

THE CIVILIAN

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No. 14

A Model Civil Service Law.

(Fourth Instalment.)

(Continuing the Minority Report Prepared by Mr. L. H. Van Dusen.)

I also dissent from the method offered in the majority report for the removal of Civil Service Commissioners from office for the following reason:—

In the last analysis responsibility for the failure or success of an administration rests upon the executive head thereof. No system of argument will shift that responsibility from his shoulders to those of others. My intention is that if an executive head of a government finds a Civil Service Commission, or any other appointees wilfully hampering his administration he should have the final power of removal, otherwise he is put in the position of having to take the blame, with no recourse. His action should be subject to maximum publicity, but his power should not be withdrawn. Under the majority report it is perfectly possible that we might find ourselves with executive officers far more in sympathy with a genuine system of Civil Service than the Civil Service Commission itself. There are scores of ways in which a Civil Service Commission impelled by political hostilities or personal motives can hamper the administration's progress without violating the law, and without giving any citizen warrant to institute suit for removal. I need not go into details here, but I repeat that in the last analysis the executive head of the government should have the power to remove a Civil Service Commissioner or any other appointive officer.

While objecting to the adoption of any report without further opportunity for study and consideration, yet if it be the will of the Assembly to adopt a report at this time, I offer the following substitute

method of appointment and removal of Commissioners:—

Section 2,—Civil Service Commissions:
“There is hereby created a State Civil Service Commission, consisting of three Commissioners, who shall be appointed by the Governor; in each of the municipalities of the State having a population of more than 500,000 inhabitants, as shown by the last census taken by the United States, there is hereby created a Municipal Civil Service Commission, consisting of three Commissioners, who shall be appointed by the Mayor or other chief appointing authority; in each of the several municipalities of the State having a population of less than 500,000 inhabitants, and in each county and sub-division of the State, other than municipalities, there is hereby created a Civil Service Commission, consisting of a single Commissioner, who shall be appointed by the chief appointing authority in such municipality, county, or sub-division. Not more than two members of any Civil Service Commission shall be adherents of the same political party, and no Commissioner shall hold any other salaried public office or place. All Civil Service Commissioners shall be appointed within ninety days after this Act becomes effective, and shall serve until removed under the provisions of this Act, or by resignation. The appointing authority may remove a Civil Service Commissioner from office only in the following manner: The appointing authority shall notify the Commissioner in writing of intention to remove said Commissioner, setting forth specifically the reasons therefor. The Commissioner shall reply within fifteen

days. Copies of the reasons and the answers shall be sent by the appointing power to the officially oldest judge of the highest court of record within the county wherein said Commission is located, who shall pass on the merits of the case, and is hereby required to subpoena such witnesses as the parties involved may designate, take testimony and make investigation. Said judge shall enter his decision in full upon the public records of his court, giving his reasons therefor. He shall then forward copies of the same to both the appointing authority and the Commissioner involved. Such decision by the said judge shall be made within sixty days after the filing of the reasons and the answers with him, but shall not limit or control the final power of removal by the appointing authority, who, upon receiving the decision of said judge, shall take such action as he deems proper. Vacancies in the membership of any Commission shall be filled in the manner provided for the original appointment of Commissioners by this Act."

I also dissent from that portion of Section 2 which requires the Commission to investigate, among other things, the "methods of administration" in the classified service. If I interpret this provision correctly, it constitutes the Civil Service Commission censor of administrative methods in the various departments. I cannot conceive a Civil Service Commission endowed with sufficient intellect and wisdom to go at will and at once into the Department of Public Works, the Department of Health, the Department of Law, the Treasury, the Comptroller's Office, the Police Department, the Fire Department, and all the other specialized branches of governmental service, with facilities not only to find weaknesses, but also the ability to point out the remedies. Surely this is crowning the Civil Service Commission with consummate skill and universal statesmanship. Have we reached the point where there are no longer to be had department heads and bureau chiefs capable of administering their own departments? Are we ready to concede that department heads must not only surrender to the

modern Civil Service Commission the right summarily to dismiss incompetent, disloyal and insubordinate employees, but must also acquiesce in continuous interference with their administrative methods? I am not ready to concede that the best Civil Service Commission, let alone the ordinary one, is at once better versed in administrative methods in the Departments of Health, Law, Police, Fire, etc., than the department head itself.

I also dissent from Section 7 of the majority report, relating to removals, for the following reason:—

(a) The majority report places the removal of all employees in the hands of a Commission, not responsible to any one for its decisions. It puts the appointing officer in a position of responsibility for the efficiency of his department without control over the tenure of his employees. No private business institution has ever been known to surrender the control of the discharging power to a wholly independent body. Under this provision the appointing officer must either condone and tolerate inefficiency, or take his chances in a tedious trial at the hands of a Commission. Is it possible that a Civil Service Commission with all its other legitimate duties would have better means of passing upon the fairness or unfairness of a dismissal than the appointing officer who daily observes the work of the employee, and who is directly responsible for the manner in which that work is done? How can a Civil Service Commission fairly pass upon the question of whether the services of, for example, technical or professional men have been properly rendered with more justice than the head of the department? What means is left to an appointing officer to enforce his authority and command the respect and loyalty of his employees? What assurance have we that under the method of appointment outlined in the proposed law the Civil Service Commission will be imbued with a desire to cooperate with department heads in carrying out their plans and enforcing their ideas of efficient and loyal service? Should a man be held responsible for the work of a great department without power to assure

his employees that so long as their services are satisfactory they will be retained and no longer? I submit that it is contrary to business practice and altogether an un-American proposition. I contend that experience shows that the efficiency of employees varies inversely as the method of getting rid of them becomes more difficult.

If the Assembly decides to adopt a report at this time without further study and consideration, I offer the following substitute for Section 7 of the Law submitted in the majority report:—

Section 7.—Removals: “No person holding an office or place classified and graded under the provisions of this Act shall be laid off, removed, suspended, reduced in pay or grade, except for just cause, which shall not be religious or political. Further, no such person shall be laid off, removed, suspended, reduced in pay or grade until he shall have been furnished with a written statement of the reasons for such action and been allowed to give the appointing authority such a written answer as the person may desire. In every such case a copy of the statement of reasons therefor in sufficient detail to permit answer thereto, and of the written answer thereto shall be furnished to the Commission and entered upon its public records.”

Paragraph 3 of Section 4 of the majority report provides “the Commission shall refuse to certify the pay of any public officer or employee who shall wilfully, or through culpable negligence, violate, or fail to comply with the provisions of this Act, or of the rules of the Commission.” I dissent from the majority report on this point for the reason that it is an unusual method of punishment for the violation of laws or of rules. One of the functions of our system of courts is to punish violations of law or of rules which have the force of law. To be successful, Civil Service laws, or any other laws, must be made effective by faithful administration, supported by popular approval, rather than by unusual methods of compelling support. Suppose we had an arbitrary, vindictive Civil Service Commission possessed of this drastic power. My contention is that this provi-

sion is not only absolutely unnecessary for the reason given, but for the further reason that Section II. of the Act provides penalties for violation of the same, or of the rules. Moreover, this unique and unusual provision places unwarranted power in the hands of the Civil Service Commission, and does not even provide a hearing for the employee who is thus to be penalized.

Moreover, the majority report fails to contain specific provisions enabling the Commission to refuse to examine applicants, or, after examination, to refuse to certify them for good reasons. I have stated above that the primary function of the Civil Service Commission is the conducting of tests. In connection therewith, if the work is to be well done, there should be a character investigation, and the Commission should be authorized to withhold from the eligible list or refuse to examine persons who are proved guilty of certain delinquencies. I do not find anywhere in the majority report a provision enabling the Commission to do this most important thing. Indeed, to my mind, it is far more important that the Commission investigate the character of applicants and have power to refuse to certify them if found delinquent than it is for the Commission to exercise complete control of all dismissals from the service. To meet these objections some such provision as the following should be inserted in paragraph 5 of Section 5, if the law is to be adopted:—

“The Commission may refuse to examine an applicant, or, after examination, to certify an eligible, who is found to lack any of the established preliminary requirements for the examination, or position, or employment for which he applies; or who is physically so disabled as to be rendered unfit for the performance of the duties of the position to which he seeks appointment; or who is addicted to the habitual use of intoxicating liquors or drugs; or who has been guilty of any crime, or of infamous or notoriously disgraceful conduct; or who has been dismissed from the public service for delinquency or misconduct; or who has made a false statement of any material fact; or practiced or at-

tempted to practice any deception or fraud, in his application, in his examination, or in securing his eligibility. If any applicant feels himself aggrieved by the action of the Commission in so refusing to examine him, or after an examination, to certify him as an eligible, as provided in this Section, the Commission shall, at the request of such applicant, appoint a time and place for a public hearing; at which time such applicant may appear, by himself or counsel, or both, and the Commission shall then review its refusal to make such examination or certification, and testimony shall be taken. The Commission shall subpoena any competent witnesses requested by the applicant. After such review, the Commission shall file the testimony taken in its records, and shall again make a decision, which shall be final."

In conclusion, let me say that the promulgation of a model Civil Service Law is the most important undertaking this Assembly has assumed within my knowledge. How essential it is, therefore, that every phrase of such a law be most profoundly studied and most carefully drawn. Not only that, but how essential it is that such a law be endorsed in detail by the other old and important bodies of Civil Service advocates of the country. The forces actively fighting for Civil Service reform are not numerous. They must unite and present a solid front if they would advance. Your committee has been able to hold only two meetings. It co-operated with only one similar committee, and then only at its first meeting. It would be a great misfortune if this Assembly should sanction a law novel and radical in many of its provisions without attempting to secure the indorsement of the National Civil Service Reform League. Furthermore, why should this Assembly deny itself the added strength of the indorsement of its model law by experienced executives, chief examiners, legislators, and business men of high standing?

