11d per lb.	15 "
Turkeys	9½d "	1/- "	20 "
Ducks	7d "	9d "	22 "
Salmon	6½ lb, tin	9½ lb, tin,	30 "
Lobster	8½ "	1/- "	30 "
Fresh Salmon	10d per lb.	2/3 per lb.	175 "
Fresh Halibut	7d "	9d "	28 "
Mackerel	1½d each	2d each	33 "
Flour			10 "
Milk	2d per pint	2½d per pint	25 "
Butter	10d per lb.	1/4 per lb	60 "
Eggs	1d each	1½ each	50 "
Cheese	7½d per lb.	11d per lb	50 "
Bread	4½d 4lb loaf	5½d 4lb loaf	25 "
Tea	2/6 per lb	3/- per lb	20 "
Sugar	2½d "	3½d "	25 "
Coffee	1/6 "	1/6 "	No inc.
Stiff felt hats	6/- each	10/- each	65 "
Straw hats	3/6 "	5/6 "	40 "
Collars and Cuffs	6½d "	1/- "	80 "
Neckwear (ties)	1/6 "	2/6 "	66 "
Boots	12/6 per pair	18/6 "	50 "
Gloves	2/6 "	4/6 "	60 "
Underwear	10/- each	10/- "	No inc.
Overcoats	55/- "	75/- "	40 "
Suits of Clothes	52/- "	75/- "	50 "
House Servants' Wages	£8 year	£15 to £20	
House Rent	£20 quarter	£36 quarter	75 "
Coal	20/- ton	24/- ton	20 "
Wood	½d bundle		No inc.
Gas			No inc.
Electric Light			No inc.

5. Its members respectfully urge that consideration be given to the fact that in the larger cities of England the members of official staffs are obliged to live long distances from the business centre, necessitating daily expenditure for railway and tramway fares, and the purchase of two meals daily in the city out of the salaries provided by Parliament—a condition which does not exist elsewhere (so far as is known to the Association), either in the Inside Service or Outside Service of Canada.

6. Its members further respectfully represent that a very large percentage of them, by reason of their official positions, are obliged to contribute officially to public charities and to expend other large sums of money necessary for the proper transaction of public business, which are not allowed in the Public Accounts of Canada, although similar expenditures are admitted in commercial enterprises.

This Association, therefore, very respectfully requests:—

(a) That the Outside Service in Europe be brought under the provisions of the Civil Service Act, 1908;

(b) That due consideration be given to the facts in this Petition set forth, and that a reasonable advance of salary be granted;

(c) That such advance become effective from the same date as the advances already granted to the Inside Service under the Act of 1909.

All of which, with much loyalty to the Government and Parliament of Canada, the members of this Association respectfully present for favourable consideration.

J. OBED. SMITH,
President.

ANDREW N. O'KELLY,
Secretary.

1st July, 1909.

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BARBER—"Let the boy have his fun for once. It is his birthday, sir."

—*Fliegende Blaetter.*

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While Mr. Gastric wuz quietly attendin' to business and I meself wuz takin' a bit of a wakin' nap, I noticed a funny crowd comin' in through the doors an' windies an' takin' sates around me, fillin' up the whole kitchen,—settin' on the wood pile, on the table, on the wash tub, on the dresser, an' ivery where till there wasn't place fer another soule. They got so plenchus at last I thot I wud loike to know what they were up to, so I sez to thim:

"Who are yez?" sez I, "an' what are yez here fer?"

Up jumps a little lad, an' bowin' to me very gracious, he sez, sez he: "I'm David," sez he, "Little David thot slew the Giant. I'm the Perpetual President of this Club," sez he. "This is the Foighters' Club, dead and alive, an' we're havin' a meetin' here, hopin' ye'll rayport our doins to the world in ginerel an' to Ottawa in perticklar," sez he.

"'Tis glad I am to meet yez," sez I. "Foighters has me admiration," sez I. "Now what kin I do fer yez?"

"I thot mebbe," sez David, "ye moight open the meetin' by sayin' a few wurds," sez he. "I hear ye've done nice wurk in yer toime," sez he, "with a shilallay," sez he, "at iliction toime," sez he.

