

**PAGES**

**MISSING**

# THE CIVILIAN

VOL. III.

SEPTEMBER 9th, 1910

No. 10

## Does it Pay to Work for the Government?

Many Say "No," but the Number who are Optimists is not Small. —  
The Following is a Presentment of the Brighter Side of the  
Case by a Civil Servant of Thirty Years'  
Experience.

"Does it pay to become an employee of the Government? Two or three months ago a contributor to the *Atlantic Monthly* asked this question and undertook to answer it in the negative. The writer was anonymous, but he was described as a government officer who had had a bitter experience. A good deal of interest seems to have been aroused by the article both in civil service circles and among "outsiders" engaged in the study of the various problems of government. It is cheering to note that in the opinion of the latter a satisfied body of employees is generally regarded as a *sine qua non* of efficient administration.

The New York *Outlook* was prominent among those who sprang to the defense of the service as a good place to earn one's living in. The following is a condensation of an article written by Mr. Francis E. Leupp, formerly Deputy head of the Indian Department at Washington, D.C., which was published by the *Outlook* in this connection in an issue recently to hand. Though intended in the first instance to apply to conditions in the U. S. service, it is easy to adapt it to the situation in Canada.

### What do You Mean by "Pay"?

Clearly, a definition of terms is necessary on the threshold of a discussion of this kind, and Mr. Leupp accordingly begins as follows:

"Whether it pays to serve the

Government depends on the aims and attitude of the servant. From the point of view of the bank account it does not "pay" to marry for love, or rear a large family, or take care of one's parents in their old age; it does not "pay" for an employer to show his friendly interest in the comfort of his help outside of business hours, or for his help to seek means of making themselves profitable to him beyond the scope of their contracts. Yet some of us behave as if we did not realize the seriousness of these economic follies.

"The fact is, in order to judge whether any course of conduct pays, we usually balance its good against its bad effects and see which group outweighs the other; and in this process we are continually reminded that there are some values which cannot be expressed in dollars and cents. Satisfaction is one of them."

### A Lucid Classification of Public Servants.

In the way still further of preliminary and clarifying analysis, the following classification of civil servants is laid down:

"For present purposes we may divide the civil service into five classes: (1) the political, embracing Cabinet members and a few others who are called into it because they are party leaders deserving of extraordinary distinction; (2) the professional, consisting of the judiciary, the scientific and technical experts,

and the like; (3) the directive, composed of the Deputy Ministers, etc., who handle the machinery of administration and are held responsible for its successful operation; (4) the clerical, who keep the accounts, write the letters, file and index the records, and perform, under instructions, other duties requiring an educated intelligence; and (5) the manual, ranging from the messengers, through a long list of mechanics and laborers, to the charwoman whose chief duty is to wield the broom for an hour or two a day."

#### **A General Comparison of Pay by Classes in the Service and Outside.**

The following brief answer is given to the question at the head of this article as to the "pay" of civil servants as classified in the foregoing paragraph compared with the "outside":

"Any man fit to belong in one of the first three classes above can make a good deal more money outside of the Government service than in it. The clerical salaries correspond fairly well with those paid for similar work, similarly performed, in private employ. The compensation of the manual class far exceeds that commanded by the same services outside."

#### **The Pay of Technical Officers.**

Added to the above is a remark which will bring balm to our numerous technical officers:

"The professional group, by the very nature of their intellectual bent, are more eager as to accomplishment than as to swelling their incomes, and the assurance of a larger field of effort here than they could possibly find in private life makes up to them in no small degree for seeing their work outstrip their stipends."

#### **The Pay of the Great Army of "Clerks."**

Mr. Leupp now comes to the division of his subject which is of in-

terest to the greatest number — the army of the rank and file who are classified as clerks. Here the picture he limns takes on from the outset *couleur de rose*:

"To one who has known the clerical civil service as I have for thirty years, a great deal that is written about it is amusing reading. A 'graveyard of noble ambitions'; a 'ruthless extinguisher of genius'; a 'tribunal where originality is punished by dismissal'; a 'donjon-keep in which potential statesmen are left to gnaw their hearts out in obscurity'; these are sample metaphors in daily use, but let no sentimental reader be moved to tears by them.

"As organized and conducted now, this service offers the young man of ordinary powers, but no private fortune, as pleasant an opening to life as any I know of. He need not have the ghost of a "pull," or a single friend at court, the only key to admission being his success in a competitive examination. Once enrolled, what he makes of his opportunities depends here, as it depends outside, on his ability, his resourcefulness, his tact, his industry, his initiative, and his sense of proportion. If he lacks any of these qualities, or fails to bring the right one into action when some crisis demands it, he suffers the same fate that he would if he were in a railway office or a bank. His position is as secure as it would be anywhere, the better clerk he is, the harder his chief will strive for him—not from motives of altruism, but for reasons of self-interest."

#### **As to Promotion.**

Promotion, Mr. Leupp thinks, is tolerably certain for the deserving:

"And as to the future: Is a clerk who serves the Government faithfully for many years assured of promotion to a position of command when one falls open? No; the efficiency of a clerk is not a question of seniority, but of adaptability and temperament. Not a few of the most

valued clerks in the service to-day have been there only a little while. They began by making a painstaking study of the tasks set them, and, being unhampered by the superstition that old ways of doing things are necessarily the only ways or even the best ways, brought in modern methods from the outside world. This is not said in disparagement of the veteran clerk, who may save the Government his salary many times over by the exercise of his memory alone, and whose very conservatism proves often an admirable brake when the zeal of the fresh recruits threatens to run away with them; but if the Government's working force were made up entirely of veterans, no matter how loyal, all progress would halt.

"Have the new and clever men, then, a future? They have the same opportunity that everybody else has. One, here or there, may be shrewd enough to recognize the flood-tide in his affairs, as Mr. Cortelyou and Mr. Hitchcock recognized it in theirs. Another, having made for himself a place in his division, receives an offer from some manufacturer or contractor doing business with the Government, who has been impressed by his manner of looking out for the interests of his present employer. If he declines it and later discovers that he made a mistake, he can blame only his own false perspective, precisely as if, while working for an insurance company, he had refused to leave it for a real estate office, and had suffered by his error of judgment. If he is energetic and courageous, however, the chances are that he will accept the outside proposal, and be thankful to the Government for affording him the stepping-stone."

(Which, though Mr. Leupp does not seem to perceive it, is about as poor a compliment to the service as a profession in itself as he could very well pay it.)

"There is still a contingent, numerically small, but too important

to be passed over, of clerks who remain clerks because they are wedded to their work and are perfectly happy in it. Within the last few years two members of the Treasury have died, either of whom could have commanded double or treble his salary in the outside business world, but neither of whom could have been lured away at any price. In their own small realms they were supreme and they knew their worth. Congress would have been stalled in its efforts to prepare certain legislation without their aid, and recognized its obligation in the case of one, if not of both, by honorable mention in appropriation acts carrying their salaries. What has been said of these two men may be said of a number of others who have passed away and of a few who are still at their posts.

"Of all the clerical types reviewed in the foregoing paragraphs, the only one from whom you could get a downright assertion that it does not pay to serve the Government is he who, for reasons other than his own preference, stays in the stagnant stratum while the higher strata are passing out; and that one would find the same fault wherever he might be."

### Does it Pay to Become a Deputy Minister?

Coming now to the pinnacle of the pyramid, how does it fare with the Deputy Ministers? Mr. Leupp has occupied this dizzy eminence, and should therefore be qualified to speak:

"In old times it was customary to utilize offices of this rank as consolation prizes for politicians who had aspired to higher honors but had been unavoidably omitted in the distribution. More recently we have seen political considerations waived in order to procure men who had already studied the particular questions which would come before them in their official capacity. In spite of exceptions which will occur to every

one's mind, the general rule is coming to be recognized as not only a wise but a more and more necessary one. How long the men now filling these offices will remain in charge of them of course no one can forecast.

