

# THE CIVILIAN

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## The Federation and Civil Service Bills

One of the main purposes to be served by civil servants in electing presidents and other officers as their titular representatives is to provide the connecting link between the Government and the Service. This function on the part of the said officers has never been more necessary than at the present time. The officers of the Federation opened communication with Mr. White early in the present session, but the minister's illness, and the following stress of urgent business, postponed a formal meeting until Wednesday, March 11th. The secretary of the Federation, in making formal application to Mr. White that he receive the final expression of opinions and views from the organized service, emphasized an attitude on the part of the service which may be quoted for the benefit of those far away geographically from the scene of action:—

“It is some eight years since Civil Servants seriously undertook the task of studying the problems relating to the personnel of the service, insofar as it is permissive to them so to do. Since that time the impression has existed, and still exists, that the Government does not utilize the information gathered by the sub-committees of the societies; that is to say, there is no divining-rod or connecting-link between the Government (as a whole) and the great army of over 50,000 or 60,000 servants of the Crown (as a whole). While these servants, organized in meetings, are sometimes compelled to refer to remuneration, their thoughts are above money, and their ideals are inspired by a high sense of duty and love of country.”

At the meeting with Mr. White on the 11th instant there were present representatives from the several branches of the service. Mr. White discussed civil service matters with

the delegation for an hour, taking occasion to point out some of the difficulties in the way of attaining perfect conditions in such a large body. The most practical outcome of the interview, so far as such may be given publicity, was the minister's agreement, if nothing intervened to prevent, to submit the C. S. Act to a committee of the House of Commons, empowered to receive evidence from officers of civil service organizations or others. This excellent idea was suggested by Mr. Todd, Secretary of the Ottawa Association. He also asked that a memorandum embracing the final word of the service on matters that may be incorporated in the C. S. Act be prepared for him. After this interview the Secretary of the Federation sent telegrams to all its component units within reasonable distance, urging them to come to Ottawa, notices being also sent out for a meeting of the executive of the Federation for Monday evening, 16th inst. The Customs Department put in a first appearance on Sunday morning last, and all day long held an emergency session discussing their complex problem. The visitors on behalf of the Customs Service were: Chas. Watt, Chatham, N.B.; E. Giroux, Montreal; P. J. Mailloux, Quebec; O. S. Clewlo, Toronto; G. A. Clark, Bridgeburg; John Burns, Niagara Falls, and R. Colvin, Hamilton. This force was augmented by a large contingent of enthusiasts from the local office on Queen street. At the time of writing the Customs delegates had just arrived at their final conclusions, but submission of their petition to the minister has been

postponed for the present on account of the very pressing engagements of Dr. Reid and of the Commissioner, who is chairman of the Cost of Living Commission.

The Post Office delegates began to arrive on Monday morning, and included: Geo. Carpenter, Montreal, Vice-President of the Federation; S. A. MacFarlane, Hamilton; E. M. Stewart, Toronto. These were assisted by a strong detachment from the local office. The morning was spent in drawing up a memorial setting forth the views of the Post Office, and at 2 o'clock the Postmaster-General was ready to hear the members of his staff speak through the medium of the federated organization. The delegation was composed of twelve members, including the Secretary of the Federation. Mr. Campbell read the concise memorial to the following effect:—

Ottawa, March 16th, 1914.

To the Hon. L. P. Pelletier,  
Postmaster General of Canada:

Sir,—In view of the approaching revision of the C. S. Act, we have ventured to approach you with a few representations regarding the officials of your department in the Outside Service.

We wish, in the first place, to make our acknowledgments to you for the benefits you have conferred upon the Outside Service in the short time you have been in office.

Although the Act of 1911-12 and the new classification therein contained was an improvement upon previous conditions, we would remind you that for the first decade of the present century the Outside Service of your department was living on a salary scale below the poverty line, and the service has never recovered from the injurious effects of this state of affairs.

In view of this fact, and also considering that the Inside Service received a flat increase of \$150 in 1908, we venture to make the request that similar consideration in this regard be granted to the officials of your Outside Service.

We wish, also, to reaffirm the petition contained in the memorial of the C. S. Federation of Canada to the Prime Minister in December last to the following effect:—

(1) That the annual increase be not less than \$100.00 for all classes.

(2) That the minimum of the third class be raised from \$500 to \$700.

With regard to our request that the annual increase be raised from \$50 to \$100, we beg leave to point out in justification of the plea the disabilities under which the Outside Service labours in comparison with the Inside Service:—

(1) Longer and irregular hours.

(2) Work on Sundays and statutory holidays, which is imperative on account of the nature of our duties, and for which there is no compensation.

In closing, we would express the hope that you will take under your consideration at as early a date as your onerous duties may permit, the application to your Outside Service of all the advantages of the merit system.

We offer these suggestions fully recognizing your sympathetic attitude in the past, and inspired solely by the hope of elevating the spirit animating the staff, and thereby perfecting more and more the efficiency of the Canadian Postal Service.

We are,

Your obedient servants,

According to the reports of those who waited upon Mr. Pelletier it is not easy to make due acknowledgements for the grace and courtesy of Mr. Pelletier's bearing. His manner was easy, dignified, and sympathetic. At the words "below the poverty line" he gave a ready nod of appreciation. The minister replied at considerable length. The tenor of his reply cannot be published at this time, but it may be mentioned that if there were anything about the interview not completely satisfactory it has yet to be pointed out.

On Monday evening the delegates met in executive meeting at the Civil Service Club, Bank street, Mr. Campbell presiding. Mr. Grierson, the secretary, reviewed the events of the preceding two weeks, and explained the reasons for inviting the delegates to come to headquarters. Some important business was transacted by way of providing machinery for the extension of the usefulness of the Federation. Three new standing committees were appointed: (1) On Organization for the purpose of increasing the membership of the federal body so as to obtain a still

clearer understanding of what is required to make Canada's public service a model to all nations. (2) On Publicity, so that the people may be educated as to the merits or demerits of the system under which the country's business is conducted. (3) On Outside Service. The secretary explained that whereas the Inside Service had a most efficient organization, able and ready to take care of its peculiar interests, the Outside Service, with its greatly increasing personnel, could not be so well served by one man as in the past. The personnel and the functions of these committees will be brought to the attention of the service on another occasion. A further special committee was appointed to act as sponsors on behalf of the service in connection with the Civil Service Bills, so that no point may escape scrutiny. The following gentlemen compose this committee:

T. H. Burns, R. A. Clarke, customs, outside; C. Halliday, W. J. Cantwell, post office, outside; E. H. Hinchey, inland revenue, outside; A. Paré, Walter Todd, inside service; F. Grierson, convenor.

Other important matters were discussed, and the meeting adjourned after a hearty vote of thanks on the part of the visiting delegates to the officers and members of the Civil Service Club for their hospitality in throwing open the doors of the club for their benefit.

On Tuesday morning the Inland Revenue delegation called on the Hon. Mr. Nantel, accompanied by the Secretary of the Federation, the spokesman being Mr. W. F. Miller, Collector of the Port of Hamilton. Mr. Nantel was most kind and very interested in the memorial, and assured his visitors of every consideration, and suggested that a copy of the memorial be handed to the Minister of Finance.

Thus, for the time being, ended a strenuous two weeks of studious ses-

sions of Civil Service politics. All the visiting delegates expressed the opinion that the various meetings and delegations were necessary at this time, and considered their time was profitably occupied, and the expenses of their long journeys justified.

The case of the Customs Outside Service will be presented in due course, and in that connection it has developed that not a little credit for the energetic movements of the past few days is due to the officers of the Customs Outside office in Ottawa. This fine body of civil servants started one of their number, Mr. T. H. Burns, on a scouting trip, and the last heard of him he was still going.

The Inside Service may rest their case until the bill is submitted to the special committee, Mr. Paré, the President, and Mr. Todd, the Secretary, being both members of the Federation committee in charge of the bill.

### SOME INCREASES.

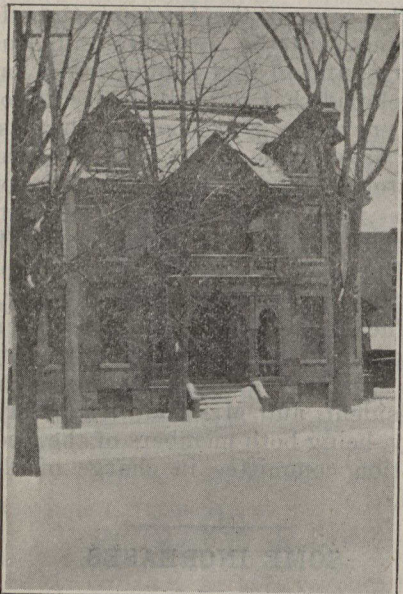
The greater part of the sitting of the House of Commons on March 9th was given up to the estimates of the Department of Inland Revenue, and these being in charge of Hon. W. B. Nantel, one of the Quebec ministers, the men from the Ancient Province were in their element, and talked to their hearts' content. During the course of the discussion Mr. Nantel announced his intention of increasing the salaries of the outside service of his department.

Hon. L. P. Pelletier, Postmaster-General, also told the House that he was considering increases for letter carriers, as a result of the extra work entailed by the Parcels Post.

There is now practical unanimity that America was peopled from Asia by way of Behring Straits. As to the time, there is no definite criterion, but it seems likely that it was following, or at least in the decline of the glacial period from the northern part of the continent.

## NEW CIVIL SERVICE CLUB BUILDING FOR OTTAWA.

One of the principal handicaps under which the Civil Service Club of Ottawa has laboured has been the



*A New Social Club Building for  
Ottawa.*

poor location of its club premises. It has long been felt by the directors and members that a club, to adequately supply the purposes for which it was founded, must be in a central part of its constituency.

