

PAGES

MISSING

THE CIVILIAN

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Prices and Public Opinion.

Though the Election is over a Discussion like the Following has a Perennial Interest for salaried Employees.

By A. C. Campbell.

The editors of *The Civilian* have been good enough to print several preachments of mine on the subject of prices. I never got to the application of it all, for the subject was so big, the popular mind so divided, and my own view so different from that of the ordinary arguer on the subject, that I could not make up my mind to ask you for the space necessary to set forth what I take to be the lesson of the present situation.

But, fortunately, I find the case stated in few words in the cable despatches. In France they have a new school of political economy, with a spokesman—she is a woman—for the same. The housewives of the Nord department in France, have come to the conclusion that prices are too high and have united their efforts to bring about reductions. True, they have unwisely resorted to force and vituperation. But this is not the first good movement that has been exposed to danger of misunderstanding and ridicule by the ill-judged zeal of those engaged in it. The basic principle of the movement is that public opinion, properly expressed, acts as a check upon the tendency toward unjustly high prices. I do not say that the lady I am about to quote has stated this as the basic principle; that does not matter; stated or unstated, the principle is there. Ruskin tells us how wise is Woman. A true

Ruskinian heroine is Mme. Gallois. According to the despatches this is her statement with regard to the price of meat:

"At the butcher's," she continued, "it is still worse. Meat is too dear and we have none now for our meals. The butchers tell us they have to pay too dear for the animals; That may be true or not; anyway they have only to pay less."

The ordinary thinker on this subject, and all the people who unthinkingly accept any ideas, if they be but boldly expressed, will say that Mme. Gallois is wrong. I hold that madame is exactly right, and that until we take her view of the matter we shall never improve our position.

One of the strangest facts in history is that, while working our way out from old superstitions we have been enmeshed in new ones. In olden times, for instance, people thought that plague and famine were the work of an inscrutable fate. Now we know that with proper farming and proper sanitation, plague and famine are impossible. But on the other hand these people knew that prices could be controlled by public opinion properly expressed, and so they made laws against forestallers and regraters, fixed the price of broadcloth and hanged or robbed money lenders who charged more than a proper rate of interest. Their remedy, of course, was the

wrong one, but how much more are they to be admired than we who stand alarmed but helpless before a rise of prices, mumbling only some fatalistic gibberish about "operations of the market," "law of demand and supply," "gold standard," and so on. These wise women in France have risen above our superstitions. They realize that they are not in the grasp of unchangeable and inscrutable forces, but are dealing with simple matters which can be understood and controlled. The fact that many of their proposed remedies are foolish and impossible has nothing to do with the case. There was a time when doctors denied to typhoid patients the least drop of water. To admit that this was wrong is not to admit that typhoid is incurable. Let the people who say the French food strikers are wrong in their methods propose better methods for our relief. But if their only remedy be the foolish Musselman "Kismet,—it is fate" they class themselves with the people who accepted as inevitable the recurrence of the plague.

It may be true with regard to any particular dealer that he must charge his customers high prices because he has to pay high prices. But that is no answer from that whole line of business to the whole public. Mme. Gallois is right,—if the difficulty be that they pay high prices, then let them pay less.

The extremely wise person who reads this will say, "What folly!" But will that wise person permit me to hook a finger in his button hole and claim his attention for a moment?

Does this wise person know, for instance, what is the cause of the present outbreak against high prices in the United States? He tells me a lot of stuff about Taft, Carnegie, free trade, gold standard and so on. I admit that these persons and things have their place in this situation. But I can tell him that this agitation is just exactly such a strike as that

which is now going on in France. It has no simple-minded seer of verities to explain it as Mme. Gallois explains what she and her companions are doing. But if the agitation could find a voice, it would use almost exactly the wise Frenchwoman's words,—if dealers who pay high prices must charge high prices, then let them pay less and lower their prices to us, that's all.

There would have been no such agitation against high prices in the United States as there is to day but for the fact that the big managers of affairs did not know of one unwritten law of that country which they cannot change and whose effect they did not foresee. That law is that the price of a newspaper shall be one cent. Mr. Hearst, with all his enterprise, Mr. Pullitzer, with all his generalship, and Mr. Bennett, with all his experience, cannot evade or modify that law. Congress cannot amend it, and the courts cannot disallow it. And poor Uncle Joe Cannon realizes (and states that he realizes) that he has run against it to his great disadvantage. A merger could be formed in steel and the added prices passed on to the consumer. And so with wool, and so with rubber, and so with everything else. But when it came to a newspaper the unwritten law stood in the way—no man or combination could make the public pay a fraction more than a cent. The United States people said to the newsdealers as Mme. Gallois says to the butchers. "If you pay so much for newspapers that you must raise the selling price, then your remedy is not to raise the price you charge, but to lower the price you pay." The word was passed back to the newspaper publishers. What then? Well, the newspapers had to lead in the agitation against high prices, and this they have done. It is a big job, for political policies, tariff schedules, Congresses and Presidents have to be re-arranged. But this is in course of accomplishment.

The one lesson in all this is that public opinion is an element in fixing prices. I do not go so far as to say that the public can have whatever it wants at whatever price it chooses to pay. But I do say that, when we have, by our mere command, a newspaper—that embodiment of a world of miracles—for a cent, the prices of many other things are not merely an outrage on the part of those who charge them, but a disgrace to us who pay them.

The Journal of the Royal Agricultural Society of England contains an exhaustive and valuable article on "State aid to agriculture in Canada" by Mr. Ernest H. Godfrey of the Census Office.

CIVIL SERVANTS IN FRANCE MUST BE FAMILY MEN.

The depopulation of France is forcing the government to more and more serious measures. A bill dealing with the matter has just been passed by the Senate. According to this bill, the state will in future accept only married men. Young men who apply for an official position have to sign a contract that they will get married before the age of 25. Officials who have three or more children will be specially favoured as regards increments and promotions. Unmarried men will have to serve a double term in the army, and may be called upon for army service as long as they are unmarried, no matter what their age may be.

Efficiency in the Militia and Defence Department.

A Demonstration in Sanitation Offered to the Community by Petawawa Camp.

A visit to Petawawa Camp during the past summer would have shown what can be done to organize and maintain cleanliness in every detail in a community.

If cleanliness is maintained, then healthiness is assured.

Petawawa Camp is now a town with macadamized streets, water supply, and sewerage system. While neighbouring towns are infested with flies during the summer months, hardly one of these living evidences of dirt is to be seen at Petawawa.

How is this result obtained?—Simply by the destruction of any material likely to furnish a breeding place for either variety of fly, the house fly or the stable fly.

All garbage is immediately destroyed in incinerators, of which there are many varieties in the camp.

All manure is removed from the stables each day to a considerable distance from camp, being used af-

terwards to fertilize the sandy soil to make a sod for the recreation grounds.

All kitchens and other places where the flies might breed are sprayed each day with a solution of chloro-naphtholeum, which has proved most satisfactory to every one, except the fly himself.

The Bacteriological Laboratory is kept busy examining the water daily, and also the water of all creeks, springs, etc., near the camp, from which the troops might drink on manoeuvres.

All milk is pasteurised at the milk depot and none other is allowed in camp.

The sewage disposal is up to date, all sewage being treated in a septic tank before it is discharged into the Ottawa.

The result of all these precautions is, that amongst the thousands of men who have been at Petawawa this summer, not one case of disease attributable to the camp has occurred.

An Interesting Situation.

Some of the Problems the U. S. Civil Service is at Work on.

