

# THE CIVILIAN

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



NEMO SIBI VIVIT.

## FEATURES

Annual Meeting of Ottawa C. S. Association,  
Ottawa C. S. Loan & Savings Society and  
Ottawa C. S. Club.

Proposal for 'Information' Office for the Public  
Benefit.

Silas Wegg on Early Shopping.

Editorials — The Commission and the Service ;  
— How Reform Comes ; — The Service and  
"Society".

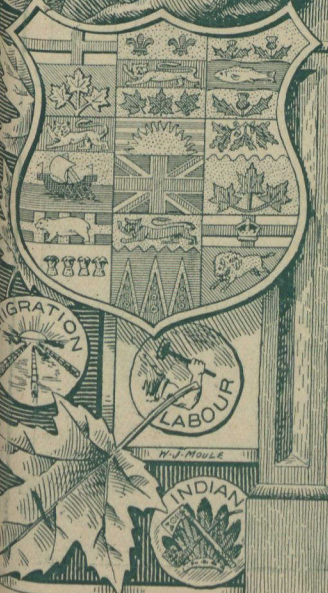
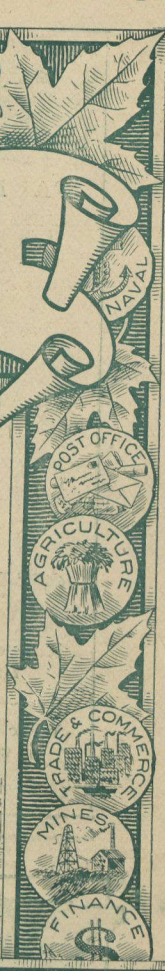
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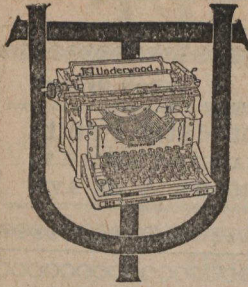
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# THE CIVILIAN

VOL. IV.

DECEMBER 1, 1911

No. 16

## Ottawa Civil Service Association.

### Annual Meeting.

The following are the minutes of the Annual Meeting of the Ottawa Civil Service Association, held in the Assembly Room of the Y.M.C.A., on the evening of November 14th, 1911:—

Meeting called to order at 8.20. The President, Dr. J. G. Rutherford, in the chair.

Minutes of the annual meeting of November 8th, 1910, were read by the Secretary and confirmed.

The Secretary presented a report of the Executive for the past year and, on motion, it was laid on the table for discussion. The report was then taken up, clause by clause, and clauses 1, 2 and 3 were carried. Clause 4 was discussed at some length and carried. The balance of the report was read and carried, and on motion of Mr. Sheppard, seconded by Mr. MacKenzie, the report was received and adopted.

The Treasurer's report was read by Mr. Munro and on motion of Mr. Martel, was received and adopted.

The election of officers was then proceeded with. Mr. R. H. Coates was nominated as President. Mr. Coates withdrew in favor of Mr. O. Higman who was unanimously elected.

Messrs. A. Paré, R. H. Coates and R. Patching were nominated for Vice Presidents. Mr. Patching withdrew and Mr. Paré and Mr. Coates were declared elected.

For the office of Secretary, Mr. R. Patching and Mr. A. McMillan were nominated.

The President named Mr. Watson

and Mr. McLeish as scrutineers, and a vote having been taken, Mr. McMillan was declared elected.

For the office of Treasurer, Mr. J. R. Munro, Mr. R. Patching, Mr. Saunders, Mr. D. O'Connor, Mr. J. McLeish, Mr. T. J. Code and Mr. R. Goodspeed were named. Mr. Munro and Mr. Code having withdrawn, a ballot was taken and Mr. Patching declared elected.

Mr. Patching moved, seconded by Mr. McClenaghan, that the most cordial thanks of the association be tendered to Dr. Rutherford for the manner in which he discharged his duty as President during the past two years, coupled with an expression of regret that he has been unable to accept a third term of office. Carried.

The meeting was then addressed by the retiring President, Dr. Rutherford, and by the President elect, Mr. O. Higman, after which a motion to adjourn was carried.

### Ottawa Executive Holds Inaugural Meeting.

The inaugural meeting of the new Executive of the Civil Service Association (1911-12) was held on Monday evening last at the Civil Service Club. Mr. Higman, occupied the chair for the first time and there was a good attendance of members, many new faces appearing from various departments. The evening's work was largely of an organization character and an interesting discussion took place as to the general policy to be followed by the Asso-

ciation during the next twelve months. It was suggested that a comprehensive memorial, embracing all the various matters which it is decided to bring before the Government, be at once prepared and the earliest convenient opportunity seized for presenting the case for the service to the Government; a special committee composed of the officers is to report on the matter on Friday next.

The offices of the Executive were appointed a striking committee to nominate the standing committees for the year. On the motion of the representative of the Department of Marine and Fisheries a special committee to deal with Third Division questions was added to the list of committees.

An exceedingly exhaustive report was received from the old Sanitation Committee embodying the results of a recent thorough inspection made of the sanitary conditions of all the buildings in the city occupied by Government employees. This report, which was considered of an especially valuable character, will be dealt with by the new committee when appointed.

Messrs. E. E. Stockton of the Audit Office and E. F. Drake, Department of the Interior, were appointed auditors for the year. The meeting adjourned until Friday, the 1st December.

#### Advisory Boards.

The following advisory boards have been chosen in addition to those announced in the last issue of *The Civilian*:

#### Trade and Commerce.

- IA—T. J. Code (chairman).
- 2A—W. A. Warne.
- IIA—John Byrnes (secretary).
- IIB—Ernest Green.
- IIIA—C. S. Birtch.
- IIIB—J. A. Heisler.
- Messengers—E. H. B. Wright.
- Mines.
- 1A—Prof. Jno. Macoun.

- 1B—Geo. Mackenzie.
- 2A—G. G. Aitken.
- 2B—A. S. Jost.
- 3A—R. E. Lyons.
- 3B—Miss Stewart.
- Messengers—N. Gagne.