The present club is at the extreme north end of Bank street, opposite the Supreme Court, and away from the centre of the city. After considerable discussion and examination of available premises, the directors have been fortunate in securing a lease of one of the most desirable buildings in Ottawa. This is the large residence on the southeast corner of Metcalfe and Slater streets, known as the "Dr. Dowling" house. It would be difficult, indeed, to find a more central location in the Capital. Within a radius of a furlong, it

is safe to say that there are offices containing over twenty-five hundred male Civil Servants. It adjoins the Y. M. C. A. and Masonic Temple, and is just across the street from the Carnegie Library. The street cars are just a block away, which, in reality, is better than having them pass the door.

The heating and plumbing systems are being overhauled, and the directors hope to be installed in the new building about the end of March.

## FROM ONE WHO'S BEEN THROUGH THE MILL.

*By the Poet "Low-Rate."*

Now, the fellow who is tactful  
Is the one who keeps his head,  
Who does not fly off the handle  
At each word that may be said;  
'Tis the fellow who endeavours  
To perform the bidden act,  
Though it may be rather irksome—  
Who has what is known as tact.  
If the BOSS storms through the office  
With a head that's rather sore,  
And he bellows out his orders  
And he acts just like a boor;  
Do not bid him go to HADES  
Just because your nerves are racked,  
Keep quite cool and do his bidding—  
THAT IS WHAT IS KNOWN AS TACT.  
Just remember that the fellow  
Who provides you with your check  
Is just like the Naval Captain  
As he wanders o'er the deck;  
He's the one on whom the burden  
Of the whole concern is jacked;  
And his little whims and humours  
Should be met, my boy, with tact.  
I know it's sometimes rotten  
When you're working for a man  
To have to blindly follow out  
Each silly little plan;  
But remember it's HIS business  
And I tell you, it's a fact,  
That in place of kicks and grouches  
You'll get more by showing tact.  
Jobs are not found lying round us  
And we've each one got to live,  
And the price that's on our pay-check's  
What our boss thinks he should give;  
And you'll find all through in business  
That the fellows who are sacked  
Never are the types of workers  
Who are noted for their tact.

### THE OPTIMIST VS. THE PESSIMIST.

Dear Sisters and Brothers,—Of the Third Division, Sub-collectors of Customs and Deputy Collectors of Inland Revenue (Class B) read this and live in hopes. One more kick may do the trick. Who knows?

Yours,

DEP. COLL., CLASS B.

\* \* \*

"Two gay frogs, from inland bogs,  
Had spent the night in drinking,  
As morning broke and they awoke,  
While yet their eyes were blinking  
A farmer's pail came to the swale  
And caught them quick as winking.  
'Ere they could gather scattered senses,  
Or breathe a prayer for past offenses,  
The granger grave—that guileless man—  
Had dumped them in the milkman's can;  
The can filled up, the cover down,  
They soon are started off to town.  
The luckless frogs began to quake,  
And sober up on cold milkshake.  
They quickly find their breath will stop,  
Unless they swim upon the top.  
They swim for life and kick and swim  
Until their weary eyes grow dim,  
Their muscles ache, their breath grows  
short,  
And, gasping, speaks one weary sport,  
"Say, dear old boy, it's pretty tough  
To die so young. But I've enough  
Of kicks for life. No more I'll try it,  
I was not raised on a milk diet."  
"Tut, tut, my lad," the other cries,  
"A frog's not dead until he dies;  
Let's keep on kicking, that's my plan,  
We may yet see outside this can."  
"No use, no use," Faint-heart replied,  
Turned up his toes and gently died.  
The braver frog, undaunted still,  
Kept kicking with a right good will,  
Until, with joy too great to utter,  
He found he'd churned a lump of butter,  
And climbing on that chunk of grease,  
He floated round with greatest ease.

#### Moral.

So struggle still—no murmur utter  
A few more kicks may bring the butter."

You can abuse a machine—and it will work. You have probably not in the least affected the quality of its output. It is still the same machine. But abuse the men under you—impose upon them—hurt their sensibilities—and the temperature of their work goes down with a certainness that predicts indifference—and defeat.

### "OUTDOOR FEVER."

Take me far from out the City,—set me  
down,  
In God's Great Big Outdoors so fresh  
and free;  
For I am sick to death of life in town,  
And wander-lust has taken hold of me.  
I'll flee from houses built of wood and  
stone,  
Let me dwell awhile in tent of ten-ounce  
duck;  
Far from the crowd, just let me live alone,  
Away from city's toil, and moil, and  
muck.

No taxi-cabs nor street cars I require,  
Just my two legs, and trusty old canoe;  
No heating system,—but a bright camp  
fire,  
For sidewalks,—good green earth, and  
water blue.

My bath shall be the river, and my bed,—  
A heap of browse upon the bare tent  
floor;  
Where I can sleep as soundly as the dead,  
And rise up with the sun, refreshed once  
more.

Oh! I'm darned tired of cities and their  
noise,  
Their shouts, their hubble-bubble, and  
their strife;  
I thank the Spring, for what it brings me,  
boys,—  
My camp midst nature, with its cleaner  
life.

—Bobbie.

### STARVATION.

A Deputy Collector of Inland Revenue (Class B) was cashing his monthly cheque at the bank. The teller apologized for the filthy condition of the bills, saying, "I hope you're not afraid of microbes."

"Not a bit of it," the Deputy Collector replied. "I'm sure no microbe could live on my salary!"

### ECONOMY.

"John," said a gentleman, annoyed by his chauffeur's habit of whistling, "you should remember that fortunes nowadays are made from the by-products of waste. When you whistle in future, whistle into the tyres and save the expense of a pump!"

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

Ottawa, Mar. 6, 1914

*"The law pertaining to the civil service should be honestly and rigidly enforced, to the end that merit and ability should be the standard of appointment and promotion, rather than service rendered to a political party."*

\* \* \*

*"Entrance to the civil service should be at the bottom, and the custom of securing men from outside the ranks and placing them ahead of old employees should be discouraged, and only resorted to when public interest demands. Civil service protects employees in their positions, but it holds them there in stagnation unless a method be found to not only secure the time of its employees, but to stimulate and reward their ambition."*

## CIVIL RIGHTS.

The civil rights of the servants of the Crown are often referred to in the journals representing the point of view of civil servants in the far distant portions of the Empire. The views are divergent. If the editors of this journal may venture to express an opinion, it would be in so far as we are at present informed, in favour of servants of the Crown taking part in such public affairs as municipal politics, when these are free of the issues that are uppermost in the special service in which such civil servant is employed. But, on the other hand, to allow an officer of the Crown to take an active part in the hurly-burly of political warfare between the two parties, who, in effect, are his employers, is a claim that appears to be absolutely impossible and absurd.

There is another sense, however, in which civil servants may be considered to get rather the worst of it in regard to civil rights, for in a very important respect the civil servant has no rights, and is placed in a most helpless and hopeless predicament. The Auditor General, largely, and the Civil Service Commissioners, there is every reason to believe, as well, accepts the verdict of the Government as the final word in any question involving the status of a civil servant under the Civil Service Act. Under the circumstances, has the civil servant any recourse against any possible act of aggression on the part of his employer?

As stated in a previous number, all Acts relating to the Civil Service affect two parties only, the government being one of the parties, and their employees the other.

The Justice Department is one of the arms of government, and to expect the employee to accept without demur an opinion emanating from this arm of government is beyond all

reason. The employee, it must always be borne in mind, is left absolutely without redress. He cannot resort to the courts to test the soundness of any opinion so given no matter how seriously his interests may be affected by such opinions, and herein is to be found the most potent reason for having these acts interpreted and applied by every independent means which human ingenuity can suggest, and any honest endeavour to secure that principle of administration would be productive of the most beneficial results.

The Auditor-General can, and often does, obtain independent advice on questions arising between the government and private parties in the business world. He can, and often does, obtain advice on similar questions from the Justice Department, but these private parties can, almost invariably apply for and have their rights determined by the courts. No such course is open to the civil servant, and, to repeat, for either the Auditor-General or the Civil Service Commissioners to apply for and act solely upon the advice of the Justice Department on any matter whatever pertaining to questions arising out of the construction of any clause in the Civil Service Acts, is plainly at variance with every principle of British fair-play, and ought not to be practiced or pursued.

And, further, the liability of the Crown may, and often is, materially affected by the construction to be placed on the 38th section of the Civil Service Act, and its application to the Supply Bills. Take, for instance, the questions which may be expected to arise on certain items appearing in the supply bills passed last session of Parliament. The impropriety of referring these questions to the Justice Department is obvious, because they are bearing upon the status and pecuniary interests of officials who would, it is more than likely, be engaged in the preparations of any opinions to be given,

and these officials could, and, no doubt, would, ask to be relieved from giving any opinion which may be so liable to be influenced by personal considerations.

Let the policy of securing absolutely independent outside legal advice on obscure and contentious clauses in all Civil Service legislation be adopted; let the ministers, deputy ministers, civil service commissioners, Auditor General, and the Justice Department itself, be animated by the same high, lofty, dignified attitude of a judge of the bench, who, when any cause of action is reached wherein he may be either pecuniarily interested, or may have become incapacitated in any way from holding a perfectly unbiased opinion, refuses to take any part in the adjudication. Then there will spring up among the rank and file of the service a new spirit of loyalty and sympathy between the governing and the governed, hitherto unknown, and the clouds of distrust which at present darken the whole horizon of the system will be dispelled, and a new era of hope and good-will will be ushered in, and upon this new basis, the foundational structure of a system of civil service reform may, with every prospect of success, be reared.

