

# THE CIVILIAN

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



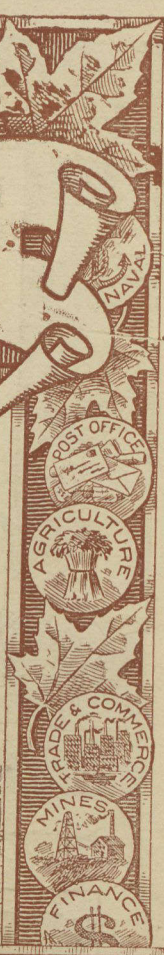
NEMO SIBI VIVIT.

## FEATURES.

- How to Run a Department.
- The Fur-Seal Conference.
- Editorials.
- Sick Leave.
- The Proposed Act affecting Salaries, etc., in City Post Offices.
- A Service of Song — By Silas Wegg.
- Civilian Portraits.
- For the Railway Mail Clerks — By Garrett O'Connor
- The New Cover.
- The Ottawa C. S. Association.
- The Civil Service of the United States.
- The Fortnight in Sport.
- Personals.
- Petition of the Third Division, Inside Service.
- Civil Rights of Civil Servants in Great Britain.

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# THE CIVILIAN

VOL. IV.

JULY 28th, 1911

No. 7

## How to Run a Department.

**Account of an Interesting Experiment in Analysing the Work and Promoting the Efficiency of any Branch of the Public Service.**

The City of Milwaukee has a "Bureau of Economy and Efficiency," which is engaged in a municipal survey very much along the lines of the Pittsburgh Survey, but of somewhat broader scope. The survey has two principal objects, the first, a study of the social and economic conditions within the city; the second, a study of the methods and efficiency of the municipal departments.

The social survey inquires widely into the conditions of living within the city, and need not concern us here. The survey of business efficiency inquires into the organization, administration, accounting, finance, business practice, construction, and operation work performed by the various departments of the city government, and is hoped to work out improved systems for these departments. It is in this direction that the work of the Bureau becomes of special interest to all public servants.

### The "Efficiency Survey."

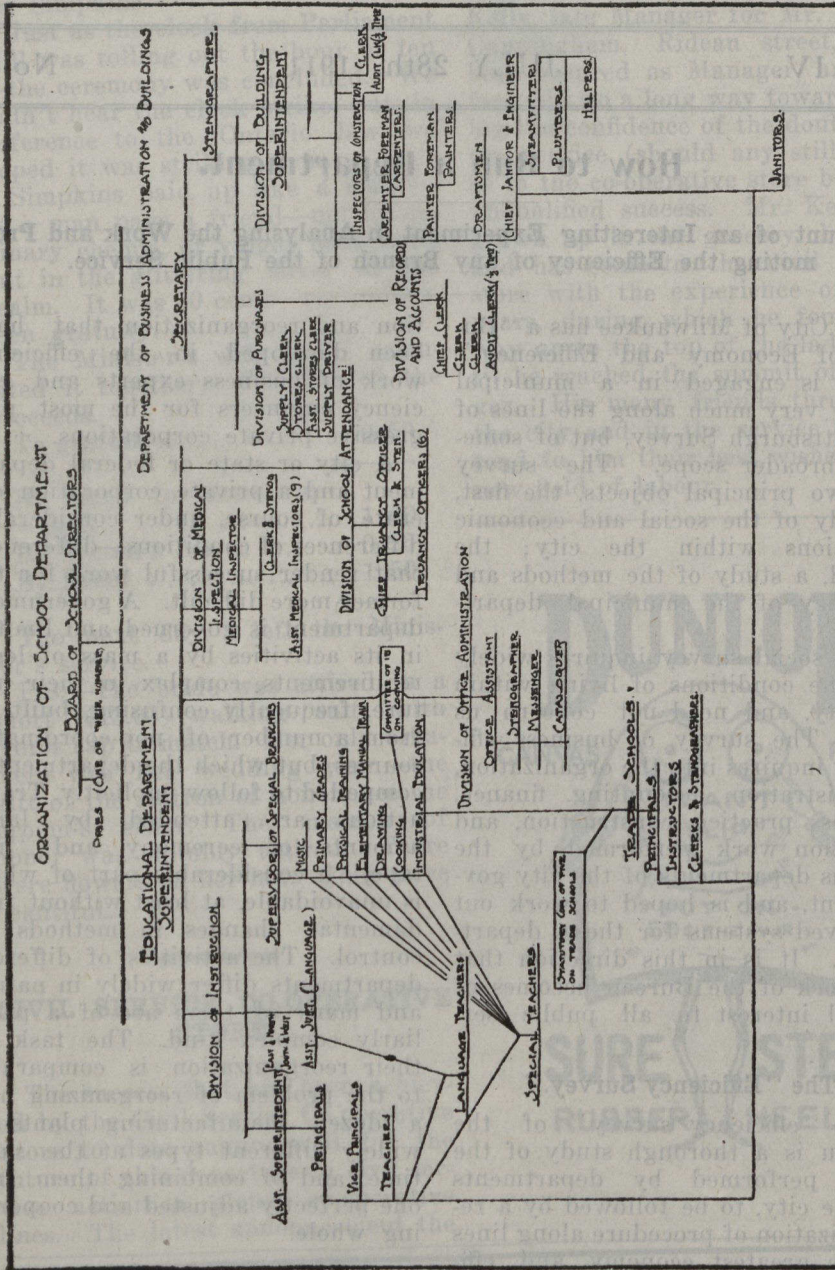
The "efficiency survey" of the Bureau is a thorough study of the work performed by departments for the city, to be followed by a reorganization of procedure along lines of the greatest economy and efficiency. In the conduct of its executive departments the city is regarded as a business corporation, and efficiency in the work of these departments is to be secured by exactly the same general methods as in private corporations. The bureau is, therefore, following the lines of investiga-

tion and reorganization that have been developed in the efficiency work of business experts and efficiency engineers for the most progressive private corporations.

A city or state or federal department and a private corporation operate, of course, under considerable differences of conditions—differences that render successful work for the former more difficult. A government department is governed and limited in its activities by a mass of legal requirements, complex in their nature, frequently confusing, built up from a number of non-coordinated sources, but which the department is compelled to follow implicitly. Transactions are attended by large amounts of ceremony and "red tape," a considerable part of which is unavoidable, at least without fundamental changes in methods of control. The activities of different departments differ widely in nature and many of them are of a peculiarly complex kind. The task of their reorganization is comparable to the problem of reorganizing half a dozen manufacturing plants of widely different types at the same time, and of combining them into one perfectly adjusted and cooperating whole.

### The Problems of Efficiency.

As to what "efficiency" means let the bureau itself (in its first bulletin on the subject) speak: "High efficiency in a department requires effective operation, proper business procedure, good accounting, thorough organization, and capable ad-



ministration. The work which the department exists primarily to perform is carried out through its *operating* processes and business transactions. *Accounting* makes permanent record and statement of these activities and presents their results

graphically for information and study. *Organization* makes plans for the activities, and systematizes them into a coordinate whole. *Administration* oversees and actively conducts the work under the organization plan.



“Every complete piece of work, no matter how small, involves all the sections of the efficiency outline — some phases of operation, business transaction, accounting, organization and administration. Departmental efficiency can be the product only of efficient details of procedure and of effective conduct in all the various sections of its work. Bad conditions in any single section may make a high standard of accomplishment absolutely impossible. A complete efficiency plan must concern itself, therefore, with endless detail, and with every phase of work performed, while moving steadily toward a definite general plan for the undertaking as a whole.”

#### **Plan and Methods of the Bureau.**

In setting to work to try to secure the above ideal for their city, the Milwaukee bureau at the start conducted certain general and rapid studies or preliminary surveys. A knowledge of the problems of government as a whole, and the information necessary to intelligently conduct and properly coordinate the latter detailed study and development were thus obtained. Especially interesting was the study made by the bureau into the organization of the Departments.

This organization survey includes all city officials and employees and shows their relations, their authority, and the duties undertaken by them. The results have been worked into charts which show relative position and authority, and by brief accompanying digests, the work performed by each man. These charts show to what degree the work of the department is organized. Subjected to careful study they indicate the lines of organization that will give the best attention to the entire work involved, and the most effective distribution of duties and responsibilities. Such charts furnished to the various departments permit new officials or employees to gain in a few minutes a general knowledge of

the work of their department, and of the particular responsibilities resting upon them. Under previous methods an officer frequently spent a year or longer in his office before gaining through the routine of the work a complete knowledge of his responsibilities. An example of one of these charts is given herewith as suggesting to any interested reader a similar analysis of his own situation.

#### **Departmental Surveys.**

The greater part of the work of the bureau is being devoted to department surveys. The entire city will be covered, the work of each separate department being completed, however, before that of another is undertaken. The work of the department is studied in every detail of operation, business transaction, accounting, organization, and administration. The problems of the department are then analyzed as a whole and betterments suggested whenever they appear possible.

The first step in a department survey is a general conference with department officials and employees to put the bureau in thorough touch with the work performed and its principal problems, and to secure suggestions as to the direction in which the department most feels the need for help. The work of the bureau is entirely one of assistance to departments desiring efficiency, and it has been received with cordiality by both officials and employees and given hearty cooperation.

The second step is a rapid preliminary survey of the department by members of the bureau's staff. This survey is based upon the knowledge gained in the general preliminary surveys, the careful study of which immediately precedes it. Its principal purpose is to give the men who are to make the further investigations a comprehensive knowledge and grasp of the problems of the department in order that they may proceed most intelligently, and with

the most practical benefit to the department as their goal. The results of the survey are put into written form under a uniform skeleton outline, and subjected to careful analysis for omissions and points for special consideration.

#### Detail Surveys.

The preliminary survey is made a guide for the complete detailed study of the department, which is the next step in procedure. Each division of the department, and each plant or section of field work is made the subject of a complete study going into the minutest detail, while the department as a whole is studied in the light of general departmental activities. The result is embodied in a detailed report, written upon the same skeleton outline as the preliminary report, which covers every phase of the entire activities of the department. This report is submitted to the department for verification.

Upon completion of the detailed reports, the bureau has the complete information necessary for effective study. The material is submitted to an analysis and criticized from every point of view. Special studies are made of points of particular importance and special reports worked out for particular phases of departmental work.

The suggestions of the bureau for betterments are collected and coordinated with present department practice into a definite system and subjected to final criticism by the advisory experts of the bureau. The plans are then laid before the department and discussed fully. Finally, the system is installed by the department with the assistance and supervision of the bureau.

