


WELFARE
WORK 

CANADIAN
PACIFIC
RAILWAY

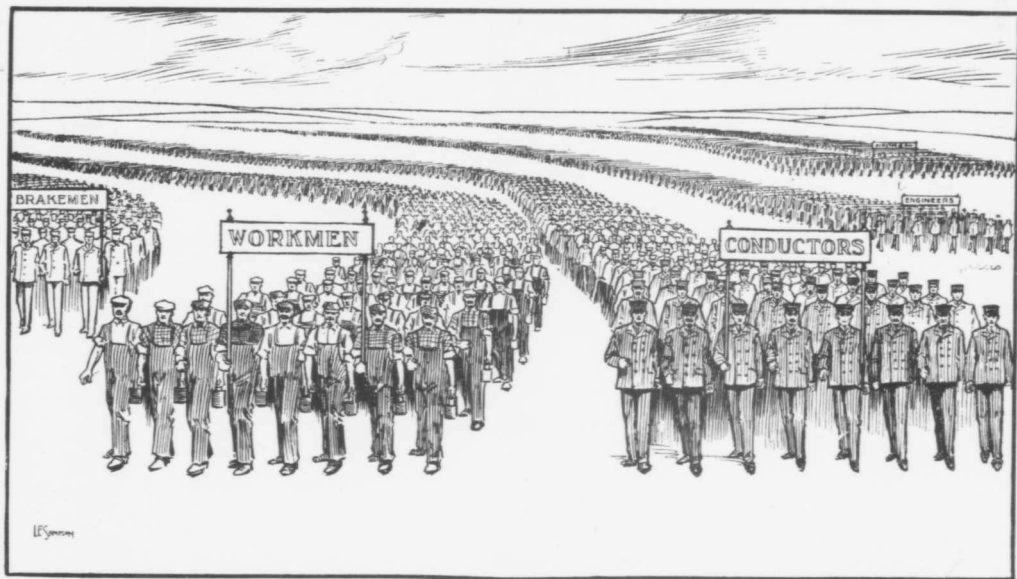


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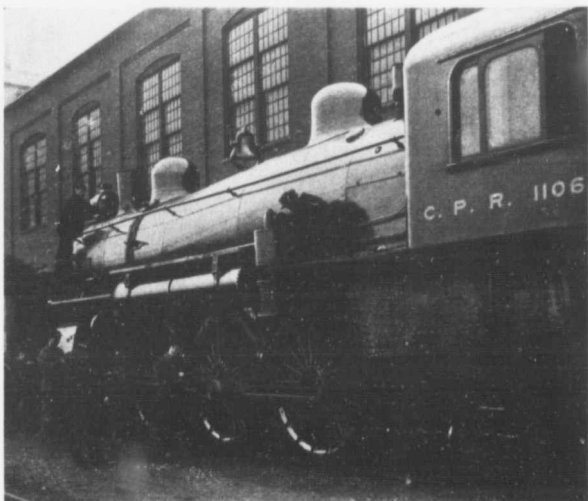


LE Symington

An army of over 70,000 men is employed by the Canadian Pacific Railway Company.

Railway Welfare Work

IN all military schools of to-day is taught the importance of proper food, sanitary conditions, suitable clothing and modern weapons for the army. The captains of industry in this great land of ours have not been slow to find out that it pays to treat their army of workers fairly, and that to give to them the very best tools, the most favorable conditions for the performance of their duties, is an investment productive of good returns. In the keen competition in the



Apprentices engaged in practical work on a mammoth modern locomotive at the Canadian Pacific Angus Shops, Montreal. Several of these engines are turned out every month at these shops.
The work of the apprentices is carefully supervised by capable instructors.