#### “‘INFORMATION,’ PLEASE.”

#### A Telephone Idea Suggested for Government Service.

*The Civilian* man found a leading Government official with his day's correspondence cleared away, but reading with puzzled looks a letter which had evidently been kept back for special consideration. Without a word he handed the letter over to the reporter. The stationery was decidedly unofficial, and the handwriting, composition and spelling were those of a student. The letter read:

“Dear Sir: If convenient, will you please send me a copy of the law and the latest regulations relating to the Canadian navy; also the law on the subject of the Manitoba schools, and reports of the more important discussions in the House of Commons on these two subjects. (2) A copy of the proposed law of reciprocity in natural products between Canada and the United States. Hoping you can accede to my request, and thanking you in advance,

“Yours truly,”

“Now, what in the world am I to do with a letter like that?” said the official.

“What have you done with it?” asked *The Civilian* man with the caution for which he is remarkable. “I haven't done anything with it yet.”

“It's a most unreasonable order for anybody to send. It would take a week to collect the information.”

“That's the point. If I try to meet the wishes of this man my own

work will get behind. I can't refer it to my secretary for he also is busy. No use sending it to the Marine Department for only the smallest part of it refers to them. And as to this business about Manitoba schools and the discussions in the House it isn't reasonable to suppose that the officers who are nearest to the information desired are going to drop their work and hunt through statute books and files of "Hansard" to pick out what he wants."

"Why not tell him the information is not available?"

"But some of it, I fancy, is easily available, and just how difficult it would be to collect it all, I don't know."

"Tell him to apply to the proper official for each bit of information he wants."

"Who are these officials? I confess, I'm not quite sure. Who would look up these 'Hansard' reports, for instance? And if I don't know, how can I expect this outsider to know?"

"But such a request is wholly unreasonable," said *The Civilian* man. "It would be just as fair for the party to send to a tailor and ask for a suit of clothes. There must be some sort of definiteness about every request."

"Very true; yet even in this request there is something in which we might be able to help him. If I could give him the dates of the discussions in the House he could look them up in his public library. But, even if we couldn't do this research work for him, we ought to be able to get the rest of the information somehow. But who is to collect it amongst the departments?"

After a pause the official went on.

"That idea of the telephone people of having one wire for 'Information' is a good one. It seems to me there ought to be some such office here on the Hill. Because this letter, though a rather extreme case, is not by any means unique. Often, in

talking with men in other departments, I've come across instances like this. Men who have been brought into contact with a government department in any way are pretty sure to refer to that department for anything of a public nature that they may happen to want. The immigrant thinks that the immigration officials can tell him anything he wants to know and procure for him anything he wants to get. A man who has written to the Experimental Farm about making a drain or killing out a weed will write to the same people for information as to the Shah of Persia, the causes of earthquakes or anything else that is beyond his range. I was told a story by a tree-planting inspector in the West. He was breaking in a new man to take his district and the very first farm they visited was in trouble not over the shelter-belt of trees but over a sick baby. It happened that this inspector had raised quite a family, and so he was able to doctor the baby and to give the mother good advice as to its future care. He solemnly warned his apprentice that in their business they were supposed to be able to give information and advice about every thing. That's the way it ought to be on this Hill. There ought to be some man to whom could be referred such letters as this, a man of wide knowledge and easy temper, and with a liking for work. He could establish good relations with all the departments and could soon learn the sources of much of the information correspondents ask for.

"Such a bureau," continued the speaker, "would be of great help to the public. How can the ordinary citizen know of our arbitrary divisions into departments and offices? How is he to know, for instance, that the insurance branch is in Finance and the annuities branch in Trade and Commerce? How many men even in the government employ know just which services of the Marine and Fisheries Department

were taken over by the new Department of the Naval Service? I don't, for one. Is it any wonder that people apply to the wrong department for information? But one thing is sure, to my mind, and that is that the man who writes to a government official on any subject is a man to be cultivated. This man who writes in his airy fashion for information that it would take a man some days to collect may be somewhat unreasonable. But how much better he is than the stolid and incurious person who takes no interest at all and never asks a question. The closer we officials can keep to the public and the better we can fulfil the demands even of unreasonable people among the public, the better it will be for the Civil Service."

There is the suggestion as it was given to *The Civilian* man—an office for "Information" after the telephone fashion. Is there anything in it?

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### C. S. LOAN AND SAVINGS SOCIETY OF OTTAWA.

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The following unsigned letter was recently received by the manager of the Civil Service Savings and Loan Society, Mr. F. S. James Harris-Campbell building, Ottawa:

"Dear Sir:—Seeing the heading of an article, 'The Civil Service Savings and Loan Society' in *The Civilian* of Nov. 3rd, I would respectfully inquire just what the object of that Society is? Can a Civil Servant who is struggling with a mortgage on a home borrow money at less than 6% interest? If so it would indeed be a boon to some in the service.

Kindly answer this in your next copy of *The Civilian* and enquirer will be greatly obliged.

Reply. The objects of the Society as stated in the constitution are:—

"(a) to promote a spirit of unity and brotherhood among its members

by undertaking meritorious aims in common;

"(b) to receive as members honest and industrious persons who desire by the practice of economy to better their condition, and to assist others in the attainment of the same end;

"(c) to encourage habits of thrift and selfhelp, and with that object to grant facilities to honest and industrious persons of becoming shareholders upon convenient terms;

"(d) to receive savings or other deposits from its members and pay interest upon the same;

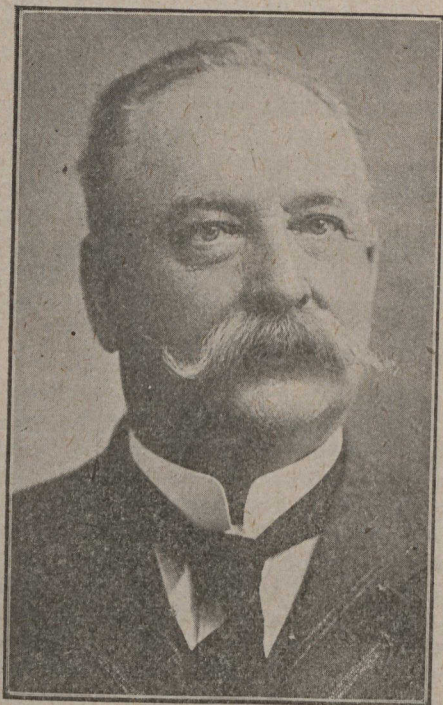
"(e) to assist its members in obtaining loans or advances for undertakings that are alike beneficial to the individual and to the community."

