

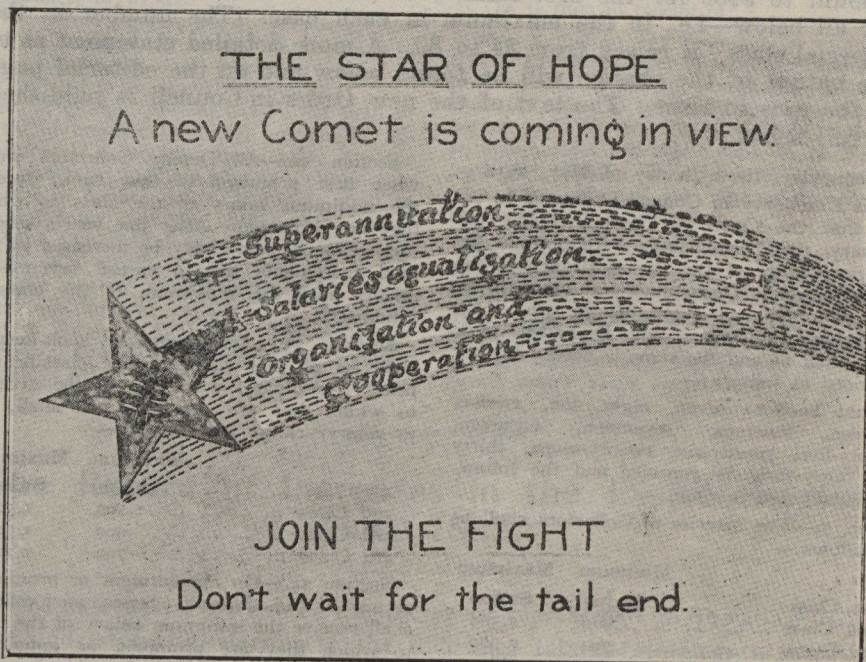
THE CIVILIAN

VOL. III.

JUNE 17th, 1910

No. 4

In the Year of the Comet.



Our cartoon above only partially portrays what the present *annus mirabilis* may with good generalship and good fortune bring in its train for civil servants. To that happy end the good fellowship and cooperation of all are essential. The Federation is already hard at work upon its programme, which embraces, not only the equalization of salaries throughout the service, but superannuation, the enlargement of the insurance privileges, and the extension of the reform principle of the act of 1908 to the whole service. The Ottawa association has brought its campaign with regard to the examination system to a point where results are soon to follow. It, too, is bearing the brunt of the fight for superannuation. In another column will be seen how the Excise associations have already begun to reap fruition of the year's efforts. The time for final deliberation and the preparation of cases by the various organizations is now, in order that plenty of opportunity for ministerial consideration may be available before the opening of the session. If this is done efficiently and in the proper spirit, the season of 1910-11 should be one to live long in the annals of the civil service.

Increase granted to the Excise Service.

The increase to the Excise branch foreshadowed in the act amending the civil service Act passed at the recent session, is now realized. By Order-in-Council assented to May 25, 1910, and published in the Canada Gazette of June 4, what was known before of the government's intention in outline is now revealed in detail. Roughly, the increases amount to \$400 for the first class, \$300 for the second class, and \$200 for all below—i.e., in the maximum in each case. The number in the "special class" is raised from 24 to 30. A more detailed statement as to the nature of the change will be found below and on the editorial page of the present issue. The text of the new Order-in-Council is published in full below:

Wednesday, the 25th day of May, 1910.

His Excellency in Council is pleased to order that the Order in Council of the 9th January, 1889, establishing "Regulations for the governance of the Excise Branch of the Inland Revenue Department" as amended by Orders in Council dated March 4th, 1903, December 12th, 1903, and December 18th, 1909, shall be and the same is hereby further amended as follows:—

That Sections seven, eight, ten, twelve, thirteen, fourteen, seventeen, eighteen, twenty-five, twenty-six, twenty-seven, thirty and thirty-three be repealed and the following substituted therefor:—

Sec. 7.—The salaries of Collectors shall be as follows:—

	Minimum.	Maximum.
1st Class	\$2,100	\$2,800
2nd Class	1,900	2,300
3rd Class	1,700	2,000
4th Class	1,500	1,800
5th Class	1,300	1,600
6th Class	900	1,400
7th Class	600	1,000

Sec. 8.—On appointment of any Collector, or upon promotion to a division of a higher class, his salary shall be determined at the minimum of that class, and he may thereafter receive an annual increase of one hundred dollars until the maximum of the class is attained.

Sec. 10.—Deputy Collectors shall be of five classes, their classification being co-ordinate with that of the division to which they are attached. Their salaries shall be as follows:—

	Minimum.	Maximum.
1st Class	\$1,600	\$2,000
2nd Class	1,400	1,700
3rd Class	1,200	1,500
4th Class	1,000	1,300
5th Class	900	1,100

Deputy Collectors who have passed the "Special Class" examination may receive an additional salary not to exceed two hundred dollars per annum.

Section 12.—All Deputy Collectors shall, when first promoted to that rank, receive the minimum salary of the class to which they are promoted. After one year's service therein, such salary may be increased by annual increments not to exceed seventy-five dollars until the maximum of the class is attained.

Section 13.—Accountants or book-keepers shall be of four classes, their classification being co-ordinate, with that of the division to which they are attached, and shall, as to salary, range as follows:—

	Minimum.	Maximum.
1st Class	\$1,300	\$1,800
2nd Class	1,100	1,500
3rd Class	900	1,300
4th Class	700	1,100

Section 14.—On appointment or promotion to any of the aforesaid classes, such officers shall receive the minimum salary of the class to which they are promoted or appointed, and, after one year's service therein, may receive an annual increment not to exceed seventy-five dollars until the maximum of the class is attained.

"No officer shall be eligible for promotion to an accountantship in a First or Second Class Division unless he shall previously have passed a First Class Excise Examination, nor shall any officer be eligible for promotion to an accountantship in a division of a lower classification unless he shall previously have passed a Second Class Examination, but any officer holding such certificates shall be eligible to the above positions respectively without passing any further examination."

Sec. 17.—During the probationary term provided for by the Civil Service Act, such third class exciseman shall be entitled to receive a salary at the rate of \$600 per annum.

Sec. 18.—At the expiration of such time he (if retained in the service) shall be entitled to a salary of \$700 per annum. After one year's service he may receive an annual increase not to exceed one hundred dollars until he shall reach a salary of \$1,000 per annum,

which is hereby established as the maximum of the class.

Sec. 5.—The salary of a second class exciseman shall begin at \$900 per annum and may rise by annual increments not to exceed ninety dollars until the maximum of \$1,250 per annum is attained.

Sec. 26.—The salary of a first class exciseman shall begin at \$1,100 and may rise by annual increments, not to exceed seventy-five dollars, to \$1,500.

The revised percentages of increase as provided in Sections 18, 25 and 26, to begin in each class at the date when the official is next entitled to an annual increment.

Sec. 27.—The "Special Class" list shall be limited in number to thirty, but on the appointment of any officer whose name is borne upon such list, to any deputy collectorship or office of higher grade, his name shall be removed from such list. The salary of a "Special Class" exciseman (Chief Officer in charge of a distillery) shall begin at \$1,600 and may rise by annual increments, not to exceed one hundred dollars, until the maximum of \$2,200 is attained. The salary of a "Special Class" exciseman (other than the foregoing) shall begin at \$1,300 and may rise

by annual increments of one hundred dollars to the maximum of \$1,600.

27a.—Any officer referred to in sections seven, ten, thirteen, eighteen, twenty-five, twenty-six and twenty-seven who is promoted to a higher class, the minimum salary attached to which is less than that he is then receiving shall, upon said promotion or the raising in classification of his division, be paid the salary he is then in receipt of.

Sec. 30.—If at any such special examinations a greater number of officers qualify than are required to fill the vacancies in such class (in order to bring the maximum number of such "Special Class" officers to thirty as hereinbefore provided): those to be placed upon the "Special Class" list, shall be those who have obtained the highest number of marks at such examinations.

Sec. 33.—Officers placed in charge of special surveys shall be selected by the Minister from the "Special Class" list only, and may, while so employed, be paid an additional salary not exceeding \$300 per annum. and on relinquishing the survey, the additional salary shall cease.

The Record of Increases in the Excise Service since 1882.

The nature and extent of the increases represented in the above will be better understood by referring to the following tabular statements which set forth, not only the increases granted by the present order in Council, but all the increases which have taken place since 1883 :

COLLECTORS.

	MINIMUM			MAXIMUM		
	Sept. 1888	Dec. 1903	May 1910.	Sept. 1888.	Dec. 1903.	May 1910.
1st Class	1,800	2,000	2,100	2,200	2,400	2,800
2nd "	1,600	1,800	1,900	1,800	2,000	2,300
3rd "	1,400	1,600	1,700	1,600	1,800	2,000
4th "	1,200	1,400	1,500	1,400	1,600	1,800
5th "	1,000	1,200	1,300	1,200	1,400	1,600
6th "	700	800	900	1,000	1,200	1,400
7th "	500	500	600	700	800	1,000

For 1888 and 1903, annual increases to be 5% on the minimum.

For 1910, annual increases \$100.

DEPUTY COLLECTORS.