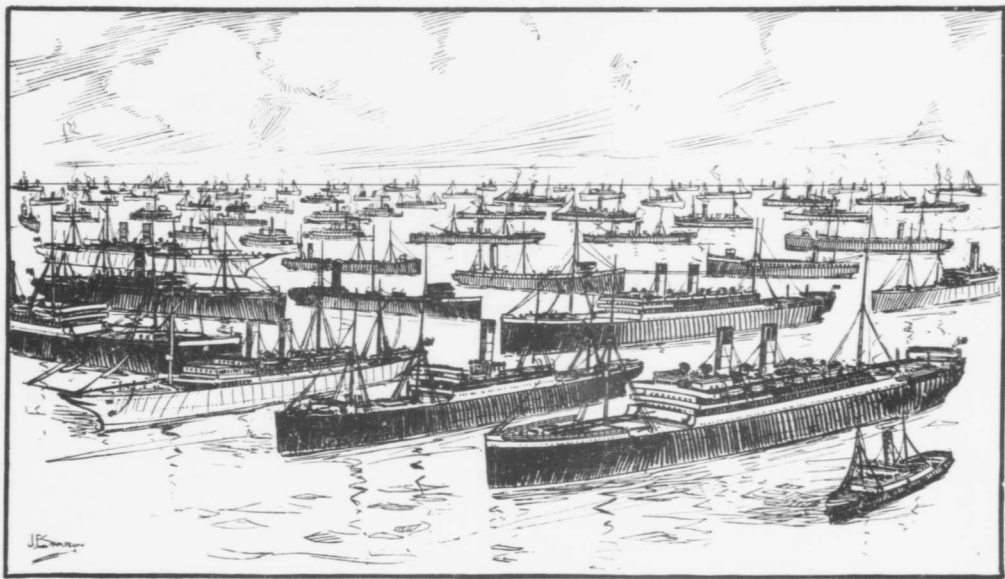
industrial world of to-day the victories of peace and profit must come by obtaining the best results from the laborer and mechanic. At the head of the vast army of railroad employes, and controlling for the shareholders the immense property of the Canadian Pacific Railway Company are alert, shrewd brains at work planning and directing; and there are hearts that recognize in the humble worker in the ranks a man like themselves, whose hearty co-operation is required for the general good of the service, and to obtain the greatest success for the Company, which means the comfort and safety of the travelling public, dividends for the stockholders, and increased business for the road.



Machine Department, Canadian Pacific Angus Shops, Montreal.

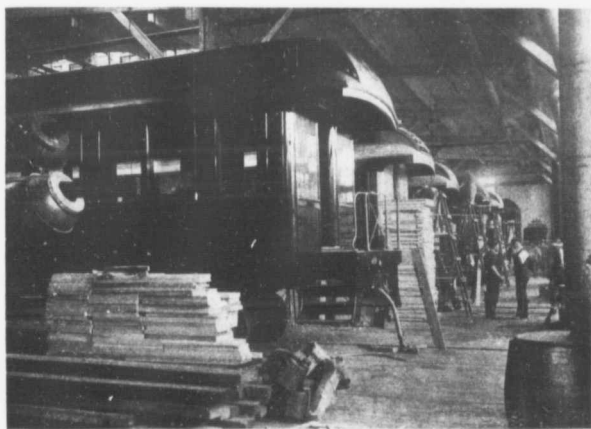
Welfare work may be said to consist of the efforts of the management on behalf of the employee over and above the payment of wages in making him more comfortable and contented with his work, and robbing old age of its terrors by means of a pension fund. Now, this railroad company does not claim that its motive in this work is purely philanthropic. The management frankly confesses that considerate treatment toward its employees is a paying business.

The new improvements in equipment, and the enormous increase in traffic, have made railroading much more exacting in its requirements from the men who engage in it. This business, possibly more than any



A fleet of fifty-seven steamships is owned and operated by the Canadian Pacific Railway Company

other, requires the clearest heads, the steadiest nerves and the strongest muscles, for the reputation of the road must always be safe-guarded. Therefore, the type of men operating the trains, building the cars and manning the ships is of the greatest interest and importance to the Company. It is also important to this Company how its men spend their spare hours, when off duty, even though it exercises no authority over them; it is willing to help to provide healthful, pleasant, wholesome recreation, and opportunities for mental and physical improvement. Considering the great number of skilled workers required for the work on the railways, it is not at all surprising that the Company should take a very



Building passenger cars at Canadian Pacific Angus Shops, Montreal.

active interest in training its men for the service. The recognized policy of this progressive road is to give to the young men every encouragement to learn their business thoroughly, and to qualify for advancement to higher positions.