SAM!

The following parody of Kipling's "Bobs" is being sung at patriotic concerts in the city by Miss Agnes Duhamel, of the Department of the Interior. The words are by one of our fighting corps of Civil Service poets, not unknown to *Civilian* readers:—

There's a Minister of State,
Which is Sam,
He's a hot one in debate,—
Our Sam!

But his home is in the field
When the battle-call has pealed,
With his courage for his shield.
Fighting Sam!

Refrain.

Here's to Sam Tallyho!
Colonel Sam, Sam, Sam!
He's our Duke of H-2-O!
Fighting Sam, Sam, Sam!

He has raised a mighty force,
Drilled and thrilled them, foot and horse,
And he'll be with them—of course—
Wont you, Sam?

He has left his office stool,
Restless Sam!
And has sailed across the Pool,
Fighting Sam!
For he doesn't care a pin
When the shells begin to spin
His address is now Berlin,
Ain't it Sam?

When the war clouds pass away,
GENERAL Sam!
And we reckon up your pay,
Fighting Sam!
Then your cup of joy we'll fill,
For you'll have the Kaiser Bill
As your office boy—you will—
Won't you, Sam?

Coming to the Call.

The circulars and lists regarding contributions to the Canadian Patriotic Fund, sent to officers of the Outside Service from the Civil Service Federation of Canada, have met with enthusiastic response. However, the Federation, representing a very large body scattered over tens of thousands of miles of territory, was not able to act as promptly as were local and more compact organizations; also, the officers of the Federation delayed their action until it was ascertained in just what way they could best assist the grand national cause. In consequence of these delays, the Federation's plan was forestalled in some quarters. Local bodies were fired with a zeal which brooked no pause. They subscribed and sent in generous contributions to the fund without waiting to be asked. To all of which everyone will say "Well done!"

Correspondence with outside officials in this regard has brought to the hands of the Secretary of the Federation numerous letters testifying to the spontaneous and substantial character of the aid so early given to the Patriotic Fund. Extracts from a few of these letters cannot fail to be interesting:—

From Charles E. Thomas Collector of Customs, Oshawa, returning a subscription list signed by every officer of his port: "This, we think, is a just and worthy cause, and we wish you success in your efforts."

From Thomas Peck, Collector of Customs at Galt, returning the list signed by his staff: "We all hope the fund will be a go."

From D. R. Farquharson, Collector of Customs, Chatham, Ont., with a list signed by all on his staff: "This is done with the greatest cheerfulness and pleasure on the part of every officer, and will be repeated more than once if need be."

W. F. Miller, Collector of Inland Revenue at Hamilton, reported that the staff of the Hamilton Division had already contributed.

The Collector of Customs at Quebec writes: "The Customs staff at the port of Quebec, and outports, have already voluntarily contributed one day's pay to the fund, and the sum of \$242 and my personal cheque for \$25 were forwarded." The inspector's staff also contributed.

Archibald S. Mitchell, Collector of Customs at Halifax, reports a different method of contribution. The men of his staff are giving one per cent. of their net salaries per month, and have agreed to continue doing so for one year.

A. C. Paterson, Inspector of Customs Ports, Regina, announces the strong action of all the officers of the Customs in that city, including the staff of the inspector's office. Each man makes a contribution amounting practically to one day's pay per month "until peace is declared and one month after." This amounts to \$84.25 per month.

Robert Hall, Collector of Customs at Peterborough, writes that his staff had already contributed. "We are heartily in accord with the movement" says Mr. Hall.

Smith Harding, Collector of Customs at Yarmouth, N.S., replies that his staff has already contributed to the Patriotic and Belgian Relief Funds.

W. A. Park, Collector of Customs at Newcastle, N.B., reports that all members of his staff contributed to the local fund.

From Fredericton, N.B., Collector of Customs L. C. Macnutt sends a report in like tenor.

A. Callow, Secretary of the Customs Civil Service Association, Toronto, reports a contribution of \$765, being slightly more than one day's pay. Five men of the staff went to the front.

A. Strachan, Collector of Customs at Kingston, reports a previous contribution.

A. Zimmerman, Collector of Customs at Hamilton, reports that his staff gave a day's pay in September to the Patriotic Fund and another day's pay in October to the local charities of the city.

N. C. Owen, Collector of Customs at Bridgewater, N.S. sends a signed list, and says: "Should it be necessary to call again, and yet again, I am safe in saying you will find every Nova Scotia Civil Servant to the front, ever ready to demonstrate their loyalty and esprit de corps. Thanking you for the opportunity."

H. R. Sims, of the Dredging Branch, Department of Public Works, writes: "Our mechanical superintendent, A. Kostella, has just returned from a hurried trip to British Columbia, and when there he and the British Columbia superintendent of dredges, J. L. Nelson, visited our B. C. dredges and obtained over \$800 per month for the Patriotic Fund while the war lasts. This policy would have been adopted in the East only the dredge men do not work all year round, and consequently it would not have been fair for them."

W. Fenwick, Collector of Customs at Brandon, reports that his staff are contributing two and one-half per cent. of their salaries per month as long as the war lasts to the Patriotic Fund, besides other contributions.

J. W. LeB. Ross, superintending engineer of the Sault Ste. Marie Canal, reports that his staff has already subscribed a day's pay, amounting to \$159.30.

C. D. Sargeant, superintending engineer of canals at Cornwall, reports contributions by employees of the Ontario St. Lawrence canals as follows: Cornwall, \$224.40; Farran's Point, \$17.50; Rapide Plat, \$83.30; Galops Canal (Iroquois section), \$46; Galops Canal (Cardinal section), \$47.95; Murray Canal, \$31.95. Other divisions of this canal system will contribute on drawing a later month's pay.

J. L. Weller, engineer-in-charge of the Welland Ship Canal, reports that members of the staff of that canal made contributions in September approximating a day's pay. He expects further contributions.

F. P. Gutelius, general manager of the Government Railways of Canada, announced, in Montreal, that the Intercolonial employees had subscribed \$20,150 to the fund.

The officers of the penitentiaries have contributed to the Patriotic Fund as follows: Kingston, one day's pay; St. Vincent de Paul, Manitoba and Prince Albert penitentiaries, half a day's pay each month, and Dorchester and Edmonton, one day's pay each month till the end of the war; New Westminster, three per cent. of salary each month till end of the war.

The officers and crew of the Hydrographic Survey steamer Bayfield have contributed \$75 to the fund.

The contributions of the Railway Mail Service total \$2,818.31, of which amount \$290.55 was subscribed by the clerks and staff in the Ottawa district.

AUSTRALIA CIVIL SERVICE FIRST TO VOLUNTEER.

On August 3, the day following the announcement of the declaration of war between Germany and Britain, the President of the Victorian State Service Federation received requests from many branches of the service suggesting that a demonstration of the readiness of the Government's servants to render all assistance possible to the Government should be made. He, therefore, instructed the general secretary of the Federation to convene a meeting of public servants in front of the Public Of-

fices, Treasury Gardens, Melbourne, at 4.30 that afternoon.

About 1,000 officers assembled, and Mr. Martin, who presided and spoke from the balcony of the offices, moved:—

"That we tender the Government an assurance of thorough loyalty to the Empire in the present crisis, and tender our services to the Government in any capacity required."

The resolution was presented to the Premier on the following day, who, in reply, said, "that the fact that the public servants were the first to volunteer their services to the Government was much appreciated."

KILLED ON DUTY.

A press despatch from Vancouver, dated October 21, says: "William C. Hopkinson, chief assistant to Malcolm Reid, immigration inspector here, was assassinated by a Hindu this morning. Hopkinson's assassination is attributed to the part he took in the Komagata Maru episode last summer."

Two days later news came from Blaine, Wash., of a pitched battle near Hazlemere, B.C., between outlaws and United States and Canadian officers, the latter having combined forces to capture a band of ruffians who had operated on both sides of the international boundary. Clifford Adams, a Canadian customs officer, was reported killed, and James Smith, of the same service, had his hand shattered. One bandit was killed.

Inquiry at the offices of the Immigration Branch and Customs Department in Ottawa elicited confirmation of the reported deaths of Hopkinson and Adams. The latter was an officer of the out-port of White Rock, B.C. He was in his twenty-third year, and entered the service in 1911.

A correspondent writes as follows:—

"One of the most faithful, as well as capable officials in the service of the Canadian Government, Wm. C. Hopkinson, assistant immigration agent at Vancouver, B.C., was foully murdered in the court house in that city on Wednesday, October 21st, by a Hindu.

"Mr. Hopkinson was not only an employee of the Canadian Government, but also held a responsible position under the Imperial Government. He was a native of India, and was most intimately acquainted with the Hindu problem in all its phases. He was a man absolutely devoid of physical fear, as he proved on numerous occasions. He spoke the languages of the Hindu races fluently, and was a most valuable official.

"Mr. Hopkinson was of a modest, retiring nature, and was a most interesting conversationalist. His loss on the coast will be irreparable.

"This is the second murder of immigration officials which has occurred within the past few years. In 1912 H. G. Herbert, a travelling inspector, was shot and killed on the ferry between Windsor and Detroit."

DEATH OF DAVID GLEESON.

On Sunday, Oct. 25, there passed away at Ottawa one of the most popular officials in the Government service in the person of David J. Gleeson, chief check clerk of the Department of Customs.

