# POOR DOCUMENT

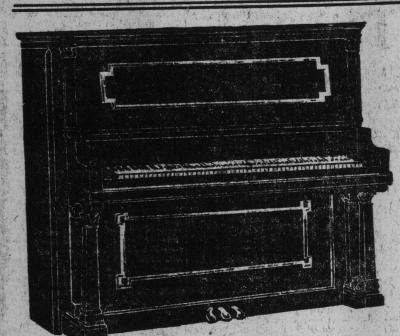
THE EVENING TIMES AND STAR, ST. JOHN, N. B., MONDAY, FEBRUARY 11, 1918

TO RAISE FUNDS
FOR NEW ST. DAVID'S

At a meeting of the finance committee of St. David's church, which was held on Saturday evening, plans for an immediate canvas of the congregation for funds to provide for the restoration of the church building access available rather to the church building were discussed and decided upon. The canvas will be made by twenty teams of two men each, who will call upon all members and known adherents of the church embers and adult to provide for the restoration of the church building accessity to the congregation for funds to provide for the restoration of the church building were discussed and decided upon. The canvas will be made by twenty teams of two men each, who will call upon all members and known adherents of the church embers and adult to provide accessing the construction of the church expenditure to the most immediate needs of the congregation for the compressions of the committee to add the additional features which are repeated as parts of the necessary equipment bug which hals to be carried to a successful completion. This is dwelt upon also in the weekly calendary of the congregation if the plans which have been formulated are to be carried to a successful completion. This is dwelt upon also in the weekly calendary distributed in the clutch promeins of the congregation of the formulation of the congregation of the cong



## SPECIAL FOR TUESDAY ONLY



A SPOT CASH SPECIAL \$125,00

At the stroke of 8 o'clock Tuesday morning this Piano will go on sale for spot cash only and will be sold to the first customer that says the word. There is only one

at this price. This Piano positively will not be shown until Tuesday morning at 8 o'clock the greatest Piano bargain of the The century will be offered for sale.

Here is a real genuine Shubert Phonograph; plays all different makes of records; beautiful manogany case; automatic stop; a magnificent \$100.00 machine. Goes on sale Monday morning at 8 o'clock.



This Player Piano is a regular \$800 player, full size, 88 note, and twenty rolls of your own selection. There is just this one player Piano at this extraordinary price. We will not take organs or pianos as part payment on this Player. We can not as the price is down below the cost of placing the goods on the floor here. This is a bargain if ever there was one. Do not miss this one great astounding Player Piano bargain. Pay \$25 cash—then pay \$8 weekly.

AND THE PRICE IS NOW \$75.00

OPEN NIGHTS TILL 9 O'CLOCK

Amherst Pianos, Limited

ST. JOHN, N. B.

### Dominion Rubber System Pension Fund



Details of Pension Plan adopted by Canadian Consolidated Rubber Co. Limited, for its employees.

2. OBJECT After careful consideration of the subject and an examination of existing pension systems, the Company has adopted the following plan as the most liberal for employees who, by long and faithful expirement, have earned an honourable retirement.

b. "President" and "Board of Directors" shall mean the President and Board of Directors of the Company. c. The word "Committee" shall mean the persons appointed by the Board of Directors to administer the Pension Plan in accordance with approved regulations.

d. The word "employees" shall mean those persons who receive a regular and stated compensation from the Company, other than a pension or a retainer.

e. The expression "term of employment" shall mean period of continuous employment in the service of the Company, or any company or companies subsidiary thereto, allied with, or predecessors of the Company, and shall include such employment whether commenced prior to the adoption of this plan or not.

f. The expression "continuous employment" shall mean service with the Company continuously without a break of any kind, except as due to leave of absence, sickness, injury, or necessary temporary lay-off on account of reduction of force or for any other reason, all such cases to be subject to the discretion of the Company; but when such absence exceeds six months in any twelve

A. PENSION
COMMITTEE

a. There shall be a committee of not less than five nor more than seven, appointed by the Board of Directors to serve during its pleasure, which shall be called the Pension Committee. This Committee shall be charged with the administration of this plan.

b. The Committee shall have the specific powers elsewhere herein granted to it, or that may be granted to it from time to time by the Board of Directors, Exceptions to or deviations from the regulations so laid down shall in all cases be subject to the approval of the Executive Committee of the Board of Directors of the Company.

c. It shall determine conclusively for all parties all questions arising in the administration of this plan.

d. It shall adopt such by-laws and rules of

d. It shall adopt such by-laws and rules of procedure as it may find necessary, subject to the approval of the Board of Directors.

