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VOL. XI.

AUGUST 16, 1918

NO. 9

Dr. Doughty,
May '17
Archives.

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

- Re-classification of the Canadian Civil Service.
- Lieut.-Col. H. I. Stevenson, D.S.O. Civil Service War News.
- Business Management.
- Unity in the Postal Organizations.
- Settling With the Postal Service.
- Press Comment on the Strike.
- News of the C. S. Association of Ottawa.
- The Railway Mail Clerks' Federation.
- Labour Unrest (O. in C.)
- God's Looking Glass.

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THE CIVILIAN

VOL. XI.

AUGUST 16, 1918.

No. 9

Re-classification of the Civil Service of Canada

With the exception of rural postmasters, day labourers, and a few other such groups, practically every one of Canada's 55,000 Civil Service employees, whether permanent or temporary, whether in the Inside or the Outside Service, will within the next few weeks have the opportunity of giving to the Civil Service Commission the information on which the new classification will be based. At the same time they will be asked to furnish the Commission with their Civil Service history in order that service records, defining and establishing their present and future Civil Service rights, may be established in the Commission's offices.

The newly established Organization Branch of the Commission has already designed and had printed the cards on which the employees will be asked to give the necessary information, and now has a large force of typists filling in certain blanks before they are distributed. The cards, reduced somewhat in size, are shown in this issue of *The Civilian*. Distribution has already been started, employees in the Department of Agriculture being the first to receive their cards.

Mr. Foran, Secretary of the Civil Service Commission, in an interview with a representative of *The Civilian*, stated that all concerned are showing the finest sort of spirit. "An excellent spirit of co-operation has been shown by deputy heads in furnishing us with lists of employees in their departments," said Mr. Foran, "though in many cases preparation of the lists meant much painstaking work. Other

necessary information has likewise been given us upon request. We feel confident that the employees will show exactly the same spirit when the time comes for them to fill out the cards and to return them promptly to their immediate superiors. We are exceedingly pleased with the reception the undertaking has met so far, and feel sure that with the Commission, the deputy heads and the employees pulling together we can work out a complete classification of our Civil Service with which every Canadian may feel satisfied."

Civil Service employees are generally informed that the amended Act, effective last May, requires the Commission to undertake two distinct tasks—a classification of the Civil Service, and the preparation of plans for the organization of the various departments. After carefully considering the matter from all angles, the Commission has decided that the classification should be undertaken first, not only because the Commission's records with regard to the Outside Service are at present woefully incomplete, but also because a complete classification can be worked out for the whole Service in a few months while organization is slow painstaking work.

The classification of 55,000 employees is the biggest job of the kind ever undertaken either in the public or in private service. To secure the best assistance possible, the Commission called in Arthur Young and Company, of Chicago, who have undertaken and successfully accomplished many classification jobs, to handle

THIS SPACE RESERVED FOR USE OF COMMISSION

THE CIVIL SERVICE COMMISSION OF CANADA
REPORT FOR CLASSIFICATION

Name (Surname) (Given Name)

EXPLANATORY NOTE
The Civil Service Act, 1918, makes it the duty of the Civil Service Commission to classify all positions in both the Inside and Outside Services and to fix the salaries payable to holders of such positions. It further provides that all officers and employees shall give the Commission such aid as it may require in the classification of their positions. It is the duty of the Commission to call on both sides, giving full and correct answers to all questions, and to return it, to your superior within 48 hours of the time of receipt. First read all questions on both sides of the card, then fill out the card, and then read the questions and your answers again.

Present Title
Department
Salary
Line No.

EMPLOYEES WILL MAKE NO ENTRIES ABOVE THIS LINE

- Department
- Branch
- Inside or Outside Service (Bldg. or Street No.)
- Location of your office or headquarters (Province) (City)
- Customary title or designation of position or occupation
- Immediate Superior: Name
- Are you responsible for the direction or supervision of the work of others?
- If so, give their titles or occupations, the number of employees under each title, and if space permits give their names.
- What are their approximate annual salaries?

- Are your regular working hours standard, that is, from 9 to 12.30 and 2 to 5 week days, and 9 to 1 Saturday? (Yes or no)
- How many "housewife" hours, that is, hours outside of your regular working hours, do you work per week on the average?.....hours.
- If your hours are not standard, answer the following questions:
Hour of Beginning.....Hour of Ending.....
Hours for meals.....Net hours Saturdays.....
Net hours per regular day.....Net hours per week.....
Net hours per year.....Net w-s-ho per year.....

RECORD OF EMPLOYMENT

In the spaces provided below enter in chronological order the positions you have occupied while in the Civil Service of Canada, giving titles, dates, salary changes, and all other data called for by the column headings. Show your first position first and your present position last. If you have held any one position both as a temporary and permanent employee use two lines.

Position	DEPARTMENT	TITLE OF POSITION WITH RANK	DATE STARTED	SAY WHETHER YOU SECURED POSITION BY (a) Temporary appointment, (b) Promotion, (c) Exchange, (d) Transfer, (e) Otherwise	SALARY RATES			TERMINATION OF SERVICE		
					Starting Rate	Intermediate Rates	Final Rate	Date of Changing Leaving Position	State reason—(1) Promotions, (2) Exchanges, (3) Resignation, (4) Discharge, (5) Other reason	
(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)
1										
2										
3										
4										
5										
6										

- Indicate by reference to the number of each permanent position in the table above the method by which you qualified. State whether (a) by preliminary examination, (b) by special examination, (c) by promotion examination, (d) by special examination, (e) by appointment to professional or technical position, (f) without examination because university graduate, (g) because position was exempt, (h) by legislation, (i) by some other method, (j) Married or single.
- Date of your birth.....

the technical part of the work. Two representatives of this firm of efficiency engineers arrived in Ottawa August 1, and have been giving their entire time since to getting the work under way.

In his interview, Mr. Foran emphasized the point that the Commission is classifying positions, not employees. "We send out cards to the employees, to be sure," said Mr. Foran, "but this is simply because at present we have no other means of identifying the position the employee holds, and because we think the best means of getting a good idea of the duties of each position is to let the employee tell us, in some detail, what work he is doing. What we want, however, is a classification of the positions in the Civil Service of Canada, without reference to the persons now filling them."

In this connection few employees have any adequate conception of the protection afforded them by the present law. Section 21 specifically provides that "if the salary of any officer, clerk or employee heretofore appointed is less than the minimum salary of his class or grade as fixed by or under this Act, his salary shall be increased to such minimum," and that those above grade shall be eligible for increases provided by or under the Act, while section 9 absolutely protects employees in their present rights, salaries and eligibility for future increases. In view of these rigid provisions and the attitude of the Commission, no employee need fear that he will suffer as a result of the classification.

In classifying a position the Commission will be governed by three principal factors: (1) the character of the work performed; (2) the degree of responsibility; and (3) the education, training and practical experience an applicant for the position is expected to possess. One of the main purposes of the card is to provide the Commission with this in-

formation with regard to each position in the Civil Service. It will be noted that the employee is asked to state in great detail the principal kinds of work he now performs and what supervision he exercises over others, while his immediate superior is asked to state the qualifications required to do the work satisfactorily.

The cards also provide a place for the immediate superior to comment upon the correctness and completeness of the employee's statements. The fact that both the employee and department officers have an opportunity to estimate the duties and requirements will make the information more reliable as a guide in the classification work.

The cards, after being filled in in the upper left hand corner of the obverse side with the name, present salary, title, and other information to identify them and facilitate handling upon their return, will be given to the various deputy heads by the Commission, to distribute to the employees. Employees outside of Ottawa will in many cases receive their cards by mail. A large force of typists is now working on the cards, putting in the necessary identifying information; as rapidly as the cards for a department are completed, they will be distributed. Most of the employees should receive cards before September 1, and the Commission asks that they be filled out and handed to the immediate superior within forty-eight hours.

After the cards have been approved by the proper officers, they will be returned to the Commission and the classification work proper will begin. Owing to the number of positions and cards involved, some weeks or even months must elapse before the work is complete; in many cases, as past experience in classification work has shown, conferences with heads of departments or branches are necessary to clear up

some points such as proper titles, minimum and maximum salaries, lines of promotion to and from positions, or the technical and legal requirements that must be met.

In the end, however, the Commission will have a list of all positions in the Civil Service of Canada, with an exact statement of duties, and also salary limits, lines of promotion, qualification requirements, and other

information necessary in the administration of the Civil Service Act. Charts will be prepared showing the present organization of departments, and tables made to show the distribution of positions by services and departments. The Commission will then be in a position to undertake, where such is found necessary, the work of preparing plans of improved organization.

Fighting for Democracy.

To the Editors of *The Civilian*:

It has been rumored that the Civil Service Association has conceived the brilliant idea of making arrangements with the Government towards enabling civil servants to purchase their coal on a credit basis, repayments to be made by the Departments from the salaries of the employees, each month. I would like to ask why the Association is confining the plan to the question of coal. Why not include our rent, our grocery bills and our taxes, in fact why not dispense altogether with industrial salary cheques and adopt the plan of each department paying the accounts of its employees, but allowing them some cash just for pocket expenses.