"Ye de me proud," sez I, "and I'll do that same fer yez. But surely ye've heard too," sez I, "that I'm in the civil service now, where," I sez, "life is one grand sweet foight from mornin' till noight," I sez. "Anyway," sez I, "before I start perhaps ye wuldn't moind addressin' me, to let me know

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about ye an' yer club, the raysons av it, why ye are, what yer doin', an' why ye are here," sez I. "So I kin know by yer talk if I am wid ye or agin ye, fer tho I'm a bit av a foighter meself, I'm not ready to grab ivery wan be the hand, not fergettin', av course, that I hev a great respect fer yerself David, an' knew all about ye whin I wuz young," sez I.

David smoled an' sez he, "Yer sentiments do ye credit," sez he, "Now to explain to ye about this meetin' av the Foighters' Club. Fer years we hev never made anny effort fer gittin' new mimbers," sez he. "We let those jine that wanted and were fit, but that wuz all. Now we obsarve wid regret the disappearance of foightin' blood," sez he. "We desire to perpetuate the noble art av holdin' yer own. No good iver came to the world that iver amounted to annything that some wan av us didn't have to put up a foight fer it. We claim to have done aither directly or indirectly all that has made fer progress in the world and made the world what it is. We are the strenuous fit," sez he.

"Hould on," sez I, "no strenuousity here," sez I. "That word *strenuous* belongs to me frind Rosenfelt, an' so has lost its maning. Ye must not quote Rosenfelt here," sez I, "he's not a member av yer club, is he?"

"No," sez David, "he is not."

"Ner Bourassa?" sez I.

"No, ner Bourassa," sez David.

"Ner George — the Honourable George,—ye know who I mane?" sez I.

"No," sez David, "Foster is no member naither."

"Good," sez I, "well ye can go on wid the meetin'."

"Suppose now," sez David, "ye say a few wurds yerself."

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"Well, I will," sez I. An' I got up an' looked around at thim. Begorrah, I niver saw such a crowd of great wans togheter. I've spoke to mannie the audjence, but fer distinction I niver seen the beat of this wan. There waz Nelson an' Franklin an' Lawson an' Joan av Ark an' Paul an' Togo an' O'Connell an' Julius Caesar an' Mohammed an' Calvin an' Joshua an' Father Murphy an' Bob Ingersoll an' Martin Luther an' Crombwell an' King Billy, an' Wolfe an' Drake an' Huxley an' Rouseau an' Sam Hughes an' Parnell an' Fitzsimmons an' Mark Antony an' Col. Steele an' Hannibal an' Goldwin Smith an' Napoleon an' Gambetta. Begob, there waz more than I cud name ye in a twelve-month. So I rose up an' I sez to thim:

"Fellow foighters," sez I, "an' gentlemen. Ye do me proud be comin' to me humble home. Ye do me prouder be askin' me to mention to ye a few thots av me own. I am a Foighter be birth, an' always wuz, but I niver thot that the day wud come whin a loight weight like meself wud mingle wid the loikes of yez. Me way has always been to thump me enemy whin I cud. I belave in sintiment, too, but I belave in kapin' it where it belongs, an' it has no place in ye dalins wid yer inemy. 'Tis a good thing te have an' inimy that's worth whole."

"Hear, hear," sez the Club.

"'Tis nearly as good as havin' a frind," sez I, "an' 'tis better nor havin' some kinds of frinds. Frinds make ye wake if ye have too manny av thim, but an inimy makes ye strong an' wary an' able to take notice."

"Ankore, ankore," sez the Club.

"I am fer smitin' yer inimy hip an' thigh an' also wan on the nut whin ye kit a chantz," sez I, "fer ye know

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well what te expect whin yer inimy gets a lick at ye. No bokays nor flags of truce fer me inimies," sez I.

"Hurroo, hurroo," sez the Club.

