

ALBERTA WORKMEN'S COMPENSATION ACT

Scope of the Act.
The Workmen's Compensation Act of the Province of Alberta, 1918, was amended to April 13, 1918, and became effective August 1 of that year in respect to the industry of "mining," and January 1, 1919, in respect to all other industries throughout the province excepting agriculture, ranching, railroading and the operation of retail stores and office buildings.

The 1919 session of the Legislature amended the Act by bringing within its scope, workmen employed in railroading with the exception of those engaged in the "running trades." Workmen thus engaged and enumerated under section 69 of the Act do not come within its scope but are within the scope of the Workmen's Compensation Act of 1908. Provision was made in these amendments for creating a Medical Aid Fund for the purpose of paying the necessary cost of medical attention to workmen who were injured during the course of their employment.

The 1920 amendments again broadened the scope of the Act so as to include travelling salesmen and clerical workmen of all employers to whom the Act applies.

The 1921 amendments changed the mode of determining the amount of compensation payable from stated sums which were set out in the Act to a percentage of the earnings of the workmen. Provision was also made in these amendments whereby employers or workmen in industries not within the scope of the Act, may with the approval of the Board be brought within its scope if not definitely excluded by Section 69.

The Act provides for the creation of

a Fund by way of assessments on employers, out of which is paid compensation to workmen who are injured during the course of their employment and also to the dependents of workmen where the accident results fatally. They may be on a percentage of the wages earned or a specified sum. The rates of assessments are determined by the Board on the basis of the hazard of the industry.

The administration of the Act is vested in a Board known as The Workmen's Compensation Board, composed of three members appointed by the Lieutenant Governor in Council, namely John F. Stirling, W. E. McNamee, J. J. Kinsey, with the head office in Edmonton and a branch office in Calgary.

The Board is given authority under the Act to make regulations for carrying out the provisions of same and to investigate places of employment and to determine what safety devices shall be adopted and whether the same conditions are proper in such places. The regulations respecting accident prevention in places of employment coming within the scope of the Act were the result of conferences held by the Board at different points in the Province, at which representative employers and workmen were present.

Permanent Total Disability.—A weekly payment during the life of the workman equal to 55 per cent. of his average weekly earnings during the previous twelve months if he has been so long employed, if not, for a less period which he has been employed.

Temporary Total Disability.—Same as Permanent Total Disability but payable only so long as disability lasts.

Permanent Partial Disability.—A weekly payment of 55 per cent. of the average weekly earnings of the workman before the accident and the average amount which he is earning or is able to earn in some suitable employment or business after the accident, and the compensation shall be payable during the lifetime of the workman.

Temporary Partial Disability.—Fifty five per cent. of the difference between the average weekly earnings of the workman at the time of the accident and the average weekly earnings at which the workman is employed on the date of the accident, provided his earnings are less than 90 per cent. of the earnings he was receiving at the time of the accident.

The maximum amount payable under Permanent Total Disability and Temporary Total Disability being not greater than fifty-five per cent. of the workman's earnings of \$2,000 per month the minimum being ten dollars (\$10) per week or where the average earnings are less than ten dollars (\$10) per week the amount of such earnings.

Commutation of Payments.—Where compensation is commuted by the Board in case of death or Permanent Total Disability or Permanent Partial Disability, where the impairment of the earning capacity of the workman exceeds 10 per cent., commutation of periodical payments shall be made only with the approval of the workman or the dependents entitled to such payments.

Fatal Accidents.—1. Where death results from the accident, compensation is as follows: Funeral expenses \$100.00; \$35.00 per month to the widow or invalid widower with an additional payment of seven dollars and fifty cents (\$7.50) for each child under the age of sixteen years, not exceeding in the whole sixty-five dollars (\$65.00) per month.

Where the only dependents are children, a monthly payment of twelve dollars and fifty cents (\$12.50) per month to each child under the age of sixteen years, not exceeding in the whole fifty dollars (\$50.00) per month.

2. Where the workman leaves no widow, or the widow subsequently dies and it seems desirable to continue the existing household and an aunt, sister or other suitable person acts as foster-mother in keeping up such household and maintaining and taking care of the children entitled to compensation, in a manner which the board deems satisfactory, such foster-mother while so doing shall be entitled to receive the same monthly payments of compensation for herself and the children as if she were the widow of the deceased and in such case the children's part of such payments shall be in lieu of the monthly payments which they would otherwise have been entitled to receive.

3. Any special surgical operation or the supplying of an artificial limb, in the opinion of the Board, tend to alleviate the injury, will be furnished the disabled workman.

4. The compensation payable to a workman under the Act is continued throughout his disability and in addition to any Medical Aid furnished.