Each year a larger amount of money is being devoted by the Canadian Pacific Railway Company to this special work for its employees. That the efforts and expense in these various departments on behalf of workers have been abundantly justified from both the business and the humanitarian

standpoints, the higher officials of the road are firmly convinced. It has brought the men and the management into closer relationship. It has made the employees feel that the Company takes a sympathetic interest in their welfare; that it is not merely trying to grind out the best years of their lives with exacting work, long hours and small pay without giving them anything to look forward to but retirement without compensation



Building box cars at Canadian Pacific Angus Shops, Montreal.

through disability or old age. This welfare or betterment work has done much to stamp out that spirit of discontent that once was prevalent among railway workers. It has generally raised the tone and character of the men, increasing their loyalty and efficiency, and helping them to realize that the success of the company that employs them means their own suc-

cess, and that these both depend upon each worker doing well his own part.

The Canadian Pacific Railway Company's operations extend, by its own trains and ships, half way around the world—from London, Liverpool, Bristol, and Antwerp to Japan and China and Hong Kong and in the Far East.

Its large fleets of steamships sailing on the Atlantic and Pacific oceans, the British Columbia and Alaskan coasts, the Great Lakes—Huron and Superior—and on the inland waters of British Columbia, together with its transcontinental and many other trains running throughout Canada, with subsidiary companies, require a great force of men—over 70,000.



Apprentice receiving instruction in practical tool work, Canadian Pacific Angus Shops, Montreal.

How the Company looks after this peaceful army is briefly told in the following :—

Work for Apprentices

The Company has inaugurated at its Angus Works, Montreal, a new system for handling their apprentices. This system, based on broad, common-sense lines, has become well established, and while probably much remains to be accomplished, the splendid progress made thus far and the strong organization which is being built up, promise well for the

future. The management is not looking for immediate results, for it is far-sighted enough to look five, even ten, years ahead, feeling sure that its present efforts will be rewarded when that time elapses.

The young recruit, when seeking admission, has to satisfy the management as to his general intelligence and good health. When in the workshops, the future mechanic is put through a systematic and continuous training, which, upon completion of his apprenticeship, enables him to qualify for a mechanic's position, and then, by further instruction, advance to the highest position in the organization. Every facility is placed in the way of the ambitious and intelligent employee to receive instruction from qualified and experienced officials in shop and railroad



Apprentice at work on marking off table, Canadian Pacific Angus Shops, Montreal.

work. The trend of this preliminary training has the tendency to create a desire in the aspiring employee. The training is progressive—starting first with educational instruction for the young employees, then advancing to shop and educational instruction for the apprentices, and finally the journeyman receives educational facilities which enable him to qualify for minor positions on the staff.

The moral and physical side, as well as the mental, is covered by the training given, and it is interesting to see what this railway is doing towards the development of its employees.

Primary Education for Young Employees

1. Reading and writing.
2. Elementary arithmetic.
3. Geography of the C. P. R. System.
4. Biographical sketches of past and present eminent Canadians.
5. Freehand drawing.
6. Punctuality and regularity.
7. Thoroughness, application and self-reliance.
8. Cleanliness and thrift.
9. Recreation.



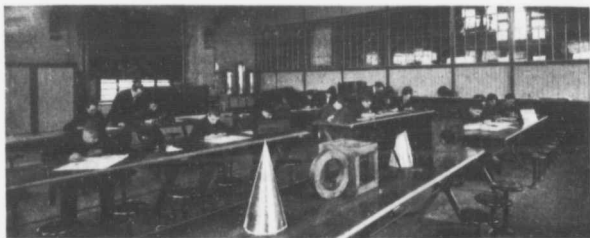
Apprentices at class instruction, Canadian Pacific Angus Shops, Montreal.

The young employee, after he has received the above training, is put through courses of instruction in shop arithmetic, shop mechanics, shop practice and mechanical drawing, which enables him upon completion of his apprenticeship to qualify as a skilled mechanic. Then, if necessary, he may take advantage of the advanced classes in mechanics, electricity, locomotive and car construction, and workshop practice.

A very interesting feature of the training is the practical work of the boys in the workshops, which is carried on under the direction of skilled shop men who are termed shop instructors. These men are carefully

selected, as they are held responsible for the moral as well as the practical training of the boys. The educational side of the training is carried on in a room set apart for the purpose, and well equipped with desks, tables, blackboards, cupboards, etc. The apprentices attend the instruction classes during working hours, and for the time thus spent the boys are paid their regular wages. The instruction classes are under the charge of practical and technical trained men who are termed educational instructors. The chief Educational Instructor, Mr. Henry Maxwell, is a man with a large heart, and kindly feeling for the boys.

