

all the acts to determine what injuries should be covered. This clause has resulted in a large amount of litigation, a result which was known and foreseen when it was imported from England where it has been equally provocative of trouble. Such questions arise as whether it includes injuries received while going to and from work, during meal-time, while doing forbidden acts, or playing jokes, etc. Generally it has been construed to include only injuries received during working hours and while engaged directly upon the work of the employer. The term "personal injury" has also been a source of litigation to determine whether it includes sun-stroke, frost-bite, rupture, blood poisoning, pneumonia, etc.

Schedule of Payments.

The establishment of a definite schedule of compensation for industrial accidents is the important feature of all compensation acts. All the acts except those of Oregon and Washington base the compensation upon a percentage of the wages earned by the injured employé. In case of death, compensation is paid to the dependents, if any, for a period of from three to four hundred weeks. If there are no dependents, burial expenses are paid. If disability is permanent and total, compensation is paid for life in about half the states and in others for five or six years. For permanent partial disability, such as the loss of a hand or an eye, a fixed schedule is usually adopted giving compensation for a certain number of weeks, according to the seriousness of the injury. The percentage of wages used as a basis varies from 40 to 66% per cent., with a minimum of five and a maximum of ten or fifteen dollars per week.

In most of the states the employer is required to furnish medical and hospital service for a certain period, usually two weeks, following the injury, and in an amount not to exceed one hundred dollars. In some cases such service must be for a reasonable period or a reasonable amount, the actual amount to be determined in each case by the accident board. Compensation is generally not payable during this period. In case of death, the employer is required to pay the expenses of the last sickness and burial. The maximum amount varies from seventy-five to two hundred dollars.

To prevent what is called malingering or the laying-off for an unreasonable period for a slight injury in order to secure compensation, most statutes provide a waiting period of from one to two weeks during which no compensation whatever is paid. Hence, in order to receive compensation, the employé must suffer a disability lasting more than one or two weeks. As seventy-five per cent. of accidents result in disability lasting less than two weeks, this provision puts a considerable burden upon the employé. It is, however, a matter of balancing two evils with a tendency toward shortening the waiting period.

Insurance of Liability.

Most compensation acts recognize the need of making the payment of compensation certain by requiring employers to insure their liability. Otherwise, as compensation payments are made at intervals over a period of time and the employer may become insolvent after the accident, the employé might be deprived of any remedy. Insurance also offers a method of distributing the burden, and the fixed premium becomes a legitimate item in the cost of production. In most states where insurance is required, the employer has a choice of insuring in one of several ways: in a stock company, a mutual association, or a state fund. If financially able, he may also carry his own insurance. In a number of states, however, the employer has no choice, but must contribute to a state-administered fund.

The adoption of compensation acts has directed attention to the importance of accident prevention and has resulted in the increased use of safety devices and the betterment of industrial conditions. By placing the burden of expense on the employer, a strong incentive is created for accident prevention. Employers and employés are co-operating in an effort to reduce accidents by the formation of safety committees and the formulation of safety rules. Insurance companies offer a powerful incentive toward such efforts by the application of the merit rating system in determining premiums in each class of industry. Plants are rated according to their safety equipment and accident records. It is estimated that fifty per cent. of all industrial accidents are preventable. In Massachusetts, during a period of one year from July, 1912, to June, 1913, 89,694 non-fatal and 474 fatal accidents were reported. Subsequent experience in that state has shown that employers who have efficient safety organiza-

tions have been able to reduce the number of injuries fifty per cent. Equally good results have been obtained in other states. The United States Steel Corporation was able to reduce the number of its accidents seventy per cent. in three years. It should be noted that the reduction in the number of accidents is not so important as reducing the economic loss or the number of days lost on account of accidents. Foreign experience shows that betterment is taking place along this line, as the economic loss is decreasing even faster than the number of accidents.

New Developments.

Recent legislation indicates a tendency to increase the operation of the acts to include all employments and all injuries, even occupational diseases; to make the acts compulsory, even though this requires an amendment of the constitution; to increase the benefits and increase the periods of payment to life or during disability; to make insurance compulsory. In order to secure better administration and quicker results, most states are creating industrial commissions to administer the law. All signs point to permanence of the movement and to gradual improvements as experience is being gained.

OPPORTUNITY FOR INVESTMENT

The Monetary Times is informed of a manufacturing lumber company in Ontario whose chief owner desires to retire from the business, and who is anxious to dispose of the plant in its present state of efficiency and high earning capacity. The net assets of this company, which does business throughout Canada in manufactured hardwood and interior trim, with timber lands and mills of its own, are about \$500,000, and a considerable sacrifice would be made if the present controlling owner could reasonably soon be released from active management. *The Monetary Times* will be glad to put interested persons in touch with this concern.

BANK OF HAMILTON

Profits from the operations of the Bank of Hamilton last year amounted to \$424,274, or 14.1 per cent. on the paid-up capital. With a balance of \$157,087 brought forward last year, a total of \$581,361 was available, and from this the usual dividends were paid, absorbing \$360,000. To the pension fund was allotted \$19,013. War taxes took \$25,526, and \$175,821 was carried forward. The sum of \$300,000 was withdrawn from reserve to provide for depreciation of securities—a very proper provision.

The chief items of the profit and loss accounts for the past two years are as follows:—

	1915.	1914.
Profits	\$424,274	\$485,265
Previous balance	157,087	151,131
From reserve	300,000
Total	\$881,361	\$636,397
Allotments—		
Dividends	\$360,000	\$360,000
War tax	26,526
Depreciation	300,000	75,000
Pension fund	19,013	19,309
Patriotic fund	25,000
Total appropriations	\$705,540	\$479,309
Balance	175,821	157,087

In accordance with prevailing Canadian banking practice, liquid assets show a high percentage and amount to \$17,134,000, of which cash holdings are approximately \$11,000,000. Very strong showing. Total assets show an increase of nearly \$4,000,000 to \$48,250,000. Circulation increased about \$500,000 to \$3,500,000, while the total deposits of \$38,000,000 were \$3,500,000 more than in 1914. The Bank of Hamilton, therefore, continues to play its important part in Canadian banking and business.

The Alberta Central Land Corporation, Limited, with Ontario charter, has decreased its capital stock from \$750,000 to \$398,000.