

THE CIVILIAN

VOL. II.

DECEMBER 3rd, 1909

No. 16

A Civil Service Reform Medal.



[To be competed for by high school students in essay contest.]

More than once *The Civilian* has had occasion to bewail the indifference of Canadian public opinion as to conditions in the civil service. Our complaint in this connection does not arise altogether from high-mindedness. We realize that the welfare of civil servants is bound up with the application of reformed methods to civil service administration, and the latter are

not to be expected in their fullness till the conscience of the country demands. The public conscience can find an effective voice in one way only—by organization. Towards an organized public opinion on civil service reform in Canada there has been thus far no attempt.

Perhaps the most frequent reminder of our evil case in this regard comes in the form of reports

from other countries where opinion is not only alive but is educated upon the subject. In the United States, for example, there is not only a Civil Service Reform League, which embraces in its purview the entire field of government, but more than one of the States have organized associations for the discussion of reformed methods in the State public services. Massachusetts has one of the most flourishing of these. Attached to it is a "Women's Auxiliary," after the most approved fashion of all latter-day organizations. Both branches are indefatigable in their efforts to interest the great mass of the people in the importance of the cause at issue.

By way of shewing the extent to which the propaganda is carried in this state and the methods by which it is forwarded, *The Civilian* reprints herewith, by courtesy of the Springfield Republican, two cuts of a "Civil Service Reform Medal" which the Women's Auxiliary of the Massachusetts Civil Service Reform Association issued recently in connection with its campaign. The medal is to be competed for in the high schools of the city in an essay contest on the subject of the civil service, open to all the pupils attending, the object being to make the inculcation of knowledge with regard to civil service reform a part of the educational system of the state.

Without further introduction or comment, we may reprint the report which appeared in the Republican of the convocation of the schools at which the announcement with regard to the medal was made. It ran as follows:

"The junior and senior classes of both high schools yesterday morning gathered in the central high school hall at 8.30 where they listened to an address by Representative Frederick H. Gillett on the civil service reform movement. The occasion for the meeting was the presentation

by the local branch of the women's auxiliary of the state civil service association of a medal, to be given to the pupil of the two upper classes who shall write the best essay on the subject of the civil service. This is a new movement on the part of the women's auxiliary here to interest the rising generation in the subject. The meeting yesterday was for the purpose of showing the pupils the medal and of telling them about the civil service reforms that have already been made. The conditions for the contestants to observe will be announced at a later date by the principals of the two schools. It is hoped that the competition may be made an annual event. Similar medals have been offered in other cities by women's organizations directly connected or not with the state civil service reform association.

"Superintendent of Schools Wilbur F. Gordy presided at the exercises, which did not last over half an hour. He began by holding up the medal, and explaining its significance. On one side are the national emblems and on the other the seal of the women's auxiliary of the state civil service reform association. The length of the name caused some amusement among the pupils. He said that they were fortunate in having present Congressman Gillett, who is an indefatigable worker in the cause of civil service reform and is the chairman of the civil service committee of the House of Representatives. It, therefore, gave him great pleasure to introduce Congressman Gillett.

"The congressman stated at the beginning of his address that he was pleased to speak to the rising generation and that many of the boys there before him would soon be leaders in the public affairs of the day, perhaps the girls would, too. He briefly outlined the conditions that prevailed in the government offices before the passage of

the civil service reform act 25 years ago. Before that time all of the clerks in the government offices all over the country were appointed at the will of the heads of the departments without regard to their efficiency.

"There was a great increase in the number of these positions following the close of the civil war, with the result that a great many appointments had to be made to fill them

stituents or poor and inefficient relatives for whom he wished to secure government positions. The head of the department could not refuse to give a position when approached by a congressman for the reason that the departments were dependant upon Congress for their appropriations. This led to many abuses and many scoundrels who were not fit for anything were foisted into the government service. No one with-



REVERSE SIDE OF THE MEDAL.

all. The heads of the departments were usually honest enough and they could be relied upon to run their departments along business principles if they were left alone. But unfortunately for the good of the service they were not permitted to do as they thought best in the matter at all. Each of the congressmen had a host of friends and con-

out "a pull" was able to get a place at all.

"This was not all, however. Not satisfied with the positions that already existed, the congressman demanded that the heads of departments should make new places for the hungry horde of office seekers. As there was not really enough work to go around the new positions were

sinecures and the holders only drew their pay and did no work at all. It was to stop these abuses that the civil service law was passed, and it has been working now for 25 years with perfect success. Mr. Gillett in closing, admitted that because a man had passed an examination, it did not necessarily follow that he would make a good clerk or letter carrier or other public servant, but he emphatically stated that it was his belief that a man so appointed was far more likely to make a good man for the place than he who gets his place through political pull. He said that the class of office holders at Washington and other parts of the country has greatly improved during the past 25 years.

"Superintendent Gordy thanked Mr. Gillett for his interesting and inspiring address, after which the meeting ended with the singing of 'America'."

THE ROMANCE OF POMPIER NOMBRE TREE.

By *Von Ludwig*.

Long tam ago, when I'm de young feller, I'm work on de Fire Stashun. I'm pompier on Depôt Nombre tree on de Faubourg Quebec. I'm strong lak a beef dose tam, and doant afraid of notting.

Well, perhaps I have fear for wan ting; yes, fersure, I have much afraid of de ole notaire Leblanc, not fer de raison dat he is more strong as me,—no, bagosh, I'm ver sure I'm give it wan pouch sh's die right away,—but I'm fear fer de raison dat she is de fadder of ma belle petite Antoinette.

Ver well I recollee wat Antoinette look lak on dat tam, bagosh I nevere see de beauty wan lak it. Fer sure she is de bess wan I doan't care, juec lak wot you call hangel.

Dat's twenty year ago; now she is big as two hunner pound and he have de gray hairs on his head, but

she's de good wan fer me an I can recommender ver well when she is de little ting, belle comme une ange, an can mek de dance lak fairy girl.

I'm ver fond of dat little Antoinette fer sure, but de ole man Leblanc she's not lak me ver much. I'm only Pompier Nombre Tree; an when one tam she's see me kiss it several tam de little Antoinette on de passage she's get so mad lak a bull, an trow me off on de house an tell me go pass on de street an doan't come back some more. An Antoinette she's cry lak baby.

Fer sure dat's de bad affaire fer me.

I'm ver mad fer de old man Leblanc an I'm go on lovin dat little Antoinette juec lak crazy mans. I can eat, I can slip, I can do notting fer tink about dat little Antoinette.

After dat of course I see some tam de little Antoinette, on de sly, an de more I'm see de more I'm crazy, an I tink she's lak me purty well too.

One time I speak fer mek de ronne away marriage, but she doan't lek fer do dat; she have only seventeen year an me I have twenty year.

But by and by I have de gran eeday fer finish up de hole affaire. I'm work on de hook an ladder dat tam. I mek de bargaine wit de little Antoinette fer mek little fire on it's house so I can save it's life juec fer fun. Bagosh, I'm de most foolishness young feller on de whole Faubourg Quebec, but de poor little Antoinette he doan't fine dat foolish, she tink dat's de grande eeday an ver romantique.