Conditions in the civil service of the United States offer at the present time a most interesting field of observation from the Canadian point of view—and especially from the point of view of the Canadian civil servant. Our Washington friends have had the benefit of the merit system of appointment—at least to the lower grades—much longer than we, viz., from 1883. Up to the present, however, they have been without any advance in scale on account of the increased cost of living, and they are, moreover, without retirement or superannuation provisions of any sort. To obtain recognition of these two great claims a somewhat radical plan of organization has been suggested, several having advocated affiliation with the organized labour movement. Of the entire problem presented in this tripartite form—increased salaries, superannuation, and trade-unionism in the service—the *Evening Post* of New York in a recent issue had the following review:

“Although the clerical force at Washington has long passed the stage in which it could infest the lobbies of Congress, or crowd the galleries of either chamber to shout insults at an unpopular orator, it is still threatened with a peril from within itself. Professional agitators who are urging the clerks to ‘organize,’ and force terms from their employer by methods which the labor unions have made familiar, profess to have received much encouragement. It will be a sorry day for the civil service of the United States if their advice is ever heeded. There is little danger, of course, of a strike of Government clerks accompanied by violence; for that would mean, in effect, taking up arms against the Government. But even a peaceably disposed organization maintained for the purpose of bringing about, by pressure, a selfish end, however just

in the abstract, would be interpreted by the mass of the people as a class enterprise, and revive the talk of an ‘office-holding caste,’ which used to frighten timid statesmen out of doing anything for the reform of the civil service.

“The warnings of spoilsmen against establishing a permanent class within the Government, having interests apart from those of ordinary citizens, did much to delay the enactment of the civil service law of 1883 and retard its intelligent administration for some years afterward. Its acceptance was grudgingly yielded on the faith of the assurance of friends of the reform that nothing of the sort would follow. Any deliberate action by its beneficiaries tending to falsify these pledges will mark the beginning of the disintegration of the merit system.

“As intimated in the article under comment, the advance of the movement for an increase of the general pay-roll may cause a brief subsidence of the project for pensioning superannuated clerks. This plan will disappear for all time if the active clerical force is organized on trade-union lines. Such a change would furnish the opponents of the pension scheme with a ready-made argument. ‘Support your disabled and poor from your union fund,’ they will say; ‘if we are to treat with an organization at the point of the sword, we do not propose to supply it with additional means for carrying on its contest by relieving it of one of its proper burdens.’ In short, the best hope the clerks have of procuring their desired increase lies in standing on their records for individual efficiency and faithfulness, and making their appeal to the plain sense of justice, not to the fears, of Congress and their fellow-citizens.”

Once More, the Loan Association.

The Civilian has so often preached the Savings and Loan Association to the service at Ottawa, that we have no hope now of adorning the subject with new matter. We have hope, however, by persistence, of bringing this most meritorious undertaking to its proper place in the appreciation of the service and to its proper strength for the carrying out of its purpose.

That purpose is the final eradication of usury from the service. No other agency can accomplish this. All the laws in the universe against usury, and all the enforcement of those laws that either public or private initiative can secure, will not permanently banish the usurer. This fact is elementary, and one which the merest tyro in economics understands, the reason being that at bottom the usurer very often performs a service which a certain class in the community—the salaried class chiefly—can obtain nowhere else with safety, where there are no cooperative banks and savings societies.

The Savings and Loan Association has already accomplished much for the Ottawa service. At the present moment over \$7,000 of its funds are loaned out to civil servants, practically every dollar of which, if the association were not in existence, would have come from the money-lender with his ruinous charges and his ingenuity in never letting go of a victim once he has his grip of him, and who is just as accessible as he ever was. It has all been borrowed for legitimate and praiseworthy purposes. The pity of it is that five times the amount could not be so disposed of, and the usurer's field completely taken from him.

Herein lies the point of the present appeal. The association cannot do more than it is doing, for the one and only reason that although its record is one of steady growth it has not yet sufficient funds. Surely the service will not allow this to continue. *The Civilian* speaks with full knowledge of the local situation in all its bearings. It is about our proudest boast that we were instrumental in launching the society in the first place. We appeal now to the individual civil servant. Surely every one of us should regard it both a duty and a privilege to take out at least one share of five dollars in this association. The share may be redeemed at any time. It bears interest at 5%. It secures for the holder the right to borrow, should he be overtaken by opportunity or misfortune, on terms which he could secure nowhere else. If this support could be achieved, there would be funds in abundance for all purposes. While larger sums will be accepted the association aims at largeness of membership rather than largeness of individual contributions. The association, in fact, is not joint-stock in any sense, but is absolutely cooperative, paying profits to no one, but good interest to all. The civil servant who is remaining outside is missing an opportunity to benefit both his fellow members of the service and himself. The time for him to come in is right now.

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

Ottawa, Sept. 22, 1911

POSTMASTERS BY PROMOTION.

The last issue of *The Postal Current*, the organ of the Canadian Postmasters Association, says:

"One of the announcements which we should like to see in the near future is that a plain, everyday postmaster in a village or town office had been slated for preferment because of faithful services. We know of hundreds of cases where faithful, intelligent services are being rendered, and we hate to be driven to the conclusion that there is an unwritten law concerning postmasters to the end that they may not, under any circumstances, hope for that form of recognition."

The Civilian would like to extend the working of this worthy principle to embrace, not only the heads, but the entire staffs of Canadian post offices. At the moment, there is the very best opportunity possible offering for advancing this idea in the outside postal service. By the lamented death of Mr. H. S. Harwood,

postmaster of Montreal, a vacancy in the highest circle of the service has been created. The government could give no more powerful stimulus to efficiency in the length and breadth of this great branch of the public service than by filling Mr. Harwood's place by promotion from the ranks. In the Montreal office alone there are over 600 employees, every one of whom would be the better for knowing by a demonstration of this sort that by hard work and merit he may aspire to the highest post in his calling. So notable an example would take rank as a precedent and establish the principle once and for all.

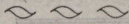


HELD UP, BUT NOT FORGOTTEN.

If some of the "outside" members of the service were dismayed at the sudden adjournment of Parliament, and the sacrifice of bills and estimates for their advantage, their case is lighter than that of the federal employees of the United States when Congress adjourned on August 22. Several bills were then pending.

The most important of these were the bills taking the postal and customs services out of politics and making permanent by legislation the executive orders providing for the merit system in the diplomatic and consular services and the various retirement measures. Two other measures not reached were the Jones and LaFollette bills providing for removal of employees only on charges and after the employee had been given an opportunity to make an explanation, allowing the employees to present grievances to Congress directly, instead of through heads of departments as at present, and permitting employees to organize, the LaFollette bill apparently allowing the federation of associations of employees with labor unions.

The late session of Congress was fruitful also in more ways than the above. The House of Representatives committee on reform in the civil service held a number of public hearings. At these hearings conditions in the postal service, particularly as to hours of labor and organizations of employees, the question of removal and the problem of superannuation and retirement were gone into. Representatives of the post office department and of the employees appeared and a mass of interesting testimony was given. Fortunately both in Canada and the United States, the worst that is promised by the decrease of the legislative bodies is a period of delay. The matters have certainly not been dropped.



FIRE DRILL FOR GOVERNMENT DEPARTMENTS.

A recent Washington despatch reads: "A dozen fire bells rattled and clanged all over the Department of Justice at eleven o'clock today, fire extinguishers were jerked from their places, lengths of hose were unrolled, exits were opened, and about 300 officers and clerks ran from the building to see the Attorney-General standing on the front lawn, watch in hand, timing the performance. It was the first fire drill since the department was equipped with electric alarms some time ago. The Attorney-General said the building had been emptied in less than a minute. Frank Cole, the attorney-general's private secretary, remained behind to gather up some confidential documents, and was theoretically burned to death. He was back 'on the job,' however, a few minutes later. Every one else got out safely."

