

PAGES

MISSING

THE CIVILIAN

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No. 1

Re-organization by Commission.

In the month of June, 1913, there was held, in the city of New York, a conference of civil service commissioners of the United States. These commissioners administer civil service law to 400,000 persons in that country. A number of valuable papers were read by the delegates. In view of the failure of the civil service commissioners appointed under the act of 1908 to take action on section 8 of that act (in regard to reorganization), one of the addresses made at the conference is hereunder published. This address was made by Louis Jacobs, efficiency expert, Chicago Municipal commission:—

“Regarding the Chicago Civil Service commission, I want to talk about one particular matter that I think should be considered, which appears to be the most important from the viewpoint of actual civil service, and that is the efficiency control of the personnel. In Chicago, since 1907, the act has been interpreted to mean that the Civil Service commission had not only to do with the holding of examinations, but it had two more important duties to perform: That the employees who are taken into the service maintained a certain standard of efficiency, and that if they do maintain it they should be given every opportunity to be advanced and promoted. If they do not advance and maintain that degree of efficiency then it is the duty of the commission to see that, after they are given a full chance, they are removed from the service. It is along that line of efficiency we have been particularly working for the last five years. In the law under which we work there is a provision which provides that the commission shall not only hold examinations, but shall also look into the adequate compensation and nature of service of the employees. That section was not looked upon as being very important

for the first twelve years; in fact, no one fully realized the full meaning of it until the question arose some five years ago as to what could be done. Everything had gone pell-mell, everybody was getting wrong salaries. Some men were getting salaries of \$1,800 a year for doing \$1,200 a year work, and vice versa. There was no system. Everything was going haphazard. The city's finances were in pretty bad shape. It was necessary to see if something could not be done. Through a very fortunate coincidence the then president of the commission had gone into this efficiency matter. He thought it was possible that section 14 could be so interpreted to mean that the commission could look into the question of adequate service and compensation, etc., and, therefore, it meant that the commission should make a thorough study of the work being done by every employee, by every unit of the organization, and standardize the work and compensation of all employees. That work was started five years ago by a special commission, a municipal efficiency commission, appointed by the mayor and the city council, and that commission immediately began on the financial end of its work. That

was the hardest proposition before them, and it was the first difficulty they struck. They took up the matter of compensation of employees, but because of lack of control in one body over appropriations of employees in any one department it was so bad that no one really knew where to start, or where it would end.

The efficiency commission then took up the question of compensation. For three years a thorough analysis was made of every position in the city service, a total of 16,000 employees. The duties of every person in the service were studied, regulated, standardized, classified and graded. The duties of positions in Chicago, in other public and private institutions, and in other cities in the country, were studied, and as a result of the entire study of the commission, we were enabled, three years ago, to indicate to the city council that certain salaries were appropriated for a certain character and grade of duty, and inasmuch as those salaries were being paid by other institutions, and were being paid, as it were, as a general average throughout the country, it would be well that they start and appropriate for new positions according to the new salary schedules. The aldermen were rather reluctant at first to see the light, for reasons well known to all of you. Through education and co-operation with the departmental officials, with some of the officials of the city council, and also with the help of the administration, the commission was enabled, however, to install some of the schedules.

Since that time, I am glad to say, that every class of service in the city of Chicago has been treated in the same way. We have uniform salaries and uniform grades for every employee in the civil service; in fact, we have standardized the city of Chicago's employees. That having been accomplished along scientific lines, the rest, then, became merely a mat-

ter of routine and careful observation.

That is just one feature of the work of the efficiency commission of Chicago. Possibly there are gentlemen here who have worked along those lines with us, and who have since gone into other lines, from whom you will hear about this subject. I hope they will indicate the big problems before such a commission. Although the work of standardization, to which I have briefly referred, is one of the greatest importance, and is one of the greatest problems confronting a civil service commission, yet there are many others that I hope will be discussed here today.

Under conditions in the public service, it is difficult to do that which we might do easily in a private service. After you have made a study of certain conditions in a private service, you can immediately set aside half of your office and say, 'Here we will introduce our new standardization, our new system, and at the end we will do away with the rest as soon as we can.' But in a public service you must go slow. Our method was as follows: Heretofore the grades were determined by compensation, and not by duties. Such employees as had any legal status by examinations to positions they were holding were allowed to remain in the positions they were filling, but as vacancies occurred in the grades for which they were receiving a too high compensation—by any of the numerous ways with which you gentlemen are all familiar, death, removal, retirement, resignations, advancements—such vacancies were filled according to the new system. It then became only a question of time how soon the new system would be fully in force. I may say, in passing, that the entire matter regarding compensation resolved itself to this: we found our greatest inequalities were in the lowest and highest graded positions, and

that in the intermediate positions the compensation was pretty fair—it was about 12 per cent. higher than paid by private institutions. But we believe municipalities under conditions existing at that time, and under conditions that always exist, should pay a little more money for service.

But the great trouble we found in the higher grades were, as we all, unfortunately, know, the expert service had not been properly recognized; that is, men were in there and able to do the work of experts in a particular line, were staff officers, but were not given the compensation they could get with private institutions. In the lower grades we found the reverse. We found messenger boys and clerks getting higher salaries, much higher salaries, than paid outside. Between the two they should be about equalized if we reduced the messengers and increased the experts, the amount of increase and the amount of decrease would approximately be equal, and the standardization achieved and proper compensation result. We have done this. It may, perhaps, interest you gentlemen to know that from our observation, the personnel changes about 20 per cent. every year, through death, resignation, promotion, etc. Twenty per cent. of the clerical employees go out every year. It has been our aim, whenever a change occurred, to standardize, with the result that we were able, last December, to state that practically 99 per cent. of the entire service was in grade. Possibly some employees here, and possibly a few there, get a little and possibly a few there, get a little too much, or a little too little, but those will be equalized in another year or so. I have figures on that which I will be glad to submit. I am sorry I have not them with me at the moment, but I will have them here tomorrow, if anyone is interested in them."

Civilian Portraits.



MR. EDMUND M. PHILLIPS,
Chairman of House Committee, Civil
Service Club.

The third of the series of portraits of the Civil Service club of Ottawa directors is that of Mr. Edmund M. Phillips, who is chairman of the house committee.

It is needless to introduce Mr. Phillips to the readers of *The Civilian*, as it is doubtful whether there is any member of the civil service in Ottawa, or, for that matter, in Canada, who is more widely or favourably known. This is chiefly on account of his long-standing connection with all branches of amateur sport, particularly football and rowing.

In both of these classes of athletics Mr. Phillips has made trips to Great Britain. In 1902 he went with the All-Canadian football team, on a three months' tour. Again, in 1910, he crossed the pond as a member of the Ottawa eight which competed at the famous Henley regatta.

Mr. Phillips is a native of that

picturesque town, Brockville, where he was educated at the public schools and the Collegiate institute. His football career began in 1894 in Brockville, where he played for eight years. His connection with the Ottawa club lasted from 1903 until 1912, in which year he was captain.

Mr. Phillips has also "gone some" in aquatics. In 1905 he figured in the winning junior fours of Ottawa. In 1906 he won with the intermediates, and in 1909 with the seniors. Also, in the eight-oars championship of America, in 1909.

This all-round athlete has also played lacrosse and hockey, and has frequently acted as referee in the latter sport. He is at present president of the "Big Four" league, and honorary coach of the Ottawa Rowing club. Mr. Phillips also takes an interest in the rising generation, and last season coached the football team of Ashbury college to victory in the school league.

He entered the government service in 1906, and is on the staff of the statistical branch, customs department, a branch of the service which has shown more prominence in sport and esprit de corps than almost any other.

* * *

MR. JOSEPH DE L. TACHE.

The above is a portrait of Mr. Joseph de L. Taché, the new king's printer, vice Mr. C. H. Parmelee, deceased.