Well I fix hup de hole affaire an de night an de hour arrive fer de fire on de house of de ole Notaire Leblanc. Fer sure I'm ver excite dat night. De hour come. Ten o'clocks.

I'm walkin up an down an walkin up an down an look de gong an expee effery minute she's goin fer ring, gong! gong!! No, bagosh, she doan't ring anny.

Five minute, ten minute, fifteen

minute ronne away on de clock an den I get ver quiet, ver tranquil, fer I tink someting have arreeve so she can't mek de fire.

Twenty minute pass, twenty-fy minute pass, haff pass ten an den, Oh mon Dieu, wot's dat? De gong!! she's sound bang! Dong! Dong, Dong, Dong, Dong. Dat's de nombre. Sabristi! I tink my hart's goin fur burss wide open.

I'm excite, I'm excite. Hurrah! hurrah!! de hors come out, de door fly opeen, so slow, so slow, I nevare see de lak before. I yell lak tiger on de driver "lick de hors Alphonse, lick de hors." I'm hole on on de side de hook an ladder an yell, an yell, an yell lak ell. I tink we nevare get dere, an, Sainte Esprit! when we do get dere I wish we have nevare get dere. Wot do I see? Mon Dieu! de hole house of de old Notaire Leblanc en feu, de flame high on de sky, de smoke so much you can see nottings, de crowd tick like fly, an yell an yell.

Wot has arreeve dat night I can tell, only wan ting, wan ting, juce de wan ting dat's mek me mad, mek me crazy, mek me tiger, mek me deevil.

Wot I'm care fer de house Leblanc; all I can hear is dat de poor little Antoinette he is in de house. I rosh on de house, I doan't hear some ting, I doan't see some ting, I doan't feel some ting. Wot I'm do I nevare can tell. I know only dat I fine de little Antoinette, my Antoinette, perhaps ded, an hang out de winder on de top storee an no way fer pass back de way I come. But de boys on de hook an ladder, dey doan't wait long; de ladder she's dere so close I can touch wid one han.

I'm strong lak a beef dose tam, but when I tek de little Antoinette on one harm an reach fer de ladder, hot lak a furnace, an swing masef an de little Antoinette out de window I know den I'm strong, strong lak twenty plow hors.

An den I know notting fer tree

day, an when I'm ope de eye I'm in de osspital an cover all over wit bandage, an de firs ting I see is de little Antoinette sit dere on side ma bed an look me wid wet on his eye—

Oh, bagosh!! I tell you dis little histoire, but you bet my life de ole man Leblanc when she's die she doan't know yet why de house took on fire. De fire fer joke is fer sure no joke, an de ole man Leblanc she doan't lak joke anny way.

She[sternly]—"I heard a noise very late. He [facetiously]—"Was it the night falling?" She—"No, it wasn't. It was the day breaking."—*Baltimore American.*

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

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

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

Ottawa, Dec. 3rd, 1909

THE CIVILIAN AND THE SERVICE.

The Civilian has now an established circulation among civil servants and the general public from the Atlantic to the Pacific. The two-fold aim of its founders has been realized, namely, the establishment of a medium for the dissemination of news and discussion among civil servants themselves, and the attraction of the attention of the public without whose intelligent interest nothing in civil service affairs is possible to the civil service problem. It would perhaps astonish the average *Civilian* reader to know the extent to which this little journal of ours is read in the offices of the large city dailies, and the number of newspaper articles on civil service matters that owe their indirect and often their direct inspiration to *The Civilian*.

* * *

From the outset, of course,

The Civilian has been written entirely for the civil servant. And from this point of view we have had, again, two main objects in view: first, to serve what may be called the "technical" side of the profession of civil servant, and, second, to deal with the interests of civil servants as a class in the community, living under a quite different legal dispensation from any one else and subject to unique conditions of employment irrespective entirely of considerations arising out of the actual work itself. No one realizes better than we do how we have fallen short on both these counts, and especially on the first. On the second we have fewer regrets, because we think that in the main our discussions of civil service legislation have been constructive and discriminatory and—best of all—have borne fruit in the shape of results.

* * *

According to the old joke there are two things that everybody can do better than anybody else: poke the fire and edit a newspaper. We have had lots of criticism, most of it helpful, some of it not so helpful. Our very last mail brought a letter asking what had become of "Mercurio" and regretting the departed lustre since that redoubtable bard ceased writing. Alas! we can only sigh like our correspondent! Yet we recollect that almost the latest poem signed by "Mercurio" brought us a sermon on the evil of hinting even in jest that a civil servant existed who would, as the saying is, "take a drink." An irascible subscriber warned us a couple of weeks ago that if we printed any more French we could "stop his paper." At M. Laroche's article last week he bubbled over, and for consolation we can only read Von Ludwig's "Lost Dollar." Poor Von Ludwig himself comes in for mingled blame and praise. When "Charlie" began his Dooley-esque "Day Drames,"

slap-bang four sons of Erin took it as an insult to their race and the editor of that hapless issue had an interview in which a violently-waved shillalah lent force to the arguments. So we might go on, and tell what is only the common lot of mortals and of newspapers.

* * *

As to our *locus standi*, with the object of talking about which we began this little chat—all we can say is that if *The Civilian* does not represent the best thought in the service—organized or individual—then the service itself is to blame. This is still to a degree an amateur publication. It was founded at the instance of several members of the C. S. Association Executive at a time when it was recognized that further progress would be well-nigh impossible without the facilities which a journal affords. It has been edited from the first by men taking

a prominent part in the deliberations of the executive, so that if it has failed to do its duty by the Association this certainly has not occurred through lack of opportunity of knowing what the policy of the Association is in all its divagations. When *The Civilian* was founded, it was impossible for the Association to assume the financial responsibility involved. It may interest some to know that it costs nearly \$3,000 a year to conduct *The Civilian*, without a cent for editors or contributors. This is still a serious matter, but not for all time, we hope. Yet the Association has had all the benefits it would have received if *The Civilian* had belonged to it body and soul. An executive of twenty-eight cannot edit a newspaper. Of necessity it must delegate a function like that. This is practically what has happened. First, last and all the time *The Civilian* has served the organizations of the service. A move-

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ment like the co-operative movement has received our support, even though it cost much money in loss of advertising, and for a time seemed to jeopardize our very existence. The C.S. Loan Association was born in these columns. The negotiations for the increase were conducted literally with *The Civilian* in hand. The reorganization will be an even greater achievement. Every utterance in *The Civilian* on all these and kindred subjects is a private utterance; nevertheless it is an utterance conceived in the highest council chamber of the service and in the single desire to further the best interests of that body. If *The Civilian* has ever advocated a line of action that any member of the executive did not approve, then we can only say that we have never heard of it. On the contrary we have received many expressions of appreciation and assent, not only from the executive but from the service as a whole.

* * *

There is at present before the executive a suggestion that *The Civilian* should be taken over by the Association. The feasibility of this is entirely for the executive to decide. If the Ottawa Association can work out a scheme for its editorial and business management, *The Civilian* will place no obstacles in the way. We have always regarded the Federation as the natural director of *The Civilian* and our outside friends sometimes take us to task for the fact that the business of the local Association has often had the predominant attention of these columns. A journal for the entire service is to our mind the more commendable project. In the meantime we are hoping to conduct the journal on a co-operative basis after the model of several technical or scientific reviews attached to universities or other institutions whereby if any profits should accrue they

might be divided pro rata among the contributors or others assisting in the success of the paper. But of this anon. Up to the present *The Civilian* has been a labour of love for all concerned.

