

PART I - GENERAL OUTLINE

The health and welfare program of the Laurentide Company, Limited, is an expression of the interest of the Management in the members of the Laurentide organization and the community at large.

In the early days when "Laurentide" was much smaller than it is now and the "Boss" was in closer touch with the details of the business, it was possible for him to do, personally, a great many things that to-day have to be carried on through different departments.

In every industry which grows and prospers it is inevitable that the "machinery" by which it does its work must expand and this applies not only to the mechanical equipment in the plant but also to the human element in the organization.

It is, therefore, through the medium of the Health Service that the Management is endeavouring to manifest its interest in the comfort, happiness and health of all who make up "Laurentide's family."

Industrial health work is an investment, not only because it reduces "lost time" from illness and other causes of absenteeism, diminishes labor turnover, prevents accidents and generally safeguards the health of the workers, but also because it advances the spirit of good-will, loyalty and cooperation which are of essential and fundamental importance to the attainment of the fullest measure of success.

A successful Health Service is of necessity a cooperative effort. No work of this nature can be one-sided. It will be of benefit only insofar as every member of the Laurentide organization, from the "Boss" to the water-boy, puts his shoulder to the wheel. Teamplay is the keynote.

There is no relationship whatsoever between the expenditures for health work and rates of pay, hours of work or any other phase of the business. It has always been Laurentide's policy to make the standards of pay and the working conditions the highest and best. The money spent on the Health Service is merely another indication of the Management's desire and intention to maintain the leadership which Laurentide long ago established.

No phase of any activity of the Laurentide Health Service is, in any sense of the word, a philanthropy or charity.

Sections have been prepared which explain in detail the purposes ^{of} and procedures to be followed in connection with the Safety, Medical, Nursing and Insurance Services. To present a general outline of the Laurentide Health Service is the object of this introductory chapter.

Edgar L. Collins, in his retrospect of prehistoric history, writes:

"Industry may be considered as an outward and visible sign of the progress of human intelligence, and the mile stones along the road — the stone age, the bronze age, the iron age, the machinery age — gather additional interest when considered as the stages in the evolution of mind The statement may be made that the intelligence of a race is measured by its industry, and that the primary "raison d'etre" of industry is safety and health. In other words, industry is the means human intelligence employs to insure the existence of the race."

It is therefore apparent that one of the purposes of industry is, or should be, the improvement of living conditions in the life of the race struggling for existence.

In considering how results may be accomplished, it is important that there be no misunderstanding as to the ways and means.

Success is only possible through the development among and by the people of a higher sense of responsibility for the care of their bodies.

It is, therefore, clear that, in this cooperative effort, the Health Service has its role but that it cannot possibly do for any individual that which he, alone, can do for himself.

As the medium through which the Management of the Company is manifesting its interest and discharging its responsibility to the members of the organization from the standpoint of their comfort, happiness and health, the Laurentide Health Service is carrying on a large number of important activities and is participating in others which concern the community at large.