

\$500. Each year this insurance is re-adjusted on an ascending scale so that workers who have been in the employ of the company for five years or more are insured for an amount equal to 12 months full pay with a maximum of \$2,000. Employees are not required to undergo any physical examination. All premiums are paid by the company. No tax of any kind falls on workmen insured nor does the insurance lapse if the employee leaves the company's service. Workers receive half wages during illness for periods ranging from six weeks in the case of those whose term of service has been less than two years' to 52 weeks in the case of employees of ten years service or over. Mr. W. C. Teagle, President of the Standard Oil Company, says: "We aim to make the wage-earner feel that he is an integral and permanent part of our organization, and to recognize him as such. Just as our interest in him is not limited to the work he does from day to day, so his interest in the company is not limited to his daily wage, but by his loyal service he is building for himself an assured and an increasing share in its prosperity. Capital and industry are partners." From these and other experiments a final solution of the supreme human problem may be found or at least the world may get nearer to a blessed consummation. These and other problems are the subject of profound consideration by joint conferences of employers and workers in Great Britain and in the United States. A Board of Adjustment upon which the Railway War Board and the employees of the roads have equal representation has been created to consider and adjust all differences which may arise in the operation of the Canadian railways. It is recognized as never before that Labor and Capital are a business partnership, that the natural human relation of the employer is with his workmen and of the workmen with the employer, that in co-operation

there is common gain and industrial peace and in conflict common loss, social misery and national weakness. I am not such a confident optimist as to think that we can establish permanent industrial peace in a day, that under any system men can devise labor will be always reasonable and employers always just and generous, but I do believe that in joint conferences of employers and workers much loss and friction can be avoided and the unity and stability of the Commonwealth enormously strengthened. Is there any reason why Canada should not blaze the trail towards a better relation between Labor and Capital and evolve out of the travail of war and reconstruction a genuine industrial democracy.

We have shed much blood and spent much treasure to restore freedom in the Old World and maintain it in the New. To those who come back to us maimed and broken we have an eternal obligation. If we cannot restore we must maintain. The soldier's widow and his orphan we must protect and cherish. I cannot think that the scale of pensions is yet adequate. Nor can I think that the people of Canada are yet fully conscious of the difficult problems which lie in the future. It is altogether desirable that soldiers who will go upon the land should be assisted to establish themselves. But they cannot be subjected to restraint or compulsion. For many of those who choose other avocations, many whose courses at college or university were interrupted in the natural time of preparation for the future, many of those of middle age whose businesses have been ruined and whose old connections have been broken, we shall have to provide a system of credits in partial compensation for losses that never can be wholly repaired. Actual shortage of money will be one of their most serious handicaps. Thus far the necessity for financial assistance has been recognized only in the