TERMS.

A few months ago no end of difficulty in discussion was occasioned by the need of terms to distinguish the automatic transfer of the service from the old to the new classification and the readjustment of offices contemplated by clause 8 of the Act. The difficulty was solved by apportioning the term "reclassification" to denote the former, and the term "reorganization" to include the latter.

Much the same sort of confusion is arising in the present discussion of promotion examinations. As a matter of fact, promotions from class to class and from sub-division to sub-division are in every case but one without examination. The exception is in the case of promotions from the third to the second division, and here the examination is imposed not from the promotion standpoint but because promotions in this case are over the second gate of entrance to the service. Yet a great deal of the discussion has been going forward as if "promotions" indiscriminately in the service were by academic examination. *The Civilian* has actually been charged with advocating such a system! Of course it should be possible to remember always that the "promotion examination" question emerges only in the one part of the general field of promotions and that the sole *raison d'être* for such examinations arises in the possible abuse of the third division as a back-door entrance for "pull" to the higher positions. Nevertheless, if any one can for mere convenience' sake suggest a distinguishing terminology, *The Civilian* for one would be glad.

THE RECRUITING PROBLEM.

There were, it is said, something less than eighteen applicants for the fifty odd positions in the Second Division lately advertised by the Commissioners. A salary of eight hundred dollars, with the prospect of a fifty dollar increase per year up to sixteen hundred, has clearly very little attraction at the present moment for the educated youth of Canada. One of two things must, therefore, happen. Either the minimum salary of the Second Division must be raised, or the standard for entrance must be lowered. If the latter alternative is chosen, the passage from Division III to Division II within the service will automatically become less difficult, in so far as examinations are concerned. The situation is one, therefore, of indirect interest to a considerable number now within the service,

apart altogether from the general interest that may be felt in the question of standards.

LEGISLATIVE.

There are two or three particulars in which the Act of 1908 has proved defective. We refer here merely to details—to omissions and oversights natural in so comprehensive and revolutionary a piece of legislation. Amendment of these defects may quite naturally be expected during the present session. The Association should have a standing committee with duty to watch the course of Parliament, and to advise at once on the earliest intimation of changes.

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walk around them, and do your duty regardless of their spite. A man who has no enemies is seldom good for anything; he is made of that kind of material which is so easily worked that every one has a hand in it. A sterling character — one who thinks for himself, and speaks what he thinks—is always sure to have enemies. They are as necessary to him as fresh air; they keep him alive and active. A celebrated character, who was surrounded by enemies, used to remark, "They are sparks which, if you do not blow, will go out of themselves." Let this be your feeling while endeavouring to live down the scandal of those who are bitter against you. If you stop to dispute, you do but as they desire, and open the way for more abuse. Let the poor fellows talk; there will be a reaction if you perform but your duty, and hundreds who were once alienated from you will flock to you and acknowledge their error.

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" III, A.—J. F. Lessard.
" III, B.—W. J. Fraser.
Messengers.—Edw. Murphy.

Dept. of Secretary of State.

The Civilian is advised that the list of members of the advisory board for this department published in a recent issue, was inaccurate, and that the following is a correct return:—

Division I, B.—I. W. Storr.
" II, A.—H. Roy.
" II, B.—F. E. Fallon.
" III, A.—J. F. Champagne.
" III, B.—John Regan.
Messengers.—U. Ricard.

House of Commons.

The permanent Messengers of the House of Commons have chosen Mr. George Smith as their representative on the advisory board of that Department for the ensuing year.

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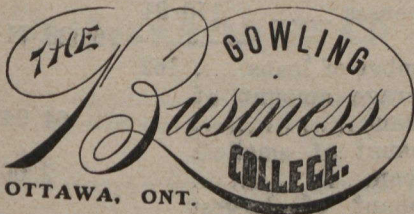
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**ANNUAL MEETING OF CIVIL
SERVICE SAVINGS AND
LOAN SOCIETY.**

The second Annual General Meeting of the Society was held in the Lecture Room of the Ottawa Public Library on the evening of Tuesday, the 23rd instant. The President, Mr. F. A. Aeland, was in the chair.

The reports of the Manager and the Board of Supervision were read and approved.

It was decided to pay a dividend at the rate of five per cent. per annum for the first six months of the year, upon all shares paid up at the end of that period, and also to recommend to the Board of Administration the advisability of paying interest on deposits at the rate of four per cent. per annum for the coming year.

Mr. Alphonse Desjardins, President of La Caisse Populaire de Levis, addressed the meeting in a very able manner on the subject of co-operative credit societies, saying he was astounded at the progress this Society had made compared with the first year of his own Society.

It was decided to continue to do business as at present until the result of the introduction of the bills for the incorporation of co-operative societies, now before the Dominion Parliament, was seen.

The elections of officers and of the various Boards for the coming year resulted as follows:—

President—Wm. MacKenzie.

Vice-President—F. J. Audet.

Secretary—H. LeB. Ross.

Board of Administration — W. MacKenzie, F. J. Audet, H. LeB. Ross, A. McNeill, E. Bouchette, W. A. Code, and A. D. Watson.

Board of Credit — Wm. MacKenzie, J. L. Payne, John Smith, A. E. Miles, A. Paré, W. J. Glover and J. Byrnes.

Board of Supervision — A. H.

Brown, R. L. Fuller and J. O. Pate-naude.

**Report of the Manager for the year
Ending 31st October, 1909.**

Receipts—

Shares	\$ 5,429 50
Fees... ..	55 70
Deposits	1,064 94
Loans (principal)... ..	4,367 49
Loans (interest)	179 21
	<hr/>
	\$11,096 84

Expenditure—

Shares with-drawn	\$ 140 00
Loans... ..	10,520 99
Deposits with-drawn	245 00
Deposits (interest)	20 64
Expenses	170 21
	<hr/>
	\$11,096 84

**Statement of Accounts at 31st Oc-
tober, 1909.**

Shares (balance held)... ..	\$ 5,289 50
Fees	55 70
Deposits	799 30
Interest received	179 21
	<hr/>
	\$6,323 71

Loans outstand-ing	\$ 6,153 05
Expenses	170 21
	<hr/>
	\$6,323 71

Number of loans.....	162
Average amount of loans... ..	64 94
Amount of smallest loan... ..	2 00
Amount of largest loan... ..	364 14
Number of shareholders... ..	374
Deaths... ..	2
Withdrawal	1
	<hr/>
	3

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OTTAWA

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The New Executive of the Ottawa Association.

Although it is only a fortnight old, the new Executive has already found its feet, and the different members have already broken the crust of unfamiliarity with each other and with the work in hand. The two meetings that have been held have seen a general discussion of the business before the Executive; but especially valuable has been the rapid progress made in getting acquainted, which with twenty new members is naturally a matter of some difficulty.

The Officers.