In that case it would be unnecessary to carry on the Loan Society any longer and the surplus on hand could be used to help finance a home for the incompetents of the Civil Service.

Is this a more self-respecting, a more commendable plan than that adopted by those progressive Western Civil Servants who, as free men, knew what they wanted and a good way of obtaining it.

OTTAWA CIVIL SERVANT.

I'LL PAY MY DUES TOMORROW.

The following from the pen of Walt Mason imparts some wholesome truths that should be borne in mind by every subscriber who does not wish his neighbors to carry him along through life:

"Tomorrow," said the languid man, "I'll have my life insured, I guess; I know it is the safest plan, to save my children from distress." And when the morrow came around, they placed him gently in a box; at break of morning he was found as dead as Julius Caesar's ox. His widow now is scrubbing floors, and washing shirts, and splitting wood, and doing fifty other chores that she may rear his wailing brood. "Tomorrow," said the careless jay, "I'll take an hour, and make my will; and then if I should pass away, the wife and kids shall know no ill." The morrow came, serene and nice, the weather mild, with signs of rain; the careless jay was placed on ice, embalming fluid in his brain. Alas, alas, poor careless jay! The lawyers got his pile of cash; his wife is toiling night and day, to keep the kids in clothes and hash. "Tomorrow" is the fatal rock on which a million ships are wrecked.

Gets Decoration and Famous Command

Splendid Services of Lieut.-Colonel H. I. Stevenson are Signally Recognized.

Gazetted to the Distinguished Service Order and appointed to the command of the famous Fort Garry Horse—these were the recognitions of the soldierly merit of Lieut.-Col. H. I. Stevenson announced by the cables a few days ago.

Lieut.-Col. Herbert Irving Stevenson, who in civil life is supervisor of the Riding Mountain Forest Reserve, under the Department of the Interior, is a soldier of long and varied experience. He went out to the South African war



LIEUT.-COL. H. I. STEVENSON, D.S.O.,
(Forestry Branch, Interior.)

with the 1st Mounted Rifles of the Canadian contingent, and in three years' service took part in fifteen engagements and won the Queen's medal with five clasps.

At the outbreak of this war he was in command of the 32nd Manitoba Horse (militia), which post he had held from 1912. He took a leading part in raising the 1st Mounted Rifles of the C.E.F., and went overseas in command of that unit.

In France he has been employed in various commands, at one time being loaned to the Royal Engineers. He commanded three thousand forestry troops for five months, operating in a famous hardwood forest.

Then he went back to the Canadian cavalry and commanded a unit (probably the Fort Garrys) when the brigade was thrown against the Huns in the Amiens drive in March. How well he discharged his duty is indicated in the Order awarding the D.S.O., which says that he "*led a charge with great skill when our line was temporarily pierced, driving the enemy back and establishing a new line, although heavily outnumbered, allowing two infantry battalions in danger of being cut off to be withdrawn.*"

Finally, it is announced that Lieut.-Col. Stevenson is gazetted to command the Fort Garry Horse, the only volunteer regiment of the Canadian militia that has gone overseas as a unit under its own designation.

CIVIL SERVICE CASUALTIES.

FLT. LT. ERSKINE W. GORDON, one of the civil servants who went overseas in 1914 with the original Princess Pats, has been killed in action. He served in France with the P.P.C.L.I. for some time and then was sent to England to train for an officer. There he transferred to the flying service and has been back at the front with the R.A.S. for some time. He was but twenty-four years of age and was an employee of the Department of the Interior.

LIEUT. S. H. OGDEN, M.C., has been wounded. He belongs to the Customs Department and enlisted with the 77th Battalion, having rank as sergeant-major. Subsequently he was awarded a commission, and, later, the decoration of the Military Cross.

A casualty not recorded in this column at the time of the occurrence was the wounding of M. REID at the battle of Givenchy. Pte. Reid is a Public Works man who joined the 2nd Battalion. He was disabled by his wounds and has returned to civil employment in Ottawa.

SERGT. HORACE PRITCHARD,

M.M., of the Niagara Falls Post Office staff, is officially reported as "seriously ill," and private advices state that he has been wounded.

The text of the Order awarding the Military Cross to CAPT. M. W. MAXWELL shows that he was wounded in the action in which he won the honour.

LC. CORP. ALFRED WOODING, of Brockville Post Office staff, an "original" of the 2nd Battalion, who was wounded at Hill 60 and came home to Canada when convalescent, is now in the London pay office. He is lame from a wound in the ankle. Lc. Corp. Wooding has a wife and five children.

HUGH JAMES MURRAY, of the Department of Marine, Ottawa, who enlisted with the 207th Battalion, has been killed in action. He was thirty years of age and entered the Civil Service in 1912.

WILLIAM ARTHUR O'LEARY, wounded, was sergeant of the Civil Service Siege Battery, and had an active part in raising that unit. He was on the staff of the Deputy Minister of Railways and Canals. He belongs to Kingston.

OUR DECORATIONS WON.

The Order granting the Military Cross to Lieut. George Hendry Ferguson, Canadian Engineers (Conservation Commission, Ottawa), says: *He constructed a duckboard track in preparation for an attack, though his party was heavily shelled and several times driven off the work. He re-assembled them each time and completed eight hundred yds of track.*

The Order awarding the Military Cross to Lieut. James Forrest Currie Maunder, Canadian Field Artillery (Interior Dept., Ottawa), reads as follows: *The battery was heavily shelled while in action, two guns were put out of action and the crews all became casualties. He assisted the wounded and had them removed to safety and encouraged his men to keep the remaining guns in action until the operations were completed. His conduct was an inspiration to all ranks.*

Lieut. Edward Leonard Rainboth, Canadian Machine Gun Corps (Militia and Defence, Ottawa) won his Military Cross, as described in the official Order, as follows: *While he was leading a pack train the road was heavily shelled and a number of casualties were caused. He got the wounded away, collected his train, and went forward and delivered his supplies personally, although he had been blown up and badly shaken by a shell. By his courage, determination and excellent example he kept up the supply of ammunition and rations to the front line.*

Lieut. Vivian Stewart McClenaghan, Canadian Engineers (Public Works, Ottawa). *Was in charge of an important track heavily shelled and bombed, but completed his task though twice buried by shell fire. He gets the Military Cross, the award having been announced some time ago.*

Captain Donald Archibald McQuarrie (Public Works, Nelson, B.C.), has won a Military Cross. *He led a*

successful raid, capturing prisoners and inflicting many casualties. He is an infantry officer and has been twice wounded and once Mentioned in Despatches.

Lieut. Solomon Henry Ogden (Customs, Ottawa), won his Military Cross when he *led a raiding party, inflicting heavy casualties.*

Lieut.-Col. H. V. Rorke, D.S.O. (Customs, Ottawa), has been made a Chevalier of the Legion of Honour by the French Government.

D. C. DRAPER NOW BRIG.-GEN.

The cables announce the promotion to the rank of Brigadier of Denis Colburn Draper, D.S.O., formerly C.O. of the 5th Mounted Rifles, a sketch of whose splendid career was given in the last issue of *The Civilian*. Brig.-Gen. Draper succeeds Brig.-Gen. Elmsley, who is to command the C.E.F. to Siberia. Brig.-Gen. Elmsley has been well known as a commander of the 8th Brigade.

Later advices show that the Order awarding the Bar to the D.S.O. to Brig.-Gen. Draper was not fully quoted in a former despatch. The full text is: *For conspicuous gallantry and devotion to duty in several engagements. In an attack, when elements of his battalion reached the line of their final objective and held their position though both flanks were in the air, with the aid of two companies of another brigade he formed a defensive flank five hundred yards long and with great skill and coolness secured the left of the ground gained. He afterwards remained in the forward area until the evacuation of all his wounded had been organized.*

WAR PERSONALS.

Major General Garnet Hughes is now attached to the British Ministry of Munitions.

Miss Muriel Wainwright, V.A.D., has arrived in Italy for service with

the British hospitals there. She is believed to be the first woman of the Canadian Civil Service on the Italian front.

An overseas romance of special interest is the marriage at All Saints church, Ennismore Gardens, England, on July 13th, of Major John Pollard Garvin, M.C. (Toronto Post Office) to Nursing Sister Jean E.

Sword, C.A.M.C.

Capt. J. F. Inderwick (Public Works, Sault Ste. Marie) is appointed a General Staff Officer.

Major W. J. S. Sharpe, whose mysterious disappearance from Kingston has caused a sensation, was formerly in the Department of the Interior. He went overseas with the 21st Battalion and was wounded.

The Civil Service Problem.

(From the Montreal Gazette, Aug. 9th.)

The Government is to determine within a few days whether the request of letter carriers and postal clerks for increased pay will be complied with. It may be that a means can be found to immediately advance the salaries of these officials beyond the Parliamentary appropriation, undesirable though such a proceeding is as a matter of principle; but in any event the cause which provoked the recent strike of postmen ought not to be repeated in the case of other branches of the Civil Service. That cause was chiefly the delay on the part of the Government in distributing the bonus voted by Parliament to low-salary officials, and if now the postal employees are alone embraced in remedial measures, there will be grave injustice done officers of other branches of the Service, and an incentive to further strikes given.

