

PART II - SAFETY SERVICE

ACCIDENTS

Every effort to prevent accidents and care for injured employees is made by the Company through its Safety Service, First-Aid Office and Hospital.

Every employee receiving an injury, no matter how slight, should report to the First-Aid Nurse promptly and in the case of injuries involving lost time, the Foreman and Safety Inspector must be notified immediately.

The Safety Inspector will investigate and submit reports on all accidents or near accidents; he will also draw up cash orders for compensation or compensation advances.

Accident compensation will be paid fortnightly on the regular pay days of the Company.

The payment of surgeons' fees and hospital charges for injured employees is discretionary with the Health Service Office and while these expenses will usually be paid by the Company, it should not be regarded as a routine procedure without possible exceptions.

Any injured employee whose condition indicates the desirability of hospital care will be sent direct to the Laurentide Hospital. All injured employees who may possibly have sustained a fracture as the result of their accident will be X-Rayed promptly by the Company Physician.

In all cases of absence of three or more days' duration on account of illness or injury, a "Return Pass to Work" should be secured from the Company Physician.

The arrangements of the Health Service Office for the treatment of accidents are based upon the most careful consideration of the best interests of the employees and any departure from them will be at the personal expense of the employee concerned.

Under ordinary circumstances, the Company Physician is not permitted to attend injured employees, but in cases of serious injury he may give emergency treatment.

ACCIDENT COMPENSATION

According to The Workmen's Compensation Act of the Province of Quebec, an injured workman is entitled to legal compensation in case of: (a) absolute and permanent incapacity; (b) permanent and partial incapacity; (c) temporary incapacity if the inability to work has lasted more than seven days and provided that the accident was not brought about intentionally by the person injured.

The compensation may be reduced if the accident was due to inexcusable fault on the part of the workman.

Cash orders for compensation in cases of temporary incapacity are drawn up by the Safety Inspector and paid through the Accounting Department.

If the question of either absolute and permanent incapacity or permanent and partial incapacity is involved, a thorough and unbiased study of the case will be made by the Director of Health Service and the Employment Supervisor to determine the amount of compensation due the injured employee. The Management of the Laurentide Company considers the restoration of an injured employee a moral and economic responsibility, regardless of the expense, and the best surgical treatment and a generous attitude regarding compensation, without recourse to law, are assured every member of the organization. It is extremely doubtful if any injured employee can secure a more advantageous settlement through any court than is voluntarily offered by the Company as a routine procedure.

FIRST-AID

A completely equipped First-Aid Office with a graduate nurse in charge is maintained by the Company and First-Aid boxes have been installed throughout the plant; furthermore, two responsible persons in each mill department and for each shift have been trained in first-aid methods.