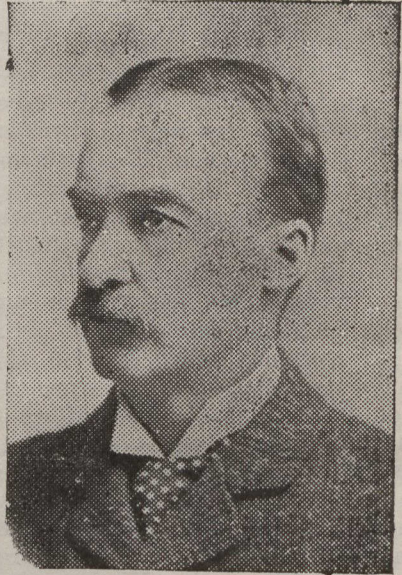
Mr. Tache has had a long and successful career as a journalist, notary and agriculturist.

He was born at St. Hyacinthe, Que., in 1858, educated there and admitted as a notary in 1881. He has had experience as a private secretary, having acted in that capacity to Hon. Sir Adolphe Chapleau when that statesman was premier of Quebec, and also to Hon. A. R. Angers

when lieutenant governor of the same province.

Mr. Tache has taken great interest in dairying, and was the first secretary of the Dairymen's Association of the Province of Quebec.

The king's printer's journalistic and literary career may be said to have begun as far back as 1882, when he edited electoral pamphlets. It



MR. JOSEPH DE L. TACHE,
King's Printer.

was in 1902 that he purchased the "Courier," of St. Hyacinthe, which he has conducted ever since.

Mr. Tache has been a candidate for parliamentary honours on more than one occasion.

The position of king's printer is one of the most important in the government service at Ottawa, and has always been held by gentlemen of prominence in the literary and journalistic world. Mr. Tache is well qualified by education and experience to uphold the traditions of the office, and his selection by the government, on the recommendation of Hon. Mr. Coderre, secretary of state, is one which calls for congratulation.

"YARROW" GOES TO THE COUNTRY.

By *Mary M. Scott.*

We packed our belongings on a covered furniture van, piano, sewing machine, typewriter, furniture, pretty china, etc., etc., and left our rooms on the top flat of an apartment house, and hied us to the country. We discreetly took the cars to the outskirts of the city, and met the van, and took our place up in the front on a nice easy spring seat, and began our pilgrimage, and to those jaded society women who are looking for something new and fresh, who are tired to death of afternoon teas and endless discussions of "Bridge and Bridget," let us recommend a drive in the country on a high seat of a furniture van. Our driver was kindness itself, and so thoughtful of his horses, grand, broad-chested horses they were. His remarks made us moralize as he said, "There's that Fan, she frets like anything, and makes a great show, but does not pull worth a cent, while old Bill there pulls steadily on and makes no fuss." Just like people, we thought.

A few miles out of the city, when the breath from the Gatineau hills first came to us, we found out what was the matter with us, and the invigorating air cleared away the cobwebs from the tired brain, and things adjusted themselves rightly in our minds. All thoughts of too near file cases, dusty offices, banging typewriters, bells, screeching whistles, granolithic pavements, etc., faded away, and the peace and comfort of the hills were ours. God's peace-makers, stilling the heart with magnetic touch, hushing the spirit like a tired child, this is the mission of the hills, and the Gatineau hills are the loveliest. It was early in May, and decidedly fresh was the air, but the

Gatineau maple makes a good wood fire, and we knew we would be all right.

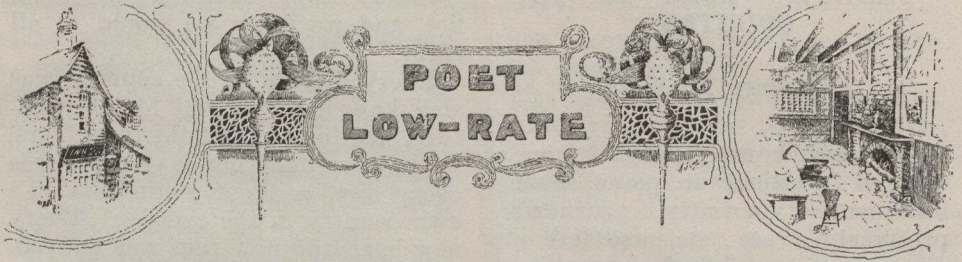
Every feature of the country was well known to us, and lovingly noticed, as, for the last thirteen years, we have wended our way citywards every day, and out again to God's own country in the evening. Every new barn and new roof was noticed, and new fields ploughed, and the cattle needed no supervision. An old New England farmer used to say, "If you want to know what like a man is just look at his wood pile," and surely the wood pile is characteristic. Even, generous, good measure, tidy, then the whole farm partakes of these things. While untidiness there is sure to be characteristic of the whole. Chelsea was our destination, and a clean, wholesome house awaited us. A large room, which used to be a shop, with an open grated Franklin stove, capable of taking a large-sized log of Gatineau maple, two rooms overhead, good-sized kitchen, with coal oil cooking stove, generous rain barrel, cellar door, on which the visiting nephews and nieces could slide down if they wanted to, well with roof and windlass, large lawn at the back of the house, whitewashed barns and stables. All these are things material and necessary to our comfort, but "the life is more than meat and the body than raiment," and our spirits are refreshed, revitalized, the old trusting feeling of the fatherhood of God, who prepares the "many mansions" even in this life for his people, comes back with the breath of the country and the hills.

"And oh! but the world is fair, is fair,—

And oh, but the world is sweet,
I will out in the gold of the blossoming mould,

And sit at the Master's feet."

MARY McKAY SCOTT.



Reflection.

Merely a human being,
 Faithful, and prone to fall
 In the gully of normal weakness
 Where others have gone—that's all.
 Merely a humble servant
 In the hands of the mighty Lord,
 Who looks for the river of learning
 And starts thru that river to ford.
 Fired with the lust of a poet
 But lacking the means to arrive—
 Merely one of the millions
 Of whom so few survive.
 Swamped by the welling of wisdom
 That the poets, who are, let fall.
 Merely a piece of flotsam
 On the current of life—that's all.
 Possibly holding a future—
 "Ye Gods," but I wish 'twere true,
 What would I give of my chances
 To create a poem or two
 That would live in the dim, dim distance
 And re-live on each child-like tongue,
 E'en tho' it were born of sorrow
 Or deep from my heart were rung?
 Supposing its words were written
 In my blood, the color of wine,
 Would I regret the sorrow
 Or would I peak or pine?
 Could I suffer enough to capture
 The soul of a single verse—
 That would live and live forever,
 Would I hurl at that pain a curse?
 Ah; if I were but a poet
 My pen would now stray in flight
 And scatter with deeds of daring
 This paper of snowy white;
 It would sing of the worthy mothers
 Who give to the world their young,
 It would sing of the dauntless heroes

Who into fate's face have flung
 Their curses, and beating forward,
 Have blazed a new country's trails,
 It would sing of the frozen northland
 In the most romantic tales.
 It would sing of the honied love-words
 Each pair of lips let fall,
 It would sing of the snow-capped moun-
 tains

And the lonely cariboo call.
 Of the sea and the sky and the valley
 It would sing a sweet refrain,
 Of the loathing of man for his brother
 Turned back into love again,
 Of the souging pine in the forest,
 Of the lap of the waves on the shore,
 Of the love that lurks in each cottage
 Behind its rustic door.

It would sing of the hair now whitened,
 It would sing of the hair of gold,
 It would sing of a million beauties
 And a million more untold—

But still I am not a poet
 Tho' I hear these things all call
 And ask to be put into verses—
 I'm only a man—that's all.

A man who p'raps sees the beauty
 In each brook and rose and bee,
 A person who's heart is normal—
 A person who feels—that's me.

I'm merely a piece of flotsam
 Floating a-down life's stream
 Forced to content that yearning
 Silently, in a dream.

But still I can go on hoping
 That some day the spark will flame—
 If it does—in the hall of poets,
 I hope it will bear my name.

THE COMEBACK.

As turns the leper from the land that gave him birth and name,
 So did I turn from England's shores to bear away my shame,
 And in the wild, untrammelled west they made me settle down,
 To wipe the record made beneath the lights o' London Town.

A mother's heart was sick with grief, benumbed with secret woe,
And from its high, accustomed place an honored name dragged low,
Before me, to the ends of earth, stretched forth the Trail Unknown,
Behind me laughed the leering lights, their world-old victory won!