Ottawa departments do not seem as afraid of fire as they are in Washington. Yet we have some pretty crowded work rooms and some decidedly dangerous exits.

OUTSIDE SERVICE PORTRAITS.

Mr. Fred. M. Journeaux, Collector of Customs, at Ottawa, is the youngest son of Jersey Island Huguenot parents, who settled in Canada in 1855. As a newspaper man in his early life, he took a keen interest in municipal affairs and was a representative of Central ward in the city council for several years. He was a strong advocate of the Municipal



MR. FRED. M. JOURNEAUX.

Electric Light system, and voted to submit the Board of Control project to the ratepayers. It was on his initiative that the big Dominion Day celebration was held in the Capital in 1904, and he was chairman of the committee. He has been connected with the Central Canada Fair Association and was one of the founders of the Ottawa Horse Show Association, holding the office of hon. secretary in the latter organization. He was for several years vice-president and for three terms served in the

office of president of the Ottawa Reform Association. Recognized as a citizen of integrity, and having considerable business ability, Mr. Journeaux was considered a suitable man for the position of Collector of Customs when Mr. J. W. Russell retired from it in 1908. Systematic, courteous and obliging, Collector Journeaux believes in prompt service to the public and this is recognized by all. His previous occupation was District Manager of the Dominion Life, which he held for seven years following fifteen years' newspaper work as the Ottawa Citizen.

Mr. Journeaux married in 1894, and has two sons and two daughters, A Reformed Episcopalian, for years he has been an officer in Emmanuel Church. He is a member of the Ancient Order of United Workmen and also of the Canadian Foresters and is an honorary member of Ottawa Typographical Union.

ASTRONOMICAL SOCIETY MEETS AT DOMINION OBSERVATORY.

The twelfth annual meeting of the Astronomical and Astrophysical Society of America (the name America as interpreted by the Society includes North and South America and the adjacent islands) was held this year at the Dominion Observatory, Ottawa.

The noted scientists from the Lick Observatory, Mt. Hamilton, California, United States Naval Observatory, Washington, Harvard and many other college observatories, expressed themselves as greatly surprised and pleased with our beautiful Capital and its superb observatory—one of them even discovered some latest addition to a scientific instrument that they had not attained to.

The observatory and long new "time" building were en fête for the occasion, many remarking on the wonderful adaptability of the

latter as a luncheon salon and where refreshments were also served on Wednesday at the reception held by the Director and Chief Astronomer, Dr. W. F. King.

An excursion up the picturesque Gatineau region to Wakefield, luncheon on the mountain, a descent to a fragrant pine grove by the river where several papers were read and discussed, and a return to the city by train, completed a day that called forth expressions of delighted appreciation from our welcome guests.

Following election of officers and other business on Friday, the scientists were driven to the Parliament buildings along the Government driveway, and to other places of interest.

A BRIDGE WHIST PROBLEM.

Lead—Hearts: ace, king, and six; diamonds: ten and nine; clubs: ten.

Second hand—Hearts: queen and nine; diamonds: knave and eight; clubs: knave and eight.

Third hand—(dummy)—Hearts: knave and four; spades: five and six; clubs: ace and three.

Fourth hand—Hearts: ten, five and three; diamonds: queen, and seven; clubs: seven.

Spades are trump and lead and partner win all remaining tricks.

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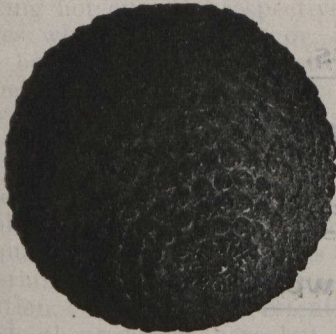
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At the Sign of the Wooden Leg

By "Silas Wegg."

On Privileges and Rules.

Well, it is all over. The rights of the common people have triumphed over the common people's rights and the Midway was quite as good as last year.

Speaking of exhibitions, it is curious how persistent is the old problem which I encountered the first year I came to Ottawa. Is a whole day equal to two half-days? In Tom's department they get two half days off for the fair, in Dick's they get one whole day, and in Harry's only an afternoon. It is impossible for Tom, Dick and Harry to meet at fair time without the discussion getting hot over the respective privileges which they enjoy, or, if you will have it the other way, over the respective disabilities under which they labour. And no one has settled the question of exhibition leave yet as far as I know. The equation between the two half-days and the whole days, to leave out the glaring inequality of Harry's case, is an indeterminate one admitting no single solution. It is not my intention to tackle the problem here but rather to consider some of the consequences attendant upon the well-meaning attempts of Tom, Dick and Harry to solve this equation and others like it.

We all have our special privileges, and we all labour under peculiar disabilities. I would lay it down as a fundamental axiom that the way to lose privileges and to extend disabilities is to talk about them. Take the case of Tom. He has two half days off each year to attend the fair. His privilege is due simply to a de-

partmental regulation, which is either a survival of some old custom of his department or due to the slackness of work at this time of the year. Tom is a fellow who cannot be trusted to take a privilege out of the office with him. Like a servant who is permitted to wear her mistress's cloak some night because the air is cold, but who must sport herself in her borrowed costume before the neighbours and thus endanger the privilege graciously given her, Tom cannot resist the temptation to show off before the less fortunate clerks in other offices. The servant wears her mistress's cloak only once. Tom soon finds that his department is shortening up on the matter of exhibition leave.

Harry has a grouch because he has but one half day while Tom has two halves and Dick has a whole day. He forgets to count up the little privileges and perquisites of his own department which are unknown in Tom's and Dick's. He fusses away all through fair week about that disability of his. The odds are at least ten to one that the one-half day rule is extended beyond Harry's department into other branches of the service and that this is followed by reprisals in the endeavour of some chief to even up the rights and wrongs of his staff with the rights and wrongs of his neighbour's. It is the old story of the quarrel of the two cats about the cheese. You remember the incident. They could not agree on the question of the division of their booty. They at last took their case, which was the cheese, the whole cheese, to a monkey who had a set

of balances and so decided to be a judge between them. He divided the cheese into two parts and put the parts in the scales to balance them against each other. He found one piece too heavy, so he bit a corner off it. But when he weighed it again the piece which he had bitten was found to be too light, so he bit a corner off the other piece. And so on until the cheese was all inside the judge's stomach. The moral is obvious, is it not?

There is another story, not quite so old, which might be told here. A certain parrot sat upon his perch and cried "Sic him, Sic him," to a dog on the floor. The dog started madly about the room in search of a rat or something to sic, and ever as he circled round the parrot cried, "sic him, sic him." At last the dog, tired of his search for the non-existent rat, made a dash for the parrot and gave the bird a rare good ruffling. When the parrot had escaped from the dog's onset he got on his perch again and remarked with a shake of his head, "The trouble with me is that I talk too damn much." Think it over.

Special privileges have a Nemesis of their own, and that Nemesis is what is called the hard-and-fast rule. This is no new thing to tell a civil servant, but it is worth telling him nevertheless. Some departments do not permit the clerks to use the office telephone. Why? We might say in the words of the parrot above referred to, they talk too damn much. Miss Smith-Premier is to give a little dance, a telephone dance the *Citizen* calls it a few days later. Well, Miss Smith-Premier starts in to issue the invitations. She uses the office phone for the purpose. She consumes twenty minutes of office time and keeps a chief-clock waiting who wishes to call up another department. The result is, "This Telephone for Official Use Only."

