by the bonus that they will work with even greater industry in future, and will thus more than recoup the employer for his expenditure on the bonus.

The granting of a bonus such as is given in some of our banks marks the initial step in what is known as profit-sharing. The granting of the bonus is a matter of grace on the part of the employer; the employee has no right to look forward to it, and no claim upon the employer for it. At the same time, if it goes on year after year, it will gradually become almost a fixed institution of the business, and the employees would feel aggrieved if deprived of it.

Regular Profit-Sharing.

Some employers have been willing, therefore, to regularize the situation—to guarantee to the employees, in addition to ordinary wages, some definite share of the profits, thus making the bonus no longer a matter of individual caprice, but a regular payment of an amount correspondent to the general state of their business. Many differing schemes of this kind have been adopted. A few of these are worth our attention.

One method of profit-sharing is for wages and interest on capital to be paid out at the prevailing market rates, and any surplus to be divided equally between employers and employees. (Briggs colliery in England.)

Another arrangement is that the same rate of dividend shall be paid on wages as on stock. Thus, a man earning $600 a year would, in a year when the dividends paid were 10%, secure a bonus of $60 as his share of the profits. Sometimes this bonus is paid to the worker in cash; sometimes it is invested for him in the stock of the corporation, and he becomes entitled to the same rate of interest on it as the other shareholders receive. In one or two cases this policy has resulted in the workmen securing the majority of the stock and thus becoming the masters of the establishment.