Oh bitter was the grinding toil that made these hardened hands,
When first I left the world of men to fight the lonely lands,
And bitter was the grudge I bore, in silence and apart,
The hate of Ishmael in my eyes and Hell within my heart;
Far flung beyond my sullen gaze the prairies wrapped me round,
Where, day by day, across the waste I watched the sun go down,
And ne'er did night her curtains draw around my lonely home,
But thro' the silence, cold and vast, the City whispered "Come!"

A man may fight in divers ways and find the struggle hard,
But not to him belongs the spoil who conquers on the sword,
By word of mouth and deed of pen high triumphs may be won,
And in the clash of warring foes some worthy action done;
But not to outward noise and strife belongs the fight supreme,
The foes that take their form in flesh are fleeting as a dream,
For mark it well: where leads the path thro' Life's assailing sins,
The prize belongs to him who fights his baser self—and wins.

And so, beneath the watching stars, my secret strife went on,
Whilst here and there I caught the gleam where Life's smooth current ran;
Perhaps from Nature, strong, serene, came forth the strength I craved,
To thrust each memory of the past back to its nameless grave;
Perchance there comes to him who turns against the hosts of Hell,
The fibre of a strength Divine that holds its sway so well,
But this I know: thro' days of doubt and nights of wild unrest,
With none to lend a helping hand I won my fight—at last.

And now, when evening's hallowed hush reveres the dying day,
I sit and ponder o'er the Past that seems so far away;
Across the dark abyss of years looms fair the Land of Youth,
Thro' which a mother's tender love taught me to walk in Truth;
'Twas then I felt, as now I feel, the worth of all things good,
Tho' twixt each space there lies the waste of Sin's dark solitude,
For I have felt Life's ragged edge and known its kind caress,
Now Memory bears its aftermath of joy and bitterness.

And thus it is I turn my thoughts back to each vanished day,
To fashion from the bitter past my crude philosophy;
That we who walk adown the Years can never walk alone,
But each must reap a sure reward for every action done.
Oh London's lights are fair tonight as in the nights of old,
And Pleasure, like a Siren, calls above her hidden shoals;
But by the pain of sodden sin that laid my manhood low,
Back o'er the trail of blood and tears the "comeback" answers "No!"

JACK CADDEN.

THE CIVILIAN

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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, May 1, 1914

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

* * *

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

THE PROSPECT.

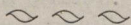
It will hardly be contended by anybody at this time that there is good prospect of having the bills relating to the civil service, of which so much has been expected, passed at the present session of parliament. Those bills have not yet been even introduced, and parliament has so much work before it that already there is talk of leaving over some very important measures, which have been partly discussed. Besides, the most controversial of all the subjects of the present session are yet to come. And, finally, it is notoriously hard to hold the members of house and senate to their legislative tasks during the summer months.

It would be impossible to express the disappointment which will be felt by civil servants everywhere at this result of the efforts for reform that have been made. To many it will be a bitter and almost irreparable loss, for there are cases of civil servants whose condition of employment is so bad as to be endurable only as imprisonment is endurable—the barriers which shut them in from better things are impregnable and insurmountable. It is impossible to believe that our legislative masters know to what they are condemning many worthy people by this postponement of redress of grievances, for if the matter were understood relief would surely be granted at once.

It is an old saying in public affairs that the demands of reform grow with their denial. This should be true of civil service reform. With the comparatively small and weak organization we have had, our requests have been most modest, and anything that even looked like an effort to improve conditions was hailed with delight. But from now until parliament meets again the movement should go forward rapidly to extend organization amongst the

whole service without distinction of branch, department, or grade, and with that organization and the more mature discussion of conditions we shall know better what to ask for when next our petitions are presented.

And, more than that, a civil service that is organized for the expression of its own reasonable needs will be more efficient in the performance of its duties, and the more efficient the service becomes the greater, in the very nature of things, the rewards which will be offered to those of its members who are found worthy.



A CIVIL SERVICE TOWN.

The suggestion of our correspondent, Civil Servant, in the last issue of *The Civilian*, that the government should take the lead in building a "garden city" for its employees in Ottawa, we are glad to see, has attracted attention on the part of the press outside. That the idea would be sympathetically received amongst thinking people is indicated by the editorial utterance of the Montreal "Herald and Telegraph" on the subject:—

The suggestion undoubtedly is a good one. In the first place, it would meet the needs of a deserving class on whom the high cost of living is pressing hardly. In the second place, it would provide an ornament to Ottawa and a model that doubtless would be widely copied. If such a scheme is carried through, however, it ought to be altogether free from any idea of charity. It should be run on a strictly business footing.

The record of the business world shows that leaders in business have always seen more or less clearly the need for more complete organization of their employees than is possible on the basis of mere bargain and sale. Their efforts have not always been completely successful, but the newcomers still go on trying. The great United States Steel corpora-

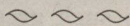
tion, for instance, in coming over to Canada to establish a plant, take so much farming land and undertake to lay out a town upon it. In England, one of the best known of the "garden cities" is Port Sunlight, which is simply the residence place for the employees of Lever Bros., the great soap manufacturers.

There can be no doubt that the employees benefit in some ways from these efforts to identify them more completely with their work than is possible on a mere work-and-wages basis. But it would be but a poor compliment to such great employers as we have named to say that the employees get all the benefit. On the contrary, it is obvious to anyone who will look at the matter attentively that a staff of working people is something more than a mere mob; it is an organization, and if that organization is to live and grow in spite of the changes of personnel which accident, sickness, old age, and death make inevitable, there must be a spirit, a life, in it, and that life must express itself in some sort of continuous, concerted action.

The government of Canada is the largest employer of labour in Canada, and at headquarters, in Ottawa, are thousands of its employees. The work to be done is very great, and is growing rapidly. That work is far more complex and difficult than many are ready to believe. It is not reasonable to suppose that methods which have been found useful and workable by other employers would be altogether useless or impracticable under the government. On the contrary, all the conditions indicate that a garden city—or whatever it may be called—for employees would pay the government better than it would pay most great employers, especially in Ottawa at this particular time.

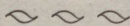
That the employees would benefit goes without saying. Town planning is an ancient idea that showed glori-

ous results in the days of Thebes and Babylon. It had to be laid aside for a time in order that it might be arranged who should do the planning, the people or the king. But it is as good an idea as ever it was, and will yield just as good results under democracy as under autocracy. And there is no better way to begin the experiments than for the Dominion government to provide, under proper conditions, a well-planned town for its employees at headquarters, as has been done by so many other great employers the world over.



TO ALL GOOD CIVIL SERVANTS.

There are many civil servants in Canada; there are many societies of civil servants, some active, more not so active, and some affiliated with the federation. To one and all, either the individual or the organization, the editors of *The Civilian* extend the invitation for news or views of any matters of personal or service interest. Especially is it desirable that *The Civilian* be supplied with reports of meetings, so that, east and west, all may be informed of the interest which servants of the Crown are taking in their status in the life of the Dominion.



EDITORIAL NOTES.

With the present issue, *The Civilian* begins the seventh year of its career as a mouthpiece of the Canadian civil service. In celebration whereof the editors have to announce the forthcoming publication of a special number, now approaching the final stages of a long and most interesting task. The book will contain some 150 illustrations, and the letterpress matter will appeal to every civil servant who takes an interest in Canada's public service.

* * *

At the last meeting of the execu-

tive of the federation two important committees were formed, "Organization" and "Publicity." The initial meetings of these committees have been recently held. The organization committee has adopted the motto "10,000 membership" for 1914. The publicity committee proposes to place in the hands of every member of the House of Commons a succinct statement of the civil service attitude in regard to the two bills, Superannuation and C. S. act. Further, it is intended to supply the newspapers of the country, from time to time, with informative facts relative to the service. Further information will follow in later numbers of *The Civilian*.

* * *

Perhaps one of the most interesting features of *The Civilian* is the personal column of appointments, promotions, etc., and in this connection the editors desire to announce that in future these items of news will be brought up nearer to the date of issue. The editors ask the indulgence of the readers of *The Civilian* for a few issues, until the reports can be placed on this basis.