Postal carriers and clerks are entitled to better pay for their services, having regard to the high cost of living and the price of labour in other occupations, with which conditions their salaries have not kept pace. The public, moreover, will not begrudge fair pay for efficient service. But this remark applies to every branch of the Civil Service, Customs, Excise, Public Works, Interior and so on, and the Government will commit a serious blunder, as well as create dissatisfaction among officers, if fish is made of one Department and fowl of another in respect of salaries. There would be created an intolerable condition of affairs if, taking cue from a successful strike by postmen other officials should throw down their pens and walk out; yet unless consideration in the form of increased pay is given the service as a whole this is a conceivable consequence of favoritism, and would in such circumstance have the warrant of precedent. It is not necessary to dwell upon the obvious point that an employee in one branch of the Service has had to bear the burden of high cost of living equally with an employee in another branch. The whole question is admittedly difficult, requiring investigation and a fair balancing of duties and responsibilities; and the adjustment of salaries has not been made less difficult by persistent neglect of the Civil Service by all Governments for many years past, but whatever amelioration is given the postmen should equally be extended to other officials.

THE STORY OF AN INDOMIT- ABLE CAPTAIN.

The story of a certain British steamship traveling from Lerwick to Iceland and torpedoed on the way has been told to The London Daily Mail by the British novelist, Joseph Conrad, in these words:

The ship went down in less than four minutes. The Captain was the last man on board, going down with her, and was sucked under. On coming up he was caught under an upturned boat to which five hands were clinging.

"One lifeboat," says the chief engineer, "which was floating empty in the distance, was cleverly manoeuvred to our assistance by the steward, who swam off to her pluckily. Our next endeavor was to release the Captain, who was entangled under the boat. As it was impossible to right her, we set to to split her side open with the boat hook, because by awful bad luck the head of the axe we had flew off at the first blow and was lost. The work took thirty minutes, and the extricated Captain was in a pitiable condition, being badly bruised and having swallowed a lot of salt water. He was unconscious. While at that work the submarine came to the surface quite close and made a complete circle round us, the seven men which we counted on the conning tower laughing at our efforts.

"There were eighteen of us saved. I deeply regret the loss of the chief officer, a fine fellow and a kind shipmate showing splendid promise. The other men lost—one A. B., one greaser, and two firemen—were quiet conscientious good fellows."

With no restoratives in the boat, they endeavored to bring the Captain around by means of massage. Meantime the oars were got out in order to reach the Faroes, which were about

thirty miles dead to windward, but after about nine hours' hard work they had to desist, and, putting out the sea anchor, they took shelter under the canvas boat cover from the cold wind and torrential rain. Says the narrator:

"We were all very wet and miserable, and decided to have two biscuits all around. The effects of this and being under the shelter of the canvas warmed us up and made us feel pretty well contented. At about sunrise the Captain showed signs of recovery, and by the time the sun was up he was looking a lot better, much to our relief."

After being informed of what had been done, the revived Captain "dropped a bombshell in our midst" by proposing to make for the Shetlands, which were "only 150 miles off." "The wind is in our favor," he said. "I will take you there. Are you all willing?" This—comments the chief engineer—from a man who but a few hours previously had been hauled back from the grave! The Captain's confident manner inspired them, and they all agreed.

Under the best possible conditions a boat run of 150 miles in the North Atlantic and in Winter weather would have been a feat of no mean merit, but in the circumstances it required a man of uncommon nerve and skill to make such a proposal. With an oar for a mast and the boat cover cut down for a sail, they started on their dangerous journey, with the boat compass and the stars for their guide. The Captain's undaunted serenity buoyed them all up against despondency. He told them what point he was making for. It was Ronas Hill—"and we struck it as straight as a die."

"And there was our captain, just his usual self, as if nothing had happened, as if bringing the boat that hazardous journey and being the means of saving 18 souls was to him an everyday occurrence."

THE CIVILIAN

Devoted to the interests of the Civil Service of Canada.

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

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

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

Ottawa, August 16, 1918



THE NATIONAL DUTY.

WE MUST GO ON OR GO UNDER.

—Lloyd-George.

OUR BOYS

Previously reported:

Dead	337
Wounded	477
Prisoners	24

DEAD

FLT. LT. ERSKINE GORDON.
H. J. MURRAY.

WOUNDED

LIEUT. S. H. OGDEN, M.C.
SGT. H. H. PRITCHARD, M.M.
SERGT. W. A. O'LEARY.
LC.-CORP. A. WOODING.
CAPT. M.W. MAXWELL, M.C.
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BUSINESS MANAGEMENT.

Democracy is the latest hope of the human race engaged in the struggle for emancipation from evils transmit-

ted through millions of centuries past and gone. Under normal conditions the evolution of Democracy depends upon education. The highest ideal or even the most practical ideal must first become a propaganda and be preached and lectured until a majority of the people are convinced. For be it known that a democratic Government will not take a chance in adopting wise laws or in doing wise acts unless assured of the support of a majority of the people who vote. And thus it comes that Democracy has its penalties as well as Autocracy.

* * *

When the facts are carefully considered, students of the Civil Service situation must sympathize with the special Sub-committee of Council appointed to investigate the strike of the postal employees. Only one of them at any time was a Minister of a patronage party Government. The one member of the committee who has been a Minister in a patronage party Government is Sir Thomas White, and there is evidence extant to strongly indicate that he has been anything but a friend of Patronage. One very militant anecdote, as related by the Winnipeg Free Press, will serve to adorn the tale. On a certain morning not many years ago, Sir Thomas White was engaged upon an important affair of state, when there came to his door an influential delegation from the Ottawa Patronage Committee. The leader of the delegation made a long speech of introduction, referring to the inclemency of the weather and the indissoluble foundation upon which the British constitution stood, and finally broached the mission of the delegation which was that a certain lady member of the party should forthwith be engaged as charwoman at 75c per day. The reply of Sir Thomas White, so it is reported, heated the atmosphere to a remarkable degree as he expressed his opinion of the Patronage System and the delegation retired, having quite

forgotten the object of their call. Therefore *The Civilian* considers that the members of the special committee are entitled to the sympathy of the public, for they suffer largely for the sins of their predecessors.

* * *

Civil Service organizations have no such word as "strike" in their constitution. For the past ten years by the humble means of education they have endeavoured to direct public opinion in an appreciation of the fact that the Government was *not* governing the Civil Service. The Montreal Gazette expresses this idea in an editorial in their issue of Aug. 9th to the following effect: "and the adjustment of salaries has not been made less difficult by *persistent neglect* of the Civil Service by all Governments for many years past." Officers of Civil Service organizations have been compelled to attempt to be business managers of the Service. Had these officers been enabled in days gone by to get the serious attention of a single Minister of the Crown who would hear and heed the cold facts, the word "strike" would not have been introduced into the vocabulary of the Canadian Civil Service. For it is a well understood fact that the delay in paying the war bonus was only the apparent cause of the outbreak; the real reason being the "*persistent neglect*" referred to by the Montreal Gazette. Trained for generations by the patronage politicians that a civil servant did not enjoy the privileges of other citizens and "must not speak," officers of our organizations have submerged the truth in their modesty, diffidence and general lack of vigorous representation. The traditional indifference of all party governments to the courteously expressed representations of the associations is the responsible factor in precipitating the first strike in the history of Canada's public service.

The Government by means of a special committee of Council can and will get over the postal service bunker, but there are many hazards on the course. After the postal employees are satisfied, will the Government settle down to dormant inactivity so far as the administration of 50,000 men and women is concerned? The Civil Service requires one thing—supervision. The supervision of one Minister to devote his whole time exclusively to the problems of 50,000 men and women and to constantly study questions of policy in conjunction with the Civil Service Commission, and so we couple this concluding paragraph with the opening paragraph of this article, and assert our firm belief that the Civil Service must exhaust all the legitimate means of publicity in order to convince public opinion, and thereby the Government, that a Civil Service Minister or business manager of the personnel of the Service is necessary in the organization of all Governments. We cannot close this humble and inadequate study of a difficult situation without expressing sincere regrets that the Union Government, which has in hand the management of Canada's participation in a terrible war, should have this problem of civil employment thrust upon them in a way that may hamper and detract attention from the main object in the life of the Canadian people.

A NEW ALLY.

The National Federation of Federal Employees is the name of an organization of civil servants in the United States, which is a federation of Civil Service organizations in that country as the C. S. Federation is in Canada. The N.F.F.E., of which Mr. H. M. McLarin is president, seems in our opinion to be the most efficiently organized of all similar associations in Anglo-Saxon countries. They publish by far the best and most effective

official organ that has been brought to our attention. The official organ is a monthly magazine of a most comprehensive character. The Federation also publishes from time to time during the month a News Letter, supplying a concise item of news on a great variety of subjects. The organization has an officer called "National Organizer in the Field," and also an officer called "Director of Publicity."

The N.F.F.E. has settled a problem which at this time is being discussed by the Civil Service associations of the Imperial Government and which has been brought to the attention of Canadian associations of civil servants by the strike of the Postmen, who are affiliated with the Canadian Labour Congress. The N.F.F.E. is in affiliation with the American Federation of Labour.

