

Laborers	37c
Switchmen	35c
Dynamo tenders, 1st class, main power plant, 8 hr. day	50c
Dynamo tenders, 2nd class, substations, 9 hr. day	44c

The new men, i.e., those taken into the service between July 1 and July 18, will be booked at the bottom of the list of conductors and motormen who are guaranteed 9 hours a day, and will remain so until such time as all the men who are at present working spare or are on the waiting list have been absorbed into the positions senior to those occupied by the new men today. The company, through its Superintendent, will do everything possible to adjust matters in the future so as to place the old employees into the positions they occupied prior to July 1. The committee representing the employees who are members of the employees union, agree that their members will do nothing, when either on or off duty, to force the men who are known as new employees to leave the service. All parties accept these new men as permanent employees and with full rights as such, with the one exception mentioned above, that until the old employees have been placed in their old positions, they will remain stationary at the bottom of the list of those men booked on 9 hours. Those men who have been unable to return to the other departments than the car service are considered as on a waiting list, and will be given the first available chance to return to their former positions as vacancies occur. The company guarantees that no discrimination will be used against any man in its employ because of his belonging to an association or union of employees.

Winnipeg Electric Ry.—A board of conciliation is the question of wages to be paid the company's trainmen and shopmen. The board consists of Chief Justice Mathers, chairman; J. T. Haig, K.C., representing the company, and R. S. Ward, representing the men.

Toronto Civic Railway Operating Results.

The Toronto Bureau of Municipal Research has issued the following statement of the results of operating the Toronto Civic Ry. from 1915 to 1919:

Year	Expenditures, including debt charges.	LOSS		
		Income	Amount	% of Income
1915	\$32,074.25	\$199,980.49	\$132,093.76	49.3
1916	343,975.17	225,031.38	118,943.79	66.1
1917	432,436.83	275,972.78	156,464.05	52.8
1918	460,082.87	331,724.00	128,358.87	38.7
Estimated, 1919 ..	629,677.93	340,000.00	289,677.93	85.2

Total, \$2,198,247.05 \$1,372,708.65 \$825,538.40 60.1

In reviewing the city estimates for this year, the Commissioner of Finance, Thos. Bradshaw, said: "The recommendation to increase the fares of the civic car lines to an extent that would eliminate the annual deficit, though often repeated, and strongly urged, has met with no result. Nothing can more discredit the policy of public ownership in the eyes of the man on the street than this uneconomic policy in regard to a service which, from its present limited nature, is of advantage to a special section of the ratepayers only. Moreover, many others, who are not Toronto citizens at all by virtue of residence beyond the city limits, receive transportation at a nominal rate and do not even contribute to the yearly deficits as general taxpayers.

"The deficit for 1919 is estimated to reach about one-half of a mill on the assessment, and the suggestion has been made that all deficits should be capitaliz-

ed and made a part of the funded debt, which will be established when the Toronto Ry. is acquired, but it is felt that such a proposal could not have received due consideration. It is estimated that these accumulated deficits would amount to the large sum of approximately \$1,750,000 by Sept., 1921, and if this amount were added to the price to be paid for the tangible assets of the Toronto Ry., the total capital liability of the enterprise would be so greatly increased that the successful operation of the system under municipal ownership would be very seriously handicapped from the beginning. This augmentation without value savors too much of certain corporation methods, and their accompaniment of inflated and watered capital, with its well known disastrous and burdensome effects.

"It must, of course, be recognized that the heavier the capitalization of an enterprise, the greater must be the earnings in order to maintain it, and the logical result of over capitalization of the street railway of Toronto by the city, would be an inevitable increase in the citizens' transportation charges."

Ottawa Electric Railway Insurance and Sick Benefit Society.

F. D. Burpee, Superintendent, Ottawa Electric Ry., has issued the following bulletin to all employees:—"It has been suggested that an insurance and sick benefit society would be welcomed by a large number of the employees. The company's directors have authorized me to say that if this is the case, they will agree to pay into such a scheme, an equal amount to that paid in by the employees who wish to participate, and all expenses connected with the society.