5. Each workman coming within the scope of the Act is entitled to receive compensation from the Board in respect to any accident arising out of and during the course of his employment which disables him for a period of more than three days and if the disability lasts for a period of ten days or more, compensation is payable from the time of the accident. It is the duty of the workman, however, to satisfy himself that his employer pays the assessments levied upon him by the Board from time to time when due, so that he may receive the compensation provided by the Act.

6. Employers or members of their family may come within the scope of the Act and receive the compensation provided therein the same as workmen included in the statements furnished to the Board, and assessments have been paid thereon. The Board at its discretion may however, require any employer or member of his family to include his wages on his payroll statement and pay assessments on same.

7. Principals are held liable to the Board for the payments of assessments due by contractors and sub-contractors, and the contractors are in the same way held liable for sub-contractors.

8. As the Provisions of this Act are in lieu of statutory rights of workmen and as compensation against any action at law as the result of injuries sustained during the course of his employment by any workman who comes within the scope of the Act.

9. The Board is given authority under the Act to call for all necessary reports, enforce payments of assessments, and penalize employers or workmen for any violation of the provisions of the Act or Regulations thereon. The Board is also given exclusive jurisdiction to examine into, hear and determine all questions arising under the Act and its decision is final.

10. Provision is made under the Act whereby the employer or workman engaged in an industry not within the scope of the Act to be brought within the Act subject to the approval of the Board. This does not, however, apply to workmen who are excluded from the provisions of the Act by Section 69.

11. Employers whose industries or operations were at any time within the scope of the Act since January 1st, 1919, and who have not yet reported to the Board, are required to forward to the Board the amount of their payrolls for the time that has elapsed since January 1st, 1919.

12. Employers whose industries are established or commenced during any year shall forthwith notify the Workmen's Compensation Board of the fact and furnish to the Board an estimate of the probable amount of his payroll for the remainder of the year, verified by a Statutory Declaration.

13. Employers are required to pay assessment levied upon them within fifteen days from the date of such notice.

14. Employers are required to keep posted in a conspicuous place where his operations are carried on, a Certificate of Payment of his last assessment, issued on him by the Board.

15. Employers under Schedule 1 (Mining), are required to deduct from the wages of each workman in their employ, including traveling salesmen and clerical workers, the sum of 2c for each shift or part of a shift worked,

LABOR LEADER SENDS MESSAGE

J. T. Foster, former President of the Trades and Labor Council of Montreal, told the Tariff Committee:

"Just at the present we are in the usual dilemma of tariff excitement. There is a great contraction in industry. There is a spreading unemployment... We view the Western campaign for indiscriminate tariff reduction and free trade with considerable alarm."

Canadian factories and Canadian workmen will be placed in grave danger of overwhelming competition from foreign factories and foreign workmen, if the agitation for lower tariffs should succeed.

ANY AGITATION TO LOWER THE TARIFF IS ALSO AN AGITATION TO LOWER YOUR WAGES.

a million acres, the Soldier Settlement Board has an investment of \$8,500,000 of which more than half is charged to the purchase of the land. The stock and equipment of the settlers is valued at \$2,000,000. The S.S.B. have classified the various settlers into four groups and the lowest class is composed of those who cannot make a success of the venture and must be salvaged. Last year these ex-soldiers had crops among the best in the Province and the same will be true in 1921, especially in the Pinpoint area where one has threshed his wheat averaging 34 bushels to the acre. The lowest crop here was 24 bushels to the acre.

BOSTON FOR BEANS AND BIG PROFITS

Boston—Average gross profits of over 200 per cent. have been made by armchair lunch rooms in this state, the

Commission on Necessaries of Life reported today. In some instances the profits have been found to run as high as 500 per cent.

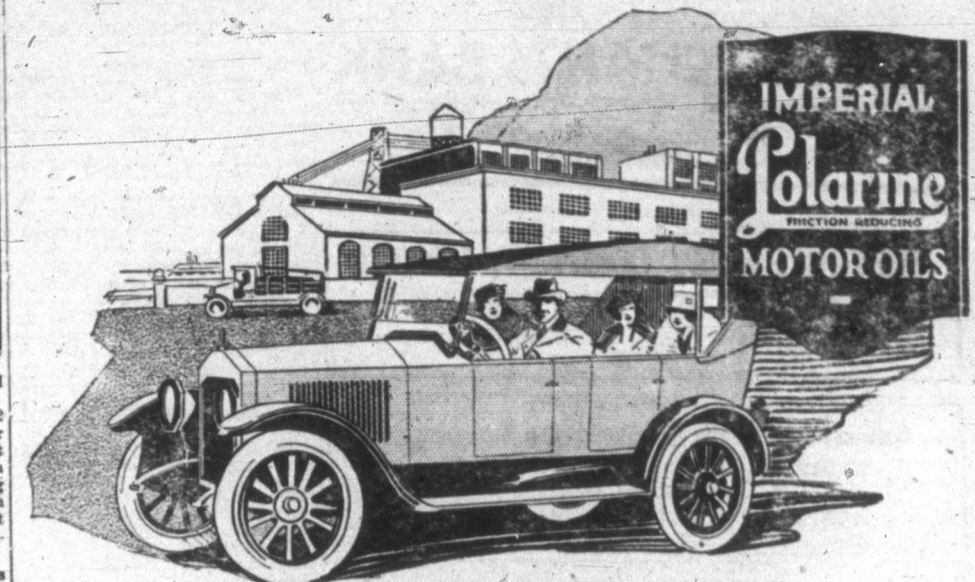
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their prices were so fixed as to represent a gross profit of 100 per cent. As the average has been found to be much higher, the commission has now determined to extend the scope of its investigation.



