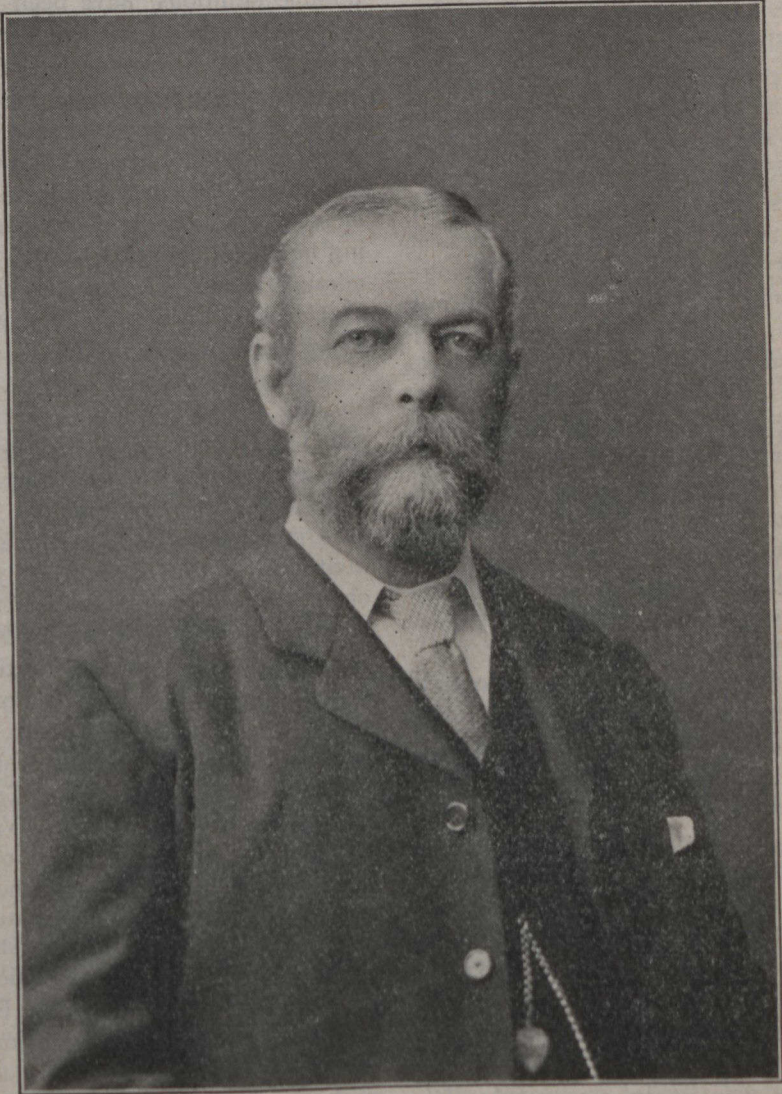


THE CIVILIAN

VOL. II.

JULY 16th, 1909

No. 6



THE HONOURABLE SYDNEY A. FISHER,
Minister of Agriculture.

Civilian Portraits.

The Honourable Sydney A. Fisher.

It is eminently fitting that THE CIVILIAN in beginning to-day a series of illustrated biographies of men and women prominent in civil service affairs should select the Honourable Sydney A. Fisher to head the list. Mr. Fisher has, since the beginning of the present order, become in a peculiar way the Minister of the service. He is the author of the Act of 1908, in which the service now moves and has its new being. In the various adjustments that have been necessary in carrying out so radical a change, including the salaries bill of the past session, he has been the leader of the government. From first to last the service owes him much, not alone in the legislation which he has fathered and for which his first responsibility was to the government and the country, but for his constant accessibility and the open-mindedness and justice with which he has discussed and treated all suggestions made on behalf of the service.

Mr. Fisher was born at Montreal in 1850. His education was completed at McGill University and at Trinity College, Cambridge, from the latter of which he holds the degree of B.A. He fought his first election campaign in his thirtieth year—an unsuccessful by-election—in which the government of Sir John Macdonald won. In the ensuing general elections of 1882 and 1887, however, he was elected. In 1891 he was defeated by a majority of one, but in 1896, 1900, 1904 and 1908 he was again successful. His constituency since his first entry into public life has been Brome, P.Q. His devotion to agriculture and his study of the scientific principles applicable to

farming led to his selection by Sir Wilfrid Laurier as Minister of Agriculture in 1896, a portfolio which he has held ever since. The list of constructive legislation enacted and administered by the Department since Mr. Fisher's appointment is a long one. Incidentally the staff employed has been very largely increased. Among the most notable additions have been the appointment of a permanent foreign exhibition staff, the extension of the experimental farms system, and the enlargement and improvement of the archives staff. In connection with the last named, the construction and equipment of a commodious archives building has been a feature of Mr. Fisher's administration. It was while Mr. Fisher was Acting Minister of Public Works also that he appointed the advisory council for the purpose of purchasing works of merit for the National Art Gallery and of encouraging art in Canada. In November of last year Mr. Fisher represented Canada at a conference held in Rome on the invitation of the King of Italy. The object of the conference was to form an International Institute of Agriculture for the purpose of collecting and distributing crop reports all over the world. Of this Institute Mr. Fisher became the first Vice-President. Mr. Fisher was chairman of the Canadian Commission which visited Washington last year on the invitation of President Roosevelt to deal with the question of the conservation of natural resources. Prior to 1896 no steamers were equipped with mechanical refrigeration. Today under Mr. Fisher's administration 46 steamers from Montreal are so equipped, and 19 steamers with the cooled-air system of cold storage.

Mr. Fisher is an adherent of the Church of England and has been a leader in the Temperance Movement.

The Superannuation Question in the United States.

THE MOVEMENT FOR SUPERANNUATION AMONG U. S. CIVIL SERVANTS.—MR. TAFT'S VIEWS.—PENDING LEGISLATION.

They have, among civil servants in the United States, a special organization with the one object in life of securing an equitable retiring arrangement for employees of the Federal government. Needless to say, under the conditions which prevailed until recent years at Washington, a proper superannuation fund has been conspicuous by its absence. The organization referred to is known as the United States Civil Service Retirement Association, and it held its tenth annual convention at Washington during the past month. Its membership approximates 13,000, of which about 3,800 are in Washington and 2,800 in Chicago. The membership this Association is aiming to achieve is 100,000. The cities represented in the convention included New York, Philadelphia, Boston, Baltimore, New Haven and Norfolk, as well as Chicago and Washington.

Proceedings of the Convention.

The proceedings of the convention were of unusual importance owing to the fact that the efforts of the association for the last ten years to have the government allow retirement annuities are at a critical point, with two bills offered, one in the upper and one in the lower house, and every probability that the next regular session of the lawmakers will end with a definite statute enacted.

It will be interesting, as a sidelight on the internal affairs of the Association, which has apparently the same problem to solve as our own Federation in the adjustment of incipient

jealousies between the "inside" and the "outside," to read the following from the report of the contingent representing Chicago at the convention:

"There prevailed a consensus of opinion that the bills so far presented are not desirable and ought not be advocated. The officers at Washington distinctly showed that they were not in favor of obtaining legislation exclusively for the department at Washington, as the latest Gillett bill provides, but that the Civil Service Reform Committee of Congress were willing to include only the employes of the District of Columbia on the principle of 'trying it on the dog first.' In fact, they knew not how deep are the waters they had to cross in trying to provide for the entire country, and therefore wish to provide for the immediate surroundings first.