The hard-and-fast rule is generally a mistake, although the occasion

of it may have been grievous. A man's family needs him very much. An accident has befallen someone at home. The man's wife calls him up on the office telephone and is informed that she cannot speak with her husband. This is no hypothetical case. It is what happened in a department with a hard-and-fast rule about the telephone.

The inevitable result of the hard-and-fast is the exaggeration of details in work. When a chief issues an order that a thing be done in a special way, say that he desires that all envelopes be addressed in red ink or that every one be directed to cross his t's, it follows that the clerk will think more of the colour of his ink than the correctness of the address on the envelope and that the t's in a memorandum will show up like lonely trees in an acre of shrubs.

To illustrate, let me tell you what happened at our house the other week. We had porridge for breakfast two days in succession without a trace of salt in it. Mrs. Wegg said she could never remember to put in the salt. So I, the great outside genius who always "knows best," printed a big card which I posted over the kitchen stove, "**Don't Forget the Salt.**" The next morning the porridge tasted like the Atlantic ocean. Mrs. Wegg did not forget the salt. She remembered it at least five times.

The conclusion of the whole matter is this, that privileges are good and should be respected. The older they are the more respect they should receive. And this also, that on the reverse of the tapestry of privilege is the seamy side of the hard-and-fast rule. The tapestry is better as we see it now. Be careful of how you handle it or some chief, or council of chiefs, will be turning the seamy side out and that is good for neither you nor the chief. Remember this as well, that few chiefs know how much the privileges of his staff are worth to the chief himself.

Privileges are generally abolished in moments of passion and it takes years of argument to restore what is lost in those hot moments when a deputy feels that the clerks are doing the department.

By the way. I have just heard of a young lady who was often permitted to come late on Monday as she wished to spend the week-end out of town. She soon began to extend the leave from Monday noon to Tuesday noon, and then she found the privilege suddenly cancelled. And this teaches us, *Sic transit gloria Monday*, a bit of Latin which I have been trying to work off for months.

Correspondence.

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

From an Old Timer.

To the Editors of *The Civilian*:

I have read with much interest the letters, published in *The Civilian*, from the pen of Mr. Garrett O'Connor in reference to the status of railway mail clerks in their work, duties, hardship, and salaries, compared to the comfortable positions and easy times enjoyed by the clerks in the inside service at Ottawa.

There is really no comparison between the two services, although for many years in the past the clerks of the inside service have grumbled about work, poor pay and cost of living.

There are officials and clerks employed in the Department to-day who had some years of experience as clerks in a city post office or in the railway mail service. They can realize the work and duties performed by clerks, on night duty, in the post office of Montreal, Toronto and Hamilton during the past forty years; and of railway mail clerks, on night duty, on Grand Trunk Railway trains between Montreal and

Island Pond, Montreal and Toronto, Suspension Bridge and Windsor during the same period of time.

Within the past twenty years the work and duties of railway mail clerks, on night duty, on all railway lines in Canada, have increased enormously; besides the speed of trains, on most railway lines, has made the work of clerks, on day and night duty, far more severe to mind and body, brain, health and constitution, in the performance of their work and duties with efficiency.

Just think of a first class clerk of the inside service within the past fifty years signing an attendance book at 9.30 a.m., 12 noon, 2 p.m. and 4 p.m. with two hours at noon to rest his over-worked brain, and spend several hours each day to read newspapers and to look at a clock to kill time. Why, a railway mail clerk has to work on a tread-mill compared to the inside clerk and his soft-snap! Who has been to blame for such a state of affairs existing in the civil service for so many years in the past, and no doubt they still exist at present?

Now it should be as plain as mud to officials and clerks in all branches of the Department at Ottawa that mail bags and sacks convey *grist to the mill* every day in the year. There are clerks—men and women—in all branches of the Department who are checking, copying and fiddling over work already performed by the clerks in the outside service. Within the past fifty years it has not been unusual or rare to observe a first class clerk in the Department checking and copying work performed by clerks in the third class of the outside service.

Moreover, at any time during the past forty years a first class clerk of the inside service may not have been expected or obliged to work more than four hours on any day in the year, to work honestly and diligently, to earn his living to support himself and those dependent upon him. Truly, political pull provided

soft snaps in the good old days!

There has been a great waste of time, labour and money in the civil service, because of the system which has prevailed in all Government departments within the past 50 years. Too many drones and too many soft-snaps. Just imagine a *drone* being paid on the first of the month in *advance*, as was the case some years ago, until his pay day was fixed for the 15th day of the month.

In the Government departments in London, Washington and Ottawa, patronage and political influence have been a curse, and at the expense of the taxpayers.

"Cost of living" was not the only problem which the executive of the Civil Service Association had to tackle.

Supervision, discipline and business principles are at the root of an efficient service in all branches of a Government department.

In order to encourage the officials and clerks of the outside service of the Post Office Department to obtain an improvement in their status as hard-working servants of the general public, I beg to suggest three maxims:—

"Perseverance overcometh all things."

"It's a long lane that has no turning."

"All comes to him who waits."

Provided you do not have to wait until you grow as old as Methuselah; although you may grow gray or bald, in existing on expectations like Micawber waiting for something to turn up!

AN OLD TIMER.

The devil?

To the Editors of *The Civilian*:

Will you please inform a curious subscriber, a member of the Customs Department, who is the dancing devil, disporting himself with such agility over the gate in the Customs' shield of your new cover?

Sincerely yours,

CUSTOMER.

(We believe the figure referred to is not a devil at all but a god—Mercury, to wit, the god of trade—also of thieves. This, of course, is no reflection on the department, but rather an intimation how sharp its officers must be.—Editors.)

To the Editors of *The Civilian*:

The Civilian of July 14, came to hand a few days ago, and I noted with pleasure the new cover. My congratulations to Mr. W. J. Moule on the comprehensive nature of his work. I am pleased to note from time to time the general improvement of our paper; though I, at times, feel that the West does not get the prominence it deserves, I am willing to admit that the fault may be our own, in not furnishing the material.

I notice that my subscription is not paid up to date, so you will please find enclosed two dollars (\$2 00), which kindly credit to me.

Wishing *The Civilian* and its editors every success,

I am yours respectfully,

JOHN MACKENZIE.

(Customs.)

Edmonton, Alta.

Superannuation.

To the Editors of *The Civilian*:

You make much of the question of superannuation. I am far from saying that you make more of it than is justified by the facts. But if your insistence upon the matter contrasted with the inattention of the public and of most of the public's representatives means that this is held to be a question in which the members of the civil service are specially interested, then I, speaking for myself, do not agree with that holding. The question of civil service superannuation, in my opinion, is a public question, and, so far as I am concerned, the public may settle that question for itself. Speaking not as a civil servant but as one of the pub-

lie, I believe that other great employers having found it to their own interest to provide superannuation for their people, it is most unlikely that the Dominion of Canada is going to do the best for itself unless it takes a similar course. But I confess that my interest in the matter is about as tepid as that of the average citizen.

As an employee, I take the position that my employer can have my services on any basis that he pleases. If he buys my work from day to day, I give him from day to day the best work I can. But that arrangement leaves the question of my future as a question for me to deal with. I do not, then, allow my day-by-day employment to so completely occupy my faculties that I cannot provide for old age and for those dependent upon me. If, on the other hand, my employer buys my life service, he can only do it by providing for my future. It is for the Dominion of Canada to consider on what terms I am to work. I certainly decline to take a bare salary and work in disregard of my own future. If the Dominion of Canada wants me to work regardless of my own future, let the Dominion of Canada give me assurance that my future shall be provided for.