	MINIMUM			MAXIMUM		
	Sept. 1888.	Dec. 1903.	May 1910.	Sept. 1888.	Dec. 1903.	May 1910.
1st Class	1,800	1,500	1,600	1,500	1,700	2,000
2nd "	1,200	1,300	1,400	1,300	1,500	1,700
3rd "	1,100	1,100	1,200	1,200	1,300	1,500
4th "			1,000	1,100	1,100	1,300
5th "			900			1,100

For 1883, 1888 and 1903, annual increases 5% on minimum.
 For 1910, annual increases not to exceed \$75.

ACCOUNTANTS OR BOOKKEEPERS.

	MINIMUM				MAXIMUM			
	June 1883	Sept. 1888	Dec. 1903	May 1910	June 1883	Sept. 1888	Dec. 1903	May 1910
1st Class	1,000	1,000	1,200	1,300	1,200	1,200	1,500	1,800
2nd "	800	900	1,000	1,100	1,000	1,000	1,200	1,500
3rd "	700	800	800	900	900	900	1,000	1,300
4st "	600	600	600	700	800	800	800	1,100

For 1888 and 1903, annual increases to be 5% on the minimum.
 For 1910, annual increases not to exceed \$75.

EXCISEMEN.

	MINIMUM				MAXIMUM			
	June 1883	Sept. 1888	Dec. 1903	May 1910	June 1883	Sept. 1888	Dec. 1903	May 1910
Probationary	500	500	500	600				
3rd Class	600	600	600	700	750	750	850	1,000
2nd "	700	750	850	900	850	850	1,000	1,250
1st "	800	850	1,000	1,100	1,000	1,000	1,200	1,500

Annual increases of 1883, 1888 and 1903 were 5% on minimum.
 Annual increases provided by regulations of 1910 are for the 3rd class an amount not to exceed \$100; for the second class \$90, and for the 1st class \$75.
 afterwards increased to 24, and is now further raised to 30. The salary of a Special Class Exciseman was \$1,200 in 1883; it may now reach \$2,500. During the same period District Inspectors have been increased from \$2,400 to \$3,000.

There is also a higher grade, designated as "Special Class Excisemen." These were originally limited to 20, their number was Officers in charge of special surveys received previously an addition of \$200 to their salary; they may now receive \$300.

MACHINERY IN THE GOVERNMENT WORKSHOP.

The Ingenious Methods by which the Census Returns are Worked up in the United States.

The civil servant is not usually regarded as an employee who spends his time in or about machinery. A glance, however, at a recent article by E. Dana Durand, Chief of the U. S. Census, in the *Review of Reviews*, shows that in one Department at least mechanical contrivance is carried to perhaps higher perfection than in any similar employment. Though the work is that of counting and tabulating, it is done, not by men and women, but by machines. This, of course, is in accordance with the tendency of the age, the same tendency which stamps letters by machinery and makes the typewriter and the adding machine common tools in every government office.

The machines to be used at the U. S. census of 1910 are constructed on the same general principle as those used in 1900, and to some extent even in 1890, but great improvements have been made, so that the work can be done much more cheaply and rapidly than ever before.

The necessity for elaborate machinery lies in the fact that the different characteristics of the population must be presented in various combinations with one another. Were it necessary merely to count the number of persons who possess each given characteristic, without reference to their other characteristics, the tabulation would require either no machinery or at the most exceedingly simple machinery. To illustrate: Suppose the facts recorded regarding each individual are sex, color, native or foreign birth, marital condition, and age. Obviously only the simplest of systems would be necessary to count the number of males and the number of females, the number of whites and the number of colored, the number born in the United States and the number born abroad, the number married, single, or widowed, and the number of each age. When, however, it is desired to know these facts in combination,—for example, to know how many white males, born abroad, of a given age, are married, or how many colored persons, born in the United States, of a given age, are single,—much more complex methods of tabulation become necessary. As a matter of fact, the number of subjects covered is far greater than those named. There are, indeed, several thousands of combinations of facts which have to be presented.

In order to do this work economically, the system of punched cards is employed. For each of the approximately 90,000,000 persons a separate card is prepared. Each card has spaces by which every possible characteristic of the individual disclosed by the census schedules can be shown. It has, for

example, one space for male and another for female; another set of spaces (called a "field") distinguishing white, negro, mulatto, Indian and Chinese; another giving the possible years of age; another the possible countries of birth, and the like. A small, round hole is punched, indicating the proper fact with regard to each person, in each of these fields. By running these cards through the tabulating machines, which make electric contact through the holes punched, the facts regarding population can be recorded in any desired series of combinations.

The automatic machine is the most recent development in census tabulating machinery, and had it been perfected earlier much of the work of the hand machines could have been dispensed with, though, in most cases where readings must be taken very frequently, the hand machines are almost if not quite as economical.

Whether in the hand machine or in the automatic, the counters are operated by means of electrical contacts made through the punched holes. The machines are so wired that facts can be counted in combination with one another. Thus, it is possible to count at the same time facts with regard to age and marital condition, so as to show, for instance, on one counter the number of married persons from 20 to 25 years of age, on another those from 25 to 30, and on others the number of single persons of these two age periods. Each machine, in fact, is provided with a large number of counters; as many as 60 counters will be used in certain "runs." Even thus, however, it would be quite impossible to count all the manifold combinations of items at a single "run" of the card. Each card, on the average, must be passed through the tabulating machine five or six times. In other words, the work is equivalent to tabulating approximately 500,000,000 cards.

Even the hand machines used at the present census are much more rapid than those of 10 years ago. In 1900 the counters used consisted of dials, from each of which the results for each country or other unit of presentation had to be read by the eye and taken down on sheets of paper. The present machines are so arranged that the results on all the counters can be printed at the same time by merely pressing a button. This change absolutely prevents errors, which frequently arose in the reading of the dials, and also greatly economizes clerical labor.

Little Bo Peep has lost her sheep,

With sorrow she resigned it,
Likewise her pork, her beef, her lamb,

There is a tale behind it.
The cause we mention with misgiving,
'Twas just the vicious Cost of Living.

THE CIVILIAN

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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, June 17th, 1910

THE INCREASE TO THE EXCISE SERVICE.

The Excise division of the Inland Revenue Dept. were among those civil servants who first pointed out to the government the necessity for a new schedule of salaries.

By means of petitions and deputations, separately and in conjunction with other departments, they showed clearly that the salaries which a decade ago were generous, were now wholly insufficient on account of the increased cost of living.

The government recognizing the justice of the claims of the service in general brought in the Civil Service Act, which provided for an increase in the schedule of salaries to the inside service, and at the same time gave immediate relief by an increase of \$150.00.

Just before the prorogation of the last session, the government passed a bill increasing the maximum and

minimum salaries for each class of officers in the Excise service.

The maximum and minimum salaries being thus fixed, the arrangement of the schedule of salaries between and including these extremes is left to the Department, whose schedules by order-in-council, become law. This is important to remember, for at any time within the fixed limits of maximum and minimum, the Department, by order-in-council, can modify its schedule.

The percentage of increase to the different classes of the Excise may easily be derived by taking the maximum salaries of the order-in-council of Dec. 17, 1903, and comparing them with the maximum salaries of the order-in-council of May, 1910, which now comes into force. Thus:—

	1903.	1910.	Per cent. Increase.
1st Class Collectors	\$2,400	\$2,800	16 2-3
2nd Class Collectors	2,000	2,300	15
3rd Class Collectors	1,800	2,000	11 1-9
4th Class Collectors	1,600	1,800	12 1-2
5th Class Collectors	1,400	1,600	14 2-7
6th Class Collectors	1,200	1,400	16 2-3
7th Class Collectors	800	1,000	25

	1903.	1910.	Per cent. Increase.
Deputy Collectors—			
1st Class	\$1,700	\$2,000	12 2-17
2nd Class	1,500	1,700	13 1-3
3rd Class	1,300	1,500	15 5-13
4th Class	1,100	1,300	16 4-11

	1903.	1910.	Per cent. Increase.
Accountants—			
1st Class	\$1,500	\$1,800	20
2nd Class	1,200	1,500	25
3rd Class	1,000	1,300	30
4th Class	800	1,100	37 1-2

	1903.	1910.	Per cent. Increase.
Excise Officers—			
	\$1,200	\$1,500	25
	1,000	1,250	25
	850	1,000	17 11-17

Heretofore, all those who were in the special class list received a salary of \$1,600, and those in charge of important surveys an additional \$200 per year. The new order provides that special class officers in charge of distilleries shall go to \$2,200, while the others remain at \$1,600. Those in charge of important

surveys now receive an extra \$300.

The position of accountant can now only be reached by passing an Excise examination. Formerly, only the civil service qualifying examination was necessary.

There seems to be no provision for an immediate increase to the Excise, such as the \$150 which was given to the inside service. Perhaps, however, this may be equalized by making the first increment, coincident with the increase.

The Excise service in general is to be congratulated on the substantial increase it has obtained. The spirit of liberality shown by the government in this instance is of good augury as indicating that its settled policy is the steady extension to all branches of the service of the benefits accorded to the inside service in 1908. The fact that the Excise service is among the first on the outside to profit is a further proof of how much easier is the progress of reforms where conditions are well organized and the service well ruled and classified. That the Excise service is so is due again to the fact that it has at its head a Deputy Minister who has passed through all the ranks in his own person, and who knows at first hand all that is to be known of his Department. The new order is the direct fruit of the well planned policy of Mr. Gerald.

THE TRIUMPH OF A PRINCIPLE.