"After a thorough discussion it was decided to revise the Constitution and By-laws of our national body, and a motion was made and carried to appoint a committee of five, only one of said committee to be from the District of Columbia. To our mind this action will pave the way for a truly national organization.

"The committee to act on this matter will be our new president, M. F. O'Donoghue, Departmental service at Washington; A. E. Schultz, post office clerk, New York City; J. P. Hutchinson, letter carrier; Joseph F. Scanlan, customs clerk, Boston; and last but not least, C. L. Shaffer of the railway mail service, Chicago, Ill. They will undoubtedly perfect a

complete constitution that promises to be a nucleus for a real national body.

"Our late convention will, your delegates believe, prove to be the starting point for greater things for the Association than the past has offered. It is to be hoped that our views are correct, for this seems to be the time for attaining our object, as the air, not only in Washington, but throughout the country, is becoming surcharged with the sentiment for which we stand."

Legislation Now Before Congress.

The report of the outgoing President, Pickens Neagle, chief law clerk in the Navy Department, was a careful and exhaustive review of the two bills offered in Congress relating to the retirement of civil service employes. These bills are the Perkins, or Brown, bill offered by Senator Perkins in the upper house at the last session, and the Gillet bill, reported in the lower house a few weeks earlier.

Mr. Neagle referred to three provisions in the bills which he believed were inexpedient and opposed to the best interests of the classified civil service. These provisions, he said, were the deduction of a certain percentage from first year salaries, disability benefits to be paid from these deductions, and the limitation of the operations of the bills to the District of Columbia. He believed the bills showed a notable advance toward the solution of the question of retirement, and exhibited no intrinsic opposition to the desires of the civil service employes, except in the matter of expense attaching to the inauguration of the system advocated by the retirement association.

Arrangement Suggested by Civil Servants.

In the plan advocated by the employes, resulting from the examination of a mass of statistics referring to the government service in other countries, the government is asked to stand the expense of inaugurating the system, which will amount to about \$40,000,000, distributed through the next fifty years. After that the system becomes self-supporting, a stated amount being deducted from the pay of each employe, to revert to him on his retirement from the service. In speaking of this point, Mr. Neagle said:

"In order to accomplish the object in view, it is necessary to make a start to put the plan into operation, and to do that it is necessary that the machinery be established. But the business belongs to the government; it is the proprietor, and who but the government should furnish the plan? The government will derive benefit from a practicable and satisfactory plan much greater unquestionably than the members of the service will receive."

Regarding other objectionable features of the bills, Mr. Neagle advocated the acceptance of a bite if the whole apple could not be had at once, and said amendments could be made as the necessity for them became evident. Referring to the progress of the efforts of the United States Civil Service Retirement Association in the last year, the President said:

"More work has been done in the last year than in any one previous year, and that work has borne more fruit than the efforts made in any other period. Organization has been perfected, information has been disseminated, interest has been aroused, friends have been made whose indifference was marked, favorable public sentiment has been created, unification

of purpose has been effected among the various branches of the service, and there has been a crystallization of favorable consideration in Congress."

Interview With President Taft.

At the close of the convention, a delegation from the Association sought and was granted an interview with President Taft. The delegation was headed by the newly elected officers, and the President received them with a manifest interest in their work, pronounced himself a staunch advocate of the merit system of civil service appointments, and declared for a liberal adjustment of the particular problem in hand. It will be of interest to Canadian civil servants to read how they do these things across the border, and THE CIVILIAN accordingly reprints the two main speeches of the occasion.

In introducing the delegation, the President of the Association said:

"Mr. President: We come as delegates of the United States Civil Service Retirement Association to pay our respects and those of our co-employees in the classified service of the United States, numbering a quarter of a million, more or less. We come to thank you, in the first place, for the words of cheer which you gave us before you were elected to your present exalted position, and to thank you still more for what you have said and done since. We have been taking notes, Mr. President, and we have seen that you declined to dismiss two aged employes in the Department of Justice, whose fate had been left hanging in the balance by the outgoing Attorney General; and we beg to link with your name, Mr. President, the name of the present distinguished and humane Attorney General, Hon. Geo. W. Wickersham.

"In a letter to you on one occasion,

Mr. President, I said the government employes, taken as a whole, were among the most intelligent and patriotic citizens of the United States. I add to that now that they are also the most loyal to its institutions and its President. No war has been fought on land or sea in which they did not take a distinguished part. And if ever the United States is assailed, either by invasion from abroad or by revolt from within, the first to rally to its banner will be the classified employes. We hold ourselves, Mr. President, to be the eyes and ears and hands of the President and Cabinet, and, holding that, we deem it our duty to sustain them in perpetuating the splendid institutions handed down to their care by the fathers of the Republic."

President Taft to the Service.

In reply, President Taft spoke as follows:

"Your coming is rather a surprise to me. I had not anticipated it and, therefore had not prepared to say anything on the subject suggested in the address of your chairman. It goes without saying that I am strongly in favor of the merit system of appointment in all government positions.

"It fell to my lot in the Philippines to institute a system even more rigid in many regards than the system adopted by the Federal government. A necessary concomitant of that system, however,—a logical accompaniment—is a provision for those who have become too old to render proper service to the government. There has been in Congress a strong feeling against the civil pension list, on the ground, I presume, that the military pension list has been so large and heavy necessarily.

"Other methods have been proposed by means of either voluntary or in-

voluntary contributions of a percentage of the salaries paid, which should constitute a fund from which pensions, or annuities, whatever you choose to call them, should be paid to those who have reached the time fixed for their payment. Something of that sort ought certainly to be done. Now, the system has been adopted in the departments—a most unsatisfactory system—of taking those men or women who have reached an age when they cease to be as active and useful as they have been in the past, and reducing their salaries.

“That seems to be the only method which can be substituted for proper methods. The condition is not satisfactory. I have not studied the various methods proposed with sufficient care to have a judgment that is valuable on the subject, as to what method ought to be adopted, if it is true that no civil pension list can be adopted.

“All I can say is that I am in hearty sympathy with those who are seeking to find a satisfactory solution, recognizing the necessity for adding to our merit system some method by which those who through disease or age, after long service, are unable to render to the government the services for which they were compensated when they were in active life and able to give to the government that which the government paid for. I thank you, gentlemen, for coming here.”

HEADQUARTERS.

Those who subscribed to the fund to establish a headquarters for the Ottawa service will be pleased to learn that the scheme is still alive, though somewhat dormant. Unavoidable delays have postponed the day for the committee getting possession of the

house on MacKenzie avenue. It is probable that the committee will be satisfied to have the house in readiness for the autumn, when suburban residents and other wanderers from the city have returned.

THE GIANT WHO DID NOT KNOW.

—

A Fairy Tale.

—

By Von Ludwig.

And there were Giants in those days, great ones of enormous size and powers, not all good,—some good, some bad, and some indifferent.