President H. M. McLarin wrote the President of the Civil Service Federation of Canada a letter dealing in part with the topic of Labour affiliations for Civil Service organizations. The letter is interesting as announcing the discovery of a new and aggressive correspondent, guide, philosopher and friend, which we hope long to enjoy in the person of the chief officer of the N.F.F.E. Additional interest is given to the letter because of the fact that Mr. McLarin has, since writing it, gone to fight our mutual enemy, the Hun. He is succeeded by Mr. J. S. Beach as acting president. The letter follows:

Washington, D.C., July 13, 1918.

Mr. F. Grierson, President,

The Civil Service Federation of Canada,
Ottawa.

Dear Sir,—

We have just received yours of the 8th inst., and thank you very much for same. We are placing you on our mailing list for magazines and news letters and hope you will likewise place us on your mailing list.

Will you be so kind as to forward as soon as possible a copy of the Act placing the whole Civil Service of Canada under a merit system, as we are trying to formulate some such scheme for the United States.

Our next convention is to be at the Sherman Hotel in Chicago on September 9th, 1918. If you can do so we should be extremely glad to have present there a fraternal delegate from your body, and to make a place on our programme for him. Likewise, if agreeable to you, we would like to have some one of our people attend your convention as a fraternal delegate.

We note that you are not yet affiliated with the labour organizations of Canada, but hope that you many conclude to do so. We may not all like the exact way in which organizations are conducted, but we do not have much of an opportunity to improve such conduct as long as we stay outside. I believe from the tone of your letter that you will agree with me that Government employees properly belong in the organized labour movement and that they have an opportunity there to better conditions, both for themselves and for others, which they do not have otherwise.

With best wishes, and hoping that we may get in closer touch with one another,

I am,

Yours very truly,

H. M. McLARIN,

President.

UNITY IN THE POSTAL ORGANIZATIONS.

A clear and prophetic vision is more necessary in the world's leaders today than ever before in the history of the world. *The Civilian* hopes that a true and accurate vision may be vouchsafed to the members of the postal service and organizations who are involved in the decision to be handed down by the Government on August 20th. A vision, past, present and future, and Dominion wide, must

guide the judgment of the members of the postal service at this testing time. From a strictly Civil Service point of view any breach in the unity of our organizations threatening to arise as an outcome of recent events would be deplorable. This is not the first time that the difference in the temperament of the East and the West has displayed itself. In so far as affiliation with the Labour Congress may be desired by the Western section of the postal organizations, we would point out, as heretofore reported in our news columns, that the trail is already being blazed. Classes of employees who work with the brain and pen have already affiliated with the Labour Party in the United Kingdom. Branches of the Imperial Civil Service are on the verge of affiliation as witness the following from the last copy of the London Civilian to hand:

Nothing in the past has caused more resentment in the Civil Service than the manner in which, during this war, the Government has ignored the staff organizations, and has dealt with big Service problems without the least consultation with those affected. This treatment is contrasted with that shown to the great industrial unions, and to-day the outside public is still hardly aware of the strength of the reform movements in the Service itself. As a manifestation of the new spirit, it may be mentioned that only recently a referendum in the Second Division Clerks' Association showed 700 votes in favour of joining the Labour party and only 200 against.

The constitution of the C. S. Federation of Canada does not at present admit to its membership organizations that are affiliated with the Labour Congress. It is to be hoped that the wild and woolly West before acting independently will conduct a conversation with their brethren of the effete East to enable the C. S. Federation to take a mail vote on the subject of an affiliation with Labour. In old London town civil servants voted 7 to 2 in favour of joining the new Labour

Party. It would be of interest to learn how the vote would go in Canada.

OUR MERIT COMMISSION.

The members of the Service have on the whole exercised a praiseworthy patience in passing judgment upon the work of the Civil Service Commissioners. This is the only fair attitude to take in view of the facts. The Commission has been overwhelmed with herculean tasks. To expect delays would not occur in turning out such a multifarious mass of business is to expect divine acts from human agencies. *The Civilian* is prepared to endure delays and to condone mistakes either apparent or real during the initial stages in the Commission's history. Trustees as they are of Canada's public and private honour, but recently rescued from a debauch of hypocrisy and fraud, the Commissioners deserve the moral support of every good Canadian. They will have their difficulties to overcome and their temptations to withstand, and even though they may fail and fall at times they must be supported, encouraged and if necessary reinforced. They are at once the front line of trenches and the last line of defence of the Merit System. In the next number of *The Civilian*, there will appear a review of the Commission's work up to the present time from the pen of the chairman, the Hon. Dr. W. J. Roche.

UNWORTHY SERVANTS.

All Government work is war work, and every Government employee is a part of the national machine which is grinding the Hun. Every Government employee who fails to do his full duty every day is a slacker just as much as a soldier who fails to make good on the firing line. The unfaithful civil servant is worse than the draft evader, hiding in the woods, for whereas the latter refuses to accept

service and the reward of service, the former accepts the reward of service but fails to render due return, though he has voluntarily pledged himself to do so. The man or woman in the Government employ who abuses the sick-leave privilege in order to secure extra time for pleasure-seeking is not only unfaithful to his country and to the oath he has taken, but is also guilty of an infraction of the laws of common honesty.

Carry on.

The next issue of *The Civilian* may be a little late, but *look out for it*.

THE CASE OF THE THIRD CLASS POSTAL CLERKS.

In the last convention held in Toronto the announcement was made that Bill 53 removed the barrier which prevented Third Class clerks who were appointed permanent subsequent to the first day of April, 1912, from being promoted to the Second Class until they had passed the qualifying examination. This announcement was made in good faith after reading section 53 of the Bill which repeals chapter 14 of the statutes of 1912. (It was this chapter that placed the barrier there.) This interpretation was confirmed by the Superintendent of the Staff Branch of the Post Office Department after consulting with Mr. F. H. Gisborne, parliamentary counsel. Unfortunately this clause of the Bill should have been considered in conjunction with the previous clause (52) in which the following appears:

"Until a schedule is so approved with respect to any portion of the Outside Service *the existing law prescribing the remuneration and salaries* of such portion of the Outside Service or under which the remuneration is fixed shall continue in force. . . ."

It will therefore be noted, that while clause 53 removes the barrier, clause 52 replaces it *temporarily*;

The weather man is working for the war gardeners this year.

Members of the Government and representatives of organized civil servants sat down and talked things over, man to man. And the Empire is still solid to its foundation!

The man who says that Civil service reform is not in the interests of the returned soldiers misrepresents the facts. Civil Service reform, as crystallized in the Act of 1918, guarantees to the returned soldier a *square deal* and a *preference*. How could he have got either under patronage?

that is to say, until such time as the new schedule of salaries to be prepared by the C. S. Commissioners is approved at the next session of Parliament.

This is of course a disappointment to the men affected, but it should be gratifying to them to know that this disappointment is only temporary.

OBITUARY.

Death removed one of the veterans of the Ottawa postal service on Aug. 6th in the person of Frank Hawken. Mr. Hawken, who was nearly seventy years of age, entered the Ottawa Post Office in 1864 and rose through various grades of clerkships to the rank of Deputy Postmaster. He also occupied the position of post office inspector and concluded forty-four years of faithful service when he was superannuated in 1908.

Dugald McDonald, who died in Montreal on August 5th, in his eightieth year, was for many years deputy collector of inland revenue in that city.

Donald G. Johnson, Dominion Fruit Commissioner, died on August 4th at his old home in Forest. Mr. Johnson was forty-one years of age and was appointed fruit commissioner in 1914. His death is much regretted in the Civil Service circles where he was known.

Settling With The Postal Service

On Tuesday August 6th, the special committee of Council met in conference three successive delegations of Civil Servants representing in turn the Letter Carriers, Railway Mail Clerks' Federation and the Dominion Postal Clerks' Association. The Conference began at three o'clock, the Carriers being first received. Their spokesman was Max Wellman, of Toronto, who presented an elaborate statement of the increased cost of living on the basis of a family with three children. He represented his class with credit and there is no doubt as to the good impression he made on the Ministers as to the *bona fides* of his case. He asked for an increase in the minimum from \$626 to \$1,200 and in the maximum from \$939 to \$1,600.

The Railway Mail Clerks' Federation were represented by the following officers:—C. E. Power, president, C. A. Hives, secretary and W. F. Griffith, M. H. McLellan, N. G. Jessop, F. D. Sharman, R. A. Cromwell. Mr. Power opened the case and each of the delegates spoke in turn. They asked for an increase of minimum from \$600 to \$800 and of maximum from \$1,400 to \$2,000.

The Dominion Postal Clerks' Association were represented by A. Jacques, president, W. J. Cantwell, vice-president, and A. E. Crate, W. J. Gallagher, R. Bartlett, Jas. Keenan, J. O. McCullough.

The case for the D. P. C. A. was opened by Mr. Cantwell, who outshone even his former brilliant performances by the lucidity of his facts, the unruffled smoothness of

his address and his ready wit in answering queries put by the Ministers. Mr. Jacques also made one of his well ordered addresses, which elicited from the Hon. Mr. Carvell the ejaculation: "that's a fair proposition."

