

first pension, any employee benefit credits and health insurance data. After retirement, he receives a copy of "Swift News". They also have a system of service pins starting at 25 years and they receive a plaque certifying to their service with Swift's. On the last day, he is given a luncheon by the company with his cronies and his supervisor at which time his picture is taken and he is entitled to wander around during the day saying goodbye but he is, of course, paid for that day. After retirement, the supervisor is expected to keep in touch with him even though his cheques are mailed by a trust company. If he is a member of the Quarter Century Club, he would be invited to all functions right through retirement.

In Edmonton, where they have their largest group of employees, they also have an annual retired employees' dinner which apparently is well-attended and appreciated.

CANADA PACKERS, TORONTO: Compulsory retirement at 65. The pension plan is based on 4% contribution, which includes the Canada Pension Plan. Maximum possible pension well below 70%.

This company, in Toronto, is experimenting with two pre-retirement training courses for the first time this year. They have from 30 - 40 retiring each year from their Toronto operation. All employees between 60 and 65 are eligible to attend. Invitations were sent out to 169 employees; 21 out of 60 salaried employees replied and only 15 out of 116 hourly-paid employees answered. The course consists of two hours per week and is held immediately following the close of work. It is for nine sessions.

This is reinforced by a system of counselling that has been operating for some time. Two years before retiring supervisors talk to each employee based on his statement of pension entitlement which he receives each year. At this interview, the supervisor also talks about money problems, wills and future plans (clearly all supervisors are not competent to do this, so that, in fact, it is possible that the interview is probably mostly concerned