It has been given to few men to have suffered as much affliction as was the lot of Mr. Gleeson, yet under it all he maintained a cheerfulness and geniality which won the admiration of all his friends. Some few years ago his wife died, leaving him with five children. Since that date the hand of sickness has been laid upon his household almost incessantly. Finally, Mr. Gleeson himself was stricken, and after a short but severe illness he died.

Mr. Gleeson had been many years in the Government service, having been transferred from St. John, N.B. He was 54 years of age. *The Civilian* desires to extend its sincere sympathy to the bereaved family.

A GREAT WORK FINISHED.

The Alaskan boundary survey has been completed, and the geodetic survey has clearly marked the boundary for a distance of 1,534 miles. The work was begun before the Klondike gold rush. It follows for a distance of 647 miles the 141st meridian from Mount St. Elias to the Arctic Ocean. In the Far North the working-season was only 100 days. In the summer, however, there was light for 24 hours, and it was found more convenient to work at night than in the day time, owing to the heat despite the far northern latitude. The Canadian party climbed to within 2,000 feet of the summit of Mount St. Elias, which has a height of 18,000 feet.

There had been a tremendous downfall of rain, and a railway district goods manager telegraphed to different sections of the line as follows:—"Send full particulars of the flood." An agent on a particular section of the line where no flooding had taken place was puzzled by this message, and, thinking it a joke, wired back as follows:—"Look in the Book of Genesis!"

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THE EDITORS,
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Ottawa, Oct. 30, 1914

SIR ROBERT BORDEN IN HALIFAX PLATFORM.

A thorough and complete reformation of the laws relating to the Civil Service should be put into effect, so that future appointments shall be made by an independent commission acting upon the report of examiners after competitive examination. I am convinced that we shall perform a great public duty by establishing in this country that system which prevails in Great Britain, under which a member of Parliament has practically no voice in or control over any appointment to the Civil Service.

To use the power of filling positions in the public service as a reward for party service and without regard to the character and capacity of the individual selected is a gross breach of a solemn public trust. A private trustee so dishonouring his office would be subject to punishment by the criminal law.

Again in this issue *The Civilian* devotes a large portion of its space to patriotic matter,—the Roll of Honour, responses to the appeal for the Patriotic Fund, and similar news. It is a pleasure to be able to do this. Such evidence as these articles give goes far in dissipating the pessimistic feeling with which the *esprit de corps* of the service is sometimes regarded,—also it proves to the people of Canada that their Civil Servants fill the full requirements of citizenship in a measure unsurpassed by any class of persons in the country.

* * *

Reports of the assassination of an immigration official at Vancouver and the killing of one Customs officer and the serious wounding of another in a battle with bandits on the southern boundary of British Columbia emphasize the danger that the men of these services constantly incur in the discharge of their duties and the necessity of every assistance and protection being given to them by the Government.

A correspondent at the scene of these tragedies writes to *The Civilian* urging that the Government should arm its servants employed on dangerous duty. The suggestion merits the attention of the proper officials of the Departments concerned.

* * *

The editors desire to state that in the next succeeding number of *The Civilian* an effort will be made to do justice to the memory of the Hon. L. P. Pelletier as an administrator of the immense personnel of the Post Office Department during the brief period of exactly three years, during which he held office in Sir Robert Borden's

administration. Any admirers of this excellent Minister who desire to testify in this regard may send communications to the editors, who will publish them if it is so desired by the writers and if space permits.

* * *

Our readers will observe on other pages news items of contributions made by Civil Service bodies to local funds. As the officers of the Federation desire to register all such payments for the purpose of arriving at the aggregate amount of contributions from the Public Service of Canada, it is desirable that notification of all payments not forwarded to Ottawa be made to the Secretary, C. S. Federation, P. O. Box 484.

* * *

The war has hatched a large brood of freaks. One of the most remarkable of the flock is the suggestion of an Ottawa newspaper, usually an earnest, sound exponent of wise Civil Service laws, that unemployed men should be put into the vacant places in the Civil Service caused by men of the service going away to the war. The suggestion illustrates the general ignorance of the public regarding the work carried on in departmental offices. There seems to be a prevailing idea that any man, without training or aptitude, can step into any position in the service and discharge all the duties of the office without the slightest difficulty. As a matter of fact, it takes from a year to five years to train a new man in most departments. There are, of course, many routine duties which require little training, but not many positions of this sort are vacant, because the officials occupying

them have gone to the front. What sort of service would the Government get from a class of men whose only qualification for appointment would be that they had lost other jobs? And if, as is suggested, it be understood that all those so employed would be dismissed as soon as the war is over, what inducement would there be to those "temporaries" to learn their duties, or become efficient? There would be some good and conscientious men among them, but as a class they would be costly and inefficient, and would have a most disturbing and demoralizing effect upon the permanent service. There seems to be small likelihood that this economically absurd scheme will be considered. The Government has no money to squander on such folly. The announcement of the Civil Service Commission that there are no vacancies in the Second Division to be filled at the November examinations is significant. It is also reported that, in a certain department, application was made for the employment of extra clerks to take the places of men gone to war, but the Minister replied that if some of the men were brave and patriotic enough to face the foe in the field, it was the duty of those who stayed at home to work a little harder and keep the office going without asking for help! The application of such a rule might work hardship in some cases. It would seem more feasible to temporarily transfer clerks from branches in which the work is less because of the war to those branches in which it has been enormously increased. Such an equalization would cost nothing and produce good results.

The Roll of Honour.

Still they come! Names of gallant young men of the King's Civil Service in Canada, who, having served the country in civil capacities in the past, now go forth to fight the battles of the Empire in foreign fields, are still pouring into *The Civilian* office. Welcome, one and all! The length of our Roll of Honour is becoming matter of no small pride. That this is so is due, in a secondary sense, to the kindness of readers far and near who send in the names of the men who have gone overseas. It is to be hoped that their vigilance will not relax until every eligible name is recorded. *When the second contingent has gone* from Canada, another list will be expected. Just now only the names of men who sailed with the first contingent are desired. Sometimes a correspondent sends in a name which has already been printed in the Roll, in which case it is not repeated, as duplications are, of course, undesirable. There have been two or three instances of that sort, but those occurred through accident. The names of a lot of fine fellows appear today.

Sixth List.

- G. V. H. Howard, Royal Mint, Ottawa, Automobile Machine Gun Battery.
 Capt. T. C. Evans, Biological Laboratory, Ottawa, Canadian Army Veterinary Corps.
 Corp. Hugh Howard Lindesay, Dept. of Agriculture, Ottawa, 43rd Regiment.
 J. F. Bergoend, 2e Compagnie, 1er Bataillon Alpin de Chasseurs, Annecy, Haute-Savoie, France.
 S. Stevenson, Clerk, Winnipeg Post Office, 106th Winnipeg Light Infantry.
 D. McVicar, Clerk, Winnipeg Post Office, 79th Cameron Highlanders.
 A. D. E. Johnson, Clerk, Winnipeg Post Office, 79th Cameron Highlanders.
 A. G. Duthoit, Clerk, Winnipeg Post Office, 79th Cameron Highlanders.
 W. D. Thompson, Clerk, Winnipeg Post Office, 100th Winnipeg Grenadiers.
 W. Heys, Clerk, Winnipeg Post Office, 100th Winnipeg Grenadiers.
 A. Coulter, Clerk, Winnipeg Post Office, 100th Winnipeg Grenadiers.
 J. W. Rogerson, Clerk, Winnipeg Post Office, 90th Regiment, Winnipeg Rifles.
 R. B. Rutledge, Clerk, Winnipeg Post Office, 18th Co., C. A. S. C.
 J. Thomson, Clerk, Winnipeg Post Office, 11th Co., C. A. S. C.
 L. S. Hobday, Clerk, Winnipeg Post Office, 12th Manitoba Dragoons.
 E. Langston, Clerk, Winnipeg Post Office, 34th Fort Garry Horse.
 T. M. Milton, Clerk, Winnipeg Post Office, Black Watch, Reservist.
 Lieut. W. G. Gow, Chief Clerk, Winnipeg Post Office, Postal Corps.
 W. J. Hayes, Letter Carrier, Winnipeg, Army Medical Corps.
 J. A. Simpson, Letter Carrier, Winnipeg, Scots Greys, Reservist.
 J. Hornby, Letter Carrier, Winnipeg, Scots Greys, Reservist.
 J. Watson, Porter, Post Office, Winnipeg, 100th Winnipeg Grenadiers.
 W. H. Didsbury, Letter Carrier, Winnipeg, 79th Cameron Highlanders.
 E. Proctor, Letter Carrier, Winnipeg.
 W. G. Burns, Customs, Toronto, 2nd Queen's Own Rifles.
 J. H. Hall, Customs, Toronto, 2nd Queen's Own Rifles.
 H. McClelland, Customs, Toronto, 48th Highlanders.
 W. Robinson, Customs, Toronto, Army Medical Corps.
 J. H. Graham, Customs, Toronto, 9th Mississauga Horse.
 Bruce McGregor Caldwell, Railway Postal Service, New Brunswick, Postal Corps.
 F. G. Tassell, Letter Carrier, Port Arthur, 96th Lake Superior Regiment.
 F. Cuddington, Letter Carrier, Port Arthur, 96th Lake Superior Regiment.
 John Baxter, Parel Post Porter, Port Arthur, Winnipeg Light Horse.
 Lieut.-Col. J. R. Kirkpatrick, Customs, Debec Junction, N.B., 67th Regiment, Carleton Light Infantry.

CONVENTION OF WESTERN CUSTOMS OFFICERS.

(Contributed.)