The D. P. C. A. delegation thought it wise, in view of the fact that they were not advised by their confreres west of the Great Lakes what demands they were making, to confine themselves to two outstanding grievances: one affecting the East only, and the other which affected the entire membership.

Their requests were as follows:

1. That the provisional allowance voted near the close of the last Session of Parliament, amounting to \$150 and \$100 respectively, for certain specified classes, be so extended in its scope as to include all Post Office employees, whether with or without dependents and irrespective of class, the relief afforded thereby being equally needed by the higher as well as the lower classes.

2. That the remuneration of Post Office Clerks of all classes (including salary and allowances) at present being paid, or hereafter to be paid, to Postal Clerks in offices in Canada, west of the Great Lakes, be likewise paid to clerks in the cities east of Port Arthur.

On the day following the presentation of the various cases notification was sent to the senior officer of each delegation that the Government's reply would be forthcoming on August 20th.

IN MEMORY.

In remembrance of Dr. C. W. Drysdale, of the Geological Survey, and Mr. J. W. Gray, his assistant, acci-

dentially drowned last year in Kootenay River, two mountains have been named—Mount Drysdale at the mouth of Wolverine Pass, Kootenay, and Mount Gray, overlooking the pass from the southeast.

Press Comment on the Strike

The press of the country has contributed liberally of its space to the crisis which has arisen in the affairs of the Postal Service, culminating in a strike of the letter carriers and postal clerks. *The Civilian* reproduces three editorials of varying treatment and point of view. The following is from the Montreal Gazette of August 2nd:

On Settling Strikes.

The strike of postal employees in the West has been brought to an end by an arrangement satisfactory to the strikers, which means that the strike has succeeded. According to the despatches from Winnipeg, wage increases are to be granted upon a graduating scale. There is to be no Conciliation Board as demanded by the men, but there is to be an immediate investigation of grievances by the Chairman of the Civil Service Commission. In this respect the Government has succeeded in holding its ground. It keeps the bone but the strikers get the meat, which is an immediate investigation, not by the tribunal suggested by them, but by another which certainly will treat them no less fairly. Here, therefore, the honours are about even if they are not slightly in favour of the men. Again, the Government, through its representatives in Winnipeg, has undertaken to pay the men for the time in which they were not at work, that is to say, the men, having absented themselves from their employment for ten days and having largely demoralized an important public service, are to be paid as if they had spent the whole of this period in the honest discharge of their duties. This is an altogether new and extraordinary method of discouraging strikes. The Government not only meets the demands of the striker

considerably more than half way, but actually finances the strike with public money. On this attractive basis the men return triumphantly to the service which they have so signally demonstrated their power to control. Will the next strike please step forward?

The effect of the western settlement upon the Civil Service generally cannot but be mischievous. The Toronto strikers showed that by striking they could get something. The western strikers have showed that by striking longer they could get more. The lesson is not likely to be lost upon the Toronto strikers. Nor is the fact that a means exists for extracting money from the public exchequer upon the initiative, not of the Government or of Parliament, but of the employee, likely to pass unnoticed in what, for want of a more accurate expression, must still be called the public service. The situation is not improved by knowledge that the whole trouble with the postal employees was invited by the Government in the unexplainable delay attending the distribution of the bonus voted last session. It is unfortunately true that the Government has not dealt with the question of Civil Service salaries upon any broad plan. The bonus was at best a makeshift. The Civil Service is entitled to fair payment for its labour. If the present scale is too low then it should be raised, but the Service ought not to be placed in the undignified position of looking for an occasional bonus. Nor was the bonus itself granted upon a fair system. Half-way up the salary scale, or thereabouts, it stopped. Why this was done it would be difficult to explain. The buying value of the dollar is just as low in an eighteen hundred as in a sixteen hundred

dollar salary. By confining the bonus to the lower grades the Government actually reduces the value of the service granted by its higher officials. The salary scale is based upon the value of service given in the several grades, and presuming the scale to be a fair one, any differential treatment, either by bonus or otherwise, is unjust.

It cannot be said that what has happened between the Government and its employees is likely to check the disposition to strike which seems to be so general in Canada. The Christian Science Monitor of Boston, in discussing industrial unrest in this country, offers some advice. The Government, it thinks, could remove the "basic cause" by fixing maximum prices for foodstuffs and other necessities. Also "Canada should see to it that wage schedules keep pace with the cost of living." If the cost of living is held at a stationary maximum, there will not be much difficulty in having the wage schedules "keep pace" with it.

The Ottawa Journal relieves Dr. Coulter of criticism and places the blame upon the Cabinet and Parliament. The following is a Journal editorial of August 6th:

In the Postal Service.

The trouble in the Dominion postal service which was quieted last week caused criticism of the departmental management which in some cases referred to Dr. Coulter, the Deputy Minister. We do not imagine that Dr. Coulter was at all responsible for any of the dissatisfaction which caused danger of a general strike in the postal service. The trouble was over the general scale of wages; and Parliament and the Cabinet have the say as to that, not a Deputy Minister, no matter how trusted or influential.

Perhaps this is an opportunity to bear newspaper witness to the qualities of Dr. Coulter. He inevitably has a good many scraps with the newspapers, which use the mails so enormously. Yet we think most of the newspapers of Canada feel that in Dr. Coulter the public has a very valuable servant. Dr. Coulter, if he forms any opinion, is generally strongly set in it, as most men worth their salt are sure to be. That is liable to be as fine a quality in some things as it may be trying in others. The essential thing is that Dr. Coulter, who has been Deputy Minister of the Post Office Department now for twenty-one years, has given proof in that long tenure of office of a capacity and industry, a public spirit and integrity and fairness, which place him in the highest rank of public servants. We doubt if any country in the world has ever had better fortune in the practical head of its postal service than Canada has had in Dr. Coulter. It is to be hoped in the public interest that he will continue to remain at the head of the executive work of the Post Office Department for many years to come.

The Financial Post has very strong views which have been frequently expressed of late. The following is a "Post" editorial of July 27th, criticising the administration of the Department by Dr. Coulter:

STRIKE OF POSTAL EMPLOYEES MARKS CULMINATION OF YEARS OF GROSSLY STUPID MANAGEMENT.

The strike of the postal employees is one of the greatest outrages ever perpetrated upon the people of Canada. Business was upset. Heavy losses entailed, domestic arrangements dislocated. Our oldest criminal judge regards any interference

with the delivery of private letters as so serious a crime that for many years he has given the maximum penitentiary sentence to anyone found guilty.

The men had a real grievance. They have been paragons of patience. The country willingly voted them the bonus to which they were entitled, but they could not get it. Repeated requests brought no satisfaction.

Attempts are made to throw the blame on the Government instead of on the inefficiency and neglect of ordinary business methods of which The Post has been complaining for some years, which have marked the service since the advent of its present Deputy Postmaster General.

Trouble Traceable to Ward Politics.

The whole trouble is traceable to ward politics. When Sir William Mulock was P.M.G., he had in his North York constituency a little man, Dr. Coulter, with big political ambitions. Either to get him out of the way or reward him for election services Sir William having superannuated the D.P.M.G., made the village doctor—a man with no postal or business experience—general manager of the greatest business organization in Canada. He put him over the heads of men who had shown good capacity, and had earned promotion by long experience. The absurdity of it is apparent when one realizes what would happen to the C.P.R. if a Dr. Coulter were to-day put in A. D. MacTier's place as general manager of the system. It would not have been so bad if the doctor had been content to draw his salary and do nothing, but he had the vanity of ignorance, the lust of power; and he was too old in years to learn new work. Narrow of vision, he did not inspire the constructive work needed to keep the postal service up to

the progress of the country. On the other hand the department introduced a series of petty, unbusinesslike regulations. These have been exposed many times in The Post. Many of them had to be abandoned. Others had to be explained. Then more regulations were issued to explain the explanations. Then these explanations of explanations had to have other explanations until it got so bad that they were allowed to fall into disuse.

One of the greatest irritations to Canadian people to-day is one of Dr. Coulter's fads: the imposition upon us of the mongrel letter stamp. It is marked 2c in three places and 1c in larger type in one place. In reality it is a 3c stamp. Every Canadian who uses stamps has complained. It has come up in Parliament, and the statements made by the P.M.G. on its behalf that it was necessary to have this stamp for international reasons are official lies, for in no other country is it used. The excuse given by Dr. Coulter is that it is to remind Canadian people of the war, that the extra cent is a special war tax and not due in any way to his economical management of the Department. This explanation and the stamp itself are typical of the man. He can't help it. Many other similar experiences could be quoted.

Treatment of Mail Carriers Displayed Unbusinesslike Methods.

His treatment of the mail carrier problems have displayed the same unbusinesslike characteristics. This experience has brought affairs to a climax. As one of the daily newspapers says in a strong editorial:

"In the inconvenience and annoyance caused by the strike of the postmen it is to be hoped that the fundamental principles of the

strike will not be forgotten by the public. Had any private concern treated its employees as the postmen have been treated there would have been such a hue-and-cry raised that the grievance would have been speedily settled. A settlement had been arrived at and accepted long ago, but owing to red tape the terms of it were never carried out by the Government."