The new President, Dr. Rutherford, has already proved a great acquisition to the Executive. His experience and tact in the chair have been called into requisition more than once, and his clear-headed powers of interpreting a situation are of supreme value in the many complicated problems before the Association. Mr. Caron, Mr. Coats and Mr. Ostrom are old-timers, all having been actively identified with the movement from the very first, and having taken part in its work in ways that are too well known to require recapitulation.

Departmental Representatives.

Agriculture—Mr. A. E. Caron and Mr. W. A. Fraser have been succeeded by Messrs. J. A. McKenna and J. R. Munro,—good men and popular in their department. Mr. Fraser took an active interest in last year's deliberations, and his retirement is regretted by his old associates.

Auditor-General's Office—Mr. E. E. Stockton, who has represented his department since the Association was first formed, is back again and prepared to continue the excellent record which he has established.

Customs—Mr. A. McMillan succeeds Mr. J. F. Lannigan, another old-timer whose work has been greatly appreciated, and who will

be missed, though the new Sanitation committee will doubtless retain him in harness. Mr. McMillan will be a good representative.

Finance—A veteran in civil service activities in the person of Mr. F. Grierson retires. He is succeeded by Mr. E. L. Brittain, the efficient Accountant of Contingencies, for his department. Mr. Brittain may be expected to render valuable services.

House of Commons—Mr. Walter Todd has been re-elected. He has taken an active and intelligent interest in the deliberations of the past year, and his resignation at this juncture would have been a distinct loss.

Indian Affairs—Mr. A. F. MacKenzie, whose department evidently appreciated his good work of the past year at its proper value, has been honoured by re-election.


Interior—Messrs. W. M. Bailey, F. D. Henderson and R. J. MacIsaac are all new men, but if all their friends say about them is true the department will have no reason to regret their selection. Of the retiring members none will be missed more than Mr. S. J. Willoughby, who has been on the Executive from the start and has rendered splendid service. Mr. S. M. Genest, whose genial presence was always of help, will also be greatly missed.

Labour—Mr. F. Plant succeeds Mr. J. McNiven. Mr. McNiven's frequent absences as Fair Wage Officer made his retention of the office difficult, but his presence lent assistance at many of the meetings of the past year.

Library of Parliament—The re-election of Mr. M. C. MacCormac reflects the good sense of the staff of that department. Mr. MacCormac is a capable and popular representative.

Marine and Fisheries—Mr. J. E.

WEAR



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McClenaghan may be relied upon to render good service. He succeeds Mr. W. A. Found, whose retirement is a disappointment to his many friends, and whose record for the past year was an excellent one.

Militia and Defence—Mr. R. L. Fuller, whose connection with the Savings and Loan Society establishes his capability for good service, succeeds Mr. Frank Beard, whom everybody is sorry to see drop out, and whose interest in the affairs of the Association was always in evidence.

Mines—Mr. J. McLeish has been elected in succession to the veteran J. M. Macoun who has devoted himself unsparingly to the work of the Association from the beginning and whose judgment on innumerable occasions has been invaluable.

Post Office—Messrs. H. S. Campbell and A. N. Payne have been re-elected and may be expected to continue the good work which each has done during the past year. Mr. Campbell was on the Executive during the first year of its existence, and his devotion to the interests of the Association has been deeply appreciated. Mr. Payne's re-election is also a popular one.

Printing—Mr. G. S. Hutchinson, the Vice-President of last year, has been sent back to the Executive by his department, Mr. Bronskill, after a good year's work, having retired. Mr. Hutchinson may be relied upon to continue the painstaking devotion which has characterized his services from the beginning.

Public Works—The veteran Mr. A. G. Kingston, first President of the Association, and Mr. U. Valiquette, have both retired, and their places have been filled by Mr. A. Paré and Mr. R. W. Dillon, both of whom may be relied upon to work strenuously for their department and in the general cause.

Railways—Mr. R. S. Reid succeeds Mr. W. A. Bowden, whose resignation will be a distinct loss to the

Executive. Mr. Reid will be an active worker. The department was represented last year by Mr. H. LeB. Ross, whose duties as manager of the Loan Association require his whole attention. The Executive will greatly miss his sterling services.

R. N. W. M. Police—Mr. A. N. Joyce succeeds Mr. Fortescue as representative. Mr. Fortescue was one of the props of the old Executive. Mr. Joyce will be a forceful and active member.

Secretary of State—Mr. P. T. Kirwan succeeds Mr. Emond. Mr. Kirwan is a well-known and active member. Mr. Emond's work of the past year has been of the most capable character.

Senate—The Senate has never before held representation on the Executive. Mr. J. G. A. Creighton will be an acquisition to its deliberations.

Trade and Commerce—Mr. R. A. Lewis, who has been connected with the Association from its inception, and who has acted most acceptably as assistant secretary during the past year, has been sent back by his department for a further term. Mr. Lewis has been a most valuable member in the past, and his experience will stand the Executive in good stead.

PRINTING AND STATIONERY BANQUET.

—

Arrangements are being made for a banquet by the clerical staff of the Department of Public Printing and Stationery, including the foremen and assistant foremen and chiefs of the proof-reading staff, to be held at the Russell House sometime this month.

A HOPEFUL SIGN

Observe the number of young people and children wearing GLASSES.

Sympathetic adults deplore this.

Interpret it as a manifestation of deterioration of the race.

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THE CIVIL SERVICE CLUB.

A definite basis for the formation of a club was reached at a meeting held on the evening of Thursday, the 25th ult., when a provisional constitution was adopted and provisional officers elected.

The first annual meeting will be held on Tuesday, December 7th, when permanent officers for the year will be elected.

The chief stumbling block in the way of the committee which has had the matter in hand for some months was the question of the amount of the annual membership fee. Numerous proposals—ranging from \$3.00 to \$25.00—were made, and while it was felt on the one hand that the higher fee would have the effect of almost entirely excluding members of the lower divisions of the service from membership, it was recognized on the other hand that the lower fee would be entirely inadequate to furnish the club rooms in an attractive manner. It was finally decided to place the amount at \$10.00—twenty-five per cent. of which will be payable on subscription, the balance on call at the discretion of the permanent board of management.

It is hoped by the time of the annual meeting to have a membership list of between two and three hundred. If this can be accomplished it is proposed to at once furnish the spacious quarters at 75 Mackenzie Avenue in an attractive manner, and to provide reading, smoking, billiard, card, chess and checker rooms. It is expected at an early date to install a dining room service which will be adequate for lunch purposes, and within the year to have established a club of a most comprehensive character and equal to any in the city.

The provisional officers are as follows:

President—G. S. Hutchinson.
1st Vice-President—G. H. Wattsford.
2nd Vice-President—P. F. Marchand.
Secretary—A. E. Chamberlain.

Treasurer—To be elected.

The provisional board of management is as follows. The officers and Messrs. T. N. Doody, G. Emond, W. R. Billings, F. Grierson, W. J. Glover, J. M. Macoun and A. J. O'Reilly.

As to membership, etc., the provisional constitution is quoted in full as the concluding article of the present issue of *The Civilian*.

DEPARTMENTAL RESOLUTIONS

Department of Public Printing and Stationery.

That the clerks of this department accept the opportunity afforded by this general meeting to thank the retiring Executive of the Civil Service Association for the good work accomplished during the past year, and to express their entire confidence in the incoming Executive.