"Much that is told of the vexations which sometimes beset a bureau chief is true, I dare say. I can conceive that one who knows his business but whose Minister does not may suffer from overwork when he divides his time between giving orders to his subordinates and kindergarten lessons to his superior. I can fancy his exasperation if his Minister appropriates all the credit for his successes and dumps upon him all the blame for his mistakes. If the committee who pass on his budget are suspicious or actually hostile; if applicants for favours are always ugly when good conscience compels him to deny, and ungrateful when he is able to grant, their requests; if the lieutenants upon whom he leans prove weak or treacherous; he is hardly to be condemned if now and then he is overwhelmed for a moment by a wave of discouragement.

"A phlegmatic creature without ambitions of the worthier sort can sit in his office day after day from nine till half-past four, surrounding his head with smoke-wreaths and trusting to the honest clerks who prepare his letters to steer him clear of scandals; and it is easy to believe that he will find public service disappointing when he discovers that this reign of indolence cannot go on forever. On the other hand, one of erratic temper, easily upset by petty worries and cheap criticism, thrown off his balance whenever he cannot get all he wants, impatient of cautious counsels from those below him or catechetical inquiries from those above, and thirsting for perpetual flattery, will be hard to convince that anything in the Government service is worth the time spent on it.

"Heterodox as it may sound, no man ought to assume public respon-

sibilities unless he is so fortified in a worldly way as to be independent of his official salary in case its immediate relinquishment be demanded by duty or self-respect. Neither ought one who cannot face opposition calmly, or who is too vain to compromise on a measure involving no question of right and wrong. But then such a man is equally unfit to succeed in any private enterprise of magnitude.

"Grant that the sole accomplishment to which he can look back consists in the reorganization of one bureau for its highest efficiency by finding out what each person in it can do best and setting him at that, reducing to a minimum the friction between his lieutenants and teaching them to enjoy good team work, stimulating the rank and file to think as well as obey, discovering modest merit and opening paths for its advancement, substituting thrifty for wasteful methods of business, and putting the mere routine on such a basis that it will thereafter largely run itself, he need not feel that his sacrifice of a few years of money-getting has been thrown away."

#### Ending on a High Note.

However, the general summing up is in optimistic vein:

"To any one who has distinct plans to carry through, a love of constructive work, good courage, enough tact to get along comfortably with his associates, and a stock of self-confidence which will enable him to stand twenty repulses for the sake of one triumph, a position of practical authority under the Government ought to offer strong attractions. The sense that he is doing his share in solving the big problems which confront our people, that he is helping to direct the course of the country for ages to come, even though his individual part be but the blazing of one narrow trail, is enough to thrill any heart that pumps its quota of good red blood. The duties may be wearing, the

harassments many, the financial rewards absurdly disproportionate to the burdens shouldered; but if the chance to do a live man's work for a live man's country counts for its full value, the citizens who can do the work will not reject its call.

"If the world knows all he has done, it is pleasant, of course; but if not, he has at least the satisfaction of knowing it himself. And as his old assistants follow him into his retirement with news of the fruition of one and another of the reforms he planted, he must be apathetic indeed if he cannot write across the balance-sheet of his experience, 'Account closed and profits distributed.'"

The above is throughout the opinion of a man of the highest rank attainable in the service. It has the point of view of that rank alone, and it is thoroughly typical. Whether one agrees with it or not, it is of value to civil servants to obtain as clear-cut a statement as to the career which the service offers, seen from the top.

---

### WITH THE RAILWAY MAIL CLERKS.

By G. O'C.

Many of the railway mail clerks in London district wish me to voice their opinion that night-mileage should be computed from 6 p.m. to 8 a.m., instead of, as at present, from 8 p.m. to 8 a.m., for the reason that day work ends in all Government offices long before 8 p.m., night work naturally commencing at the close of day work. Their contention is quite reasonable, as day work generally concludes, all over the country, at from 4 p.m. to any hour up to 6 p.m. The reasonableness of the contention will grow as the idea is turned over mentally. Night mileage should be paid from 6 p.m. instead of 8 p.m.

Towards the close of the last session of Parliament, it will be remembered that the Postmaster General, answering many questions as to the conduct of post office affairs, showed some sympathy for the railway mail clerks. If readers will recall the debate, they will remember that all the daily papers differed as to what the P.M.G. said of his intentions regarding the railway mail clerks — differed to such an extent that I and others could not determine (until *The Civilian* spoke) what our prospects were. *The Civilian* makes the clear statement that the P.M.G. promised to have the railway mail service and the employees in the large city post offices placed on the same footing as the inside service, in permanent charge of the C. S. Commission, also stating that the change (to take place next year) would result in a revision of salaries with the prospect that the railway mail clerks would obtain increases.

I have not yet heard the general opinion of the clerks regarding this statement, but I am strongly of opinion that the Hon. Rodolphe Lemieux, if he carries out his plan as proposed, will be doing the railway mail clerks a desirable service, for, to take them entirely out of politics and patronage, will tend to improve the personnel of the service, will be another fine advance in civil service reform and will surely improve the financial prospects of the clerks, as the Commissioners whom they are to be controlled by singled them out for special mention in their general report a couple of years ago, and will surely, when the matter is in their own hands, do as much for them as they evidently hoped the Government would do for them. The outlook seems most hopeful to me. I feel quite sure that the steady growth of civil service reform inaugurated by the Government will give the members of the Government more time to attend to the important affairs of the Dominion and be of lasting benefit to it.

## Civil Service Superannuation in Great Britain.

### An analysis and criticism in concise form.

One of the most educative and serviceable volumes ever issued on the superannuation question is a report recently prepared by Mr. Herbert D. Brown, under the direction of the United States Commissioner of Labour, which deals in considerable detail with the experience of the British government with superannuation systems. Great Britain is acknowledged to be the parent of superannuation and an analysis of her experiences are essential to an appreciation of the present situation in Canada. Mr. Brown draws a number of important conclusions from his study, of which the following are excerpts:

"The conclusions to be drawn from Great Britain's century of experience in pensioning its civil employees are very definite. That experience shows that pensions paid out of the public treasury as gratuities are certain to be taken into account in fixing salaries, and a pension system thus becomes in effect a contributory system. . . . It is in recognition of the reluctance of human nature to give something for nothing,—shown first by the officers of the government in taking the pension into account in fixing salaries and next by the employees in their unwillingness to forfeit their contributions under any circumstances—that the pension system in England was modified by the act of September 20, 1909. . . .

"In this last act the government puts a legal stamp on the superannuation scheme of England as a contributory plan and not a pension system at all. . . .

"The general impression among people of the United States is that Great Britain had first a contributory plan of retirement which was found unsatisfactory and which was abandoned in 1859 for a straight pension that has proved eminently satisfactory. . . . The objections to the contributory system were based on the inadequacy of salaries to bear deductions and the faults in the details of the scheme, particularly the lack of provision for returning contributions in case of death or resignation and the failure to fund the contribution and keep the employees' account with the government separate from all others.

"It seems reasonable to suppose that the pension system which succeeded this contributory plan would have been popular with the employees themselves, if not with the country. Doubtless it was for a short time

in the beginning. The evidence shows, however, that the employees soon ceased to regard the pension as a pure gratuity and came to consider it as a benefit paid for by themselves out of reductions in salaries and subject to large chances of forfeiture through death or resignation, since statistics showed that not more than one out of seven entrants into the service remained to the pensionable age. Of about 100,000 in the service in 1902, approximately 70,000 were members of the Deferred Pay Committee and claimed that pensions were deferred pay.

"This large body of employees held in the second place that the amount withheld from their salaries for the payment of pensions was more than necessary for the purpose. . . .

"The English pension system is, therefore, not a free and absolute system of gratuities at all, but a system of theoretical contributions from the employees' salaries, more or less adequate to pay the benefits given. Whatever it may have been in the beginning, that is what it has become through the policy—a policy sure to develop under a system of gratuities, human nature being what it is—of taking the pension into consideration in fixing salaries.

"The first lesson for other countries seeking light from the history of English superannuation schemes, is therefore, this:

"The logical plan to adopt is a contributory plan, since the pension system is certain to be treated as a contributory system, and since a pension system is far more costly. It is better, then, to adopt a contributory plan in the beginning, worked out on scientific lines, with a definite relationship between contributions and benefits to make it equitable as between all classes of employees, rather than a pension in the beginning, and finally a patched-up arrangement, the fairness of which is open to question. . . .