The objects of the Society as stated above open up to view a wide field for activity. Up to the present time the funds of the Society have not been very large — less than \$8,000. It has consequently been the policy of the Society to grant loans in the more urgent cases, that is personal loans for small amounts and for short terms. Loans for larger amounts and for long terms can usually be negotiated at reasonable rates through the ordinary financial institutions. When, however, the funds of the Society become sufficient, loans of the character specified by "Enquirer may be made. "Enquirer" can materially assist the Society in its meritorious efforts by becoming a member himself, and by encouraging others to do likewise. The sphere of usefulness of the Society is practically unlimited. Produce the members and the Society will "produce the goods."

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Princeton University is considering the building of a theatre. It is believed that a theatre maintained as part of the university equipment would foster the study of dramatic art and lead to improvement in the stage.

## CIVIL SERVICE CLUB NOTES.



MR. C. H. PARMALEE.

The new President of the Club, Mr. Charles H. Parmalee, whose portrait appears above, is King's Printer, with the rank of Deputy Minister. Mr. Parmalee was born in Waterloo, Shefford Co., Quebec, in 1855. His parents were Rufus E. Parmalee and Eliza Jane McVicar; parental side Puritan; maternal, Scotch. He was engaged in newspaper work from 1875 until 1908. Was member of Parliament for Shefford County from 1896 to 1908 and was never defeated. Mr. Parmalee has been President of the Eastern Townships Press Association and of the Quebec Dairy Association. He was alderman and chairman of the School Board of Waterloo. He has always taken a keen interest in sport and has been an enthusiastic cricketer all his life. When the Parliamentary Cricket Club was in existence several years ago he took part in all the matches.

Mr. Parmalee was appointed

King's Printer on Feb. 1st, 1909, on the retirement of Dr. S. E. Dawson. In religion he is an Anglican. His selection as President of the Club was a most popular one. He is what is known as a 'good mixer' and the large number of applications for membership betoken the renewed interest which Mr. Parmalee has been able to inspire in the organization.

Since the last issue of *The Civilian* the following gentlemen have been elected members of the Club:

W. R. Caldwell, Interior Dept.

Dr. M. R. Malte, Agriculture Department.

A. E. Cross, Public Works Dept.

Charles G. Ross, Customs Dept.

Charles H. Young, Mines Dept.

J. A. Doyon, Inland Revenue Department.

Capt. F. G. Ferguson-Davie, Militia Dept.

Michael Crean, Public Works Department.

The names of four more candidates are posted on the board for the next ballot.

On the evening of the 20th a very enjoyable dinner was given in the Club to Colonel S. B. Steele who was in command of Strathcona's Horse in the South African War. About eighteen gentlemen, all of whom had been in the corps, were the hosts. A most enjoyable evening was spent, Col. Steele is now stationed at Winnipeg and was in Ottawa attending the Military Conference.

A petition was presented to the executive committee asking for authority to hold club dinners, informally, once a month. The evenings are to be devoted to bridge and billiards and the members can thus become better acquainted.

The billiard tournament is progressing well. The bridge tourney will start next week. Mr. E. A. Miles, chairman of the Recreation Committee has the matter in hand, and the entries are numerous.

There is also to be a chess tournament. Quite a number of members having entered.

# THE CIVILIAN

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

Ottawa, Dec 1, 1911

## THE COMMISSION AND THE SERVICE.

The evolution of woman through varying phases towards a new status in the world of action is the wonder and admiration of the age. From the veiled and secluded lady of the East and the demure and conventional matron of sixty years ago (and also of today) to the window-breaking Suffragettes of London is a long journey accomplished in a short time. There is no doubt that woman is breaking the bonds with which tradition and convention have shackled her, and all the while poor man looks on helpless and aghast. The experiment deserves to be dignified by the name of a world problem—one of the most important that confronts the human race today. Under a system of free institutions woman is entitled to the fullest freedom of action in solving the problem of her sex. As her progress in such solution may be unwise or detrimental to the race as a whole,

it will be checked. As it is wise and beneficial, it will receive the endorsement of the ages. Will a woman lose her womanliness by entering into competition with man in professional, commercial or political life? How will a woman after passing through such experiences compare in temperament and sympathy with the gentle, sweet and self-sacrificing mothers of past generations? We do not care to answer these questions, but now having wandered over a field of universal complexity, let us return to the town pump.

\* \* \*

Our readers outside of Ottawa may not be concerned particularly in the question of women in the service. But in Ottawa there are some 650 women civil servants. The great proportion of these are in Div. 3 B. Quite a number are in Div. 3 A. at a maximum salary of \$1,200. Seventeen have reached Div. 2 B. at a maximum of \$1,600, the seventeen being scattered through fourteen different departments and branches. The entrance of ladies into the second division has been justified in some cases on the plea of special private secretarial duties involved. On the other hand some comment has been heard in the service as to the general principle of admitting ladies to the higher ranks and it was generally understood unofficially some years ago that \$1,200 would be the maximum salary to which a lady in the service might aspire. As ladies began to enter the second division it was believed that \$1,600 would be the future limitation of woman's ambitions in the service. In fact one of the Commissioners is reported as stating in an address at Pembroke last summer that it was not the intention to admit ladies into Div. 2 A., as that division was supposed to be filled by men doing administrative or special executive or technical work.