They all helped the people, made slaves of them, gobbled them up, or quarrelled amongst themselves, according to their several natures and wants, and the condition of their digestions and their state of sobriety. For all giants, even good ones, get drunk sometmies, and a drunken giant is an awful thing to run up against.

Now let me tell you about some of these giants. First there were two brother giants who lived in a place called The House, and sometimes all over the country. The older brother was very, very old, weak, and sometimes silly. His name was “Senate.” He never did any good, but he very seldom did any harm. He was too old to bite; besides, he had no teeth and was on his last legs and would have been a dead giant long ago if some new blood fresh from the people had not by a curious operation been infused into him now and again. He had more members than an octopus, and was just as ugly.

Now the brother of Senate was a very different proposition. His name was “Commons,” a great and powerful giant, full of ambition, cussedness,

ginger, goodness, badness, folly and wisdom, sometimes doing much good and sometimes great harm,—a clumsy unthinking giant, always trying to do things he should have let alone and letting alone things he should have been doing, swallowing great fortunes, and sometimes in its eagerness nearly coming to swallow itself.

Both these giants were well known, if not favourably, so we will not bother with them much for I want to tell you about another giant, a very, very large, easy-going slob of a giant, who is the hero of this tale. His name was "Civil Serviss."

There were a great many other giants in those days, who walked on people's necks more or less. There was "Law," "Church," "Booze," "Stocks" and others; but we are interested chiefly in Civil Serviss.

He was so foolish he did not know he was a giant. Now, it is very amusing to see a giant behaving like a child, crying when whipped, smiling when given candy, and being sent to bed at an early hour and rising in the morning when called; but it is likewise a sad sight.

Civil Serviss was a great, strong, hard-working giant, doing much work for the people and for all the other giants, and never aware of how he laboured. He had numerous hands, legs, feet and eyes, but no head to speak of. People laughed at him, poked fun at him, and bullied him, and he never seemed to mind a bit, but went along at his task, good natured and quiet as any lamb of Mary's — I don't believe this giant had one real friend in the world.

Commons was a cunning giant. He kept the people busy, making new duties for Civil Serviss, so that the latter could do nothing but work. Then he laughed in his sleeve at the sorry

plight of poor Civil Serviss, which amused the people greatly and kept their attention while Commons fixed things to his own liking.

Well, things were like this for a long, long time, till Commons one day in his anxiety to fix Civil Serviss good and plenty, overshot the mark. He sent for two wise men to be caretakers of Civil Serviss. And these two wise men saw exactly how things were, because they were wise,—and they went and cut a long sharp stick and gave Civil Serviss a great prod where he was most tender. And Civil Serviss woke up all of a sudden and took a peek at himself in the looking glass which the two wise men had incidentally placed near the tough old shake-down where Civil Serviss used to sleep. Then, of course, he took a tumble, for he saw he was a giant. So he took a great stretch of about a mile and a half, and blinked his eyes, and felt the place which had been prodded by the wise men, with the sharp stick, and, Great Scott! you should have seen the crack he made in things. Why, the country nearly split wide open! Senate went and hid in the cellar and Commons flew to the people for assistance, and the people cried for mercy, thinking an earthquake was going to quake.

If the wise men had been foolish, they would have prodded the giant another prod, and then it would have been awful! But they knew, being wise, that one prod was enough to make Civil Serviss wise, so they let it go at that.

Now, Civil Serviss knows he is a giant, and so he is allowed some freedom and independence.

Of course, this is only a fairy tale; it never really happened; but it shows a whole lot of things if you look and can see when you look.

THE CIVILIAN

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

Ottawa, July 16th, 1909

THE AGE LIMIT WITHIN THE SERVICE.

It would appear that the ruling of the Department of Justice, which we quote in full on another page, as to the application of the age limit clause to employees already in the service, while technically unexceptional, will work hardship on many of these employees, and to a corresponding degree will impair the elasticity of the Act. The age limit is imposed upon entrants largely because of the problem involved in retirement. Without it superannuation would be unworkable, and even the retirement fund plan would break down more utterly than it does at present. Apart from that, the older and more experienced a man, still **unimpaired in mind and body** is, presumably the more efficient

he is. If he can demonstrate at forty or fifty that he is a better man for a vacancy than can be got outside, why should he not be accepted? His new appointment will not affect his own retirement in any way. Neither will it affect the superannuation or retirement fund as a whole, seeing that his old place must in turn or ultimately be filled from the outside by a man within the limit. It is precisely this sort of flexibility within the service that it should be the aim of the law to facilitate. Without it a perfectly gratuitous difficulty may in a given case be perpetuated, and a general tendency toward the hidebound left without a safety-valve. It would seem that a definite suggestion for an amendment of the act were in order.

SICK-LEAVE.

A rumour is abroad that the sick-leave privilege of civil servants is to be strictly administered in future. We sincerely trust that the rumour is true. The abuse of a privilege ends invariably in only one way: in the loss of it. Had the franking privilege been properly administered, the service would have had it to-day. A few thieves and blacklegs made a haul for a time, and the privilege was taken away, to the loss, and also, under the circumstances, to the shame of the civil service. Not that THE CIVILIAN blames the service alone for an incident like the abrogation of the franking privilege. It is not the fault of the service if there are black sheep in the flock, or that the sheep in question find therein a field in which they may exercise their propensities. The matter of sick-leave is a simple one. It should not be granted unless for bona-fide illness. Once in a fixed interval,

however, it should be possible to obtain an extension of the ordinary three-weeks' vacation, for purposes of travel, special study or more complete rest. No one in a position of responsibility can hope to keep himself abreast of the times and of the latest methods in his work without such occasional furloughs. The great corporations recognize this fact, and the government need not fear to follow so safe an example.

THE BIRTHDAY HONOURS.

THE CIVILIAN can do no better, at this late date, on the subject of the recent birthday honours, than reprint the following from The Canadian Courier:

"The birthday honours comprise one retired cabinet minister and four civil service officials. This is the greatest compliment to the service which it has ever received. When all the ambitious millionaires and politicians are overlooked and practically all the honours given to tried public servants, it seems as if the authorities were anxious to encourage merit among those who serve their country faithfully for a small annual salary. The policy so manifestly adopted by the Ottawa Government and the Governor-General, is one which does them credit and one which should meet with the highest appreciation from those who desire to see the civil service purified and strengthened."

BARKING UP THE WRONG TREE.

The St. Patrick's Parish Calendar thinks THE CIVILIAN'S distinction between the "reclassification" and the

"reorganization" is a quibble involving only a nicety of expression. It also believes that the "reorganization" has been partly carried out.

The first of these views is surely an error. Accuracy of expression is fundamentally necessary in a case like the present. It is, in fact, a *sine qua nihil*. How can a discussion like this be intelligent till the meaning of the primary terms is settled upon? Moreover, the nomenclature is the government's, not THE CIVILIAN'S, and has already proved of the greatest convenience on a number of occasions.

All THE CIVILIAN wants to insist upon is that by "reclassification" is meant the process called for in Clause 6 of the Act, and that by "reorganization" is meant the process called for in Clause 8. Clause 6 has been enforced. Clause 8 in the true sense has not.