In view of the country's experience with Dr. Coulter, The Post for years has argued for all appointments to the higher positions in the

postal service being filled by promotion of the capable men. This was done recently in Toronto where W. E. Lemon, the deputy, was made postmaster. The wisdom of it is shown by the ability and tact with which he handled affairs during the strike this week. He retained the esteem of the men and commanded the respect and support of the public. He showed his courage when he said if he were the only man left in the P. O. he would continue to do his best for the public. This is the right spirit—the spirit that animates all good men in public as well as private service.

AT THE PRIZE GARDEN.

The garden of the Women's Branch, Civil Service Association of Ottawa, at the corner of O'Connor street and Argyle avenue, which won first prize among Ottawa war gardens last year, promises to make a strong bid for the same honour this year. However, it's not honours that the Civil Service women workers are after, but money for war purposes.

Miss Burt's corps of agriculturesses has a big job on hand to give the fertile and closely-planted area all the attention that it requires. The hot weather has caused some of the toilers to become weary in well-doing, but a party of the faithful ones may be seen in the garden any evening, weeding, pruning, picking and watering.

Beans and peas have yielded splendid crops, potatoes are now being dug, and are a splendid sample, tomatoes are ripening and corn and squash are on the programme of coming events. Most of the produce is sold right at the garden during the evenings and the surplus goes to the Canadian Club hut on the Driveway.

Volunteer workers (especially tennis players, lawn bowlers and other athletes in good training) would be welcomed by the committee in charge.

BRITISH LABOUR PARTY END TRUCE.

The British Labour party at its conference in London on July 26th voted to end the political truce that had been in effect in Great Britain since early in the war. Delegates representing 1,704,000 votes favoured the resolution, while representatives of 915,000 opposed it. The Labour members of the British Cabinet will not be withdrawn for the present, but the party intends to contest bye-elections when opportunity offers. The chairman of the conference, W. F. Purdy, was emphatic in his statement that the party wanted no inconclusive or German peace.

The net decrease in the German birth rate in 1917, according to Dr. Raymond Pearl, statistician of the food administration of the United States, was 48 per cent; it was 54 per cent in Hungary. In France and England it was 24 per cent. Germany's loss in population was 40,000 per 1,000,000; Hungary's, 70,000; and England's, 10,000. The marriage rate in England showed a marked increase, while it declined in the Central Powers.

News of the Civil Service Association of Ottawa

The present period of the year is usually one of inactivity because of the holiday season and, incidentally, on account of the hot weather. This year, however, although the Executive stands adjourned till the first Regular Meeting in September, the Officers of the Association and certain Sub-Committees have kept in close touch with the trend of events.

The Officers and Executive regret to announce that owing to ill-health it has been necessary for the President, Mr. Walter Todd, to take a short rest from his duties as President. Mr. Todd's absence is keenly felt. It is confidently expected his health will soon be sufficiently recovered so as to permit his continuance of the Presidency.

In the matter of the re-organization of the service under Section 9 of the Civil Service Act, 1918, the Officers of the Association and the Sub-Committee on Legislation are keeping as well informed as possible on all points bearing on this all important phase of the new Act. While progress is undoubtedly being made by the Commission, the Association has not been in a position to act in any way as yet. Should it be necessary or expedient to do so, it is the intention of the Executive to afford every assistance possible in the interests of the Service and their constituents.

The question of Superannuation is more definitely under consideration. This is to be one of the main activities of the Association at the coming Session of Parliament, when it is hoped the Government will place a sound, business-like Superannuation Act on the Statute Books.

The close of the Association year, *i.e.*, September 30th, is fast approaching. The Advisory Boards of all

Departments should therefore lose no time in preparing for the election of their departmental representatives for the coming year. A strong Executive being required as never before, it is the duty of Departments to take the election of their representatives seriously, in all cases sending only their best men. The Secretary of the Association will get into touch personally with all the Advisory Boards with a view to obtaining their co-operation in this regard.

It was decided by the Executive at a recent meeting to continue all members of the Association who are overseas with His Majesty's Naval and Military Forces as members in good standing. It is felt this action will be favourably received by the Service from one end to the other.

Pygmalion and Galatea.

As already announced in these columns the initial venture of the Civil Service Association of Ottawa on the stage in the production of "Pygmalion and Galatea" was a huge success in every way, not the least financially. As a result of the entertainment, the Prisoners of War Fund, in aid of which the proceeds have been devoted, have realized the appreciable sum of \$525.43. To date over five hundred dollars have been turned over to the Ottawa Women's Canadian Club of Ottawa, who administer the Fund; the balance being mainly outstanding on programme receipts.

Apart from the satisfaction of producing an amateur theatrical with such unbounded success, the Association are indeed happy in having been able to assist the Prisoners of War to the extent of over five hundred dollars.

Coal for Civil Servants.

The Civil Service Association of Ottawa purposes approaching the Government at an early date with a view to obtaining assistance for Civil Servants at Ottawa in the matter of the winter's coal supply. The feasibility of the project has been considered by the Executive at a Special Meeting and a decision reached to approach the Government. The idea had been receiving the consideration of the Officers of the Association, when information was received that the Manitoba Government had already extended practically the same assistance to the pro-

vincial employees that was proposed for Federal Civil Servants at Ottawa.

The Manitoba Government pays the coal bill of the employees, recovering the value thereof by twelve monthly deductions from the salary cheques. Steps have already been taken by the Association to obtain from the Government at Ottawa almost similar assistance for their constituents. A favourable reception of the proposal will practically solve the dreaded problem of this winter's coal supply for those Civil Servants who, because of their small salaries and large responsibilities, are not able to finance the allotted quantity of coal at the time it is available for them.

CIVIL SERVICE COMMISSION OF CANADA.

The Civil Service Commissioners advertise the following positions:

A junior legal officer in the Department of Insurance, at an initial salary at the rate of \$1,600 per annum.

A clerk in the Department of the Naval Service, in Grade "F" of the First Division, at an initial salary of \$1,200 per annum.

A medical attendant in the Department of Indian Affairs, at a salary of \$500 per annum.

An assistant in charge to the Superintendent of Fisheries, for the Western Division of the Fisheries Branch of the Naval Service Department, in Sub-division "B" of the First Division, at an initial salary of \$2,100 per annum.

An assistant in the Division of Forage Plants of the Experimental Farms, in the Department of Agriculture, in Sub-division "B" of the Second Division, at an initial salary of \$1,200 per annum.

Application forms, properly filled in, must be filed in the office of the Civil Service Commission not later than the 26th August next.

W. FORAN.

TIME.

Inasmuch as nothing is ever lost, but is only re-formed, then time must of necessity be only a new combination of atoms. Time is non-existent, yet to gain it the general sacrifices thousands of human lives in battle, and countless human beings spend countless gold on worthless remedies to lengthen their days. Time is the volatile depository of all things. It makes you happy and unhappy, and is indeed a saturated solution of events. We save time to waste it, and in wasting it we save it. We spend our time in order that we may have it, and in having it we spend it. Without it we are always wishing we had it, and when we have it we kill it.

KEEP ON KEEPIN' ON.

(By W. W. Fickling.)

If th' day looks kinder gloomy
An' th' situation's puzzlin'
An' th' prospect's awful grim
An' perplexities keep pressin'
Till all hope is nearly gone—
Just hustle up an' grit your teeth
An' keep on keepin' on.

Dominion Railway Mail Clerks' Federation

Toronto, July 15, 1918.

Editors *Civilian*:

My attention has been directed to certain statements of pp. 93 and 99 of *The Civilian*, June 21, 1918, which to say the least would seem to be uncalled for, unfounded and unjustified. The letter from Mr. C. A. Hives, Secretary of the Dominion R.M.C.'s Federation, does not afford any justification for the statement that the Federation of R.M.C.'s "has decided not to co-operate with the Federation and has withdrawn its provisional support." Mr. Hives' communication perhaps implies that those persons who were appointed to the Executive of the C. S. Federation were not legally representative of the Dominion R.M.C.'s Federation. You say again, "of the C. S. Federation of Canada which includes in its membership every Civil Service organization (except the Railway Mail Service.)"

On looking up the register of delegates to C. S. Convention held in Ottawa, Nov. 27, 1917, you will see that (excluding the representatives of the Dom. R.M.C.'s Federation, whose standing as legally elected representatives has been questioned) the Railway Mail Clerks' Associations of Montreal, Quebec, Ottawa and Toronto were represented by duly accredited delegates. Are you now ignoring these as representatives?

If the Dominion R.M.C.'s Federation was not legally represented at

the convention in November, whose is the responsibility? whose the fault?

At the Dominion R.M.C.'s Federation convention in Winnipeg, Jan. 22nd to 25th, 1917, two resolutions were carried. They were as follows: "That this Federation recommend to each Division Association that they as individual associations take steps to affiliate with the Civil Service Federation of Canada," and, second, "That this Federation affiliate with the Civil Service Federation of Canada." However the (acting) Secretary of the C.S.F. refused to accede membership on the terms proposed, that is, that membership should be accorded to the governing body (24) and that representation and capitation be on that basis. Remember that the Division Associations were paying capitation tax on the individual members and were allowed to send delegates. It was not thought fair that we should have to pay capitation tax for the hundreds of mail clerks twice over.