Closely co-related to the foregoing general observations is a more intimate and specific problem, which is supposed, at present, to be disturbing the Government, viz.,—the question of promotions under the merit system. Men's motives are not always pure, nor are their judgments always infalible, and hence arises injustice, even under the merit system. The need of some system of review or revision of promotions, that would be available to a public servant, is generally conceded. The Board of Appeal idea is growing, but so far as the idea is developed, this board is to be endowed with all the divergent interest of the preliminary fight. The

Government, the Commission, and the disappointed claimant are all represented. Why not make a short cut, and, instead of a Board of Appeal of many divergent interests, which may neutralize the judicial instinct, make the appeal to a Supreme Court judge, to whom the various parties may come in evidence only.

This is a most interesting study. There is no more difficult problem than that of promotion. Not less difficult is the fixing a proper method of supervision, or review. *The Civilian* stands for the Board of Appeal, and offers today the suggestion of a judge of the Supreme Court to act in that capacity for the thoughtful consideration of our readers.

One thing is certain: it is neither good nor democratic for a government to arrogate to itself the authority, as our Government does at present in its relations with civil servants, to act exclusively in the many-sided capacities of complainant, prosecuting attorney, jury, judge and executioner.

### THE OFFICIAL DOG.

By Edward Fox Sainsbury.

A leading Paris paper devotes half a column to a description of an official dog's duties and privileges. The Bureau of Labour or employment offices of the Paris municipality are very large, containing many rooms, corridors, etc., which in winter are warm and comfortable. The municipality engages a carekeeper and night guardian, but evidently the most important of the employees is "Bob," the dog.

Bob figures on the municipal budget as the recipient of certain food supplies, the cost of which is in due form set out in the accounts. Bob also is given a bath once a week, and it is stipulated that the bath shall

have a certain quantity of some disinfectant mixed therein. His duties require this, for he comes in contact with a large amount of malodorous humanity, poor waifs and strays who come for shelter and warmth. At night, when the hour of closing comes, Bob's duty is to search in every corner for possible hidens. Should he discover one or more he barks vigorously and invites the unwelcome guests to depart. Should difficulty arise he goes for reinforcements, and in the end Bob is victorious.

Bob will retire on reaching the age of eight years and live on his pension, and let us hope with many happy days when he can dream of his past importance, wondering whether his successor is fitted for the post. Shaking his wise old head, he will, perhaps, mutter, "Dogs are not what they were when I was young!"

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# The New Styles Require a Great Deal of Material :-:

The first impression one gets of the new Spring styles is the fact that they will consume a very considerable (not to say excessive) amount of material, and in all probability manufacturers and weavers will be working overtime when the season is at its height to provide a waiting world of women with the necessary textiles to produce them. The boldest and most startling fact that presents itself to the clerk behind the counter who sells the fabrics, the woman who buys them, and the tailor or modiste who makes them up, is that no article of raiment can be produced from a remnant. The day of the 3½ yard and 4 yard garment is gone. The skimpiness of yesterday has given place to lavishness to-day. The sparse, straight lines have been superseded by voluminous curves, bouffant draperies that give the effect of a bustle, they are so full, and accordion pleatings that consume more yardage to produce inches than one realises after the quantities we have been accustomed to buy for several seasons past. There seems to be no disputing it. Weavers have a busy time ahead of them, for shirrings, pleatings, rufflings, flounces and flares are everywhere, and they all absorb material. The wise woman will make sure of securing necessary quantities by buying early, ordering early, or selecting Ready-to-Wear Garments early, so as to be provided for in every possible emergency.

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## At the Sign of the Wooden Leg

By "Silas Wegg."

### Dreamland Hansard.

Perhaps it was the cheese sandwiches that were responsible. It does not matter much one way or the other, but the other night I dreamed that I represented the constituency of Noodledom in the House of Commons, and that I made a speech there on the Civil Service Bill. So real were the occurrences to me that I entered the report of the debate, in as far as I took part, in my diary the next day. It is herewith transcribed for the perusal of the public at large:

MR. WEGG: Representing, as I do, a body of constituents deeply interested in this measure, I rise to my feet—

MR. JONES: I beg leave to correct the honourable gentleman.

MR. WEGG: On what grounds?

MR. JONES: The honourable gentleman claims that he has risen to his feet. It is a well known fact to you, Mr. Speaker, and to others, that he has only one foot. How, then, can he rise to his feet?

MR. SPEAKER: The point is well taken, and I have to ask the honourable member for Noodledom to withdraw one of his feet.

MR. WEGG: I bow to the ruling of the Chair, although the substitution of "foot" for "feet" will be regarded by all as a singular thing. But let me tell the honourable member for Snapville (Mr. Jones) that my constituents will be there with both feet when this measure becomes law. I rise to my foot, sir, to give this House the benefit of the knowledge gained by me through long

years of association with the Civil Service of Canada. I have known them, man and boy, for half a century, lived and worked with them over a period in which eggs have risen from ten cents a dozen to ten cents a shell. I have rejoiced with them at ten cents a dozen and sorrowed with them at ten cents a yolk.

MR. GRAHAM: You were their yoke-mate then. (Laughter.)

MR. WEGG: Eggsactly. (Long and continued laughter.) This is no time for laughter, however.

AN HON. MEMBER: Hear, hear.

MR. WEGG: The Civil Service is divided, as you are aware, into two divisions—the Inside and the Outside divisions.

MR. JONES: Who are in the Outside division?

MR. WEGG: Those who are not in the Inside.

MR. JONES: Who, then, are in the Inside division?

MR. WEGG: Hundreds who wish they were out. As I was saying, there are two divisions of the Civil Service. Now, there should be two more—an Upside division and a Downside division. Granted that reform, the service would be perfect. There are some, I am aware, who assert that the civil servants should receive more pay, and some that they should be given more work, and some, again, who think that more or less of each, as the case might be, should be granted. To all such I say, and let my voice be heard by them, now, that what the service needs is more nomenclature.

MR. LAFORTUNE: Spell it.

MR. WEGG: Let us add these two divisions to the service, so that there shall be an Inside and an Outside, an Upside and a Downside division, and I venture to say, from my long experience, that the voice of lamentation will be stopped and the dove of peace will sit on the charmed wave of Civil Service life.

MR. WHITE: What would be the functions of these new divisions?

MR. WEGG: To give symmetry to the Civil Service organization. The Minister of Finance must realize that without an Upside division and a Downside division the Civil Service is like a barrel without top and bottom. Let us provide for this deficiency and all will be well. We have the staves—

MR. GRAHAM: Are you not staving off the question? (Smiles.)

MR. WEGG: And hoops. These afford us the means of keeping up the distinction between the Inside and the Outside divisions.

MR. FOSTER: Where does the bung come in?

MR. SPEAKER: That is all by the side. I must ask the members to keep to the question.

MR. WEGG: What is needed, as I have said before, is an Upside and a Downside for the Civil Service. Without these the whole scheme of Civil Service organization is at fault and liable at any moment to fall to pieces.

MR. WHITE: Will the honourable gentleman allow me to ask again what will be the exact duties of these new divisions?

MR. WEGG: Let me return to the barrel.

AN HON. MEMBER: But keep away from the bottle.

MR. WEGG: My barrel analogy should serve our purpose excellently. I think I have made it clear that in having an Inside and an Outside division we have a barrel with staves and hoops only. There is the Inside of the barrel and the Outside thereof.

Granted. But of what use is a barrel without an Upside and a Downside? I appeal to all fair-minded men in this House on that point. Of what use? You do not think it necessary to give the answer. I will give it myself. Of no use. Therefore it is as plain as day that our duty is to provide an Upside division of the Civil Service and a Downside division. I am surprised, sir, that these elementary propositions concerning the service require any elucidation.

MR. WHITE: I am still at sea in this matter. Let me ask another question. Will these two new divisions have new duties to attend to, or will they take over some of the work now performed by the existing divisions?

MR. WEGG: I am not an administrator. It is my duty merely to suggest the need of these divisions. The honourable minister will have to find duties for them to perform.

MR. LEMIEUX: Bon!

MR. WEGG: I may venture advice, however. The Upside division may be entrusted, as in the case of the barrel, with the duty of bearing the stencilled names and decorations of the service, a duty now inadequately attended to by the barrel as it stands. In fact, the Outside division claims that most of the marks of distinction are on the Inside, where no one sees them, and the Inside division asserts that the marks of distinction given to the Outside are too prominent altogether. As to the Downside division, it will find plenty of employment in trying to convince the Government and the public that the barrel is wrongside up.

MR. HUGHES: Are there any complaints now about the barrel, that it is inside out?

MR. WEGG: I believe there are, but the staves have been in their present positions so long that it would be unwise, perhaps, to attempt a re-

versal of conditions. I am aware that sometimes a red stave is taken out and an unseasoned blue stave put in its place, and vice versa, with loss to the efficiency of the barrel, and that the hoops, such as the sick leave and other hoops, are tightened up with unnecessary severity at times, but on the whole there is not much to be done except to provide the Upside and Downside divisions as suggested. Some say that a little Bonus paint, or Flat Increase putty would not come amiss, while others claim that there will be mischief and all sorts of leakages in the future if the superannuation cooper is taken off the job altogether—but these are fellows who look only at the accidental features of the Civil Service case. I appeal to you to take a broader outlook. Provide these new divisions, attend to the important matter of nomenclature, appoint another barrel inspector if you wish—a wooden-legged man would do—and leave these trivial matters of paint and putty for the Civil Service Associations to chew upon when we are not in session. (More laughter.)

### THE WOMEN'S COLUMN.

In making its bow to *The Civilian*, the Women's Branch wishes, first of all, to tender its most sincere and heartfelt thanks for the valuable aid given and kindly interest shown by the executive members of the Civil Service Association. Generously they gave the benefit of their wider experience and knowledge in the matter of organization, with the warm handclasp of good-fellowship and unity, and so, gentlemen,—to you our best and very sincere thanks.

\* \* \*

The main object of this branch association is unity, and still greater unity. Not by working separately, but by combination, can the best and

happiest results be obtained, and by combined energy we become a force just so much stronger.