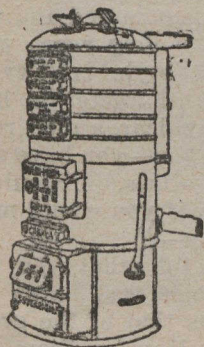
That they request that the new Executive urge upon the government the necessity of reorganizing the service in accordance with the Civil Service Act of 1908, at the earliest possible date.

That the representative of this department table this resolution at the first meeting of the Executive.

Public Works.

Whereas, it is but fair to the government that the Civil Service Amendment Act of 1908 be given a fair trial; and, whereas, superannuation is the question on which the civil service at present should concentrate its efforts; be it resolved, that it is inadvisable at the present time for the service to petition the government to re-open the matter of reorganization, but that instead a committee of the service ascertain and investigate cases where inequalities have arisen, and that this committee as representative of the whole civil service approach the Deputy Ministers and bring all the influence possible to bear to have any inequality adjusted, such adjustment to be made retroactive in effect, in order not to be nullified by regulations now existing.

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From a Woman's Standpoint.

On Hats.

It was long after midnight. The rain had been dripping down, drop by drop, most disconsolately, all night long. There was not a soul on Sparks street. Everyone preferred to be at home—not even an astronomer abroad—for there were no stars to see. That is perhaps the very reason why the hats were having the time of their lives. Up there on the second floor they were holding a great conversazione. The big Dreadnought had been appointed convener of the Look-Out Committee, and was anchored close to the window, scowling out into the night, vigilant, ready to give the danger-signal.

"Well, we have had a great fall of it," said the little gray Beaver, who had been longing to break the silence,—for my part I thought I myself would have been sold to-day—but, oh no—"sold again."

"I should think so!" sneered the bristling Busby, from the other corner of the showcase, "who would want you anyway, a thing absolutely without style—the very antithesis of style! To see you, one would think we were in the mediaeval ages.

As the young lady said, you would just think it was the fall of 1908 and not 1909. My! she was elegant though, in that wistaria, with the ermine furs, and her hair done up bun-shaped and—" but the elegant Busby choked in her enthusiasm.

"Never mind, my dear," there was a soft, gentle voice speaking to the gray Beaver,—it was that of the grandmother's bonnet — "never mind. I haven't summered and wintered here for ten long years without knowing that 'style' isn't everything. There is character in hats, and some day, my dear, a nice, refined lady will buy you—you have such graceful, modest lines. I wouldn't be surprised now if you would make a better sale than—"

"Just be careful what you say, please,"—the voice was harsh and impudent—it was that of the green-eyed Feathered Monster from the centre table, — "you'd better be pretty careful, insinuating there that that old Beaver would appeal to a lady of fashion. Not a bit of it—just wait till they see me, and then you'll see what appealing is."

"Oh, indeed, you needn't be so high and mighty," laughed the Plum-Shaded Toque,— "perhaps you will learn something by experience."

"Learn by experience," snapped back the Feathered Monster,— "and if anyone has had experience, I'm the very one. I tell you what, I

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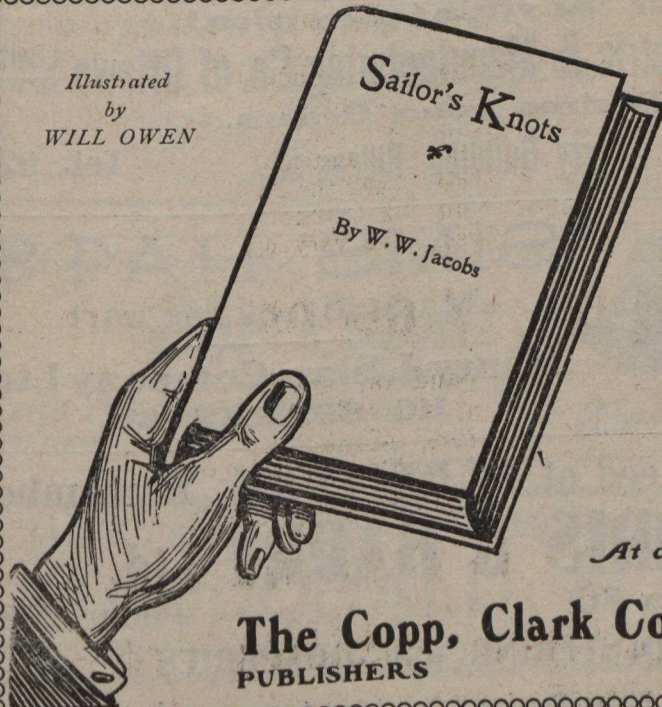
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haven't been here four or five years for nothing."

"Four or five years," the hats gasped in surprise,—and the Feathered Monster knew she had put her foot in it.

"Yes, four or five years,—all sorts of experience—a Gainsborough, then a rolling brim, then a plain wide effect, then a mushroom—and now, I'm positively the latest thing from Paris." They left her alone then, poor cross old thing, for they knew that ripping and bending and pinching is fearfully bad for the temper. And then, besides, she always had been a brainless thing—she considered herself above brains, and meant to continue so.

So they left her alone. There was one speaking whose voice commanded respect. It was the dreaded Dreadnought, and the voice was tremulous with sorrow. "The hour is come," she said, "when I must go; to-day I was purchased by an

elegant lady, and to-morrow at dawn I leave. Henceforth, I shall be seen, in my carriage, as I drive up and down Metcalfe street." Her voice became stronger here and rose in dignity. "For, as our aged sister has said, character tells. A lady of leisure, no doubt, is my purchaser; but before I go, a few thoughts I fain would leave with you upon our vocation in life. For hats, above all things are broad, and capable of viewing life from many standpoints. Nought else affords so great a scope for the imagination. History, art, architecture, all are combined. Does not yonder noble effect tell you of Oliver Cromwell, or the Duke of Wellington?—and yonder London smoke, of grim, gray walls rising against an English sky? Where is there one with soul so dead whose eye does not catch the light of the morning dawn, the roseate hues of sunset, the fading tints of the maple? That furry White will speak to you

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of science and poetry—recent discoveries in the Arctic regions, and 'her neck was like the swan'; the Feathered Monster, of our national poultry trade; the Scaly Mounted One, of our deep-sea fisheries. I, myself, would impress the Canadian world of our need of national defence; my friend, the Busby, foretells the day when every hilltop will stand guarded against foreign invasion. I regret to leave before the arrival of our guest, the Aeroplane. I regret, too, that as yet the designers' art has failed to grasp and immortalize the bomb-throwing custom—the little flowers as they grow by the wayside—the little flowers which never grow—the improvement of Art upon Nature—the walking expression of a nation's grandeur." On, on she went, deeper and deeper the tones, until the voice dropped down into the mechanical throbbing of the sordid street car, as it resumed its daily round, up and down, down and up, unceasingly.

The huge Dreadnought went to the new home the next day. They put her on the parlor table, and she ought to have been proud of herself, for she was all the furniture that the house had! She was the Girl's one investment—for the Girl did not believe in landed estate,—and that is the reason why the Dreadnought met with so sore a disappointment.