I am not arguing the question, you understand; I am only trying to explain why one member of the Civil Service Association does not take an interest in the superannuation question. If I am alone, I apologize for wasting your space; but if I am one of a number, my explanation may be regarded as useful.

KIKERO.

Ottawa, Sept. 18.

Technical Officers.

To the Editors of *The Civilian*:

The term "Technical Officer" is vague and requires definition, especially as under the rules of the Commission technical officers re-

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ceive a yearly increase of \$100, double that of an untechnical officer. In my opinion a technical officer is a man who has spent some time in study for his profession, say at a university, technical school or some teaching institution which grants some sort of diploma, which is a guarantee that he is suitably trained. It is not necessary that his training should be academic, although that is desirable, as a university trained man learns other allied branches of his profession. As examples, I believe some D.L.S.'s in the service have not been university trained, some electrical engineers only hold the Westinghouse diploma. Many lawyers, architects, draughtsmen, accountants, etc., have been self trained by serving a long apprenticeship. If these wished to obtain professional recognition outside, they would have to pass an examination. Why, therefore, not make this the rule inside and require every applicant for the position of technical officer to show

qualifications and also pass an examination by his peers. This would make the class of technical officers in the service a professional one. There should be also a class of equal rank, of "expert officers," possessing special knowledge. The natural jealousy of the non-technical branches would then be met by a simple statement of fact: a technical officer is one that has spent from three to four years of his life in study, receiving no emolument, representing as a rule about \$2000 cash and four years expended. Naturally such a man's professional services should be highly paid. When one consults a doctor or a lawyer, one expects to pay well, as one recognizes the fact that he has paid in time and money to attain his special knowledge. The question is open to discussion. The above is only a suggestion, but certainly a technical officer should have a definition.

FRED. W. BABINGTON,
Customs Analyst.

These are Pleasant Letters.

To the Editors of *The Civilian*:

Please find enclosed express order for \$2 for two subscribers to *Civilian*.

The boys say that there is quite an improvement since you came out in the new dress. Keep the good work going.

Yours truly,
D. McLEAN,
Victoria, B.C., Sept. 6th.

To the Editors of *The Civilian*:

I appreciate your publication very much indeed and believe that it is one of the best aids to the welfare of civil servants of Canada now in operation. I will be glad to pay my subscription promptly.

Yours truly,
F. NORRIS.
British Consulate,
Pullman Bd., Chicago, Ill.

"Hooray!"

To the Editors of *The Civilian*:

The Ottawa Citizen says:

"The passing of the Civil Service Act of 1908 marked the daybreak of a new era in the history of the government employ. From that day the word 'merit' began to be spelled in capital letters. From that day 'pull' was stricken from the civil service lexicon, as a word which had lost its meaning."

To which I can only say: "Three cheers for the Ottawa Citizen: Hurrah, Hurrah, Hurrah; Tiger — Hooray."

Yours truly,
J. E. M.

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He who knows, and knows that he knows, is wise—follow him.

He who knows, and knows not that he knows, is asleep—wake him.

He who knows not, and knows that he knows not, is simple—teach him.

He who knows not, and knows not that he knows not, is a fool—shun him.

—Arabian Proverb.

For the Railway Mail Clerks.

Matters Pertaining to His Work.

In reviewing the report of the U. S. A. Postmaster-General for the year ended June 30, 1910, and also the reports of his assistants, I find several ideas that would seem to be applicable to the Canadian railway mail service, and reproduce some more of them for the benefit of *Civilian* readers.

* * *

There is a very wise, considerate law regarding the compensation of injured employees:—"If a railway postal clerk is disabled by an injury received in the performance of his duty, the Postmaster-General has authority to grant him leave with full pay for a period of one year, unless he is sooner able to work, and if he dies within a year the sum of \$2,000 may be paid to his legal representatives." The department has requested authority to grant an additional year's leave with half pay in case of continued disability. The salary of other postal employees who are injured in the line of duty stops, under the law, on the day their service ceases, and no payment can be made to their heirs in the event of death. While a railway postal clerk's liability to injury is undoubtedly greater than that of other postal employees, there seems to be no reason why the principle of compensation when accidents occur should not equally apply to all.

It is therefore recommended that the department's authority in this respect be extended so as to cover all postal employees by legislation substantially as follows: "Any employee of the postal service who is disabled by accidental injury, not

due to his own negligence, received while performing his official duties, may be granted leave of absence with full pay during the period of his disability, but not for more than one year, and then at half pay for a further period of disability, if any, but not exceeding one year additional; and if he dies within a year as a result of the injury, leaving a widow, or children under 16 years of age, or dependent parents, such widow, children and dependent parents shall be entitled to receive, in such portions as the P.M.G. may decide, the sum of \$2000."

* * *

The First Assistant P.M.G. offers these sensible remarks on superannuation:—"Nearly every country of importance makes some provision for pensioning its civil employees when they are overtaken by old age, and many of the large corporations in this country have devised a similar plan for the retirement of their aged employees. From the standpoint of economy alone it would seem that this government should do likewise. In the postal service, on account of the long hours, the small salaries, and the exacting nature of the duties performed, the employees are rarely able to lay up a competence for old age. It is hoped, therefore, that Congress will take action looking to the retirement in some suitable manner of its superannuated employees." There is a valuable piece of evidence, in support of the civil service demand for superannuation, for the kindly consideration of Hon. Mr. Fielding. It would seem to me, beyond the shadow of a doubt, that there never was a period in which pensions were more popu-

lar. A host of anxious civil servants are eagerly awaiting its advent in Canada. I beg of the Government to give them realization of their just and reasonable hopes at an early day.

* * *

On the subject of casualties the Second Assistant P. M. G. supplies grewsome figures for the year ended June 30, 1910, that would indicate about as much danger in the railway mail service as experienced by soldiers in time of war, except that the warrior has a chance to vanquish his enemy, while the mail clerk is unexpectedly struck down as by a flash of lightning. Listen to this:—"There were 446 railroad accidents during the year in which postal clerks were either killed or injured or in which mail matter was lost or damaged. Twenty clerks, four substitutes and three mail weighers were killed; 98 seriously and 617 slightly injured. The year has been more disastrous in the number of clerks killed on the road than any in the history of the service." The second assistant, like his chief, strongly recommends increasing the indemnity where clerks are killed or injured. These matters are all of interest to the Canadian service, as they contain lessons of a useful character.

* * *

We, railway mail clerks, have been making the claim that, owing to our exacting, dangerous lives, we did not stand the strain of work as well as other civil servants. There are some official remarks from the Second Assistant P.M.G., U.S.A., that stamp our contentions as absolutely just:—"Attention is again called to the necessity for providing for the retirement of disabled or superannuated railway postal clerks. There has been much general discussion for some years with reference to a suitable provision for the retirement of all civil service employees upon terms fair and equitable to both the Government and the employees. Ap-

parently much progress was made during the last year in a general popular and official recognition of the necessity for such a measure. The need for this in the railway mail service is more urgent than in other branches of the postal service, because the character of the work demands young and active men, and if these are not available, the service necessarily suffers. Old men cannot stand the strain of heavy lines [see my remarks to that effect in last *Civilian*], and an endeavor to retire them, as far as practicable, to lighter runs usually involves a reduction in the clerk's salary, and in some cases the breaking of home ties by changes of residence. If there is no prospect of early action on such a [general] measure it is earnestly recommended that consideration be given a provision for the railway mail service." I cannot refrain from congratulating U. S. A. postal employees on having men with such humane ideas for chiefs; but I think that our own heads of departments are imbued with much of the same humane feeling.