"Other valuable lessons may be learned from Great Britain's experience in retiring civil employees. It has been shown that not all contributory plans are good. To be satisfactory, a contributory plan must be based on certain fundamental principles:

"The contributions should be placed in a fund and invested at interest under guarantee of the government, a separate account being kept with each contributor. Failure to fund the contributions of the employees under the plan of 1834 led to unnecessary misapprehension and discontent. . . .

"The amount of contributions should be determined by the amount of the annuity to be granted under the pension scale adopted. The annuity should be based upon the amount of salary and the length of service, which latter, in turn, depends largely upon the age at entrance into the service. The

percentage of deductions from salaries should vary, then, with the entrance age. That was not the case with the English contributory scheme of 1834, which was based on a flat rate assessment for all ages, of  $2\frac{1}{2}$  per cent. on salaries not exceeding £100 (\$487) and 5 per cent. on salaries exceeding that amount. The result was inequitable as between individuals of different ages and different salaries.

"There must be sharp differentiation between accrued liabilities and future liabilities. The contributions made by present employees should be held in reserve to pay future pensions, and not consumed in paying pensions for past services. The accrued liabilities must be paid by the State, or the contributed fund will become insolvent. To use the current contributions for the payment of pensions on back services is doubly destructive to any scheme, because it not only takes the contributions that were paid in to meet future obligations, but it cuts off the accumulation of interest. This disastrous course was followed under the contributory plan of 1834, as usually happens where there is a commingling of assets.

"Provision should be made for the refund of contributions in case of separation from the service, whatever the cause. The lack of this provision in the act of 1834 was felt to be a hardship and an injustice. The forfeiture of contributions was especially resented when an employee died while in the service.

"Under either a contributory or a pension system, the experience of Great Britain points to several other fundamental principles:

"Retirement from the service should be made compulsory at some given age. If it is merely optional, the purpose of the system is likely to be defeated by the continuance of aged people in the service.

"The amount of the retiring allowance should be calculated on the basis of the average, rather than the final salary. . . . The calculation of pensions on the ultimate, rather than the mean, salary is open to special objection on the ground that it gives heads of departments and bureaus an incentive to show favoritism in the matter of promotions and demotions in the final years of service."

It is understood that in a volume which is to appear shortly Mr. Brown will analyze the experiences of the Canadian government with superannuation and retirement systems.

## THE GOVERNMENT AS A MANUFACTURER.

James J. Hill, discussing government ownership at a dinner in New York recently, said:

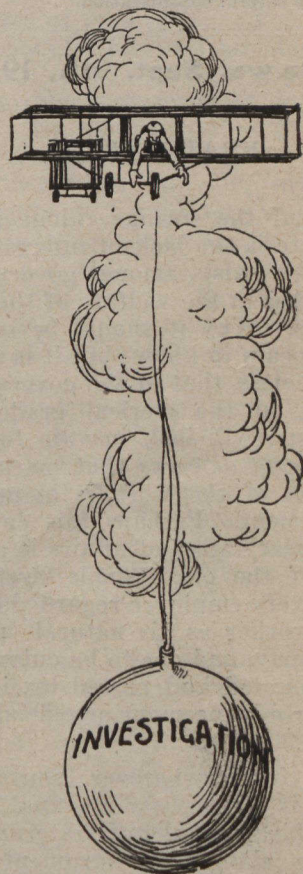
"I fear that with public ownership we would be worse served. Take the case of France. France, you know, makes her own matches. And such matches!

"A Frenchman was once arrested at his lodgings. A lot of smuggled foreign matches—the duty on foreign matches is the prohibitive one of a cent per match—had been found in his trunk. The judge said to the man:

"Foreign matches have been discovered in your possession. What have you to say for yourself, miscreant?"

"Please, your honor," stammered the prisoner, "it is true I use foreign matches, but only to light our government ones with."

## OUT OF THE CLOUDS



INTO THE PRINTING BUREAU.



# THE CIVILIAN

Devoted to the interests of the Civil Service  
of Canada.

Subscription \$1.00 a year;  
Single copies 5 cents.

Advertising rates are graded according to position and space, and will be furnished upon application.

Subscriptions, MSS intended for publication, and all other communications should be addressed to

THE EDITORS,  
THE CIVILIAN,  
P. O. Box 484, Ottawa

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

Ottawa, Sept. 9th, 1910

## FRATERNITY.

One of the strange things in official life is the lack of interest that too often exists among government employees in the welfare of their associates. Why it should be so, no one appears to know; but it is a fact nevertheless, that in the government service, in the clerical grades at least, one will look in vain for the same *esprit de corps* that marks the relations of the workers in private employment. Perhaps this entirely unnecessary state of affairs is a survival of the old "spoils system," when every employee regarded every other worker as his natural (political) enemy, and one to be outwitted, out-generated and passed by, in the race for advancement or official preference.

But from whatever source it comes, it is time for its final passing. This is an age of fraternalism. No one class of government employees has any just grounds for antagonizing any other class; our

interests are mutual, and what one needs, we all need; our privileges and our opportunities are common, and whatever one secures will inure to the benefit of all. Whether you are a clerk or a letter carrier, an expert accountant or a messenger, an humble charwoman or the head of a department—whether your pay is \$500 or \$5,000, you all serve the same master. It is our duty to help ourselves and to help each other; to stand together in the work of doing well and efficiently the work for which we are paid, and to stand together in the task of securing fair and just treatment for all. We are brothers in the work; let us work together in that spirit.

## LE FRANÇAIS DANS LE CIVILIAN.

Le *Civilian* a reçu depuis deux semaines beaucoup plus de cent abonnements nouveaux de membres du personnel du Bureau de Poste de Montréal. La plupart de ces nouveaux abonnés sont des gens dont la langue est le français, et ce très agréable incident nous remet en mémoire le désir, entretenu depuis longtemps, de montrer d'une façon tangible, dans ce journal, notre appréciation du fait que nous avons, de par la loi, au Canada, deux langues officielles parlées par deux grandes races sur le respect et le concours mutuels desquelles reposent tout le mécanisme du gouvernement et notre avenir comme nation. Nous comptons maintenant plusieurs centaines d'abonnés parmi nos compatriotes canadiens-français, et, bien que la difficulté soit grave, nous allons trouver immédiatement le moyen, pour au moins rendre hommage à nos abonnés français et justice à nous-mêmes, de publier, aussi régulièrement que possible, des articles dans cette langue si polie et si belle.

## UNE CORRECTION.

Dans notre avant-dernier numéro, nous avons fait l'erreur de déclarer que la langue anglaise seule était facultative dans les examens d'entrée au service, alors que, de fait, les deux langues le sont, en vertu de l'arrêté ministériel. Le règlement 12 n'a pas encore été modifié d'une façon permanente, et les exceptions qui y furent faites jusqu'à ce jour n'ont eu qu'un caractère transitoire. Un certain nombre de modifications seront apportées aux règlements de la commission et il est entendu que les deux langues seront ajoutées aux sujets facultatifs du groupe C dans le programme des examens de 2e division. Afin de compléter notre renseignement, nous devons ajouter que les deux langues sont au nombre des sujets facultatifs de ce dernier groupe.

---

**Personals.**


---

Mr. F. K. Bennets, Assistant Clerk of the Privy Council has returned from a holiday trip to England.

Mr. Frank Grierson of the Finance Department has gone to the Maritime Provinces on an inspection tour of the Government Savings Banks.

Misses Ross and Johnstone of the Immigration Branch, Interior Department, have gone on a holiday to British Columbia.

Major J. E. G. Boulton, formerly of the Customs Department, Ottawa, now of Toronto, has just returned from a vacation spent at his old home in Halifax, N.S.

Mr. Arthur Brophy, Private Secretary to the Secretary of State, who has been acting as Secretary to Sir Charles Fitzpatrick at the Hague Tribunal, is now in England en route home.

Mr. Hector Verrett, Private Secretary to the Postmaster General, has gone to England with the Minister, en route to South Africa, where Hon. Mr. Lemieux will be the representative of the Dominion Government at the inauguration of the South African Commonwealth.