On this interpretation, therefore, it is also a mistake to regard the reorganization as having been even attempted. True, a number of departments call their reclassification by that name. It is also true that a number of "outside-inside" clerks, in two departments only, had their salaries raised prior to Sept. 1, 1908, so that they ranked in a higher class on their transfer. It is also true that in two or three departments one or more chief clerks were raised a division, this being possible from the fact that Clause 6 contained no reference to the terms on which chief clerks were to be transferred. But for the great mass of civil servants, including all in the inside service whose salaries were less than \$1,900, the change of Sept. 1st was absolutely automatic. The reorganization which the service needs and which alone will constitute the fulfillment of Clause 8, is one that will take in the rank and file without ex-

ception, that will be carried out on the basis of merit alone, and that will be uniform. Of reorganization fulfilling these conditions we have had not one whit. There is only one way in which it can be achieved, viz., by the invoking of Clause 10, as a matter of concerted policy by the several ministers. Any other process will make confusion worse confounded.

Now, THE CIVILIAN did not and does not mean to "write a lesson" to The Calendar as the latter supposes. As we have said, we do not think The Calendar has sufficiently analyzed the situation, or got its facts all straight. Otherwise, it would know that the Civil Service Association had taken action in the matter of the Association regulations long before the 30th of May, and that the principle that experience and faithful service should have paramount consideration is not threatened by the commissioners if only a proper reorganization were effected. The commissioners are not to be blamed if their regulations, framed necessarily on the basis that the organization of the service is complete and proper, work hardship where that organization is imperfect. Nevertheless, we confess that the sight of The Calendar hitting every head that shows is pleasanter to us than the uniform indifference of the rest of the city press. It is from the outside in the final resort that all reform of the civil service must come, and we trust, therefore, that The Calendar will at length see eye to eye with us in this matter and lend its influence in favour of a thorough and impartial overhauling of the service, which at the moment is by far its greatest desideratum.

TIPS FROM A TYPIST.

By *Mercutio*.

—The two concerns of life are these: Did I put the letters in the right envelopes? Is my hat on straight?

—There is one young lady who uses the full stop for all forms of punctuation. We call her the Girl of the Period.

—Shorthand is convenient for taking down the commonplaces of other people and our own high thoughts.

—Typewriting has its disadvantages; it betrays our bad spelling and makes sentiment look cheap, but the signature at the end redeems all, as the King's head on a penny endows the base metal with royalty.

—The letter press makes a good impression, but the clothes press has it beaten to a standstill.

—The key to a man's heart has the letter I on it; but the other keys are not all for U.

—The wide carriage for marriage, the narrow carriage for death,—and thus we tap the keys of life.

—There are many hours in the day, but the longest is from 4.45 to 5 p.m.

—I know a girl who earns her own living and makes her own bread,—she says that the office supplies all she kneads.

—The Grand Exit from the Third Division is wreathed with orange blossoms.

—The new Orthography may last for a spell.

—Strange to say, the letter book agrees with me better when there is a lack of correspondence.

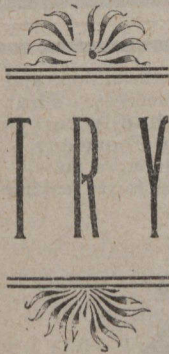
—I have a doctor's certificate for a month's sick-leave. 'Tis the last ruse of summer.

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II.

Well, as oi wuz sayin', 'tis a fancy ov moine to sit be the foire and while smokin' me poipe to imagine what I wud do if I wuz this, that or t'other, accordin' as the spirit moves me. The ould woman thinks it's me sittin' be the foire, but it's very soldom me. It's Jawn D. Rockefeller, or King Edward, or the Pope, or Sir Wilfrid, or Billy McLean or some other large and mighty person sittin' there, thinkin' out ways and means for continuin' to be great. 'Tis a pleasant pastoime, costs nothin', and hurts no wan.

The other day I wuz sittin' on me back stoop, (sure, bechune the sessions it's me that has the foine toime—an extry speschull line of doin' nawthin'!), drawin' on the poipe jest as the sun waz dippin' down beyant the back yard fence. I was feelin' dramey as oi alwais duz at the butt end av the day, whin I give phat oi call me moind a bit av a run an' let it gambol over hill an' dale an' cut capers as if it waz a young thing an' not belongin' to me at all at all. An' who shud walk in an' take seats biddin' me good noight but the two lads that's bin commissioned to confess the Civil Servis and rid it av all it's sins.

They looked about, an' sez the lang wan which is the Perfesor, sez he to the t'other, "'tis a unique moind," he sez, "we moight dig somethin' out av it."

"We moight," sez the tother lad, which he has a name loike a dose at salts, but an illegant front name he has, which it is Moikel. I call him Moike, it sounds that friendly.

I tould them how I waz plaised to see thim, an' I sez:

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"An' what do you think av the Service?"

"We've done our thinkin' fer the day," sez Moike, "an' we jest dropped in te hear you do it."

"Oi hear ye have a plenteous crop of ideas," sez the Perfessor, "which ye let off now an' agin"—"do yer tricks," sez he, smilin'.

"What wud ye do if ye waz us?" sez Moike.

"Yez do me proud," sez Oi, "sometimes I do hev a flow of ideas. The Civil Servis is a very complycated machine," sez oi, "too complycated fer the wurruk it' do. If Oi was ye, oi'd simplify it," sez oi.

"Yer jokin'" sez the Perfessor. "Sure 'tis a purty task ye set us. Ye moight as will troy te simplify the Figi Islanders," sez he.

"No," sez oi, "Oi'm not jokin'." 'Tis easier to simplyfy a thing that's complycated than it is to simplyfy somethin' that's already simple," sez oi.

"Yer talkin' 'wise," sez Moike.

"Go on," sez the Perfessor.

"Well in the furst place," sez oi, "oi'd start wid a clane sheet. I rub all the present regulations, bad, good an' rotten, off the slate."

"But what about the Act?" sez the Perfessor.

"The divil fly away with the Act," sez oi. "Oi'd ask fer a bran new Act in these simple wurd, 'the Perfessor an' Moike runs the Civil Sarvis until further notiss, what they sez goes.'"

"Ye make me laff," sez Moike.

"Sartinly," sez oi, "Oi make ye laff; it's that simple."

"Well an' after that," sez the Perfessor.

"Well," sez oi, "thin wid this new an' simple Act in me hip pocket, I'd

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call all the Chiefs to me offiss an' I'd adress them an' make them write me wurd's down in their little books. Oi'd say to them, 'now lads, ye all have branches, some of ye deserve them, git down to business an' clane house. If yer staff's no good, talk to thim furst loike a Dutch uncle, and if that don't do, off with ther heads. Ye hav to do business as if we mint it. Moind ye oi'm lookin' at ye. I know the lot av ye, an' if in six months I foind a loafer or a goodfernithin' in one av yer offisses, out ye go along wid him. I doan't give a straw how ye do it. Some av ye kin do it wan way, an' some another way, but 'tis results we want. If ye want to sack a man send him to me wid a ray-port on him an' why ye want to sack him. And if it's a good sack, ye'll never hear a wurd. Oi'm loikely to drap in on any of yez an' stay fer a week, so keep yer oye skinned.'"