As Prentice Milford so well expresses it, "In the more perfect blending of the masculine and feminine minds there is no such thing as one having the entire control, leadership, or government of the other. It is a combination of woman's spiritual far-sightedness and man's strength for working out the result." We can now hopefully look forward to a happy day of better mental companionship. We yet may see, and, perhaps, not in such a very far future, men and women working and walking hand in hand, standing face to face, eye to eye, and their combined mentality making a perfect whole.

The official announcement that the insurance is to be thrown open to the women of the service is, indeed, a great big gain, and shows that the spirit of fair-mindedness and justice needs only practical life in the hearts of men.

\* \* \*

It was very much to the credit of the army of workers in the Civil Service to find so many of them amongst the patrons of the Quinlan Opera Company whilst that organization was in Ottawa. Night after night they were to be found amongst the real lovers of music, in "the gods," drinking in and enjoying the beautiful flood of melody. How marvelous it was!—the sobbing, swelling, pathetic music of Puccini, as we heard it in "La Boheme," and the magnificent, wonderful music of Wagner in that great descriptive battle between the soul and the senses, that warring, discordant harmony (if one may be allowed the expression) of Tannhauser. Those of us who were fortunate enough to hear it, possess a joy which nothing can take from us,—a memory which is ours for all time.

## "On Dit."

That a bill is about to be brought up by the courageous member from Peterborough West to reform our dress and incidentally our morals.

That a couple of our Cabinet Ministers have become quite proficient at "The Tango," which goes to show that our present Government is up to date in all things.

That many good things are coming to the Civil Service before the end of this session so we must go on hoping and believing, "Faith is an invisible and invincible magnet, and attracts to itself whatever it fervently desires and calmly and persistently expects."

The following extract from the "Manchester Guardian" may be of interest to our readers:—

"The Civil Service Commission has had under consideration the very important question of the comparative salaries enjoyed by men and women in the Civil Service when both are employed on the same work. As is well known, women are at present paid considerably less than men for precisely similar duties, the gravest case being that of women sanitary inspectors. The commissioners are believed to have decided that as a general principle both men and women should receive the same remuneration when the work done is the same, but they have not been able to recommend the adoption of this principle in every case, and a considerable number of exceptions will probably be made to the rule."

Note.—Contributions to this column are requested from members of the different branches of the service, and will be very gladly received. All communications to be addressed to "Dorothy Day, P. O. Box 484," and should be sent in five or six days before the date of *The Civilian's* publication.

DOROTHY DAY.

## CO-OPERATIVE NOTES.

In connection with the Ottawa Civil Service Co-operative Association, a meeting was called for Thursday last, the importance of which may be judged from the fact that the Co-operative Committee of the Civil Service Federation, and the ex-directors of the store were also invited. *The Civilian* went to press too soon to give a report, but it is expected that next issue will chronicle an important advance step in local co-operative matters.

\* \* \*

The sales for the first two weeks of March amount to over \$2,500. Preparations are being made to take stock and audit the books in view of the annual meeting.

\* \* \*

The Co-operative Committee of the Allied Trades of Ottawa held a conference with the directors' committee of the Ottawa store, looking to the possibilities of bringing in additional trade from the labour union clientele.

Messrs. A. S. Paré and H. T. Owens addressed a gathering of Civil Servants in Montreal recently upon co-operation. The cordial reception by the Montreal confreres was greatly appreciated.

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**QUEBEC CIVIL SERVANTS' ASSOCIATION.**


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The annual general meeting was held on March 11th at the City Hall, and the gathering was numerous and enthusiastic.

The President, Mr. P. J. Mailloux, Marine and Fisheries Agency Accountant, gave a detailed report of what was done at the convention of December last, and explained the memorials presented to the Honour-

able Prime Minister of Canada, and to the Honourable the Minister of Finance. He also gave a thorough and complete idea of the work done by the Quebec executive committee for the local purposes and needs of the association.

The reports of the Secretary and Treasurer were received and adopted, this latter report accounting for a membership of over 400 members.

The election of officers and directors for 1914-15 was then carried out, with the following result:—

President—J. E. Philibert.

First Vice-President—Dr. J. D. Pagé.

Second Vice-President — P. E. Guay.

French Secretary—P. O. Coté.

English Secretary—H. F. Smith.

Treasurer—J. A. Beauchamp.

Directors:

Marine and Fisheries—Alex. Robitaille.

Customs—J. S. Belleau.

Post Office—J. A. Provost.

Immigration Detention Hospital—Dr. Nadeau.

Immigration—J. Stafford.

Mail Carriers—J. Fiset.

Public Works—J. Pothier.

Interior revenue—W. A. Poitras.

Inspection of Gas and Electricity—Haz. Levasseur.

Inspection of Food—E. Bélaud.

Transcontinental—Jos. Morel.

Mail Clerks—Alf. Audet.

Quarantine Station—Dr. G. E. Martineau.

Weights and Measures—Chas. E. Roy.

Militia—J. E. Tardivel.

Militia Arsenal—J. G. Larochelle.

The lighthouse keepers of Quebec district have asked to affiliate their association and the request was granted, but the director will be chosen later by the executive.

After a vote of thanks was passed for the retiring president and officers the meeting was closed.

## A CUNNING OFFICER.

The officers of the Department of Customs who stand guard at all the gateways of the Dominion are more in the public eye than most classes of civil servants (and, it must be confessed, are about as welcome in that cyclopean optic as is a cinder in the visual organ of the individual). Speaking of eyes—these officers have them also—and use them, too. Would-be, but unsuccessful, smugglers cannot understand how these officials manage to detect bulging pockets, false bottoms in trunks and the price-marks on new goods. Generally speaking, they use their eyes—and they see some funny, very funny—things. Sometimes they have to use their wits, as well as their eyes, to successfully discharge their duties; and the following story is of such an instance:

When the falling leaves of last October turned the thoughts towards winter coats, a lady resident of a Canadian border city paid a flying visit to a neighboring American metropolis and returned home wearing a fine new garment. The customs officer at the international boundary spotted the coat, but he strongly suspected that if he challenged the wearer he would hear a tale of "my old one made over—or something equally entertaining—so he let her proceed to her home. After waiting a suitable interval, he called the fair evader of the law by telephone, and, altering his voice and assuming a very friendly tone, he congratulated her on the handsome coat he had seen her wearing. The lady, assuming the speaker to be a familiar friend, and pleased with the flattery, was willing to discuss the coat, and divulged its price and the place of purchase (which was, of course, in the American city). Further, she paid herself no small compliment for her skill in evading the payment of Canadian import duty. Possessed of all the in-

formation he desired, the customs official disclosed his identity and advised the shocked and crestfallen lady to call at his office, pay the duty and save herself further trouble.

Report of the resulting interview between the cunning officer and the fair smuggler has not been received.

### SOCIAL SERVICE AND CIVIL SERVICE.

The following resolution at the Social Service Congress, recently held in Ottawa, promoted a discussion as to the political status of Civil Servants:—

“This Congress recommends that Civil Servants for outside service be appointed the same as for the inside service, namely, by the Civil Service Commission.”

The amendment was: “That Civil Servants be given full political rights.”

The amendment to the amendment, moved by Controller McCarthy, of Toronto, was: “That Civil Servants, appointed through the Civil Service Commission, be given full political rights.”

The Congress also recommended that Government help be extended to co-operative societies.

The introduction of the resolution to place the appointment of Outside Civil Servants in the hands of the Civil Service Commission, abolishing party patronage, precipitated a storm of discussion. An immediate suggestion that a clause be added giving full political rights of discussion and the adoption of a party stand, if they desired to take one and express their opinions, was finally resolved into an amendment.

The feeling of a number of delegates was that the entire elimination of patronage and granting of full rights to Civil Servants would result in the injection of partizanship into the ranks of Government employees.

Controller James Simpson, of Toronto, was one of the leading figures in the debate which followed, and he took a firm stand in regard to the extension of rights. He could see no reason why Civil Servants should be debarred from expressing their political opinions on a platform or seeking municipal honours or other privileges that were the right of the ordinary voter.

Controller McCarthy was also determined in his stand to grant equal rights to the Civil Servants, but he said he was opposed to that privilege being accorded

them with the present system of patronage in vogue for the appointment of outside servants.

Many of the delegates, unfamiliar with the Civil Service, were against the Congress taking any action on so important a matter without those who were voting being thoroughly conversant with the situation, and the only feasible course, they thought, was for the members of the rules and recommendation committee to go into the matter again with officers of the Civil Servants' Association and bring the question up again at the closing session. This was done.

### RAISING THE LIMIT AND TAKING IN THE LADIES.

It seems that the efforts made by the Civil Service Federation and the Civil Service Association of Ottawa to have the maximum of Government insurance for Civil Servants raised from \$2,000 to \$5,000 per risk are about to be crowned with complete success. Hon. W. T. White, Minister of Finance, has offered a resolution in the House of Commons, which prefaces a bill to make the desired amendment to the Civil Service Insurance Act. Not the least pleasing feature of the announcement is the knowledge that a step has been taken in the recognition of women as human beings, and the Government policy may now be taken out by members of the fair sex. The resolution upon which the bill will be based reads:—

“That it is expedient to amend the Civil Service Act of 1906 and to provide that the Minister may contract with any person to whom part I of the Civil Service Superannuation and Retirement Act applies on April 1, 1914, or who was appointed to a permanent position in any branch of the public service of Canada, civil or military, after April 1, 1893, for the payment of a certain sum of money to be made upon the death of such person; that further provision be made as to the apportionment of insurance among beneficiaries, that the minimum and maximum amounts at death shall be \$1,000 and \$5,000 respectively, and that moneys received shall form part of moneys payable out of the consolidated revenue fund.”