FREA CANNAIAD.

=====

"Where I lie down worn out, other men will stand young and fresh,
By the steps that I have cut they will climb;
By the stairs that I have built they will mount.
They will never know the name of the man who made them.
At the clumsy work they will laugh;
When the stones roll they will curse me;
But they will mount, and on my work;
They will climb, and by my stair;
They will find Her (Truth), and through me!
And 'no man liveth to himself, and no man dieth to himself'!"

Olive Shreiner

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A WELCOME TO MR. DESBARATS AS DEPUTY MINISTER OF MARINE.

Mr. George J. Desbarats, the recently appointed Deputy Minister of Marine and Fisheries, was made the recipient on Tuesday, the 9th ult., of a formal welcome by the staff of the Department, who waited on him to offer their congratulations. Mr. Cameron Stanton, Assistant Deputy Minister, speaking on behalf of the officials, after referring to the very excellent selection which the government had made for this important position, said in part:

Many of us, like myself, welcome you as an old friend, and we, one and all, hope that the cordial relations which have always existed between us will ever continue.

But you do not come to the Department as a stranger. For the last five years of your official life you have been one of us, and your appointment, therefore, give effect to the excellent principle of promotion from among the staff of the Department, and is at the same time a recognition of your long and successful service under Government in different part of Canada.

During the time you have had charge of the Department those of us who have had more immediate access to you have recog-

nized the ability and tact with which you have dealt with the many and varied questions which have come before you.

Your promotion to the Deputy Ministership will, we feel confident, afford you a greater opportunity for the exercise of those qualities which have won you your present position, and the measure of your success will be correspondingly increased.

In conclusion let me assure you of an active and loyal service from every member of the staff and of our best wishes for a long and prosperous career as Deputy Minister of the Department.

Mr. Desbarats, in his response, expressed his high appreciation of the kindness of the officials in calling on him and sincerely thanked them for their congratulations. He availed himself of the opportunity to say that during the time he had been acting as Deputy Head of the Department he had got to know the staff, and was delighted to have as his assistants officers and employees so able, loyal and painstaking. It was his aim to make the Department second to none, and to this end he required and was sure he would have the earnest and cordial co-operation of every member of the staff.

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JAMES K. PAISLEY, Prop.

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Athletics.

Lawn-Bowling — A Review of the Season.

After getting away to a wretched start the C. S. lawn bowlers have finished the most successful season since their organization. It was some weeks after other clubs had prepared their season's schedule that permission was received from the P. W. Dept. to use the greens on Parliament Hill. Coupled with this information was the intimation that the favor would be discontinued after this season. Being forewarned some of the most active members instituted a search for new quarters with the result that satisfactory arrangements have been made for a permanent home for C. S. bowlers and their friends on Vittoria street. These grounds which are nearing completion and will be ready at the opening of the season of 1910, are

conveniently situated within five minutes' walk of Parliament Hill, and command a fine view of the Ottawa river with the Laurentian Hills in the distance. With this splendid site and an enthusiastic membership, the new club promises to be the first in Eastern Canada.

In a review of the season's work first mention should be made of the visit to the M. A. A. A. bowlers of Montreal on the 24th of May. Without an hour's practice, five rinks under skips Hoey, Goddard, Morley, Thomas and Urquhart, volunteered to make the trip, the service bowlers winning the match by a score of 96 to 65. Beginning about the 1st of June, a series of rink matches were held, divided in two sections of ten rinks each, Messrs. J. McCaffrey, T. Jones, J. Milliken and E. A. Thomas (skip) winning out in Sect. A., while Messrs. J. McMillan, W. Douggan, L. G. Bowker and J. L. Payne (skip) were successful in Sect. B.

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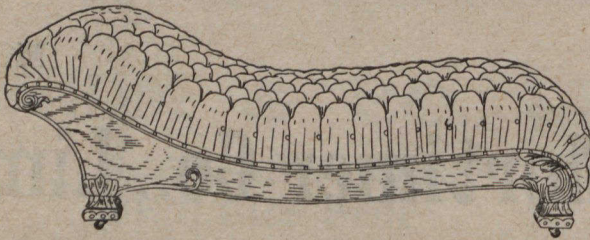
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In the finals, Thomas defeated Payne by 15 to 9. The contest in the doubles was not completed, as the greens were given up for practice for the Eastern Canada Tournament, in which seven C. S. rinks entered. Thomas' rink, composed of H. M. Blatchly, C. Haband and Jno. Kilgallin, annexed the Dewar Trophy, emblematic of the championship of Eastern Canada, while F. Shannon, R. S. Raby, J. L. Payne and W. T. Urquhart (skip) secured second place. Morley's rink of W. J. Wall, J. Stevens and W. T. Green were always dangerous and finally secured second place in the Association match before being retired. In the doubles event, Warne and Goodspeed carried off the 4th prize. In the contest for singles, E. A. Thomas captured the 1st, J. B. Milliken 4th, J. L. Payne 5th, and W. T. Urquhart 6th, making in all 7 prizes out of 34 — an excellent showing for the youngest club competing.

A match was then arranged with

the Prescott club, five rinks making the journey on Labour Day. Two matches were played, the service winning the first by 104-100, but losing the second by 97 to 100, winning on the day's play by one shot.

Looking for new worlds to conquer, and anxious to match their skill against the Western experts, the civil service entered three rinks in the Dominion meet at Toronto, the following taking part: H. M. Blatchly, C. Huband, J. Kilgallin and E. A. Thomas (skip), W. T. McIlquham, H. S. Campbell, W. T. Green and R. W. Morley (skip), T. J. Shannon, J. L. Payne, W. T. Urquhart and R. R. Farrow (skip). It is not necessary to go into the details of the play, as it has been pretty well covered in these columns previously; suffice it to say that even here C. S. bowlers would not be denied, Farrow's rink bringing home the much-coveted Toronto Trophy, while H. S. Campbell succeeded in winning his way into third



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Easy Chairs and Rockers to match Couch.

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position in the singles. Early in September a contest was arranged in Toronto for the "Henry Butt Loving Cup," 16 rinks from all Canada being selected by the committee, two of which were from the civil service, viz., Farrow's and Thomas'. Owing to the illness of Mr. Blatchley, Thomas' rink, after winning the first round, went down in the second. It may be well to remark here that Messrs. Farrow and his team mates deserve much from C. S. bowlers for the impression they made while at Toronto favorable to the Ottawa civil service.

While Farrow and Co. were in Toronto, their club-mates were busy at home with the annual city tournament. Again the C. S. was at the front, Messrs. J. Stevens and J. P. McMillan taking second in the doubles, while both 1st and 2nd prizes in the singles went to the service represented by R. W. Morley and Chas. Hubbard respectively. Several entries were made in the Montreal tourna-

ment during their "At Home" week. Messrs. Shannon, Payne, Urquhart and Farrow entered in the rink competition, Thomas and Farrow in the doubles, and H. S. Campbell and E. A. Thomas in the singles. Much might be said in explanation of the reasons for the non-success of the C. S. bowlers in this tournament, but lack of space forbids it. It is interesting to note, however, that not a single prize left the island of Montreal. Some crack bowlers were amongst the competitors, Brockville, Ottawa, Stratford and Sanquhar, Scotland, being represented.