Mr. George A. Sparks, of the Interior Department, is on a holiday trip to England.

**At the Sign of the Wooden Leg.**


---

This is a custom-made article. My shelves are full of ready-made and semi-ready articles for *The Civilian*, but the Editor says that none of these will suit just now. They are either too full at the shoulders, or too tight in the waist,—one of his gentle hints that they are doomed to the waste basket,—or they bag at the knees as if the flesh and bones beneath them, by which he means the underlying thoughts, were too meagre for the covering designed for them. Write about Sanitation in relation to Public Buildings, said he. I told him that I lacked inspiration, but he replied that health was a matter of respiration. This touch of humour is his, and his alone, for I have been warned not to put any of my blank foolishness into the thing. He said also that he hired me as a tailor, and not as a retailer,—so once more into the breeches, once more, as King Harry said.

Three things are necessary to sanitation, yea, there are four things required, and without them the body is not fit. These things are Cleanliness, Light, Ventilation, and Good Company. We may couple Light and Ventilation, for they are the Siamese twins of Sanitation, its sun and air (excuse me, Mr. Editor, but the temptation is great), so that we have the three graces attending our work.—Cleanliness, which is Faith, Light and Ventilation, which is Hope, and Good Company, which is Charity.

Cleanliness is the sanitary grace I have taken to represent Faith, but faith without works is dead. We must have an active, muscular cleanliness in our public buildings, strong of arm, not fearful of housemaid's knee, one that dares to sweat and even grunt, enveloped in the steam of boiling suds, something like that, faith described by Tennyson, which "dwells not in the light alone, but in

the darkness and the cloud." This is no Grecian virtue,—in fact it abhors grease,—but a Gothic, almost a Vandal, spirit born to do battle with the abominations of filth.

There is a cleanliness that is not active, one that strives to keep itself unspotted from the world. This egocentric virtue, if virtue it be, is what I imagine belongs to the charwoman who looks after, or into, Room 2015 of the Colonial Building. I have never seen a charwoman as such, nor a night-blooming Cereus in flower. Both I would fain see at some time, but our orbits as yet have never intersected. I picture them as fragile, perfumed creatures that would melt into air, into thin air, at the slightest contact with things material. In my mind's eye I behold the charwoman fitting like a butterfly, in the still hours of the morning, from desk to desk, flicking an atom of dust now and again from an inkstand or a cabinet, but always careful that her wings be not polluted through touching the grosser forms of dirt assembled there. Should a feather duster, made of the plumage of a bird-of-paradise, be endowed with life without the senses of sight and smell, then should I have the charwoman of my dreams.

But the charwoman whom we pray for, the charwoman who will come in the fulness of time when necessity will listen to no excuses, the supercharwoman, as Bernard Shaw would call her, will be of other form and functions. In her right hand will be a scrubbing brush, in her left hand soap and salvation. She will brighten whate'er she looks on and her look will go everywhere. The linoleum will blossom like the rose. This is what we mean by active cleanliness. We called it faith; it is more than that; it is soap, but I am trespassing on the second part of my theme.

The second requirement of proper sanitation is Ventilation and Light, or in terms of our analogy, Hope.

You will recall Milton's reference to a certain grim realm: "Hope never comes that comes to all." If we substitute the word sunlight for the word hope we have a description of the places in which many of our fellow-clerks have to labour. Calling Milton to our aid again, we may apostrophize them: "Dark! Dark! Dark! Amid the blaze of noon irrecoverably dark!" And once more let Milton speak: "Doth God demand day labour, light-denied?" But Milton was blind, you say, and made much of these inconveniences. Was he not also a civil servant under a reform administration? We will leave him to his whine.

The architects have done what they could to make the offices on the hill dark. They must not have all the credit, however. Their art has been supplemented by the ingenuity of others. The men who install filing cases puzzle their brains day and night over the problem how to shut off the maximum of light with the minimum of cabinets. Their system is so near perfection now, I understand, that they have cases to fit every size of window in the buildings. You will save time if you tell them at the outset the actual measurements of your window frames. "All right," they will reply, "we will have the space utilized. If you need more filing cases, just put in more windows."

Another use to be made of windows, whether you need filing cases or not, is to gather there a complete record of dust formations from the neighboring streets. Windows, so utilized, are of great geological value, and the records run little risk of being destroyed. The rains never touch them; the far-seeing architects have provided generous cornices to guard against that chance. Only once in a decade or two the man with the hose will come and perform a ceremonial ablution over them. He will not disturb the older and more valuable deposits. You

**A. E. REA & CO.**

OTTAWA

Open 8 a. m., Close 5.30 p. m.  
Saturday 6 p. m.

LIMITED

**INITIAL FALL STYLE  
DISPLAY**

Depicting First Empire Adaptions Chosen from the leading Fashion Salons of Paris, Berlin, Brussels, London, and New York

The straight, narrow; apparently uncorseted figure ; the abnormally narrow skirt, close fitting at the bottom ; soft clinging velvets, satins and chiffons, with allied fabrics in wool and cotton, large hats, wide collars of lace, lingerie or satin ; long wide scarfs of chiffon, tulle or satin, fur trimmings in profusion—all these fabrics being in line with the general style of the First Empire.

All above and more will be here for your inspection all the coming week. . . .

You are welcome to call and inspect even to the most minute details the fashion for Fall. Kindly accept this as your invitation.

***THE DECORATIONS WILL DELIGHT  
WHILE THE STYLES WILL EXCEL ..***

**A. E. REA & CO., Ottawa, Ltd.**

Rideau St.

MacKenzie Ave.

Sussex St.

The remarkable success of the candidates from the

## GOWLING BUSINESS COLLEGE

174 WELLINGTON STREET

on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

Civil Service class opens August 1st. For particulars apply to

**W. E. Gowling, Principal**  
Ottawa.

## The Ottawa Sanitary Laundry Co.

WOULD LIKE YOUR WORK

Phones 122 or 577

## WEAR



## Masson's Shoes



## GENTS

## Furnishings

New Department to our Store.  
New Ties, New Shirts, New  
Design. A visit solicited.

SPRING HATS.

## COTE & CO.

114-116 Rideau St.



## \$200 AND MEDAL

"I was enabled by your Latin course to overtake the class in Acad. II. of the Gault Instit. Valleyfield, so that at the end of the term I took 190 marks out of 200, winning the Latin prize donated by Dean Moyses of McGill University, and next term I took 184 marks on the McGill matric., and again winning the Latin Prize. I was also much benefited by your French course, taking 93 marks out of 100, thereby winning the gold medal offered by Mons. A. Bergevin, M.P.P., and on the McGill matric., taking 178 marks in French."

N. S. D., Ottawa.

Courses by Mail in Latin, French, German, and Spanish.

**L'Academie de Brisay,** 414 BANK ST.,  
OTTAWA

## The R. J. Devlin Co. Limited

Importers of

## HIGH GRADE HATS

Manufacturers of

## FINE FURS

76 Sparks St. Phone 1198

can go on with your work and never know of his visit. Your "storied windows richly dight" (Milton again to the rescue!) will continue to cast their "dem irreligious light." All this, if you but see it aright, but the trouble is you cannot see it or anything else, is for your good and the good of the optician.

A few words on ventilation now. Don't get impatient with your windows because they do not move on roller bearings. Read the Labour Department's report on prices and you will see that windows, like everything else, go up without you worrying about them. You feel the need of fresh air, though, and kick because the storm sashes are kept on so late in the spring. Be a Christian Scientist. You will realize then that there are no such things as panes. Be a stoic, if you cannot be anything else unusual, and seek a remedy of your plight in the third essential of sanitation, which is Good Company.

In the old days, when the Village Improvement Society was a power in the land, the orators and wits made much out of a debate on the question, "Which is better, a dirty good-natured wife, or a clean bad-tempered one?" I think the former generally won out, at least I hope she did, although it must have seemed to many like choosing between Scylla and Charybdis, or those other two worthies of antiquity, the frying pan and the fire. Granted the smallest molecule of a heart in a man, he demands company, and good company is the chief corner-stone of health. The essentials of good company are the essentials of charity,—it suffereth long and is kind, it envieth not, vaunteth not itself, is not puffed up, and so on through the catalogue of high things.

