

Mr. Fessenden finds, however, that although these unpleasant working conditions strike one forcibly when first entering a mill, it is not judged that they are a serious factor in the life of a worker in those mills. He also points out that the Merchants Branch of the Dominion Textile Company has installed air-conditioning equipment.

(3) PENSIONS.

The annual report of the Company for the year ended 31st March, 1935, reads in part as follows:—

“ Employees: Our Company like many other Canadian concerns of similar character for many years has been taking proper steps to safeguard the position of employees and their families in sickness, death and old age. This fact has not been stressed in the past as it was hardly considered necessary to emphasize a policy which is so generally practised by reputable firms in this country.

“ The sum of \$73,154.75 has been paid in pensions to retired employees over the past year, bringing the total amount paid out since the Pension Plan was first put on a regular basis in 1923 up to \$565,997.14.

“ A Group Life Insurance Plan is in effect, which provides insurance, amounting to the total sum of \$625,000.00 at the present time, on the lives of employees, and to which the Company contributes a share of the premium. Accident and Sickness Insurance is also in effect in certain of our plants where the workers, in sufficient numbers, have signified their interest. In such cases, the Company absorbs part of the cost of protecting the employees against loss of earning power when ill, or prevented from working by an accident outside of the plant. The employee, is, of course insured against accidents occurring in the course of his work through the Workmen's Compensation Act.”

Exhibit
No. 35

(4) THE TREND OF WAGES.

The long term trend of wages is discussed in Mr. Fessenden's report, and is based upon data obtained from the grey mills of the Dominion Textile Company for the years 1912 to 1936. His conclusions are quoted in paragraph (3) of section 3 of this Division, and will not be repeated here.

The trend of wages over a shorter period may be con-

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