

systematic plans for the amelioration, both physical and mental, of the lives of the employees, it speedily became apparent that here, in this little Quebec town, there exists something which one would not be far amiss in describing as a modern industrial Utopia. It is true that there was the initial advantage of a rarely beautiful landscape effect and, generally, extremely good surroundings. But this advantage of a good natural environment has been heightened immensely by the wise and considerate manner in which the Company has evinced its interest in the well-being — using that word in its widest sense — of its workers.

The unemployment department, of which Mrs. Wonder is in charge, is, in effect, a sort of industrial "clearing-house." So efficiently is this worked that the bugbear of so many of those who work with their hands — the apprehension of being "laid off" — is non-existent at Grand'Mere. If, for any reason, a man's services are no longer needed in a particular department, work is found for him in another. The "laying-off" of men, so common in many industrial concerns, is unknown there.

This unemployment department not only acts as a 'clearing house' in the manner indicated, but it also hires employees, while assuredly not that prevails in a good many industrial plants. A foreman will have justment of disputes. Most of us know of the rough-and-ready system the prevails in a good many industrial plants. A foreman will have or will think that he has, good cause to find fault with a workman. In a moment the facile, but fatal, words "You're fired!" are uttered and the man loses his job. There is nothing of this kind at the Lau-

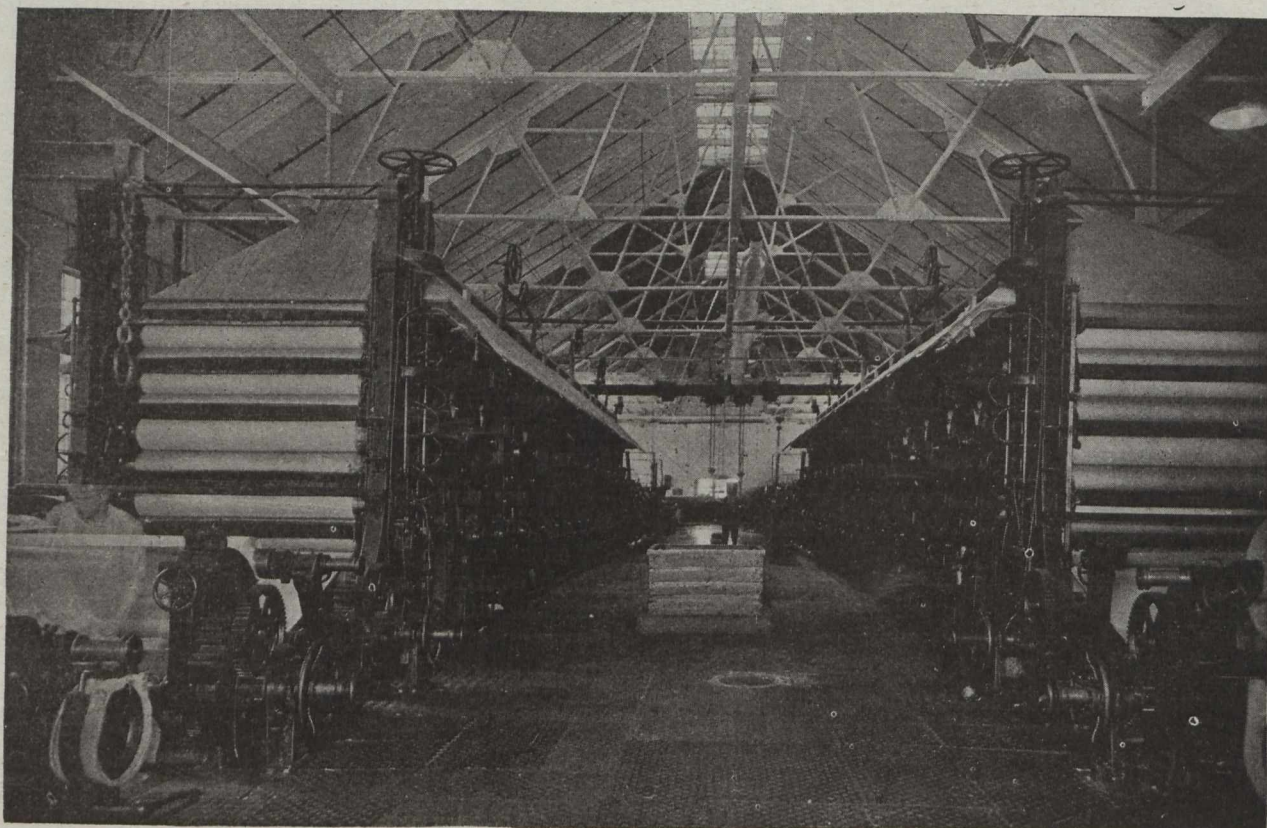
This baby clinic is held primarily in the interests of the wives and babies of the French-speaking employees, but those of English-speaking employees are also welcomed. In the domestic science school there are, it is worthy of mention, a model living-room and a model child's sleeping-room which are intended as patterns for the parents to copy in their own homes.