5. PENSION The Company shall appropriate such sums of money from time to time as may be necessary in administering this plan, and no contributions will be required, or received from any employees of the Company

6. ELIGIBILITY a. All employees of the Company engaged in any capacity whatsoever, and wherever located, are eligible to a pension as hereinafter stated.

b. All male employees who have reached the age of sixty-five years and whose term of employment has been twenty years or more.

the age of sixty-five years and whose term of employment has been twenty years or more, and all female employees who have reached the age of sixty and whose term of employment has been twenty years or more, may with the approval of the Pension Committee retire from active service, if they so desire and become eligible for pensions.

c. All male employees who have reached the age of sixty years and whose term of employment has been twenty years or more, and all female employees who have reached the age of fifty-five and whose term of employment has been twenty years or more, may at the discretion of the Pension Committee be retired from active service, and become eligible for pensions.

7. DISABILITY At the discretion of the Committee and with the approval of the Board of Directors, any employee who has become totally disabled as a result of sickness or injury, compensation for which may not otherwise have been provided, and whose term of employment has been fifteen years or more, may be retired from active service and granted a pension. If a pension is granted it shall be for such period as the Committee may determine, and if at any time during such period the employee recovers sufficiently to resume active service, the pension may be discontinued by action of the Committee. If the employee re-enters the service of the Company at the time such pension is discontinued he shall be eligible to a pension under these regulations, and the period of absence on disability pension shall be considered as a leave of absence and not a break in the continuity of the employee's service.

a. The annual amount of such pensions shall equal one per cent. of the average yearly wage for the ten years prior to retirement, multiplied by the number of years employed, but such pensions shall not be more than \$5,000.00 per year, nor less than \$240.00 per year.

For example, if an employee's average annual wage for ten years is \$1,000.00 and he has been in the service for thirty years, he would receive 1% of \$1,000.00 or \$10.00 multiplied by thirty, or \$300.00 per year or \$25.00 per month.

B. In case of special difficulty in determining with practical accuracy the average yearly wage for the ten years prior to retirement, the Committee may at its discretion take some smaller consecutive number of years for the purpose of determining a fair average yearly wage.

9. PAYMENT Pensions shall be paid to the pensioner personally on the first of each month from the date of retirement until the death of the employee,

unless suspended for such reasons as are described in this plan, and in case a male pensioned employee at the time of death is survived by a widow, or if either male or female pensioned employee is survived by minor children, the pensions shall be continued for three months after death, payable to the widow in the first instance and to the administrator or other legal representative of the minor children in the second case, to be applied as in the case of other property of the deceased, in the interest of the minor children.

10. GENERAL 2. Neither the action of the Board of Directors in establishing this PROVISIONS

the Board of Directors in establishing this Pension Plan or any action hereafter taken by the Board of Directors of the Pension Committee shall be construed as giving any officer or employee or agent of the Company the right of service, or any right to a pension; and the Company expressly reserves its right and privilege to discharge at any time any officer, employee or agent when the interests of the Company, in its judgment, may so require, without liability for any claim for a pension or other allowance other than salary or wages due and unpaid.

b. The Board of Directors may annul, alter, add to or amend in any way any and all of the provisions contained in this plan, or hereafter adopted by the Board of Directors in respect of this plan, and may at any time set aside any action taken by the Pension Committee.

c. The Company guarantees that, once a pension has accrued to a particular employee, it will continue such pension for the life of the particular employee and as specified with reference to widows and minor children; subject, however, to the provisions and conditions of the regulations laid down by the Board of Directors or the Pension Committee. It is understood that Section 10b given above shall not affect such guaranty.

d. Assignment of pensions under this plan

h. In case any pension shall be payable under the laws now in force, or hereafter enacted, of the Dominion of Canada or any Province thereof or any State or Country, to any employee of the Company under such laws, the lexcess only, if any, of the amount prescribed in this plan above the amount of such pension prescribed by law, shall be the pension payable under this plan.

### Canadian Consolidated Rubber Co. Limited HEAD OFFICES - MONTREAL

FACTORIES AT MONTREAL, GRANBY, QUE., ST. JEROME, QUE., KITCHENER, ONT., ELMIRA, ONT., PT. DALHOUSIE, ONT., SERVICE BRANCHES AT HALIFAX, ST. JOHN, QUEBEC, OTTAWA, BELLEVILLE, TORONTO, HAMELTON, BRANTFORD, LONDON, KITCHENER, NORTH BAY, FORT WILLIAM, WINNIPEG, REGINA, SASKATOON, EDMONTON, CALGARY, LETHBRIDGE, VANCOUVER, VICTORIA.

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BY "BUD" FISHER

MUTT AND JEFF-JEFF IS AN OPTOM ISTIC DICK

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OF THESE CASES. THEN STARVATION STAREDOTHEM



THE CARGO CONSISTED OF UKELELES' AND THE SHIP WAS BOUND FOR SAN FRANCISCO. THEY WERE CAUGHT IN A TYPHOON AND THE FREW WAS SWEPT OVER-BOARD. THE SHIP WAS TORN TO SPLINTERS, AND ON THE WATER WERE THESE HUGE CASES OF UKELELES FLOATING ABOUT.