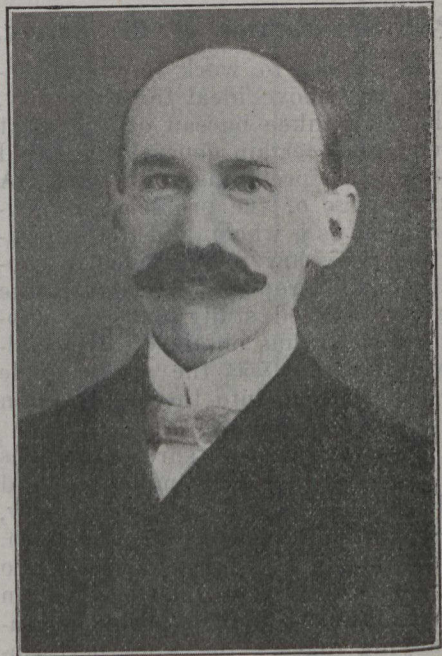
The whole experiment, as above remarked, is one fraught with much interest to public servants, and is full of suggestions not only to those in administrative positions but to the rank and file. We are all cogs on one wheel or another. How the

wheels fit or what part they play in the great machine is what many of us never find out. We do not absolutely require, however, a special "Bureau" like that of Milwaukee to inform us.

#### CIVIL SERVICE CLUB NOTES.

It is with pleasure that we publish in this column a portrait of the Treasurer of the Club, Mr. Pierre Marchand.

Mr. Marchand is one of the most popular members of the service and is assistant accountant in the Department of Interior, which he entered in December, 1899. His execu-



MR. PIERRE MARCHAND.

tive ability, and sound, business advice have been of great service in the early struggles of the Club to get on its feet — a position to which it has now attained.

There are at present three new applications for membership before the Board awaiting the next meeting.

## The Fur-Seal Conference.

The recent conference at Washington which resulted in a treaty being signed by Great Britain, the United States, Russia and Japan, which provides for the protection of the fur-seals and sea-otter for a term of fifteen years was one of the most important, if not quite the most important, mission in which members of the Canadian civil service have taken part.

While the primary object of the conference was the protection of the fur-seals, the interests involved were of such importance that Great Britain, Russia and Japan each appointed as one of their representatives the resident ambassador at Washington, while the United States was represented by Hon. Mr. Nagel, Secretary of the Department of Commerce and Labor. Great Britain's second representative was Mr. Joseph Pope, C.V.O., C.M.G., I.S.O., Under-Secretary of State for External Affairs, who was assisted by Mr. W. A. Found, Superintendent of Fisheries, and Mr. J. M. Macoun, Assistant Naturalist of the Geological Survey. All three of Canada's representatives were familiar with the whole question. Mr. Pope had assisted Sir Charles Hibbert Tupper in the preparation of the British case for the Paris Tribunal in 1893, and his Department conducted most of the negotiations which led up to the recent conference. Mr. Found was for many years associated with Mr. Robt. Venning, who had charge of all Behring Sea matters in the Department of Marine and Fisheries, and since Mr. Venning's illness has taken over this work. Mr. Macoun was one of the Secretaries to the British Commission in 1891, was appointed a special British Agent in 1892, and attended the Paris Arbitration in 1893; in 1896 and 1897 he was one of the British Behring Sea Commissioners.

The result of the recent conference is known to everyone. Canada's claim for compensation for giving up her sealing rights in the North Pacific Ocean was admitted by the other Powers and the terms secured are satisfactory not only to Canada as a nation but to all the varied interests which were involved.

What interests the civil service of Canada in a peculiar way, however, is the fact that both the diplomatic and expert work of the conference so far as Canada was concerned was done by members of the civil service as part of their ordinary work.

It is to be hoped that the policy adopted by the Government in appointing its representatives to the Fur-seal Conference at Washington will be continued. The men to represent the government at such times are those who do the work in the Departments.

## CANAL EMPLOYEES' INCREASE.

Employees of Canadian canals performing the ordinary classes of general work are to get an increase in wages. It will likely be announced this month. In place of a flat rate of

increase all round it is proposed to vary the rate according to the class of work performed and other conditions of service. So, at least, rumour states. The amount appropriated for the increase is said to be \$100,000

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THE EDITORS,

THE CIVILIAN,

P. O. Box 484, Ottawa

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

Ottawa, July 28th, 1911

## OPINION RE SUPERANNUATION IS VEERING IN THE UNITED STATES.

In a recent interview, the Hon. Mr. MacVeagh, Secretary of Commerce in President Taft's administration, stated that the enormous civil war pension list is not a credit to the United States, and that "it never had a just basis, although a worthy motive gave it birth; that it has lost its patriotic aspect and has become a political list, costing the government about \$160,000,000 a year." He further "believes it most important that another pension list should be established for the civil employees of the government."

The Secretary declared that he is hampered in his efforts to promote economy through efficiency, "because of lack of a retiring list, while the government is losing money by paying salaries for inefficiency, in place of having efficient employees and a retiring list for those whose

efficiency has departed from long and faithful service."

Commenting on which the Washington Herald states:

"If disability is incurred from long service in the necessary performance of duty, there should be due recompense on the part of the government, as in private employment. In fact, private business concerns have begun to show how this can be done with profit to the employer as well as to the men affected. Why should the government hesitate to follow their example?"

## RECIPROCITY.

So prevalent is the idea abroad in some quarters that civil servants are a lot of "grouchers," that we at times hesitate to call attention to regulations or conditions that justify friendly criticism. But surely the order to return to the 5 o'clock hour of closing is in this class. Last year, in response to representations by the C. S. Association Executive on behalf of the service, the hour of closing was reduced from 5 to 4 o'clock during June, July and August. The boon was appreciated by all, and especially by the hundreds of officials spending the summer out of town. This year Parliament adjourned from May 19th to July 18th. The last two weeks of May were as hot as ordinary July weather and the shortened hours started ten days ahead of schedule time; but when Parliament re-assembled in the dog days the entire 3,500 civil servants employed in Ottawa were required to remain at their desks an additional hour, although admittedly not 2% of them are affected by the resumption of legislative activities.

Would it not meet all the requirements if the extension of time was made contingent on the necessities of the work? At least one Department has undertaken to so interpret the order. Why should not all De-

partments do the same? If the work necessitates overtime, not only evenings and holidays, but even (breathe it softly) Sundays,—the officials understand the need and loyally respond. Why then should not the principle of reciprocity, so strenuously upheld by the government, be given effect here, and let the attendance beyond the summer schedule of 4 o'clock depend on the daily conditions,—when the day's work is done the desk is closed. Such consideration would be appreciated by hundreds of faithful public servants, who, in spite of an ill-informed public opinion to the contrary, are entitled to consideration.

### THE SERVANT OF THE SERVICE.

By arrangement with the Executive of the Ottawa Association, *The Civilian* will hereafter publish a department devoted to a comprehensive chronicle of the proceedings of the Association and its various committees. The department will be under the supervision of a special committee of the Executive, whose duty, broadly, will be to insure that a fair and adequate statement is in this way furnished periodically to the civil service body at Ottawa. It is believed that much of the criticism which is sometimes heard of the Association is in ignorance of the amount of time and energy that the members of committees give to its affairs. While *The Civilian* must in the final resort be held responsible for what it prints in this connection, the endeavour on its part will be, by close cooperation with this new committee, to present a useful running narrative of the activities of the parent organization at Ottawa and to portray with fidelity, and in every way possible to advance, the aims and purposes for which the organization is striving. Though this has been our policy in the past it is hoped that the new arrangement, by more formally inculcating the duty, will

add materially to our efficiency as the servant of the service.

### HOW THE POSITION OF SORTER IS SECURED UNDER THE VICTORIAN GOVERNMENT.

#### A Sensible Plan.

Postmen are well acquainted with the attainments necessary to secure an appointment to the position of sorter or sorting clerk in this country.

In Great Britain the promotion involves a scheme of limited competition, with a number of vacancies reserved for such competitions, and attendant anxieties, hopes, and fears.

Postmen in Melbourne, Victoria, pass into the sorters' class without a further educational test. The only test applied is the practical one of becoming efficient in the sortation of the letters to the various towns and districts in the Colony and beyond. This knowledge may be acquired by practice at home with cards, or the senior postmen can claim three months' work in the sorting office in order to gain proficiency. Once a postman has passed the test—which is to sort 250 letters in 20 minutes, with not more than 2 per cent. of errors—his name is put on the list for a vacancy, and, should one occur within a period of eighteen months thereafter, he secures it without further test. In the event of no vacancy being created within eighteen months, he must again pass the test. In Victoria there is published a book with a list of all post offices, and the postman who desires to go in for the test writes the number of the "Road" or the word "Box" opposite the respective towns. For home practice he then proceeds to prepare a large number of cards bearing the names of the least known towns.

## Sick Leave.

Possibly no official ruling in recent years is of greater importance to the service than the recent decision of the Treasury Board to limit all leave of absence on account of illness to a maximum of two months in any one year. From time immemorial until very recently, extended sick leave was obtainable upon application for the same, recommended by the chief of the branch, approved by the Deputy, and accompanied by a medical certificate, to the effect that the leave was necessary.

This privilege,—though many appeared to forget that it was a privilege and regarded it as a right,—has been shamefully and shamelessly abused. (We may just as well be honest with ourselves, and we all know that innumerable instances have occurred of flagrant abuse). The inevitable result is that the privilege is curtailed, the innocent suffer, and those whose unprincipled disregard for honest dealing brought about the restriction, escape. In other words the remedy sought for in the action of the Treasury Board signally fails.

No reasonable man can take exception to the desire of the Board to end a condition which, not only from the Government standpoint, but also from that of every self-respecting civil servant, had become well-nigh intolerable. To the honest official who is fortunate enough to preserve unbroken health, regulations governing sick leave have no interest; a maximum of two days even would be two days more than he would apply for. But for the equally honest official who has the misfortune to contract a serious and prolonged illness, the curtailing of sick leave may inflict dire disaster, adding all the anguish of privation, not only for himself but also for those dependent on him, to the already heavy burden of pain and suffering. Cases of real and very serious privation have already come to the knowledge of *The Civilian*, the direct outcome of the new regulation,—while on the other hand we have knowledge of cases in which the privilege is being as greatly abused as formerly, up to the two months' limit.

The new rule fails to work either way. It does not deal fairly with those entitled to benefit, while it is as powerless as ever to stop the abuse by unprincipled officials, merely limiting it to two instead of three months.

*The Civilian* does not believe for a moment that the Treasury Board, or any member of the Government, is knowingly party to an injustice; our experience is that the Government is ever ready to listen to reasonable complaints, and is prepared to rectify real grievances. For this reason *The Civilian* calls attention to what is claimed to be a matter urgently calling for adjustment, and is prepared to furnish details of many cases in support of its contention.

### CO-OPERATIVE ITEMS.

Did you visit or patronize the Co-operative Store yet? If not, you should do so and keep up with the procession. Those strawberries at \$1 a doz. or \$1.90 a crate were winners for the co-operative system of buying. Those who didn't get them

got left.

Mr. A. McNeill, Chief of the Fruit Division, Agriculture Dept., and who is President of the Co-operative Store, has been ill at his home, 288 Gilmour street, and his many friends will regret to hear of the fact. It is hoped he will soon be on deck again.