"An' no bokays from thim will I receive," sez I. "I'm always ready to give or take a lickin' from anny man av me weight an' age anny toime a quistion is worth whoile an' if the quistion is av importance, begob I will aven conceed a bit av weight and age an' take me chantses," sez I. "What wid pink teas an' ping pong, the new woman, cigarettes, and the Lord's Day Alliance, we are becomin' efeete an' pussilanemous, weak-kneed an' narrow-chested, afraid to death to spake out what we hev to say and stan' by to lick the lad that stans bechune us an' what we think is best fer us," sez I. "The toime may come whin it will be onnissessary to foight, but it is not here an' I doan't see it in soight. At prisent 'tis a noble an' gran' thing to be a foighter. I'm not fer foighting just fer the love av a

shindy nor fer the excitemint of the game. No, begob! There's useful foightin' enough, foightin' fer yer livin', fer ye honour, fer yer idees, fer iverything else that's worth gittin', or that ye think is worth gittin'. An' the better foight we make the sooner 'tis over. Begorrah," sez I, warmin' up fer me peroration, "ye've give me an idea. I'm goin' to organize a foighting club in the civil service. Here's to ye all, ye foighters! here's to ye, an' may ye long continy to foight-an' flourish an' take yer medicine when ye have to."

The Club got up as wan man an' howled.

Just then while I waz bowin' me thanks, I got a wallop over the block wid something that felt like a wet towel an' I heard a voice I thot I recognized sayin': "Wake up, ye ould fule, ye have the noight mare, an' shure ye're snortin' like a war horse."

It was the ould woman.

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Printer's Ink.

What the Newspapers are saying
about Civil Service affairs.

The Toronto Star Gives Advice to the C. S. Loan Association.

Through the Russell Sage Foundation, an enquiry is to be made in the United States into the loan shark and the system of assigning salaries and giving chattel mortgages as security for loans. There will be a comparative study of the legislation of various States, and it is hoped that the backward States will profit by the example of those in which the abuse has been most effectually checked.

It will be interesting to read the conclusions of the investigators as to the working of loan associations designed to put the sharks out of busi-

ness by lending money at moderate rates. The basic idea of these associations is that there is a real need for loans, which is not at present supplied except by sharks. The borrower needs the money, needs it so badly that he is willing to pay exorbitant rates of interest, and increase the difficulties of the future in order to relieve those of the present. The loan associations would tide over the difficulty and at the same time facilitate repayment by charging only a moderate rate of interest. In some cases the association not only lends money but offers investments to those who are saving money instead of going behind. This is the plan of the association formed by the civil servants of Ottawa.

But there is also such a thing as improvident borrowing — borrowing which takes the place of needful retrenchment and thus “dulls the edge of husbandry.” The man with twenty dollars a week spends twenty-five, and

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borrow five; forgetting that this means that in some future week he must live on fifteen, which is more difficult than living on twenty. A writer in the Nineteenth Century notes the curious fact that this habit is found among people with fixed incomes. "Folk in enjoyment of an exact and precise income, with precise and exact disbursements, might be reasonably expected to draw up with the aid of compound arithmetic a financial scheme that would prove satisfactory; these frequently discover themselves in straits identical with those encountered by people who have to rely upon fluctuating receipts or upon whom disaster frequently calls. Junior clerks, paid monthly, begin to borrow from each other before the tenth; seniors lunch at Lyons' after the fifteenth. Pay-day is looked upon as a miraculous event, and the impression seems to be that a second miracle may cause the proceeds to vanish unless they are distributed without delay."

In the Ottawa association there is, we believe, a committee which enquires into the necessity for the loan. It may sometimes be wise, instead of lending the money, to tell the applicant that he must do without some-

thing he desires, or cut down the scale of his expenditure.

[Which is precisely or virtually what the committee in question does when the occasion demands.—Ed.]

THAT PIANO-ORGAN MAN.

By J. G. T.

O Mayor, Mister Mayor,
Wont you hear the humble prayer
Of the Citizens who suffer
From an organ grinding duffer,
Who with dark and stolid air,
As he gazes into space,
Pounds out torture at a pace
That makes you swear you'll kill,
If he doesn't soon keep still,—
That piano-organ man.

O Mayor, Mister Mayor,
Wont you please expel this slayer
Of music which he pounds
Till your tympanum resounds,
And y u mentally blaspheme
Till you scarcely will redeem
Your soul from future ill,
If he doesn't soon keep still,—
That piano-organ man.

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Athletics.

Bowling Notes.

The City Tournament opened Monday, Labour Day, on the greens of the Ottawa club, and the service rinks again made a splendid showing, Messrs. Stevens and McMillan being left in the finals for doubles. The singles are not finished, but a large number of service bowlers are still in the running.