It is distinctly encouraging to members of the Northern Alberta Customs Association to know that their efforts in arranging for the recent convention met with such success, and Mr. Shera and his staff are to be congratulated upon the result. The convention was, perhaps, even more largely attended than was generally expected, a pleasing feature being the presence of so many from the Far West.

Another, equally gratifying to the conveners, was the fact that the meeting at Calgary was thoroughly representative of the customs in nearly all its departments. There were present: H. C. Graham, Inspector of Customs, Calgary; A. Calderwood, Senior Clerk, Victoria; H. D'A. Birmingham, Appraiser, Vancouver; N. M. Matheson, Collector, New Westminster; A. Scott, Preventive Officer, Lethbridge; A. B. Sowter, Surveyor, Edmonton; H. Legg, Clerk, Edmonton; H. B. Wheaton, Asst. Accountant, Winnipeg; P. G. Close, Surveyor, Calgary; S. M. Crowe, Preventive Officer, Calgary; E. N. Crick, Appraiser, Calgary; F. E. English, Collector, Calgary; C. B. Hill, Special Officer, Board of Customs, and F. Lumsden, Asst. Inspector, Calgary.

The meeting having elected H. C. Graham to the chair, and placed the secretarial duties in the hands of H. Legg, the following resolutions were put before the delegates and carried:—

Section 2.—We would respectfully ask that the Government be requested to annul the divisions of Inside and Outside Service, as defined in Section 2 of Bill 217, without distinction of Inside and Outside Service in regard to act and class, making one complete service. In the formation of this entire service, we, the Western members of the Outside Service, would suggest that when the question of classification is decided upon, that a member of the Outside Service co-operate with the Commission in arranging this classification.

Section 4.—We would respectfully suggest that the present Civil Service Com-

mission be enlarged to five members. That one of the members be appointed from the Outside Customs Service to represent ex-officio on this body.

Section 16, Sub-section 6.—The fifth line be made to read "according to the duties they are now performing."

Section 17, Sub-section 7.—The second and third lines be made to read, "department or in any class or grade in the service is greater than the number allowed to such." The word "salary" on the eighth line to be changed to read "duty."

(New) Section 22, Sub-section 2.—Notwithstanding anything which is stated in Section 22, we would recommend for your consideration the advance of an officer to his maximum salary at a faster rate than mentioned, provided the services of such officer recommend such advance. That is to say, an officer will reach the maximum of his ability more quickly than his maximum salary.

(New) Section 26, Sub-section 2.—In the event of the Outside Service not being united with the Inside Service, that increases be granted automatically according to terms of Section 61 of Bill 217.

Section 43.—After the last word "after report from the Civil Service Commission."

Section 87.—Eliminate first three lines and fourth line, as far as "service."

Section 91.—Eliminate the words "inspectors, collectors and preventive officers in the Outside Service of the Customs Department," in the second and third lines, in the event of not coming under the Commission.

Section 92.—Be applied to the whole of Canada, and not only to the city of Ottawa.

In connection with the suggestion that the present Inside and Outside Service come under Commission: In the Civil Service Act, wherever the words "Inside" and "Outside Service" appear, substitute the words "Customs Service."

We, the Western representatives of the Customs Department, would submit that Sections 73 and 79, inclusive, and Section 87 be referred to us in the event of the Outside Service not being brought under Commission.

The following changes in the list of salaries was recommended:—

Schedule "B."

Collectors of main ports	\$1,600-4,500
(At ports where marine work has to be done in an ex-officio capacity by the collector, extra remuneration should be paid. Moreover, salaries to be based on nature and extent of work in conjunction with revenue.)	
Sub-collectors	300-1,600
(Recognition for additional work at frontier railway ports.)	
Chief inspector	3,500-4,500
Inspectors	2,000-3,500
(Inspectors' salaries at all times shall not be less than any other official in his inspection district.)	
Asst. inspectors	1,600-2,500
Chief clerks, including accountants	1,200-2,200
Surveyors	1,600-2,800
Appraisers	1,600-2,500
Asst. appraisers	1,200-1,600
Gaugers	1,200-2,000
Asst. Gaugers	1,000-1,200
Clerks, landing waiters, lockers	400-1,200
Packers and messengers	600

Officers classified as preventive officers will not receive any more remuneration than a clerk doing equally important work.

The following are some of the resolutions approved by the convention in connection with the Superannuation Act:—

Section 6.—Strike out the words "and whose age at the date of his first appointment to the Civil Service did not exceed fifty years," in the second and third lines.

Section 8.—To read as follows: "The contribution of each contributor shall be the following percentage of his salary. i.e., six per centum, irrespective of age." All sub-sections being eliminated.

It was decided to frame a memorial and forward the same to the Ministers of Finance and Customs, the Commissioner of Customs, the Chief Inspector of Customs,

and to each member of the House west of the Great Lakes.

It was unanimously carried that we, the delegates of the customs staff of Western Canada, desire to place upon record our deepest appreciation of the hearty support always given by our Chief Inspector, Mr. E. S. Busby, to the welfare of the customs officers of the West, and the service in general, and for the high standard of efficiency he has always endeavoured to obtain.

A hearty vote of thanks was accorded to Mr. Graham for the able and courteous manner in which he conducted the business of the chair.

During their stay in Calgary, the delegates were given a banquet by the Calgary customs and their visit was made as pleasant as the very inclement weather would permit.

The Banquet.

(From Another Correspondent.)

On the night of October 3rd, 1914, a complimentary banquet was given the customs convention officials at Calgary, and a most enjoyable evening was spent in song and speeches. Mr. H. C. Graham most ably filled the chair, and in proposing the toast of "The King," drew forth rounds of applause when he spoke of the interesting part our noble King George the Fifth was taking in the events as they came up in the great European struggle now going on. "The Army and Navy" was patriotically responded to by Mr. R. P. Stuart Brown, who, by the way, is a scion of a noble family of the land of the Thistle. Messrs. Bell and Cole excelled all imagination in song, and Mr. Elliot brought down the house with his reading. In fact, it would be invidious to particularize, as each and every member on the programme appeared to advantage. The following is the toast list and menu:—

TOAST LIST.

"A feast of the reason and flow of the soul."

The King—Proposed by H. C. Graham.

The National Anthem.

The Army and Navy—Proposed by P. G. Close, responded to by R. P. Stuart Brown.

Song—Jas. C. MacDougal.

Our Country—Proposed by F. D. Patterson, responded to by A. R. Dauncey.

Song—G. Bell.

Canadian Customs—Proposed by J. W. Curran, responded to by T. F. English.

Reading—W. J. Elliot.

Our Visitors—Proposed by E. H. Crick, responded to by Our Guests.

Song—H. J. Cole.

N. O. P.—Proposed by H. W. Johnstone, response through Item 711 (unenumerated.)

“Oh! Wind, that comes out of the West.”

MENU.

“He that hath no stomach for this fight let him depart.”

Queen olives, subject to drawback.

Dill pickles a la preferential.

“Art thou here to give me unrest tonight.”

Consomme Julien, 40 per cent. overproof.

Baked whitefish de la bulletin.

“The land of the summer skies.”

Sweet bread patties, for examination.

Roast stuffed young turkey with jelly de la home consumption.

“For my heart has a longing tonight.”

Boiled and mashed potatoes, short landed.

Canadian peas exempt from duty.

Crab flakes sala', floatsam and jetsam.

“You sigh on your way to the plain.”

Chocolate ice cream a la war tax.

“Then farewell h at—and welcome frost.”

Assorted cakes N. O. P.

Coffee 35 per cent. ad valorem.

“Spirits which by mine art I have from these confacs called my present fancies.”

MANITOBA RY, MAIL CLERKS.

The regular monthly meeting of the above association was held on October 3rd, President McPherson in the chair.

The minutes of the last meeting were read and confirmed.

It was proposed by W. Haney, and seconded by I. Glasgow, “That owing to Mr. Haney being unable to attend next meeting of the Western Federation, W. McPherson be asked to represent the Manitoba Branch on this occasion.”—Carried.

A general discussion on the Civil Service and Superannuation Acts took place, and Mr. Glasgow proposed and Mr. Armstrong seconded, “That a special meeting of the association be called previous to Mr. McPherson going to the Western Federation meeting, to give our representative our views and instructions re the above important bills.”—Carried.

The meeting then adjourned.

CO-OPERATIVE NOTES.

The new branch of the Ottawa Civil Service Co-operative Supply Association, at the corner of Bank street and Third avenue, is expected to open for business on Saturday next, 29th instant. Mr. Geo. Bracewell, Secretary-treasurer of the Association, will manage the new store. This store will handle meats as well as groceries.

Orders are coming in briskly at the uptown store for winter apples, butter and potatoes.

General trade is quiet, following the heavy buying at the outbreak of the war. Wholesalers report business as quite dull. The Association has, however, been getting a goodly share of trade. The membership is steadily growing.

CREDIT WHERE CREDIT IS DUE.

Government Railways' Sleeping, Parlour and Dining Car Service Appreciated.

“Railroad men have so many knocks that I want to throw one bouquet. The Intercolonial is operating an excellent service between St. John and Montreal, and have no doubt other portions of the line are equally well served. You have the best class of sleeping and parlour car conductors it has been my good fortune to meet, and your dining car employees' food and service leave nothing to be desired.”

An officer of the Canadian Government Railways received the above from a much travelled official of one of the most important railways across the border.

Tramping Toward Gotham.

(By "Vagrant.")

II.

Before leaving the Canadian side I feel it necessary to remark—with considerable humiliation—that the roads we walked over between Ottawa and Cornwall were about the worst I have ever traversed.