## The Proposed Act affecting Salaries, etc., in City Post Offices.

During the past two months discussion has been rife in city post offices of the provisions of the proposed "Act to Amend the Civil Service Act" (Bill No. 217), which received its second reading in May. The following critical analysis of the Bill represents the views of the employees of the P.E.I. Civil Service Association:

The salaries of clerks in the city post offices are fixed by the Civil Service Act, Schedule B, Cap. 16 R. S. 1906, as amended by Cap 6, Statutes of 1909.

There are at present Stampers and Sorters, 4th Class Clerks, Junior 3rd Class Clerks, Senior 3rd Class Clerks, Junior 2nd Class Clerks, Senior 2nd Class Clerks and 1st Class Clerks.

So far as the statutory provisions are concerned no distinction has been made as between any of the city post offices in Canada, that is to say, that although postmasters were classified and paid according to the revenue of their post offices, the clerks were paid according to the different grades or classes they were in, and opportunity was given by law for a clerk in any office to rise from the lowest to the highest class.

This feature was entirely satisfactory. There has been no demand whatever for any change in this respect. No offices in Canada asked for a change. The Civil Service Federation in all their memorials for improvement never hinted at making a discrimination between the different offices. It was an incentive to the clerks in the different offices to improve themselves in their work, and they could look forward with some hope of promotion in the future. Besides the privilege thus granted by statute was never abused by the Department. Men were not unduly rushed from the lower to the higher grades, but the opportunity was there for the best men to advance. It was the system in force under which as the Postmaster General states,—

"the man who is willing to work, and fight his own way, to fight the battle of life bravely, that man will inevitably pass into the higher grades, and is bound to succeed. That is my experience."

(See Hansard, May 12/11, p. 9111. Let that system continue. Do not legislate to deprive any man in the service at any place from rising into the higher grades.

What was the necessity for a change? Simply because the scale of salaries was set too low and the majority of the clerks were kept at salaries under \$800.00. In the working out of the Act the clerks found it extremely difficult to get promotion so as to rise above the \$800.00, and owing to the increased cost of living an injustice was felt which demanded some remedy. The letter carriers were first attended to, having been given satisfactory increases under 8-9 Edward VII Cap. 30. Then the 4th class clerks were dealt with liberally by 8-9 Edward VII Cap. 6. The Railway mail service have also been recognized by the Act passed during the present session, so that now every railway mail clerk can advance by yearly increases up to a maximum of \$1,400.00 plus his mileage.

It remains now to deal with the 3rd class clerks and the 2nd class clerks in all the offices and also make a special provision for the larger offices.

Does the proposed Amendment do this?

(1) Junior 3rd class clerks are placed in Grade B of 3rd class, and

consequently their position is not improved. At present they can go to a maximum salary of \$800.00 and that is the limit fixed by new Act.

(2) Senior 3rd class clerks have their maximum salary increased by just \$100.00. At present they can go to \$900.00, whereas under new Act they will go up to \$1,000.00.

(3) Junior 2nd class clerks are actually degraded. They are again reduced to the 3rd class and derive absolutely no benefit.

(4) Senior 2nd class clerks and 1st class clerks, who are a very limited number, are the only men who are to receive any substantial benefit under the new Act.

To recapitulate, the letter carriers, the railway mail clerks and the junior 4th class clerks have already been provided for and the proposed Act betters the condition of the senior 2nd and 1st class clerks, but the 3rd and junior 2nd class clerks, who compose the large number of postal employees and who are the men who have borne the heat and burden of the day and who have suffered just as much as any other class, receive practically no advantage or redress.

Again the Act is unfair in taking away privileges enjoyed by certain offices in Canada which have, since Confederation, been classed as City post offices, such as Charlottetown, Fredericton, Sherbrooke and Windsor. In actual practice these offices have not in the past been given a 1st class clerkship, but the clerks had the privilege of rising up to the 2nd class with a maximum salary of \$1,200.00. In future it is proposed under the new Act that no clerk can possibly advance beyond \$1,000.00, that is the limit of the 3rd class.

This is an injustice. A number of clerks in these offices have been in the service from 10 to 20 years, and over, and surely the right to advance to a maximum salary of \$1,200.00 or \$1,400.00 in the future is not an extravagant demand. In any event any privileges they now enjoy

should not be taken away. The cost of living has increased in the places named to the same extent as in any other portion of Canada. Outside of rent and fuel the cost of living does not vary to any appreciable extent, at least east of Winnipeg, and it has been asserted as an actual fact that, not counting the above two items of rent and fuel, a man or family can live just as cheaply in Winnipeg as he can in Halifax, St. John or Charlottetown.

Further, although the revenue of the different city post offices may vary, the staff required to perform the work in each is limited accordingly. All clerks in every part of Canada must enter the service under the same conditions, having the same qualifications, doing the same work and taking the same regular Departmental examinations. Therefore, why legislate that an office having a revenue under \$50,000.00 shall have no 2nd class clerks, whilst all other offices with a revenue over that amount shall be entitled thereto. A clerk in Charlottetown, Fredericton or Sherbrooke can never rise above \$1,000.00 salary, whilst opportunity is given the clerks in all other offices to go up to \$1,400.00. This is an injustice. No such discrimination is made in regard to the letter carriers, the railway mail clerks or in other branches of the Public Service.

The proposed Act should be amended so as to allow a clerk in any city post office to be advanced to the 2nd class at least. To do this it will be necessary to eliminate the revenue clauses from the Act.

(2) Junior 3rd class clerks who have been in the service for 10 years previous to April 1st, 1911, should be placed in Grade A of the new 3rd class.

(3) Senior 3rd class clerks who have been in the service for 15 years previous to April 1st, 1911, or upon completing 15 years of service should be placed in Grade B of the 2nd class.



(4) Junior 2nd class clerks in all city post offices should be placed in Grade B of the 2nd class.

(5) Senior 2nd class clerks in all city post offices should be placed in Grade A of the 2nd class.

(6) Senior 2nd class clerks who have been in the service for 30 years prior to April 1st, 1911, or upon completing 30 years of service, shall be eligible for promotion to the 1st class, but it would be necessary to limit the number of such clerks in any office.

#### The Situation at Charlottetown.

The two objections that the staff of the Charlottetown office have to the proposed Amendment are:—

(1) That no clerk can in future rise higher than a 3rd class clerkship, Grade A, with a maximum salary of \$1,000.00.

(2) That junior 2nd class clerks are by the Act reduced to the 3rd class and will receive no benefit whatever.

With regard to the first objection, the proposed Act unfairly discriminates against city post offices having a less revenue than \$50,000.00, whilst no discrimination is made as between the two grades of 2nd class clerks in offices over \$50,000.00. Charlottetown is the Capital City of our Province and has, since Confederation, enjoyed the same privileges as all other city post offices. At the present time we have four senior 2nd class clerks and three junior 2nd class clerks. This privilege is to be taken away from us. Surely it will not be contended that \$1,200.00 to \$1,400.00 is too extravagant a salary to give to any clerk working in the Charlottetown post office. The chief clerk in the Savings bank here receives \$1,700.00 salary, the second clerk receives \$1,300.00, and the junior clerk receives \$900.00. The accountant in the Marine Department receives \$1,150.00 and will go to a maximum of \$1,600.00. The chief clerk in the Customs receives \$1,150.00, the appraiser \$1,250.00,

the weigher \$1,050.00, and the other from \$750.00 to \$1,000.00. These are samples to show that the post office here is not to be treated the same as other Departments, whilst our work is far more arduous, the hours longer and many other conditions less favorable. Then again the clerks have to take regular Departmental Examinations. The mails are despatched early and received late, so that the office is open from 5.00 a.m. to midnight and frequently later. Clerks with a special responsibility such as registration clerks, the money order clerk and the postage stamp and postal note issuing clerk should not be limited to a 3rd class clerkship such as is given despatching clerks in all other offices.

Further, the salaries of the entire postal staff in Charlottetown (except the railway mail clerks) is charged against the Charlottetown office, whereas three of the clerks are employed at work almost wholly belonging to the Inspector's branch. This is peculiar to Charlottetown alone. In every province post office inspectors and their staff are separate and distinct from the post offices. The salaries of clerks in inspectors' offices are provided for by a special section in the proposed Amendment (see page 2, Bill 217) that is to say, that in every other Inspectorate, clerks in offices of post office inspectors can rise to 1st class clerks with a maximum salary of \$1,800.00, without any limitation, whereas in Prince Edward Island clerks doing the same grade of work are attached to the Charlottetown office and in future it is proposed that they shall not rise beyond the 3rd class with a maximum salary of \$1,000.00. Can this be defended on any ground of equity?

The Charlottetown office is a sort of clearing house for the rest of the province. Our isolated situation makes the office a distributing centre for the entire province, and still if the salaries of those clerks whose full time is taken up with inspector's

work, is deducted, Charlottetown will show a surplus of 50% revenue over expenditure.

As to the second objection to the proposed Act we desire to point out that the three junior 2nd class clerks at present in this office have been in the service from 20 to 23 years. They are all married men having families, and until the last few years were only receiving \$800.00 and under, hardly sufficient to keep them clear of debt. Now that they have finally succeeded in being advanced to the 2nd class, it is not fair that they should by legislation be degraded and again placed back in the 3rd class. We ask that the proposed Act be withdrawn rather than that such injustice should be enacted.

#### ENTERING FRANCE. — A HOLIDAY REMINISCENCE.

By E. A. W.

An anxious and harassed moment occurred when we saw our bicycles suspended in mid-air and pendant over New-haven pier from the end of a crane.

"My dear," said Ethel, "I do hope nothing serious will happen to them."

"They—they look uncommonly as if they were being hanged," I said with a cold perspiration on my brow.

"My nightdress bag," said Ethel, "is strapped to your machine, dearest. Think, if something should—give way!"

Our unfortunate cycles being deposited on board without mishap, Ethel was able to turn her attention to the scenery and urged me to look at a ship curtsying with white sails.

"At present," I said, "I have no time to waste on scenery. You forget that in three hours we shall be entering France. I have not yet prepared a speech. The Custom House officer expects it. It is necessary to wrestle with the question of evading the tax on imported bicycles. One goes to demand permission to 'circulate one's self.'"

"But you know, dear," said Ethel, "your French was always so good."

"For these intellectual labours," I said, drawing out a notebook and pencil, "I demand perfect silence. I go to prepare a speech after the model of the very first exercises in de Fiva's first French

course. I shall begin with 'mais.' The very best authorities invariably open a conversation like that."

"Now, do it nicely, dear. Remember always to put your pronouns in front of the verb, love; my advice, which I give seriously, is to stick in the pronoun 'en' wherever you see a chance."

"I don't see a chance," I said.

"Try," Ethel said earnestly. "When I was a girl we put in 'en' just everywhere; it seemed to please the governess. It would be so horrible if we didn't pass, dearest,—just because your French was defective."