\* \* \*

That being the case, it will come

as a surprise to those who read in the last issue of *The Civilian* that a lady in the office of the Civil Service Commission has been promoted into Div. 2 A. admitting her to a maximum salary of \$2,100. Let it here be understood that *The Civilian* in drawing attention to this incident as in duty bound, has no intention of making the allusion a personal one. On the other hand we welcome increases of salary in these biting times of expensive living and especially to the ladies. This incident involves a problem, not a personal but a relative one, and it is an incumbent duty of a publication which attempts to represent as well as to inform the service, to discuss it. There are 1,000 men in the Ottawa service in the 3rd Division. How long will it be before there are enough ladies in Div. 2 A. to take charge of branches composed of men in the Third Division. Is it the intention to have ladies in charge of branches composed of men? The Commission as regards Civil Government is the observed of all observers. It should be the glass of fashion and the mould of form.

Already by virtue of the example thus given them, ladies are putting forward their claims for promotion to the higher ranks. Had the promotion referred to emanated from any other department, the Commissioners (unless they have adopted the policy of the promotion of ladies to the first and second divisions) might easily make a plea for the refusal of further promotions of the kind. Now, however, every lady in the service would seem to have a divine right to aspire at least to Div. 2 A. and the Commissioners can hardly refuse to sign a certificate for such aspirants, seeing that they themselves have established the precedent.

\* \* \*

Believing as we do in independent commissions generally and in civil service independent commissions particularly, *The Civilian* has always

been and always will be a steadfast friend and sympathizer of the commission in charge of the Ottawa service. We supported the commission at a time when it was not popular to do so. If we erred at all in that support during the past three years, it was perhaps in abstaining wholly even from that sympathetic and suggestive criticism which distinguishes a flatterer from a true friend. It would no doubt have been in the public interest had we thus drawn attention to matters in respect either of acts omitted or committed. For instance, the absence from the reports of the commission of the letters exchanged between the government and the commission respecting cases in dispute, as is done by the Auditor General, would have provided educative evidence to the members of the outside service which has a committee studying the workings of the amended C. S. Act of 1908, believing as they do that they will shortly be brought under its provisions. While abstaining in the past, from motives of co-operation, from anything but commendatory allusions, we think the present issue raised should be placed squarely before the members of the service as a condition that confronts them.

\* \* \*

Seniority is an ancient and honourable tradition. There is a great deal of seniority in the civil service. Under the re-organization called for by the act of 1908 but entirely disregarded by the commission, it was hoped that merit would be rewarded and seniority given its long sought opportunity. There are clerks in the service who have laboured long and arduously awaiting the opportunity to make good. These must sit silent, sullen, while new comers of a few years' standing pass by leaps and bounds over their heads into the higher ranks. The Commissioners are doing most excellent work as regards entrants into the service by means of examinations, the application of which is largely mechanical and automatic. Have

the commissioners been as assiduous in carrying out the more exacting duties of their office in respect of promotions, which the act requires them to test and pass upon? Might we be allowed, with all due deference but with all due emphasis, to suggest that the commissioners, while re-organizing their own department, would re-organize the whole service as is required under the act. In the dark and secret recesses of the service they will find many a good and faithful servant who has served his country for 10 or 30 years, whom the command go up higher, or an increase of \$700 a year, would redeem from a bottomless pit of hopelessness and despair.

~ ~ ~

#### HOW REFORM COMES.

A number of readers of *The Civilian* have expressed disappointment that there is no reference in the Speech from the Throne to the subject of civil service reform. If parliamentary action were indispensable to the introduction of reform measures this omission would indeed be disappointing. But Parliament has already done all it needed to do in the direction of at least one reform, the extension of the power of the Civil Service Commission to the Outside Service. This provision is in section 4, subsection 3, of the Civil Service Amendment Act, 1908, which reads as follows:

“The Governor in Council may, by order in Council to be published in the *Canada Gazette*, bring the whole or any part of the Outside Service under the same provisions of the law as the Inside Service.”

Just as soon as the new government is able to take up this matter, no doubt the extension of the present law to the Outside Service will be proceeded with. The absence of this subject from those dealt with in the Speech proves nothing so far as this phase of Civil Service reform is concerned.

The question of superannuation still remains to be dealt with as probably the second most important question. On this subject legislation will be necessary. It is impossible for the new government, meeting Parliament so soon after the ministers have been brought together, to deal with any subjects except those upon which all could agree without discussion. Among the members of the present ministry are some who are known to favor a superannuation system that will give to the Civil Service the continuity and solidity necessary to efficient work. But the question is undoubtedly a complex one and one the solution of which will need some working out. We could hardly expect to find it in the programme of the Government at this stage. But we have every reason to hope that it will come soon.

~ ~ ~

#### NOT IN IT.

A highly technical dissertation entitled “Ottawa Society and the Duke” appears in a recent issue of the *Canadian Magazine*. Civil Servants whose eyes catch the title may be imagined rushing off in thousands to buy a copy and turning nervously to the page which tells them where they stand. And here they are:

“What of the civil service from the social point of view? The public estimate of the public service is, it is to be feared, not edifying, and is too obviously entangled with party politics. Perhaps, as we are told, the service is being gradually lifted above this unpleasantly low level, and will in the times to come point the way more directly than it has done in the past to careers of honourable distinction. Socially, in the meantime, it is a factor of the slightest, and it will matter little to it, presumably, what particular grade of British nobility hold sway at Rideau Hall.”

Cold weather, isn't it?





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## At the Sign of the Wooden Leg

By "Silas Wegg."

### DO IT EARLY.

The title of this article has no reference to the preparation of the parliamentary estimates. It has no reference, either, to the vote you are called upon to cast this month. In that case I should have added the classical and significant words "and often." Nor has it reference to that post-autumnal event popularly known as "changing the flannels." In that case, too, the significant and classical words quoted in case number two would have been added. The reference, as you are now aware by the logical process of exclusion, is to Christmas shopping. Once again, then, and a tiger,

### Do It Early!

Man has been given various names by philosophers and such to distinguish him from the lower animals. (Do not congratulate yourself, dear reader, that I am quitting this question of Christmas shopping which you have dodged so often. I am thy evil genius, Brutus, and will meet you at Philippi, "though a great circle round be fetched.") As I was saying, when interrupted by Messrs. Shakespere and Browning, man has been called some very hard names in the endeavour to prove that he is a dog and something more. He has been termed the laughing animal, the cooking animal, the clothes-wearing animal. These epithets touch but accidental features in his development. The true definition is this: Man is a compromising animal. The lion and the eagle and the shark pursue their quarry and cannot be bribed from their

quest. Man is the inventor of the saw-off and the rake-off, the grand master of the zig-zag, the only and original trimmer in the universe. All his progress has been by tortuous paths. He dallies with evils which he longs to throttle, and treats the things which he knows are for his present good as "mere ideals" to be realized, through the operation of some mystical law of compound interest, "far on in summers that we shall not see."

