

PRUDENTIAL'S DISABILITY PLAN FOR HOME OFFICE EMPLOYEES.

As a reward for continued loyalty and efficient service, President Forrest F. Dryden has announced The Prudential Insurance Company's new plan of service disability allowances for the home office force, including inspectors, comprising over three thousand employees.

Length of service and the desire to benefit sick or disabled employees and their immediate dependents were the chief considerations. The entire cost will be paid by The Prudential and no contributions will be required of the staff. All home office employees come within the plan, except the officers and directors of the company. An employee who has been in the Prudential service one full year, if sick or disabled, will be paid in full for two weeks' absence and in addition thirty-five per cent. of his or her full weekly compensation for an additional two months, if the disability continues that long. The number of weeks or months for which compensation will be paid increases with each year's service. At the end of five years the compensation is as follows; six weeks' full salary for disability and thirty-five per cent. of salary for seven months, if disability continues that long. These periods for payment increase regularly from year to year until thirty-four years of service, when the company will pay full salaries for twenty-six weeks of disability and in addition thirty-five per cent. of salary for five years, if disability continues that long. The allowances will not be less than \$20 a month nor more than \$125 a month.

Employees who shall become disabled after twenty-five complete years of service and who after having received the maximum service disability allowance provided for under the plan and are less than sixty-five years of age in the case of men and sixty years of age in the case of women will in the event of continued disability receive special consideration by the board of directors. At these ages the employee may retire under the company's service retirement plan, by which he or she will receive an allowance of from \$30 to \$100 a month for the balance of life, according to compensation earned and length of service.

Employees quarantined at home by public health officials will be paid four weeks' salary, but this will not affect the compensation payable for personal illness. Absence for disability not exceeding twelve days in any fiscal year will be allowed and not charged against service disability allowance.

The Canadian Bankers' Association will hold a special general meeting in Montreal on January 24th to consider, and, if deemed advisable, to add to, repeal, or amend the by-laws relating to note circulation, and for general business.

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The Western Union Fire of Vancouver has re-insured its British Columbia business in the Pacific States Fire of Portland, Ore. Some months ago proposals were on foot for the amalgamation of this company with the Western Union, but these have since been called off. The Western Union is paying up its liabilities and a meeting of the shareholders will be called to see what will be done with the assets.

WORKMAN OBTAINS DOUBLE INDEMNITY.

An interesting decision under the Quebec Workmen's Compensation Act was made by Mr. Justice Lafontaine at Montreal this week in an action brought by Eugene Lortie, who lost portions of the first, second and third fingers whilst at work at a machine in the factory of Jean Baptiste Aubry. The first finger was cut off at the first joint, the second above the first joint and the third at the tip. He demanded a lump indemnity of \$351—equal to the full salary he had lost by being laid up for 27 weeks. He also sought a life pension equal to one-half of the percentage by which his earning power had been diminished as a result of the partial permanent incapacity caused by the accident. He secured both.

The court, in summing up, pointed out that, under ordinary circumstances in actions under the Compensation Act., the injured employee could claim a lump indemnity equal only to half of the salary he had lost as a result of his injuries. In the present case, however, the employer had been guilty of inexcusable fault. That machine at which the victim was at work was admittedly in bad order. Its defects had been pointed out several times by workmen to a foreman. Just a slight piece of repair work would have fixed it up and put it in such a condition that there would be no danger of accident. The employer had failed to have such repairs effected. Under the circumstances, it was just that the plaintiff be granted a cash indemnity equal to the full amount of salary he had lost. As to the life pension, His Lordship estimated that as a result of the injuries sustained, plaintiff's earning power had been reduced by 8 or 10 per cent. The court accordingly ordered the employer to pay plaintiff a pension of \$45.75, this to be guaranteed by a capital sum not exceeding \$2,000, which must be placed in the hands of some insurance, trust or other company to guarantee payment of the pension, which is to be the interest derived from such capital sum deposited.

ENGLISH MORNING PAPER INSURES ITS READERS.

It is a notable sign of the times that is supplied by an announcement in a London morning newspaper, observes the *Policyholder*, to the effect that, in future, every reader of that journal is "insured free against death or disablement in any accident to train, tram, omnibus, cab, or any other public vehicle." The insurance is, of course, by coupon forming a part of the journal and entitling the holder to the usual benefits, which, in this case, are guaranteed by the Ocean Accident and Guarantee Corporation. The editorial foreword is also worthy of note, if only for the statement that "This is especially a woman's question. It is the woman who has to face the battle of life and care for the family if the breadwinner be killed or disabled, and she will be wise who sees that the journal which contains this insurance coupon is the newspaper of her husband, father, or brother." Thus are the lessons of insurance spread far and wide, and, presumably, the companies which give more useful and permanent benefits, will eventually be the gainers.

Municipal bond sales in Canada in 1913 are estimated at \$20,550,000.