At Dieppe we are hustled into the Custom House, where M. le Douanier interviews us.

"Mais," I said, "er—mais—mais, monsieur!"

"Go on," said Ethel, "say some more; don't bleat like a sheep."

"Je vais d'avoir l'honneur de vous informer, monsieur, que—que nous sommes—er nous sommes—anglais!"

"Mais, je l'ai devine—moi!" he said.

"Mais," I said, somewhat staggered, "nous désirons à faire un—"

"Une," said Ethel in a stage whisper; "nouns in 'e' are feminine, dear. Rule twenty-eight."

"Une, monsieur!—à faire une tournée vélocipédique."

"Go on," Ethel said; "do say some more, dear."

"Et j'ai l'honneur de—er—de vous informer," I said politely, "Que cette madame est ma femme. Et moi—monsieur—je suis churchwarden, mon brave!"

He smiled politely. "All ri," he said. "It is just! The permission to circulate yourself is sixpens. Moi—I read the works of your great Bernar' Shaw. But not your Wells—no—nevare! I have supped myself of him—moi! I am fed oop!"

#### A NOBODY.

By Garrett O'Connor.

"He never had an enemy," I heard a neighbor say

Of a pioneer old villager laid to rest the other day.

He never had an enemy! Ah! then, it seems to me,

That in a strenuous world like this a nobody was he;

For he who fights impurity, drink, graft and each mean sin,

And helps oppressed and weakly folk more liberty to win;

And, following in the wake of Him who fought each infamy,

Can't win the foolish eulogy: he had no enemy.



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There is a distinct Economy in  
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Not only in their flavor and purity perfect but the second cup is as delicious as the first, this is because we take particular trouble in the selecting and blending of all the various Teas we handle.

If you are having any trouble in getting a good tea, whether it comes from China, India, Ceylon or Japan, give some of ours a trial. We are confident we have the goods to suit.

- 60c English Breakfast Tea, per pound ... .. **38c**
- 40c Orange Pekoe or Ceylon Tea, per pound ... .. **29c**
- 50c Coffee, Pure Jam and Mocha ground or in bean, a lb **38c**
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**Fresh from the Country Daily**

- Choice Dairy Butter, per pound... **20c**
- Fresh Eggs, per dozen ... .. **23c**
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- cured to perfection, no other Ham tastes just the like, Rea's has the real Ham taste, all sizes from 8 to 1 pound, per pound... .. **18c**
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  - Roll Bacon, roll or 1/2 roll, per lb ... **14c**
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  - Short Cut Pork ... .. **14c**

**Breakfast Cereals,**

- 6 lbs, Cream Wheat or Germ Meal **23c**
- 3 Pkges, Corn Flakes (Quarker) . **25c**
- 8 lbs, Gold Dust Corn Meal ... .. **24c**
- 3 Pkges, Post Toast ... .. **25c**
- 2 pks, Shredded Wheat or Triscuits **25c**

**Special Sale Sugar.**

- 20 lbs best granulated sugar, sack **98c**
- 11 lbs Yellow or Brown Sugar... .. **49c**
- 2 pounds Icing Sugar ... .. **15c**
- 3 " Fruit or Loaf Sugar ... .. **19c**
- 3 pkges, Icing Powders, all flavors **25c**

**Flour Sale**

- 98 lb Bag, Five Roses Flour ... .. **\$2.63**
- 49 lb Bag, Royal Household ... .. **\$1.43**
- 12 lb Bag, Rea's Pastry ... .. **31c**
- 98 lb Bag, High Loaf ... .. **\$2 39**
- 10 lb Bag, Pastry Flour ... .. **29c**

**Green Vegetables.**

- Green peas, per gallon... .. **20c**
- Butter Beans, per gallon ... .. **15c**
- Cucumbers, each... .. **05c**
- Celery, Lettuce and Parsley, each **04c**
- Beets, Radishes, Turnips, Carrots, Parsnips, Onions, etc. at market prices

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## At the Sign of the Wooden Leg

By "Silas Wegg."

### A Service of Song.

"I only knew one poet in my life," said the great Browning, whether speaking for himself or for some "outside party" I am not sure. Whoever the ultimate speaker was, his range of knowledge was very limited, for I know at least a score of them right here in the civil service at Ottawa, and I am one myself. And this raises the question, Is the civil service a cradle or an asylum for poets? Do they come here to mew their mighty youth or to rest their weary feet? Is Parliament Hill a Parnassus for irrepressibles or a Saranac for incurables?

At any rate, here we are, a melodious band of minstrels on full pay, hardly a department without its laureate. Some of us have risen to the height of second editions, others are not yet delivered from the Poets' Corner of the rural press, while still others mount only so far as the carbon copies of the typewriter will permit. There are even major poets and minor poets, to such an extent has the development proceeded, but like the young theologian who was asked to name the minor prophets. I do not care to make invidious distinctions by allocating any of our bards personally to either class.

In general it may be said that the major-poets have more poetic license than the minor chaps. They are not hampered by local option laws that limit them to odes on the opening of a sewer or the promotion of a deputy. They can write classical verse and not be fined for it. It must be remembered that the Scott

Act was not drafted in the Department of Indian Affairs.

Poetic license is the Magna Charta of the major poets. It does not protect the small fry. Let one of the latter attempt to rhyme "rod" with "sword" and the critics will put him to the point of the pen without mercy; but I have known a major poet who has made "transatlantic" rhyme with "dog-days" and been praised for his virile originality. This is all by way of parenthesis. I have written this paragraph merely to define poetic license, and the definition, such as it is, applies to all major and minor poets. Let us return to the genus civil servant.

To repeat the question, Is the civil service a cradle or an asylum for poets? I have no statistics to go on, and I do not care to cite my personal experience here, except to say that my appointment was due as much to my wooden leg as to my iambic feet. Going afield we may note that Milton was a recognized poet before he became Latin Secretary to Cromwell, and that Burns was famous before he was made a gauger of beer barrels under the Excise. So, also, in the United States, Lowell wrote his Biglow Papers and became an ambassador at London, and Bret Harté left his lyre to be a consul in Germany. Remembering also that the United States government sent John Hay and other writers on foreign embassies, it seems that the great republic has pursued a policy of exiling its bards.

These instances appear to support the contention in favour of the public service being a poets' asylum, an

asylum with punitive purposes in view. "We have found a fellow counting syllables on his fingers, your Majesty," says the Lord High Constable. "He is supposed to be writing poetry." "Put him in the civil service," replies the King. "See if that won't cure him." Stone walls do not a prison make, and a bard may be barred without an iron cage. I wonder if the primary intention of the New York authorities was to make Sing-Sing a detention home for human songsters.

The weakness in this argument is that the civil service does not cure poesy. It may serve to stamp out some mild forms, such as limerick making and obituary writing, but a patient who has an attack of, say, sonnetitis generally finds his affliction aggravated in a government office. Why it need be so is a mystery. One can explain why a civil servant who has tried his hand in youth at Kipling his thoughts may burst into the Citizen office with an elegy on King Edward or a coronation ode for King George,—he is the King's officer and that is little enough to do for the Crown,—but how is it that bearded men, not to mention the ladies, who sign attendance books and docket memorandums on hog cholera and the need of a post office at Jones Crossing, can sit down calmly indoors or out and write of dewy daisies and ambrosial atmospheres and such things? I have done it myself, but still I ask how is it?

Perhaps,—this is a surmise only,—perhaps they take to poetry in some such way as a clergyman, who is starved on virtue, takes to drink or golf. The call of original sin is too much for them. There is no half-way house between virtue and vice, or between business and poetry, except it be at the old-time inn of Love, and few dare to stop there with the cost of living so high. So Pegasus kicks over the traces and has his hour's fling on the Parnasian slopes. Or it may not be excite-

ment but oblivion that the poet craves. He finds an opiate in his measures,—which is quite likely,—“the sad mechanic exercise like dull narcotics, numbing pain.” If this be so, the poet in the service should be encouraged. Poetry, after all, is a safety-valve for a good many criminal instincts.

Johnson is convinced that the civil service is a cradle for poets, a cradle with a ball-bearing movement. He is not content to argue that poets may thrive here but even that men may become poetic working for the state. He says that the public service affords opportunity for reflection, and I agree with him there, for if the civil servants would gather all the reflections that are cast upon them they could soon corner the market. It was in “the cool of the day” that Adam heard the voice in the garden, he says, and, moreover, celery grows best in the dark. Johnson, you see, is given to analogies, and I would add that he is quite impatient if one carries his analogies beyond his own use of them. You may ask him what happened to Adam, or what celery has to do with epics any more than a cucumber has, but you will get a look of scorn for your answer. Johnson is sure that we do not appreciate our advantages. Such fields of speculation he sees around us, such hours, between five and six, for meditation, he is annoyed that we have allowed Shakespeare to remain, so long the King of our literature. Johnson entered the service a year ago and is unmarried.

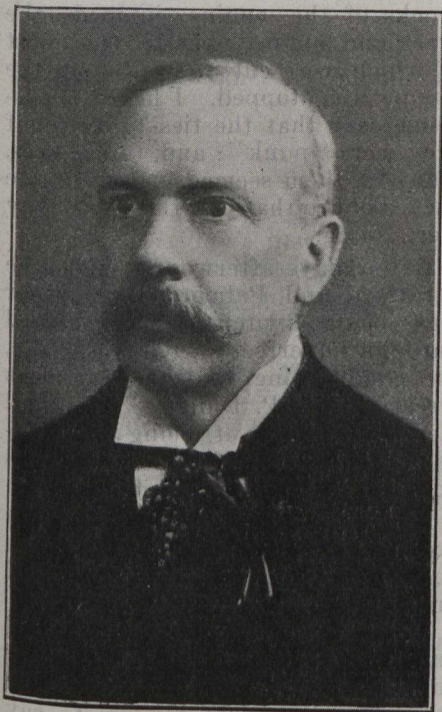
If the government writes to appoint a commission to investigate the condition of the poets in its employ, I would suggest that one Silas Wegg be named as Commissioner, “with powers to add to his numbers,” and that he be given authority to examine all poets, poetesses and poetasters whatsoever, under oath to ascertain, if possible, the sources of their inspiration and the effect of their poems on the general health and habits of the service as a whole.

The said Wegg would engage, I am sure, to abstain from all versification on his part during the lifetime of his commission. He would have it understood, however, that he is not on the same footing as the other bards who serve the King.

### Civilian Portraits.

#### ADAM ZIMMERMAN.

Adam Zimmerman, Collector of Customs of Hamilton, was born in August, 1852. He has resided nearly all his life in the "Ambitious City" where he was a merchant until his



ADAM ZIMMERMAN.

appointment as Collector of Customs in Sept., 1910.

Mr. Zimmerman has taken a large part in public affairs in Hamilton, serving in the City Council and on various charitable organizations. He

was first elected to the House of Commons in 1904, but was defeated on seeking re-election in 1908.