SYMPATHIES EXTENDED.

Word has been received in Ottawa of a serious accident, near Lytton, B.C., resulting, probably, in the death of three men of the Canadian Northern engineering staff, one of them being E. T. Shaw, son of H. S. Shaw, of the accountant's branch, post office department. Mr. Shaw, who was engineer in charge in that vicinity, attempted, with two assistants, to cross the Thompson river in a boat. Later the boat was found drifting, bottom upward, lower down the stream, and the three men were missing. At the time of going to press no news has been received of the recovery of the body of Mr. Shaw. Great sympathy is being expressed throughout the Ottawa service.

At the Sign of the Wooden Leg

By "Silas Wegg."

Speaking of Reforms—

What do you think of Straddlecombe as a name? Well, I wouldn't either. The name has obvious disadvantages. It makes one the centre of discussions like the following:—

"I was talking to—you know the chap—name sounds like Studebaker. Polkinghorne? Well, not quite, but something like it. He is in the public works. No, it isn't Laframboise. Why can't I remember it? The fellow has a squint in the left eye. Yes, yes, Straddlecombe is his name. Very odd name! No wonder he squints."

Or one is made the victim of bores who say:—

"Glad to meet you, Mr. Saddleback. Oh, of course, Mr. Straddlecombe! Most peculiar name you have. Knew a man once—decent fellow, too—by name of Pepperpinch. Relative of yours, no doubt. Oh, I thought you ought to know him at least. Unusual sort of names both."

And that bore harbours a grievance against Straddlecombe for years because he is not a twin brother to Pepperpinch.

Some day all this confusion and annoyance will be done with, and the Canadian civil service will be the first to benefit if that portion of my grand scheme for the decolorization of the service dealing with the subject of names comes into effect.

The idea of treating the members of the civil service as units instead of as individuals is not original with me, but I claim the distinction of

rescuing the idea from the hands of those who have done nothing more than pass a few sporadic regulations which have tended rather towards exasperating than towards unifying the service. Such people succeed in publishing rules of order, but fail to establish the reign of law. They fall short of the mark because their aim is too low. They would have the children wipe the mud off their boots before they enter the house, and legislate to that end. The only way—but they do not see it—to keep children from bringing in mud on their boots is to make them go in their bare feet.

Now, in preparing my scheme for the decolorization of the service, I have appealed to first principles. This affair of names will illustrate the method. We not only find confusion about names, as in the case of Straddlecombe, alias Polkinghorne, alias Fiddlesticks, etc., but the names preserve people's individualities as much as the shapes of their noses and the squints in their eyes do. The service will never be worthy of itself until all individuality is extinguished, until we become each a brick in the wall, a peg in a hole. Some later schemer will see his way clear to remove the physical markings by which one official is now known from another, to have men all of one height and of one complexion, as indistinguishable to the sight as peas in a pod. My plans are not so ambitious as all that. I aim to remove merely such distinctions as have come with custom, although I have essayed to seek uniformity, by means

of wigs, in that one province of nature devoted to hair.

A name, at present, is a more permanent possession of any man than a tooth, or a leg even, but it is not a vital part of the human system. It may cause death, indeed, to its owner, even as an ulcerated tooth may, but both the name and the tooth may be removed without death ensuing. I propose to be the name-dentist of the civil service. The civil service list, as you know it now, will be no more. All the names from Aarons to Zwingler will be wiped out, but, as the dentist gives you a substitute in the form and likeness of a molar when he takes your tooth from you, so I intend to keep some distinction by numbering, instead of naming, the members of the service.

This is not the simple task it appears in the announcing of it. There will be some kicking about precedence, even in such a colorless affair as that of numbers. Brown, P. T., does not object at present because Brown, P. S., stands above him in the alphabetical index, but there may be heart-burnings if the former is No. 36 and the latter No. 35. There will be, while the old Adam, the inventor of names, remains with us, a desire to be listed as No. 1, although that will wear out in time, since No. 1 will be no more or no less known to the outer world than No. 999.

Still, there are facts about public officials which are needed for political, scientific or philosophical purposes, and these facts may be kept conveniently classified by giving the numbers to the members of the service by some system, instead of at random. All the males may be given even numbers, and the females odd numbers, although some good spinster might object to being called an odd number, as if she were a stray copy not bound up in the general volume of life. English and French may be distinguished by putting the

numbers in words instead of figures—and this will promote harmony between the races, for Mr. Twenty-one will feel a bond of kinship with M. Vingt-et-un which he did not know existed when he was Snooks and the other fellow was Charbonneau. Let us be careful, however, in our departures from the Arabic notation. The old lust for a name, like that desire of the children of Israel to have a king, may lead to our undoing if we allow too many liberties. No. 77 would be safe in seclusion from the world, a unit of work in the civil service system, as he should be, but let him be known as Seventy-seven and he may be tampering with his designation, and appear some day in the society columns of the evening papers as Mr. Seven T. Seven.

I see an objection also to the use of the Roman numerals, which I thought at first might be employed for ministers and deputies. Think what might happen if the numbering commissioner should give a Roman label to some Orange official! Or some prominent temperance advocate might be known and listed as XXX! On the whole, I think it better to let the service be designated as 1, 2, 3, etc., for there's safety in numbers of that sort.

Why, my, though, if we let the ladies have a chance at the even numbers, wouldn't there be a scramble for sweet 16, and what a yell would go up if my old friend Chewtherag, who has never received a favour that he would own up to, should draw No. 13, or No. 23!

I have considered the question, without coming to a decision thereon, whether a person shall keep his number throughout the whole term of his service, or whether it will not be good to have frequent changes lest an official become too well known, as time goes on, by his numerical designation, and thus have his number become a name, in fact, even as the king's title is partly

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numerical. The *raison d'être* of my scheme is lost if it perpetuates individuality. I regret the intrusion of the numbers themselves into my plan, but something of that nature has to be provided in this day of the card index.

Some to whom I have broached the subject think that the system should be established gradually, and that the Smiths and Browns and Joneses might be left for six years in their present obscurity, but that the Featherstonehaughs, the Majoribankses and the Snapplegrafts might as well be tagged with numbers at once. After them we might bring in the Macs and O's, and, in course of time, the Smiths, etc., above referred to. I do not agree with such advisors. The Joneses would, for three years, be lording it over the McCaffreys and the McCaffreys for three years over the Majoribankses. I will consent to no such slights upon scions of the houses of Majoribanks and McCaffrey.

In conclusion, I solicit the sympathy and support of civil servants of all classes in passing this great self-denying ordinance. I especially beseech the heads of departments to help advance the reform, even though, when tagged with numbers, Arabic or Roman, they stand the risk of being called mere figure-heads.

MR. A. K. BLACKADAR.

The civil service has suffered a distinct loss in the retirement of Mr. A. K. Blackadar, M.A., F.I.A., F.A.S., from the position of assistant superintendent of insurance in the insurance department.

Mr. Blackadar entered the department, at that time a branch of the finance department, in 1877, after completing his education, begun in the public schools of Yarmouth,

Nova Scotia, his native county, and ending with his graduation as gold medalist in mathematics from Toronto university in 1876. He completed the examinations of the Institute of Actuaries of Great Britain in 1894, obtaining the degree of Fellow of the Institute. He has also been a Fellow of the Actuarial Society of America since its formation in 1889, and for the last number of years has acted as local supervisor of the examinations of both these important actuarial bodies. While by nature a student, he did not neglect the social side of life. He has been a member of the Civil Service club since its formation, and a few years ago was ranked as one of the foremost chess players in Ottawa, or in Canada. His kindly disposition gained for him many close friends, and, it is believed, not a single enemy. At the time of his retirement on leave of absence last November, Mr. Blackadar had completed over thirty-six years of service of the most valuable and conscientious character. For many years, in addition to his duties as actuary of the department, he carried on almost wholly in person the inspection of the insurance companies under the supervision of the department, and he continued to be actively engaged in this work until his retirement.

After so long a period of faithful service, Mr. Blackadar richly deserves a rest from the arduous duties of his office, and *The Civilian*, together with his many friends in the civil service, extend to himself and Mrs. Blackadar best wishes for health and happiness in retirement.