The New York Fire Department is under a system of appointments and promotions by merit. Recently the Fire Chief, in a moment of vexation, (it was under the prick of criticism for a tragic disaster) declared that the examinations frightened off from applying for positions on the force the kind of men whom it was most desirable to enlist in it. The New York Evening Post, in replying, pointed out that the examinations by actual computation were

responsible for only 10% of the rejections. It then continued:

Only a few years ago, such a criticism as that of Chief Croker would have been the signal for an attack on the principles of civil service reform all along the line. Nothing could furnish more striking demonstration of the completeness with which those principles have taken possession of the public mind than does the total absence of any such effect in this instance. The people are told that the application of the competitive-examination system in a field in which they are vitally and directly interested has had ruinous results; and yet we hear no echo. No contemptuous references to doctrinaires and closet-reformers; no sneers at the silk-stockings who want to run the fire department on a kid-glove plan. Time was when the moment anything went wrong in a government office to which the merit system had been applied, a howl went up among the spoilsmen; a hundred newspapers and a score of Congressmen were ready with their jubulations over the exposure of the "snivel-service" hypocrisy. This was not long ago, but it seems like ancient history. What a foolish charge, based on evidently worthless evidence, was capable of effecting in those days is not brought about now even by a complaint which has a respectable source and presents a plausible appearance. Nobody thinks of giving up the principle of appointment by merit and competition in the Fire Department. People want, first of all, to know whether there is any real basis for Mr. Croker's complaint; and if there is, they want to have the complaint removed, not by changing the system, but by making such changes in detail as experience may have shown to be necessary. And if this is true of the Fire Department, how much more is it true of the great branches of government service generally in which the competitive system has been established. It is worth while, for once in a way, to have such an outburst as this of Chief Croker, just to show how solidly the principle of the merit system has become established in the court of public opinion.

THE COST OF LIVING — ONE PHASE.

A recent cartoon of the New York World represents Uncle Sam regarding with a very long face an account just handed to him by Congress for \$23,000,000, being the price of two new battleships. In a docket of the year 1900 which he has just been consulting, the price for two similar luxuries is shown as \$9,000,000.

The title of the picture is "The Cost of Living."

It is quite true that the price of warships like that of everything else has advanced prodigiously since 1900. But the cartoon has a deeper significance. Amid all the search that is being made just now for the causes of the recent increase in living expenses, the part that war, and preparations for war, are playing has been frequently overlooked. Yet this is undoubtedly a most important factor. Since 1898 three great wars—the Spanish-American, the South African, and the Russo-Japanese, have been waged. Thousands of millions of dollars' worth of goods have been destroyed in these encounters, not to mention the human factor at all. Peace in the armed camp of the nations to-day is only a degree less costly. National safety of course, is one of the "necessaries." But the general economic strain of the high prices is bringing home as never before to the individuals of the nations whether this is not one of the necessities which like air and water need not be subject to a price, much less to an advancing price.

INTERVIEW OF OTTAWA EXECUTIVE WITH THE HONOURABLE MR. MURPHY.

On Wednesday morning, 15th inst., the Executive of the Ottawa C. S. Association were accorded the privilege of an interview with the Honourable Charles Murphy, Secretary of State, for the purpose of laying before the government the views of the Association with regard to the Promotion Examination imposed by the regulations under the Civil Service Act upon members of the Third Division. The entire Executive was present and was granted full opportunity of discussing all phases of the question with the minister. At the conclusion of the interview

Mr. Murphy, who had followed the several speakers very closely, promised sympathetic consideration of the whole subject. The regulations, he stated, were to be amended in some particulars, and an announcement in the matter may be expected shortly.

THE BEAVER.

By *Mercutio*.

To the Editors of *The Civilian*:

The following sonnet is occasioned by your reference a fortnight ago to the beaver as a possible symbol of the civil service. If you print the lines you should state why they are written, else they will lack a *raison d'être*, which is something no family should be without.

Yours,

MERCUTIO.

Silence, and patience, and the will to do,—
 These are thy gifts, O servant of the stream;
 Girded with these thou rearest arch and beam,
 And layest deep and wide foundations true.
 From sun to sun, apart from public view,
 Thy faithful work fares on, let others dream,
 With neither haste nor faltering, though
 the gleam
 And trickle of false waters start anew.

Well may the servants of a nation raise
 Thy form before them as they stand revealed
 To meet their daily duties face to face,—
 A fitter emblem for a toiler's shield
 Than eagles towering in their pride of place,
 Or lions rampant on a sanguine field.

Generous.—The Doctor—"Mrs. Murphy, you must be at your husband's side constantly, as you will need to hand him something every little while."

Mrs. Murphy—"Niver, doctor! Fur be it from me to hit a man whin he's down."—
Puck.

The Henpecked Worm.—The Hen—"Get hout, yer miserable, crawlin', little worm! If yer was 'arf a man yer'd come an' turn the mangle fer yer poor slavin' wife."

The Worm—"No, Sarah, I may be a worm, but I ain't one wot turns!"—
Sydney Bulletin.

“ METALOGRAPHY ”

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The Civil Service Mutual Benefit Association.

Annual Statement of Transactions during 1909.

Annual Meeting.

The annual general meeting was held at the Civil Service Club Rooms on Monday evening, the 31st of January, 1910, at which were present: The Chairman, A. G. Kingston; the Treasurer, A. W. Grant; the secretary, W. J. Lynch; and Messrs. J. C. Howard, J. B. St. Laurent, J. A. Z. DeCelles, C. G. Brown, N. Casault, R. Devlin, C. E. D. Chubbuck, W. S. Gliddon, J. Eyles, A. Pegg, S. A. Dunlevie, H. V. Rorke, A. H. Swinburn, F. Beard, L. M. Fortier, P. McDonald, J. F. Lesard.

The minutes of the last annual general meeting were read and confirmed.

The chairman presented the report of the Board of Management for the year 1909, which the Secretary read as follows:

Report of Board of Management.

To the Members of the Civil Service Mutual Benefit Society:

In presenting to the Annual General Meeting a statement of the transactions of the Society for the

year 1909, your Board of Management have to report the loss by death of ten (10) members—a number considerably in excess of the average of previous years. To set over against this, however, they are able to show the following increases, as compared with the report of the previous year:—

Net increase in membership	17
“ income	\$220 78
“ assets	\$250 72
Total membership 31st December, 1909...	354

Total assets same date—	
Balance in Savings Bank	\$2,824 64
Bonds of the City of Port Arthur.	
(These Bonds, as will be seen from the report for 1908, cost the Society only \$2,983.09. They have since risen in value and are now rated in the market at a considerable fraction above par. The Board, however, have thought it best to estimate them here at their face value of	3,000 00

\$5,824 64

The reports of the Treasurer and Auditors are appended.

W. J. LYNCH, Secretary.
A. G. KINGSTON, Chairman.

TREASURER'S REPORT, 1909.

Income.

Cash on hand 1st January, 1909	\$2,590 83
Receipts of year—	
Contributions of active members	\$1,917 58
Contributions of retired and superannuated members	\$195 78
Less refund do.	6 34
Entrance Fees	180 44
Interest on deposits	8 00
Interest on bonds	76 79
Interest on bonds	150 00
	<hr/>
	2,341 81

\$4,932 64

Expenditure.

Beneficiary of M. F. Walsh	\$200 00
“ W. C. Baker	200 00
“ A. Lafleur	200 00
“ John Pender	200 00

"	E. B. Holt	200 00	
"	E. Proulx	200 00	
"	J. Burns	200 00	
"	C. W. Treadwell	200 00	
"	Geo. Andrews	200 00	
"	T. McCabe	200 00	
			\$2,000 00
	Allowance to Secretary	50 00	
	Allowance to Treasurer	50 00	
	Bond in Guarantee Co.	5 00	
	Registration Fee	3 00	
			\$2,108 00
	Cash in Bank 31st December, 1909	2,824 64	
			<u>\$4,932 64</u>

MEMBERSHIP.

Number of members 1st January, 1909 ..	337	
New members admitted during 1909	36	
		373
Deaths during year 1909	10	
Withdrawals during year 1909	9	
Number of members 31st December, 1909	354	
		373

A. W. GRANT, Treasurer.

26th January, 1909.

Auditors' Statement.

To the President and Members of the Civil Service Mutual Benefit Society of Ottawa:

Gentlemen,—Your Auditors have carefully examined the pay sheets, books and vouchers held by the Treasurer, Mr. A. W. Grant, and found them correct in every instance, also that our suggestion in regard to a monthly statement of the receipts and deposits has been carried out.

The balance in bank to the credit of the Society at the end of the year 1909 agrees with the amount credited to the Society by the Treasurer.

The balance in bank on January 1st, 1909, was \$2,590.83, and on January 1st, 1910, was \$2,824.64, or an increase for 1909 of \$233.81.

Receipts.

January 1, 1909—	
Cash on hand	\$2,590 83
Monthly Fees	2,113 36
Interest on Bonds	150 00
Interest on Deposits	76 79
Entrance Fees	8 00
Total	<u>\$4,938 98</u>

Disbursements.

10 Deaths	\$2,000 00
Salaries	100 00
Refunds	6 34

Guarantee Bond	5 00
Registration Fee	3 00
January 1, 1910—	
Cash in Bank	2,824 64

Total \$4,938 98

The following statement shows the contributions of members for 17 years, the number of deaths, on account of same, grouped in series of five years:—

Years	Members' Fees.	No. of Deaths.	Amt. Paid.
1893 to 1897	\$7,939 59	36	\$7,200
1898 to 1902	7,322 31	39	7,700
1903 to 1907	8,147 06	29	5,800
1908	1,847 06	3	600
1909	2,113 36	10	2,000
Total	\$27,369 38	117	\$23,300

The assets and liabilities are as follows:—

<i>Assets.</i>	
Cash in Bank	\$2,824 64
3 Port Arthur Bonds	2,983 09
Total	<u>\$5,807 73</u>
<i>Liabilities.</i>	
Salaries	\$ 100 00
Net Assets	5,707 73
Total	<u>\$5,807 73</u>

Respectfully submitted,

C. E. D. CHUBBUCK,
RICHARD DEVLIN,
Auditors.

Ottawa, January 21, 1910.