In order that the trip might be a "walking" one, pure and simple, we determined, if possible, to cross the river on the railway



Crossing the St. Lawrence at Cornwall.

bridge, but in the light of our strenuous experience with the Canadian regulars in our own country, we pictured some fearful obstacles in entering Uncle Sam's domain.

Before leaving Ottawa I had secured from our much respected American consul, Col. Foster, a letter which proved a veritable open sesame on the only occasions on which I felt called upon to produce it. As a matter of fact, after a brief interview with the U. S. immigration officer at Cornwall (to whom we were introduced by our Canadian official) we hoisted ourselves on to the huge bridge and successfully crossed the noble

St. Lawrence to the State of New York, where we immediately struck the state road between Ogdensburg and Malone.

After walking on this highway for a few minutes a feeling of wonder came into my mind as to why Canadians purchased automobiles at all, owing to the fact that—as compared with New York State—they have no roads at all. After walking on the New York roads, from Cornwall to New York City, a distance of over 400 miles, I make the statement that they are—on the average—as much ahead of our Driveway in Ottawa as the latter is superior to the Aylmer or Britannia turnpikes.

The State of New York has raised by two bond issues the sum of \$100,000,000, solely for the improvement of her state roads. This is the largest undertaking of the kind in the world. We met, one day, a group of 100 autos, containing about 500 persons. These were on a tour of 3,500 miles, *every mile of which was within the State of New York*. That's what they're doing for roads in the Empire State.

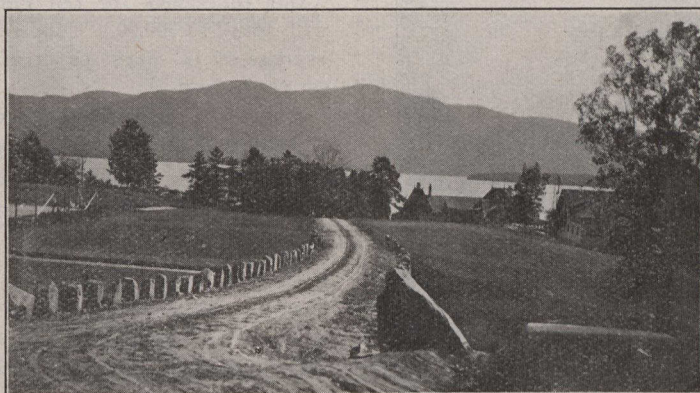
We saw the road in all its stages of construction—because "construction" is the only word applicable to the work of converting the old roads into the new. I will not take up time and space with a technical description of the various stages and strata of this work from the bottom up. Suffice it to say that the surface—with which the traveller has principally to do—consists, for the most part, of tar, on which there is absolutely no dust. The only thing I could compare it to, when walking on it, was rubber. There was a resiliency about it—particularly to our rubber-heeled boots—which was distinctly "rubbery," and made walking a pleasure. On every 5½ miles of this road there is a section man—or, as he is called, a "patrol." He is provided with a horse and large waggon, in which he carries tools, crushed stone, sand, tar and oil. If he finds a hole the size of one's hand he

works at it till it has entirely disappeared.

But this article is not intended to be a description of the New York roads, so I must pass on to the trip itself. From first to last this was an unqualified success, owing entirely to the presence of the three chief desiderata, viz., perfect weather, perfect roads, and excellent hotels. Why the scores of wealthy Ottawans who own automobiles do not make an annual trip to New York over these roads I cannot understand. From careful inquiry I was only able to discover the names of two residents of the Capital who have made this trip by auto within the past two years.

good and hot, without a cloud in the sky. On two consecutive days, after leaving Plattsburg the thermometer registered 90 degrees in the shade. Perspiration exuded from us, but we had the luxury, each night, of reaching an hotel where we could enjoy a hot bath and change of linen.

From Plattsburg to New York the highway practically parallels the Delaware & Hudson Railway. The latter measures 311 miles, while the road is 331 miles in length. It skirts the beautiful Lake Champlain and still more beautiful Lake George, while from Albany to New York it runs beside the historic Hudson River.



View of Lake Champlain and Mountains.

To my mind the best route would be from Ottawa to Morrisburg, thence up to Prescott and cross to Ogdensburg. The whole distance would be about 525 miles, which could be easily covered in $2\frac{1}{2}$ or 3 days. There are several alternative routes, so that the return trip could be taken over new territory.

We had a long grind of 30 miles from Cornwall to Malone, where we arrived on the last day of the fair, and put up at the new Flanagan Hotel, an hostelry which, "for the money," was the best we met with on our entire trip.

The distance from Malone to Plattsburg we divided into two days' walking, and halted at the Half Way House at Ellenburg, on Saturday evening, Oct. 19. Next day we "rested up," being the only day of our entire trip on which we did no walking. So far the weather had been phenomenally

Herbert Spencer described Lake George as "the most artistic thing in America," and I can humbly endorse the great philosopher's dictum. My only regret is that our photographs, of which we took about 100, did not turn out as well as we had hoped for, so that our mementos of the trip are somewhat limited.

It appeared to us that the advent of the auto had made walking a much less popular pastime than heretofore. Seldom did we meet anyone on foot. Surprise and curiosity, mingled with considerable incredulity, greeted us at every stopping place. I again (as last year) assumed the role of millionaire. To all inquiries as to why I was walking I replied that I was the owner of a horse and had a half interest in an automobile, and that I was simply walking for my health, and because I liked it. As we advanced my "half interest" grew, and I

became sole owner of the auto. I think most people took us for "a couple of d—n fool Englishmen," who are liable to do anything eccentric.

However, we noticed that all the hotels were willing to take the good Canadian money—without discount. This, however, is only true until one reaches Plattsburgh. South of that town Canadian currency is accepted only at a discount. The U. S. were anxious for reciprocity, but only in natural products, and "greenbacks" are not regarded as in this category.



"Hitting" the Splendid New York State Road.

We were, however, treated with the greatest courtesy on all sides. No questions were asked us by any officials. At every farm house at which we stopped for a drink of water, and there were many, in the torrid weather, we were shown hospitality. We were a little too early for the cider season, but buttermilk and cold spring water were always available.

As every Canadian knows, the district from Plattsburgh south is filled with historic interest connected with the war of 1812-14.

The barracks at Plattsburgh are really very fine, and there were there 4,000 regu-

lars in camp. We, unfortunately, missed by a few days the celebration at Plattsburgh commemorating the "One hundred years of peace."

(To be continued.)

MONTREAL CUSTOMS NOTES.

The annual meeting of the Customs Athletic Association of Montreal will be held shortly. The past season of this club was a financial success, and many good things are promised for this winter, including smokers, dances, euchres, etc.

Our collections for the Patriotic Fund will total \$1,800.00. This represents an average of $1\frac{3}{4}$ days' pay from every officer at the port.

Montreal's new custom house, which will be one of the finest in America, is half completed. This is the examining warehouse section. The other half, which will contain the offices, is not being erected at present, although the foundations have been dug. The whole building, once finished, will cover about two city blocks, and will be eight stories in height, the warehouse being on McGill street, while the offices will face Youville square. Many handsome buildings now embellish this locality, the custom house, Grand Trunk general offices, Canadian Express building, and further up McGill street the Shaughnessy and McGill skyscrapers. The new custom house will rival in size and architectural beauty the famous C. P. R. Windsor station.

Our staff now comprises 395 officers, which is fifteen short of our 1913 staff, the biggest on record.

The death occurred last week of Mrs. John Porteous, widow of ex-Customs Officer Major John Porteous. She was the mother of Hector Porteous, of the accountant's office.

Four of our staff are now encamped on Salisbury Plains with the first contingent. They are Sergts. Manson and Howard, and Privates Messier and Matheson.

Among the horrors and troubles of war not the least is that now affecting our wharf officers at the Canada line. At

meal time, in days gone by, when German boats were in port, these gentlemen would repair to the dining salon, where smiling German stewards awaited them. Ah, such dinners! Hamburg steaks, pretzels and sauerkraut; now and again a little sip of rhenish wine to wash down the frankfurters and olive-oil-boiled potatoes. And an even better dish was the sweet prune soup. Since the war began, however, the officers have quit singing "This is the life." The boys are all "pulling" for an early return of the happy days. Of course, the Union Jack will be flying at the stern of the German liners when next they sail up the St. Lawrence, but the German chefs will not have forgotten their sweet soup recipes and Frankfurt delicacies.

Correspondence.

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

Apples.

Editors of *The Civilian*:

When fruit growers, fruit dealers and the officials of the Fruit Branch are squabbling over the high price of apples and the reasons therefor, the consumer continues to pay at the same old rates for material wherewith to test Sir George Foster's toothsome "delights." Is not this the ideal occasion for our co-operative organization to demonstrate its usefulness?

HOUSEKEEPER.

* * *

Fossils.

Editors of *The Civilian*:

It appears to me that there is a certain number of "old fossils," who have many, and, to themselves, grievous causes of complaint against the new C. S. Bills, saying that the Superannuation Bill was deliberately intended to injure some 35 of the aforesaid "fossils" in a certain department, being Conservatives; that the Federation is of no use at all, as it represents nobody; that the present Finance Minister is only trying to help his friends,

and so forth. If these old gentlemen would intelligently indite the matter of complaint to the association, as requested in *The Civilian* of the 16th and previous issues, and take the political blinkers off their eyes, the matter would be considered in the proper quarter, and they would be enlightened. Only idiots and ingrates refuse to recognize the good work of the Federation and allied associations, and to attempt to fasten the odium of political bias on a conscientious and hard-working minister, who has devoted himself to Civil Service reform, is an act unworthy of anybody but a chronic "mud-slinger." I have the matter I speak of to my own personal knowledge, and would like to assist in the "scotching" of such "snakes-in-the-grass," who will do more to destroy the prospects of the service by their selfish grumbling than anything else. Some got their posts by influence, some hang on to their pens till the day of their detention in an asylum, some are political partisans of the bitterest type. If the new bills provide for the efficiency of the service by the proposed measures they will surely be just and reasonable attempts at reform, and not child-like and absurd recrimination of the type I mention. If the service, either individually or collectively, thinks that it has a grievance, in the name of all that is right and decent, let it declare it, or "for ever after hold its peace." Abusing the Federation and the Finance Minister shows a poor spirit after all. May we not assume, until we have proof to the contrary, that right will be done?