"An' promotions?" sez the Perfe-sor.

"Lave the permotions to the Chiefs. Throw all the wurk on them whoile ye stan' by loike a foreman on the rail-road an' see thim do it. Only," oi sez, "ye mustn't let 'em fool ye. Ther cute bys, thim ministers and dipities."

"An' new positions an' fillin' dead men's shoes?" sez Moike.

"Well," oi sez, "make a little court, yez two bein' the judges. An' if a Chief wanted a lad in his braich, bring those offerin' to fill the position be-fare ye an' a jury av six men from the office they want to git in, to examine thim on the spot an' throw him down or pass thim. Hould yer court every mornin' all the year round, barrin' holidays, an' settle all matters, — appointmints, disappointmints, agreemints an' disagreeemints—roight

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on the spot. An' whin false charges are made, soake the charger. Hear what's to be said, then go into a soide room wid the jury an' consult.

Just thin the ould woman poked her head out av winder an' sez te me, "quit yer jabberin' to yerself, ye ould fool, an' come in out av the dew fallin' on yer ould rheumatic should-thers," she sez. So in oi wint.

CHARLIE.

THE SAVINGS AND LOAN SOCIETY — A NOTE ON PROGRESS.

The canvass for subscriptions to the capital shares of the Civil Service Savings and Loan Society has, on the whole, been satisfactory. It has resulted in the accumulation of a little over \$4,000 in cash, and the allotment of about 2,900 certificates of \$5 each. The latter, when fully paid, will represent a fund of \$14,500. The special Act passed by the Ontario Legislature stipulates that a charter may be issued to the Society when the paid-in capital amounts to \$4,500, and the subscribed capital to \$30,000. It will be seen, therefore, that the calls upon subscriptions will, at the end of another month, enable the Society to take its position at once in the community as an incorporated monetary institution. The subscribed capital may be arranged for when the cash on hand reaches the prescribed limit.

When incorporation has been secured, the service ought to feel a sense of pardonable pride in the self-containment and strength which such a fact would demonstrate. No one doubts that the Society has a large mission of usefulness before it. It will cure the usury evil among civil

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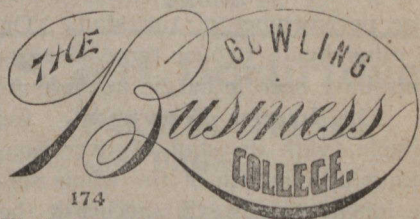
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servants by the only process that is rational and permanent. But that is incidental. The encouragement of good business methods of thrift is a main end in view, and opens up a very wide field.

A few have been alarmed lest the providing of cheap money should encourage reckless borrowing among civil servants. There need be no fear in that regard. In the first place, a community representing a population of 15,000 have borrowing needs of a perfectly legitimate kind that are very considerable. The employees of government in Ottawa make up a city in themselves, and such a centre of population in any part of Canada would be sure to have two or three savings banks, and perhaps as many loan societies. In the next place, a competent Board of Credit will deal discriminately with all applications for loans.

A gratifying feature of the canvass for funds was the response of the Deputy Ministers. Among them they took over \$600 worth of shares, and one paid \$200 at the time of subscription. Of the whole body of deputy heads all have become shareholders with the exception of three. In the same spirit, several of the Departments have already gone far beyond the basis of one share per member of the staff. On the other hand, two or three Departments have been lethargic in the matter. The Interior Department, for example, with its staff of over 600, making up one-fifth of the whole service in Ottawa, is still far below the standard.

It is not intended that the Society shall in any way become a competitor with established loan corporations. Its scope will be limited to the service. Its dealings will be essentially domestic. It ought, nevertheless, to

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have a large earning power. The interest charge on loans will be nominally seven per cent.; but it will have scarcely any cost of management. The services of all its officers will be gratuitous. It will not probably pay a higher dividend than five per cent. for several years, and the difference, added to the earnings on deposits, will in course of time make up a substantial reserve fund. In fact, there is a reasonable probability of the shares being worth a premium at the end of, say, five years.

The canvass is not over. It is not intended, however, to make any further personal appeals to civil servants. Those who have not subscribed may do so by filling in one of the forms distributed among the Departments and sending it to Mr. H. LeB. Ross, the manager, of the Departments of Railways and Canals. It is desirable that the capital should be increased as rapidly as possible. If \$15,000 were available just now it could all be put to a profitable and legitimate use. Subscribers will find they have made a safe and good investment. Moreover, the Savings and Loan Society is a part of the broad and general scheme of civil service reform now under way, and for that reason merits generous support at the hands of all civil servants. If an average of one share per clerk is secured, ample means for the immediate purposes of the Society will be available.

The future of the Society can only, at this stage, be a matter of speculation. A good commencement, however, has been made. The enterprise is in the hands of capable and prudent men. The money entrusted to them will be put to good use, and will be husbanded with care. Business principles will be observed. The worthy

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will be helped; the unworthy will be ignored. Following sound methods, the Society should grow stronger as the years go by. When the usurer has been driven from Parliament Hill, and as the capital increases, the home-building aim will be more in evidence. By that time, the Society should be firmly established and be made to serve the purposes, in a limited sense, of a bank for civil servants. Such an idea cannot fail to appeal to the ambition and higher instincts of the whole service.

J. L. P.

Correspondence.

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

Abolish the Attendance Books.

To the Editors of THE CIVILIAN:

I have read with much interest your excellent articles on the office hours of the service and the attendance books. With a proper business system, and that discipline which is an absolute essential of all working bodies, such books might easily be dispensed with.

In each Department it should be the duty of the permanent head to see that every employee is punctual in attendance and careful in the performance of work.

To treat men and women as if they

were little children is in itself repugnant to ordinary self respect, and tends to degrade the service instead of improving it. Surely the best way would be to have certain regulations, which could readily be enforced, first by reprimand, and next suspension, ending by dismissal in incurable cases.

As you very properly remark, it is not fair to visit the sins of the few upon the many, and yet this is exactly what is being done. Probably not more than one-tenth of the members of the civil service are idle, careless or indifferent, and with efficient heads of Departments it would not be difficult to separate the sheep from the goats. Such is the system in our banks and other business bodies, where industrious clerks push ahead, while the idlers go to the wall as naturally as night follows the day. Yet, attendance books are unknown, and men are treated, not as sneaks and sham-workers, but as reasonable, thinking human creatures.

By all means abolish this poor practice, and let those who are paid to supervise the work of subordinates see that it is punctually and efficiently performed.

A CIVIL SERVANT.

Ottawa, July 7th, 1909.

A Tribute to the Workers.

To the Editors of THE CIVILIAN:

One hears an abundance of talk

Mr. Civil Servant, do you Smoke? Yes?

Then Buy a Box of

Eddy's "Silent Comet" Matches—

just out—a Vest-Pocket Size of Eddy's "Silents"—"De-Light"
for the Smoker.

Always, Everywhere in Canada, ask for Eddy's Matches.