**GUELPH JOINS FEDERATION.**

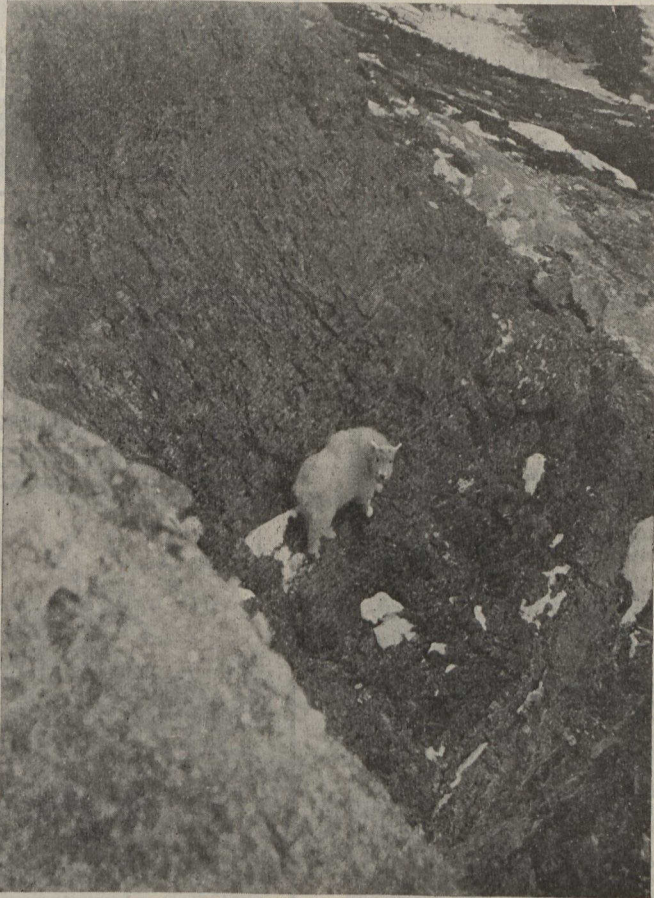
The Secretary of the C. S. Federation of Canada has received notification of the formation of a Civil Service Association at Guelph. A meeting was called by the post office officials on the 19th inst., and the following officers were elected: President M. Walker; Vice-President, R. Cordiner; Secy.-Treas., W. C. Mogk.

Various matters of local interest were discussed, and great enthusiasm prevailed, in anticipation of the

good effects in every way to be derived from organization.

**NOT SO, MY DEAR GASTON!**

There's Canada, again, for instance, where the Government not only prints the official organ of the Canadian Public Service Associations, but actually uses that publication as a means of spreading official information about the work done by the various departments. — Public Service Journal, Australia.



**"YOUNG MOUNTAIN GOAT, ELEVATION 9,000 FT."**

In the Rocky Mountains Park great numbers of many different species of game may be seen, for the only shooting permitted in this Preserve is with a Camera, a fact which the animals seem fully to recognize.

Many have become so tame that it is an every-day sight to see deer in the streets of Banff and wild mountain sheep and goat on the mountain sides around the town.

## Correspondence.

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

### IMPROVIDENT PENSION SYSTEM.

To the Editors of *The Civilian*:

The weekly visits of your clever little magazine are most acceptable, I assure you. You are a champion of right, for many wrongs; fearless, strong and just. Long life to you! Officers of the Civil Service owe a debt of gratitude for your plain-spoken criticisms and valuable sug-

gestions, for the improvement of many things in the various departments of this branch of the Government of our great Dominion. Have patience with me, while I bring one more to your notice, that has been once or twice spoken of, and then merely touched upon, to my knowledge. It is in regard to superannuation, and especially as it affects the widow and small children, left penniless, on the death of the official.

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With the fine thrift that marks the management of the Government Treasury in some directions every officer is obliged to contribute a certain percentage of his salary,—no matter how small that salary may be,—toward the Superannuation Fund, as long as he holds his position. In many cases the official even never reaps the benefit of what he has long given his quota to maintain, death finding him still in harness, or a change of government removes him from office, and so his contribution has been a loss to him, and one to be

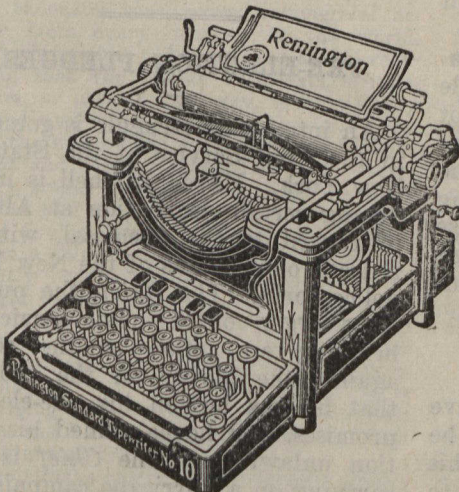
felt if he has been many years in the service. It certainly seems neither right nor just, and is a small business, in the opinion of thinkers, to make any such demands upon salaries far too meagre in these days of the exaggerated cost of living, even if in the plainest style; demands made by a government that can deal in millions, under some conditions, and considerations.

Then there is the case of the widow: she, equally with her husband, has struggled through their young days, bringing up their sons

## YOUR LITTLE ONES REQUIRE PURE WATER

Fathers and Mothers should remember that their children really require plenty of good safe drinking water. Give your little ones a glass before breakfast, and as much as they want all day long—then you will see the bloom on their cheeks and the sparkle of health in their eyes.

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and daughters, perhaps few, perhaps many, to be educated, honourable, promising young men and women, on an income hardly sufficient to keep a roof over their heads, or bread for them to eat. Certainly it does not leave a cent to spare, to lay up for their future; hardly enough for the premiums on a small life insurance. She is left to fight on alone, and with nothing to fight with. Her children may still be helplessly small. What is she to do? Does it seem an act of justice that robs her of the superannuation she has helped all these years to pay for? Should it not be continued to her, during her widowhood, and to her children, while they are small and helpless? As it is now the man alone derives any benefit from this arrangement, and that only to a certain degree, for, though he may live to have the superannuation income for a few years, he has, to accompany it, the knowledge that the fruits of his years of devoted and honest hard work are a depleted income, while he lives, and the certain fact of the penury of his wife and little children when he dies! Not a sufficiently alluring prospect to induce the young men of today,—of the kind who are wanted, capable and trustworthy,—to enter the Civil Service of this great Dominion.

Is it not time for a "word in season" from your truth-telling little searchlight of a magazine? Is it not a case of women's just rights, that no thinking man could deny, and no honest man could object to its being promptly secured to them? Because of its record, as a righter of wrongs, we confidently look for the vigorous support of *The Civilian* until it is.

#### OUTSIDE SERVICE.

Picton, Ont., March 7th, 1914.

There is every reason to believe that a superannuation bill will be brought down by the Government this session, and that it will be superior to the old Acts at least as regards benefits to widows and children and the

elimination of the feature of confiscation. It is to be hoped that liberal provision will be made for the transfer from the old to the new systems of superannuation, if, as we hope, it offers superior inducements.—(Editors.)

\* \* \*

#### Daylight Saving.

The Editor *Civilian*:

Dear Sir,—There is a subject I have often heard discussed, and one that I should like your paper to advocate, namely, the altering of the hours on Saturdays during the summer months, say from 8.30 to 12, instead of the present 9 to 1, and therefore give us all a chance to enjoy the whole afternoon, and not a part of it, and it would give the Gatineau residents of the service plenty of time to catch their train and have lunch, too. I am sure it would be no hardship for members of the service to make that effort once a week, and that for only half a day's work.

As I haven't seen anything of this sort suggested in your paper before, I should like your opinion on the same.

Yours faithfully,

GATINEAU RESIDENT.

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#### PRE-ELECTION PLEDGES.

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An interesting struggle is going on in the Civil Service of the State of New York. Mayor Mitchell is introducing certain legislation at Albany in regard to the dismissal, without redress, of members of the New York police force. The *Chief*, the pugnacious organ of the civil service, is bringing an action in the courts against the Mayor on the grounds that he has broken his pre-election promises, and hence gained his election unlawfully. The *Chief* is also carrying on a hurricane campaign of publicity with good prospects of winning out.

## BRASS BOUND CAPS AND BUSY BRAINS.

Under the above caption, the Vancouver "Sun" publishes a fine tribute to the services rendered by the Customs Officers, who collect such a great proportion of the revenue of the country. It is so gratifying to receive public recognition for the service we render that the article is reproduced hereunder, and will be appreciated by the Customs Officers and others:—

On one side of the waterfront dock-sheds are the ships, on the other side the railway tracks, to make the transfer of merchandise as rapid and as economical as possible. Between are the custom house officers, and their day's work is not easy. When the freight is stacked in the sheds by the stevedores, the work of the customs men begins. They must deal with every one of the thousands of cases, bales and barrels before they are transferred from the sheds to the drays and motor trucks that haul the local freight away, or to the box-cars that stand on the landward side of the shed, or if the freight is outward cargo, to the derrick-gear that lifts them from the pier to the ship's deck.

This eternal checking of freight in and out is the most monotonous of routine labour, and the men who patiently perform this work day by day deserve more commendation than they ever receive, and more pay than they are now getting. Their's is a most important duty, and they must perform it without disturbing commerce or blocking the wheels of business.

### Varied Charges.

Overland freight, and local freight by the thousand tons, every commercial article from every market in the world, everything that is bought and sold, everything that the human race eats, drinks, wears, or uses in any way, is continually loaded and unloaded from ships and cars, and the men of the customs house have to count and check off manifest and invoice every single article. They have to make entries and fill out forms, and accomplish with tireless accuracy, a thousand tasks. When a ship comes into port with, as frequently occurs, 50,000 separate pieces of freight on her manifest, all her huge cargo has to be dealt with by a few men, and these men are expected to perform their work without making an error. It is wonderful how few errors they make. It is surprising what facility, and neatness these men have developed in routine work and transcription.