Mr. H. S. Campbell made a splendid showing in the Dominion Tournament held at Toronto, winning third prize.

Messrs. Farrow, Urquhart, Payne and Shannon went to Toronto on Labour Day and competed for the Henry Butt Trophy, winning the first round against George Nightingale's rink of London, Ont., 14 to 13, but losing to J. S. Armitage of Berlin, 14 to 11, in the second round.

The first series in the City championship for the Rosenthal Trophy is expected to take place Saturday, the 18th Sept., with eight to ten rinks a side between the C. S. bowlers and Ottawas.

The departmental series for the "Shield" will take place next week.

A Comment on the Dominion Tournament.

Editor Sporting Department of THE CIVILIAN:

Dear Sir,—Although a racy and somewhat exhaustive account of the recent Dominion Lawn Bowling Tour-

namment appeared in last fortnight's issue of THE CIVILIAN, some impressions on the same subject from another viewpoint may not be without interest, and may suggest food for reflection.

The account, oddly enough, dealt only with the rink contests, omitting all reference to the competitions for singles and doubles in which Ottawa entrants showed up to as good advantage, comparatively speaking, as in the rink competitions. That is my first impression.

My next impression is that all the conditions which governed the tournament, the state and run of the greens, the method of making the drawings, the manner of handling the games and the like were as fair to Ottawa and all other outside bowlers as to bowlers resident in Toronto. There was, to my mind, a fair field and no favours.

Then as to the results, any appeal for sympathy on the score of "hard luck," so called, considering the vicissitudes of the game of bowls, the fluctuations in the form to which bowlers are so subject, and the credit which must fairly be conceded to victorious opponents, is after all but a far cry and no more tenable than similar pleas made as against us by opponents.

Nor is such a plea needed in the present case. To capture 5 out of some 35 possible trophies with a representation of 3 rinks in a field of 102 rinks, or over 400 bowlers, is a very creditable performance.

My next impression is that Western Ontario bowlers are as a whole more skilful than Eastern Ontario bowlers, and that Western skips are much better qualified for their posts

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than Eastern skips. This is not true in all cases, of course, but is, I think, in most cases. This superiority, as at least it appears to me, is due to three advantages which Western bowlers possess over our bowlers, and particularly over our skips. These three advantages are: (1) advantage in point of years, assuring endurance, steadiness and good judgment; (2) long experience as bowlers, and (3) unlimited opportunities through tournaments and inter-club matches for the cultivation of skill and the most effective plan of campaign.

Of the 24 players constituting the six rinks in the three trophy finals at the Dominion tournament, probably not over 6 were under 40 years of age, and the rest over 45, while all 4 players on Willison's rink which won the Dominion trophy must have been over 50.

These advantages will not count for so much from year to year as against civil service bowlers, as the latter or many of them grow in years and experience, but meanwhile it would seem the part of wisdom to provide for these conditions in at least linking up the older bowlers with the younger bowlers, particularly in the selection of skips and vice-skips, when sending out rinks to compete in tournaments. Mr. Farrow's rink fulfilled these conditions very fairly.

H. S. CAMPBELL.

The C.S.A.A.A. Annual Meet.

As already announced in THE CIVILIAN, the civil service athletic sports will be held on the Rideau Hall cricket grounds on Saturday afternoon, September 25th. This meet, according

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to expectations, ought not only to equal but to surpass any previous effort of the C.S.A.A.A. The beautiful and numerous cups already received by Mr. Williamson, chairman of the Sports Committee, are a palpable proof of the interest many prominent citizens of the Capital have shown in the matter and ought to create no small amount of emulation among the true sports of the service. The following gentlemen have very kindly donated:

Sir Wilfrid Laurier; Sir John Hanbury Williams; Hon. Geo. P. Graham; Hon. Frank Olivier; Hon. Chas. Murphy; T. C. Boville, Esq., Deputy Minister of Finance; W. W. Cory, Esq., Deputy Minister of the Interior; F. C. T. O'Hara, Esq., Deputy Minister of Trade and Commerce; F. J. Gerald, Esq., Deputy Minister of Inland Revenue; R. Boudreau, Esq., Clerk of Privy Council; A. E. Fripp, Esq., K.C., M.L.A.; Emmanuel Tassé, Esq.; Dr. J. L. Chabot; A.