In the Departmental Club competition, eleven rinks entered, as follows: Customs 3, Interior 3, Agriculture 1, Auditor-General's 1, Trade & Commerce 1, N.W.M. Police 1, and Railway Commission 7. After some splendid contests, Agriculture won out, represented by T. K. Doherty, C. G. Brown, Jno. Kilgallin and E. H. Thomas (skip), defeating J. P. McMillan, J. E. Umbach, Capt. Webb

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and W. E. Weld (skip) in the finals. This handsome trophy, which was won in 1908 by the Customs Dept., now becomes the property of the Agriculture Dept. for the period of one year. Immediately upon the conclusion of the Departmental matches a club tournament of doubles and singles was arranged, some fifty or sixty taking part, with the following result: doubles, 1st E. A. Thomas and F. J. Shannon; 2nd, C. M. Goddard and C. G. Brown; singles: 1st, Jno. Kilgallin; 2nd, C. M. Goddard. In addition to the many inter-club matches and tournaments usually held during the season, bowlers may look forward to a special series of rink matches next season for the Rosenthal Trophy, details of which will be announced at the beginning of next season.

FINANCIAL REPORT.

Civil Service Sports, 1909.

Cash taken at gate (including programmes sold)	\$ 73 75
Tickets sold (including competitors).....	84 50
	<hr/>
	\$158 25
Expenditure—	
Printing 2,000 tickets.....	\$ 4 00
50 banners for cars.....	5 50
25 window cards.....	2 00
300 ft. rope.....	3 64
Rent 500 chairs.....	25 00
28 badges.....	2 50
Band.....	44 00
Stakes.....	6 25
Programmes.....	15 00
Labor.....	5 00
Incidentals.....	27 64
To balance (cheque handed to treasurer C.S.A.A.A.....)	17 72
	<hr/>
	\$158 25

F. H. H. WILLIAMSON,
Chairman.

INTERIOR DEPARTMENT BANQUET.

The first annual banquet of the Department of the Interior, which was held on Thursday, the 25th ulto, at the Grand Union Hotel, was for several reasons an event of more than ordinary interest and importance. As a social function it was thoroughly enjoyable, as a musical entertainment it was exceptionally high-class, as an example of what can be done by three or four earnest and experienced men to enthuse their fellows into active co-operation in the working out of a common purpose it was a striking success. But most of all was it a triumph for the promoters in that it accomplished to the full the purpose for which it was undertaken, viz., the bringing together, upon a plane of equality and good comradeship, of all branches of the service from the head of the department to the youngest junior, and from the grey-headed chief with forty years of honourable service to his credit to the latest addition with scarce that number of days' record. Human ingenuity has yet to devise means more efficacious than that of eating together to break down the barriers of place and caste between man and man, and to engender a mutual sympathy and appreciation.

The idea of holding the banquet originated with the Mining Lands and Yukon branch, the members of which held a thoroughly enjoyable function last year, and in that Christian spirit which prompts the inclusion of others in benefits and pleasures enjoyed, they decided to invite the co-operation of the entire department this year. That the result justified this decision is amply confirmed by all who participated, as was fitting under the circumstances. Mr. H. H. Rowatt, chief of the Mining Lands and Yukon branch, presided, and an excellent chairman he made. Beside him were seated the

guests of the evening, Mr. J. Arthur Côté, assistant deputy minister; Dr. J. G. Rutherford, president of the Civil Service Association, and the chiefs of departmental branches, among them being Dr. W. F. King, Chief Astronomer; Dr. Otto Klotz, Dr. E. Deville, Surveyor General; Messrs. Jas. White, Chief Geographer; N. O. Côté, C. H. Bedard, S. M. Genest, R. H. Campbell, P. G. Keyes, P. Marchand, J. M. Roberts, C. J. Steers, B. L. York, J. P. Dunne, Blake Robertson, Harvey Fitzsimons.

Much regret was expressed at the absence of Mr. W. W. Cory, the esteemed deputy minister, who was unavoidably prevented from being present.

It has been said above that the committee on arrangements was experienced, and in no way did they show this so strikingly as in the fact that the postprandial proceedings called

for only two speeches, and as a result each was well received and thoroughly enjoyed. Mr. Arthur Côté, responding to the toast of the "Dept. of the Interior," reviewed its history from small beginnings in 1874 to its present proud position of magnitude and importance, and paid fitting tribute to the faithful labours of the men past and present who had contributed to that development. Dr. J. G. Rutherford, speaking to the toast of the "Civil Service Association," made a humorous address which was frequently punctuated by applause.

The musical programme was exceptionally well sustained as will be readily understood when it is recorded that the participants were Messrs. A. J. Saunders, J. McQuattie, E. A. Mitchell, A. E. Heney, A. R. Morisset, T. P. Murphy, C. H. Beddoe, A. E. Ecclestone, D. McDonald, C. Parkinson, A. L. Masson,

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H. E. Hawken, Gordon Rogers and W. R. Burrill. Mr. Arthur Dorey presided at the piano.

In according a vote of hearty appreciation to the committee, Messrs. Genest, Batterton, Esdale, Masson and Traversy, at the close of the evening, the chairman voiced the unanimous sentiment of those present that so successful and thoroughly enjoyable an occasion must be made an annual fixture in the calendar of the Department of the Interior.

Personal.

General.

Miss Gladys McIntyre of the Public Works Department was operated on for appendicitis on the 14th inst. She is now convalescent.

Mr. P. J. Connolly, Trade and Commerce, has been granted three months leave of absence on account of ill health.

Miss M. E. Fleming, Miss Caroline Blair and Miss H. M. Jones have been appointed to Sub Division B of the 3rd Division Annuities Branch, Trade and Commerce.

Mr. Frank Shannon of the Refunds Branch, Customs, is once more back at work. While on his holidays in Saskatchewan, he developed typhoid, but got through without mishap, and has returned, looking none the worse.

A pretty silver tea set was presented to Miss Hattie Scott by the members of the Department of Customs on the occasion of her recent marriage.

Mr. E. H. Laschinger, Assistant Deputy Post Master General has been confined to his house through illness.

Mr. John Chisholm, barrister, of the Department of Justice, has been appointed to sub division A of the first division. Mr. Chisholm one of the legal officers of the Department.

Mr. Thomas McCabe, one of the oldest employees of the Patent Office, Agriculture Department, died November 25th.

Mr. G. A. Gay, Marine & Fisheries, died Sept. 30th, 1909.

Promotions.

Railways and Canals:—A. H. McKee, 2 B. to 2 A.

Marine and Fisheries:—C. H. Godin, 2 B. to 2 A; F. J. Boulay, 3 B. to 3 A.

Justice:—J. Chisholm, 1 B. to 1 A.

Appointments.

Interior:—Miss E. Rock to Division 3 B.

Marine and Fisheries:—A. Boyle has been appointed Accountant of the department and placed in division 1 B.

Mr. J. Benoit has been appointed to Division 3 B.

Commander J. D. D. Stewart, Lieut. Richard M. T. Stephen, and Staff Paymaster Percy J. Ling, have been added to the Naval Staff.

Death of Hugh Fletcher.