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Quality maintains economy. No matter how much you pay "per gallon" for other lubricating oils you get more lubrication "per dollar" when you buy Imperial Polarine Motor Oils.

MORE mileage from every gallon of fuel and quart of oil; uninterrupted service from your car; slower depreciation; fewer repair bills and no lubrication trouble, just about sums up the savings and satisfaction enjoyed by users of Imperial Polarine Motor Oils.

The uniform high quality of Imperial Polarine Motor Oils, wherever you buy them, insures you more miles of correct motor lubrication for your dollar than you can obtain in any other way. Quality does maintain economy.

Our Chart of Recommendations shows the grade of Imperial Polarine Oils required to correctly lubricate your car. Use this grade exclusively and you will get the years of service and satisfaction which you have a right to expect from your car.

Consult our Chart at your dealer's or write to 56 Church Street, Toronto, for a copy of "Automotive Lubrication," which contains the complete Chart and other useful information.

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SUPPOSE--

the Time Schedule were swept out of the office

—and SUPPOSE the employees were told: "Come in to work when you like and leave when you like!"

—and SUPPOSE, again, that they were told: "There is the correspondence to be attended to; the invoices are to be checked; the orders to be cared for; the bill to be done; the payroll to be made up—but here after the staff is to do what it likes, when it likes!"

—but, why "suppose" further? An office in such a condition of anarchy and "jungle rule" is unthinkable, inconceivable.

The Time Schedule, logically carried out, is the greatest safeguard of all that the employes works for and hopes for.

The employe who says: "I object to registering on a Time Recorder; it is an affront to my dignity and a reflection on my services," is living in a Fool's Paradise.

Let such an objector to the Time Recorder ask himself: "Without it—what?" How long would dignity flourish under "jungle rule"? The Time Recorder is not the destroyer of dignity. On the contrary, it is the creator of the only condition under which true dignity is possible.

The punctual and ambitious worker asks nothing more than that his work shall speak for itself. In the office or factory which uses International Time Systems it DOES speak for itself, every day—DIRECT to the management. It is the faithful employe's best protection against the sifting of his reward by the stealthy, careless co-employee and the best guarantee that his loyalty is not overlooked by his employer.

Many a worthy man has not been advanced, because of the lack of a proper record of his faithfulness.

Many a man has been advanced to the highest position in his business because of a clean record of efficiency.

Orderly progress in Office or Factory begins and ends with the Time Schedule

The International Time Recorder with its mechanical and accurate records is the best equipped instrument in the world for the logical carrying out of the Time Schedule in office or factory.

International Business Machine Co., Limited
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AND MANUFACTURERS OF INTERNATIONAL DAYTON SCALERS AND INTERNATIONAL ELECTRIC TABULATORS AND SORTERS.

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er from such workmen and to be paid to the contracting doctor.

3. The Medical attention for which the Board defrays the cost of is limited to disabilities resulting from an accident to the workman arising out of and during the course of his employment. No cost in respect to disability resulting from ordinary illness is paid by the Board.

4. Where an injury requiring medical attention happens to a workman within the scope of the Act, arising out of and during the course of his employment, any qualified physician in the locality may be called to render medical aid and the cost of his attention will be paid by the Board, according to the Board's Schedule of Medical Fees. Medical Aid includes necessary ambulance charges, hospital treatment, nursing, drugs and dressings. The hospital fee is limited to public ward rates unless otherwise authorized by the Board. All hospital accounts for treatment as above to be rendered to the hospital to the Board, for which payment will be made in conformity with the Board's Schedule of Fees.

5. The attending doctor is required to forward a report to the Board on a form authorized by the Board for that purpose, within seven days after his first attendance on the injured workman, a further report on the first of each month during the time the injured workman is disabled and a final report within three days after said workman is, in his opinion, able to resume work.

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REGINA AREA SHOWS SOLDIERS SUCCESS

If the number of failures is an indication, the work of the soldier settlers in the Regina area has been a great success. Of the 1861 settlers who have become farmers on the 420,000 acres opened by the Soldier Settlement Board—the largest in Saskatchewan—the total who have failed to make good is not more than one hundred. In this area of almost half