W. Fraser, Esq.; Sam. Rosenthal, Esq.; R. Masson, Esq.; The Editors of THE CIVILIAN.

Through the kindness of His Excellency and the Rideau Hall Cricket Club, the grounds can now be used by the civil servants who want to train for the coming events, care being taken, however, not to trespass on the cricket pitch.

Some changes have been made in last year's programme, which will make this year's events more attractive and will at the same time give the debutants in sports a splendid opportunity to shine.

Two novices' races will be run to replace the 220 yards event of last year's; one will be 100 yards and the other half-mile. The mile, half-mile and the quarter-mile will be the longest distances. In addition to the shorter distance events this year, there will be a 220 yards race.

The 120 yards hurdles will be a

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handicap event. The points this year for the Governor General's all-round championship cup, open to all amateurs in the civil service of Ottawa, will be given as follows: 5 to 1st, 3 to 2nd, and 1 to 3rd. Points will not count either in the relay or novices' races, nor in the tug-of-war.

The combination race is one which should be enjoyed by the onlookers. It will consist of a tandem race, a lady to lead her blindfolded companion, a gentleman, through a certain distance. It will take all the magnetism and energy the female members of the tandems possess to keep their blind companions on the straight line.

Preliminaries will take place on the afternoons of 21st and 22nd instants. Entries will be received up to the 15th instant, and none after that date will be considered. The fee of 25 cents will have to accompany each application, said fee being all that is required from any competition to enter for any one or all the events, including admission to the grounds. The same fee of 25 cents each will be charged to spectators for admission. Lady Hanbury-Williams has graciously consented to present the trophies to the lucky winners. Seating commodity will be installed in such a suitable place as to

afford to anyone the possibility to see every event from start to finish.

OFFICIALS.

Referee, Prof. Adam Shortt; judges at finish, W. T. Urquhart, W. W. Moore and A. A. Pinard; field judges, P. J. Lee, J. L. Payne and W. E. Gowling; starter, H. G. Ketchum; time-keepers, Alderman Rosenthal and A. E. Hurd; official scorers, W. H. Robertson, W. W. Moore, R. W. Morley; clerk of the course, J. D. Sutherland.

A Revery.

Cut this out and hang it up in your room and perceive whether in a year or so it has not materialized:

Trees surrounding plots of smooth, green turf; flower beds patching the green with colour; away in the distance as far as eye can scan,—greenery; above,—the purest blue of an unclouded sky; whilst betwixt the foliage of maple trees one catches glimpses of a silvery streak of flowing water.

'Tis the hour when the summer sunshine is ebbing, and the breezes of the evening are getting on their

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hats and coats preparatory to a ramble amongst the woods and about the hot streets of the city.

A pavilion poised on a bluff to catch every passing breeze, and whose jealousies are thrown wide open to enable those inside to inhale the refreshing fragrance, commands a view of tennis courts, a cricket field, a baseball diamond, a running track, and a bowling green.

From the portals of the pavilion issue "flannelled fools" and fair damsels girt for games. Soon the green sward is covered by a laughing, joyous throng. Some chase the leather sphere, others feel the blood tingle and flow rapidly through veins and arteries as they dart forwards and backwards hitting at a white rubber orb. Others pursue still another globule which has been stung into frantic panic by a swinging blow delivered by one of the fanatics of baseball. Yet others roll biased spheroids across level lawns. But all are happy in their various recreative pursuits; all breathe the purified ether of the country; each man and girl feels the life-giving energy from sensible exercise of body and lungs re-create his and her vital energies, dissipated by the day's toil in the stifling city offices.

And next day which will be the more likely to do the better work: one who has been out in the countryside re-vitalizing all his powers, or he who

sits idly on his doorstep inhaling smoke in lieu of air, and viewing bricks in place of vegetation, and whose muscles and lungs and brains decay for want of nourishment?

The various games being finished through lack of light, an adjournment takes place to the upper rooms of the pavilion where tea awaits the hungry athletes, after which they betake themselves to the riverside, whence they embark in canoes and rowboats and bask in the moonlight.

Is this picture overdrawn?