Many a man has moved from humble to great estate in life to find that he has lost friends by the wayside. He lives to

"Grasp the golden keys,

To mould a mighty state's decrees

And shape the whispers of a throne."

only to learn that he "cannot buy with gold the old associations." You will find plenty to laugh at your jokes when you become deputy minister, and you can spring an old gag with a certainty of applause when you are only a chief clerk, but who will say to you then, "Hello, Dick, give me a pipeful of shag and I will tell you a good one I heard yesterday"? The moral of this is not to give up your ambition to be head of your department, but to look to it now that you season your life while you are unimportant with the salt of good society.

A bore in an office is like — is like what? Did someone say like a skunk in a cabbage patch? The remark is not original, nor is the application of it that you will smell him in the kraut. But the remark is true. His odor pursues you away into the night. If all the bores could be corralled in one skunk farm and flayed for their pelts, then indeed would the millennium be near at hand. That would be the beginning of an era of perfect sanitation, the three requirements of which I will name again,—the faith in cleanliness, the hope of light, and the good company which is charity,—and the greatest of these is charity.

SILAS WEGG.

#### MORE 'HOWLERS.'

In papers prepared by schoolboys in a competition arranged by the "University Correspondent" were the following remarkable statements:

Women's suffrage is the state of suffering to which they were born.

Lord Raleigh was the first man to see the Invisible Armada.

Shakespeare founded "As You Like It" on a book previously written by Sir Oliver Lodge.

Tennyson wrote "In Memorandum."

King Edward IV. had no claim by geological right to the English throne.

George Eliot left a wife and children to mourn his geni.

Henry I. died of eating palfreys.

Louis XVI. was gelatined during the French Revolution.

### *The Woman in the Service.*

The introduction into the British Parliament of Sir Charles Maclaren's Bill for equalizing the wages and opportunities of the women of the British civil service with those of the men has been the signal for the renewal in the British *Civilian* of the old discussion regarding the economic independence of women.

Those who oppose the bill foresee in it the inevitable displacement of men in the civil service by women, another danger to the State of women's neglect of home life — arguments with which every one interested has long been familiar. It is pointed out that the conditions in State and private employment are different. In private spheres, if employers had to pay equal wages they would prefer men, and the women would be driven out. For in such trades women have been employed only because they have been willing to accept lower wages. But under the State, if women are allowed to compete for all appointments, without distinctions of salary, there must be a displacement of male labour. Men could not be given the preference. It is further contended that the preference should be given to man because from his very physical superiority he has been fitted to be the protector of the race.

On the other side, it is argued that these conditions are merely the outcome of a displacement of female labour. The tailor and laundryman have driven out the dressmaker and the washerwoman, weaving and spinning have given way to factories, much of the labour in the home has been rendered unprofitable by the successful manufacture of products on a large scale. Women have been forced into business life.

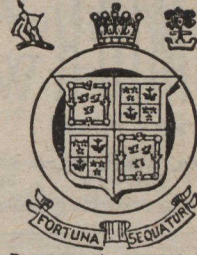
Granted that such has been the case, it is not self-evident that the evil has been an unmixed one. Much of the labour which at one time was performed in the home by the wo-

men was greater than the physical strength of the woman should have permitted. And now that women have been sent out into the business world, why should it not be concluded that labour which requires little physical strength is more properly hers? If some women must work for wages, why should there not be left to such the lighter duties of clerical and office work? If by nature they must ever be dependent, why not regard dependent service as her particular province? On the other hand, would it not be better for the world, if the sex which calls itself the bread-winner, should leave dependent service and become a producer — should go back to the land. If the men should go back to the country, they would take with them a full complement of women and family life would be revived. Such a service to the State would be inestimably greater than the negative one of seeking to keep the women out of business life, which inevitably means pushing them into the lower trades and callings. For few women take to bread-winning because they prefer it to family life. They go out because they are forced to provide for themselves, and it can only be regretted that the tendency has been to keep their wages low. Their ordinary lack of bargaining powers, their want of training, and the conditions arising from unequal competition has given rise, in the more ordinary callings, to a sort of economic subjection. This if perpetuated must lower the efficiency of women workers, and cause incalculable harm to society. If for no other reason than this, the economic status of woman ought to be raised, in other words, woman must be protected. And if man is to remain protector of the race, his sense of protection should not be so narrow as to extend merely to those of his own household. It ought to extend to those who have to work for wages, whether their necessity arise from the lack of immediate pro-



By Royal Warrant  
of H. R. H  
THE PRINCE OF WALES

*Briens*  
LIMITED.



By Appointment of  
Her Excellency  
THE COUNTESS OF ABERDEEN

*Ladies Tailors*

AFTERNOON · EVENING AND RECEPTION

*Gowns.*

73 KING STREET, WEST,  
TORONTO

**The ROYAL BANK of CANADA**

SOLICITS YOUR DEPOSIT ACCOUNT

PAID UP CAPITAL - \$5,000,000. RESERVE - \$5,700,000

*Branches in Ottawa,*

SPARKS & ELGIN STS., - Geo. Kydd, Mgr.

BANK & SOMERSET STS., - C. F. Sherwood, Mgr.

YORK & DALHOUSIE STS., - J. G. Ogilvy, Mgr.

**YARDS:**

Duke St.	Phone	746
Sussex St.	"	4338
Chamberlain Ave.	"	2867
Hurdman Road	"	5200
Ottawa East	"	6122

**LUMBER**

**McAULIFFE DAVIS LUMBER CO. Ltd**

WHOLESALE & RETAIL

Everything in Rough and Dressed Lumber

General Office

29 DUKE ST

Phone 428

**F. D. Burkholder**

Limited

Manufacturer of

Ladies' Tailor-Made Garments and

Telephone 317. Furs. 119 Bank St.

**OTTAWA, Ont.**

**Hermann Boker & Co.**

332 ST JAMES ST., MONTREAL

**Novo High Speed <sup>TRADE MARK</sup> Intra Steel**

All Grades of Tool Steel, Cold Rolled Steel, Nickel, Nickel Alloys, Music Wire, Steel Balls, Etc. Novo High Speed, Twist Drills

Please Patronize Our Advertisers.



**LUMBER** SASH, DOORS, BLINDS, INTERIOR HOUSE  
FINISH & HARDWOOD FLOORING.

**W. C. Edwards & Co. Limited**  
NEW EDINBURGH MILLS

in EVERY FORM

Phones, Retail Yard, 949  
Factory, 963

**Ottawa**

Phones, General Office, 467  
Wholesale Dept., 4181

## DON'T WAIT FOR WEAR TO DECIDE

Whether your clothes will hold shape and always look well. The  
Hobberlin made-to-measure clothes can always be depended upon.  
SUITS TO ORDER AS LOW AS \$15, AND AS HIGH AS \$40

SAMPLES SENT ANYWHERE

**HOBBERLIN, BROS & CO., Cash Tailors, Toronto, Canada**

## VISITING CARDS

Either Ladies' or Gentlemen's, printed from  
Copper plate, \$2.00 per hundred,  
including engraving of plate

**HENRY BIRKS & SONS LTD.**  
Sparks Street, Ottawa.

If you want the **DOW'S** Ales, Porter and  
best, drink . . . **DOW'S** Crown Stout  
The Standard of Excellence in Canada  
for over 100 years.

### **CIVIL SERVANTS**

**PHONE 3397.**

Special Prices to  
Civil Servants



Anything in Sporting Goods.  
Edison Phonographs and Records.  
Agents for Spalding and D. & M. Goods.

# **HURD & CO**

Successors to **191**  
Hurd & McBride Sparks St.

Please Patronize Our Advertisers.

**Abbey's**  
Effer-  
vescent **Salt**

ALL DRUGGISTS

**25c. & 60c.**  
BOTTLE

**Is Known the World Over**

every minute of every hour, of every day of every year some one is taking it. It fits one for their daily task and makes every day a bright day.