On Thursday, the 23rd inst., Mr. Blackadar was waited on by the department and several of his former associates in the finance department, and presented by the superintendent with a suitably engraved gold watch. Mrs. Blackadar was also remembered with a pair of opera glasses.

HUGH W. BLACKADAR.

After forty years as the postmaster of Halifax, Mr. Hugh W. Blackadar, the dean of the postal service of Canada, will retire from office. Mr. Blackadar, as already announced, is to take a six months' leave of absence. At the end of that time he will accept superannuation, for which he applied several months ago. The passing of Mr. Blackadar from a branch of public service that is so vitally and closely connected with the life of the community will naturally arouse more than passing interest. In his particular case it means the removal from the postal service of a personality distinguished by many admirable and brilliant qualities, added to which was the conscientious and competent performance of duty during his long tenure of office. Not alone did he hold the position of the first postmaster of Halifax since confederation, sufficient honour in itself, but he also can claim the honour of being longer in office than any present postmaster in Canada, and thus, the aptitude of the title "dean of the corps."

Mr. Blackadar was 31 years of age when he received the appointment to the postmaster of Halifax. The post office staff, in 1874, consisted of 17 employees and the limited area of the city in which there was delivery, was served by six carriers. It was not until 1876 that free mail delivery, as it is known today, was inaugurated, and six more carriers were appointed. Today there are 34 carriers, and the inside staff numbers 80.

Mr. Blackadar's tenure of office has covered a wide field of political changes, and industrial growth in both the province and Dominion. Though his position was purely local, it was contemporary with the greatest activities in the Dominion's history. His office can be taken as a fair barometer of the social and eco-

nomie development of the nation. Forty years may be the life of a man, but in the history of a country it becomes less and less as the years pass on; yet in Canada many centuries will elapse before the first fifty years of the Dominion's history is dimmed by the flight of years. Contemporary with the events which have moulded a nation out of the chaos of divergent races, creeds, and political boundaries was the service of Postmaster Blackadar at Halifax.—Halifax "Chronicle."

WOMEN'S COLUMN.

"If I can let into some soul a little light,
If I some pathway, dark and drear, can
render bright.
If I to one in gloom can show the sunny
side,
Though no reward I win—I shall be satisfied."

How often we can do these very things, quite unconsciously, by our own attitude of mind, our own outlook, as it were, on life. The cheerful, hopeful, optimistic attitude of mind is certainly contagious, and must also draw to us courage and success, because by such an attitude of mind we set in motion and keep in continual operation "subtle, silent forces that work along the lines we are going, and that open the way for us to arrive."

The more we cultivate this optimistic attitude of mind, together with greater kindness of thought in our judgments of the motives of others, the happier we become ourselves. It seems to be a boomerang which never fails.

I have a very dear friend, who has a unique method of disarming anger or enmity in others. He thinks kind thoughts about the angry one, and sends forth his own good-will and kind wishes until these subtle, silent forces succeed in changing the attitude of the other's mind. Do you doubt it? Just try it! Like "Glad" in that wonderful play, "The Dawn of Tomorrow," you will exclaim in joyous astonishment: "The trick works!"

We women are too often easily discouraged, and prone to make a mountain out of a molehill, when we happen to be in the discouraged mood. We are sometimes tempted to relinquish our own truer and higher ideals, because we find that others are not what we thought them, or we think they are not. Two wrongs can

never make a right, and, even if our best friend has failed and disappointed us, lowering our own standard will not right the matter, nor make us any happier. No! without doubt, we, as a general rule, meet in life what we give to others. "If you bring a smiling visage to the glass you meet a smile." Therefore, when we habitually give forth good-will and kind thoughts to others we meet, in general, good-will and kindness in return. There is no truer truth in life than that "happiness is from within."

If we have been discouraged in the past, fretful over small things, seeing the clouds of life and allowing them to obscure the sun, which is really always shining, why not begin afresh, in this lovely coming month, which will bring to us the resurrection of all things lovely and sweet in nature? Why not leave behind us the faults and mistakes of yesterday, cultivate a brighter and better attitude to life, emplatoning on our shields in letters of fire the one resolute word: "Resurgam."

The social committee of the women's branch is planning a series of Saturday afternoon outings for the women of the departments who care for that sort of thing. The energetic convener of the committee, Miss La Fleur, of the marine and fisheries department, merits our sincere thanks for the idea, and for the manner in which she is carrying it through. The following account of the first outing, which took place on Easter Monday, has been contributed by one who took part therein, and may be of interest to many of my readers:—

The first outing of the Women's Branch association on Easter Monday proved to be a most unqualified success, and the energetic social committee is to be congratulated. Even the weather man was in a genial mood, for, though rather cold for mid-April, there was no snow falling.

Two bus loads left the corner of Bank and Wellington streets about 2 p.m., and after a delightful drive of about two hours' duration, reached the sugar bush of the Fathers of the Holy Ghost at Ironsides, P.Q. Rubbers were called into requisition for the short tramp to the building where the sap is converted into maple sugar. Two of the fathers very courteously explained the process to the visitors. "La tire" was plentiful, and all who wished regaled themselves upon it.

The man in charge of the "sales department" did a rushing business for a time, as many of the girls invested in maple sugar.

The party arrived at the corner of Bank and Queen streets at about 6.30 p.m., all hungry as hunters are said to be, but feeling content and happy because of the af-

ternoon spent in pleasant company in the glorious out-of-doors.

Contributed by one of the Portia Club.

The Portia club is one of the women's societies that is not, perhaps, as well known as it deserves to be. It was organized some time ago by four ladies of the civil service for the purpose of studying Canadian civics. So many of us spend our leisure time in the study of music, painting, literature, etc., and think and know so little of the great problems, social, economic, and political, that are facing the government for which we work, and it was to broaden our outlook along these lines that the Portia club was formed.

The club meets in the Carnegie library on the first and third Thursday of the month. Besides a president and secretary-treasurer, there are three committees, one, whose duty it is to keep in touch with parliamentary affairs, another with provincial affairs, and a third with current events. These committees report the occurrences of the past two weeks at each meeting, and an informal discussion follows. Papers are also given at different times on great Canadian statesmen, past and present.

The president for this winter has been Miss Percival, of the post office department, and the secretary-treasurer Miss Rodman, department of agriculture. Both offices have been exceptionally well filled, and a most interesting and helpful time has been spent.

Correspondence.

Dear Dorothy Day,—

I wonder if you, or some of your contributors, would tell me what they learned from Mr. Alfred Noyes's lecture the other evening? I was there, and found his discourse most interesting, but I was very much surprised, a couple of days afterwards, when someone asked me to tell what I had heard, to find I had practically nothing to say.

As a rule, I have no difficulty in repeating the gist of any good lecture I hear, but this time something was wrong. Was it the able lecturer, for unquestionably he was one, or I?

Yours sincerely,
RIXIE.

I am sorry, dear "Rixie," that I cannot give any personal opinion on this subject, as I did not hear the lecture. Will some of the readers of this column come forward and give their impressions of the lecturer and the lecture and help "Rixie" to decide what was wrong?

DOROTHY DAY.

Note.—Address all correspondence for this column to "Dorothy Day," box 484.

OUR ORGANIZATIONS

The regular meeting of the Manitoba Railway Mail Clerks' association was held at Winnipeg April 4th, the president, W. McPherson, in the chair. Thirty-one members were present.

Correspondence was read from Mr. C. C. Kavanagh re remodelling of mail cars, and also re request that table be placed in post offices.

Correspondence re grab bag was read from Saskatchewan, Alberta and British Columbia association secretaries.

The chairman commented on the proposal of joining the Civil Service federation, and stated that the Alberta and Saskatchewan associations were in favour of joining, and that in some ways he thought it would be of benefit to join same. The chairman thought the proposal ought to be fully considered, and our decision on the subject be given our representative before the next meeting of the W. R. M. C. federation.

Mr. W. Haney proposed, and Mr. A. Harris seconded, that "The association have nothing whatever to do officially with the proposed presentation taken up by Messrs. Hives and Eagle, but that the subject of recognition be taken up later."—Carried.

