

The credit for the introduction of modern railway Association work in Canada is due to Mr. Chas. Hays.

During the past twelve years the Grand Trunk has spent \$177,000 for buildings and maintenance. Fifteen buildings located along the line from Chicago to Portland offer comfort and fellowship to employees. Mr. Hays endorses the Association in the following words:

"We believe that the Railroad Y.M.C.A. has been and is doing a very necessary work for the social, mental, and physical improvement of our employees, and because of this opinion,



*Hinton Building.*

the Grand Trunk Railway Company has contributed to December 31, 1907, the sum of \$72,758, towards the construction, enlargement and improvement of the fourteen Associations located at Division points on our system of Railways.

"The company is also contributing a large sum per annum towards the expenses of operating and maintaining these Associations, with the belief that the indirect benefit in a financial way is in excess of the amount expended, because of the better condition of our men, both mentally and physically, to perform their duties in connection with the operation of our trains, the maintenance of our roads and the service generally.

" (Signed) CHAS. M. HAYS.

" 2nd Vice-President and Gen. Mgr."