

Mr. DYE: He can retire at age 60 by permission—most of them retire at 65, though by permission we may allow some men to work a few years after that.

Hon. A. L. BEAUBIEN: If he retires before reaching either of those ages can he get all the money he has paid into the pension fund?

Mr. DYE: Oh, yes. It would be rather lengthy if I went through the whole thing. After he has been eighteen years in the fund he can quit and draw it when he reaches the retirement age; but always under any set of circumstances a man is returned all the money he pays in. If he lives he gets it; if he dies his estate is paid the difference between what he has paid in and what he would get had he lived to pensionable age. So there is no set of circumstances under which the man would get back less than what he put in.

Hon. Mr. WHITE: Do the companies have plans of this nature which are operated by insurance companies?

Mr. DYE: Oh, yes, and we considered that many of the insurance companies would take it. Some plans are tied in with the Canadian Government Annuities Branch of the Department of Labour, which is very good, but it is safe to say that all the plans are definitely actuarially sound, whatever the scheme may be and whoever administers it.

Hon. Mr. McRAE: Could you give the committee your experience with respect to what percentage of your men have come back who have been discharged from the army?

Mr. DYE: I have not checked it over very recently, but upwards of 70 per cent of all the fellows who went into the forces have returned. We were able to do better than the reinstatement in civil employment authorities, and many of the companies have, but if the war had lasted indefinitely we would have been unable to do it. We were able to say to everyone who left our employ to join the services, that when he came back he would have a start with us.

Hon. A. L. BEAUBIEN: Would that 70 per cent apply to the wage-earners or the salaried class?

Mr. DYE: No, that is the wage-earner or the two combined. The proportion of salaried people in it would be small.

Hon. Mr. CRERAR: How many employees have you in your mine, Mr. Dye?

Mr. DYE: We have about 800 on the payroll.

Hon. Mr. CRERAR: Can you give the committee the total money value of the contributions you make to pensions and general welfare work, such as helping hockey and baseball teams, and so on?

Mr. DYE: I think it would be more appropriate to let it stand that we are part of the total that brings up the average, rather than go on record—

Hon. Mr. CRERAR: You are very modest, Mr. Dye.

Hon. Mr. McRAE: I think Senator Crerar does not refer to the average, but to what may be called the community conveniences that you provide. What would the total cost be?

Mr. DYE: I cannot tell you offhand, except that those items are included in this list. The particular items, assistance to athletic and social services, were in this total, but I think it would be more appropriate to leave us in the total rather than to say, "What do you do?"

Hon. Mr. NICOL: Is your pension fund run by your company or is it separately organized?