At the Sign of the Wooden Leg.

The text for to-day is found in the words of an immigrant newly arrived in America: "This sure is a fine place to make a living in. I have just to carry the bricks to the top of the building, and a fellow up there does all the work."

There is no context to aid us in obtaining a full view of the speaker's mind. His name, be it Pat, or Tony, or Hans, is not recorded; nor is it told whether he came here in search of a home or a hiding place, as a fugitive from tyranny or from justice. Lacking this information, we must build our discourse on the words themselves, seeking the truth that lies beneath them or within them. Our theme is the Man in the Second Place.

Two classes of people exist, to either of which this immigrant may be referred; the first class embracing those who seek ease in a freedom from responsibility, the second those who are willing to bear the burdens of life and let others bear the palm. Taken together, these two classes include representatives of the best and the worst in the world,—the sons of Martha and the sons of Belial, players of second fiddles and drainers of big horns, some of the least who shall be greatest, and many of the near-great who "let 'I dare not' wait upon 'I would,' like the poor cat in the adage."

The press of to-day makes much of the willingness of Canadians to assume responsibility. If we are not pictured each as an Atlas holding up a world, it is because there are not worlds enough to supply the demand. Is there a bridge to build, a forest to clear, a riot to quell, we are never "backward in coming forward." Such is the Canadian of the editorial columns. Seen in the flesh he is much like the rest

of mankind, sometimes working, sometimes shirking. There are two sides to a coin; on one are inscribed the august titles, "Rex, Imperator, Fidei Defensor"; on the other is stamped "One Cent." To look at the reverse, how often we meet a man who says, "I am pleased with my job; when I close my desk at five o'clock I lock up my work and the day is done."

These are the hod-carriers who are ready to leave the worry of the work to the fellow at the top of the building. They are not to be despised. They fulfil the first economic function of a man, which is to earn the bread he eats, even though they ignore man's moral function, which is to give without grudging according to one's means. No one should be content to be a hod-carrier, however, when a bricklayer's hand is needed and he can answer the need.

But, and here we may consider the second class above referred to, if a man find his maximum in carrying the hod, or if there be no demand for labor above hod-carrying, it is well for him and his peace of mind to accept his lot without complaint and let the glory of the work go to another. This attitude may be one of cunning policy, and as such may not merit admiration. In *Anthony and Cleopatra* we find a good instance of this. Silius is urging Ventidius, one of Anthony's officers, to engage in an expedition that will win him fame and credit from his leader. But Ventidius replies:

"I have done enough; a lower place, note well,
May make too great an act; for
learn this, Silius,
Better to leave undone than by our
deed
Acquire too high a fame when
him we serve's away."

A more favorable view of the man in the second place is afforded by those who work with their eye on

the result and not on the effect. They carve the statues of the great and are pleased to hear the folk say, "That is the King," rather than "That is the work of Jones." In Herbert Paul's History of England there is a passage dealing with the work of the civil service, in which he speaks of their toiling for the state without hope and care of public recognition. I wish that I had the book at my hand so that I could quote some of his fine words. Perhaps the Editor will send one of his messengers for it and give his subscribers the opportunity of reading the passage.

There are some who cannot do the most ordinary things without feeling that they are laying the cornerstone of the universe. If one of these puts an ell on his kitchen he will stand back and expand his lungs to exclaim, "Is not this great Babylon that I have built!" Others, like Wellington, do great things with the ease of a man "in his simplicity sublime." It is told of Wellington that when old he was helped across the street by a man who said to the hero that he was proud to be of service to the man who had won the Battle of Waterloo. "Don't be a damn fool," said Wellington, impatiently. But Wellington, you say, was not a man in the second place. I wonder if he, too, would not say of his own labors that he just had to carry the bricks to the top and One up there did all the work. Cromwell regarded himself as a parish constable commissioned to keep England in order. It was the foolish James that talked of the divine right of kings. Perhaps you will find the moral of this lesson,—perhaps not.

SILAS WEGG.

"Prisoner at the bar," said the portly, pompous, and florid magistrate, "you are charged with stealing a pig, a very serious offence in this district. There has been a great deal of pig-stealing, and I shall make an example of you or none of us will be safe."—London News.

From a Woman's Standpoint

At the first meeting of the University Women's Club, a short time ago, an excellent opportunity was given the members of coming into contact with one of the foremost women educationists of Canada, Miss Denick of McGill University. The address which Miss Denick delivered in itself justified the higher education of women, for it proved that woman's education, in its broadest sense, meant a widening of her sympathies. The address was quite a different one than that which one would have expected from a man who might have taken as his subject "Education and Life," but it showed that the inevitable tendency of the educated woman's mind is towards social development rather than towards individual culture. Perhaps at times some little intellectual pride over academic distinctions recently gained by members of her sex did obtrude itself and raised the question whether to be known to have acquired such honor were of greatest worth to woman, but on the whole the feeling of responsibility of woman for woman was predominant. Again, the statement of the principle that freedom must be constantly worked for was startling to anyone who felt herself in no sense restricted, the earnest appeal that the club become a force in the cause of woman suffrage, as the greatest factor of development of the race was startling to conservative feminine minds, but the recollection that these were principles adopted by one whose mental training has been classed with the best, one who has long been a close observer of social conditions, must give us pause.

The feeling which seemed to lie at the base of Miss Denick's views is that the fact is undeniable that there are in the world masses of oppressed women: that the woman who has no wrong must seek direct-

ly to obtain redress for the wrongs of the oppressed, and indirectly to arouse the uninterested and selfish to some sense of their responsibility. To further this object one of the first principles to be established is, that women must obtain absolute freedom in education to attain as high an academic standing as men. Although Canadian men are regarded as broad in their attitude towards woman's education, Miss Derrick did not think that a corresponding lack of energy should be displayed by women. As yet, equal honor for equal attainments has not been accorded. In Canada, for instance, few women have been appointed to the staffs of the various universities, although Canadian women have shown themselves the equal of men, intellectually. On the McGill staff there is a woman, Dr. Maude Abbott, who is to receive the honorary degree of M.D. — the first woman to receive this honor, one so rarely given as not to have been granted to anyone for fifty years. In speaking of Dr. Abbott's work, Dr. William Osler had said that he had found that women displayed the best talents which qualified students for research work. Miss Derrick regarded this admission a conclusive argument in favor of woman's ability.

In regard to the labor problem, it is to be regretted that the old, time-worn fallacy that women should not work is making its reappearance. This with an obvious absence of consistency is only applied to women workers in a remunerative capacity. A charwoman, for instance, might scrub for thirteen hours a day and no furor arise; no one undertakes to contribute to her support because "women should not work." Women have always worked. The difference arises thus: married women work in unremunerative capacities; the unmarried or dependent alone pass into the list of wage-earners. Women should agitate until the principle of

equal pay be established. Discrimination between men and women push women into the lower grades of industry — manual and home labor, and one might well add, the routine duties of office work. Thus labor legislation on behalf of woman is really detrimental to her. This tendency is really the cause of the uproar concerning the feminization of education; the unconscious desire to push women out of the professions. Women are quite capable of teaching boys the deeds of peace, a knowledge of which is quite as essential as that of the deeds of war.

Concerning women's place in politics, the vote is merely a symbol of the real question, "Have women a right to choose?" Women of right tone—educated women—should take up the work of suffrage, and accomplish by evolution what their more aggressive sisters have sought to do by revolution.

All of which contains many disturbing thoughts, when one is unwilling to think.

FREA CANNAIAD.

KINGSTON POST OFFICE EMPLOYEES' ASSOCIATION.

The Kingston Post Office Employees' Association have elected officers as follows: Honorary president, James Stewart, postmaster; president, R. E. Genge; vice-president, R. J. D'Arcy; secretary, C. A. Bunt.

WELLAND CANAL EMPLOYEES' ASSOCIATION.

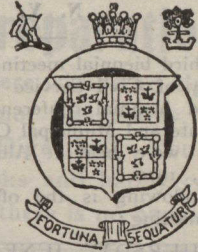
The employees of the Welland Canal recently completed an organization for the purpose of discussing questions of interest to their class. Superannuation and the salary increase are in particular burning topics with these employees.

Officers were elected as follows: President, William McGill; secretary, George A. Metler; treasurer, W. Bridgman.



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CONVENTION OF CIVIL SERVICE COMMISSIONERS AT ALBANY, N. Y.

The third biennial meeting of the National Assembly of Civil Service Commissions and the third biennial conference of the New York State and Municipal Civil Service Commissions were held at Albany, N.Y., June 2 and 3, 1910.

The following is the official programme of the meeting:

THURSDAY, JUNE SECOND.

9 o'clock A.M.

Meeting of Executive Committee in Office of the State Civil Service Commission.

10 o'clock A.M.

Presiding Officer

Hon. Charles F. Milliken, President of State Commission.

Welcome—

Hon. Charles E. Hughes, Governor.

Response—"The Extension and Progress of the Merit System during the Last Two Years."

Joseph C. Mason of Illinois, President of the National Assembly, Springfield, Ill.