ESTABLISHED 1855

**Taylor's**  
**Safes**

145 & 147  
FRONT ST. EAST **TORONTO**

**BOILERS**

**MARINE, PORTABLE,  
STATIONARY**

We build a complete line of standard boilers unequaled for workmanship and reliability. Our steel shop is equipped to handle boiler and tank work of all kinds and dimensions. A thorough and rigid system of inspection ensures perfection in every detail.

**The Waterous Engine Works Co.**

**LIMITED**

**BRANTFORD-CANADA**

**SEND FOR OUR  
CATALOGUES**

Please Patronize Our Advertisers.

# RADNOR

TO HR.H THE PRINCE OF WALES



BY APPOINTMENT

ENDORSED

by

ROYALTY

TO H.M. THE KING



BY APPOINTMENT

## Empress of Table Waters

# F. W. FORDE

Staple & Fancy Groceries

285 Bank St.

OTTAWA

Phone 173

## CANADIAN TELEPHONE SUPPLY CO.

PHONEASE Telephone Brackets  
 SANITARY " Transmitters  
 ACOUSTIC " Ear Cushions  
 HELPA PHONES or double hearing devices for noisy buildings or for Longdistance work  
 SANITARY Envelope Sealers  
 Typewriter SHOCK & SOUND Absorbers.

Circulars on Request

25 Toronto Street,  
 TORONTO, CANADA

CATALOGUE



CATALOGUE

GAZOLENE \$100 Complete LAUNCHES

The Capital Boat Works Bank St. Ottawa

## WALKER HOUSE

TORONTO

HAS been remodelled and returned at an expenditure of \$100,000.00 making it one of the most complete Hotels in Canada. American & European Plans

GEO. WRIGHT & CO.,

Proprietors

GEO WRIGHT

E. M. CARROLL

## TORONTO STAMP & STENCIL WORKS LIMITED

Engravers, Die Sinkers, Embossers.

137 CHURCH ST., TORONTO, ONT

PHONE MAIN 1028

NAME PLATES RUBBER and METAL STAMPS, SEALS, BRANDS, STENCILS, CHECKS, DIES, ETC., ETC.

Please Patronize Our Advertisers.

BOOK-KEEPING.

Friday, May 13th, 1910, from 9 a.m. to 11.30 a.m.

1. Define: Commission, percentage, invoice, freight inwards, freight outwards, accommodation paper, insurance.

2. A note dated January 1st, 1910, at 90 days for \$645.00, with interest at 5%, was discounted at a bank on January 21st at 7%. Find the rate of interest made by the bank on the amount advanced.

3. Journalize the following transactions:—  
Sold goods to John Smith valued at \$430.00, terms 2% 10 days or net 30 days.

Made sight draft on him in 7 days.

Gave draft to the bank for collection, which they placed to your credit, charging 25 cents collection. The draft was dishonoured upon presentation and charged back by the bank.

Smith paid \$100.00 on account, on which he is allowed the cash discount. Twenty days later you received a cheque for the balance of the account.

4. REAL ESTATE AND INSURANCE.

Black & White invest \$20,000.00 each in a partnership business on May 1, 1910. Black invests cash, which is deposited in the Bank, and White transfers to the firm four properties valued at \$40,000.00, on which there are mortgages amounting to \$20,000.00.

Property "A" is worth \$10,000.00.

Mortgage on it is dated Apr. 1, \$6,000.00.

Property "B" is worth \$8,000.00.

Mortgage on it is dated Mar. 1, \$4,000.00.

Property "C" is worth \$6,000.00.

Mortgage on it is dated Jan. 1, \$3,000.00.

Property "D" is worth \$16,000.00.

Mortgage on it is dated Dec. 1, \$7,000.00.

The taxes on the property in each case are 2% of the assessed value, which is three-quarters of the above valuations. Interest on the mortgages is at the rate of 6% per annum payable half-yearly. The firm assumes all liability on the property from May 1, and pays the interest and taxes when due, charging White the portion accrued to May 1, which he pays in cash. The interest runs from the dates of the mortgages, and the taxes are from Jan. 1, payable in May and November, with a discount of 5% if paid during those months.

The firm representing the Mercantile Fire Insurance Co. places a risk on each house to the extent of two-thirds of the value of the house, which is four-fifths of the total value of the property. The premium is 75c. per \$100.00, and the firm's commission is 15%.

Sold property "C" to Smith for \$7,000.00 cash, and the firm pays off the mortgage July 1. How much do they make out of property "C"?

Commissions earned on the sale of properties are as follows:—

Lot 40, James Street .....	\$ 25 00	cash.
" 17, Albert " .....	47 50	"
" 33, Queen " .....	135 50	"
" 24, King " .....	175 00	"
Sundries .....	2,000 00	

\$2,383 00

Deposit in bank all cash received.

by cheque.

Commissions paid to agents.....\$ 250 00

Salaries paid .....

Office expenses ... .. 225 00

\$1,625 00

Record all transactions for one year, and take off a trial balance.

\* \* \*

POLITICAL SCIENCE.

Wednesday, May 11th, 1910, from 3.30 p.m. to 6 p.m.

NOTE.—Six questions only are to be attempted.

1. State very concisely a few of the most famous theories regarding the origin of government, with a brief criticism of each.

2. Define: State, Law, Revolution, Federal Government, Constitution, Oligarchy, Suffrage, Proportional Representation.

3. Write a short paper on the various methods of constructing the Upper House of a national legislature, illustrating your answer by reference to the actual structure of existing legislatures, and pointing out the weak and strong points of each system.

4. What is meant by the Separation of Powers? Tell anything you know in regard to the history of political theory on this point. To what extent is the principle applied in the Federal Government of the United States?

5. Explain very clearly the principles on which Cabinet Government operates and the relations which it establishes between the legislature and the executive.

6. Indicate the various gradations into which the governments of the British colonies and dependencies may be classified. What other colonies will fall within the same group as the Dominion of Canada?

7. Explain the constitutional position occupied by—

(a) the President of the United States;

(b) the President of France;

(c) the German Emperor.

8. Indicate the division of legislative power between the Dominion and the Provinces of Canada.

9. Tell what you can of the chief political theories associated with the names of any four of the following writers:—Jean Jacques Rousseau, Herbert Spencer, John Austin, Edmund Burke, Machiavelli, John Locke, John Stuart Mill, Sir Henry Maine.

## GENERAL PHILOSOPHY.

Friday, May 13th, 1910, from 1 p.m. to 3.30 p.m.

NOTE.—Eight questions only are to be attempted.

1. Sketch the differences between deductive and inductive Logic, and discuss the assumptions of induction.

2. Discuss the statement that the syllogism is a *petitio principii* and that the inductive methods assume what they are supposed to prove.

3. What are the qualities of sensations? Explain the statement that all our senses are modifications of touch.

4. What is memory? And why do we trust memory? And what are the conditions of a good memory?

5. Sketch the secondary laws of suggestion or association and the so-called law of inseparable association.

6. Discuss the statement that the one universal motive of action is pleasure, and that wherever any other motive operates, it is because of the laws of association.

7. Give an account of either Plato's theory of ideas or Aristotle's doctrine of the soul.

8. Sketch the theories of Hume concerning the origin and validity of human knowledge.

9. What is the import of each of the following words:—substance, causality, freedom, and personality?

10. What is the meaning of the teleological argument for the existence of God, and how is that argument affected by the theory of Evolution?

11. Kant asked where a place can be found for "God, Freedom, and Immortality," consistently with the universal reign of law in the natural world. How did he answer the question?

12. Sketch the main principles of any one of the following schools of thought:—Agnosticism, Idealism, and Pragmatism.

---

### THREE THINGS AT ONE TIME.

What are they? Who does them? Any railway mail clerk does this at an ordinary catching post where mail trains do not stop and mails are caught "on the fly" by the mail clerks. The three things are: holding the catcher with one hand, holding the sliding door of the car with the foot, and throwing off a bag with the other hand. Is it necessary? It is not. It would be the easiest thing in the world to have the car door supplied with a hook and eye so

that it would not be necessary to hold it open, another very easy thing to have the caether constructed so that it might automatically hold itself out from the side of the car and catch the bag hanging from the crane of the catching post. What then? Then the mail clerk, relieved of two duties, could centre all his attention on throwing the mail off safely, that is, so that it may not fall or be blown under the moving train and be cut to pieces. Well, now; that sounds reasonable. It is reasonable, and there is no reason in the world why every mail car could not be provided with these useful appliances by the companies building the cars. If managers of great corporations would give a suitable reward for the introduction of useful, labor-saving devices by their employees, the world would be wonderfully bettered in a few short years. Think it over!