Their tasks have to be performed always in haste, the telephone bell is ringing, and the truck-driver, and the stevedore, and the fast freight-men are waiting, to hurry the checking-pencil and the brain that adds and subtracts.

If the waterfront customs officer makes a mistake, loud complaints and fault-finding come, not only from consignees, but from consigner, whose office is often many thousand miles distant, and who frequently speaks a foreign tongue. More than almost any other routine worker, the wharf-shed customs officer is expected to be as accurate as a mechanical device and beyond the possibility of human fault.

### Searching for the Lost.

In large consignments, which consist of many pieces, there is often shortage, the total number of packages on the manifest or invoice cannot be found, and the wharf-shed customs man often spends patient hours searching for the missing pieces, which may be found in the very bottom tier and exactly in the middle of a stack made up of another consignment, piled in another part of the shed. And sometimes, not very rarely, a case, or a bale, or a barrel will vanish in a cloud of mystery from the shed, as if it had dropped through the planking of the floor into the harbour water beneath. There are many people who are unreasonable enough to expect the customs officer in the wharf-shed to account for this. And when there is an infrequent space of time between ships, then the wharf-shed customs officer has no work to attend for the space of perhaps half a day, he is expected to take hammer and nails and go nosing around his shed among the stacks of cases and boxes looking for boxes with loosened or broken lids that need a nail, or two or three strokes of a hammer, to repair them. And to the praise of the dock-shed customs men, it can truthfully be said that they attend to this repair work, and save many a dollar for grocers and fruit-merchants, who are not always grateful.

### Other Difficulties.

Also, the waterfront customs officer must be in readiness to embark, at a minute's warning, on board a rusty freighter, or oil-tanker, that has made her entry, and wishes to discharge cargo at some sequestered spot on the Inlet or the Gulf shore, and must be accompanied by an officer of the customs, to see that she discharges it regularly and according to the rules. The

customs man assigned to such a duty may not have had any sleep the night before, but this is no excuse. He must go, and oversee this unloading.

But in spite of hard work and long hours, and surroundings which, though they appear interesting to the visitor of the waterfront, soon lose their picturesque interest when one has to work amidst them, the wharf-shed customs officers are invariably good-natured and serene, and greet the waterfront reporter with a pleasant smile. Common report defames these men; the cheerful public takes it for granted, without proof, that their jobs are sinecures, and that they spend most of the time sitting around the office stove, talking of marine matters with retired ship captains. This is a sad calumny.

## BRITISH DOMINIONS EXHIBITION.

An arrangement has been made to hold the Dominions Exhibition in the grounds and buildings of the Crystal Palace in 1915. It is the intention of the committee in charge to place the handsome buildings, which were occupied by the Governments of the Oversea Dominions, in 1911, at the disposal of the Overseas Governments free of charge, reserving other space for the exhibition of the products of the Mother Country. By this means it is anticipated that it will be possible to provide for the Dominions a continuing exhibition, which will prove educational as much from the Imperial as from the commercial standpoint. This being an all-British exhibition, the exhibits are required to be the products and manufactures of the Mother Country, the Dominions, Indian Empire, and the Overseas possessions. The exhibition is entirely non-political in character, and the profits, after payment of the expenditure on the organization and management of the undertaking, will be devoted to some practical purpose of an Imperial nature. It is hoped to open the exhibition early in May, and to continue it until the end of September or early in October. The committee have already received a large number of inquiries for space and other particulars from all quarters of the Empire. Sub-committees will be formed, with a view of going more especially into the matter of allocation of space, so as to give spaces at a rate as reasonable as possible to British manufacturers and producers. It is also intended to hold congresses on commerce, agriculture, shipping, and education, or anything which may tend to bring the Mother Country and the various units of the Empire into closer contact.

## Personals.

*The following list includes changes in the personnel of the service from October 1st to December 31st, 1913, as far as obtainable. The term Division (Div.) applies to Inside Service only:—*

### Appointments.

Post Office, Outside Service.—Geo. S. Armstrong, postmaster, Edmonton. The following to Class 3B: D. H. McKenzie, Charlottetown; B. Bourdon, P. E. Wilson, Paul Gobeil, Joseph Belanger, Miss M. A. Robert, Paul Clermont, Montreal; Hugh Leslie, Winnipeg; Charles Loveys, Toronto; Joseph L. Dussault, Quebec.

Railway Mail Service: W. H. Lemon, J. McMaster, J. Emarson, J. B. Reeves, C. S. Kenny, H. J. Reynolds, J. H. Lewis, Wm. Henry O'Neil, Arthur Gordon Gronow, Moose Jaw; H. C. Reid, E. Dufresne, J. A. Lariviere, Montreal; Humphrey K. Davis, Roy Herbert Snyder, John Palmer Bourke, William Pickup, Stephen Helgi Thorson, Andrew Stewart Taylor, Winnipeg; J. W. Donnelly, London; F. A. Morin, J. L. Mallette, Ottawa; George William Payton, George Walter Leslie, Calgary; Gerald W. Winslow, Harold Laird Smith, Frank Culbertson, W. M. McClellan, James S. Walker, Vancouver; D. L. Monahan, K. H. Colwell, G. P. Fraser, A. T. Ganong, G. F. Ensor, St. John; E. W. Jackson, Moose Jaw; A. S. McCuaig, W. N. Sharpe, G. W. Gronvold, Winnipeg; H. S. Parker, M. T. Reid, D. N. McCarger, H. L. Nelson, F. D. Welsh, Calgary; E. W. Elliot, Vancouver; H. A. Garlough, J. A. McLean, L. Edwards, W. J. Robinson, Ottawa; R. N. Yates, G. T. Shackel, R. A. Smart, J. T. Williams, London.

Inside Service—The following to be sorters: German G. Dubois, E. H. Perrin, Miss M. A. Hanlon, Miss F. Bouchette, Miss G. M. McEvoy, Miss M. L. Howe, Miss C. A. Thomson, J. E. Laveller, J. E. Lightfoot; L. A. Beaudin, H. Richer, messengers; Hector St. George, packer; Miss C. Merrifield, to Div. 3B.

### Promotions.

Post Office, Outside Service.—Eldon Westman, Toronto, to chief clerk; Miss L. Hudon, Montreal, to Class 3A; T. J. O'Brien, Halifax, to Class 2A; J. M. Donovan, to Class 2A; J. P. Casgrain, to assistant postmaster, Windsor; H. G. Humber, Victoria, to Class 3A; G. B. Stapleton, Hamilton, to Class 3A; P. Carriere, M. O. Exch., to Class 1B; Ed. Cote, Montreal, to Class 2A; John Kahala, Montreal, to Class 1A; C. E. Mongenais, P. O. I., Ottawa, to Class 3A; Miss B. Merkle, Edmonton, to

Class 3A; Miss Alice Delisle, Quebec, to Class 3A; Gustave Valois, Montreal, to Class 2A; W. H. Carwardine, Ottawa, to Class 2B; A. J. Swaffield, W. E. Scott, Edmonton, to Class 3A; C. J. Ward, Ry. M. S., Ottawa, to Class 3A; J. J. Murray, Vancouver, to Class 3A; Walter Jones, Regina, to Class 3A; J. A. Moisan, to Class 2B; J. A. Hawey, Quebec, to Class 2B; J. A. Bouliot, Quebec, to Class 1B; J. E. Nadeau, to Class 2A; Moise Gagnon, Quebec, to Class 2B; E. Verret, Quebec, to Class 2B; W. V. P. Parent, Quebec, to Class 2B; F. Pelletier, Quebec, to Class 3A; J. F. A. Beauchamp, Quebec, to Class 3A; A. W. Dingle, Calgary, to Class 2B; J. McIntyre, Calgary, to Class 2B; L. E. Dupuis, Montreal, to Class 3A; J. A. Corcoran, Vancouver, to Class 3A; Miss F. A. Pollock, Toronto, to Class 2B; W. R. Riddell, Toronto, to Class 2B; Miss J. D. Roland, Vancouver, to Class 3A; J. A. Dionne, Quebec, to Class 3A; Mrs. L. M. McKee, Winnipeg, to Class 3A; W. P. Brophy, Winnipeg, to Class 2B; Miss M. L. Moffitt, Edmonton, to Class 3A; Wm. H. Brehaut, Charlottetown, to Class 2A; A. Parker, Toronto, to Class 1B; A. E. Crate, Toronto, to Class 1B; T. B. Peake, Toronto, to Class 1B; Geo. Ellis, Toronto, to Class 1B; A. B. Potts, Toronto, to Class 2A; E. J. Desruisseau, Sherbrooke, to Class 3A; J. A. Pelletier, Quebec, to Class 2A; J. A. Gagnon, Quebec, to Class 2B; T.

Blanchet, Quebec, to Class 3A.

Post Office Department, Inside Service: L. A. Mainguy, to Div. 1B; S. Short, to Div. 2A; E. L. Taylor, to Div. 1B; F. E. Grout, to Div. 1A, Supt. M. O. Bch.; Geo. R. White, to Div. 1B; A. W. Throop, to Div. 1A, secretary; W. C. E. Stewart, H. S. Campbell, E. H. Matthewson, J. M. Conroy, H. McGuire, to Div. 1B. The following to Div. 3A: P. S. Dodd, E. B. de St. Aubin, A. Gallery, C. Lapointe, M. McCaffrey, M. Kennedy, J. Weillbrenner, L. Landry, M. J. Joyce, A. Higgins, L. Y. Taylor, F. Lees, V. Barrette, M. E. Masson, K. C. Dewar, A. Hollister, T. M. Mullin, B. E. Magurn, J. C. Powell E. Meredith, F. M. Moyer, G. B. Rochon, M. B. A. McAndrew, J. A. Pelletier, J. Tremblay, B. de Boucherville, J. H. Ryan, C. H. Houston, A. Tessier, E. R. Swettenham, W. F. Allan.