Address—"Restrictions upon Political Activity"

Gen. John C. Black, President of United States Commission, Washington, D.C.

2.30 o'clock P.M.

Presiding Officer

Joseph C. Mason, President of the National Assembly.

Address—"Methods of Certification: Three Names or One?"

Hon. Charles Warren, Chairman of Massachusetts Commission, Boston, Mass.

Address—"Efficiency Ratings"

Mr. George R. Wales, Chief Examiner of United States Commission, Washington, D.C.

Round Table Discussion—"The Municipal Service"

Led by Frank A. Spencer, Secretary of New York City Commission.

8 o'clock P.M.

Presiding Officer

Hon. Roscoe C. E. Brown, State Commissioner, New York.

Address—Hon. William A. Prendergast, Comptroller, New York City.

FRIDAY, JUNE THIRD.

10 o'clock A.M.

Presiding Officer

Joseph C. Mason, President of the National Assembly.

Reports of Committees.

Election of Officers.

Address—"Promotion Examinations"

Thomas C. Murray, Assistant Chief Examiner, New York City Commission.

Round Table Discussion—"The State Service"

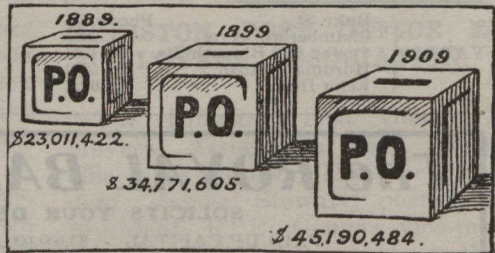
Led by Harold N. Saxton, Chief Examiner of the New York State Commission.

Round Table Discussion—"The Practicability of Competition"

Led by Albert de Roode, Assistant Secretary of the Civil Service Reform Association, New York.

GROWTH IN POST OFFICE SAVINGS.

The Dominion Government, by its system of Post Office Savings Banks, offers each individual the pledge of the whole country for the security of his accumulations. Among the thrifty who have no great confidence in their own ability to manage their funds, this has always been a favorite form of investment. Assuming that the Post Office is Johnny Canuck's little tin bank, the banks pictured here show (according to the Toronto Star) how the deposits have increased in the 20 years up to the time of the latest report.



The immense sum in the Post Office Savings Bank at the time of the latest report represented 155,895 accounts, practically that number of thrifty people. And the amount to the credit of the average account was \$289.88.

The figures seem to indicate that the people tend to trust their money with the Government during bad times, but to take more chances on their own judgment in investment during good times. The greatest amount ever on deposit was during 1907, and the early part of 1908, when it reached \$47,564,284.28, which, as will be seen, is two and a quarter millions less than at the latest report. The withdrawals last year were only half a million less than the year before, but deposits were two and three-quarter millions less.

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Women Clerks and the Proposed Superannuation Measure.

To the Editors of *The Civilian*.

As there appears to be some prospect of a superannuation measure being carried through at the next session of Parliament, and it has been intimated that the Executive of the Civil Service Association are now considering the provisions of the Bill introduced in the Senate last session, I would like to call attention to a point which I think might be taken up by them with a view to helping a class of civil servants who, unless some such provision as I suggest is made, will lose much of the benefit which would come to them from the proposed measure.

Quite a number of women who had been for many years employed as "temporary clerks"—in my own case for nineteen years—were on the 1st of September, 1908, automatically transferred to the permanent list, and admitted to all the privileges of that order, including the deduction of five per cent. of their salaries for the Retirement Fund.

It is certainly a great advantage to have been admitted to this charmed circle. Formerly, if you were so unfortunate as to be too ill to work for more than two weeks in any one year, we were not paid for the time lost, though at the very same time we might know of others—on the permanent list—who had weeks and months (in not a few cases, a year and more) of sick leave. Now, we are all on an equality in that respect—theoretically, but the uniformity which was to be the rule under the new Act is far from being an accomplished fact and the ease or difficulty of obtaining sick or holidays' leave depends on the differing views taken of such matters by the different Heads of Departments.

But as to the special point I wish to make in regard to superannuation: Many of the women to whom I have referred will soon reach the age at which we might apply for retirement under the proposed Act, but paying five per cent. on twenty years of a small salary would be a very serious matter. In fact, the smaller the salary had been through all these years, the greater would be the hardship, since the superannuation allowance would be so small as to be no adequate provision were the proposed heavy deduction to be made from it.

Might there not be a difference made in the case of those of this class who would have no one coming after them who could claim any benefit from the fund, and would not two and a half or three per cent. be a sufficient charge for these past years? This

would seem to be only fair as there are a good many women in the service now paying only two per cent. for the same benefit for which those coming under the new Act would have to pay five per cent.

While I appeal on behalf of the women, there are no doubt men who have similarly served many years as temporary employees on small salaries, and who, in the event of there being no one to receive any benefit after their death should come under the provision which I desire to see made.

Hoping that the Executive of the Civil Service Association may see reasonableness in my pleading, and that they may be able to persuade those in charge of the Bill to insert some such clause, I beg to sign myself,

ONE OF THE BATCH OF 1908.

* * *

Superannuation.

To the Editors of *The Civilian*:

Sirs,—We are informed that the Hon. Mr. Power, the Senator from Halifax, drew up the petition or senatorial request to the government, appearing in your recent issue. The fifth clause of the report as it is termed is, to say the least, misleading, and is not an honest interpretation of the Superannuation Act of Canada as it now obtains.

At this very moment it is legally in the power of the Governor-in-Council to dispense with the services of all civil servants who have attained the age of sixty years. And section 8 enacts that:—"Retirement shall be compulsory on every person to whom the superannuation allowance is offered," but that "The superannuation of every civil servant shall be preceded by an enquiry by the Treasury Board" who shall determine whether any physical or mental disability would necessitate superannuation. And then the law enacts that "no civil servant shall be superannuated unless the Treasury Board reports that he is eligible within the meaning of this Act, and that such superannuation will be in the public interest." When the age of superannuation arrives, the compulsory age of retirement is at its heels, and no man or order of men, whether they occupy the eminences of the civil service system, or whether they are so lowly fed as to be hardly able to keep soul and body together, they are one and all in the same boat, and have to walk the plank, when the bold sixty claps them on the back and claims them as his own—that is if the government of the day tenders them their superannuation allowance. In presence of this fact it is very singular how it is that the chairman of the civil service committee on superannuation in your last issue tells us that the retirement age is now sixty-five years. Will Mr. Hutchinson be kind enough to tell us when the

Parliament of Canada enacted the legislation that made the compulsory retirement age of the civil servant to be sixty-five? I will await this information, merely remarking that I always understood that the real wants of all the civil servants was for an increase in salaries to meet the advance in cost of living ever increasing since the advent of the Boer war. All these wants have been generously recognized by the government in the improvement of our salaries and a general amelioration of our social position must be a consequence. And yet during the years of our patience no section of the Senate of Canada moved to have our salaries increased and we got these increases without their interposition.

Sincerely yours,
PATRICK BOYLE.

St. Thomas, May 30th.

Another Sermon.

To the Editors of *The Civilian*:

Your "lay sermon" of last issue was very much of a piece with an address of a Kansas editor to his subscribers the other day, which I think might interest readers of *The Civilian*. The occasion was the completion of his thirtieth year as an editor:

"If I am not able to ride in my own automobile, my eyesight is good and I can enjoy seeing others whiz by in theirs, and I am still active enough to get out of their way when they honk their horns. If I haven't houses and lots, a big print shop and big deposits in the bank, I can point with pride to the thousands out of which I have been swindled by dead beats. My credit is still good with the butcher, the grocer and the paper maker — so let it go,

let it go. Fifty years on earth and 30 in the newspaper business is a powerful aid to a man's hindsight. I can look back and behold scores of instances in which I have been indebted to the foolkiller for not cutting me off as a cumberer of the ground. If I could only use some of my expensively acquired experience to build up my foresight I might hope to do better in the next 50 years than I have in the past. But what's the use of kicking? And it is really not a bad thing to be 50 years old if you have as many friends as I have who are as good to you as mine are to me."

Yours,

S. H. B.

Westminster Hall.

To the Editors of *The Civilian*:

"Stickier's" note in your last issue as to Gladstone's body lying in state in Westminster Hall may be supplemented by the following: King Edward was one of the pall-bearers on that occasion, and was more than a perfunctory mourner. His clasping of Mrs. Gladstone's hand as they stood by the bier was an incident of the funeral which created at the time much the same response in the public that the Kaiser did when at the recent funeral he assisted Queen Alexandra to alight and kissed her at the gate of Westminster Hall.

Yours, etc.,

K. P.

We Occasionally Get One Like This:

To the Editors of *The Civilian*:

I have your note re my *Civilian* subscription. I am always prepared to subscribe for

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any publication that I consider worth while; I regret to say I do not consider the present *Civilian* in that class, and until improvement is made I desire my name struck from the list of subscribers.

Yours truly,

"RAILWAY POSTMASTERS."

By Garrett O'Connor.

To Canada belongs the great honor of having introduced railway post offices, the benefit to the country being incalculable.

The public knows nothing of the lives of the men who occupy these railway post offices — men who travel, perhaps, an average of fifty thousand miles each annually. The public knows nothing of the fight against time that these men have to make on the busiest routes, with thousand upon thousand of letters, registers, newspapers, etc., to sort and make ready for despatch at every stop. How many letters does a railway mail clerk sort in an hour? Well, they have sorted 1,500 in 40 minutes at an examination, while the speed is still greater when they are sorting into a very familiar letter case in one of their railway postoffices. Just think of it! Do they misplace letters? Indeed they do, but it is really wonderful how few they misplace, considering that they have to learn their sorting case by heart and sort into it at an extraordinary rapid pace, the train, meanwhile, jolting and jumping as disagreeably as a ship at sea. And there is no time to revise sortation — the clerks have to rely upon their nerves and self-confidence.