"The scheme I have in mind covers a life insurance policy of \$1,000, payable at death from any cause, which could be converted at about the age of 65, into the same amount of cash, or continued as a paid-up insurance policy for a greater amount; a sick benefit amounting to \$10 weekly, for any 10 weeks in one year, after the first week's absence, from any illness, or from accident occurring while off duty; and the services of a doctor, free of charge, to members of the society. Accidents while on duty are not being considered, as they are taken care of by the Workmen's Compensation Act of Ontario.

"It would also be arranged that if a man left the service for any reason whatever before reaching the age of 65, he could continue his policy by assuming the full payment of the premium, or give up the policy and take its cash surrender value. This could be done at any time after three year's premiums had been paid, and after five years the cash surrender value should amount to greater than the premium paid by the holder of the policy. This clause practically means that the policy becomes a savings bank account, and in the event of the man leaving the service for any cause, after 5 years, would bring him back in cash more than he had paid in, as well as providing protection during his employment.

"In order to put the society on a permanent basis the life insurance would be underwritten by a responsible life insurance company, the payments of the premiums being guaranteed by the railway company.

"We have a number of employees who have passed the age that would be ac-

cepted by any insurance company, except by the payment of a premium that would be too heavy for the society to stand. The directors are willing that the railway company should take care of the interests of these employees separately, so that they would not become a burden on the society, but they would receive the same benefits as the younger employees. The scheme is entirely optional, and is open to the employees of all departments, including those occupying supervisory positions. The sick benefit will not be open to those who are employed on a monthly salary. It is expected that the monthly charge for each man will not exceed \$2, and will probably be considerably less. The exact amount cannot be ascertained until the applications have been received, and the ages of those applying are definitely known.

"The scheme will be guaranteed by this company and, as far as the life insurance is concerned, will be covered by a responsible insurance company. It will enable any employee to obtain the benefits referred to above at half or less than half of the amount they would cost in any other way.

"All those who wish to become members of this society are requested to give their names, ages, and dates of birth as soon as possible to the officials mentioned below: Conductors and motormen, Mr. Tobin; car shops and barn, Mr. Baldwin; line department, Mr. Ouelette; track department, Mr. Monette; power department, Mr. Bradley.

"An application will not obligate you to anything until the exact monthly rate to carry this scheme on can be obtained. This rate will depend on the average age of those who wish to join. If you wish to avail yourself of these benefits put your name in at once, and as soon as the rate is given it will be announced by bulletin, when any who wish to withdraw their names can do so."

Mainly About Electric Railway People.

Captain A. C. Eddy, Engineer of Maintenance of Way, British Columbia Electric Ry., Vancouver, is back in the company's service after being attached to the U.S. Engineers for nearly two years, and being engaged in construction service in France for the U.S. army.

Chas. Elliott, heretofore Claims Agent, Niagara, St. Catharines and Toronto Ry., St. Catharines, Ont., has been appointed Assistant Superintendent at Niagara Falls, Ont., with jurisdiction over the Niagara Falls, Wesley Park and Clifton Tramway Co.'s line and Niagara Falls terminal, D. Toomey, heretofore Inspector at Niagara Falls, having resigned.

George Kidd, General Manager, B.C. Electric Ry., returned to Vancouver recently after spending three months in England, conferring with directors there. He had no changes in policy or staff to announce, the trip being for routine purposes only. One of the directors is expected to visit British Columbia shortly.

Mrs. A. W. McLimont, who died at Ottawa at the end of July, was mother of A. W. McLimont, Vice President and General Manager, Winnipeg Electric Ry.

Mrs. G. A. Seixas, who died at West Field, N.J., was mother of E. F. Seixas, formerly Manager of the Niagara, St. Catharines and Toronto Ry., St. Catharines, Ont., and now General Manager and Official Representative, Monterey Ry., Light and Power Co., Monterey.