#### Transfers.

Miss Annie Martin, from Post Office, Inside Service, to P. O. D., Outside, at Ottawa.

#### Superannuations.

Post Office.—Miss Gertrude Smith, Hamilton; Miss M. M. Shaw, Quebec; P. F. Brennan, Halifax; A. A. Routhier, Quebec.

## The Civil Service Co-operative Supply Association

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4. Creates a spirit of mutual help.

By joining now, you will benefit yourself and your fellow civil servants. The more members there are, the higher the profits.

"ANNUAL DIVIDENDS ON PURCHASES."

### Resignations.

Post Office.—J. Eveleigh, G. F. Bird, Calgary; T. H. Scott, Toronto; H. C. Bunt, Victoria; J. E. Hammett, R. M. S., Ottawa; J. P. Shea, Calgary; H. B. Willis, Regina; Miss B. Choumard, Insp. Office, Ottawa; Miss E. O. Haney, Toronto; Miss G. M. King, Calgary; J. O. Pauze, Edmonton; Jas. Black, Victoria; C. Morford, Winnipeg; L. J. Marchand, Montreal; Allan Grant, M. MacMartin, Inside Service; A. Marchant, L. J. G. LaBelle, Regina.

### General.

Ernest H. McLellan, of the Department of Marine and Fisheries, Ottawa, was married by the Rev. Wm. Howitt, at Prescott, on March 4th, to Miss Florence M. Scott, daughter of Edward Scott.

William A. Orr has been appointed Indian Commissioner in place of the Hon. David Laird, deceased. Mr. Orr has been a Civil Servant for over thirty years, and has been chief of the Lands and Timber Branch of the Department of Indian Affairs since 1806.

J. K. Foran, LL.D., of the Law Branch of the House of Commons staff, has received further recognition of his eminent literary abilities and achievements in being elected to membership in the famous Authors' Club of London,—a signal honour not often conferred "over-seas."

W. J. Stewart, C.E., of the Department of the Naval Service; S. J. Chappleau, C.E., of the Department of Public Works; B. H. Fraser, C.E., of the Department of Marine and Fisheries; J. B. Challies, C.E., of the Department of the Interior, and H. G. Acres, C.E., of the Hydro-Electric Power Commission, are a special engineering committee to collect data for the Canadian Government, to be used as evidence in hearings before the International Joint Commission. Hon. J. D. Hazen is chairman of the committee.

The engagement is announced of Florence Elizabeth, youngest daughter of Mr. John Fraser, Auditor-General of Canada, and Mrs. Fraser, to Mr. John Leslie Rannie, son of the late Mr. Wm. S. and Mrs. Rannie, of Toronto. The wedding will take place on April 9.

It is announced that William Himsforth, Deputy Minister of Inland Revenue, has been granted six months' leave of absence, at the end of which period he will retire on superannuation. It is expected that J. U. Vincent, Assistant Deputy Minister, who will act as Deputy Minister during Mr. Himsforth's absence on leave, will be promoted to that position when it becomes vacant.

J. E. McClenaghan, of the Department of Marine and Fisheries, was elected public

school trustee in Dalhousie Ward at a bye-election on March 9th. Mr. McClenaghan was formerly a valued member of the executive committee of the Civil Service Association of Ottawa.

Joseph Miller, of Niagara Falls, has been appointed to the customs staff in that city.

Charles Price and N. G. Fite, of the customs at Fort Erie, have been off duty through illness.

At the annual convention of the Dominion Land Surveyors, Dr. W. F. King, Dominion astronomer, was elected Honorary President and E. W. Hubbell, of the Topographical Surveys, Secretary-Treasurer. A feature of the convention was the lecture on the new Welland Canal, delivered by J. L. Weller, engineer in charge of its construction.

### Obituary.

Captain William McIlwain, Government examiner of masters and mates for twenty-two years, died at St. Catharines, Ont., on March 2nd, aged eighty-seven years. He was a native of Holyrood, Ireland, and sailed the salt seas before locating in St. Catharines over fifty years ago.

L. J. Latour, of the Department of Public Works, suffered heavy bereavement by the death of his wife, which occurred on March 7th, after a brief illness. Three sons and one daughter are also left.

John Davey, employed at the Printing Bureau, died on March 8th of heart failure after twelve days' illness. He was forty-two years of age, and leaves a widow, son and daughter.

John A. MacDonald, lately Inspector of Weights and Measures, Department of Inland Revenue, died at Ottawa on March 5th, after three years' illness. He was eighty-four years of age, a native of Prescott County, and had been in the Government service for twenty-eight years. For some years he was located at Kingston, but had been a resident of Ottawa since 1896. Three sons and two daughters survive.

Emilié Stewart Low, wife of William P. Welgar, assistant district engineer of the Transcontinental Railway at Cochrane, died at that place on March 1st. She leaves her husband and an infant son.

John Henry Brigly, draughtsman in the Topographical Surveys Branch, died on March 12th. Mr. Brigly was born in England in 1864, and entered the Government service in 1911. He was one of the enthusiastic civilian riflemen of Ottawa and a member of the executive committee of the Interior Rifle Association. He leaves two brothers and four sisters, of whom only one of the sisters, Miss Brigly, is in Canada.



## Athletics.

A full account of the championship ski meet at Ottawa—the first to be held there—on Feb. 28, was unavoidably crowded out of the last issue of *The Civilian*.

The affair was graced by the presence of the Duke and Duchess of Connaught and the Princess Patricia.

As usual, the Civil Service was much to the fore. Mr. T. J. Morin, of the Immigration Branch, is the energetic secretary of the club, and it was almost entirely due to his efforts that the Capital secured the event, which was an education in itself.

In the competitions Messrs. Jack Ryan and William Ross, two members of the service, secured prizes.

\* \* \*

Although it may be out of season at present to feature football, it is a pleasure to record an organization meeting of the Ottawa English Rugby Club, which was held on Monday afternoon, March 9th. British rugby is here to stay. There were doubters last fall, but there are few signs of them this spring, judging by the enthusiasm manifested.

It is the intention to start practice as soon as the snow leaves the ground. After a late start last autumn, a match was secured with a team from the Montreal League. When they came Ottawa was obliged to borrow two men from the visitors. Three weeks later, Ottawa visited Montreal, taking along 16 men. So keenly has the interest been aroused in the game that this spring there will be four distinct teams in the Ottawa League. While the latter lost both games with Montreal last fall, there may be a different tale to tell this year. Quite a number of men who have played the Canadian game have signified their intention of returning to their "first love," in addition to many recruits who have never chased the pigskin. As almost ninety per cent. of the players are Civil Servants, the games will be fully reported in these columns.

## Hockey.

The above is a portrait of Mr. Joseph Deslauriers, the efficient manager of the hockey team representing the Interior Department in the Civil Service League of Ottawa, which won the championship in the series just concluded. Mr. Deslauriers is a member of the staff of the Registration Branch of the Department, and worked hard and intelligently for the success of his team.

The following comprised the team, on which it was sometimes necessary to make changes:

Goal—Fred. Munro, Indian Affairs; Chas. Slack, Reg.

Point—Silver Quilty, Reg.; Jack Ryan, Reg.

Cover Point—John Bradley, Indian Affairs.

Rover—Alex. McPhail, Immigration.

Centre—Alex. McCullough, Reg.

Right Wing—Leonard Wallace, Land Pat.

Left Wing—Guy Boyce, Forestry.

It will be observed from the score below that the Interior team lost only one game during the entire series,—to the Post Office, by the narrow margin of one goal.



MR. JOS. DESLAURIERS.

It must be said for the Customs team that they were deprived by illness for almost the whole season of the services of one of their best players, R. J. Bennett, who is also the secretary of the league.

The teams this season have been fortunate, in most instances, in having good referees to handle their games. The work of Mr. Chas. Snelling in this regard has won much admiration. He is at all times strict and impartial, and his services are much in demand. The same can be said of Mr. Harry Ackland.

The Interior team has played fast, clean hockey throughout the season, and they well deserve the honour. That the finish was a close one will be seen by the standing as given below, Interior only beating Customs out by one point. A tie between these teams looked probable for some time, but West Block upset this by playing a tie game with Customs, thus knocking a point off their total. Post Office finished a good third in the race, being the only team to

defeat Interior, while West Block and Bureau put up good fights in all of their games. The sport in this league was first class throughout the season. The games were well and cleanly played in most cases, there being only a few cases of unduly rough work, and it is to be hoped the league will continue next season, and that greater enthusiasm than ever will be shown. Following is the final standing:—

	Won.	Lost.	Tied.	Points.
Interior .....	6	1	1	13
Customs .....	5	1	2	12
Post Office ....	4	3	.1	9
West Block ....	2	5	1	5
Bureau .....	1	6	1.	3



### C. S. Bowling League of Ottawa.

The season of 1913-14 was very successful from every standpoint. One game on January 6th, a Government holiday, between Customs and Interior No. 2, still remains to be played, but as it does not affect the standing of the leading teams, it may be cancelled.

Post Office Department also forfeited three games to Customs, by reason of only having five men on hand. This game, owing to the generosity of the Customs team, may be replayed, as, if Post Office win three games, they would tie Bureau for fifth place.

Interior No. 1 again win first place, but the series was considerably closer than the past two years. Railways and Mint teams tied for second place, and on the roll-off Mint again won second place for the third consecutive time, Railways taking third place for the second successive year.

In all 116 bowlers took part in the games, but, owing to the rules that only those who bowl at least two games in each half, and at least a certain percentage of the whole games are eligible for the averages only 67 are eligible for the averages.

The most gratifying feature of this year's bowling was the number of new bowlers who took part, a very much larger percentage than ever before of new bowlers, and as the majority of them show great promise, it will mean considerable gain to the league next year.

