

in large measure, stories were also related of generosity to employees in times of stress. In another store your committee found that help to sick employees was given frequently, but by their fellow-employees under the lead of the manager of the department. This is a practice much to be deplored, as tending to make too great a tax on the weekly wage.

So great an authority on the matter as Mrs. Florence Kelley, General Secretary of the National Consumers' League, pronounced as a feature unique on this continent the pension system which has within the last two years been put into effect in the store which has so thoroughly organized its welfare work. To any woman employee who has been in its service fifteen consecutive years and who has reached the age of forty, this firm will give a retiring pension commensurate with the term of service and the amount of salary. This pension ranges from four dollars to eight dollars weekly, and will be paid for life, so long as the pensioner does not marry, does not enter any employment similar to that which the company gives, and leads a moral life.

A feature of life in the department stores which cannot, strictly speaking, be called welfare work, but which, nevertheless, since it concerns the happiness of the employees, may be noticed here, is the existence of clubs and athletic associations. As might be expected, these are most highly organized in the largest store which has a very live athletic association with the usual clubs, and various clubs inside the store in which the employes pursue different social activities. The other two large stores adopted the athletic field idea, but in neither case has it worked out as we hoped; and one of these stores has a social organization which gives dances and entertainments during the winter season. In all cases these clubs are maintained and managed by the employes themselves, men and women sharing in them, the management contributing generously to the expenses.

### Hours of Employment.

When it is realized that the only prohibition on the hours of labor contained in the Shops Regulations Act of Manitoba is that a young person, by which is meant a boy under 14 or a girl under 16, shall not work more than 74 hours in any one week, it is greatly to the credit of the employers of labor in the stores in Winnipeg that the hours in force compare favorably with those in force in any city on the continent. In the matter of early closing we are most distinctly in the lead, as only the smallest of the four stores which caters to a special trade requiring it, remains open Saturday evening,