But, this was not what I started to write about, namely, the title ("railway mail clerks") by which these men are known. Why should they be thus dubbed? They occupy railway post offices. Why, then, not call them "railway postmasters"? The clerk in charge should be (for the time being) say, the Ottawa and Toronto railway postmaster, or the Toronto and North Bay railway postmaster, while his assistants should be, properly speaking, assistant railway postmasters. This is simple logic.

The system by which the mail clerks are examined in sortation, etc., annually, is a wise one, for the reason that the clerks have a strong incentive to study their distribution when they know that they will not obtain their annual increase of salary unless they win the prescribed 90% marks, while the gain to the country is obvious.

As a means to lessen errors in the railway mail service and minor irregularities, would it not be a good plan (as exemplified in the case of Toronto letter carriers) to grant those railway mail clerks whose conduct was exceptional during the year, and whose errors were few in number, the same reward as that

so wisely given to the letter carriers, i.e., a bonus or extra holidays?

Or, if it is found (as it is) that the principle of "no ninety per cent., no increase" works well, might not the clerks whose records are clear for the year be granted some greater increase of salary than the legal fifty dollars? I think, after giving the idea profound thought, that the whole service would greatly gain were this system to be adopted. In any case, would it not be well worth a year's trial? The clerks *must* do their duty, but it is wise to encourage them to do it.

VACANCIES IN THE CIVIL SERVICE.

1. Three draughtsmen in the Geological Survey, Department of Mines, Subdivision B of the Second Division, initial salaries, one at \$1,300, and two at \$1,200. Candidates must have had a good general education, and be thoroughly trained topographical draughtsmen or map makers with considerable experience. They must submit authenticated copies of their work.

2. Five clerkships in the Topographical Surveys Branch, Department of the Interior, Subdivision B of the Second Division, initial salary, \$1,000. Subjects of examination, writing, spelling, arithmetic, logarithms, algebra, plane geometry, plane and spherical trigonometry, mensuration.

3. Six draughtsmen in the Topographical Surveys Branch, Department of the Interior, Subdivision B of the Second Division, initial salary, \$1,000. Subjects of examination: map drawing, spelling, mensuration.

In their applications candidates must state their age, whether they are natural-born or naturalized British subjects, and, if not born in Canada, how long they have been residents of the country; they must also give particulars as to their education and their special qualifications and experience in connection with the requirements of the position for which they apply. References should also be furnished to persons whose knowledge of the candidate and of the duties to be performed may enable them to give reliable information as to the fitness of the candidate to fill the position applied for.

Applications for the above positions, addressed to the Secretary of the Civil Service Commission, will be received up to and including the 2nd day of July next. Examinations for the positions mentioned in paragraphs 2 and 3 may be held, beginning Wednesday, July 5th, at any of the following centres:—Halifax, Yarmouth, Sydney, Charlottetown, St. John, Fredericton, Moncton, Quebec, Montreal, Ottawa, Kingston, Hamilton, Toronto, London, Sault Ste. Marie, Port Arthur, Winnipeg, Brandon, Regina, Saskatoon, Calgary, Edmonton, Nelson, Vancouver, and Victoria.

THE HOMESTEADER.

(In a recent competition conducted by The Daily Albertan of Calgary, the first prize, consisting of a gold medal and money, was won by Mr. N. W. Cragg of the local land office, and formerly of the Immigration Branch, Dept. of the Interior, with the following poem):

Erect, alert, with joy he views
The acres toil has won,
The burnished wheat field, swaying wide
Beneath the friendly sun.
The day its kindly promise gives,
The morrow holds no fear;
The far-off clash of Governments
Shall find no echo here.

From older Canada he came,
And followed Hope's new star;
His neighbors are of every tongue,
New-gathered from afar.
From Britain, from the eager South,
From sunny France, they come,
To find beneath Alberta's skies
God's freedom,—and a home!

The city he to others leaves
And guards his sacred plain;
To him the world shall look for bread,
And shall not look in vain.
The famished hordes of ancient lands
On his broad lands shall feed,
And bless the land, and bless the hand
That served them in their need.

The spirit of the hills and plains,
The cleanness of the wind,
The joy of fullest life, are his,
In body and in mind.
Long may he guide his furrow still,
Stout be his arm and heart,
That in our deep-wrought destiny
He, too, may bear his part!

CIVIL SERVICE CO-OPERATIVE ASSOCIATION INCORPORATED.

The following notice appeared in the Ontario Gazette of June 4:

PUBLIC NOTICE IS HEREBY GIVEN that under The Ontario Companies Act, Letters Patent have been issued under the Seal of the Provincial Secretary of the Province of Ontario, bearing date the 13th day of May, 1910, incorporating Albert Edward Caron, Alexander McNeill, William Atchison Fraser, Robert Hamilton Coats, Rowland Alexander Lewis, John McLeish, Walter Todd, Francis Charles Trench O'Hara, and Peter Henderson Bryce, all of the City of Ottawa, in the County of Carleton, and Province of Ontario, civil servants, and any others who have or may hereafter become subscribers to the Memorandum of Agreement of the Corporation, and their successors, respectively, a

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S. A. ARMSTRONG,
Assistant Provincial Secretary.

It is understood that the Provisional Directors have completed preliminary organization, with Mr. Caron as president and Mr. Fraser as secretary, and that a committee is engaged in drafting the by-laws, on the ratification of which an announcement will be made to the service.

Subscribers to *The Civilian* will greatly assist in the work of improving the paper by remitting, without personal solicitation, subscriptions to the Editors, Box 484, Ottawa.

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The Old Reign and the New.

Rudyard Kipling's obituary verses on King Edward VII. exhibit our dead sovereign as nothing so much as a great public servant, living and dying for his work:

And God poured him an exquisite wine that
was 'daily renewed to him,
In the clear welling love of his peoples that
daily accrued to him.
Honor and service we gave him, rejoicingly,
fearless,
Faith absolute, trust beyond speech, and a
friendship as peerless.
And since he was master and servant in all
that we asked him
We leaned hard on his wisdom in all things,
knowing not how we tasked him,
As he received, so he gave, nothing grudged,
naught denying,
Not even the last gasp of his breath, when
he strove for us, dying.
For our sakes, without question, he put from
him all that he cherished.
Simply as any that serve him, he served, and
he perished.
All that kings covet was his, and he flung it
aside for us,
Simply as any that died in his service he
died for us.

* * *

Mr. Wilfred Campbell's concluding lines in a poem on the same subject are:

Mid pageant sad we lay him down,
In that dread chamber of the vast,
To sleep with all her sceptered past,
Those great of Britain's age of gold
And all her splendid thrones of old,
Who rest in death's felicity;
Wise Alfred; Norman William; he,
Her Lion-heart of chivalry;
And those famed Queens, still great in death:
Victoria, Elizabeth!

* * *

Civil servants with a taste for Art (for Art's sake) will find an opportunity for the exercise of their talents in the accession of King George V. Novel and varied openings present themselves for gaining distinction. Every Government building, conveyance, and every important article of furniture have the design "E.R." inscribed thereon. The royal monogram will have to be altered to "G.R.," and a fancy scroll, perhaps more modern in appearance than that of Georgius Tertius will be adopted. The Crown insignia will demand fresh attention, and alterations will be necessitated in everything from the button on a soldier's tunic to the Great Seal of the Lord Chancellor.

Fresh designs for postage stamps will be necessary, and new types of coins for the Mint will delight or distract the numismatist.

The rule with regard to the coinage is that successive kings face in opposite directions. King Edward faced the right, King George accordingly will face the right, as did Queen Victoria.

On the stamps of King Edward and Queen Victoria the head faced to the left, so that apparently the coinage rule does not hold for the purpose of the stamps. In view of King George's known interest in philately, the design of the new stamps is awaited with considerable anticipation.

* * *

The following letter from His Majesty King George has been received by the Secretary of State for the Home Department:—
To my People,—

The voice of affection and of loving devotion to the memory of my dear Father which has come from every part of the Empire, the outward public demonstrations, especially those in the Capital, during the last two stages of His passing to His last resting-place, and the pathetic manner in which vast multitudes of His loving subjects patiently and reverently awaited opportunity to pay a last tribute to His memory, have profoundly touched me and my whole family.

A sorrow so sudden and unlooked for might well have been overwhelming. But the sentiments evoked by it have made me realize that it is a loss common to me and my people; they share it with me; I do not stand alone.

With such thoughts, I take courage and hopefully look into the future, strong in my faith in God, trusting my people, and cherishing the Laws and Constitution of my beloved Country.

GEORGE R. I.

* * *

"It will be my earnest endeavour to uphold Constitutional Government and to safeguard in all their fulness the liberties which are enjoyed throughout my dominions, and under the good guidance of the Ruler of all men I will maintain upon the foundation of freedom, justice and peace the great heritage of the United British Empire." Such were the concluding words that His Majesty the King addressed to his "People Beyond the Seas" in the message published on Empire Day.