At the Dominion R.M.C.'s Convention in Ottawa, Sept. 12 to 15, 1917, as the matters of representatives and capitation had not been settled it was resolved "that the question of affiliation with the C.S.F. of Canada be laid on the table till the next convention." You will see that, according to our contention, we were entitled to only one and not three delegates, and we were not led to believe our proposition would be accepted and so no delegate was chosen or appointed.

I am not at all clear as to who is the Bourassa or the Lavergne, or even who are intended as asses. It is true that I have heard the saying, "if the cap fits, etc.," but even that does not help me out. I think such insinua-

tions and childish calling of names neither lend dignity nor tend towards harmony.

Yours truly,

W. G. JESSOP.

Editorial Note.—The writer of the above letter is an old and faithful friend of *The Civilian* and has been a delegate to the conventions of the Federation since the founding of that body. When the editorial in the issue of June 21st was written, it had become the unanimous opinion of the officers of all other associations who knew the facts that the ways of the Executive of the Railway Mail Clerks' Federation were mysterious, peculiar and certainly non-co-operative. So much so that when Mr. C. A. Hives, Secretary of the Dominion organization, wrote the Secretary of the C. S.

Federation, advising that officials of the Railway Mail Clerks' Federation could not be recognized as members of the Executive of the C. S. Federation, it was assumed that diplomatic relations between the two bodies would cease at once. The foregoing letter is from a most reliable authority and puts a new light on the matter. Mr. Jessop is First Vice-President of the Dominion Railway Mail Clerks' Federation and no doubt speaks with a full knowledge of the facts. Therefore, while our perceptions of the case are not entirely clarified, we take pleasure in apologizing for the references made to the officers of the Railway Mail Clerks' Federation in the said editorial, and, furthermore, in promising that body to support its aims and objects and to labour for the greatest object of all—harmony and co-operation in the ranks of all our organizations.



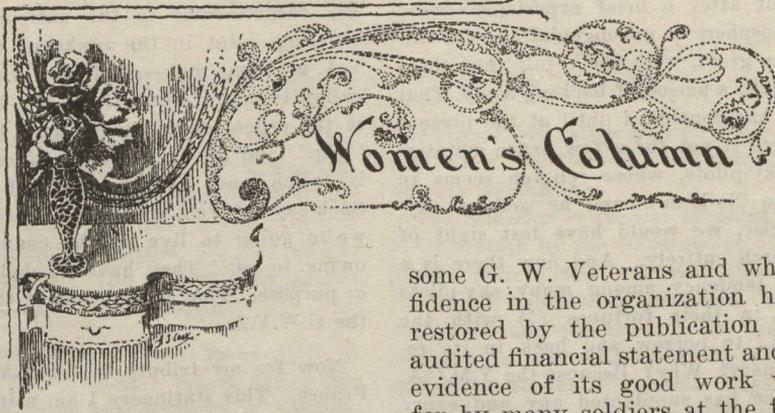
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No Chapter at Present.

The Women's Branch has been taking a sisterly interest in the formation of new chapters of the Daughters of the Empire in Ottawa.

At different times the advisability of forming a chapter within the Women's Branch has been discussed, but so much has been on the tapis that the matter had always to be shelved.

Just lately it has come up again and at the last meeting of the executive was seriously considered. While there are some benefits to be derived from the formation of a civil service chapter, the main object at the present time in forming a chapter would be to carry on war work.

Since the war, the Women's Branch has devoted its self almost exclusively to war work and has well organized machinery for the purpose. Hence the Executive concluded that the formation of a chapter of the Daughters of the Empire would be merely a duplication of effort and machinery. It is hoped, however, that when the war is over a chapter will be organized within the service to pursue the aims and ideals—the original aims and objects of the Daughters of the Empire.

Some Direct Views from France.

Almost every one has been interested in the recent criticisms of the Y.M.C.A. by some clericals and by

some G. W. Veterans and while confidence in the organization has been restored by the publication of the audited financial statement and by the evidence of its good work vouched for by many soldiers at the front, it may not be amiss to publish portions of a letter received from a gunner in France, who is also the son of a "Sky-pilot."

The women of the service are co-operators in Y.M.C.A. work and the following evidence will afford a much needed re-assurance.

France, June 28, 1918.

"You ask me for my candid opinion of the Y.M.C.A.—the Canadian end of it in France. Will say right off the reel that the Maple Leaf Y.M.C.A. is O.K. It has justified itself and is deserving of support. As to the other point raised—that of the opposition of certain of the clergy to it, I am not so sure that I value the opinion of some of them. Personally I fail to see where many (not all, mind you) army chaplains do much good out here. Of course I know of outstanding real MEN, who do "spend to be spent" in true service. These are men who mix with us rankers. But many of them are living better than in civilian life, eat fine "chuck" in an officer's mess, and once in a while condescend to mingle with us fighting men to tell us how bad we are. The sky-pilots who do the real good out here are those fighting with the boys, who share our dangers and hardships, who live our lives in the trench and gunpit. These are the only ones in a position to know and understand us, and to whom we listen gladly. We have one such in our battery, and he is a thoroughbred. I think I wrote you about him. A good many representa-

tives of the church rushed to the firing line; but after a brief experience found the atmosphere so uncongenial and the discomforts great, with the result that there commenced a period of backing away. That process has continued until at the present time were it not for a few brave splinter-proof sky-pilots, whose religion seems to thrive in No-Man's-Land as well as anywhere else, we would have lost sight of the Church entirely. And now there is a marked tendency among many sky-pilots to cast in their fortunes (!) with the Y.M.C.A., to borrow and bask in its reflected glory! Why? Because the Y.M.C.A. in France has supplanted any and every church. It touches the men where no church touches them. And the truth is that the Christian (!) church—or some of its representatives—is exhibiting that very human but non-Christian trait of Jealousy! And the stronger the church the more bitterly it fights to keep out the competition of smaller but more efficient sects. Something very much like this happened when Hypatia, the exponent of a brilliant but Pagan civilization, was brutally murdered by a Christian mob!

As for the criticism of the Y.M.C.A. by the Great War Veterans' Association—well, in every big organization of quick growth there are radicals. The G.W.V.A. is such an organization. At this distance it looks as if it had too few real leaders and mob rule is too prevalent. In the present condition it looks as if it might become the tool of the very things it is organized to fight against—class privilege, materialistic dominion and political "boss" control. It was so for a time after the United States civil war. I am not denouncing the fundamental principles of the G.W.V.A. We war veterans must be strong and united. Canada needs us to fight battles at home against the

foes of progress. We must be the broom and carpet-beater in the national house-cleaning. But in the ranks of the G.W.V.A. are some men—good men, who fought gallantly and risked their all—but who, in the ordeal of the game, have lost their "pep" and are in a groove of mind that is sullen and discontented and restless. Such say—"Well, we've done our bit, now we're going to live on the country; it's owing to us." They have no definite aim or purpose. That is the element that hurts the G.W.V.A.

Now for my tribute to the Y.M.C.A. in France. This stationery I am using is one great benefit, for paper and envelopes are very scarce, and the Red Triangle gives it to us free.

When we were in the Ypres sector for the Passchendaele "show" there was a Y.M.C.A. shelter of sand-bags every mile or so along the main roads. These roads were constantly shelled, being our only solid footing in that swamp of mud and death. The Red Triangle carried on in the midst of that hell. I would like to ask any critic who staggered out of the mud sea, off the "duck-boards," and then on to any of the main roads what that cup of hot tea (served out, for instance, at that Y.M.C.A. shelter between Wieltje and St. Jean), was worth to his cold, wet, tired, lousy carcass? I would ask what was paid for it? Nothing—absolutely nothing, and very often not even thanks! And it kept us going after an acute nerve strain of merry hell! They served us tinned goods, chocolate and biscuits to relieve the monotony of bully beef and hard-tack. They sold it to us at cost almost. They could scarcely be able to sell it to us for less. Salvation is about the only thing that is free in this world. What do a bunch of these "old soldiers" expect?

A pledge of loyalty and service of the more than 70,000 members of the woman's auxiliary of the Ancient Order of Hibernians was sent to President Wilson by the National Board at Atlantic City on the 26th. "Your

statesmanlike knowledge of Irish History," the resolutions said, "her conditions and her national aspirations make us feel assured that the situation will be dealt with justly at the final reckoning at the end of the war."

Labour Unrest

(Order in Council No. 1743, July 11, 1918.)

The Civilian has received many requests from secretaries of organizations for a copy of Order in Council No. 1743 dealing with Labour Unrest and as sufficient copies are not available to supply the demand it is reproduced in full as follows:

The Committee of the Privy Council have had before them a report, dated 9th July, 1918, from the Minister of Labour, representing that industrial unrest during the past few months has become more general than formerly, thus causing serious interruption in some lines of war work, and indications are that it will become more widespread still unless successful efforts be made to check it. This unrest has many causes, among which are the shortage of labour, rapid advance in the cost of many of the necessaries of life, employers denying their workmen the right to organize or to meet them in joint conference to discuss requests for improved conditions or to negotiate adjustments of differences; and in others from too hasty action on the part of Working men in ignoring the provisions of the Industrial Disputes Investigation Act and in adopting drastic measures before exhausting every reasonable effort to reach a satisfactory settlement. Wages alleged to be inadequate, together with length of the work day said to be too long, are among other frequent causes of such unrest.