Now, concerning Christmas shopping. Here we have a field for reform which, though worked for only a few years, has been worked industriously by and after the manner of the compromisers. Some reformers regard Christmas shopping as a "perverted good," others as a "necessary evil." They all seek to put it on a comfortable, if not a reasonable, basis. No one dares to lift his voice in favour of abolition. Such a one would be called a misanthrope. Hence the slogan, **Do it early.** Do it early, and be done with it! Did ever misanthropy evolve a more despairing slogan? Macbeth, whose way of life had fallen, as he says, into the sere, the yellow leaf, heartened himself for his last onsets with no such anaemic battle-cries as this of ours. "Do it early!" I wonder what Santa Claus thinks of us.

Those who regard Christmas shopping as a "perverted good" look backward to the days when the Christmas dinner was just a "something extra," and the Christmas tree was gay with candles and strings of popcorn, and the gifts were such as we can buy now in the ten-cent

store, Noah's Arks, rubber dolls, etc. These were a part of the tree and seemed to grow out of it. The tree was greater than the gifts, even as Christmas was greater than the tree. Now the tree is trimmed but to be stripped. It is the rallying point of the grafters, or a gallows-tree on which the household purse is hanged until it is dead, dead, dead. And the compromisers meet this condition with the hopeless slogan, "Do it early"!

There is some alleviation of the cost of Christmas purchases, of course, in early shopping. In the matter of neckties, for instance, it is the early shopper who gets the silk-worm. An ordinary twenty-five-cent tie is transformed during the month of December into a dollar hand-made cravat. A plaster-of-Paris tomcat becomes, during the same period, an article of vertu with a corresponding increase of price. I have been working for some years on a formula that would adequately interpret the advance in prices during December, so that, with symbols representing the number of days before Christmas at which the purchase was made, the initial, or ordinary price and the final, or ultra-graft, price, one could tell at a glance the loss sustained by deferred shopping. I am not sure whether the curve, when ultimately plotted, will indicate an arithmetical or a geometrical progression, but I am confident that there will be no minus signs in the formula.

While regarding this side of Christmas shopping, it may be well to point out a common misuse of the word "early" in this connection. It should not be employed, as it often is, to distinguish morning from afternoon shopping. Some think that this form of shopping, unscientifically termed early, would help certain negligible persons called shop-girls, whose work would thus be distributed over a wider area of time instead of being bunched in the afternoon. This is a mistake. The

reformers forget that Christmas is not a time for the consideration of any people but those whom you positively cannot afford to overlook. And if a woman did shop in the morning, would she not be put down as coming from beyond the swing-bridge? Enough! except to say that the merchants might encourage this special reform by selling Christmas goods in the morning at a discount—which is absurd.

Mention was made a long way back of those who look upon Christmas shopping as a "necessary evil." They are mostly men and very infirm old women. Men call it a *necessary* evil because they are not masters of their fates, but only pursers, as it were, with the accent on the purse. Women *will* shop, man *must*, and he must because of the woman, true son of Adam that he is. I am afraid that no preaching will do him good. His natural cowardice will nullify any preaching about doing it early. You may tell him, and prove to him, that he will pay five prices for what he buys on Christmas Eve, and that he will buy what he does not like at all for someone who will like it less, but as long as Christmas shopping abides he will be the slave of the Last Moment, the Yule-tide ghost haunting the department stores, the victim of any floor-walker who may lead him to the counter where chatelaine bags of the decade before the last are exhibited, once a year, for him and his kind. O, you fatuous compromisers, you slogan-loving reformers, do you flatter yourselves that you can capture men with your siren call of "Do it early?"

From whatever motive we may advocate the "Do it early" policy, whether it be to restore the old Christmas or to reform the new, it is idle to harangue inside civil servants during the first-half of December. Their spirits may be willing, but their pockets are weak. Not even the "small deposit down and we will keep it for you," can avail

them. The fifteenth is their Golden Milestone. It is at that point that the price curve takes a sharp turn upward. The storekeepers see us coming. It is nomination day for the modern Barebones Parliament, and before the Twenty-fifth we are all elected, and have lost our deposits too.

As a tail-price to this disquisition I will quote a sonnet written by an eminent poet and civil servant of a preceding century. The admirable feature of it is its sincerity and truth. Indeed, as the highly original Jones says, "There is more truth than poetry in it." The words of the sonnet are:—

When I consider how my cash is spent,  
Ere half this fiscal month has joined the past,  
And this one dollar which I grapple fast  
Is but a flea-bite on the monthly rent,—  
While none with I O U 's appear content,  
Or promissory notes,—I stand aghast  
And wonder wildly if my mind will last  
Beyond this bankrupt month of merriment.

Oh, who can comprehend a shopper's ways  
Between the Fifteenth and the Twenty-fifth,  
That doleful decade of December days,  
When cash and credit both become a myth!  
If such there be at all, I humbly beg  
A prayer for that late shopper, Silas Wegg.

### ASSOCIATION OF CUSTOMS OFFICERS OF MARITIME PROVINCES.

The Association of Customs officers of the Maritime Provinces held their annual meeting in the Customs House at Truro on Nov. 8.

There were a large number of delegates present from the various parts in the three Provinces, including the following from Halifax: J. R. Power, A. Lovett, A. F. Caldwell, D. Colquhoun, P. W. Heffernan, A. R. Paul.

After a large amount of business had been disposed of, relating to superannuation, affiliation, overtime

etc., the election of officers was proceeded with, resulting as follows:

President—S. Harding, Yarmouth.  
1st Vice President—J. R. Power, Halifax.