* * *

Now that the young Duke of Cornwall is Heir-Apparent to the Throne of England, it is interesting to note how many Royal

youngsters there are in Europe upon whom the fullness of time will fall the weight and responsibilities of Sovereignty. At no period have there been in Europe so many Royalties "no older than a boy" next in succession to as many Imperial or Royal thrones. The Duke of Cornwall, our own Heir-Apparent, is only 15. The Tsarevitch Alexis of Russia is in his 6th year; the Crown Prince Humbert of Italy is 5; Prince Leopold of Belgium is 9; King Alfonso's heir is but 3, while Norway's pride, Crown Prince Olaf, is not yet 7. Prince Boris of Bulgaria is 16, and the heir to the throne of Saxony is 17. Youngest of all is the Princess Juliana of the Netherlands, who is but a baby of 13 months. Of the minor ruling houses, several are in a similar position, notably Hesse, whose Hereditary Prince is 3½ years; Lippe, the heir to which is not yet 8; Saxe-Coburg-Gotha, 3½; and Saxe-Altenburg, 10. On the other hand, the oldest heir to any throne is Prince Leopold of Bavaria, who is in his 90th year, and may possibly succeed to the Crown of Bavaria, at present held by the elderly King Otto, who, owing to mental trouble, has never ruled.

IS THE CUSTOMS OFFICER DOOMED TO DISAPPEAR?

How the Science of Aviation is of Concern to Civil Servants.

By A. M. A.

The recent unveiling of a memorial in England to Bleriot's channel-crossing aeroplane is one of a series of incidents that must inevitably give rise to speculation as to the future. In spite of the lengthening list of fatal accidents it is now generally accepted that not many years can elapse before international aerial communication is definitely established.

For the present, most newspapers, and the public generally, are content to regard the subject of aviation almost entirely from one standpoint, namely, the effect upon the warfare of the future. So intense is universal curiosity as to the possibilities of the science in this direction that little attention is being given to the multitude of minor problems that will arise as soon as a reliable and easily managed aeroplane is an accomplished fact.

Fortunately, however, the nations are not always at loggerheads, and civil servants may reasonably give prominence in their thoughts to an important side-issue particularly affecting one of their great departments. Intercourse between different countries has hitherto been restricted to the high roads and the high seas, and it has therefore been possible to regulate and control frontier traffic with sufficient thoroughness to render a Customs tariff effectively opera-

tive. But with universal aviation what becomes of this ancient method of levying taxation?

In the case of contiguous countries whose land boundaries consist of imaginary lines, the retention of the present system is obviously impossible. What, then, are the changes likely to take place with the Customs within the next 20 years or so?

We will dismiss the possibility of the creation of a tremendous fleet of "Preventive" airships, manned by trained Customs officers encouraged by princely insurance schemes. If there are to be any Customs duties in the future the system itself must be modified, and this will be carried out in either or both of the following ways.

The first method would restrict the import and export duties to goods of large bulk or great weight, thus rendering any attempt at evasion unprofitable owing to the proportional heavy cost of carriage by airship.

The second method would be the establishment of a single scale of duties throughout the world. With a universal rate of Customs duties, supplemented by equal Excise duties effectively levied, the *raison-d'être* of smuggling would naturally disappear, though it is obvious that one dissident or ineffectively-administered state could upset the whole calculations of Christendom in this respect.

Between these courses, however, organised Government will no doubt arrive at a practicable solution for the needs of its own generation, but a short study of this single aspect of the effect of the advance of aviation demonstrates the certainty with which barrier after barrier to international intercourse is being swept away by the progress of invention.

The trade of the Dominion with Mexico has more than doubled in volume and value during the last two years, and that of the current year will be fifty per cent. greater than that of last year.

* * *

A book is announced to appear shortly which should command considerable attention—the second volume of "The King's Customs," by Messrs. Atton and Holland, members of the Customs Department of Great Britain. The preceding volume was purely historical; it expressed no opinion upon the merits or demerits of the old systems of taxation, yet it contained a vast amount of novel information upon ancient fiscal matters. The forthcoming one will deal with a period remarkably fertile in fiscal changes—the first 55 years of the nineteenth century.

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Personals.

Appointments.

(When not otherwise specified the following appointments are permanent.)

Agriculture Dept. :—Chas. Evans to be Asst. Pathologist at Ottawa; H. E. Ridge-dale, Inspector at Winnipeg; Benjamin Yake, Inspector at Moosejaw; Kenneth R. Foster, Inspector at Strathcona; Miss B. Messinger to temporary clerkship.

Customs Dept. :—John Lambert, Examining Officer at Toronto; J. L. T. Samson, sub-collector at Levis, Que.; Patrick Fox, Preventive Officer at Montreal; Harry Durrant, Examining Officer, West Toronto; J. C. Willegar, Preventive Officer at Parrsboro, N.S.; L. A. Barry, Sub-Collector, Chester, N.S.; J. G. Bunyan, Preventive Officer at Nelson, B.C.; Saml. Holland, Examining Officer at Toronto; R. D. McDonald to clerkship at Vancouver; Wm. Griffin and G. A. Pepper, Examining Officers at Bridgeburg; Hercule Dorion to a clerkship at Montreal; Miss Helen E. Campbell, Preventive Officer, Winnipeg; John E. Lee to clerkship at Edmonton; Adelard Raymond to be Collector at Valleyfield.

Indian Dept. :—Thos. Deasy, Indian Agent Queen Charlotte, B.C.; John McGirr, lately placed on the retired list, has been recalled to the service.

Inland Revenue :—J. R. Filteau, Excise Officer, Quebec; F. H. Butler, Inspector W. & M. at Windsor, Ont.; Thos. E. Armstrong, Excise Officer at Perth; A. B. Shorey, Excise Officer at Toronto.

Interior Dept. :—Joseph Laflamme, J. J. Cowan, J. A. Cadieux, J. E. York, J. H. McGahey, A. Geoffrion, Ciss Edith Lawlor and C. E. Marchand received temporary appointments at Ottawa; Thos. H. Hinton to be Mining Recorder at Duncan, Yukon; Robert E. Young to hold the dual office of Chief Geographer and Superintendent Railway and Swamp Lands.

Justice Dept. :—Wm. E. Middleton to be Judge of Supreme Court of Ontario; E. C. Senkler to be Stipendiary Magistrate, North-West Territories; Miss Kate M. Fraser to Div. 3 B.

Marine Dept. :—B. W. Forneret, Engineer of River St. Lawrence Ship Canal; Capt. H. V. Butler to be Flag Signal Agent, St. John, N.B.; L. G. Papineau to be Director of Government Shipyard at Sorel, vice G. J. Desbarats transferred to Ottawa; Dugald McEwen to be Fishery Overseer for Manitoba.

Mines Dept. :—John Casey to Div. 2 A under Sec. 21 C. S. Act.

Post Office Dept. :—E. R. Gordon at Halifax; J. H. Lappin to Railway Mail Service at Calgary; J. B. Sinclair, Victoria, and M. A. Cantwell, Montreal Stampers and Sort-

ers. The following appointments at Peterboro':—To be Postmaster: A. H. Stratton; to be clerks: John Corkery, Chas. Lacheur, Thos. Martin, E. J. Jamieson, H. E. White.

Public Works Dept. :—Robt. E. Beith to be Asst. Engineer at Toronto; A. R. Dufresne, C. E., to be Asst. Chief Engineer at Ottawa in Div. 1 A, under Sections 21 and 33 C. S. Act; N. G. N. Tremblay to be District Engineer at Montmagny, Que.; Napoleon Guillemette to be Clerk of Works at Three Rivers, Que.

Trade and Commerce Dept. :—W. A. Beddoe to be Trade Commissioner for New Zealand; Miss Blanche Chevrier, formerly of Inland Revenue, recalled to the service in Div. 3 A; J. T. Lithgow to be Trade Commissioner at Glasgow, G.B., vice W. G. Fischer transferred to Vienna.

Militia Dept. :—L. Leroux, W. M. Woods, to temporary clerkships at Ottawa.

R. N. W. M. Police :—Leonce Nadeau, M. D., Quebec, to be Asst. Surgeon.

Railways and Canals Dept. :—Alex. A. Belanger to be Asst. Engineer to Railway Commission, vice W. Cauchon, resigned; W. B. A. Hill, lately placed on the service retired list, has been recalled to the service.

Promotions.

Agriculture Dept. :—F. G. Mace, Ottawa, to Div. 2 B; D. A. McArthur, Ottawa, to Div. 2 A; T. K. Doherty, Ottawa, to Div. 1 A.

Customs Dept. :—John McKay, Toronto, to be Asst. Appraiser; A. E. Giroux, Montreal, to be Preventive Officer; Thos. L. Burns, J. R. Nolan, Wm. Ryder, C. C. Callbeck, V. Corin, H. Bourgoing, Wm. Fraser, of Ottawa, to Div. 3 A; M. E. C. Goodspeed, Ottawa, to Div. 2 A.

Inland Revenue Dept. :—Geo. E. Dunbar to the 2nd class at Toronto.

Justice Dept. :—Miss J. C. Geary, Ottawa, to Div. 3 A; E. R. A. Taschereau, Ottawa, to Div. 2 A; Gilbert Smith, Ottawa, to Div. 2 A; A. Leblanc, Ottawa, to Div. 2 A.

Mines Dept. :—Miss Lila E. James to Div. 3 B; Marc Sauvalle to Div. 1 B; O. E. Prudhomme to Div. 2 A; J. S. H. Lefebvre to Div. 2 A; Miss J. M. Loux to Div. 3 A; Miss E. F. Goodman to Div. 3 A; Wm. McInnes to Div. 1 A; D. B. Dowling to Div. 1 A; E. R. Fairibault to Div. 1 A; R. M. Lambe to Div. 1 A.