* * *

On page 30, Report of the Postmaster General for the U.S.A., for 1910, I find the following interesting announcement:—

Rewards for Inventions by Employees.

In order to encourage the improvement of the equipment, appliances, and methods employed in the conduct of the postal business, it is recommended that the Postmaster-General be authorized to reward in a suitable manner postal employees whose inventions are adopted for use in the service. A provision in substantially the following form is suggested:

The Postmaster-General is hereby authorized to pay, in his discretion, rewards to postal employees whose inventions are adopted for use in the postal service, and for that purpose

the sum of \$10,000 is hereby appropriated.

The idea is a grand one, and I venture to recommend it to our Postmaster-General, Deputy, and Controller of the Railway mail service for adoption.

It seems to me that the Canadian postal service would stand to make great gains if the employees generally were encouraged by such a law to work their brains for the good of the service. It was my good fortune to invent having the eye for the hasp attached to the door of station letter boxes, instead of the old nuisance of an eye that dropped down and obstructed the opening when the boxes were unlocked. The controller was also kind enough to adopt my suggestion to have schedule and actual time shown on weekly report form, thus giving a faithful record of the service rendered by the different railways; and I also suggested the present small letter bill and other things. I was glad, of course, to be useful; but I must confess that the prospect of reward would set me cogging my brains to invent a suitable fastener for newspaper sacks, an automatic device to hold catchers in position while bags were being thrown off at catch stations, etc. Let us hope that our rule books will contain something like the foregoing just regulation at an early date.

G. O'C.

A PRIZE-ESSAY ON THE MERIT SYSTEM.

In the United States they have a National Municipal League which is a very active body in the cause of municipal good government. To stimulate interest the league awards an annual prize of \$100 for the best essay on a subject connected with the league's objects. The subject of the next essay competition has just been announced as "The Appointment of Higher Municipal Officers by

the Merit System." The competition is limited to undergraduates in a regular course in any college or university which offers distinct instruction in municipal government. The essays are limited to 10,000 words in length and must be sent in duplicate not later than March 15, 1912, to the secretary, whose headquarters are in Philadelphia.

In its announcement of the subject the National Municipal League points out certain features which must be thoroughly discussed in any adequate treatment of the subject. These are (a) the reasons for the employment of experts in municipal work; (b) the proper position and tenure of experts in the service of a city; (c) the extent to which the merit system is applicable in the selection and retention of experts and (d) a practical application of the conclusions reached by the essayist to some municipality showing the changes in organization and authority which would be required.

The question is one in which servants of the state itself, as well as municipal employees, may have an interest.

—Representative Brownlow of the First Tennessee District was a man who knew how to get things for his district, and was especially successful in procuring offices for his constituents. He had a colleague, Henry Gibson, who was unable to get anything to speak of. Brownlow was big and good-natured. Gibson was small and somewhat irascible.

"Brownlow," said the little man one day "I should like to know how it is that you get so many places for people in your district?"

"Gibson"—and the big fellow looked down on the smaller man with mock seriousness—"if there was anybody in your district that could pass a civil service examination, you wouldn't be in Congress."

—Washington Star.

Some Municipal Superannuation Schemes.

There is a wide variety of detail in the provisions of municipal pension systems in Europe. Information concerning the pension provisions in 24 of the leading cities of Great Britain and the European continent, was collected. It appears that the age of retirement in these schemes is variously fixed at 60, 65 and 70. The age 60 is the one selected in ten cases, the age 65 in eight, and the age 70 in one. In the remaining four schemes retirement is conditional upon the completion of a certain period of service and not upon the attainment of a specified age. The schemes are about equally divided between the contributory and the non-contributory principle. Thirteen are contributory; that is, the expense is borne, in part, at least, by the participating employees. Eleven are wholly non-contributory; that is, the cost is defrayed entirely by the city. The amount of the employee's contributions varies from $1\frac{1}{2}$ to $5\frac{1}{2}$ per cent of the wages or salary; the usual percentage is three. The amount of the pension is usually a certain proportion of the wages or salary of the employee, according to the length of service; the limits range from one-sixth to seven-tenths of the salary. All but two of the schemes provide for retirement in the event of incapacity, regardless of age.

The first question that arises in drawing up any plan of retirement allowances, is whether the system should be contributory or non-contributory. Most existing plans, as well as the special schemes for policemen, firemen and teachers, are wholly non-contributory; no part of the expense is assessed upon the beneficiaries. The wisdom of such non-contributory pension schemes is extremely doubtful. In particular, municipal employees receive good wages, and ought to be called upon to bear at least some part of the expense of a retirement system. The non-contributory principle enormously increases the expense of providing pensions. The effect of purely gratuitous pensions on the beneficiaries themselves is likely to be somewhat demoralizing. And the payment of non-contributory pensions to municipal employees tends to encourage agitation for the introduction of general state pension schemes for the aged. For these reasons it seems desirable that whatever may be done in the future in the way of providing retirement allowances for municipal employes should be based on the contributory principle.

On the other hand, it is just and reasonable that the municipalities should contribute something to the fund out of which allowances to superannuated employees are paid. Such contributions are to be regarded in the nature of extra compensations for long, faithful and efficient service. That is, in addition to the payment of current wages, the municipality may properly undertake to pay a special extra allowance to workers who remain in the service a certain period of years and reach a certain age, meanwhile contributing to a fund for the provision of annuities for themselves in the event of their retirement. This is the logical justification for contributions to pension funds by employers of labour, whether private, corporate or public. The equitable arrangement in the case of municipal pensions appears, therefore, to be a division of the expense between the municipality and the employees on a basis of joint contributions.

Association des Douaniers de Montreal.

L'Association des douaniers de Montréal est si excellente et a si bien réussi dans tout ce qu'elle a entrepris que le *Civilian* publie ci-dessous le texte de sa constitution afin qu'elle serve de modèle à quiconque voudrait l'imiter dans les autres parties de la province de Québec.

Article 1.—Le nom de cette société sera l'Association des Douaniers de Montréal.

Art. 2.—L'objet de cette société est de maintenir un lien de fraternité entre les membres, de se protéger mutuellement pour le bien-être et l'intérêt de chacun, et d'assister les familles d'un membre décédé.

Art. 3.—Ne seront admis dans cette société que les employés de la Douane sous la juridiction du Port de Montréal.

Art. 4.—Un droit d'entrée de un dollar sera exigible, et une contribution mensuelle de vingt-cinq centins. La contribution mensuelle devra être payée d'avance et pas plus tard que le 2^{me} jour de chaque mois. Les membres arriérés de plus de deux mois seront suspendus. Les membres suspendus pourront être réinstallés par le comité exécutif sur paiement de leurs arrérages jusqu'à la date de réinstallation.

Art. 5.—Les membres en règle seulement seront éligibles aux charges, et auront droit de vote aux assemblées.

Art 6.—Les officiers de cette société seront :

Un président d'honneur.

Un vice-président d'honneur.

(a) Un président, un vice-président, un secrétaire et un trésorier ;

(b) Le comité exécutif se composera de neuf membres et des officiers plus haut nommés, ces neuf membres devant représenter les départements suivants :

2 représentant le service intérieur à la Douane,

2 représentant les employés de l'entrepôt d'examen,

2 représentant les stations et la navigation,

1 représentant les tourne-clefs,
1 représentant le département de l'Express

1 représentant la Branche Postale.

(c) Trois syndics pour le fonds mortuaire ;

(d) Deux auditeurs.

Art. 7.—Les officiers, les syndics et les auditeurs seront élus par scrutin à l'assemblée générale annuelle.