2nd Vice President—C. F. MacDonald, New Glasgow.

Secty. and Treas.—George Watt, Chatham, N. B.

The executive committee is composed of the above officers and S. L. Hoyt, McAdam; H. B. Robertson, Charlottetown; Arthur Lovett, Halifax; B. W. Baker, Amherst; J. C. Creelman, Truro.

Delegates to Ottawa—Geo. Watt, Chatham, N.B.; J. R. Power, Halifax; C. F. MacDonald, New Glasgow.

Halifax was selected as the next place of meeting. After the usual votes of thanks to the retiring officers, collector of Truro, etc., the meeting closed.

### EXECUTIVE OF OTTAWA ASSOCIATION TO DATE.

Customs—M. H. Goodspeed, J. M. Peaker.

Finance—E. L. Brittain.

Indian Affairs—A. S. Williams.

Inland Revenue—Geo. W. Taylor.

Insurance—A. D. Watson.

Interior—E. F. Drake, Wensley Thompson, W. L. McIlquham.

Marine and Fisheries—L. H. Martell.

Militia—E. J. Boag.

Public Works—J. B. St. Laurent, Stephen O'Brien.

Railways and Canals—C. E. Bleakney.

R. N. W. M. Police—A. V. Joyce.

Trade and Commerce—E. Green.

A party of prospectors have left Cobalt to go overland to Ungava on the hunt for gold. It was the gold quest that opened the Yukon, and the eastern side of the northland may be brought within the influence of communication and civilization in the same way.

## Annual general meeting of C. S. Savings and Loan Association.

The third annual general meeting of the Civil Service Savings and Loan Society was held at the Carnegie Library on Tuesday evening, the 28th inst., with the President, Mr. MacKenzie, in the chair.

Reports were presented by the President, the Manager and the Board of Supervision. The financial statement showed the Society to be in a flourishing condition and on the recommendation of the Board of Administration a dividend of five per cent was declared by the meeting.

It was decided to make a thorough canvass of the Civil Service in the very near future for the purpose of increasing the membership and augmenting the capital.

The following officers were elected:

President—Wm. MacKenzie.

Vice President—Napoleon Desjardins.

Secretary and Manager — F. S. James.

Board of Supervision — A. H. Brown, G. D. Finlayson and P. Gay.

Board of Administration — Wm. MacKenzie, Napoleon Desjardins, A. D. Watson, W. A. Code, A. McNeill, M. H. Goodspeed and F. S. James.

Board of Credit—Wm. MacKenzie, W. J. Glover, E. A. Miles, John Byrnes, S. J. Willoughby, H. Le B. Ross and J. E. Marion.

### President's Address.

The President said: Ladies and Gentlemen:—I am more than delighted to be able to inform you that the presentation of this the third annual report of the affairs of the Civil Service Savings and Loan Society is to me a very pleasant task, as the result of the year's operations is far more gratifying to all of us than we had any reason to expect at the beginning of the season. Do not imagine from this that we have reached anything like perfection; that

will take time and much labor, but you will be pleased to know that this family organization is placed on a stable footing and operated strictly on the sound and enduring principle of co-operation. I would like to lay more stress on what has been accomplished in this direction than on the actual financial transactions of the year, although the result from a monetary standpoint is exceedingly satisfactory.

I do not want to hark back to the long discussions which took place at our committee meetings, at our last annual meeting and at two special meetings since, on the question of corporation and co-operation, beyond saying that until that matter had been disposed of there could be no real or substantial progress. The view which I took, and which prevailed, the great majority supporting it, was that the society was to remain a purely family organization that we had pinned the co-operative flag to the top mast, and were determined that the members were to be free to put in and out their little savings when and whenever they desired without let or hindrance on the part of any one, and that those who desired did, and who were in good standing in the association should promptly receive it, and that if these principles were to be obliterated we were prepared to stand by an unsullied flag. Some thought that too much time was wasted in discussing the question, since co-operation would have carried at any moment. But there was something fascinating in the word in co-operation, and the more it was discussed the more it became apparent that you could not mix oil with water. Everybody favored incorporation but there was nothing to be incorporated to. In this connection I may say that we have not lost sight of the resolution

carried at the last special meeting of the Society. I have purposely evaded saying anything as to the result or the wisdom of operating under the present provincial Corporations Act, which was suggested, as I would like to hold out the olive leaf to one or two active friends who upon that occasion did not see eye to eye with us, but who have the good of the association at heart, knowing as they well do, the excellent work we are engaged in.

When the association was first formed it was largely upon considerable sums of money put in by a few people. During the year about \$1,000 have been drawn out. Naturally those holding large shares would prefer a corporation, but as our policy has been men not money, one man one vote, the greatest good to the greatest number, we speedily paid over the cash. And notwithstanding these withdrawals we close the year with about the same funds as we did last year and with what is very much better an increased membership, and the daily thanks of those whose cause we have advocated and aided, and for whom we have made up our mind to labour until such time as they in their bettered condition will be able to assist others.

Not only have we done all this in the past few months but we have removed the stigma maintained by some that co-operation meant that the work of a manager had to be given gratis. I have always held that this sounded badly in the mouth of those who looked for better salaries as every civil servant does. Well, we could not pay a salary but we did what we could and gave \$100 for the year and \$25 for the previous year to our manager. This, too, has been an extra charge, which has never been paid heretofore, and we have been able to do this, and still declare a dividend of 5 per cent.

Much of our time has been taken up in placing on a good footing what

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was hurriedly done in the early days of the organization. The Board of Supervision refers specially to what we have done in this direction, and I do not propose to refer to it.

So much for the past. Just as soon as this annual meeting is over we have decided that it is the duty of the incoming officers to at once proceed on an active campaign for members in all the departments. So far we owe whatever publicity we have got, much of the success which has followed our efforts, to the great interest taken in the association by *The Civilian*. Now that the association has made good upon solid lines, such as *The Civilian* and Civil Servants are fighting for, the new officers should see that every member of the civil service ought to have not less than one share in our organization. As I have frequently said the association has only one enemy, the usurer. The head officials of the Government have to a man extended their sympathy, and the larger number of them, their

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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.