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nowadays of Canada's duty, from a sense of self-respect, to share in the upkeep of the Imperial navy, but are not we—the rank and file—of the civil service open to a similar allegation?

Year in and year out do we not allow a score of men to toil for us unrewarded and unthanked?

There are men on the C. S. Association giving their time and abilities to the advancement of the C. S. in general; there are the Editors of THE CIVILIAN expending their energies, using hours of their valuable time which might be used to their own profit, financially, mentally or physically; there are the officers of the Loan Society, Athletic Association, men who originated and are carrying out schemes of co-operation in the line of coal, ice, groceries and what not; what thanks or recompense do these philanthropically disposed persons re-

ceive for their trouble and self-sacrifice?

Kicks and murmurings are their remuneration, and they make more enemies than friends by reason of their kind benevolence.

And so will continue the tale until the end of time, unless the C. S. Association takes the matter in hand and works out a system embracing all the different—now disunited organizations—and governs the whole.

Why in the name of common justice should not the Editors of THE CIVILIAN taste of some of the fruits of their labours and not watch others enjoying the result of their toil, and why in the name of common sense should they toil for others with no return to themselves for what they now give gratuitously, (I omit the nebulous reward of the virtuous which is at the best abstract).

Why should Mr. Caron give his time

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(and possibly some of his money) to benefitting civil servants by enabling them to get their coal cheaper; why should Mr. Ross give hours and hours to the Savings and Loan Society, whilst he himself is not even allowed to borrow a dollar from the society, were he so inclined, and so on with all the benefit schemes now in operation in the service at Ottawa.

Dwells there a man with soul so dead who would not give a single dollar a year to the C. S. Association in order that its principal officers may be paid a small sum in return for all they are doing for the whole service?

For, say, 2,000 members joined the C. S. Association at \$1 a head per annum, then could not the Editors of THE CIVILIAN, the officers in charge of the coal scheme, the ice scheme, the groceries scheme and the Savings and Loan Society receive remuneration from the C. S. Association general funds at, say, the following rates:

Editors of CIVILIAN (4 at \$200 each)	\$800
Officer carrying out Coal scheme	50
Officer carrying out Ice scheme	50
Officer carrying out Groceries scheme... ..	50
Manager of Savings and Loan Society	50
Secretary of C. S. Association...	100

and perhaps one or two more; but say just those mentioned above were remunerated to the extent suggested, that would still leave over \$900 for the working expenses of the Association.

Will not the C. S. Association consider this matter before the general meeting in the Fall, and ascertain if the consensus of opinion in the service is in favor of such a proposition, which would do a little to save the self-respect which the service seems to be in jeopardy of losing, be something not soon done in this direction.

F. H. H. WILLIAMSON.
Ottawa, July 9th, 1909.

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Organizing the Federation.

Steps taken to bring together the Employees of the Inland Revenue Department.

The following Circular which was sent out from Ottawa, during the past week to some 500 employees of the Inland Revenue Department, is self explanatory :

The Civil Service Federation of Canada.

Sir,—

The Executive has appointed a sub-committee composed of Dr. A. Freeland, Collector of Inland Revenue, Ottawa, and J. A. Doyon, Chief Clerk, to deal with the interests of the different Services administered by the Department of Inland Revenue.

Will you please, at the earliest opportunity, call a meeting of the officers in your Division, or by any other manner, ascertain their views upon the following points:—

- (1) Should the general principles and reforms involved in the Civil Service Amendment Act of 1908 be extended to the whole Service?
- (2) Should the present classification be modified? If so, in what manner?
- (3) In branches of the Service where no classification exists, should one be established? If so, on what basis?
- (4) Taking into consideration the new conditions arising out of the increased cost of living during the last ten years, is a new schedule of salaries desirable? If so, what would be a fair request?
- (5) Are the members of your staff in favour of the enactment of a new scheme of Superannuation, either on the lines of the recommendation of the Royal Commission or on other lines?
- (6) Are the Government employees aware that an Act granting cheap insurance to them has been in force many years, and has only been taken advantage of by a small number of officials?
- (7) Are there any cities, towns or villages in your Division where the income tax has been imposed upon civil servants? If so, has any organized effort been made to resist it?
- (8) In the event of the income tax being resisted by civil servants, would the officials in your Division be willing to contribute a per capita assessment for the purpose of carrying the case to the highest court in the Empire?

The sub-committee would like to receive an expression of opinion on all the above-mentioned matters in comprehensive form. The information thus gathered will be carefully considered by the Executive of the Federation and will furnish the material for the presentation of a memorial to the Government

in September. Having this end in view, it is highly desirable that all replies should be in the hands of the undersigned as early as possible, but not later than the 15th of August, for it might be necessary to refer back some questions for re-consideration.

Let moderation be the tone of the requests. Selfish or personal interests should not be allowed to be the controlling consideration. To put forward suggestions or requests which are not founded on reason and justice would only bring the new Federation, which has a large and useful mission before it, into discredit.

J. A. DOYON,

Inland Revenue Department, Ottawa.

To.....

.....

.....

Enclosed with the above was the following memorandum on the general subject. "Form of Organization."

Suggestions for Organization.

In order to enable the Civil Service Federation of Canada to carry out the programme adopted at the convention of April last, it is absolutely necessary to establish, in a systematic manner, the organization of the several bodies entitled to representation in that body.

The following is suggested as a plan of organization for all Services administered by the Department of Inland Revenue:

A general Association to be formed, to be known as the "Inland Revenue Civil Service Association," divided into three sections, namely: Excise, Weights and Measures, Gas and Electricity Inspection.

The basis of representation fixed by the Federation for the convention is contained in sec. 2 of article 2 of the constitution, which reads: "The basis of representation shall be as follows:—local, provincial, district or class organizations shall be allowed one delegate for the first 200 members or under; and one for each additional 200 or majority thereof up to 1,000, etc., etc."

By dividing the general organization into three sections or classes all interests would be represented on the federal body.

Whatever steps may be taken to establish an organization, it is earnestly requested that the action taken to this end be immediate.

SANITATION.

The committee on Sanitation of the C. S. Association of Ottawa has a weighty task on its hands. The good effect of its work is all too slow for those who suffer from the violation of the laws of health which is experienced in so many of our public buildings. Nevertheless, the committee is alive to its responsibilities and the recent addition of Dr. Bryce to its numbers will add to its efficiency and supply a useful technical knowledge of the subject.

There is much to be done. Perhaps one of the worst cases of congestion of men and material to the detriment of health is to be found in the basement of the Langevin Block, where the clerks of the Postal Stores and

Accountant branches of the P. O. D. are stationed. The ceilings are only eight feet high. In one room only 12 x 5, five clerks are huddled together. Sixteen clerks are housed in another room only 30 x 25. Artificial light is in use all the time. The worst menace to health in this case results from the storage by the department in the narrow corridors of this basement of hundreds of old and 'smelly' mail bags sent into the head office for repairs or destruction. Here they lie at all seasons of the year, putrefying the air breathed by over fifty-five civil servants. The stench which is bad enough in the heat of summer is even worse in winter, when the temperature rises to 95 degrees by reason of the great pipes which heat the Langevin Block.