On the contrary it is underdrawn. The time will arrive shortly when the athletic element in the service will be asked to rise to its right and proper place—as the re-creative element of all faculties, mental, physical and moral—and it will depend on the response of each and every member of a new and strong organization whether or no the dream of some shall find accomplishment, or whether the service shall again sink into a torpor of lethargy, disunited and heterogeneous.

There are hundreds in the civil service who this year have not indulged in any form of bodily exercise, and have suffered or will suffer accordingly, a deplorable condition for which the reason is lack of grounds on which to exercise.

Some no doubt have joined one or other of the sporting associations of

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Allen & Cochrane, The Red Cross
Druggists.

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the city, but most of the members of the service,—the democracy—have not felt like joining themselves to organizations catering to the best men in each game and leaving the second-rate or greenhorn to take care of himself. The C.S.A.A.A., besides possessing the best athletes, should cater for the novices; one of its principal objects must be to build up from the greenhorn stage,—to make of novices in any and every game adepts.

At present no athletic organization to which a civil servant can attach himself in the city possesses facilities for indulging in all the pursuits which the ordinary follower of games wishes to practice all the year round.

We must have tennis, cricket, baseball, bowls, lacrosse in the summer, besides all sports aquatic; soccer-football, field and track sports, harriers, in the spring; skating, hockey, ski-ing, snowshoeing, in the winter; and field and track sports, rugby-football and harriers in the fall.

With these we shall be an association such as does not exist at present,

and the realization of these should be our first ideal; after this the rest, if we wish for further conquests, will be simple.

Look then for the psychological moment when you will be asked to respond to the call, and rise to it like a trout to the fly. The time is almost ripe for its inception.

THE APPEAL TO THRIFT.

By J. L. P.

It is not worth while for a young man who enters the service at, say, \$800 a year, to deliberately make it the object of his life to get rich. Improbable as it may seem to many, he could succeed. At the end of 35 years, by making safe investments in securities or real estate, joined to the most rigid economy, he might come to be worth \$100,000—possibly two or three times that amount, if that strange, but very real, thing called luck came to his aid. But he would be in the position of the man of whom a wise

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JAMES K. PAISL Y, Prop.

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Frenchman wrote: "He died at seventy years of age, and had never lived."

It is worth while for a young man to adopt habits of thrift. He may then make adequate provision for his declining years, and leave his dependents in comparative comfort, without having his neighbours despise him for his avarice or closing his heart against the world about him. The accent here is on the word "young"; for in a vast majority of cases the men who save money out of their income begin with their early earnings. The youth who saves \$200 out of his first \$800 is safely on the road to prosperity. If he lets ten years go past without laying by a dollar, he is lost. He will by that time have parted with his will power, or the disposition to exercise it; and it is the lack of will power which makes poor students, drunkards, liars, and criminals, as well as spendthrifts.

The civil service system provides a negative incentive to improvidence. It suggests to the superficial thinker that, so long as he lives within his income, he need not practice the denial which would leave him with an annual surplus. It whispers to him that he has either the superannuation or retiring allowance to fall back on in old age, while the \$2,000 life in-

surance policy which he has taken out, plus his home belongings, will provide for his wife, if she should survive him. His children will take care of themselves. Poor fool! He may never draw a dollar of superannuation money, and the retiring allowance would, at best, barely keep him and his family from starvation. He must save something during the years of his activity, if he is to avoid misery for himself or his loved ones at the end of his term of service.

Now, among the movements which have been begun among civil servants during the past two years—those years which have been so pregnant with plans and undertakings for the betterment of conditions on Parliament Hill—two have presented a positive appeal to thrift. They are, first, the organization of the Civil Service Savings and Loan Society, and second, the working out of various co-operative schemes for the purchase of necessaries. The Savings and Loan Society is yet in its infancy; but it has already given indication of a very considerable capacity to help civil servants in many ways. It has redeemed scores from the clutches of the money sharks; it has enabled others to meet emergencies demanding ready money; it has made it possible for some to

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improve their homes, and it has assisted a few to make promising investments. It has at the same time encouraged some to save by paying a fair rate of interest on deposits. But it has scarcely touched the larger work which it will soon be in a position to undertake.