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cash as well, to advance the good work in which we are all engaged. Now it is the duty of every civil servant to be a member because he cannot tell when he might be requiring aid. We have shown those who want assistance that there is no obligation resting upon them for what they receive beyond carrying out honestly and to their best ability whatever they undertake to do. If there be any who think that they could otherwise treat their fellow workers they are mistaken.

The best of fellowship prevailed among all the officers during the year. There has been a labor of love. I cannot conclude without mentioning specially the painstaking and hard working manager, Mr. James, who is earning easy a salary of \$500 or \$600 a year, but who has to be content with a small honorarium. But there is no telling what the future will bring. So far we have not lost one dollar.

I have been on the Credit Board since the association started three years ago and have been for the past two years President. I made up my mind to stick to the presidency until the association was running on safe and correct lines. That has been accomplished, and I would now ask you to elect a successor.

### Secretary's Report.

To the officers and members of the Civil Service Savings and Loan Society,

Gentlemen:—I have pleasure in presenting the third annual report of this Society.

The year just closed has been eventful in one respect at least, inasmuch as we have held no fewer than three general meetings, two of which were convened for the purpose of taking some definite action re incorporation. The members having decided that incorporation under the Ontario Act would not be in the interests of the Society, the Board of Administration is now taking steps towards urging upon the



Federal Government the necessity of a co-operative act which will meet the requirements of a Society such as ours. While passing through this crisis in our history we have made no efforts to increase our membership, and we feel that we have cause for gratification in the fact that we have held our own. We have at present 396 names on our books as compared with 392 last year. Thirty-four members withdrew during the year and we have received thirty-eight new members.

During the past twelve months we have made one hundred and forty loans in sums ranging from \$3 to \$200, the average amount being \$46. During the three years of our existence we have loaned over \$25,000. There has at no time been a dearth of borrowers, and it has frequently been a matter for regret that our funds are not large enough to help many deserving cases. It is almost unnecessary to add that the undeserving often appear also, but, thanks to the discrimination shown by the Credit Board, we have usually been able to secure the better class of borrowers. We have been criticised in some quarters on the ground that we require too much security, but the Credit Board and your manager think that our first

duty is to guard most carefully the funds intrusted to us.

The financial statement accompanying this report will show our Society to be in a good condition. I may add that our Reserve and Provident Funds have been steadily increasing, the former now amounting to \$165.49 and the latter to \$82.75. While these amounts are not large, yet I am glad to report that there has been no necessity to draw upon a single dollar of the funds to meet losses occasioned by bad debts.

In my capacity as manager may I be permitted to deplore the fact that many young men, who should be strangers to debt, knock at our doors seeking admission with the sole object of borrowing money which will enable them to meet obligations incurred by reckless extravagance on their part. The Credit Board has adopted the policy of refusing such applications, even in cases where the security offered is undoubtedly first class. The names of these persons should appear in our deposit columns, but not in the loan books.

It has been our unpleasant duty during the year to deny loans to several members who had been careless in meeting previous obligations.

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The small policy will be continued in the future.

I should like to draw the attention of the membership to the splendid facilities for laying aside small sums of money each month for some definite purpose, by opening a deposit account on which interest at the rate of four per cent. per annum is paid for the full time that the money is in the hands of the Society. This money may be withdrawn in whole or in part at any time. The best recommendation I can offer for this form of saving is that those who have tried it continue it.

My report would be incomplete without a reference to the valuable assistance I have at all times received from the Credit Board and other officers in dealing with delinquents. The Society is greatly indebted also to a number of deputy ministers, chiefs of branches and others in places of authority who have manifested their interest and sympathy in our work by bringing to task any who showed a disposition to escape their obligations.

F. S. JAMES.

Nov. 28, 1911.

Annual Statement.

Cash Statement, Oct. 31, 1911.

Cash Received:—	
Balance, Nov. 1, 1910...	\$ 111 35
Shares ... ..	795 00
Deposits ... ..	962 29
Loans (principal) .....	6,596 01
Loans (interest) ... ..	673 58
<b>Total ... ..</b>	<b>\$9,138 23</b>
Cash Disbursed:—	
Shares ... ..	\$1,174 50
Loans ... ..	6,457 14
Deposits ... ..	809 14
Dividend No. 2 ... ..	217 79
Fees remitted ... ..	55 70
Expenses ... ..	186 50
Balance, Oct. 31, 1911	237 46
	<hr/>
	\$9,138 23

Resources and Liabilities, Oct. 31, 1911.

Resources:—	
Loans outstanding... ..	\$7,103 95
Interest due and unpaid	83 18
Cash on hand ... ..	237 46
	<hr/>
	\$7,424 59
Liabilities:—	
Shares ... ..	\$5,733 00
Deposits (principal) ...	1,000 38
Deposits (interest) ...	45 76
Balance ... ..	645 45
	<hr/>
	\$7,424 59

OUTSIDE SERVICE PORTRAITS.

The subject of our sketch, Mr. John Moore Bowell, is Collector of Customs at Vancouver, B.C. Mr. Bowell is the son of Hon. Sir Mac-



MR. JOHN MOORE BOWELL.

kenzie Bowell, former Premier of Canada and his wife, the late Harriet Louisa Moore. He was born at Belleville, Ontario, on October 1st, 1856. He worked with his father in the office of the 'Intelligencer' of the latter city and then removed to the Pacific Coast, where he was appointed Collector of Customs in October, 1879. Mr. Bowell has thus over 32 years' service to his credit and has

seen the business of the port of Vancouver grow from an insignificant amount to its present large proportions.

**Personals.**

**Born.**

GIBSON—To Mr. and Mrs. G. H. D. Gibson of the Dominion Observatory, at 11 Laurentian Place, Fairmount Ave., on Nov. 13, a son.

HEIDMANN—On Wednesday, Nov. 15, 1911, to Mr. and Mrs. G. Heidmann, 1183 Wellington St., Asst. to Secretary, Transcontinental Railway Commission, a daughter.