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The Honourable Mr. Fisher in a recent letter to the Association laid particular stress upon the urgency of the question of sanitation. An extreme case of this kind, however, should only need to have attention called to it to have the remedy applied. Dr. Coulter is home and there is no more important business awaiting his attention than the misfortunes of his staff in the basement of the Langevin block.

THE AGE LIMIT FOR NEW APPOINTMENTS FOR CIVIL SERVANTS.

The following exchange of memoranda between the Civil Service Commissioners and the Department of Justice will be of general interest:

Memorandum for the Deputy Minister of Justice.

"The Civil Service Commissioners find that it will be necessary to hold special competitive examinations from time to time for certain positions in the public service. These competitions are to be held under Section 13 of the Civil Service Amendment Act, 1908.

"Section 14 of the said Act provides, inter alia, that candidates admitted to such examinations shall be not more than 35 years of age. The point has been raised as to whether the age limit referred to applies to those already in the service who desire to compete in these examinations. At the present time there is an examination pending for a certain position in one department, and a number of employees of other departments have applied to be admitted as candidates, but in most cases the age of those ap-

plying exceeds thirty-five years. The Commissioners would be pleased to have a ruling as to whether an employee of one department or of another branch of his own department shall be admitted to the examination (the examination being held under the provisions of Section 13 of the Civil Service Act, 1908) without reference to the age limit fixed by the statute.

"Ottawa, 22nd March, 1909.

"(Sgd.) W. FORAN,
"Secretary to the Commission."

Memorandum for the Secretary, Civil Service Commissioners.

"In reply to your memorandum of 22nd instant, I am not aware of any exception in favour of those already in the service to the rule laid down by section 14 of the Civil Service Amendment Act, 1908, that no person shall be admitted to the examination provided for by section 13 who is more than thirty-five years of age.

"(Sgd.) E. L. NEWCOMBE,
"Deputy Minister of Justice."

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Athletics.

Cricket.

The cricketers of the Ottawa service who, having had three seasons of cricket, are now unfortunately "out of it," will read with appreciation the following lines contributed anonymously to the American Cricketer:

As I sit here idly dreaming
Of the days now past and gone,
And the joys they used to bring me
When my life sailed smoothly on,
Lovingly my memory lingers
Round the time beyond recall,
When before a shrine I worshipped
Sacred to the bat and ball.

Though the face of fickle fortune
Many times was turned away,
And my stumps were oft uprooted
When I thought I'd bat all day,
'Tis not thus I think of cricket,
Hallowed now in memory's frame;
I forget the disappointments,
For I loved the good old game.

Oh, to play again those matches,
Whether lost or whether won,
Just to know the joy of playing

And to feel that I had done
All I could to fairly triumph
Without trickery or deceit.
This it is that renders sweeter
Victory, and soothes defeat.

For in cricket there is something
(Let him prove me wrong who can)
Which develops all that's noblest
In a boy or in a man;
And I feel a great thanksgiving
For that splendid game of old,
With the blessings it has brought me,
Greater far than lands or gold.

I know I've got too many "ducks"
And often missed a chance,
I know I've bowled too loose at times
When through my past I glance.
I fear my average is just
A little bit too low,
But the very best of us are not
Infallible, and so——

When at last the Mighty Umpire
Gives me out and all is done,
When my lifelong innings' ended
And I've made my closing run,
As I reach that Great Pavilion
Where just criticism's made,
I hope I'll get a hand and hear
The welcome words, "Well played."

Civil Servants and MUSIC—If you want some of the hits from the latest comic opera, or perhaps a new Two Step, Waltz, etc., or again perhaps your wife or child [if you have one], requires something in the music line. Remember that we carry one of the largest stocks in **McKECHNIE MUSIC CO.** Canada, and that our prices are always right **Orme's Bldg. 189 SPARKS ST.**

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JAMES K. PAISL Y, Prop.

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A JOURNEY FROM THE YUKON TO THE MACKENZIE.

By JOSEPH KEELE.

THE CIVILIAN has already published several extracts from Mr. Keele's report, which is to be issued shortly in full by the Geological Survey.]

(Published by permission of the Deputy
Minister, Dept. of Mines.)

(Continuation from "Civilian," June
4, 1909.)

On the morning of April 24, the men went hunting, as we had been without meat for several days, and there were signs of moose in the vicinity. Riddell returned in the afternoon, bringing the giblets of a small cow moose which he had shot on a hillside near timber line. They went out again early next morning, while the crust on the snow was hard, taking the dogs and sled to haul the moose into camp. The snow thawed in the shade to-day, for the first time this winter.

On the 26th we shovelled the snow from a patch of ground on the low bank beside the river and built a wall three logs high, over which we set our winter tent. This arrangement gave us a comfortable house with ample head room.

On the 28th two small birds appeared, and fed on the patch of bare ground near the tent. The river was opening in several places, and the

snow was too soft for snowshoeing during the greater part of the day.

Riddell went out about 4 o'clock on the morning of the 29th, and returned at 6, having killed a small bull moose in a canyon about one mile from the camp during his absence. This moose was hung up at the camp by 8 a.m., a process almost as expeditious as going to the market for meat.

On the 29th, both men went hunting and were away nearly all day. Christie returned unsuccessful, having followed a moose for a long distance, but without getting near enough to shoot. Riddell returned about dark, very tired, but contented, having killed the largest bull moose of the season. This animal was hauled into camp shortly after daybreak next morning. All the meat that we did not require for our own use was cut up and dried in the sun for dog feed. The three mooseskins were scraped clean of hair and flesh, to be used in the construction of a boat later on.

On May 3, two mallard ducks came down to the open patch of water near our camp, and on the 8th the first wild geese were seen, a flock of waveys about forty in number flying toward the divide. We saw ducks frequently afterwards, but almost always on the wing, as they do not breed on this river; consequently we got no fresh eggs, as we might have, had we been on the Yukon side where the great nesting sites are.

On the 11th we saw the fresh track of a grizzly bear on the snow about a

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Sparks Street - Ottawa

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mile below camp. We thought he would be attracted by the meat on our drying rack, but he did not pay us a visit, so we never saw him.

On the 15th we set a net in an eddy of the river and caught ten grayling and a pale colored brook trout of about two pounds weight. We caught grayling almost every day afterwards, also a few herring, but no more trout.

On the 17th the river channel was all open, the side streams were throwing water, and ice began running. Robins and various other small birds were singing overtime, in defiance of the unions, and our neighbourhood became absolutely noisy.

On the 18th we found the first spring flower, *anemone parviflora*, on the river bank. The heaviest run of ice occurred on the 20th of May, when the river practically opened. The water which was only a mere brook on our arrival now filled the whole channel from bank to bank, a width of about 200 feet, with a middle depth of five feet. The whole process of ushering in spring was a gentle and gradual one, the snow disappearing by evaporation. We finished and

launched our moose-skin boat about this time, and held a trial run, which proved satisfactory. The framework of the boat was made by Mr. Christie, out of small spruce trees, his tools being an axe and a geologist's hammer. The mooseskins were sewn together with sinew, the overlap was about one and a half inches, the joint being smeared with a mixture of spruce gum and tallow. This craft when finished resembled an Acme folding canvas boat, not quite so smooth perhaps, but a serviceable boat for going down stream.