Proposed by Mr. Sadd, seconded by Mr. Glasgow, that alterations in by-laws should be passed as a whole.—Carried.

Proposed by A. Harris, seconded by J. Lappin, that the secretary be allowed to draw on the association funds for adverse balance from smoker of March 26th.—Carried.

T. Faraker proposed, and J. Lappin seconded, that the secretary be instructed to write the secretary of the federation, requesting him to write controller R. M. S. re passes.

After considerable discussion, it was proposed by R. Laing, and sec-

onded by E. B. Baird, that the secretary be instructed to write the superintendent R. M. S., Winnipeg: "That cars are not being remodelled the same as we were led to understand, and in such cars as, for instance, No. 3514, there is no advantage; in fact, they are worse than formerly. They are less convenient and less safe."—Carried.

The chairman brought up the matter of civil service insurance, and

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asked Mr. I. Smith to say a few words on the subject. Mr. Smith told the meeting the kind of policy he himself had taken out, and the cost of same, and he stated that it was without doubt cheap insurance. Mr. Hunt mentioned that he had written Ottawa for particulars, and would post same up when received.

Mr. Laing proposed, and Mr. W. McPherson seconded, that the secretary be asked to write the superintendent R. M. S., Winnipeg: "That this meeting respectfully protests against the large amount of stuck paper mail which is being turned over from clerks east of Fort William, and if our superintendent thinks it advisable to forward this protest to the controller for enquiry."—Carried.

Meeting adjourned until May 2nd.

* * *

The change of location of the premises of the Ottawa C. S. club to the centre of the city has been amply justified in the first month after the change. In the last number of *The Civilian* the names of 18 new members were recorded. The following is a list of 26 additional names, which

were balloted for and elected on April 14:—

Ordinary.—J. B. A. Boudreau, department marine and fisheries; C. O. E. Clendinnen, interior department; W. A. Code, post office department; John C. Cowan, interior department; J. E. Dowling, interior department; W. A. Fraser, agriculture department; J. L. K. Laflamme, inland revenue department; Arthur Nowlan, agriculture department; Percy Reid, interior department; Lloyd Roberts, interior department; E. L. Taylor, post office department; J. de L. Taché, king's printer; Henri Trudel, House of Commons.

Associate.—Louis Bertrand, notary, Hull; Chas. L. Bishop, press gallery; Louis Cousineau, lawyer, hull; Arthur Desjardins, lawyer, Hull; W. O. Gliddon, M.D., Ottawa; W. J. Harrison, traveller, Sparks Bros.; J. P. A. Laforest, city engineer, Hull; Jas. C. McCuaig, real estate, Ottawa; R. McGregor, secretary-treasurer, McGregor, Ltd.; Fred S. Moodie, traveller, Westmount; E. St. Jean, custom house broker, Hull; M. J. Skelly, manager, McDougal's, Ltd.; C. P. Webster, manager, R. G. Dun & Co.; F. A. Wright, Ottawa Electric Co.

* * *

Many civil servants in Ottawa—some of them members of the C. S. club—take their luncheon at various restaurants in the city. For this many pay forty and fifty cents, with only average menu and accommodation.

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from noise and the clatter of dishes, doors opening and shutting, &c. Here are spotless tables, laden with flowers. Cleanliness and quiet prevail, to say nothing of privacy and congenial society. The C. S. club puts up a menu at 35 cents which cannot be equalled or approached in Canada for the same money.

* * *

The Customs Civil Service Association of Toronto held its regular annual meeting in the Foresters' temple on Friday evening, the 3rd inst. It was the largest meeting ever held by this association, about 140 being present. A long discussion took place on the report of the executive committee, which dealt with the amended salary schedule presented to John McDougald, C.M.G., commissioner of customs, on the 16th ult. The question of superannuation was also discussed at considerable length. The executive committee also reported having sent a typewritten copy of the amended salary schedule, also a copy of the memorial to the following members of the House of Commons: The Hon. Geo. E. Foster, M.P., Hon. A. E. Kemp, M.P., Sir Edmund Osler, M.P., Edmund Bristol, M.P., A. Claude Macdonnell, M.P., W. F. Maclean, M.P., Capt. T. G. Wallace, M.P., J. A. M. Armstrong, M.P., members of Toronto and the three Yorks. Mr. R. Holmes, who has been president of the association for over three years, retired, and Mr. James Greer was elected president by acclamation. The other following officers were elected: First vice-president, F. Somers; second vice-president, A. McK. Cameron; treasurer, J. B. Fleming; secretary, A. Callow; executive committee, R. Holmes, P. M. Kennedy, O. S. Clewlo, J. A. Gibbons, G. A. Cressman, W. E. Meredith, John Thompson, W. McFarlane, H. Byers, W. A. McGuire and W. Dunlop. A committee of young members of the association was appointed to make arrangements for a

picnic, to be held early in the summer: Jas. R. Milne, chairman; G. Child, F. J. Bell, J. J. McNamara, W. G. Burns, T. D. Elson, W. Guthrie, H. Bee, F. Gliona, W. A. McGuire, C. E. May, W. T. Dush, G. A. Clarke, J. W. Harper, R. A. Magill, A. A. Smith.

* * *

The constantly expanding business of the Civil Service Savings and Loan Society of Ottawa has again outrun the organization's available funds. Spring is always a season of large withdrawals from deposits, and in consequence the management cannot always promptly accept all the worthy and profitable loaning business which is offered. The society was never so flourishing as now, and with more funds it could serve the needs of many more members. Its generous rate of interest on current deposit accounts should attract

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* * *

The annual general meeting of the members of the Civil Service Co-operative Supply association was called for last (Thursday) night. The only amendment to the by-laws to be considered was one of minor importance, relating to the holding of subsequent annual meetings.

HOUSEHOLD LEAGUE.

The committee are prepared to make a co-operative purchase of a large consignment of good early preserving strawberries. These will be ready for delivery about the 20th of May, and can be delivered to members at about \$4.00 a crate of 32 boxes, weighing approximately 40 pounds. Usually boxes only contain 4-5 of a pound. The committee would be glad to have the names of those wishing to participate in this purchase by the fifth of May. The sum of \$4.00 (four dollars) must be sent with order. Should the price of strawberries enable the consignment to be sold for less the surplus money will be refunded. If, on the other hand, a shortage of crops should raise the price members will please pay up the small sum on notification.

Orders to be sent to the secretary, Mrs. A. E. Attwood, 119 Charlotte street, or the treasurer, Mrs. R. H. Coats, 176 Manor avenue, Rockcliffe, from whom further information may be obtained.

CIVIL SERVICE COMMISSION OF CANADA.

The civil service commissioners hereby give public notice that applications will be received from candidates qualified to fill the following positions in the inside division of the the civil service of Canada:—

Eight technical clerks for tem-

porary employment in the topographical surveys branch of the department of the interior, at a salary at the rate of \$100 per month.

Application forms, properly filled in, must be filed in the office of the Civil Service commission not later than the 4th day of May next. Such forms may be obtained from the secretary of the commission, Ottawa.

By order of the commission,

WM. FORAN,

Secretary.

Ottawa, 8th April, 1914.

THE EXAMINING OFFICERS.

To the Editor of *The Civilian*:

I notice in the last *Civilian* a copy of a proposed memorial to the Hon. J. D. Reid re salaries of outside customs service. I notice landing waiters are placed at \$800 to \$1,400; examining officers, \$800 to \$1,200. Why this difference? All over the Dominion both these classes of officers are doing similar work, and in many cases the examining officers are doing more important work than many of the landing waiters. This, I think, should be looked into by the executive.

Respectfully yours,

T. HAYNE, E.O.

Sarnia, April 15th, 1914.

For the information of the writer of the above letter, it must be borne in mind that the committee who drew up the schedule in question simply suggested certain increases in salaries, due to higher cost of living, etc., and did not attempt to abolish or change the classification or relative standing of any officers of the department. In the schedule as complained of by the correspondent, the maximums have been increased \$200 each. As to the importance of the duties performed by the officers of the various classes, in relation to the salaries paid, this was a question

that was not dealt with for reason given above. This is a matter that could be taken up at the next convention of the Civil Service Federation, and it is hoped that the delegate from the above port will have instructions to bring the matter before the meeting for consideration.—(Eds.)

