

STEEL COMPANY OF CANADA, HAMILTON: For the hourly-rated employees at the Hamilton Plant, the company has a system of personal counselling. At the first meeting, they are given full details of types of pensions available as well as of the fringe benefits, how and when to apply for Unemployment Insurance, Canada Pension Plan and Old Age Security benefits. The employee is told he must apply 30 days before the month in which he plans to retire and that he must bring his and his wife's birth certificate when he makes the application. He is also advised to discuss the pension with his wife and told that he may bring his wife to the next interview. At the second meeting, the pension and benefits are reviewed in full and he is asked if he has any questions about his pension or his plans. The third and final meeting is held on the first day at the beginning of his retirement. There, wills and insurance benefits are discussed and previous information on Unemployment Insurance, C.P.P., Old Age Security and health benefits are reviewed.

MUNICIPALITY OF TORONTO: Compulsory retirement, age 70. Maximum pension about 40%, contribution 6% including Canada Pension Plan. They have about 6,000 employees and about 225 retiring per year (height of bulge). They offer a course prepared by George Brown College, first course started last year. This consists of two hours twice weekly for a total of 12 sessions. It takes place from 2:00 p.m. to 4:00 p.m. with no charge to attendees. Employees within one year of retirement are eligible. Some 65 responded to circular announcements, and they started with about 30 per class, averaging five wives. They have no formal personal counselling system but may decide to send out a pension statement each year.

CANADIAN MANUFACTURERS' ASSOCIATION, TORONTO: They have not considered the problem as an Association. They have no evidence that unions are becoming involved or interested. (Since writing this report CMA was reported to have set up a committee to study the problem. I therefore wrote for an explanation and their reply is given on Page 17a.)