LALONDE—On Nov. 18, 1911, to Mr. and Mrs. W. F. Lalonde, 41 Haste Ave. of the House of Commons staff, a daughter.

McGREGOR—On Thursday, 23rd Nov., to Mr. and Mrs. Adam McGregor of the Geological Survey, 8 Monk St., a son.

CARROLL—On Thursday, Nov. 23, 1911, to Mr. and Mrs. M. J. Carroll, 323 Besserer St., of the Topographical Survey, a son.

**Married.**

AUSTIN—HUNT — On Nov. 11, 1911, by Rev. F. W. Squire, B.A., Charlotte Elizabeth, third daughter of George Arthur Hunt, Savings Branch, P. O. Dept., to Vivian Harry Austin, youngest son of the late W. A. Austin, C.E., D.L.S., P.L.S.

JAMES—TRESIDDER—On Oct. 12, 1911, in Guelph, Ont., by Rev. Geo. R. Watt, Olive Gladys Tresidder, daughter of G. C. R. Tresidder, of Public Works Department, to William Ernest James, son of T. C. James, Contractor.

CARSON—BENNETT — On Nov. 22nd, by Rev. Basil W. Thompson, Pearl Colby, youngest daughter of Mr. and Mrs. William Erlandson Bennett (Post Office Dept.) to Percy Alexander Carson, of Ottawa,

son of the late W. J. Carson and Mrs. Carson, of London, Ont.

**Died.**

MAINGUY—At Cincinnati, Ohio, on Nov. 19, 1911, Phyllis, beloved wife of Philip N. Mainguy, and only daughter of Frank S. Checkley, Dept. of the Interior.

LYNCH—At Saskatoon, on the 18th Nov., 1911, Mary Gertrude (Maimie), daughter of Mr. W. J. Lynch, of the Department of Agriculture.

EDGE—On Wednesday, Nov. 22, 1911, at Isolation Hospital, Rolland V., aged 2 years, 2 months, eldest son of V. J. Edge, of Dept. Marine and Fisheries.

**Athletics.**

The football season has come and gone and the championship of Canada rests with the 'Varsity XIV. The deciding match was played last Saturday and resulted in a score of 14-7 by 'Varsity over the Argonauts. Superior tackling and running won the game. At the outset of the season *The Civilian* predicted another win for 'Varsity, giving reasons therefor. No doubt the best team in the two leagues won.

Princeton signalled its first match against Harvard in sixteen years by defeating the latter 8-7. They then followed it up by beating Yale 8-6, thus laying claim to the U. S. championship in College football. Both games, singularly enough were won by runs of 65 yards, in each case by Clark of Princeton.

From now until spring hockey will hold the boards—or rather, the ice. The professional league has been re-organized and now consists of six clubs, two from Toronto, two from Montreal and one each from Quebec and Ottawa. A schedule of

60 matches has been drawn up beginning Dec. 23 and running until March 16th. This will certainly provide lots of hockey for the enthusiasts. The admission of the Toronto clubs is only justified by the new artificial ice rink, recently erected in the Queen City with Montreal Capital. With the Pacific Coast league as a rival organization, the situation will be somewhat the same as that in lacrosse. The Vancouver lacrosse club now holds the Minto cup. Would it not be strange if a Pacific Coast team should also win the Stanley cup and thus hold both championship emblems of Canada's national games? Yet this may come about, especially with the great exodus of hockey experts now going on toward the setting sun.

Canada is now being inundated with foreign wrestlers, each one claiming to be champion. If avoirdupois and inches can make a champion, then two of the recent arrivals may fairly lay claims to the title. One Courdillard, a Turk, stands 6 ft. 4 in. in height and weighs in condition 300 lbs. Then comes a Bohemian, Josef Smejkal, who is 6 ft. 2 in. in height, weighing 280 lbs. Beside these men, Hackenschmidt and Gotch pale into insignificance. It remains however to be seen whether these gentlemen can "make good" on the mat. Ottawa has been treated to some very mediocre exhibitions of the wrestler's art of late. On Friday last Courdillard attempted to throw Cazeaux twice in an hour at Graeco-Roman style, but failed. It was a very ordinary bout.

The situation in lacrosse circles is perplexing. The two Toronto clubs, together with the Nationals and a new aggregation known as Irish-Canadians have formed a new four-club league. The other clubs of the old N. L. U. have not yet decided as to what action they will take next year. Altogether the outlook is not

bright. One of the features of the new league is to be Sunday games in Montreal.

Ottawa is to have another skating club, to be known as the Ottawa, with headquarters in the Rideau rink. The Minto Skating Club will continue to hold their sessions at the Arena. There is room for both organizations and the rivalry brought forth by inter-club competition in the various events will give a healthy stimulus to this pastime.

Canadian entries acquitted themselves well at the recent New York Horse Show. In the jumping contests the horses of Mr. H. C. Cox of Toronto took two prizes. Strange as it would appear, the entries from Holland and Belgium carried off most of the honours.

The Ottawa Valley and Hull Driving Clubs have arranged dates for winter meets which will not conflict, but will be in succession. The former organization will probably have their ice racing at Lansdowne Park and the latter, as usual, on the Ottawa river. His Royal Highness, the Duke of Connaught will probably have his first opportunity of witnessing this fascinating sport.

Bob Burman, the auto racer—the "crowned King"—has just made a statement warning all young chauffeurs against ambitions toward speed. Burman states that it almost inevitably leads to death, and he has seen a good many deaths on the track.

A new professional baseball league of five clubs, to include Ottawa is being formed. The other cities will be Toronto, Hamilton, London and Brantford.

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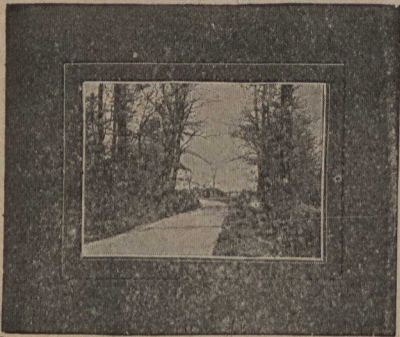
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