

would get seven and a half per cent of that \$130. In the Dundas mill—that is, in the blanket mill—as much as thirty per cent has been made. The last bonus they paid in the Dundas mill was fifteen per cent to the operative, that is thirty per cent over the standard production, which was 65 per cent.

By Mr. Woodsworth:

Q. What would that bring the total wage to?—A. Of course, that would all depend. It would be like 15 per cent over their standard wage. Whatever the production percentage over the standard would be, it would be that percentage over their standard wage. That amount taken off would be that much reduction, of course.

By Mr. Hamilton:

Q. Now, besides that, there is a system of insurance—A. It is not insurance.

Q. I will tell you what I mean by that. The company have a blanket insurance over all their employees. It is called "insurance," but it is more properly speaking, a bonus, that if an employee has worked for the company a certain number of years and kept steadily at his work, and should be disabled, either through ill health or accident, there is a percentage coming to him running up as high as \$1,500 in accordance with the number of years, having started, I think, at five years.—A. They start at six months after they are employed. A new hand comes in and becomes eligible, for that bonus in six months. They are then entitled to \$500 if anything happens to them, which is paid at death. For an old hand like myself; they started us at \$500;—when that bonus was first started they started it at \$1,000, and the maximum was \$1,500. I have now what you might call a policy for \$1,500.

By the Chairman:

Q. That policy is against accident and old age?—A. Not accident, no. It is payable if the Compensation Board is not drawn on, but if you become unable to continue your vocation in the mill, through loss of sight or accident in any way like that, then it is paid. I have two men in my department who are drawing it; they are paid so much every month.

By Mr. White (Mount Royal):

Q. And the premiums are paid wholly by the company?—A. Altogether by the company, yes. It is not handled by any insurance company by any means. By agreement we are supposed to report persons who are sick, no matter how long they are out; it is up to the overseers to report for them and to know what is the matter with them. He knows he has a hand who is out through illness, and he reports to the office of the mill that so and so is absent on account of sickness.

By Mr. Woodsworth:

Q. With regard to that minimum wage for girls: your opinion is that it is a reasonable amount to keep a girl in decency? Has it worked out apparently as a reasonable proposition?—A. I have not tried to form any opinion on that. I cannot say right offhand, but I have never had any complaints of dissatisfaction. In fact, I have absolutely no trouble in getting girls. They prefer to work in my department for ten dollars a week, rather than in some other department for eleven or twelve.

Q. Has it appeared to you it is any hardship on the company to pay that wage?—A. No, not that ten dollars, no. It has not appeared to me to be any undue hardship, because the company has been able to pay dividends right along.

[Mr. Albert Hewitson.]