GARRETT O'CONNOR.

---

**What the Waiter Says.**—The waiter who bawls out his order to the cook in the kitchen may soon be as extinct as the dodo; but his cries should live forever.

"Mutton broth in a hurry," says a customer. "Baa-baa in the rain! Make him run!" shouts the waiter.

"Beefsteak and onions," says a customer. "John Bull! Make him a ginny!" shouts the waiter.

"Where's my baked potato?" asks a customer. "Mrs. Murphy in a sealskin coat!" shouts the waiter.

"Two fried eggs. Don't fry 'em too hard," says a customer. "Adam and Eve in the Garden! Leave their eyes open!" shouts the waiter.

"Poached eggs on toast," says a customer. "Bride and groom on a raft in the middle of the ocean!" shouts the waiter.

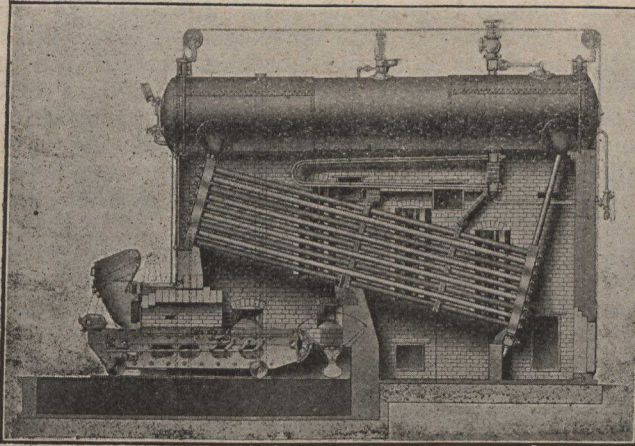
"Chicken croquettes," says a customer. "Fowl ball!" shouts the waiter.

"Hash," says a customer. "Gentleman wants to take a chance!" shouts the waiter. "I'll have hash, too," says the next customer. "Another sport!" shouts the waiter.

"Glass of milk," says a customer. "Let it rain!" shouts the waiter.

"Frankfurters and sauerkraut, good and hot," says a customer. "Fido, Shep and a bale of hay!" shouts the waiter; "and let 'em sizzle!"—New York Evening Sun.

# BABCOCK & WILCOX, Ltd. PATENT WATER TUBE BOILERS



Over 8,000,000 h.p. in use

SUPERHEATERS  
STEAM PIPING,  
MECHANICAL  
STOKERS  
COAL HANDLING  
MACHINERY  
and  
ELECTRIC  
CRANES

Our book "STEAM"  
sent on request

'B & W' Patent Water Tube Boiler, Superheater & Improved Mechanical Stoker

Head Office for Canada— ST. HENRY, MONTREAL  
TORONTO OFFICE: TRADERS' BANK BUILDING

**SANDERSON'S**  
**SCOTCH**  
**"Mountain Dew"**  
POSITIVELY THE  
FINEST WHISKY IMPORTED

## Polson Iron Works Limited TORONTO

Steel Shipbuilders, Engineers and Boilermakers  
Steel Vessels, Tugs, Dredges and Barges of  
all Sizes and Descriptions. Sole Canadian  
manufacturers of Heine Safety Water Tube  
Boilers. Write us for illustrated catalogue.

WORKS AND OFFICES—  
ESPLANADE EAST, TORONTO, ONT.

Insist on having

**Labatt's**  
(LONDON)

**India Pale Ale**

Prejudiced and unscrupulous vendors may suggest others, but compare it any way you will—purity, freedom from acidity, palatable—Labatt's Ale is surpassed by none, equalled by few—at about half the price of best imported brands.

Please Patronize Our Advertisers.

## Civil Servants and The Right to Strike — The New Law in France.

For some time past public opinion in France has been much exercised over the discussion of the Government's Bill dealing with the rights and duties of its civil servants. That the Cabinet would be forced sooner or later to introduce some such measure was obvious to all capable of deducing the lesson from the postmen's strike in the spring of last year. The Bill permits the formation of associations for the study of the professional interests of Government employees, consents to the reception of deputations from such unions by Ministers concerned, but contains an explicit prohibition of strikes, rendering the guilty ones in this respect liable to punishment by fines and imprisonment.

The French Premier has cleverly solved a difficult problem. He has granted concessions of varying importance, but he sticks to the main point—the right to strike cannot be granted to civil servants.

It will be remembered that on the occasion of the postal strike the grievances of which the men chiefly complained were the severe and arbitrary treatment received from their superiors, and the instances of favouritism displayed in regard to promotions. These are matters which at any time are likely to serve as food for discontent, and in a more or less acute fashion are prevalent in the services of all Governments. To these grievances and to the evils which they produce are attributable many of the symptoms of discontent that exist in our own. The rank and file, gaining their earlier positions in the stress of open competition, desire only that their advancement within the service shall be measured according to the same standard. Their claim is, within limits, a just one, and it is difficult to blame the manifestations of dissatisfaction ex-

hibited when their official future is prejudiced by appointments made over their heads, especially when the superior qualifications of the successful ones are not obvious to the disappointed. Again, there are few things upon which the men of the service place so much value as sympathetic treatment by their superiors. It is felt that no task is too hard, no difficulties are too great to be surmounted if the workers can be convinced that their leaders are with them, that they realize the nature of the services demanded, and that they are prepared to award a just appreciation of the exertions called forth. Without such conviction the most trivial duties are grudgingly performed, and the lack of cohesion and harmony is quickly reflected in the quality and quantity of the work produced. Without mutual loyalty and justice within the ranks, implying an equally just and loyal attitude towards the public need, the service cannot carry out its duties to the Commonwealth.

The French strike, with all the troublesome and vexatious complications which it produced, showed plainly the truth of this proposition. It is admitted that the grievances of the strikers were real, and by the failure of the authorities to remove them, the whole country suffered to an extent which reflected discredit on both parties to the quarrel.

Fortunately our Governments of British connection have no reason to anticipate any such trouble with its public functionaries. The certainty of avoiding a deadlock rests upon a base even firmer than the perspicacity of Ministers or the commonsense of civil servants, and that is the joint feeling of loyal responsibility to the public whom they serve. There is no need to sully our statute book with such an ordinance

as this of France. Departments may have their grievances, Ministers may have their occasions of exasperation—they must settle it between themselves. The country looks upon these contests as matters for the disputants alone and incapable of affecting anything but its petty cash account. Public business will be carried on though the official heavens fall. Allegiance is owed to the State, not to a private employer or company whose business is solely to make money, and the civil servant draws no parallel between himself and the employees of the commercial world in this matters. His position may be regarded in this connection as being one with that of the military and naval forces, and, as with them, to strike means nothing less than to mutiny. It is impossible to imagine circumstances under which legislation on the lines of the recent French measure will in our British Dominions be even remotely necessary.

---

### *Athletics.*

---

The athletic season may now be said to have reached the "fall quarter," and such games and sports as tennis, cricket, baseball, lacrosse, bowls, rowing and swimming, must give way to the all-absorbing football—with 'footer' and 'soccer'—which will hold sway until Jack Frost drives the athlete from the field to the hockey rink.

\* \* \*

It has indeed been a most strenuous season, in all branches of sport, in every part of the English-speaking world. Usually there has been a week or two's breathing spell before the football training actually began, but this year we find all the big college and city teams starting right in to chase the elusive pigskin. Harvard University is beginning its practices at least two weeks ahead

## BONDS & INVESTMENTS

Correspondence Invited

**C. Meredith & Co.**  
(LIMITED)

BOND BROKERS & FINANCIAL AGENTS

101 St Francois Xavier St.  
Montreal

of time. The Hamilton "Tigers" and the Argonaut Rowing Club of Toronto are much earlier in the field than in former years. Ottawa's "Fifteen," encouraged by the fact that they were within an ace of winning the Dominion championship, are arming for the fray in a most thorough manner.