N. EMO.

ENERGY.

A cannon ball will go just as far as the powder will send it.

Business success depends on the energy put behind it.

Ability is absolutely necessary, but "ability" is an empty shell without the powder of energy to back it up.

The modern locomotive has the ability to pull a big train, when it has the energy.

You have the ability, but have you the energy? How much time do you devote to improving yourself after working hours?

The man that works eight hours a day has sixteen to rest. Think this over seriously.

CIVIL SERVICE CONTRIBUTION TO THE CANADIAN PATRIOTIC FUND.

Statement showing the number of signatures obtained to date so far as they have been reported to the Secretary of the Civil Service Association:—

No.	Department.	Perma-nents.	Tempor-aries.	Total.
1	Privy Council Office.....	20	.....	20
2	Civil Service Commission.....	12	.....	12
3	R. N. W. M. Police.....	11	.....	11
4	Governor General's Secretary's Office.....	8	.....	8
5	External Affairs.....	8	.....	8
6	Department of Justice.....	25	.....	25
7	Supreme Court.....	16	.....	16
8	Exchequer Court.....	5	.....	5
9	Dominion Police Branch.....	3	.....	3
10	Indian Affairs Department.....	74	12	86
11	Department of Mines.....	41	2	43
12	Geological Survey.....	67	13	80
13	Department Railways and Canals.....	87	6	93
14	Public Printing and Stationery.....	41	.....	41
15	Marine Department.....	121	.....	121
16	Fisheries Department.....	31	.....	31
17	Naval Service Department.....	52	.....	52
18	Public Works Department.....	263	.....	263
19	Auditor General's Office.....	92	.....	92
20	Insurance Department.....	17	.....	17
21	Interior Department (incomplete).....	313	29	342
22	Militia Department.....	122	13	135
23	Post Office Department (incomplete).....	530	32	562
24	Finance Department.....	73	20	93
25	Dominion Railway Board.....	73	.....	73
26	Inland Revenue Department.....	60	.....	60
27	Customs Department.....	273	3	276
28	Trade and Commerce Department.....	64	.....	64
29	Conservation Commission.....	20	.....	20
30	Secretary of State Department.....	47	8	55
31	The Senate.....	34	.....	34
32	Department of Agriculture.....	225	.....	225
Totals.....		2828	138	2966

Statement of cheques forwarded to date to the Secretary of the Civil Service Association:—

Department.	Amount.	Department.	Amount.
1. Auditor General's Office.....	\$ 340 98	12. Mines Department.....	\$ 286 67
2. Civil Service Commission.....	42 70	13. Marine Department... 427 46	
3. Commission of Conservation...	77 66	also 5 cheques totalling 15 54	443 00
4. External Affairs.....	35 60	14. Naval Service Department.....	179 12
5. Finance Department.....	262 36	15. Public Works Department.....	1032 43
6. Fisheries Department.....	122 96	16. Privy Council Office.....	101 13
7. Gov. General's Secy's Office...	22 15	17. Railways and Canals Dept....	384 07
8. Inland Revenue Department...	259 29	18. R. N. W. M. Police.....	55 27
9. Insurance Department.....	72 37	19. Secretary of State Dept.....	192 39
10. Indian Affairs.....	327 84		
11. Justice Department.....		Totals.....	\$4482 10
	135 86		
	5 91		
Supreme Court....	76 28		
Exchequer "....	26 06		
	244 11		

Ottawa, **WALTER TODD,**
 Oct. 27, 1914. Secy. C. S. Assn.

Women's Column.

It is proposed to organize a "Wander Club," and if those to whom long tramps in the country appeal will forward their names and that of the Department to which they belong to Miss Le Fleur, convener of the Social Committee, room 5, Birks' building, a series of wanderings for the autumn days will be arranged.

* * *

The Civil Service Tennis Club closed its courts at the end of October, after a very successful first season. The membership (about 53 paid up, though the lists were much larger) was encouraging in consideration of the fact that the grounds were not opened until the first of July, when all enthusiastic tennis players in the service had joined the other clubs.

The courts have been in good shape and well filled with players. The beauty of the grounds also attracted some of the less energetic to watch from a comfortable seat under the trees the efforts of their more strenuous friends.

It was considered inadvisable to arrange tournaments this first season, but plans are being made for next summer that will include friendly matches, teas, and all the attractions of a first class tennis club

* * *

Idealistic and thoroughly American is the plan inaugurated by the Chicago Herald to have the American children send a Christmas Ship to the desolate little war orphans of Europe. I am sure every child in Canada would be glad to give up a few of their gifts to send to these little ones. If each child contributed a few pennies quite a respectable gift might go forward. It would require careful thought and good organization, but there are possibilities in it. Surely some of our wealthy women who have leisure enough to be able to follow the dictates of their motherly hearts might take up the idea of a Canadian Santa Claus ship to the poor little Belgian children.

A short time ago the members of the Portia Club gave a generous contribution

to the Patriotic Fund. Now they are working hard for the Belgian Relief Fund, each member collecting from her circle of friends and acquaintances. The dime or quarter does not mean much to the individual, but the hundreds of dimes and quarters collected are going to mean a great deal to the sufferers, and the girls are hoping to have a large sum at the end of the month to hand over to the Belgian consul.

Only last week a friend in Montreal took into her home a little Belgian girl, a refugee. Both her hands are cut off. It is awful to think of men killing each other in an open fight, but words fail us and our hearts are sick when it comes to little helpless creatures like this being tortured and thrown out upon the world maimed for life.

* * *

The Women's Branch of the Civil Service Association acknowledge the receipt of the following subscriptions to the Belgian Relief Fund: Miss Back, \$1; Miss H. Shattuck, \$1; Miss Haskett, \$1; Miss W. Pitcher, \$3; members Woman's Branch, \$10; Mde. Lamouche, 50c. Parcels of clothing were also received from Miss Boag, Miss Winthrope, Miss Brown, Miss Putman, Miss Smith, Misses Robinson, Miss M. D. Doyle, Miss Wilson, Miss M. E. J. Whitaker, M. C. Buell, Miss Tremblay, Miss Merriek, Mr. Stanton, F. A. Alexander, E. L. Phillips, M. J. Ross, No Name; 2 packages and a bag of flour from a member of the Women's Branch.

Donations to Red Cross: Miss E. Dewar, Miss Lawlor, 1 pr. wristlets each; Miss Smillie, 5 prs. wristlets; Miss Dunbar, 3 pr. wristlets; Miss Baldwin, 7 pr. wristlets; Miss Robertson, 2 packages playing cards; Henry Birks & Sons, use of room 5, Birks building, and Bell Telephone Co., for telephone service.

A volunteer aid class is being formed under the St. John's Ambulance Association, and those desiring to join should register immediately at room 5, Birks building, between 4 and 6 p.m.

Money, plenty of it, will be required for the unfortunate in Ottawa this winter, so whenever you have a penny to spare drop it in one of the many convenient "Emergency Fund Boxes" to be found in practically every room of the service.

How to Make a Useful Article for Soldiers at the Front.

Directions for making knitted sleeping helmets: Use two rubber knitting needles, No. 8 and 4 oz. of khaki or grey Beehive fingering, and ½ oz. of white. Berlin wool will answer, but does not wash well.

Cast on 96 stitches at the neck, knit one plain row, then 2 plain and 3 purl, reversing the plain; purl each second row, knit 10 rows, then two white rows with two khaki rows alternating 3 times to make three white stripes as a finish. Next knit 25 rows of khaki. Take off 24 stitches at one end of the needle on a small safety pin to form piece under the chin and knit 55 rows of the balance for the back of the head. Take off 18 stitches at each end on a string or safety pin, and knit the middle portion for 18 rows, picking up one of the eighteen stitches at each row for the top of the head, as in turning the heel of a stocking.

Then pick up 30 stitches at each side of the head piece and the 24 stitches of the chin piece and knit 10 rows, always three purl and 3 plain to make ribs, two rows of white with 2 of khaki in between three times, and end with 10 rows of khaki, cast off loosely and sew the resulting two edges together.

Further enquiries may be made of Mrs. Lyons Biggar. Telephone Rideau 1920.

* * *

The emergency boxes collection has proved that it is a very good idea, and that the service is responding generously to the call. The Secretary of the Women's Branch of the Civil Service Association has on hand a few dollars to form the beginning of the fund for the relief of suffering and want during the coming winter, and the methods of distribution, so that the emergency fund will really be used to relieve emergency cases, are at present under consideration, and will probably be

discussed and decided at the annual general meeting to be held early next month.

Already the Women's Branch has donated from this fund \$25 to the Belgian relief, also \$30 to purchase materials for Red Cross work, in order to keep the willing workers in the Civil Service employed on the good work. It is to be hoped that the little emergency boxes in the various offices of the different departments will be faithfully remembered on pay days all during the coming winter, which promises to be so full of need.

DOROTHY DAY.