The averages for the season, with the two games to be rolled, as above stated, counted out, are as follows:—

H. L. Edwards is the winner of the Grand Aggregate prize, with a fine total of 1,420.

Geo. Shore and Sherman Dawson were his nearest rivals.

In the Senior City League this year, as in the past, Civil Service bowlers played a very important part.

The Ottawas, who won the championship, were composed almost entirely of Civil

Service bowlers, only two members of the team not being Civil Servants.

Interior No. 2, who finished second, are all Civil Service bowlers, and the Civil Service team itself, after a very bad start, finished third.

All the other teams in the league had several Civil Service bowlers on the team, all of whom were big helps to their respective teams.

The team standing is as follows:—

	1st half		2nd half		Final	
	Won.	Lost.	Won.	Lost.	Won.	Lost.
Interior No. 1...	24	3	19	5	43	11
Mint .....	17	10	21	6	38	16
Railways .....	20	7	18	9	38	16
Observatory ....	13	14	15	12	28	26
Bureau .....	14	13	13	14	27	27
East Block .....	13	14	12	15	25	29
P. O. D. & Agr...	12	15	13	14	25	29
Customs .....	9	18	11	13	20	31
Interior No. 2....	6	21	6	18	12	39
Ry. Land .....	7	20	4	23	11	43

On the play-off to decide second place between Mint and Railways, Mint won 2 games to 1.

Interior No. 2 and Customs have one game yet to play.

In the cross-alleys there were only three scores this year over 600, as against about twelve last season; 550 was quite common, however, in the second half.

The leading cross-alleys for the season follow:—

#### Open Class.

S. Dawson .....	632
H. L. Edwards .....	619
C. Chapman .....	598
J. Reardon .....	593
G. J. Artz .....	582
Geo. Shore .....	582
Joe Howe .....	580
J. L. Payne .....	577
J. H. Stewart .....	577
L. Pinard .....	576
I. Jobin .....	574
J. B. Hutton .....	572
E. J. Foley .....	572
C. Clendennin.....	571
J. A. Armstrong .....	570

#### Novice Class.

J. Bradley .....	561
J. Arbogast .....	557
B. Foley .....	552
C. Cook .....	548
B. Fairbairn .....	534
W. Latimer .....	519

During the season a large number of single scores of over 200 were made, particularly in the second half, when, counting both open and novice classes, there

were 81 singles over 200. The leading singles for the season follow:—

**Open Class.**

S. Dawson .....	267
H. L. Edwards .....	264
J. H. Stewart .....	248
H. J. Cooper .....	247
E. A. Thomas .....	246
Geo. Shore .....	241
J. L. Payne .....	235
S. H. Shore .....	234
S. L. McKnight .....	233
R. Harvey .....	232
Jos. Howe .....	232
J. Reardon .....	232

**Novice Class.**

J. Arbogast .....	230
J. Bradley .....	228
C. Bennett .....	219
B. Fairburn .....	216
T. Gillespie .....	216
W. Latimer .....	201
H. Powers .....	200

The averages in the Novice Class of those qualified are as follows:—

	No. of pins	Games	Average
C. Wallace .....	8535	18	474
A. McDonald .....	7102	15	473
B. Fairburn .....	8487	18	471
J. Bradley .....	7911	17	465
C. Bennett .....	5010	11	458
B. Foley .....	6777	15	452
A. McNeill .....	7615	17	448
L. Wallace .....	3126	7	447
T. Gillespie .....	5316	12	443

Averages open games:—

	Total pins	Games	Average
H. L. Edwards ..	9669	18	537
J. H. Stewart ..	9225	18	513
Geo. Shore .....	9203	18	511
Jos. Howe .....	9102	18	506
J. B. Hutton .....	8570	17	504
C. Clendennin ..	8561	17	504
L. N. Edey .....	8941	18	497
I. Jobin .....	8939	18	497
E. A. Thomas ..	7929	18	496
C. Chapman .....	8377	17	493
A. Archambault..	7952	16	491
C. J. Artz .....	8827	18	490
J. Foran .....	8826	18	490
D. Hibbard .....	6961	14	490
E. Foley .....	7826	16	489
E. H. Allen .....	7817	16	488
S. H. Shore .....	7297	15	486
L. Pinard .....	7810	18	484
S. Dawson .....	8708	18	484
R. Harvey .....	7247	15	483
H. J. Cooper .....	4342	9	482
A. F. Wallis .....	3842	8	480
C. Jordan .....	8360	18	464
J. Brankin .....	8328	18	463
P. F. Foster .....	8305	18	461

A. French .....	4566	10	457
O. Lecours .....	3650	8	456
L. Coffin .....	6157	14	447
E. Lewis .....	4805	11	437
Geo. Beardsley ..	7779	18	432
L. H. Nevins .....	4751	11	432
E. A. Butterworth	4272	10	427
C. O'Connor .....	3811	9	423
J. Sutherland .....	6988	16	422

**The Personnel of the Service.**

*Everyman* is publishing a series of articles on corrupt government, and in its issue of 9th January, Sir George Kekewich deals with the Civil Service in a trenchant manner. He touches on the most crying evils of the present system, and begins by showing that personal grievances have practically no chance of redress. No impartial court of appeal exists for the trial of such grievances—the Civil Servant is under a kind of one-man despotism, nominally that of the Minister in charge of the department, but in reality that of the Permanent Chief, by whom the Minister is perforce guided in all that relates to the administration of the office. "But there are not only individual grievances in the Civil Service which cannot be remedied: there are chronic scandals, both of appointment and promotion, calloused, and apparently sanctified, by tradition."—*Civilian*, London.

**Sagacity of a Faithful Horse.**

A faithful horse, showing almost human intelligence, walked to a store at Maplewood, Ohio, pushed the front door open with his nose, and whinnied until aid arrived, after the rig to which he had been hitched was struck by a train and demolished and his owner seriously injured.

Citizens who were in the store were attracted by the strange actions of the animal, and, noticing the bruises which he had sustained, started an investigation. They found the owner, George Sherer, unconscious near the railroad track. The rig was carried for nearly a quarter of a mile on the pilot of the engine, but fortunately the horse was only slightly injured.

**TABLE OF TITLES TO BE USED IN CANADA.**

1. The Governor General of Canada to be styled "His Excellency" and his wife "Her Excellency."

2. The Lieutenant-Governors of the Provinces to be styled "His Honour."

3. Privy Councillors of Canada to be styled "Honourable."

4. The Solicitor-General to be styled "Honourable" while in office.

5. Senators of Canada to be styled "Honourable," so long as they hold their seats.

6. The Speaker of the House of Commons to be styled "Honourable" during tenure of office.

7. The Chief Justice of Canada, the Judges of the Supreme and Exchequer Courts of Canada, and the Chief Justices and Judges of the undermentioned Courts in the several Provinces of Canada:—

Ontario. — The Supreme Court of Ontario.

Quebec.—The Court of King's Bench, the Superior Court, and the Circuit Court of the District of Montreal.

Nova Scotia. — The Supreme Court of Nova Scotia.

New Brunswick.—The Supreme Court of New Brunswick.

Manitoba.—The Court of King's Bench and the Court of Appeal.

British Columbia.—The Court of Appeal and the Supreme Court of British Columbia.

Prince Edward Island. — The Supreme Court of Prince Edward Island and the Chancery Court.

Saskatchewan.—The Supreme Court of Saskatchewan.

Alberta. — The Supreme Court of Alberta.

To be styled "Honourable" during tenure of office.

8. The Presidents and Speakers of the Legislatures of the Provinces to be styled "Honourable" during tenure of office.

9. Executive Councillors of the Provinces to be styled "Honourable" while in office.

10. Gentlemen who were Legislative Councillors in the Provinces at the time of the Union (1st July, 1867) to retain their title of "Honourable" for life.

The following to be eligible to be personally recommended by the Governor-General for His Majesty's permission to retain the title of "Honourable":—

(a) Speakers of the Senate and of the House of Commons on retirement after three years of office, not necessarily continuous.

(b) Senators on vacating their seats after continuous service in the Senate of not less than ten years.

(c) The above-mentioned Chief Justice and Judges on retirement. — Canada Gazette.

**Democracy and Despotism.**

Our country is a free country. Our government is a democracy. Democracy is the rule of the people by themselves. The way this is done is as follows: The people enact their own laws. These laws prescribe how they shall be governed. Then the people elect their own officials to carry out or execute these laws. If the number of the whole people were small enough, they could meet in one place, in a big hall or in a field, and enact their laws by their own voice. But as our numbers are too great for that, we divide ourselves up into sections or districts, and each district elects representatives, and all of these representatives meet in what we call the Legislature, and enact our laws. That is a representative democracy. If our laws do not suit us it is because we do not elect persons who carry out our will in the Legislature. That is our own fault, namely, through ignorance or negligence we elect unfit men. And if we elect unfit men to office to carry out or execute our laws, that is in the same way our own fault. The only way, therefore, to have good laws, and good officials to execute them, is by the intelligence and virtue of the people. We therefore spend immense sums to educate the people. The object is to make them fit to vote. If the people are themselves intelligent and virtuous, they will vote right, and the result will be good laws, good officials, and good government. But if the people are not intelligent and virtuous, the result will be the reverse, namely, bad laws, bad officials, and bad government.—Mayor Gaynor's Letters.

Little Louis was a solemn-eyed, spiritual-looking child. One morning he came to his aunt, who was visiting the family, and asked:

"Auntie, is this God's day?"

"No, dearie," replied the aunt; "this is not Sunday. It is Wednesday."

"I'm so sorry," said the boy sadly, as he went back to his play.

Each succeeding day he asked the same question of the aunt in his serious manner, and she said to his mother:

"Really, I don't think that child will live long. He is too good for this world."

When Sunday morning came the question was repeated, and the aunt replied:

"Yes, my darling; this is God's day."

"Oh, goodie!" cried the boy. "Then where is the funny paper?"—New York "Times."