#### THE BLACK PENNY STAMP OF 1840.

In eighteen forty, be it said,  
The first adhesive stamps were made,  
To stick on letters that were paid,  
To make all sure  
That they would safely be convey'd  
To port secure.

The stamps were black, engraved so nice;  
"One Penny" on each told their price,  
And water-mark'd with crown device,  
And small of size,  
The whole thing look'd a sacrifice  
Of nation wise.

They bore the head of our late Queen,  
As she in youthful days was seen,  
In profile figure most serene,  
To lead the way,  
And show the world we had foreseen  
The lack of day.

That day the dawn of greater sight  
Revealed a portion of our might,  
And link'd it in with black and white,  
The world to run,  
To carry tidings of delight,  
Or grief begun.

Then other nations soon began  
To take a pattern from our plan,  
To send them forward in the van  
With us apace,  
To get the clearer visions scan,  
Or better grace.

So Penny Black was pioneer,  
Did organize and engineer  
Until she made the whole thing clear,  
With gain's salute,  
That others safely could appear  
Along the route.

—The Postal Gazette.

Gentleman can have permanent residence with private family; good central locality; telephone. For further particulars address *The Civilian*, P. O. Box 484, Ottawa.

## For the Railway Mail Clerks.

### Accidents to Mail Trains.

It is really astonishing the number of accidents that happen to mail trains. If an account was kept of them all over Canada, there would be a very long list.

Just for an example, let us consider one branch of the G.T.R., 160 miles long. On the 5th day of February, mail train No. 39, from Buffalo to Goderich, met a light engine near the village of Richwood, which resulted in the complete destruction by fire of the whole mail train, and the loss of six valuable lives,—engineer, fireman, baggageman, expressman, one passenger, and the late Mr. W. D. Tye, railway mail clerk, whose remains were completely consumed by fire started by the Pintsch gas which is used for lighting purposes.

For a few months there were no further accidents to report on the Buffalo and Goderich branch, but a series of minor accidents occurred in June and July that might have had very bad results in each of five cases, but, fortunately, passed with the minimum of injury to human beings.

On June 12, three miles east of Bright, mail train No. 37 almost met a light engine, but fortunately saw it, six or seven miles from where No. 39 was destroyed at Richwood. On July 4 the rear trucks of the engine drawing mail train No. 37 jumped the tracks near Canfield Junction and bumped along over the ties for over a thousand feet before the engine was stopped, no person, fortunately, being injured.

A couple of days before this a freight car and the caboose of the Bridgeburg and Stratford way-freight were derailed and demolish-

ed owing to a break in a rail near Drumbo, on which occasion two brakemen and a section foreman were hurt. It was fortunate that the way-freight passed over the broken rail before either of two mail trains which closely followed it, or there might have been another terrible loss of life to chronicle. Then, again, on July 8, mail train No. 37, from Buffalo to Goderich, came to grief near Seaforth, when the rear trucks of the engine jumped the track and bumped over 486 ties, most of which were cut in two before the engine was stopped. I heard a passenger say that the ties broke as if they were "punk"; and, to my eyes, many of them seemed more suitable for a bonfire than for the work they were doing.

A few days afterwards, while the Stratford and Palmerston mail car was being switched in Stratford yard, an imperfect switch was made, the result being that the car was wrecked. Mr. P. Dungey, the mail clerk who was in it, being only saved from injury or death by his bags and sacks accidentally shielding him.

Here are six accidents in less than six months on one branch of the G.T.R. Could they have been avoided? Surely they could—why not?

Are we growing nervous? Well, I am glad to say that we are "holding out," and sincerely hope to continue doing so; but, dear reader, to say the very least of such a succession of adventures, do you not think that we are supplied with more excitement than we need?

I used the expression in a former article that railway mail clerks carried, literally, their lives in their hands. We know that men who



handle high explosives at construction work are paid much more (very properly) than ordinary workers; and it would not be unreasonable for railway mail clerks, contrasting themselves with the men filling safe, comfortable chairs in the "Inside" department at Ottawa, who received \$150 each flat increase, while the mail clerks failed to receive it (though the only clerks specially recommended) to wonder why they have not (or so many of their number) received immediate relief financially in proportion to the dangers they face, the promises made them and the years they waited — not to speak of the fact that they were backed by the P.M.G., the press, regardless of politics, and the whole House of Commons.

I might add, in addition, that the immediate assistance so confidently

looked for by some half the mail clerks, and not forthcoming, could easily have been taken from the grand surplus which they have helped to earn for the P. O. department.

I have begged, and continue to beg, the P.M.G. to make the annual increase from \$800 salary up, \$75 annually instead of \$50; but I hear clerks all around me say that it would have been no hardship for the department to have made the annual increase \$100 instead of \$50. In either case the additional salary expense would be a trifle, which if at once conceded, would remove the just cause for discontent that exists in our deserving service. I appeal to our Comptroller and the Deputy P.M.G. to aid us. We will heartily appreciate their help to make perfect the affairs of our little family.

GARRETT O'CONNOR.

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## The New Cover.

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*The Civilian's* new cover, judging by the comments which have reached us, has interested and satisfied our readers. A more than usually heavy bundle of mail greeted us "the morning after," from which we reprint the following:

### A Date Line Missing.

To the Editors of *The Civilian*:

Your new cover should carry the date of issue, volume and number.

Yours truly,

CONSTANT READER.

To the Editors of *The Civilian*:

Your new cover is very tasteful, but should not the date be shown on cover?

Sincerely,

GARRETT O'CONNOR.

[Quite right. It will do so in future.—Eds.]

### The Beaver—Where is he?

To the Editors of *The Civilian*:

I understood the new cover of *The*

*Civilian* was to have the Beaver prominently displayed. The most diligent search does not reveal the "animal." however, notwithstanding that *Mercutio* honoured the suggestion once with a poem.

Sincerely yours,

PATRIOT.

[The Beaver proved a bit fractious on this occasion. But we have hopes of finding a place for him ultimately.—Eds.]

### Coats of Arms for the Departments?

To the Editors of *The Civilian*:

Mr. Moule's clever series of shields for the several Departments prompts a suggestion. Why should not the Departments themselves officially adopt appropriate coats of arms? At present they have all with scarcely

an exception that I know of the same old lion and unicorn. Distinctive crests would be more than a pleasing external. A little thing like this has its place in building up a service. Yours very truly,

W. B. T.

### We Will Remember.

To the Editors of *The Civilian*:

Your "crest" for the Public Works Departments seems to me lacking in dignity. It is true we are the great building department, but could you not have chosen something other than the commonest tools of the trade? I would suggest for the time when you revise the design a scene embracing a large classical building, a bridge and, perhaps, a pyramid.

Yours,

PUBLIC WORKS.

### The Printing Bureau is in it.

To the Editors of *The Civilian*:

Is not the Printing Bureau important enough for a place on your cover?

Yours sincerely,

H. T.

[The Printing Bureau is represented in the ink block and inker included in the Secretary of State shield. Surely H. T. would not suggest a photograph of the "Bureau."

—Eds.]

### No Quills in the Audit Office.

To the Editors of *The Civilian*:

Your cover design is a libel on the Audit Office where fountain pens have been used ever since they were invented.

Yours truly,

CLERK.

### The Arms of Canada Wrong.

To the Editors of *The Civilian*:

As you can readily understand I

take considerable interest in everything that is connected with the civil service, and I always read with interest *The Civilian*.

In your issue of July 14th I notice that you draw particular attention to your new cover. One of the most outstanding features of the cover is, what is I imagine, the Dominion Coat of Arms; the device which you have shown is completely incorrect. On many occasions the Arms of the Province are added together as constituting the Arms of the Dominion, this is not correct.

The Arms as given by warrant of Queen Victoria in the year 1868 has never been superseded, and considerable of the Arms of the four original provinces quartered. There are several other inaccuracies in the device on your cover, but it is not necessary, I think, to draw your attention to them when I have stated that the device is completely wrong.

Yours truly,

THOMAS MULVEY.

### CIVIL SERVICE COMMISSION.

The Civil Service Commissioners hereby give public notice that applications will be received from candidates qualified to fill the following positions in the Inside Division of the Civil Service of Canada.

Three computers in the Dominion Astronomical Observatory, Department of the Interior, Subdivision B of the Second Division, at an initial salary of \$1,200 per annum. Candidates must be graduates in the Arts course of some recognized university, having taken first class honours at graduation in Mathematics, Mathematical Physics, or Astronomy, and should be sufficiently robust in constitution to withstand the hardships of night observations in all temperatures in the event of their being called upon to do such work. The positions are not open to women.

Application forms, properly filled in, must be filed in the Office of the Civil Service Commission not later than the 10th July next. Such forms may be obtained from the Secretary of the Commission, Ottawa.

By order of the Commission,

WM. FORAN,

Secretary.

Ottawa, 15th June, 1911.

## The Ottawa C. S. Association

### Notes of Current Proceedings of the Executive and Sub-Committees.

Owing in part to the holiday season, and in part to business absences, the usual monthly meeting of the Executive for June was postponed until July 17. A good attendance, however, assembled in the Board room of the Club on the date named, the President being in the chair. The postponement will not affect the holding of the July meeting.

The chief item of business was in connection with the pending petition on behalf of the Third Division to the Prime Minister. A few lists of signatures have still to be handed in, but the number has already well passed the 2,200 mark. Arrangements were completed as to the form in which the petition will be printed for presentation and the secretary was instructed to obtain an interview with Sir Wilfrid at the earliest moment possible. The officers were named a committee, with power to add, for the purpose of presenting the petition. The actual signatures will, of course, go with the petition.

The recent ruling of the Treasury Board in the matter of sick leave came up for discussion. *The Civilian* endeavours in an article elsewhere to pourtray the general feeling on this very important matter. It seems to be the old story: a perfectly legitimate and necessary arrangement abused by those in authority, with the result that instead of the responsible parties paying the penalty the whole service is made to pay. Cases

of hardship that the most impervious of corporation employers would be ashamed of have already occurred. A clerk of thirty-five years' standing, of unimpeachable record, who has never taken an extra day's leave in his whole official career, smitten by the recent typhoid epidemic finds himself during recovery without a cent in the treasury. If there is another employer in Ottawa who has acted thus under similar circumstances, we would like to have his name. Simultaneously the old abuse continues, lessened only to two months instead of three. To be perfectly frank, it is felt that the chief sinners in this respect have been the women members of the service. The whole matter is now in the hands of a special committee of which Mr. R. Patching is convenor, to whom information of value in this connection should be addressed.

The co-operative committee of the Executive, which has been acting with the officers of the Co-operative Association in the canvass of the service on behalf of the new store, reported a very successful month. The membership of the new Association is steadily increasing and the patronage of the store in proportion. Sales which averaged \$40 a day six weeks ago are \$75 now, notwithstanding that a large proportion of the members are out of town for the summer. The committee is continuing its campaign for the purpose of interesting as many as possible in the store.