Note.—Contributions to this column will be gladly received. Address Dorothy Day, Box 484.

WHO SAID IT?

Dean Swift is credited with "Bread is the staff of life."

It was Keats who said, "A thing of beauty is a joy for ever."

"Man proposes, but God disposes," was first written by Thomas a Kempis.

Franklin is authority for "God helps those who help themselves."

It was an observation of Thomas Southern that "Pity's akin to love." "All cry and no wool," is an expression found in Butler's "Hudibras."

We are indebted to Colley Cibber, not to Shakespeare, for "Richard is himself again."

Edward Coke, the English jurist, was of the opinion that "A man's house is his castle."

"When Greek joins Greek, then is the tug of war," was written by Nathaniel Lee in 1602.

Edward Young tells us "Death loves a shining mark," and "A fool at forty is a fool indeed."

"Of two evils I have chosen the less," and "The end must justify the means," are from Matthew Prior.

To Milton we owe "The paradise of fools," "A wilderness of sweets," and "Moping melancholy and moonstruck madness."

The poet Campbell found that "Coming events cast their shadows before," and "Tis distance lends enchantment to the view."

Christopher Marlowe wrote, "Love me little, love me long."

Thomas Tusser, a writer of the sixteenth century, said: "It's an ill wind turns no good," "Better late than never," "Look ere thou leap," and "The stone that is rolling can gather no moss."

CIVIL SERVICE CLUB OF OTTAWA.

Annual Meeting.

The annual general meeting was held at the club rooms on Wednesday evening, October 21st. Mr. T. N. Doody, President, presided over the assembly, which made up in interest what it lacked in numbers.

After the minutes of the previous meeting had been adopted, the Secretary's report and that of the Treasurer were read, and a general discussion took place, during which the salient features of each received particular notice, and, for the benefit of those not present, a brief resume of the general condition of the club is here given.

The membership campaign which was adopted at the same time that steps were taken to move from Bank street to the present central, comfortable, and more commodious quarters showed substantial results, and there is a net increase of membership during the year of 80. Practically all this increase took place during the last six months of the club year. The business showed a very marked increase and a very satisfactory profit.

The deficit shows a rather big increase over that of last year; this, however, is explained by the extra expense of refitting the new premises, and in various expenditures in connection with the move. After allowing for depreciation, however, the present deficit is less than the previous deficiency, plus cost incidental to the change, by some \$400, showing that, ordinarily, revenue exceeds expenditure by a substantial amount.

Unfortunately, the assets as outlined in the Treasurer's report show a total of nearly \$1,000 as being money due the club by members, being made up of special assessments, unpaid fees past due, and I. O. U's unredeemed. The Treasurer stated that were this money paid promptly all the more pressing accounts would be met and that he could then reduce the remainder regularly and by substantial amounts. As things are now, he is being constantly dunned to his own annoyance, the dissatisfaction of creditors and the in-

jury of the club. The Secretary had a remark to make along these lines, stating that the trouble of sending second and third accounts and notices to members vastly increased his secretarial labours, and the unwillingness of some members to pay their bills promptly prevented him coming to the aid of his good friend the Treasurer as he would wish.

Much of the information along these lines was of only indirect benefit, for it was noticed that none of the culprits were present.

In short, it was shown that if the members of the club have its interests at heart, patronize it and promptly settle their accounts, there is no reason in the world why the institution should not flourish exceedingly and get rid of the incubus of debt under which it now labours.

The motion to increase the annual subscription for all members to thirty dollars was adopted unanimously, the old members being thus on the same basis as those elected since Sept. 30th, 1913.

While Messrs. Ross and Burrows, the scrutineers, were attending to the election of the new board of directors a very hearty vote of thanks was tendered the retiring board. This was replied to by the President, who testified to the unremitting labours of Mr. Reid and Mr. Marchand.

The ballot for the board was proceeding meanwhile. Messrs. Doody and Primeau, who had been nominated, withdrew their candidature in spite of every effort of those present to change their decision, and Messrs. Beale, Beauschene, Featherstone, Hinds, Lelievre, Marchand, Miles, Phillips and Reid were declared elected. These gentlemen then retired to elect officers, and on returning to the general meeting reported the following:—

Mr. S. Lelievre, President.

Mr. E. A. Miles, Vice-president.

Mr. P. Marchand, Treasurer.

Mr. J. W. Reid, Secretary.

Mr. Doody then vacated the chair, which was taken by Mr. Lelievre, and the new President made a short speech, which was received with musical honours. The meeting then adjourned.

Personals.

The following list includes changes in the personnel of the service during the month of September, 1914, as far as obtainable. The term *Division (Div.)* applies to *Inside Service* only:—

Appointments.

Agriculture Department.—Inspectors of meats and canned foods: J. E. M. Lefebvre, M. V., of Montreal; J. McL. Stuart, V.S., Osgoode Station, Ont.; H. G. Wilkinson, Vancouver; T. F. Coleman, Winnipeg; G. A. Nichol, V.S., Medicine Hat; A. E. Rutherford, Vancouver; Geo. Jones, Montreal; Frank L. Drayton, to 2B.

Auditor General's Office.—R. A. Robb, messenger; G. L. Bird, 2B; Jessie Parmelee, 3B.

Customs Department.—The following preventive officers: E. V. Allen, Edmonton; Earl Knox, Winnipeg; Geo. H. Osborne, Bridgeburg, Ont.; L. T. Bacon, Quebec; D. C. Rollins, St. Andrew's, N.B.; Thos. J. O'Reilly, Hamilton.

Clerks: Harry Wooster, London; Thos. McKennell, Toronto.

Collector: Wm. H. Daniels, Beebe Junction, Que.

Appraisers: C. A. Molleur, assistant, St. John's, Que.; Jackson L. Little, Toronto; Angus L. MacKinnon, West Toronto; Sydney A. Cole, assistant, Montreal.

Finance Department.—H. C. Wetmore, assistant receiver general, St. John, N.B.

Interior Department.—To the lower grades: Miss Hazel McLaren, Miss M. Ethel McCarthy.

Indian Affairs.—Wm. G. Foster, Indian superintendent of Nova Scotia.

Inland Revenue Department.—Wm. A. G. Hardy, excise officer, Belleville, Ont.; John Poyke, asst. insp. w. and m., Hamilton; Wm. R. Boyd, asst. insp. w. and m., Montreal.

Justice Department.—Peter F. McCaffrey, to 1B., accountant of Penitentiaries Branch; R. R. Creighton, to be warden of Kingston Penitentiary; R. F. Uniacke, to 1B, architect of Penitentiaries.

Labour Department.—Emile Caron, messenger.

Mines Department.—J. C. O'Leary, messenger; Albert Cox, messenger; Miss A. E. Dear, 3B; George J. McKay, 1B.

Naval Service.—H. Beadnall, Courtney, B.C., fishery overseer; J. L. Hill, Lillooet, B.C., fishery overseer; D. F. M. Perkins, Lillooet, B.C., fishery overseer; Geo. S. Davidson, chief inspector of fisheries of Saskatchewan and Alberta.

Post Office, (Outside).—Jas. W. Hodgins, railway mail clerk, London; Chas. E.

Dietrich, railway mail clerk, London; J. B. Reeves, railway mail clerk, Moose Jaw.

The following to class 3B, Montreal: I. Martineau, R. Lafontaine, A. Levert, I. Patenaude, Rene Caillaud, J. A. Benoit, W. Deniger, Rene Bonin, Wm. Beaudoin, Jos. Belac, J. A. Tessier, Rene Bourret, E. de Serves, P. E. Balthazar, J. U. Bergeron, Benoit Page, Miss B. Ouimet, Jos. F. Perreault, O. Sarazin.

Wm. Milligan, class 3B, Toronto.

L. J. Beauchemin, 3B, Montreal, P.Q.; A. Cooper, porter, Quebec; J. A. Fournier, porter, Quebec; W. Lytle, porter, Toronto; Wm. Mulholland, letter carrier, Toronto; M. W. Patton, M. T. agent, Toronto dist.; Wm. J. Irwin, M. T. agent, Toronto dist.; C. H. Hilyer, letter carrier, Toronto; W. H. Smith, porter, Toronto; P. L. Smith, letter carrier, Chatham; P. H. Hole, letter carrier, Vancouver; H. S. Bovaird, M. T. agent, Toronto dist.; J. S. Russell, letter carrier, Toronto; John Fish, porter, Toronto; Miss Isabel Creighton, 3B, Halifax; John Bishop, 3B, Winnipeg; S. Dumont, 3B, Montreal.

Public Works.—Wm. Dudley, messenger; J. F. P. Foster, messenger.

Railways and Canals.—Wm. E. McQuarrie, 3B.

R. N. W. M. Police.—Geo. V. Ham, 2B. Trade and Commerce.—Miss E. A. McKian, 3B; Miss A. M. Harbour, 3B.

Promotions.

Agriculture.—Miss C. P. Grenfell, to 2B; T. Harry Mace, to 2A.

Customs.—Frank D. Patterson, Calgary, to be chief clerk.

Labour.—Wm. P. Ainsborough, to 3A.

Marine and Fisheries.—J. A. Smith, district engineer, Quebec.

Post Office, Outside.—Miss H. Kirkby, Calgary, to 3A; W. H. C. Sissons, Regina, to 3A; L. W. Howard, Ottawa, to 1B; W. T. Harkness, Kingston, to 2A; Miss M. Cole, Moose Jaw, to 3A; J. W. McGregor, Vancouver, to 3A; Miss H. Letourneau, to 3A; Nap. Deguise, P. O. I. office, Montreal, to 1B.

