

GROUP INSURANCE

While group insurance is a recent innovation, and no reliable data is yet available, as a guide to the companies generally, who have shown a tendency to write this class of business, in some cases rather freely; the smaller companies who have decided not to write this class of business, are probably adopting the most prudent course.

To those interested in Group Insurance including both Employers and Employees, the following, excerpt from the Insurance Press will be found both interesting and instructive:—

A social welfare worker who has investigated conditions in many large industrial plants, where group insurance has been adopted, reports that a substantial percentage of employees with whom he has conferred, have a very hazy conception of the beneficent principle involved. They know that they are insured when they become employed, and except that the subject may arise in a casual way, it is indifferently accepted and generally forgotten until the death of an employe starts tongues wagging around the establishment.

In other concerns he has observed that different systems have been used to secure a more perfect understanding of the functioning of group insurance and a more permanent appreciation of the generosity of the employer.

The most satisfactory method discovered by the investigator, and which he now warmly recommends in his contact with employers who are seeking the closest relations between the management and the working staff, is the appointment of an insurance committee from among the employes. This committee is properly organized and to each member is assigned special duties.

The secretary of the insurance committee, in conjunction with a minor official of the company, keeps the record of insured employes, and the changes in amounts of insurance, as the group policy covers the amounts of annual wage.

The treasurer checks up the monthly statement sent by the insurance company, audits the bill, and passes it along to the cashier of the company, who issues a check payable to the company, but returns it to the committee treasurer, who in turn mails it to the insurance agency handling the business.

A monthly report is prepared, showing the number of employes covered, the total amount of insurance represented, the month's premiums paid by the company and the particulars of any claims paid during the month.

This report is read at the open meeting of all the employes, where general features of the plant are discussed.

The employer who hit upon this clever scheme

of keeping the group insurance benefaction continually before his operating staff says that it works like a charm. Until its adoption, the employes had only a nebulous idea of the procedure in handling group insurance, and practically no appreciation of its benefits or the money expenditure by the employer.

Under the present system, the entire organization, through its own committee, has a monthly reminder of the personal welfare principle embodied in group insurance, and also of the actual cost borne by the employer. The treasurer's report of claims and disbursements shows the monthly and cumulative items and the president of the company attests that he has heard many a whistle of surprise and seen many an approving nod of the head when the figures were read in the public meeting.

This plan of forming an employes insurance committee contains an essential of the movement toward co-operation, which all wise employers now foster. The committee, circulating among their fellow workmen, during work or at lunch, are just human enough to feel their indirect association with the management, and to tell of the latest figures and items of special interest. Thus a healthy propaganda of gratitude is maintained throughout the plant, and the generous impulse of the directors is not suffered to decline into an indifferent acceptance by the employes.

Perhaps insurance companies, in their presentation of group insurance to employers, might offer suggestion as to the various methods of sustaining the greatest interest and permanent appreciation of the beneficiaries.

Canadian War Veterans Watching Insurance Bill

War veterans in Canada are keenly interested in the State insurance bill for soldiers as provided in the pensions committee report at Ottawa.

As it is understood, no examination is required, but the man's death must be from natural causes. Death from actual war injuries is covered in another manner.

No application under the act will be received after September, 1922, the act coming into force September 1st of this year. Insurance for soldiers' widows will also be provided.

Life insurance people who are giving the matter thought are wondering if the soldiers will have to be urged as strenuously to insure their lives as the ordinary citizen is urged today by the insurance agent; and also, if the government should happen to make a moderate success of this business, if it will extend the sphere of influence and take on all lines of insurance for any who may desire it.