

with questions relating to pension benefits.) It is claimed that most employees seem to have worked out some plan for retirement by 63 years. Again, at four to five months before retirement, a detailed pension statement is prepared and another interview takes place, when the employee must declare his options under the annuity plan. Each quarter, those retiring are given a dinner when the supervisor is expected to show interest in the employee's plans after retirement. At the time of retirement, given various pamphlets, what to do, where to go, etc., as well as application forms for Senior Citizen's privileges with transportation companies, theatres, public transport, etc., in Toronto. The company used to subscribe to "Harvest Years" for their retirees but gave it up as it was not appreciated and contained much material that is irrelevant in Canada.

After retirement, there is a pensioner-organized club with about 500 potential members in Ontario. The Company provides office space and equipment for meetings and social gatherings in the cafeteria. There is also an annual picnic for which the company provides the food and prizes and lays on transport. There is a Christmas dinner to which pensioners and wives are invited free, while employees pay. There is a Quarter Century Club for employees and pensioners (also do not pay dues). This has an annual dinner and the company pays transport and over-night accommodation for the out-of-towners.

ONTARIO HYDRO, TORONTO: Owing to the strike at Hydro, I was not able to see them, but from other sources I understand that they have operated a successful programme that began in 1968. It is claimed that this has increased performance of their older workers by lessening the retirement anxiety for those over 60. Apparently, ten years before retirement, husbands and wives are invited for a group discussion in the evening or late afternoon, the company paying hotel bills and transport to the site. Again at five years