The following at Quebec to class 2B: H. Gagnon, J. E. Cote, L. R. Gervais, T. R. Angers, L. P. L. Bedard, J. A. Hamel, L. N. Sauterre.

Miss R. Monette, P. O. I. office, Montreal, to 3A; W. O'Hagan, Toronto, to 3A; A. W. Christie, Winnipeg, to 2B; J. T. A. Beauchamp, office of supt. R. M. S., Quebec dist., to 2B.

The following at Quebec to class 3A: E. G. Fortin, L. E. Chartrain, Mrs. A. C. Belanger, Miss G. Caron, J. F. D. Legare, J. P. O'Mailly, S. MacKay, J. E. I. Parent, J. E. Drolet, L. J. Baril, L. Tanguay.

J. D. A. Bousquet, Quebec, to 2B.

Railways and Canals.—Miss E. Stanistreat, to 3A; Miss H. C. Hayes, to 3A; Miss L. M. Cameron, to 3A.

Superannuations.

E. J. Delaney, post office, Halifax; Fred Mason, Inland Revenue, excise officer, Perth; Michael F. Johnson, letter carrier, Montreal post office.

Leave of Absence.

P. M. Baldwin, asst. editor to the Conservation Commission, granted leave of absence for 6 months, without pay, to complete his course at Queen's University.

R. J. McDiarmid, Dominion Astronomical Observatory, nine months, without pay, to complete astronomical research work at Princeton University.

Obituary.

Mrs. Parkinson, wife of Inspector Parkinson, of the Dominion Police, died on October 12th, aged forty years.

Thomas Walsh, of the Post Office Inspector's office at St. John, N.B., died recently.

General.

L. J. Latour, of the Department of Public Works, was married at the Archbishop's Palace, Ottawa, on October 20th, to Mrs. A. Dumoulin. The ceremony was performed by Mgr. J. O. Routhier. Previous to the ceremony Mr. Latour was presented with a purse of gold by his friends and fellow employees in the Public Works Department.

The Niagara Falls "Review," of October 14th, says: "Immigration Inspector Malcolm B. Scarth passed through Niagara Falls last night. Mr. Scarth was accompanied by Mrs. Scarth, formerly Miss Agnes Baker, of Winnipeg. Mr. and Mrs. Scarth are on their honeymoon, and the staff at Niagara Falls gave the inspector and his charming bride a hearty greeting."

Arthur Webster, of the Post Office Department, was married on October 10th to Miss May McAllister, the ceremony being performed by Rev. W. P. Boshart.

Robert Bruce has returned to his regular post as immigration officer at the upper bridge, Niagara Falls, after a season as inspector at Allschott. When he arrived on duty he was formally presented with a large bouquet of Scotch thistles by his colleagues. There being a genuine honour underlying the humorous presentation, like a truly heroic Robert Bruce, the recipient accepted the bouquet with seeming gravity—and a merry twinkle in his eye.

W. E. Tupper, inspector of subsidized steamships, Department of Trade and Commerce, will represent the Department in Montreal in connection with the forwarding of the gifts of Ontario farmers to war-stricken Europe.

Allan Johnson, son of J. E. Johnson, railway mail clerk, of Calgary, formerly of London, has gone to the front with the Army Service Corps.

Major R. W. Leonard, of St. Catharines, lately Commissioner of the National Trans-

continental Railway, has given \$5,000 to the Canadian Red Cross Society for the purpose of purchasing a motor ambulance.

Bruce McGregor Caldwell, the "six-foot-three" giant of the New Brunswick Railway Mail Service, is as big in patriotism and determination as he is in stature. When the recruiting officer in Fredericton told him that he was "too old" to be enlisted, Caldwell hied himself away to Ottawa, and there so impressed the "men higher up" with his fitness that he was accepted and placed in the Postal Corps.

Lawrence J. Burpee, secretary of the Canadian section of the Joint High Commission, has a new book entitled "Among the Canadian Alps," appearing shortly. It is a volume of travel and description of the Rockies and Selkirks.

Athletics.

The war has certainly had its effects on athletics, not only in Canada, but elsewhere. It seems impossible to get up much enthusiasm for football, or anything else, when the more serious affairs of life are so much in the foreground. Then, again, many of the leading players have gone to the front, and each of these had a certain number of followers, whose interest in the game is bound to slacken in the absence of their hero.

* * *

This waning of public interest during war time will also be apparent when the hockey season arrives. Many of the leading players will be absent. That well known promoter and expert player, Frank Patrick, the artificial ice rink magnate, has shown his patriotism right at the opening of the season. Patrick, although he held an officer's commission in a British Columbia regiment, has resigned this in order to go to the front in the ranks.

* * *

The Ottawa Lawn Bowling Club has elected officers as follows:—

President—W. T. Urquhart, Customs.

Vice-president—J. A. Watson, Customs.

Secretary—John McJanet.

Chaplain—Rev. Dr. Milne.

Rink Committee—The President, E. A. Thomas, Labour; J. B. Baird, W. A. Warne, Trade and Commerce; W. Linegar.

Entertainment Committee—J. E. Wilmot, L. T. Palmer, P. LeSueur, Railways and Canals.

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The Ottawa Senior City Bowling League has adopted a schedule of games, commencing November 11th, and closing March 2nd. There are eight teams in the league, viz.: Civil Service, Interior Department, Y. M. C. A., Ottawas, O. A. A. C., Senators, Nationals and Merchants.

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Interior Rifle Association of Ottawa.

The last shoot of the season was held on Saturday, October 24th. Three scores were shot at the 20-yard range, the possible being 15 points.

	1	2	3	Tl.
W. A. Purdy	32	32	33	97
A. W. Joanes	32	31	32	95
W. R. Latimer	31	32	31	94
F. W. Brander	34	31	28	93
J. I. Crawford	30	31	31	92
A. E. Shore	28	30	33	91
E. J. Foley	27	31	33	91
C. A. E. Clendinnen	29	31	30	90
H. R. S. Gow	28	27	32	87
W. Thompson	25	28	33	86
R. S. Raby	25	29	28	82
G. S. Wallis	28	26	23	77
C. E. Gunby	24	24	26	74

First class spoon, W. A. Purdy.
Third class spoon, F. W. Brander.

OTTAWA C. S. BOWLING LEAGUE.

Schedule 1914-1915.

FIRST HALF.

- Oct. 19—Stationery vs. Observatory.
- 20—Interior No. 2 vs. Ry. Lands.
- 21—Bureau vs. East Block.
- 22—Interior No. 1 vs. Customs.
- 23—Mint vs. Railways No. 1.
- 26—P. O. D. vs. Railways No. 2.
- 27—Stationery vs. Interior No. 2.
- 28—Bureau vs. Interior No. 1.
- 29—Observatory vs. Ry. Lands.
- 30—East Block vs. Customs.
- Nov. 2—P. O. D. vs. Railways No. 1.
- 3—Interior No. 2 vs. Mint.
- 4—Bureau vs. Customs.

- 5—Stationery vs. Ry. Lands.
- 6—Observatory vs. Interior No. 1.
- 9—P. O. D. vs. Mint.
- 10—Interior No. 2 vs. Rys. No. 2.
- 11—Bureau vs. Railways No. 1.
- 12—Stationery vs. East Block.
- 13—Observatory vs. Customs.
- 16—Ry. Lands vs. Railways No. 2.
- 17—Interior No. 1 vs. P. O. D.
- 18—Interior No. 2 vs. Rys. No. 1.
- 19—Observatory vs. East Block.
- 20—Stationery vs. Customs.
- 21—Bureau vs. P. O. D.—2 to 4.
- 23—Mint vs. Railways No. 2.
- 24—Ry. Lands vs. Interior No. 1.
- 25—Bureau vs. Interior No. 2.
- 26—East Block vs. Rys. No. 1.
- 27—Customs vs. P. O. D.
- 28—Stationery vs. Mint—2 to 4.
- Observatory vs. Int. No. 2—4 to 6.
- 30—Ry. Lands vs. East Block.

- Dec. 1—Interior No. 1 vs. Rys. No. 1.
- 2—Observatory vs. Mint.
- 3—Bureau vs. Rys. No. 2.
- 4—Stationery vs. P. O. D.
- 5—Ry. Lands vs. Customs—2 to 4.
- Int. No. 2 vs. East Block—4 to 6.
- 7—Interior No. 1 vs. Rys. No. 2.
- 8—Observatory vs. Rys. No. 1.
- 9—Bureau vs. Ry. Lands.
- 10—East Block vs. P. O. D.
- 11—Interior No. 2 vs. Interior No. 1.
- 12—Rys. No. 1 vs. Rys. No. 2—2 to 4.
- Customs vs. Mint—4 to 6.
- 14—Stationery vs. Rys. No. 1.
- 15—Observatory vs. Rys. No. 2.
- 16—Ry. Lands vs. P. O. D.
- 17—Interior No. 2 vs. Customs.
- 18—Mint vs. Interior No. 1.
- 19—Stationery vs. Rys. No. 2—2 to 4.
- Bureau vs. Observatory—4 to 6.
- Jan. 4—Ry. Lands vs. Rys. No. 1.
- 5—East Block vs. Mint.
- 6—Bureau vs. Stationery.
- 7—Interior No. 2 vs. P. O. D.
- 8—Rys. No. 2 vs. Customs.
- 9—Stationery vs. Int. No. 1—2 to 4.
- Ry. Lands vs. Mint—4 to 6.
- 11—Observatory vs. P. O. D.
- 12—East Block vs. Interior No. 1.
- 13—Bureau vs. Mint.
- 14—East Block vs. Rys. No. 2.
- 15—Customs vs. Rys. No. 1.