Though the death of Hugh Fletcher the Geological Survey lost one of its oldest and most respected officers. He was born in London, England, of Scotch parents, in the year 1848. At the age of 12 he came to this country with his father, a well-known mining engineer. His education was received at Toronto University where he took a brilliant course. For more than thirty years he has been an accepted authority on the geology and mineral resources of Nova Scotia, more particularly as regards coal and iron. Writing in the Canadian Mining Journal, Mr W. R. Brock, Director of the Geological Survey says of Mr Fletcher's work:—

"Like that of many other strong men, the value of his work is in the inverse ratio to the number of printed pages describing it. The greater part is represented graphically on the maps which he made, Mr. Fletcher being a strong believer in this method of recording information and presenting it to the public. The long list of maps prepared under his hand on a scale of one mile to an inch, with every feature shown, accurately located, and in greater part from original surveys by Mr. Fletcher, evidences the patient, pains-taking, untiring work of this geological explorer. These maps are accepted as standard for geographical features, as well as for geological. During his long life of active research in Nova Scotia he steadily acquired a mass of detailed information concerning this province, so that his knowledge of it became encyclopaedic. He was ever ready to give the benefit of his knowledge and experience to any enquirer. Probably the most valuable of all the assistance the Survey can render is not that given through the printed report, but that furnished by officers in the field to individuals on the ground. In Mr. Fletcher's case his assistance was cheerfully accorded, and to an unusual extent.

"As his active field life was spent wholly in Nova Scotia it is there that he and his work were best known. The high estimation in which both were there held would amply re-

pay the most self sacrificing public servant. It is to the credit of Nova Scotia that this appreciation was not withheld until too late to reward, cheer and inspire this devoted worker.

"As might be surmised from his wide circle of friends and admirers, Mr. Fletcher possessed a striking and winning personality. He was intensely loyal to his ideals, devoted to what he conceived to be his duty, and persistent in his endeavours. His work was characterized by care, accuracy and

system. It is as yet too soon to estimate the place he will occupy among the unravellers of Canadian geology, but no matter what advances be made in the science, his work will remain as fundamental.

"Mr. E. R. Faribault, his colleague in Nova Scotian geology, is an old assistant of Mr. Fletcher, and the training he received at his hands is reflected in the detailed accuracy of his work."

Constitution of Civil Service Club as Adopted at a Meeting of Charter Members Held at 75 Mac-kenzie Ave., Thursday Evening, Nov. 25th.

THE CIVIL SERVICE CLUB. CONSTITUTION

ARTICLE I.—NAME AND OBJECT

1. The Club shall be called "The Civil Service Club."

2. It is the purpose of the Club to provide headquarters for the Civil Service of Canada and to foster and promote a true esprit de corps among the Civil Service officials by affording them the means of recreation.

ARTICLE II.—MEMBERSHIP

1. There shall be four classes of members; (a) Civil Servants, active or retired, who are residents in Ottawa; (b) non-resident Civil Servants, active or retired; (c) privileged members, and (d) honorary members. For the purposes of this Constitution, Civil Servants shall be those who are on the Civil Service or Militia Lists; also other Government officials who are doing administrative, executive or clerical work.

2. The membership fee shall be ten dollars for Civil Servants residing in Ottawa, 25 per cent of which shall be payable on subscription and the balance on call of the Board of Management; and two dollars for non-resident members, payable in advance.

3. Privileged membership shall be open to Government employees other than those previously described, but their application shall be subject to the approval of the Board of Management.

4. Honorary membership may be conferred on such persons as in the opinion of the Board of Management may be entitled to such distinction.

5. Resident Members shall be held to be those employed in Ottawa.

6. Privileged members shall be entitled to vote, but shall not be eligible for office.

7. Honorary members shall be exempt from the payment of fees, but shall neither vote nor hold office.

8. Only members in good standing shall be eligible for office, or have the right to

vote at any election, or at any taking of ballots in connection with the Club.

9. Any member over one month in arrears will be debarred from the privileges of the Club until the arrears have been paid.

ARTICLE III.—CLUB YEAR.

The Club Year shall commence on the 1st December.

ARTICLE IV.—OFFICERS AND DUTIES.

1. The Officers of the Club shall consist of a President, two Vice-Presidents, a Secretary, a Treasurer and seven other members holding no specific office. These officers, together with the last retiring president, shall constitute the Board of Management.

2. The officers shall be elected at the annual meeting of the Club.

3. In the case of demission of office, whether by death, resignation or otherwise, the vacancy caused shall be filled by the Board of Management. The person so elected shall hold office until the next annual meeting.

4. The President shall preside at all meetings and shall inform the Club of the proceedings of the Board of Management since the last report, receive and read motions and cause the sense of the meeting to be taken on them, preserve order and direct the proceedings of the meeting in regular course. There shall be no appeal from the ruling of the Chair, unless requested by at least five members and carried by a two-thirds vote.

5. In the absence of the President, the senior Vice-President present shall preside and perform the duties of the President and have his privileges.

6. In the absence of the President and Vice-Presidents, a Chairman for the meeting shall be chosen by the open vote of those present.

7. The Secretary shall take the minutes at all meetings of the Club, as well as those of the meetings of the Board of Management. He shall issue notices of meetings and have charge of correspondence; he shall also edit

any literary matter issued by the Club and in a general way, promote and guard the interests of the Club in the local press.

8. The Treasurer shall receive and have custody of all moneys, give his receipt therefor, and deposit the same in a chartered bank designated by the Board of Management, and the moneys so deposited shall only be withdrawable on the joint signatures of the President and Treasurer. He shall keep a true record of the same and pay all authorized accounts. He shall annually, or whenever required by the Board of Management, exhibit a statement of his accounts with vouchers, as well as a list of members who are in arrears. In the absence of the Secretary, the Treasurer may be called upon to perform his duties.

9. Subject to special action by the Club, the conduct of its affairs shall be vested in the Board of Management, which shall have power to make such rules as may be necessary for the management of the Club property.

10. The Board of Management shall meet at the call of the President, and five members shall constitute a quorum.

11. Where the President is unable or refuses to call a meeting, three members of the Board may do so by giving the others at least 48 hours' notice in writing.

12. Two auditors shall be elected by open vote at the annual meeting and shall embody their report in the Treasurer's annual statement.

13. The Board shall have power to appoint sub-committees from its members, and to delegate to them such duties as it may deem proper.

ARTICLE V.—MEETINGS.

1. The annual meeting of the Club shall be held on the first Tuesday in December.

2. Special meetings may be held at any time or place on the call of the President, or on the call of the Board of Management, or on petition of not less than ten members of the Club.

3. Fifteen members in good standing present at any meeting of the Club shall constitute a quorum.

ARTICLE VI.—EXPULSION.

Any member violating the Constitution or by-laws of the Club who is found guilty of misconduct may be expelled by a two-thirds vote of the members present at any meeting of the Board of Management.

ARTICLE VII.—AMENDMENTS.

This Constitution may be amended at the annual meeting or at a special meeting called for that purpose, by a two-thirds vote of the members present, after two weeks' notice of such amendment has been given to the Secretary in writing, such notice to be posted in the Club house for at least one week previous to the annual or special meeting called for that purpose.

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