Indian Dept. :—J. K. McLean to Div. 1 B.

Interior Dept. :—F. A. McDiarmid to Div. 2 A; Miss Anna Murphy to Div. 3 A; F. F. Dixon to Div. 1 A; J. E. Featherstone to Div. 1 B; John Sylvain to Div. 2 A.

Militia Dept. :—W. J. Perkins to Div. 2 A.

Mines Dept. :—R. W. Ells and R. G. McConnell to Div. 1 A.

Finance Dept. :—J. C. Saunders to Div. 1 A; C. A. Gough to DiMv. 1 B; J. R. Morton to Div. 2 A; Miss E. H. McGirr to

Post Office:—G. Valois to Junior 3rd at Montreal; H. L. Trebilcock, London, W. S. Scott and N. A. Prendergast, Winnipeg, to Junior 3rd class; eighty-eight porters and mail-transfer agents were promoted to higher rank in April. The following officials at Ottawa were promoted from Div. 3 B to 3A: E. T. Edwards, E. J. Low, T. A. Howard, G. Moore, G. M. Whillans, G. Herring, H. G. Fraser, F. M. Germain, W. G. Ogilvie, P. Desaulniers, J. H. Preston, S. D. Graham, E. Christensen, Mary Fraser, H. S. Cooch, J. A. Owen, J. St. Germain, A. E. Graham; G. Pollock and F. D. Stewart, Toronto, to Junior 2nd and Senior 2nd respectively; D. L. Augé, Quebec, to Senior 3rd class; W. E. B. Mann and M. J. Farrell, of Ottawa City P. O., to Senior 3rd class and Junior 3rd class respectively.

Public Works:—Geo. E. Perley to Div. 1 B.

Railways and Canals Dept.:—H. K. Bowes to Div. 2 A.

Privy Council:—Jas. McElroy to Div. 2 A.

Resignations.

Agriculture Dept.:—J. Caughy, Inspector; J. Grant, Inspector; J. R. Thorne; R. A. Gowan; A. G. Spencer, Asst. Chemist, Ottawa.

Customs:—H. H. Wright, Saskatoon; D. C. MacGregor, Trail, B.C.; J. D. Gibson, Brandon; Edward Elliott, Montreal.

Finance:—T. F. Morrison, A. R. G. Office, Halifax.

Inland Revenue:—A. W. McDonald, Weights and Measures, Regina.

Justice:—Hon. Chas. J. Mitchell, Judge District Court, Calgary.

Mines:—J. F. E. Johnston, Ottawa.

Interior Dept.:—Miss Ida Dunlop of Ottawa; Miss Jean Lang of Ottawa.

Post Office:—Miss J. Macbain, Ottawa; W. C. E. Wright and J. W. Watson, Vancouver; C. J. Cook and T. Booth, Winnipeg; Paul Dufresne, Winnipeg; W. S. Meikle, Winnipeg; Miss O. M. Caldwell, Ottawa; Geo. Walker, Winnipeg.

Transfers.

Austin F. Bill and Miss A. S. Houston from Finance to Trade and Commerce Annuities Branch.

James White from Interior Dept. to Conservation Commission.

Demers, Railway Mail Clerk, from Pierreville to Nicolet.

W. R. Ecclestone from Hamilton P. O. to be Asst. Inspector at Toronto.

Stuart M. Robertson, Dominion Lands Office, Calgary, to Red Deer.

W. L. C. Maguire from P. O., Toronto, to P. O., Calgary.

E. B. Elson, F. D. Stewart and A. E. Carlyle from Toronto to Calgary.

Thos. Costello, Customs Appraiser, Ottawa, to Toronto.

Hugh M. Sutherland, Preventive Officer at Winnipeg, to Prince Rupert.

John Head, Customs Appraiser, from Winnipeg to Toronto.

Superannuated.

Inland Revenue:—A. F. McCuaig, of Belleville, Ont., and J. H. Kenning, Windsor, Ont.

Customs:—P. C. Beauchesne, Paspebiac, Que.; Thos. Scott, Collector at Winnipeg.

Militia Dept.:—Major E. N. Chevalier of Army Medical Corps; Col. Geo. Robt. White, Headquarters' Staff.

R. N. W. Mounted Police:—Staff Sergeant Paul Wolters; Staff Sergeant W. J. Hall.

Railways and Canals:—John Steffens, lock-tender at Port Colborne.

Post Office:—O. Plamondon, Quebec.

Deaths.

Mr. James Bruce Spence, Chief Draughtsman of the Railways and Canals Department, died suddenly at St. Luke's Hospital of paralysis. His many friends were greatly shocked at his sudden demise, for although he was nearly 78 years of age, his appearance and activities were those of a much younger and robust man. He left his duties only a week before the end. The late Mr. Spence was born in Scotland in 1832, and came to Canada when 25 years of age, taking up immediately the profession of engineering and becoming engaged in the construction of Canada's earliest railroads. He came to Ottawa 34 years ago to the Railways and Canals Department. One of his most notable works was the designing of the Soo canal, having the largest single lock in the world, and where electricity was used for the first time in connection with the opening and closing of the gates, the result of which was watched with interest by the engineering world. It was a complete success from the start, standing to this day a monument to his capable, but modest engineer. In the passing of Mr. Spence the civil service loses one of the army of faithful workers who are serving Canada with their very best, but with whom the general public seldom comes in contact.

General.

William J. Ballentine, of his majesty's customs, Hamilton, who leaves for the west shortly to join hands with Miss Ada Wood, Chicago, was on the eve of departure presented with a complete set of silver by the members of the customs staff and friends. The presentation address was made by Acting Collector W. R. Davis, and many complimentary remarks were made to Mr. Ballentine, referring to his ability, courtesy and the high respect in which he is held by his office associates and friends. Mr. Ballentine responded with much feeling, thanking the officers and friends for the kind ex-

pression of good-will and for the beautiful gift. Upon Mr. and Mrs. Ballentine's return they will reside at Brant park, Burlington.

A very pretty and fashionable wedding took place in Winnipeg last week when Miss Kathleen Joanna Gemmell, second daughter of Dr. and Mrs. James Patterson, was married to Mr. Alexander Ritchie Dufresne, assistant chief engineer in the public works department at Ottawa. The ceremony was performed by Ven. Archdeacon Fortin, rector of Trinity church, at the residence of the bride's parents.

Mr. Alex. Johnston, ex-M.P., the new deputy minister of marine, was introduced to the staff of the department during the past week, and has entered actively upon his new duties.

Athletics.

Probably the most noteworthy athletic meet which has taken place in Canada since our last issue was that held by the Eaton Athletic Association in Toronto on Saturday, the 4th of June. This is an organization of the 5,000 odd employees of the T. Eaton Company. Apart from the attendance, which was over 10,000, the principal feature was the breaking of the world's amateur record for the mile walk, which was done in the phenomenal time of 6 minutes and 25 secs., clipping at least a minute off the previous Canadian mark. Query: if the Eaton Association, made up of persons who have a far lower average salary than the civil service, can have such an association, with grounds and appurtenances, why cannot the service, which numbers about the same?

* * *

In the fascinating sport of aviation another record has gone to the wall. The Hon. C. S. Rolls, who already had made his mark in bicycling, motoring and other lines, crossed the English Channel in his biplane and returned in less than an hour. Coming just after Curtis' great feat of flying from Albany to New York, it augurs well for the future success of the Anglo-Saxon race in aviation, which up to this time has not loomed very large in the conquest of the air.

* * *

In rowing circles Canada is again to the fore this year. The great Henley Regatta in England will have several representatives of the Dominion competing this season. Cosgrave, the young Toronto sculler, has entered in the singles and has already been some time in England in training. Then O'Neill, of Halifax, champion of America, will also likely be there, while the

Winnipeg four have arrived to contest in their event. It looks as though Scholes of Toronto would not be able to attend this year. It is to be hoped that Ottawa may be able to enter a crew in the eights next season.

* * *

Ill luck seems to follow Ottawa in other branches of sport. The Capitals received a bad check from Toronto in the National League lacrosse match on the 4th, while the same day the local Golf Club went to Montreal and were decisively beaten. However, the season is young, and in both games we have no doubt that great improvement will show a better result later on. In amateur baseball circles in Ottawa the fight is warm, but the interest has been marred lately by the continued abuse of that unthanked official, the umpire. No one can blame Mr. A. N. Payne for declining to subject himself to such unmanly abuse as we have seen in the recent games. Tennis has hardly yet begun, and there has been no match of importance in cricket to record. Bowls have many devotees this season, and altogether Saturday afternoon is a very busy time around Ottawa, and in fact in every part of Canada.

CIVIL SERVICE SAVINGS AND LOAN SOCIETY.

Statement to May 31, 1910.

Receipts—	
Shares	\$6,388 00
Fees	55 70
Deposits	1,376 90
Repaid on loans	8,847 24
Interest paid on loans	414 76
Expenditure—	
Shares withdrawn	340 00
Deposits withdrawn	527 68
Interest paid on deposits	20 99
Loans granted	15,866 23
Expenses	189 24
Dividends on shares	29 96
Balance on May 31, 1910—	
Shares	6,048 00
Fees	55 70
Deposits	849 22
Amount on loan	7,018 99
Cash	108 50
Loans granted to date—277.	
Average amount of loans—\$57.28.	

Subscribers to *The Civilian* will greatly assist in the work of improving the paper by remitting, without personal solicitation, subscriptions to the Editors, Box 484, Ottawa.