A resolution of sympathy to the family of the late R. L. Broadbent, of the Mines Department, was passed. Mr. Broadbent had been a member of the Executive as substitute for Mr. McLeish.

The following resolution re Insurance was passed:

"That it be an instruction to the Standing Committee on Insurance to prepare a draft amendment to the Civil Service Insurance Act to protect the insurance of civil servants leaving the service at any time after said insurance has been (say) three years in force."

The Sanitation Committee reported that efforts were being made to have the supply of ice doubled during particularly hot weather.

#### Interview With the Prime Minister.

Since the above was in type the interview with the Prime Minister on behalf of the Third Division has taken place. Sir Wilfrid received the deputation which consisted of Dr. Rutheford, Mr. R. H. Coats, Mr. A. MacMillan and Mr. A. Paré at noon, Monday, July 24, and opportunity was given for a detailed explanation of the situation and of the views of the service thereon. The petition, with its 2,200 signatures, was presented, and was received with interest by the Premier who undertook to take the matter up at an early date.

While our own Parliament seems to have given civil service themes the complete go-by during the present session, it is interesting to note the contrast offered by the United States Congress. Here several civil service Bills are pending, including the Bills to put into effect the President's recommendation in his annual message favouring the classification of first, second and third class postmasters and heads of offices outside of Washington in the customs and internal revenue services, the Lowden Bill, putting the consular and diplomatic services under the merit system, and various pension Bills for civil service employees.

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## The Civil Service of the United States.

### Some Facts as to its Extent and Present Condition.

*The Civilian* is in receipt of the twenty-seventh annual report of the Civil Service Commission of the United States. (The Commission, by the way, is but recently housed in an extensive new building, a tribute to the growing appreciation of our neighbours south of the line of the importance of the public service and the administration thereof.) Some facts gleaned from this report may, in view of the influence which the example of so great and nearly connected a body exerts upon us, be of more than passing interest to Canadian civil servants.

#### Extent of the U. S. Service.

On June 30, 1910, there were 384,088 officers and employees of the executive civil service. Of these positions, 222,278 are subject to competitive examination under the civil service rules, a decrease of 12,662 during the year. This decrease, however, is only apparent and results from the fact that of the 21,000 mechanics and laborers at navy yards 18,150 were included as classified in the figures of the preceding year who, according to an opinion of the Attorney General, are not classified under the rules. Excluding navy yard mechanics and laborers there was thus an actual increase of about 5,488 in the number of classified positions subject to examination.

During the year ended June 30, 1910, there were 43,585 persons appointed, transferred, or promoted, upon examination and registration, to positions in the Federal service, and 1,614 others were transferred or reinstated on certificate without further examination.

#### Examinations with Unusual Requirements.

That the commission is able to

keep pace with the broadening activities of the Government and to supply eligibles properly qualified to carry on new lines of work is held to be demonstrated by the variety of examinations which it is called upon to hold and its success in satisfactorily filling the new positions. In addition to the usual technical, scientific, and professional examinations which the commission holds annually to meet the current needs of the service, a number of examinations of unusual requirements were held during the past year. Among these may be mentioned the examinations for apicultural assistant, business principal, commandant of cadets, banking economist, forest engineer, geologist, grazing-fee collector, hydraulic engineer, landscape gardener, oil inspector, statistician in forest products, scientist in soil survey, scientific assistant in basket-willow culture, scientific librarian, wireless engineer, designer of bridges and buildings, engineer of tests, inspector of weights and measures, medical supervisor, and tobacco expert. The examination in each case was calculated to test in a thorough and practical manner the special qualifications required for the proper performance of the duties of the position.

#### Census Examinations.

The act of Congress providing for additional clerks and other employees for the Thirteenth Census required the commission to hold examinations and establish registers from which appointments were to be made by the Director of the Census under a system independent of the civil service act and rules. Two extensively advertised examinations were held, each in more than 275 cities, including cities in all the

States and Territories. The second examination was held because some distant States and Territories had not furnished enough eligibles to fill their quotas under a provision of the census act requiring the apportionment of appointments.

### Members of a Family in the Service.

Section 9 of the U. S. civil service act provides:

That whenever there are already two or more members of a family in the public service in the grades covered by this act, no other member of such family shall be eligible to appointment to any of said grades.

### Political Activity of Officeholders and Political Assessments.

By the incorporation into the civil service rules on June 3, 1907, of the restrictions against political activity by persons in the competitive classified service, the commission was empowered to investigate cases of this character. There have resulted a much more efficient enforcement of the law. As a result many complaints are brought to the commission's attention which previously would have gone unreported and uncorrected. The number of charges of improper political activity when compared with the number of employees in the competitive service is remarkably small.

### Reclassification of Salaries.

The following comment has a familiar ring:

"The salary classification now in force in the departments was adopted in 1853 and 1854, when there were about 700 clerks affected by it, and when consequently the heads of departments, through close personal supervision, could see that the class to which a clerk was assigned corresponded with his duties and relative merits. This classification referred solely to salary without regard to duties. Since the relation between salary and duties is not fully recognized under prevailing

conditions, a clerk of mediocre ability assigned to work of a low grade may reach the higher rates of salary by virtue of seniority or "influence," while an abler clerk performs work of a higher grade at lower pay. Employees are too frequently engaged on the same line of work at different salaries. Much has been done by the departments toward rectifying these inequalities, but the conditions can not be remedied fully until a scheme of uniform classification has been adopted.

"The commission has been actively interested in the various steps that have been taken toward the accomplishment of a reclassification, for it believes that this is the first essential step in any effective forward movement in improving the personnel of the departments and thus bringing about greater efficiency. It is also believed to be prerequisite to any scheme for retirement."

### THE LOST BILL.

By T. B.

Seated one day in the office,  
I was weary and sick and mad;  
And I fingered my shabby pockets  
To see how much money I had;  
For the coal bin was nearly empty,  
The rent was coming due,  
And to save my life, I couldn't  
Help feeling a little blue!  
They flooded my mental vision—  
Those Creditors grim and bold,  
They said I was getting worthless,  
Was rather antique; they told  
Me I would get no promotion;  
That my hair was turning gray;  
That the House would never retire me  
On a third of my present pay!

\* \* \* \* \*

It may be that some Bright Angel  
Will visit those men on the Hill;  
And take away the opponents  
Of our longed-for Retirement Bill!  
It may be some day that the Service  
Will be run on the Merit Plan!  
Or is it that only in Heaven  
Man will be "square" to man?

## The Fortnight in Sport.

A Review, with comments, of the leading events in current Canadian Athletics.

By "Cashel Byron"

Now that it is all over, it is some consolation—in mitigation of defeat—to learn that the Ottawa eight were not entirely beaten in their form but by reason of the heavy handicap of the bad steering of their opponents which necessitated the Canadian crew taking the Magdalen's wash.

Canoe regattas are being held all over Canada. Last Saturday three were on the bill, viz., at Ottawa by the New Edinburgh Club, and at Lachine and Toronto. But the big event—the championship of Canada—remains for August, at the Britannia Club, Ottawa District. On Saturday the 15th a very successful meet took place at the Rideau Aquatic Club's premises.

A sad aftermath of the New Edinburgh Regatta was the accidental drowning of the little son of Mr. Lefebvre of the Geological Survey, who with his father was a spectator.

The Harvard-Yale vs. Oxford-Cambridge athletic tourney in England recently was a most interesting contest, with a tinge of Canadian colour to it. Before the final event—the mile run—took place, the two aggregations were a tie for total points. The tide was turned in favour of the Old Country universities by the winning of this event by Baker of Oxford. This young man is a son of Mr. J. Alfred Baker, M. P., of England, and is a native of St. Catherines, Ontario, where the family originally lived.

Canada has done herself proud this year at Bisley. The capture of the McKinnon Cup and the Prince of Wales' Vase constitutes a most noteworthy achievement. In all the other events our marksmen stood well up. But the crowning event was the winning of the coveted King's Prize by Private Clifford of Toronto against 1,300 other competitors. Only twice before has this contest been captured by a Canadian. It is the blue ribbon event of the marksmen of the Empire.

Notwithstanding all the attractions of rival sports, cricket is more than holding its own in Canada this year. The John Ross Robertson trophy, emblematic of the championship, is bringing out many aspirants for the title. We have our hockey and lacrosse trophies, and why not in cricket also? It would be a grand thing for the game if in each of our large cities the School Board (or some philanthropic citizen) would donate a trophy for the boys to compete for.

The hot weather does not apparently interfere with the "soccer" football enthusiasts, Montreal, Toronto and Ottawa have strong organizations in the field. Indeed, in the former city there is a senior league of ten clubs and a junior one of six. There has been such an immigration from the Old Country within the past few years that this good old game is sure of a large following.

Amateur baseball—specially in the

civil service—is likely to receive an impetus in a series of matches which are contemplated for Civic Holiday, August 7th, when a nine drawn from the Civil Service League of Toronto propose to visit Ottawa and try conclusions with the pick of the Inside service. As the latter constitute the backbone of the City League in the Capital, a strong team can be placed in the field, and these contests should draw a large portion of the 5,000 civil servants in Ottawa—as well as a good quota from the general public.



It is unfortunate that another wrangle has occurred in the City League over charges—and counter-charges—of professionalism. However, the Commission have straightened matters out, and dealt drastically with the infractors of the rules, without showing any partiality.



**Lawn Bowling at Ottawa.**

During the past two weeks the weather for bowling has been fine, and the civil service members have been making the most of it.

On the evening of July 12th an eight-rink match was played with the Ottawa Bowling Club on the latter's green. While the civil service bowlers had the short end of the score, still everyone thoroughly enjoyed the hospitality of the Third avenue club.

A recent interesting game was one played on the Vittoria green between E. A. Thomas' rink and a civil service rink, including W. J. McCaffery, R. S. McPherson, W. McCharles and S. L. T. McKnight (skip). The "Mac" rink gave a good account of themselves.

At the present time there is an interesting doubles competition in progress. Prizes will be awarded the winners and the runners-up.

The annual competition for the civil service shield will take place next month.

**NOTES.**

The C. S. Club congratulates the Ottawas and Vittoria rinks on their good showing at Prescott and Niagara.

There will be three civil service rinks in the Eastern Tournament.

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on the Civil Service Examination for May proves the superiority of our courses. With one exception every candidate received an appointment in the Civil Service within four days after the results were published (June 18). One of our candidates in the Shorthand Division went right from our school without a single day's experience and headed the list of those who wrote from Ottawa and took third place in the Dominion. Another without a single day's office experience took the highest mark in Typewriting (99%) and still another caught fourth place in Subdivision B, 3rd Division. A most remarkable showing for inexperienced candidates, and is the best evidence of the High Grade teaching at Gowling's School.

Civil Service class opens August 1st. For particulars apply to

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**Personals.****Appointments.**

Agriculture Dept.:—F. C. Nunick, Div. 1B (Conservation Com., Sec. 21); R. E. Everest, Exper. Farm, Lacombe, and 25 temporary clerks at Ottawa.

