GROUP INSURANCE AS AN INFLUENCE IN PROMOTING STABILITY IN LABOUR GROUPS.

(*Continued from page 1309*).

"See! the company gives me $37.50 for having had my collar-bone broken, being hit by the pitcher playing baseball on Sunday."

It is needless to say he became converted to a friendly feeling about insurance.

Our next case was a married man with six children, who broke his leg on the ice by jumping over a high fence instead of going out the gate. The several hundred dollars paid him in lieu of wages, which he had otherwise lost, and in settling hospital and doctor's charges made him more than a convert, a missionary indeed for this new and previously unheard of insurance that came to his own and his family's aid in the time of need; and then when the benefits were once experienced the fact that as long as he remained in the employ it cost him nothing, magnified, rather than minimized the value he attached to it.

An occasional death claim occurred where larger sums accrued to next of kin, and by that time the men understood what this protection meant, and had talked enough about it to attract others to the plant seeking employment, and after a couple of years our labour turnover had decreased to about 15 p.c., while our production increased, and the proportion of seconds or inferior product showed a distinct reduction.

Group insurance, therefore, justified itself both in business results and in humane benefits, which the employee felt flowed from the particular business organization of which he formed a part and which he could accept without feeling himself an object of charity. Thus, it may indeed be said, is "Wisdom justified of her children."

Some of our employees could not have passed a medical examination for life insurance, and of those who could, many would not have had the forethought or thrift to do so.

A study of the death claims in the two groups with which I am connected as an employer developed the fact that 53 p.c. had no other insurance whatsoever, and that 47 per cent. had insurance averaging only about $150 each. As our groups were relatively small, I have had this checked against the entire experience of the company carrying the insurance, and learn that these proportions represent a fair average. In fact it appears that about forty per cent. of all employees covered by group insurance have had no other protection.

Think of forty per cent. of the wage earners of this country living without life insurance or any form of protection for themselves or for those whom they support! Thus they carry the hazard of twim calamities, a complete financial collapse coincident with death.

Employers who have tried paying out of pocket to the needy families of workers dying in their service may spend as much as the premium costs for group insurance, but that will not produce the same effect upon their remaining workers that would come from the group plan of giving each employee a life and casualty certificate in a good company. The group plan is a gift to all alike—and I am informed that some of the beneficiaries have actually framed these certificates and proudly hung them in their homes. These may be extreme cases of appreciation but they illustrate the human instinct which gives extra recognition to the employer whose insurance plan gives protection to all rather than merely the chance of a charity payment to the most needy. And it may be noted that there is vastly more self-respect

(*Continued on page 1313.*)