Art 8.—Les représentants des différentes sections devront être élus par les membres de leurs branches respectives à une assemblée tenue à cet effet pas plus tard qu'une semaine après l'assemblée annuelle de la société.

Art. 9.—Les fonds de la société seront divisés entre le "Fonds général" et le "Fonds mortuaire" dans les proportions suivantes :

(a) La prime d'initiation plus trente-trois et un tiers pour cent des contributions mensuelles seront versés au "Fonds général."

(b) Soixante-six et deux tiers pour cent des contributions mensuelles seront déposés au "Fonds mortuaire."

Art. 10.—Le "Fonds mortuaire" sera sous le contrôle exclusif des trois syndics et sous aucune considération ne pourra être employé autrement que pour payer la somme de "soixante-quinze dollars" à la veuve ou aux représentants légaux d'un membre décédé.

Art. 11.—Le "Fonds général," sera à la disposition du comité exécutif, et devra être employé pour promouvoir les intérêts des membres de la société.

Art. 12.—Ces argents devront être déposés dans une banque incorporée sujets à être retirés pour la "Caisse

générale" sur la signature du président et du trésorier, et dans le cas de la "Caisse mortuaire" sur la signature de deux des syndics et du trésorier.

Art. 13.—Il sera du devoir du président d'assister à toutes les assemblées de l'association ainsi que de l'exécutif de convoquer ces assemblées, et d'exercer une surveillance "générale" sur les affaires de la société. En l'absence du président, ces devoirs devront être remplis par le vice-président.

Art. 14.—Le secrétaire devra tenir un compte exact de toutes les assemblées et des membres de l'association. Il devra aussi s'occuper de toute la correspondance et en tenir compte.

Art. 15.—Le trésorier devra recevoir tous les argents, et les déposer dans une banque incorporée de la manière prescrite aux articles (9) et (12). Il devra en tenir un compte exact, et faire les paiements ordonnés par l'exécutif ou les syndics. Ces paiements en toute occasion devront être faits par chèques. Il devra annuellement, ou chaque fois que l'exécutif pourra l'exiger, produire un état de ses livres et reçus.

Art. 16.—Le comité exécutif aura le contrôle de tous les argents déposés au "Fonds général" et pourra l'utiliser pour promouvoir les intérêts des membres en général. Il aura le droit d'appointer des sous-comités spéciaux pour s'occuper de toute question ou organisation d'intérêt "général," et aura aussi le pouvoir de voter à ces comités les argents nécessaires pour la réussite de leurs projets.

Art. 17.—Ces sous-comités pourront être choisis parmi les membres de l'association, mais le président de ces comités devra être un membre de l'exécutif.

Art. 18.—Des réunions de l'exécutif seront convoquées de temps à autre par le président, ou en son absence par le vice-président. Sur la demande de cinq membres de l'exécutif, le président devra convoquer

une assemblée pas plus tard que trois jours après telle demande. Sept membres seront suffisants pour former un quorum.

Art. 19.—L'assemblée générale annuelle aura lieu le deuxième lundi de décembre de chaque année. D'autres assemblées générales pourront être convoquées à la discrétion du président, et devront être demandées par écrit sous la signature de cinquante membres de l'association ou sur le désir exprimé par la majorité des membres de l'exécutif. Le quorum des assemblées générales devra être de trente cinq membres.

Art. 20.—Les membres pourront continuer de faire partie de l'association, même en étant transférés dans une autre branche du service, ou sur leur abandon honorable du service, moyennant qu'ils continuent à se conformer aux exigences de la constitution.

Art. 21. — Quand une charge deviendra vacante soit par le résignation, l'incapacité ou le décès de l'occupant, son successeur devra être nommé; si c'est un officier actif, à la première assemblée générale suivante, si c'est un autre membre de l'exécutif, il devra être remplacé de la manière prescrite à l'article 8.

Art. 22.—Tout officier ou membre de l'exécutif pourra être démis de ses fonctions par un vote des deux tiers des membres présents à une assemblée générale, à condition qu'un avis de motion dans ce but soit adressé au président par écrit au moins trois jours avant la dite assemblée, et transmise par écrit par le président à l'officier ou au membre de l'exécutif (concerné) au moins quarante-huit heures avant la dite assemblée.

Art. 23.—Si aucun des officiers ou membres de l'exécutif (à l'exception du président honoraire et du vice-président honoraire) manque sans raisons suffisantes d'assister à trois assemblées consécutives, il perd ses droits à cette position.

Art. 24.—Le président devra déclarer vacante toute position dont

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l'occupant aura été suspendu comme membre de l'association, ou qui aura perdu ses droits.

Art. 25.—L'ordre suivant devra être observé à toutes les assemblées :

- 1o Appel nominal des officiers ;
- 2o Lecture des minutes de l'assemblée précédente ;
- 3o Election ;
- 4o Affaires commencées ;
- 5o Communications générales ;
- 6o Rapports ;
- 7o Affaires nouvelles.

Art. 26.—Chaque membre devra signer cette constitution avant d'avoir droit aux privilèges de membre.

Art. 27.—Les amendements à cette constitution pourront être faits à l'assemblée générale annuelle ou à toute assemblée générale, à condition qu'un avis par écrit des dits amendements, ait été donné au secrétaire au moins deux semaines avant la date de cette assemblée, et transmise par le secrétaire à chaque membre de l'exécutif au moins dix jours avant la dite assemblée. Toute ou aucune partie de cette constitution pourra être suspendue par un vote unanime des membres réunis en assemblée générale pourvu qu'il y ait au moins cinquante pour cent ou plus des membres en règle, présent à cette assemblée.

Athletics.

The veteran, William A. Larned, has again won the championship of the United States in lawn tennis singles, for the sixth time. This goes to show that in this strenuous game one can 'last' longer than in most others.

The 'doubles' championships are now held in Australia and contests are now on in the United States to choose a team of challengers to go out after the Davis cup—the official trophy.

The new Rivermead Golf Club

has had its first tournament, and a very creditable standard of play has been attained. Within a few years one will expect to see keen matches between the two local clubs. Mr. J. A. Seybold has won the first two rounds for the Birkett cup.

At the Ottawa Golf Club Mr. W. M. Southam won the Perley cup on Saturday last.

Henry Hilton of England defeated the American Champion Herreshoff on Saturday for the world's title.

The visiting 'soccer' football team—the 'Corinthians' of England, have completed their Canadian tour after suffering but one defeat, that by "All Toronto." The latter aggregation was composed entirely of Old Country players, drawn from the mill centres, and of the professional element. On the whole, the tour of the 'Corinthians' has been most successful in every way.

It is to be hoped that Canada will soon be favoured with a visit from some good rugby fifteen—similar to the "Irish Gentlemen" who came over about a decade ago.

After a period of over 30 years, during which time innumerable attempts had been made without success, the English Channel has again been swum by William Barrett. He had himself made a dozen tries at it. Capt. Webb's great swim in 1878 has stood unrivalled all these years. The channel has now been navigated in every conceivable way. Last week a clergyman rowed a skiff from Dover to Calais inside the 3 hours mark. Aeroplanes have been crossing and recrossing frequently of late.

The public will await with interest the matches between the Tecumseh and Vancouver Clubs, which begin on Sept. 30th.

For the benefit of our readers who are interested in Old Country cricket, the following table gives the

standing of the counties on Sept. 2. It will be seen that Kent and Warwickshire are almost a tie for first place. The veteran C. B. Fry leads the batsmen with a good margin.—

FINAL POSITIONS.