Audit Office:—4 temporary clerks.

Customs Dept.:—G. W. Gray, prev. officer, Halifax; J. J. Spain, prev. officer, Winnipeg; C. E. Pierre, prev. officer, Niagara Falls; E. W. Green, sub-col., Weyburn, Sask.; L. F. Rose, prev. officer, Niagara Falls; E. Leslie, prev. officer, Port Mouton, N.S.; J. J. Delaney, exam. officer, Toronto; David Dewar, clerk, Victoria; F. H. Beer, appraiser, Charlottetown; J. A. Killingsworth, exam. officer, St. Thomas; E. L. Fawcett, clerk, Victoria; H. E. Bell, prev. officer, Winnipeg; H. D. McIntyre, prev. officer, Brantford; S. Pearson, prev. officer, Winnipeg; J. C. Adams, clerk, New Westminster.

Insurance Dept.:—J. C. Barnsley, Div. 2B (sec. 21).

Indian Dept.:—W. R. White to Div. 2A (sec. 21); G. Card, agent, Fort Simpson.

Inland Revenue Dept.:—Henry Fidler, excise officer, Calgary; W. G. Gregg, excise officer, Winnipeg; W. J. Ivey, excise officer, Winnipeg; H. D. G. Henderson, excise officer, Hamilton; J. M. O'Brien, insp. W. and M., Halifax; E. J. A. Johnston, excise officer, Toronto.

Labour Dept.:—Geo. P. Shields to Div. 3B.

E. C. Frappier, accountant, Montreal; A. P. Halliday, asst. insp. fisheries, B.C.; Alf. Roque, fishery overseer, Ontario; M. H. Wickerson, insp. life saving stations, and nine temporary clerks, Ottawa.

Militia Dept.:—Antonin Thériault to Div. 2B.

Mines Dept.:—Fredk. Ramson to Div. 2A (sec. 21); A. H. A. Robinson to Div. 2A (sec. 21); Alvarez Pereira to Div. 2B (sec. 21); W. M. Vincent to Div. 2B (sec. 21).

Post Office:—O. C. Matthews, St. John ry. mail service; T. J. Newcomb, St. John ry. mail service; H. D. Johnston, London ry. mail service; A. M. Johns, Calgary ry. mail service; P. E. Barry, St. John ry. mail service.

Printing and Stationery:—G. S. Hutchinson.

Public Works:—Miss M. J. Ayling, New Westminster; C. W. Ball to Div. 2B (sec. 21).

Railways and Canals:—Louis Pratte to be stenographer.

**Promotions.**

Agriculture Dept.:—M. J. Patton to Div. 1B.

Customs Dept.:—L. J. Guerin, tide waiter to clerk; J. M. Anderson, prev. officer to appraiser.

Governor-General's Secretary:—Miss Gilbertson to Div. 3A.

Interior Dept.:—E. E. D. Wilson to Div. 2A; J. A. Côté to Div. 2A.

Labour Dept.:—Miss E. M. Shearman to Div. 3A.

Marine Dept.:—Commander Henry Thompson to be officer commanding the marine service.

Library of Parliament:—John Smith, M. C. MacCormac and E. Bouchette to Div. 1B.

Militia Dept.:—A. P. Deroche to Div. 1B.

Mines Dept.:—D. D. Cairnes and Jos. Keale to Div. 1B; G. A. Aitken, R. B. Yorston and J. A. Robert to Div. 2A; Geo. C. Mackenzie and E. Lindeman to Div. 1B; Miss W. K. Bentley to Div. 3A.

Naval Service:—S. C. Hayden to Div. 2A; P. C. Edwards to Div. 1B; F. J. Alexander to Div. 2A; Dr. W. B. Dawson to Div. 1A; H. W. Jones to Div. 2A; F. Delaute to Div. 2A; H. G. Grignon to Div. 3A.

Post Office:—F. G. Allen to 1st class, Vancouver; T. J. Clarkin and J. M. Hughes to junior 2nd, Charlottetown; A. N. Dingle to senior 3rd, Calgary; C. F. Cole to senior 3rd, Windsor; E. Watson to 1st class, Edmonton.

Trade and Commerce:—Miss A.

Houston to Div. 3A; R. A. Lewis to Div. 1B.

### Transfers.

Miss Maud C. Russell from P.O.D. to Audit.

S. H. Waggoner, Ottawa, and Wm. B. Stewart, Hamilton, both Outside Customs service, to Inside service, Div. 2B.

E. R. Musselman from Customs, Berlin, to Board of Customs.

C. H. E. Powell from Dom. Lands, Swift Current, to Inside Division, Ottawa.

Gustave Pitan from Inside Div. to Quebec Agency, Marine Dept.

### Superannuations.

Robt. Kirkpatrick, Customs, Debec, N.B.

Jas. Macdonald, Customs, Charlottetown.

Jas. O'Brien, Customs, Halifax.

W. A. Garrison, Customs, Halifax.

Alex. Robertson, Customs, Halifax.

E. Capbert, Finance Dept., Ottawa.

M. E. Perrin, House of Commons.

J. A. Macrae, Indian Affairs.

T. R. Burpe, Dep. Commissioner, Dom. Lands.

R. A. E. Belleau, Survey Records, Ottawa.

Augustus Power, Justice Dept., Ottawa.

R. N. Venninø, Marine Dept., Ottawa.

Harry Allen, Printing and Stationery.

### Pensions.

Militia Dept.:—Lieut.-Col. J. E. Chinić, R.C.R.; Lieut.-Col. J. E. Curren, Ordnance Corps; Lieut.-Col. A. J. Armstrong, Ordnance Corps; Lieut.-Col. D. D. Young, R.C.R.

### Resignations.

Agriculture Dept.:—Miss G. A. H. Stark, F. de Leseleue.

Customs Dept.:—Wm. O'Brien, Windsor, N.S.; F. M. Shannon, Ottawa (Inside); E. J. R. Walton, Medicine Hat; J. B. McKenzie, Campbellton, N.B.

Finance Dept.:—Miss A. T. Freeman, Ottawa; Miss A. A. Chilton, Ottawa; Miss A. M. Fay, Ottawa.

Indian Affairs:—Miss E. A. Lord, Ottawa; Miss G. C. Neelin, Ottawa; R. C. McDonald, agent, New Westminster.

Inland Revenue:—J. A. Cochran, insp. W. and M., Halifax.

Interior Dept.:—J. E. Hinbach, Topo. Sur.; C. W. MacPherson, Director of surveys, Yukon; Geo. B. Munro, Dawson; C. M. Hoar, Topo-Sur.

Marine Dept.:—Thos. Jackman, fishery overseer, Ontario.

Militia Dept.:—J. L. Regan, Ottawa.

Mines Dept.:—John A. Dresser, Ottawa; F. H. McLaren, Ottawa.

Naval Service:—H. Ortis, Ottawa; J. F. Marsden, Ottawa.

Post Office:—Mrs. M. W. Eckstein, Ottawa, (Inside).

Public Works:—F. Sullivan, Ottawa; Miss G. McIntyre, Ottawa; A. Surveyor, Ottawa.

### Supplementary.

The Canada Gazette contains a supplementary list of successful candidates in the recent civil service examinations as follows:

Subdivision B of third division census staff; Florence Farrell, Ottawa; Victoria Chilton, Ottawa; Ida W. Gillies, St. Mary's, Ont.; Anna E. Hanlon, Kingston, Ont.

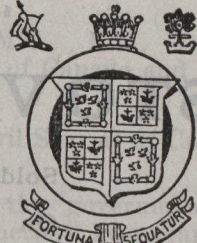
Lower grade offices, inside division: Jos. E. Gauthier, Ottawa.

Outside division, John Trainer, Vancouver.



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## Petition of the Third Division, Inside Service.

To the Rt. Hon. Sir Wilfrid Laurier, P.C., G.C.M.G., K.C., D.C.L., (Oxon), President of the King's Privy Council of Canada and First Minister.

The Petition of the undersigned members of the Civil Service of Canada stationed at Ottawa, humbly sheweth:

1. That no recognition has been accorded by the government to the representations which have been made during the past two years by the Executive of the C. S. Association with reference to the unfortunate conditions now existing whereby certain clerks in the third division are placed under serious disabilities with respect to promotion as the result of the operation of the Civil Service Amendment Act of 1908 and of the subsequent regulations of the Civil Service Commissioners.

2. That it has come to the knowledge of your Petitioners that the said regulations were amended by an Order in Council dated Feb. 22 last, but your Petitioners respectfully submit that these amended regulations do not take any cognizance of the basic principle of the memorial already submitted for your consideration, namely that the regulations of the Commission should not in equity take away from any clerk any right he possessed prior to the coming into force of the Civil Service Act of 1908.

3. That this contention was fully appreciated and admitted by the government at the time of the passing of the said Act, as shown by the following quotations from Hansard, 1908:

Hon. Mr. FISHER (page 11378):

"The civil service is to-day established on certain lines. The men who have entered the civil service have entered it on certain conditions and are entitled to the consideration due to those who are in the place which they have attained to, under certain laws, rules and regulations."

Hon. Mr. FISHER (page 11583):

"There are people who have passed the promotion examination, which entitles them to go to chief clerkships although they may be only second class clerks today. They have a certain standing as a consequence of that, and I think the Commission should recognize that."

Hon. Sir Mackenzie BOWELL (Senate Debates, July 16th, 1908, page 1600):  
There is a provision in the law that third class clerks must undergo an examination as to fitness before promotion, to be held by the new Commission to be appointed. What position would a third class clerk be in who has passed the preliminary examination, the examination as to the duties of his office, and also the qualifying promotion examination? We will assume that he has passed all the examinations necessary for promotion. Will that officer be compelled to go before the new Commission and be examined again before he can be promoted?

Hon. Mr. SCOTT. I think not. It would not be fair. I do not think the Bill is intended to be ex post facto; it is intended to be prospective. The Act will not come into force until September, because it will take some time to organize under it. It is quite impossible to fathom exactly where it will lead to, but I think I am quite safe in saying that an official who is now qualified for promotion could not be disturbed.

Hon. Sir Mackenzie BOWELL. That is an equitable conclusion to come to, but I question very much whether under the provisions of the Bill, unless some arrangement is made prior to bringing it into force, that the interpretation given by the hon. gentleman is correct.

Hon. Mr. SCOTT. I am confirmed in that opinion by the fact that we retain the present examiners. The inspector of schools here, Dr. Glashan, is also a member of the board, and the other member is in the library.

4. That by the Civil Service Amendment Act of 1910 provision is made that an officer transferred from the outside service to the inside service shall not be placed in the third division, but may be placed in a higher division without examination, a privilege not granted to the present members of the third division, thereby in effect recognizing the disability under which the said third division labours.