Also in connection with the domestic science school, there is a Home Nursing Class. This class consists of girls and young women over sixteen years of age. Here they are taught first aid to the injured and nursing, in order that they may have some definite knowledge of the care of patients in the case of accidents or epidemics.

Mutual Benefit Association.

Recently, too, there has been established the Laurentide Mutual Benefit Association. The members of this association are entitled to life and health insurance. Further, they are entitled, if they choose to avail themselves of it, to a complete physical examination every year before a New York Life extension physician. The object of such examination is to see if a man is suffering from any physical disability in order that, if he is, it may be taken in time before it has attained serious dimensions. It is based on the undeniable sound principle that "Prevention is better than cure."

What is known as a community centre, for educational work along health lines, is in operation. A resident physician is attached to this community centre, as well as three nurses of the Royal Victorian Order of Nurses, an industrial nurse, and a Safety First engineer. This centre serves to co-ordinate the activities of the first



Dry end of No. 3 and No. 4 Machines.—Laurentide's new machine will be twice as wide as No. 3.

rentide works. If a foreman wishes to complain of a workman, he does so to the unemployment department. Instead of the matter in dispute being settled in the heat of passion, it is made the subject of a dispassionate investigation, with the object of ensuring that justice shall be done. The merits of the case are enquired into, and, if necessary, the man is disciplined. From all one hears, it seems that the system is working extremely well. It ensures a "square deal." A foreman will not bring a man before the department without cause while a workman will not lightly take a chance of being brought before it.

The Domestic Science School.

A domestic science school, which is doing work of a kind that cannot fail to be fertile of good to the community, has been established in connection with the mill. At this school, the young girls are taught practically everything pertaining to housewifery. They are instructed in cooking, in sewing, in the care of the house, in canning and preserving, and in table service. Indirectly, this school has been the means of getting English-speaking and French-speaking girls to intermingle.

As part of the activities of this domestic science school, a baby clinic has been instituted. This is held every Wednesday afternoon, and is attended by two doctors and a nurse, as well as by Miss Betournay, the domestic science teacher, who instructs the mothers, who come to the clinic, how to prepare food as outlined by the physicians.

aid and other health departments. The first aid work, it may be added, is in charge of the industrial nurse.

Making a Model Town.

Twenty years ago, the Company first began to develop a part of the town, with the object of making it a model place wherein to live. A modern hotel, known as the Laurentide Inn, and owned by the Company, is in operation, and here many of the single members of the staff reside. The natural beauty of the place, of which mention has been already made, has been further enhanced, through the efforts of a noted landscape engineer, by the creation of gardens and parks. In one lovely park there are over seventy houses which have been built, and are owned, by the Company, and are managed by its real estate department. Very largely, these houses are occupied by the heads of different departments. There is a model farm and a dairy of thirty or forty cows, whence farm and dairy produce are supplied to the Company's employees.

The golf course, which enjoys considerable renown as a particularly sporting course, is a nine-hole course, and, before this time next year, it will be an eighteen-hole one. The club-house which is shown in one of the illustrations to this article, was the gift of Mrs. George Chahoon, the wife of the Company's president who evinces the kindest of interest in all that concerns the welfare of Grand'Mere.

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