CO-OPERATIVE NOTES.

Toronto civil servants are now looking into the advantages of co-operation. Mr. Arthur E. Crate, president of the Postal Clerks' association, communicated this fact to the secretary of the federation.

* * *

A Civil Service Co-operative association was organized at Winnipeg on the 8th of April. The following were elected officers: Honorary president, Geo. F. Bryan, collector; president, F. J. Allan; vice-president, J. T. Wren; treasurer, W. T. M. Morrison; secretary, H. B. Wheaton. The membership fee is \$2. Secretary Wheaton writes: "We now have about one hundred enrolled. We have done considerable business in butter and eggs during the last six weeks, and when we get properly going expect to branch out in other lines." *The Civilian* wishes this new organization every success.

* * *

The annual meeting of the Ottawa Civil Service Co-operative Supply association was held on Thursday evening, April 30th, at the Carnegie library. *The Civilian* went to press too soon to report the meeting in this issue. The principal business before the meeting was the election of three directors to fill the places of the following directors, whose term has expired: F. J. Alexander, J. H. Brown and E. D. Eddy.

The following amendment to the by-laws was presented to the meet-

ing, it having been found that the present by-law requiring the holding of the annual meeting in April did not give sufficient time to prepare the annual statement and submit same ten days before calling the meeting:—

That by-law 2 be amended to read as follows:—

The annual meeting shall be held not later than six weeks after the close of the fiscal year, at the call of the directors, etc.

The newly-appointed secretary-treasurer of the association, Mr. Geo. Bracewell, is expected to arrive next week to take up his duties. His experience in wholesale and retail co-operation will be a splendid asset to the Ottawa association.

Trustification.

While the editor was in Minneapolis, Editor Tousley, of "Co-operation," called his attention to a big butcher's shop. It presented an unusual appearance. It was literally besieged by people who sought to buy meat.

The explanation given was that, while it had been foreshadowed butcher's meat would rise to fifty cents per pound in Minneapolis this winter, this particular shop was selling at the remarkably low price of fourteen cents. The reason was that the establishment was being conducted by, or under, the auspices of the beef trust. The low price was part of the campaign to dominate the meat trade of the city. The uneducated American consumer, just as the uneducated Canadian consumer would do under similar circumstances, was, with the avidity of a brook trout, rising to the succulent bait offered to him by the artful fisherman of the trust.

* * * * *

If the citizens of Minneapolis were as well educated in co-operative principles as those of many countries in Europe, the beef trust would stand no chance of dominating the retail trade, and through it the meat producers of Minnesota. All the consumers would have to do would be to develop just as much co-operative and economic intelligence as that shown by the wife of an Anglo-Canadian workman, who had been raised in the co-operative movement in England, when besought by the representative of a member of a retail coal combine in Canada to buy coal at less than she could purchase it from the coal department of the Co-operative so-

ciety. "It is," she said, "no use your bothering me. If you were to shoot your coal down in front of my door for nothing I would not burn it." That intelligent action of a labouring man's wife, practised by hundreds of wives of members of the working class, broke the coal combine in question. It would break every trust, controlling domestic necessities, in the United States and Canada. Beef trusts, for instance, could not control the meat trade if the consumers were of one mind, and declined to enter as flies into the parlour of the meat trust spider by declaring "if you were to deliver your meat to me without charge I would not eat it."

The menace of the food trusts is with us possibly to a greater degree than in the United States, for in the last twelve years the increase of food prices has been 51 per cent. in Canada, 39 per cent. in the United States, and only 15 per cent. in food-importing Britain.—"Canadian Co-operator."

Personals.

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

Appointments.

Public Works Department.—W. R. Tracey, to div. 2B; J. R. Hamilton, to assistant engineer, Midland; J. C. Milford, draughtsman, Charlottetown; A. B. Wright, div. 2B; J. K. Blenkinsop, superintendent dredging; R. A. McAllister, assistant engineer, Port Arthur; John Rice, Jos. Pageau, messengers.

Trade and Commerce.—Watson Griffin, special trade commissioner.

Railway Commission.—D. A. Beggs, clerk; L. Bourgault, clerk; Miss Pearl Parish, stenographer.

Public Archives.—Fabien Vanasse, div. 1A; Gustave Lanctot, div. 2B.

Secretary of State.—Jos. J. Champagne, div. 2B.

Promotions.

Public Works Department.—J. S. Richard, to div. 2A.

Trade and Commerce.—E. H. Godard (Census), to div. 1B.

Superannuations.

John Collins, department railways and canals; C. H. Collier, department railways and canals.

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

Appointments.

Agriculture Department.—Miss M. E. Armstrong, div. 3B; Michael J. McLoughney, div. 3B; W. L. Graham, div. 2B; Miss M. Webber, div. 3B.

Customs.—A. G. Ross, prev. of Toronto; Albert Giroux, prev. of Montreal; W. T. Bush, prev. of Toronto; Wesley Thomas, appraiser, Winnipeg; C. H. Ranson, prev. of Prescott; E. D. Tierney, J. W. Hastie, Jr., W. C. Williams, prev. of Toronto; Thos. K. Lent, sub-collector, Tusket, N.S.; F. Clifford, div. 3B.

Interior.—Richard Lane, div. 2B.

Inland Revenue.—Christian Gibson, inspector, Calgary; Alberta E. Leggat, stenographer, Windsor, Ont.; Wm. R. Welch, inspector, Saskatoon; N. Torquil McLeod, inspector, Calgary; Jos. F. Boisvert, inspector, St. Hyacinthe; R. Wallace, inspector, Saskatoon; E. T. Mackeen, deputy collector, Sydney, N.S.; Geo. O'Neil, excise, Windsor, Ont.; C. F. Stone, deputy collector, Perth, Ont.; A. A. Couvrette, inspector, Ottawa.

Justice.—J. Phillip Bell, div. 1A.

Post Office.—G. H. Leggatt, railway mail service, Ottawa; Thos. C. Forbes, railway mail service, Moose Jaw; H. W. Bremner, railway mail service, London. Staff of Guelph post office (now under Civil Service act): R. Mitchell, postmaster; J. A. Sullivan, class 1B; M. E. B. Walker, R. Cordinger, class 2B; L. Hohenadel, Nellie Reid, W. H. Mogk, W. A. Little, F. J. Cabeldu, class 3A; A. A. Duignan, J. V. McGee, class 3B. Staff of New Westminster post office (now under Civil Service act): D. J. McQuarrie, postmaster; J. S. Cameron, class 2B; Mrs. M. Wood, Miss A. M. Wagner, A. L. Bowden, W. H. Bracher, H. R. Heaton, T. Storme, E. W. Money, class 3A; Robt. Bedgar, C. S. Huff, C. J. Littlewood, D. J. Legatt, W. H. Simpson, class 3B. Staff of Moose Jaw post office (now under the Civil Service act): Jas. Smith, postmaster; T. E. Woodruff, assistant postmaster; C. F. Grayson, E. D. D. Crieton, H. S. Bell, H. E. Fulmer, L. R. Crozet, class 3A; C. P. Stanley, M. R. Robertson, L. G. Crane, T. A. White, E. C. Smith, F. R. Woodrow, A. S. Warner, W. D. Weedon, W. Taylor, Alex. Scott, H. S. Boocock, H. Askworth, E. A. Woodrow, A. M. Fisher, G. R. Fish, J. Bailey, W. M. Holmes, J. L. Clayton, D. Cameron, M. W. Brook, E. C. Taylor, N. G. Bastedo, D. R. Sutherland, class 3B.

Public Works.—J. G. Dionne, H. B. Bor-

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bridge, J. A. H. Pelletier, F. O. Hamel, A. B. Wright, div. 2B.

Railways and Canals.—R. C. F. Alexander, div. 1B.

Secretary of State.—Miss B. Aubrey, div. 3B.