The Minister, realizing the necessity of steady work and close and sympathetic co-operation between employers and employees to secure maximum results from war efforts, is of opinion that the Government should forthwith adopt such means as may seem practicable for the prevention of such interruption during the continuance of the war, whether caused by lockouts or strikes, and the establishment of such co-operation, while at the same time striving to ensure to the workmen adequate compensation for their labour

and reasonable safeguards for their health and safety, and to employers fair and reasonable treatment.

The Minister is further of opinion that a declaration by the Government of a war labour policy, fair and equitable to all concerned, governing relations between employers and workmen in all industries engaged in war and including all those mentioned in the Industrial Disputes Investigation Act (except railways), and amendments thereto by Parliament or extensions thereof by Order in Council, for the duration of the war, would materially contribute to the attainment of these objects.

The Minister, therefore, recommends that the Governor in Council declare the following principles and policies and urge their adoption upon both employers and workmen for the period of the war.

1. That there should be no strike or lockout during the war.

2. That all employees have the right to organize in trade unions, and this right shall not be denied or interfered with in any manner whatsoever, and through their chosen representatives should be permitted and encouraged to negotiate with employers concerning working conditions, rates of pay, or other grievances.

3. That employers shall have the right to organize in associations of groups, and this right shall not be denied or interfered with by workers in any manner whatsoever.

4. That employers should not discharge or refuse to employ workers merely by reason of membership in trade unions or for legitimate trade union activities outside working hours.

5. That workers in the exercise of their right to organize shall use neither coercion nor intimidation of any kind to influence any person to join their organizations or employers to bargain or deal therewith.

6. That in establishments where the union shop exists by an agreement the

same continue and the union standards as to wages, hours of labour and other conditions of employment shall be maintained.

7. That in establishments where union and non-union men and women now work together, and the employer meets only with employees or representatives engaged in such establishments, the continuance of such conditions shall not be deemed a grievance.

This declaration, however, is not intended in any manner to deny the right, or discourage the practice of forming labour unions, or joining of the same by workers in said establishments as aforesaid, nor to prevent a Board of Conciliation or other body or adjuster from recommending improvements in the matter of wages, hours of labour, or other conditions, as shall from time to time be found desirable.

8. That established safeguards and regulations for the protection of health and safety of workers shall not be relaxed.

9. That all workers, including common labourers, shall be entitled to a wage ample to enable them with thrift to maintain themselves and families in decency and comfort, and to make reasonable provision for old age.

10. That in fixing wages, minimum rates of pay should be established.

11. That women on work ordinarily performed by men should be allowed equal pay for equal work and should not be allotted tasks disproportionate to their strength.

12. That in all cases where eight hours is by law or agreement the basic day, it shall so continue. In all other cases the question of hours of labour should be settled with due regard to governmental necessities and the welfare, health and proper comfort of the workers.

13. That a maximum production from all war industries should be sought and methods of work and operation on the part of employers or workers which operate to delay or limit production or which tend to artificially increase the cost thereof should be discouraged.

14. That for the purpose of mobilizing

the available labour supply with a view to its rapid and effective distribution as well as constant employment; the Managers and Operators of industrial establishments and the trade unions concerned should keep Provincial or Municipal Employment Agencies and the Canada Registration Board fully informed as to labour required or available. Those agencies should be given opportunity to aid in the distribution of labour.

15. That in fixing wages, hours and conditions of labour, regard should be had to the labour standards, wage scales, and other conditions prevailing in the locality affected, always mindful, however, of the necessity of payment of living wages.

16. That to better preserve industrial peace during the War, employers and employees should, after once establishing an agreement as to wages and working conditions, agree to its continuance during the War, subject only to such changes in rates of pay as fluctuation in cost of living may justify.

17. That when employers and employees are unable to arrive at a mutual agreement concerning any existing dispute, unless some other means of settlement is agreed upon by the parties, they should use the machinery provided for in the Industrial Disputes Investigation Act in an endeavour to reach an adjustment.

Should the recommendation of the Board of Conciliation not be accepted either party may appeal to the Board of Appeal who shall review the findings of the Board of Conciliation and hear such further evidence as either party to the dispute may desire to submit at their own expense, the decision of the Board of Appeal to be final.

Any settlement of a dispute referred to the Board of Conciliation, or carried in appeal to the Board of Appeal, shall be effective not later than the date on which the application for a Board of Conciliation was filed.

The Board of Appeal shall be composed of two representatives of labour nominated by the Executive Council of the Trades and Labour Congress of Canada, two representatives of the employers, nominated

by Executive of the Canadian Manufacturers Association, and a Chairman nominated by the said members of the Board, or, in case of failure to agree upon a chairman, then the Minister of Labour shall appoint such chairman.

The Minister further recommends that the Minister of Labour be authorized to

make regulations governing procedure on appeal provided for by paragraph 17 of the above recommendations.

The Committee concur in the foregoing recommendations, and submit the same for your Excellency's approval.

RODOLPHE BOUDREAU,
Clerk of the Privy Council.

THE DRIVEWAY HUT.

The refreshment hut on the Driveway, back of Cartier street school, is clearing a lot of money for the soldiers' comforts fund. Electric lights have been installed and further lines of goods stocked. Besides refreshments, fresh-gathered vegetables and flowers from the adjoining gardens are disposed of. During the extreme hot weather the attendants were kept hustling every evening, and in cooler weather there is a steady patronage. The hut has become a regular calling-place for autos using the driveway.

PERSONAL.

Philippe Roy, Commissioner of the Dominion Government in Paris, has been decorated by the President of France with the Cross of a Commander of the Legion of Honour, in recognition of his services to the Allied cause during the war.

WANTED.

Fruit baskets—7 and 11 quart sizes—at the Civil Service garden, corner of Argyle and O'Connor, opposite Vittoria bowling green. Donations gladly received any Monday, Wednesday or Friday evening. If you have only one basket to spare, bring it along. It will help.

ANOTHER ELEVATOR FALLS.

The elevator in the Transportation Building, Ottawa, dropped from the third floor to the basement a few days ago and gave several passengers a bad shaking up. More serious injuries might have been anticipated. The cause of the accident is unexplained.

She—How kind of you to give me these beautiful roses. And they are so fresh. I think there is some dew on them yet.

He (very much embarrassed)—Yes, there is, but I'm going to pay it off to-morrow."

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God's Looking-glass

We view the war with horror, our foeman with disgust;
 We say his new religion has dragged him in the dust;
 We prattle how his kultur has darkened all his light
 And brought him like primeval man to worship brutal might.
 His outrage makes us shudder—Oh! cease; Awake and see,
 Put on, put on the Publican, put off the Pharisee.
 This conflict raging like a fire o'er Europe's bloody sod.
 This is for us, with all its shame, the looking-glass of God.
 You say the Huns have idols! Alas, what do we find!
 Ours differ only in degree; they differ not in kind.
 Our foemen worship Steel and Force; we worship Gold and Ease.
 If one should seek the higher gods which would he choose of these?

And having made us golden calves we placed them everywhere;
 In shop and farm and senate house, in every mart and square;
 We smuggled them into the school, and last, with impious fraud
 And brazen face, we set them up within the house of God.
 Then with our idols duly set we paid them worship fit;
 Exchanged the Sermon on the Mount for ethics of the Pit;
 And this our great hypocrisy not seeing even then,
 We taught as very truths of God the precepts base of men.
 Whatever haze obscured our creed two points we grasped full well;
 That wealth, quick got, was paradise; that poverty was hell.
 And as what man believeth he is in very deed
 Our constant daily practice was worthy of our creed.
 Our Father gave us years of peace: we filled them up with wrong;
 We let the base oppress the just, we deified the strong;
 We bade the teacher fire our youths with every noble aim,
 Then sent them to the market-place to learn its sordid game.

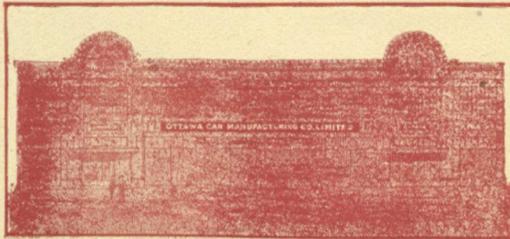
Oh, must the mountains burn with fire, and every valley quake
 Before our fat-enclosed hearts will to the truth awake;
 That all the horrors of this war, and all its pain and sin,
 Are but reflections of our hearts and what goes on therein,
 That if we truly do desire to see the age of peace
 These hidden wars within our breasts must now forever cease?
 Then let us study well that glass—this fratricidal war—
 Behold the demon-things therein are OURSELVES AS WE ARE.
 And may our newly-opened eyes have strength this truth to see:
 They who would liberate the world must first themselves be free.

—James Lawler.

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