	Playd.	Won	Lost	No. of Pts.		Percent- age.
				Pos.	Obt.	
War.	20	13	4	100	74	74.00
Kent.	26	17	4	130	96	73.84
Middx.	22	14	5	110	79	71.81
Leics.	30	15	7	110	93	62.00
Surrey.	30	15	7	150	91	50.66
Essex	18	8	5	90	53	58.88
Yorks	27	14	8	135	77	57.03
Notts.	20	9	5	100	57	57.00
Worcs.	24	12	11	120	61	50.83
Nrts.	17	8	9	85	40	47.05
Hamp.	24	7	10	120	50	41.66
Glos.	20	5	12	100	28	28.00
Sussex.	24	4	16	120	28	23.33
Derby.	18	2	13	90	13	14.44
Leics.	22	1	16	110	14	12.72
Somst.	16	1	13	80	7	8.75

A win counts 5 points; in drawn games the side leading on the first innings scores 3 points, and the side behind on the first innings 1 point.

BATTING.

	Inns.	not out	Times		Most in inns.	Aver.
			runs	runs		
C. B. Fry	25	1	1626	258*	67.75	
R. H. Spooner	40	1	2136	224	53.40	
P. Mead.	47	5	2173	207*	51.73	
P. Perrin	27	2	1281	144	51.24	
Kinneir	36	3	1629	268*	49.36	
Hayward	50	6	2149	202	48.84	
Tarrant	48	4	2030	207*	46.13	
F. R. Foster	38	2	1571	200	43.63	
C. J. B. Wood	44	7	1614	117*	43.62	
Jas. Seymour	48	6	1825	218*	43.45	
A. P. Day	22	5	730	135*	42.95	
J. Gunn	35	3	1363	160	42.75	
J. W. Hearne	40	6	1575	231*	42.56	
Hardstaff	40	6	1447	145	42.55	
Denton	55	4	2161	137*	42.36	
P. F. Warner	47	4	1808	121	42.04	
E. S. Littlejohn	12	2	414	110	41.40	
Major Bush	19	2	763	135	41.35	
G. L. Jessop	45	4	1693	153	41.28	

* Not out.

BOWLING.

	Overs	Mdns.	Runs	Wkts.	Aver.
Thompson	723.5	197	1824	113	16.14
East	437.1	135	988	58	17.03
Haigh	674.3	124	1684	97	17.36
Dean	1270.5	317	3130	179	17.43
J. T. Hearne	1041	345	2134	122	17.49
A. R. Littlejohn	325.1	72	904	51	17.72
D. W. Carr	303	52	985	55	17.96

have recently vanquished the previous holders, the New Westminster club. So keen was the rivalry between these two coast teams that no local referee could be agreed on and resort was had to the last, Mr. Joe Lally, the well known ex-player of Cornwall being brought across the continent from the purpose, and he acquitted himself very creditably in the difficult position.

In this issue we present the portrait of another athlete and civil servant, Mr. Victor Woodland, of the Finance Department, who recently won the lawn tennis championship of the city of Ottawa.



MR. VICTOR WOODLAND.

The struggle in lacrosse circles for the National Championship is becoming acute, although the 'Tecumseh' club of Toronto, has practically gained it. There is a remote possibility that one of the other teams may tie the leaders in the race—but it is unlikely. Then the supreme contest will take place for the Minto cup—emblematic of the world's championship—between the Tecumsehs and the Vancouver team, who

Mr. Woodland is a native of the Capital, having been born in 1880. He is a graduate of both the Collegiate Institute and Toronto University. He entered the Finance Department in 1904. He played basketball for 13 consecutive years for the Y. M. C. A. Pitched for Finance Department baseball team; was secretary of the C. S. Athletic Association. In all his athletic competitions Mr. Woodland has represented the

best type; always entering into the game with zest, and enjoying it without reference to any prize or reward held out.



“More men in the past generation have been injured through over-exercise than from under-exercise,” writes Dr. William Lee Howard in the September *Munsey's*. “If you will take notice, you will observe how common it is for former athletes to succumb to some germ disease. It is not because they were athletes, but because, as athletes, they expended energy instead of making and storing it. I do not believe that any contestant in that heart-breaking stunt, the Marathon run, will ever have in him reserve force to withstand a good attack of disease-

germs. At an age when he needs force and cell endurance it will be found wanting. The heart has expended much of its intended reserve force. When called upon at forty-five years of age to put out latent energy, it will not be able to do so; it was stretched and enlarged so much at its growing period that it has become soft and inelastic. “The man who has led a sedentary and careless life, and who, when told he is getting too fat, at once jumps into some form of violent exercise, is injuring himself—throwing away all chances of making himself germ-proof. What such a man needs is slow, comparatively effortless exercise, such as walking or moderate swimming. But it must be kept up systematically—as regularly as his him.

Some pointers from Belgium for the P. O. Department.

Under the scheme of departmental organization which obtains in Belgium, the administration of the railways, posts and telegraphs of the country is vested in a single minister. Some recent developments in this department, of which an account appears in the British *Postmen's Gazette* just to hand, are of general interest to civil servants.

The first point of importance is that a general increase of wages has recently been granted to all grades of postal employees. To mark the occasion, a number of the men organised a banquet, which the minister of the department attended on invitation, and was specially thanked for his kindness. As this banquet was got up purposely to thank the minister, a good many protested against it on principle, saying that it was not advisable to thank the minister for increases in wages, etc., because, if ever again they asked anything, the Government might answer that they considered the men satisfied because they had openly

thanked the Government by offering a banquet to the minister. This objection was not held by all the men, for about 500 attended the function. Speaking at the banquet, the minister said that he was very pleased to be with his postmen, as they were the class which he liked best of all his employees. He also said that every time wages were increased, he noticed it was the youngest servants especially who gained immediate benefit, and he was studying the question how to give some advantage to the senior men, and that this matter would have his kindest consideration.

A most significant outcome of this occasion was the interest which it evidently awakened in the organizations of the Belgium service and their potentialities for assisting the minister in the practical work of administration and especially in the work of improving the service. Shortly after the banquet aforesaid the minister sent a circular to all the societies formed by officials belong-

ing to his department, inviting their executives (1) to make an investigation regarding the official duties of their members, and (2) forward any proposals as to alterations they thought could be introduced. A new office was formed to examine the claims of the various organizations, and from it will be sent the proposed alterations to the superiors at headquarters whose duty it is to deal with these questions. All proposals will be sent to headquarters without mentioning the name of the proposer, in order to prevent victimisation. The following is the text of the circular sent out by the minister:

Brussels, 6th June, 1911.

I learn that our professional federations do not all understand the assistance they can give the Administration by studying the professional duties of their members, as well as the working of the public services generally.

First of all, everyone should understand that whatever his grade may be, he must consider himself as co-organiser of the service to which he belongs.

The societies would assist us in our intentions if they in their respective branches would study everything which may be connected with the service, as well as the social condition of their members, and give information on these lines.

It is indisputable that by true and sincere assistance from practical men we can avoid many mistakes and improve the public service.

We will make known to the societies what we want from them, and will form a special office to concentrate its efforts on everything concerning the professional federations. The federations should send on all proposals they have to communicate, to this office, which will forward a copy of each proposal to the superiors at headquarters who have to deal with the subject. In order to avoid victimisation, these proposals will be sent on without signatures.

Let this be our aim, whoever we may be, to do as much good as possible to everybody.

CH. DE BROQUEVILLE,
Minister of Railways, Posts,
and Telegraphs.

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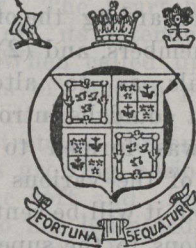
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