Trade and Commerce.—Miss Amy Rooney; Harrison Watson, trade commissioner, London; B. R. Jacobs, cereal technologist. The following appointments to the Board of Grain Commissioners: L. Labelle, accountant; J. Smith, C. Read, E. A. Ursell, chief clerks; J. T. Irving, clerk; M. Snow, inspector.

Promotions.

Agriculture.—Miss Christina McRae, to div. 3A.

Inland Revenue.—Pat. Tompkins, to deputy collector, Halifax div.; E. L. Bergeron, to accountant, Quebec.

Indian Affairs.—Miss M. H. Coghlan, to div. 3A.

Interior.—C. M. Denny, to div. 3A; Miss M. Scott, to div. 3A.

Public Works.—D. J. Mullarkey, John Gordon, J. H. Stewart, Jas. Ferguson, to div. 2A; Miss M. Casey, Miss F. O. Handly, Jas. Bedard, H. W. Godwin, to div. 3A; L. A. Desrosiers, to div. 1A; E. J. Smith, P. S. Gregory, N. Desjardins, W. Wiley, O. Bourget, C. Beaudry, J. A. Thomson, to div. 1B.

Mines Department.—R. W. Brock, to deputy minister; R. R. Marshall, to div. 2A.

Naval Service.—H. Grignon, to div. 2B.

Railway Commission.—Geo. Spencer, chief operating officer.

Post Office.—Henry T. Bridges, St. John, letter carrier, to clerk; Nap. Deguise, to class 2A; Miss A. Martin, Ottawa, to class 2A; L. J. St. Jean, Montreal, to class 2A; T. R. Haworth, Vancouver, to class 3A; J. A. Morris, Vancouver, to class 3A; J. F. Kane, Kingston, to class 3A; C. A. Gorell, inside, to div. 2B; J. J. Jones, Montreal, letter carrier, to class 3A; R. Larocque, Montreal, to class 3B; L. P. Thibault, Quebec, to class 3A; Robert Fowler, Ottawa, to class 1A; J. W. Lord, assistant postmaster, New Westminster; G. H. Parish, W. Alford, E. M. Walker, J. L. Spence, D. G. Courtney, J. McNeely, T. A. Godfrey, S. T. Smith, J. N. Lorans, H. E. Atwater, H. McGillivray, A. N. Payne, T. J. D. Moffatt, A. W. Campbell, G. L. Bunnelle, J. O'Connor, J. D. Campbell, J. J. Bonner, A. Webster, to div. 2A; A. E. Pouliot, T. J. Aubin, E. O. Cote, J. A. Dugal, L. Dolbec, Quebec, to class 2A; Edgar Farren, Quebec, to class 2A; J. B. Marshallsay, Vancouver, to class 2A; J. T. Brown, Calgary, to class 2B; J. J. Blondeau, Quebec, to class 2A; F. E. Kindehan, Quebec, to class 2A; Miss J. M. Peacock, Calgary, to class 2B; M. Delaney, J. S. McDonald, M. O. exchange, to

class 2B; E. Heaney, Charlottetown, to class 2B; H. F. Gosselin, Quebec, to class 3A; W. L. Tuck, Calgary, to class 2B; T. P. Murphy, M. O. exchange, to class 1A.

Transfers.

Miss Winifred Fyles, from trade and commerce to auditor general's office; C. O. Lambert, from post office to public works, inside.

Superannuations.

R. G. Davis, justice department; J. L. Furois, railway mail service, Quebec; A. P. Low, deputy minister mines; W. Darcey, Ottawa post office; Alphonse Cadotte, Montreal post office; J. M. Lyons, general passenger and traffic agent, Intercolonial railway.

Resignations.

Agriculture.—Miss Eileen Bartlett, patents branch.

Customs.—R. F. Harris, Toronto; T. H. Morgan, Edmonton; P. J. A. Heroux, Three Rivers; E. L. Ethier, Montreal; F. Gifford, Winnipeg; P. J. Woods, Toronto.

Marine.—L. H. Martell, inside.

General.

Fred Dane, a prominent Toronto man, for some years a commissioner of the Temiskaming & Northern Ontario railway, has been appointed Canadian trade commissioner at Glasgow, Scotland.

George L. Harris, barrister, of Moncton, N.B., has been appointed assistant superintendent of Dominion fisheries.

Immigration Inspector McNeal, of Bridgeburg, is ill with typhoid fever.

John Mahar, of the department of militia and defence, has returned to duty after a long illness.

James O. Rose, postmaster of Humberstone, Ont., while talking with friends on the street, was stricken with paralysis. His condition is very serious.

The members of the Ottawa service were pleased to welcome their old friend, Mr. Geo. S. Hutchinson, of the firm of Bouvier & Hutchinson, Toronto, who paid the capital a visit last week. The Civil Service club, of which Mr. Hutchinson was the first president, is proving an excellent rendezvous for the meeting of old friends visiting the city.

Obituary.

Edward Bennett Bosely, of the water-powers branch department of the interior, died on April 20th, aged more than seventy-eight years.

Minnie McLardy, wife of Horace T. Brown, and mother of Gerald H. Brown, assistant deputy minister of labour, died on April 20th, aged sixty-seven years.

Mme. Gerard, wife of Louis Gerard, of the customs, Montreal, died on April 11th. Mme. Gerard was a native of St. Stanislas de Champlain. Her husband, four sons and two daughters, survive.

Athletics.

At the annual meeting of the Winnipeg Amateur Baseball league, held on Friday, 17th April, the Railway Mail Service team were admitted to the Intermediate league. The R. M. S. delegates at this meeting were Messrs. A. Hammill and R. A. Borland. At the organization meeting of the club, held recently, the officers elected were: Patrons, Hon. L. P. Pelletier, B. M. Armstrong, controller R. M. S., and G. E. Kavanaugh, superintendent R. M. S.; honorary president, W. F. Lough; president, W. S. Lipsett; manager, J. A. Youhill; assistant manager, F. W. Byers; treasurer, A. A. McDonald; secretary, A. Hunt. This is the first year the R. M. S. have placed a team in any league, but the boys are very enthusiastic, and a successful season is looked for. The ambitions of the "travelling postmasters" is nothing less than the championship.

* * *

An enthusiastic meeting of the English Rugby league of Ottawa was held on Wednesday evening, April 22nd, at the University club. It was decided to divide the players into the following clubs: Civilians, Bankers, Hornets, United.

It is estimated that the civil service contributes about two-thirds of the players. From these four a strong representative fifteen will be selected to play against outside teams. Several of the players of the Canadian game, such as Messrs. Stronach, Kilian, etc., have signified their intention of turning out with the "ruggers." Mr. Stronach was present at the meeting.

The public of Ottawa will now have their choice of the three styles

of football, viz.: Soccer, rugger, and the Ontario-Quebec game.

On Saturday, April 25th, the first spring practice was held on the Ottawa University grounds. Notwithstanding the wet weather, no less than thirty players turned out, among them being Messrs. Stronach and Williamson. It is evident that there is going to be a great revival of the old English game in eastern Canada. Montreal had a league with six clubs last year. This year the M. A. A. A. is entering a team.

* * *

Civil Service Baseball League.

A meeting of the league executive was held on Tuesday evening, April 28th, at which all clubs were represented. Arrangements were made for the drawing up of the schedule, which will not be commenced for some days, as the games cannot get under way until June 1st, which date sees the commencing of the four o'clock hour. The question of allowing professionals to take part in the games was advocated by some delegates, but a letter was read from the secretary of the Quebec branch of the A. A. U. of C., stating that such a step was against the rules of that organization. The remainder of the business transacted was routine. The next meeting has been called for May 12th.

At a meeting of the Interior Baseball club, held on the 25th instant, the following officers were elected: President, Wm. H. Hutton, accounts branch; 1st vice-president, C. B. Burns, immigration branch; 2nd vice-president, Edward Williams, surveys branch; secretary-treasurer, J. E. Laflamme, immigration branch; Manager, E. Deslauriers, registration branch. Committee, John Lansky, land patents branch; D. McCann, forestry branch; Jules Laflamme, Yukon and mining branch; J. Dowd, timber and grazing branch; H. Heyward, surveys branch.