On the 22nd the snow was gone sufficiently from the mountain sides to begin climbing, and I set out in the morning for the range north of our camp. I could not reach the point selected, however, as the snow was still too deep on the highest ridges.

On the 26, while making a micro-meter survey along the banks of a large creek, which entered the river above our camp, we saw a cow moose accompanied by two calves. This was unusually early for moose calves, and they appeared to be about a week old.

If all the careless men were to leave it
to us to look after their clothes
there would be more well
dressed men than there are

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On the 28th, while on a mountain top south of our camp, we saw a smoke at two points on the river, which we could not account for. We knew it could only be made by the Indians, but we did not expect them to return from the Yukon side for some weeks yet.

On our return from the mountain, however, we found that the advance guard had arrived, several women and an old man being camped beside the river near where our net was set.

The next day more Indians arrived in two small skin boats, while others passed down, walking along the river bank. They had built the boats a few miles above our camp, and were going down some distance to get more mooseskins to build larger ones.

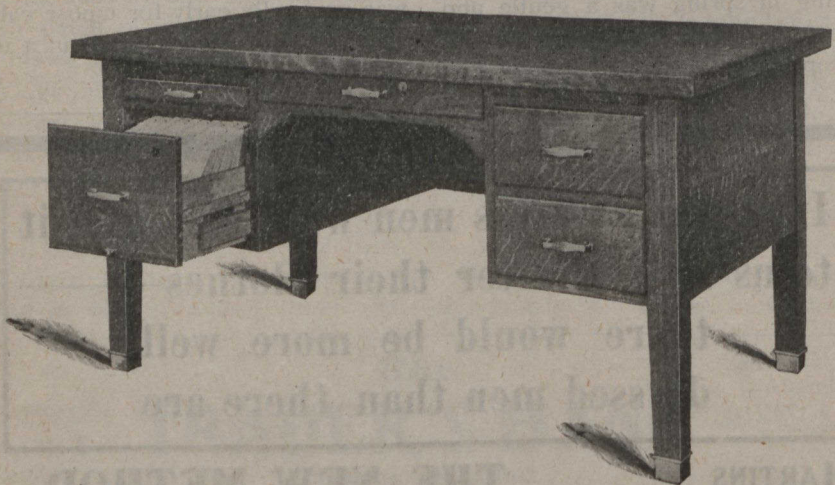
The total number of Indians was about thirty, including men, women

and children, and about 100 dogs, apparently. Most of these Indians we had not seen before, as they were hunting on the MacMillan river, but we recognized all our Ross river friends, with the exception of the oldest woman, who was absent. We failed to find out what became of her, but concluded that the effort of crossing the divide during the gales in March was too severe a strain on her, and she probably died on the Ross river. After a life of toil she was on the right side of the divide at last, in a metaphorical sense, as an Indian woman gets rather the worst of it in this life.

We departed from our spring camp on June 1st, carrying on a micrometer and compass survey of the river on our way down stream, using the two boats for this work. The cedar canoe

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which we sledged over from the Ross river was in good condition, and the skin boat behaved well, being almost water-tight.

We had provisions for two months and about 200 lbs. of dried meat. This with our stove, bedding, dunnage and instruments, made a fairly heavy load, but gave us enough free-board for running rough water.

Everything that we could dispense with was left behind, but the Indians went back and took it all, even to a cheque book and a work on ore deposits.

We made a halt for a day at intervals of eight or ten miles to climb some of the neighbouring mountains in order to secure geological information, and also to continue a triangulation.

About fifty miles from the summit there is a marked change in the character of the topography. Instead of the round topped mountains with gentle side slopes seen at the upper part of the river, we came to a range with rugged crests and cliff-like sides, the slopes reaching to the river banks without any intervening flats. The river raced through this range at a

rate of eight or nine miles an hour, and it was only by exercising great care that we could make the necessary landings while surveying.

On the 2nd we passed the Indian camp where they were building their large boats, and they overtook us on the evening of the 5th soon after we made camp. They camped near us over night and the next morning we saw them embark. The boats, two in number, were about thirty-five feet long, eight feet wide, and three feet deep, one made of eight and the other of ten moose skins, with heavy spruce frames, and huge sweeps for rowing and steering. Men, women, children and dogs all got on board, and some awful dog fights occurred in the holds of the vessels, but an impartial clubbing of the writhing mass soon restored peace. The Indians appeared to be greatly exercised about our appearance up here, and, moreover, gave us to understand that it was madness to attempt to run the river in such small boats as we possessed. They pulled their boats into the current, with great shouting of orders, and passed swiftly out of sight, and we never saw them again.

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On the 9th we camped about 100 miles from the summit, near the mouth of a large branch stream, coming in from the southwest, which appeared to be about half the size of the stream we were following. As we were now out of fresh meat, the men went hunting in the evening, one on each side of the river. Christie jumped a small bull moose among the timber on a high bench behind the camp, and as it ran, fired several shots after it, one of which broke a fore leg. The moose ran down the front of the bench and crossed a narrow channel of the river to a wooded island. Riddell came back from the other side of the river when he heard the shooting, in time to see the moose coming down from the bench, so he dropped down the river, landed on the island, located the moose and killed it.

There were more Indian signs in this vicinity than we had seen hitherto. The oldest stumps were four square and tapered, showing the the trees had been cut down with a wedge and mallet. All the stumps of this kind were decayed in the ground and could be kicked over, but the stumps of trees cut with axes were all still solid in the ground.

From the rapidly melting snow on the mountain summits, and the influx of the large tributary, the river below this point attained considerable dimensions, and was scouring bedrock in a continuous rapid with white water all along its course.

To make landings for surveying was now becoming too dangerous, so we had to abandon the micrometer survey of the river and rely on sketches made during the triangulation of the valley from the mountains. As we could only land at a few places, we always decided while on a mountain

peak where our next stop would be, the valley being usually straight enough to enable us to select a stopping place with the aid of the field glasses.

There were several canyons on the river, and we always landed above these, and carefully inspected the water. We knew that there were no falls as the Indian boats ran through, but from their large size they could run water which would swamp our small craft.

The ranges we were now passing through were built principally of dolomites and sandstones, with crests rising to 5,000 feet above the river, the rocks being weathered to a variety of soft and beautiful colours, somewhat resembling the mountains at Field and Laggan, on the main line of the C. P. R.

On the 14th we passed out of the rugged range, and came to a belt of mountains with flat or dome-shaped summits. While on one of these mountains we saw a band of about thirty sheep feeding in a deep ravine. They were principally ewes and yearlings, and only a few spring lambs, all pure white. On the morning of the 16th, from our camp on the river, we located some sheep, on the side of the mountain to which we were bound that day, and as this seemed a good chance to get some mutton, we went prepared for that purpose. After reaching the top of the mountain, Christie stalked the band of sheep and succeeded in killing two. The animals had a rather scraggy appearance, owing to having lost their winter coat, and the new hair being very short, otherwise they were in good condition; they were pure white and belonged to the species known as *Ovis Dalle*.

(To be continued.)