5. That the clerks who are suffering under the said disability are those who, as defined in the aforesaid memorial, had complied with all the requirements of the then existing regulations and are clearly those referred to in the above quotation from Hansard, but are still denied the benefits to which they are obviously entitled.

6. That as a result of the automatic transfer which took place on Sept. 1, 1908, certain employees were placed in the third division who should never have been so classified.

Your Petitioners would therefore most earnestly and humbly pray:

1. That the disabilities under which the clerks of the third division labor as set forth in clause 5 above be removed with the least possible delay.

2. That pending action in this important matter a thorough and impartial investigation be immediately instituted into the circumstances in each department under which the employees referred to in clause 6 above were classified in the third division, and that in the case of such employees as shall be found to have been wrongly classified promotion be granted without examination, and arrears of salary paid as from Sept. 1, 1908.

And your Petitioners, as in duty bound, will ever pray, etc.

**Her Majesty.**

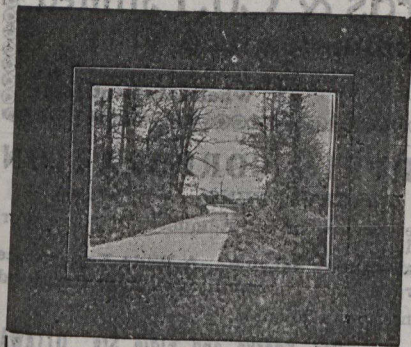
By *M. B.*

I said to Friend Wife: "Now King George is crowned,  
 He is the liege lord of an empire so great  
 That the sun never sets, as it travels around,  
 On the land that he rules in magnificent state.  
 He has titles galore, a full dozen or more,  
 And medals ad ribbons and crowns by the score——"  
 I said this to Wifey. Friend Wifey said: "Wait!  
 "I never was crowned, not that I recollect,  
 But I am the Queen of a few, I suspect.  
 I'm Queen of the Kitchen and Duchess in fief  
 Of Bread and Potatoes and Doughnuts and Beef.  
 I'm Empress of Mending and Lady of Grub,  
 And come pretty nigh being Boss of the Tub.  
 I'm Countess of Cash and the Guard of the Broom,  
 And Steward of Dusting and Chief of the Room.  
 I'm Spanker of Kids and High Mender of Hose,  
 The Hanger of Wash and the Keeper of Clothes.  
 And I could reel off, ere the subject got cold,  
 A few dozen other stray titles I hold.  
 Sure, I never was crowned, but in titles and such,  
 King Georgie has nothing on Wifey—not much!"

Friend Wife ceased her talking. There wasn't a sound.  
 I'm sorry I spoke of the King being crowned.



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## Civil Rights of Civil Servants in Great Britain.

### The Prime Minister Declines to Receive a Deputation.

[Copy.]

121 Alscot Rd., Bermondsey,  
London, S.E.,

February 22nd, 1911.

Right Hon. H. H. Asquith,  
K.C., M.P.

His Majesty's Prime Minister.

Sir,—On behalf of my committee and other organizations of civil servants, I beg to ask that you will kindly consent to receive a deputation composed of members of the National Joint Committee of Postal and Telegraph Associations to discuss the subject of the civil disabilities of civil servants.

While appreciating fully the concessions made within recent years, by granting greater liberty of action in municipal politics, the debarment from a like freedom on imperial and national affairs is felt very keenly by a large body of men who, so far as contributing their quota to the national exchequer, are on an equality with other citizens, but without their privileges other than the right to vote.

This is felt to be an unwarranted restriction on the civil liberties of certain citizens, who are thus prevented from using what influence and what ability they possess for the Commonweal.

It is urged that entrance into the employment of the State should not involve a loss in the status of citizenship, with the added implication that civil servants are less intelligent, scrupulous, or capable in discharge of their duties and obligations to the community.—I am, Sir, Your obedient servant,

CHAS. G. AMMON.

Parliamentary Secretary.

10 Downing St.,

Whitehall, S.W.,

Feb. 28, 1911.

Dear Sir,—In answer to your letter of the 22nd February, the Prime Minister directs me to say that he thinks no good object would be served by his receiving a deputation of the members of the National Joint Committee of Postal and Telegraph Associations at the present time.

The question of the political activities of civil servants is one which recently has received the full consideration of the Government, and the conclusion to which they have come is set out in the answer of the Prime Minister to a question put to him in the House of Commons by Mr. Snowden on the 28th October, 1909.—  
Yours faithfully,

M. BENJAMIN CARTER.

Charles G. Ammon, Esq.

121 Alscot Road, Bermondsey,  
London, S.E.,

March 8, 1911.

Right Hon. H. H. Asquith,  
K.C., M.P.,

His Majesty's Prime Minister.

Dear Sir,—I have laid before my Committee your letter of the 28th ultimo, in which you decline to receive a deputation on the subject of Civil Rights.

My Committee regret very much that you cannot see your way clear to, at least, discuss the question with them. It is a long time since 1909, and there is a very strong and growing feeling in all departments of the civil service that the restrictions on the civil liberty of civil servants should be withdrawn.

It is felt that much misunderstanding and many misconceptions would be removed by personal discussion, than could be achieved by

reams of correspondence.—I am,  
Dear Sir, Your obedient servant,

CHAS. G. AMMON,  
Parliamentary Secretary.

121 Alscot Road, Bermondsey,  
London, S.E.,

April 28, 1911.

Right Hon. H. H. Asquith,  
K.C., M.P.,  
His Majesty's Prime Minister.

Dear Sir,—Following on my communication to you of the 8th ultimo, dealing with the subject of Civil Rights of civil servants, I am requested to ask that you will kindly consent to receive a deputation from my Committee to discuss the question of allowing to civil servants the same privileges as are enjoyed by officers of the Army and Navy, namely, extended leave of absence if selected to contest a constituency for Parliament, and, in the event of election, during such time as the persons so elected shall remain in Parliament.—I am, Dear Sir, Your obedient servant,

CHAS. G. AMMON,  
Parliamentary Secretary.

10 Downing St.,  
Whitehall, S.W.,

May 23, 1911.

Dear Sir,—I am directed by the Prime Minister to acknowledge the receipt of your letter of April 28th last, and to say that he thinks no good object would be served by his receiving the suggested deputation.

The rules governing the candidature of civil servants for Parliament are based on a sound and well-settled principle, and the Prime Minister can hold out no hope that any alteration in them will be sanctioned.—Yours faithfully,

M. BENHAM CARTER.

#### Born.

McCRACKEN—At the Maternity Hospital, on Saturday, July 15th, 1911, to Mr. and Mrs. Alex. McCracken, of the Dept. of Interior, a daughter.

HOOOPER—On July 19, 1911, to Mr. and Mrs. J. V. Hooper, 26 Second Ave., of the Public Works Dept., a daughter.

FORREST—At Maternity Hospital, July 17, 1911, to Mr. and Mrs. E. B. Forrest, of the Transcontinental Railway Commission, 274 Flora St., a son.

#### Married.

MANCHESTER — BROADBENT — At Christ Church Cathedral, on Saturday, July 15, 1911, by Rev. L. I. Smith, vicar, Ella M., only daughter of Ralph L. Broadbent, of the Geological Survey, to William S. Manchester, of Ottawa.

#### Died.

CARRUTHERS—At the Protestant Hospital, Monday, the 17th inst., Norman Alexander Woodburn Carruthers, aged 5 years and 10 months, beloved son of Mr. and Mrs. Hector K. Carruthers, 37 First Ave., of the Dept. of Interior.

BLAKELY—Zora, infant daughter of Mr. and Mrs. R. E. Blakely, of the Govt. Printing Bureau, 68 John st.

BROADBENT—On Sunday, July 16, 1911, at 381 Lyon St., R. L. Broadbent, of the Geological Survey, aged 52 years.

McCLODE—At Springfield Park, Woodroffe, Ont., 16th inst., at the residence of her brother, Mr. Jno. Eyes, Interior Dept., Eleanor Eyes, wife of Mr. Geo. McClode, aged 34 years.

“The culture of flowers is an exercise that can never be too much commended when it is used as a recreation after any employments that are more necessary. It furnishes our houses with delightful ornaments and supplies us with accommodations that we may share with others without any detriment; and as the taste for flowers and the pleasure of disclosing them to the view of others are almost inseparable, we may consider their cultivation as an agreeable band of Society. But they are equally charming in solitude and supply the absence of company to those who are alone.”—Nature Displayed, 1736.



“Every little alps,” as the man said who always made mountains of molehills.

## Correspondence.

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

### Superannuation.

To the Editors of *The Civilian*:

The re-introduction of a fair and liberal measure of superannuation cannot be too often insisted upon in view of the fact that the government seems to be favourable to such a measure, and are delaying action only because they feel that it is necessary to make haste slowly in order to avoid defects of hasty legislation. The government could, of course, if a few other contentious matters were out of the way, make the present Superannuation Act apply at once to all permanent civil servants. But it is considered by them that the present Act is incomplete and inadequate in several respects. The government may also desire a larger moral support of the desired measure than at present exists throughout the country before introducing it as new legislation. But the principle of it cannot be new. It has been urged with increasing persistency since five or six years, and especially by the Commissioners appointed to report as public servants upon the requirements of the civil service. The public cannot now very forcibly object to what their own intelligent and experienced servants, appointed by their representatives in Parliament, strongly favoured after a thorough investigation of the civil service. The public are probably now content to leave any further action in the matter to their representatives and the Ministers of the Crown, Heads of Departments, who know best what is wanting in the existing civil service legislation.

Agitation in favour of the measure is very timely as the longer it is delayed the larger will be the financial responsibility incurred by its operation. It is not a political measure. Are not both parties in favour of superannuation, the only difference being that some of the Ministers, including the Premier, have, it seems, signified their favour of such a fair measure as Senator Power drafted. Rumours of a Dominion election at no distant date should hasten civil servants throughout the city and country to immediate action. The members of Parliament now in session should be well informed of the needs of the measure and of a change in the law with respect to the present unsatisfactory restriction on promotion from the ranks of third class civil servants. These are the two crying needs of the civil service.

It must be plain to the average Mem-

ber of Parliament, no matter what party he belongs to, that it is altogether unjust that one civil servant should be spending all his days without any prospect before him of a decent living after he leaves the service, whilst his nearest room-mate may bask in the brighter outlook of the future enjoyed by those who are contributing less to a superannuation fund than he is,—to a retirement fund almost for nothing. Fancy how galling it is to the factory, shop, or corporation labourer to work with his fellow employee at precisely the same kind of work, and for the same hours, who receives one-third more pay than he does. The principle is the same at present in the civil service on account of the inequality referred to. Probably very many of the civil servants who are now on the retirement fund list would never have joined the service if they had known that superannuation was not to be available to them. They have learned to look upon it as a fixture, a sort of vested asset, on which to rely, but before they were made permanent, was abolished. Doubtless the abuses which resulted from it led to this—so it was said—but such abuses cannot result from superannuation in the future under the new independent Civil Service Act.

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