\* \* \*

Speaking of amateur football, the following is an extract from the Ottawa "Citizen" of August 31st on the subject, which will be of interest to all lovers of pure sport:

"The Ottawa football club, which covered itself with athletic glory last fall, is in a fair way to get off to a bad start this season if reports regarding its intention to secure the services of outside players are to be credited. Ottawa does not require championships, that is amateur championships, won by outsiders brought here for the purpose. Amateur sport cannot countenance the importation of players. It is directly contrary to



the spirit of the game. The imported player cannot possibly regard himself as an amateur even though he is not being paid a cent. If good players desire to come here for any other reason it is perfectly legitimate for the football, or any other club, to ask them to play, but it is a bit surprising to read that efforts may be made to bring so and so to Ottawa for the season by offering him a consideration either in the form of a position or otherwise."

It is needless to say that *The Civilian* agrees entirely with what its esteemed elder brother says on this important subject.

\* \* \*

Locally, the great interest of Ottawa athletes, and particularly the rowing element, was centred of late in the ensuring of the victorious Rowing Club Eight being sent to the Henley Regatta next year. This city has always been noted as a centre of sport, and many are the championships which have fallen to its lot. Equally noteworthy, also, has been the ready response which has always been made to any appeal to the generosity of the athletic public in the Capital. After the winning of the American championship at Washington, a great and laudable desire for more worlds to conquer took possession of the members and friends of the victorious crew, and the idea of sending them next year to the World's Blue Ribbon event was mooted. No sooner said than done. A meeting was called by the Mayor, collectors appointed, and within one week the necessary \$5,000 (and more) were subscribed.

May the crew go forth and win is the wish of *The Civilian*,—and of every one else through Canada.

\* \* \*

The national game of Canada has had a splendid season, both in amateur and professional circles. The French-Canadian Nationals of Montreal have played fine, almost faultless lacrosse throughout their series.

That they are now about to follow the example of last year's champions and journey to the Pacific coast to endeavour to wrest the Minto cup from the grasp of the world's champions, will be hailed with great delight by all lovers of the game. This should constitute a series of battles royal on the Western slope, and Sept. 24 next will perhaps mark the date of the shifting of the coveted cup back to its original starting point. It is a far cry from Maisonneuve to New Westminster, but nowadays our athletes are becoming accustomed to the effacement of distance and time in their efforts for supremacy.

\* \* \*

While on the subject of the Nationals' challenge for the Minto cup, everyone with the true instincts of fair play in spirit will uphold the decision of the trustees of the cup, as voiced by Mr. P. D. Ross, one of the trustees, in standing firmly by the view that there should be no sectionalism displayed in the appointment of referees for these contests, and no conditions attached to any challenge put in by aspiring teams. The inuendo of unfair decisions necessarily associated with such a challenge cannot and will not be countenanced by the trustees, and it is a most happy augury for the national game of Canada that the French-Canadian twelve immediately, and unequivocally, accepted the decision when announced by Mr. Ross.

\* \* \*

Cricket in Canada has boomed this year from the Atlantic to the Pacific. In England Kent county has about landed the championship. As a rule the gate receipts in the Old Country have somewhat declined, and many of the cricket writers attribute this to the fact that the masses are gradually becoming more enamoured of the faster and more showy "soccer" football game, and having only sixpences for one sport, somewhat naturally prefer that

which attracts their interest to the greater degree.

\* \* \*

The visit of the Old Country bowling team has done much to stimulate interest in this, perhaps the most fascinating of the less strenuous games. To show the uncertainty connected with this, and every branch of sport, after defeating the crack players of Montreal and Ottawa—and that signally—the visitors went down to defeat in the little town of Peterboro. But without this uncertainty there would be no interest in any contest.

\* \* \*

The next big event in track athletics will be the championships which take place in Montreal on Saturday, Sept. 17th. If our friend Policeman Gillis of Vancouver can be induced to make another trip East we will have no fear of the individual aggregate being carried across the line to the United States. However, Kerr of Hamilton, Archibald of Toronto, Lukeman of Montreal, and Cameron of Nova Scotia, should constitute a good group of defenders of Canada's athletic position.

---

## SEPTEMBER JOTTINGS.

By "Pickwick."

The only civil servants who really do not care about the length of office hours are those new stamp-selling machines in the P.O.D.

\* \* \*

According to a Toronto paper the "what we have we hold" policy is all very well, so long as it is not pushed to the point of unreason.

Precisely so! particularly in the case of a boil on the back of the neck.

\* \* \*

Who says that "pull" is no longer rampant in the service, when five of the successful oarsmen at Washington are civil servants?

\* \* \*

An old country paper referred to the Winnipeg crew successful at Henley as being of Toronto. However that may be, Ottawa is a small town near Ridgemont.

\* \* \*

"Mid rural scenes a wondrous change

Of late has come to pass,  
In place of the peaceful country cow  
A-chewing its cud of grass,  
And the winsome maid with the  
milking pail,

We see the notices, 'Lots For Sale.'"

\* \* \*

Two more men have tried to swim the English Channel. What's the use when one can cross in an aeroplane in half-an-hour?

\* \* \*

A recent report of the mines branch of the Ontario Government showed that of 19 gold mines examined, 16 contained no gold at all. The audacity of these goldless gold-mines is only equalled by that of the turtleless turtle-soup.

\* \* \*

In connection with the proposed Festival of Empire to be held in London will be an exhibit shewing what London will be like 100 years hence.

Ottawa in 100 years' time will be a grand sight. The Bank street paving will, by then, be completed.

---

**A Petition in Bankruptcy.**—Many delicate compliments have been paid the fair sex by men subtle in speech, but the following comes straight from the heart of an illiterate negro, who was married in the South the other day by a white minister. At the conclusion of the marriage the groom asked the price of the service.

"Oh, well," said the minister, "you can pay me whatever you think it is worth to you."

The negro turned and silently looked his bride over from head to foot; then, slowly rolling up the whites of his eyes, said:

"Lawd, sah, you has done ruined me for life; you has, for sure."—Harper's Monthly.

# Cleghorn & Beattie

LINOLEUM,  
WINDOW  
SHADES,  
CARPETS,  
CURTAINS.

38 O'CONNOR ST.,

OTTAWA

PHONE 1772

CANADA

## McKinley & Northwood

PLUMBERS, GAS &  
STEAMFITTERS. . .  
HARDWARE MERCHANTS

56-58 RIDEAU ST., — OTTAWA, ONT.

**G. H. MUMM & CO**  
**EXTRA DRY**

Is The Most Exquisite  
Dry Champagne Imported

**The Pritchard & Andrews**  
Company of Ottawa, Limited.

GENERAL ENGRAVERS  
AND BRASS WORKS

264 Sparks Street, Ottawa

**R. H. MILLAR**

LADIES' TAILOR, HABIT MAKER  
AND FURRIER,

216 BANK ST., - OTTAWA

**DOMINION  
BRIDGE CO.,  
LTD. Montreal. — P. Q. —**

**BRIDGES  
& Structural  
Metal Work  
for Buildings  
Beams, An-  
gles, Plates,  
etc. in Stock**

## CUNNINGHAM & CO.

104 SPARKS ST., (Holbrook Chambers)

Telephone 2173

Agents for Northern, Phoenix of London and  
Mercantile Fire Insurance Companies.  
Also Accident, Plate Glass and  
Burglary Insurance.

**The Spirit of the Service**

# CORBY'S

**" Special Selected "**  
**Rye Whisky**

A pure, well matured whisky  
with a flavor hard to equal.  
Sold by all reputable hotels and  
liquor dealers :- :- :-

## Butterworth & Co., Limited

A full line of Stoves, Ranges and  
Hardware of every description.

179 Sparks St., - Phone 271

## Walker & Campbell

GENERAL ENGRAVERS

RUBBER AND STEEL STAMPS, STENCILS,  
BRASS SIGNS

COR. MCGILL & NOTRE-DAME STS.  
MONTREAL