During the year now current there will be paid to civil servants in Ottawa a total sum of over \$4,000,000. Just how much of that will be saved no one may say. Possibly five per cent. The Civil Service Savings and Loan Society, so soon as its available capital will permit, proposes to encourage civil servants to acquire homes of their own by advancing them the money for that purpose. It will, at the same time, provide for the safe and profitable investment of small sums in its shares. These shares will earn a dividend, and should become increasingly valuable by reason of the reserve fund which will be accumulated to the credit of stockholders. There will, at the same time, be the indirect, but potential, effect of ex-

ample. Men are always induced to do things which they see their fellows doing. The spectacle of ten, twenty, or a hundred civil servants practising economy and becoming their own landlords will certainly have a salutary influence on others. The tendency will be to develop discussions among clerks along such lines, and that will be a good thing. It may lead to effort, and the man who tries is not likely to fail.

So, too, the co-operative schemes which are under way must inevitably produce good results. They will at least serve to show householders how money may be saved; and a dollar saved is a little better than a dollar made, because it engenders that very thing which is now being discussed—thrift. Still better, these undertakings which have already enabled many civil servants to save money on their coal, ice, apples, butter and such commodities, will exert an influence which cannot be measured by teaching people to think along economic lines. Sound thinking leads to safe action, and once

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

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I have a large and comprehensive stock—all grades from **Cottage to Mansion.** Furniture for all requirements and to suit the most fastidious tastes.

PRICES COMPARE WITH ANY IN CANADA.

I invite an inspection of my stock, and even though you do not buy your time will not be wasted.—Every attention & courtesy is assured.

You can have **TIME TO PAY. STRICTEST CONFIDENCE** and **NO EMBARRASSING QUESTIONS.**—Easy Terms arranged to suit Clients.

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The Furniture Man

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the process of saving has been begun in the buying of a few things, it is certain to find exercise in larger ways. Before all this can come about, however, a vast amount of inexcusable apathy has to be overcome. That is the single discouragement which confronts the men who are just now seeking to help their associates in the manner to which allusion has been made.

C. S. ASSOCIATION.

The regular monthly meeting of the Civil Service Association Executive was held August 26. Advantage was taken of the meeting to outline the work in hand to be completed before the retirement of the present Executive. Some eight or ten subcommittees have still to present their final reports. The meeting adjourned for two weeks only, in order that the work may be re-commenced at as early a date as possible. No meeting of the Executive was held in July owing to the absence of the majority of the members on holidays.

THE LOAN ASSOCIATION.

The Civil Service Savings and Loan Society has now received the full amount of \$4,500.00 of paid-up capital required in order to secure its charter, to which end steps will now be taken.

The society would like to have some more money placed on deposit with it. By its Act of Incorporation, the society is entitled to receive deposits up to half the amount of the paid-up capital. About \$800 is now on deposit. Bank interest is paid on these deposits, which are thus very profitable to the society. Up to the present the Association has made some 140 loans. New members are joining almost daily. The total list now numbers over 350.

Civil Service Investigation in the United States.

The following resolution was submitted during July in the United States Senate and was referred to the Committee to Audit and Control the Contingent Expenses of the Senate:

“Resolved. That the Committee on Civil Service Retrenchment hereby authorized and directed, by subcommittee or otherwise, to make investigation as to the Civil Service and as to the enforcement and administration of Civil Service law, rules, and regulations, and a full and complete inquiry with reference thereto. And for this purpose it is authorized to sit, by subcommittee or otherwise, during recesses or sessions of the Senate at such times and places as it may deem advisable, to send for persons and papers, to administer oaths, and to employ such stenographic expert, and other assistants as may be necessary, and to have such printing and binding done as may be necessary, the expense of such investigation to be paid from the contingent fund of the Senate.”

A CHALLENGE.

By *John Kendrick Bangs*, in *Ainslie's*.

Come, Worry, let us walk abroad to-day ;
Let's take a little run along the way ;
I know a sunny path that leads from Fear
Up to the lovely field of Wholesome Cheer.
I'll race you there—I'm feeling fit, and strong,
So, Worry, come along !

We started on our way, I and my Care,
I set the pace on through the spring-time air,
But ere w'd gone a mile poor Worry stopped,
Tried hard to catch his breath, and then he dropped.

Whilst I went on—
An easy winner of that Marathon.

And since that day when vexed by any fear,
When Worry's come again with visage drear,
I've challenged him to join me in that race,
And found each time he could not stand the pace.