In order to encourage the deserving apprentices, the company donates each year a scholarship to the ten best apprentices. These scholarships consist of complete courses in mechanical or electrical engineering, following the courses of the International Correspondence Schools, but taught by the Company's own instructors. The Company also awards two



Drawing class of apprentices, Canadian Pacific Angus Shops, Montreal.

scholarships, tenable for four years at McGill University, Montreal, each year to sons of employees. The holders of these McGill University scholarships are employed by the Company during vacation, and receive remuneration for their services. Last year several officials of the company awarded prizes to successful employees attending evening classes.

A glance at the syllabus of the evening classes shows that the education given is upon very practical lines. Over 250 employees take advantage of these classes, the upkeep of which is chiefly borne by the men themselves but is assisted by the Company and the Educational Department of the Province of Quebec.

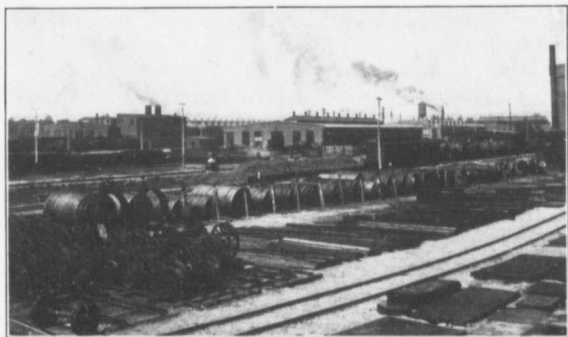


Football Team, Angus Shops, Montreal.

Syllabus for Season 1909-1910

LOCOMOTIVE SHOP PRACTICE—Instructor, Mr. A. H. Kendall, foreman, Locomotive Erecting Shop, C. P. R.

ELECTRICAL ENGINEERING—Instructor, Mr. Guy McDermot, construction foreman, Electrical Department, C. P. R.



General View of Angus Shops, Montreal.

MECHANICAL DRAWING—Instructor, Mr. G. B. Gough, motive power draftsman C. P. R.; Mr. Herbert Tetlaw, assistant foreman, Machine Shop, C. P. R.

MATHEMATICS—Instructor, Mr. H. Maxwell, educational instructor.

IRON AND STEEL—Instructor, Mr. E. B. Tilt, assistant engineer of tests, C. P. R.

These instructors are all experienced officials, holding responsible positions in the Company.

With such a splendid system of training, the future of Canadian boys who enter upon railroad work in the service of the C. P. R. will be assured. Inefficient and unskilled labor is always plentiful, but skilled labor is scarce. This interesting work is carried out under the supervision of Mr.



Class in Telegraphy.

H. H. Vaughan, assistant to the Vice-President; Mr. Lacey R. Johnson, assistant superintendent of motive power; and Mr. W. E. Fowler, master car builder. These officials take a keen, personal interest in the welfare of the apprentices, and firmly believe that a properly organized apprenticeship system would do much to correct the scarcity of skilled labor.

The supervisor of apprentices is Mr. Martin Gower, a graduate of London and Cambridge Universities, and a man who has had considerable practical engineering experience, as well as holding technical appointments. He has made a specialty of apprentice work for several years, both in the work shop and the school.

Instruction in Telegraphy and Shorthand

The young clerks in the general and other offices at Montreal have equal opportunities with the apprentices in the shops for equipping themselves for their life work. Schools of Telegraphy and Shorthand have been in operation for some time, and the advantages they offer are being eagerly seized by a number of ambitious youths. The schools are under competent teachers—Mr. L. W. Power being in charge of the Telegraphic and Mr. C. A. Bennett in charge of the Shorthand classes. The schools are located in the C.P.R. building, immediately west of Windsor Street Station, Montreal. There are two terms each year, and the classes meet three evenings a week, when the students of telegraphy are instructed in the mysteries of the key, taught how to dispatch trains, etc., etc. In the Shorthand school Isaac Pitman's system is used. To ensure a regular



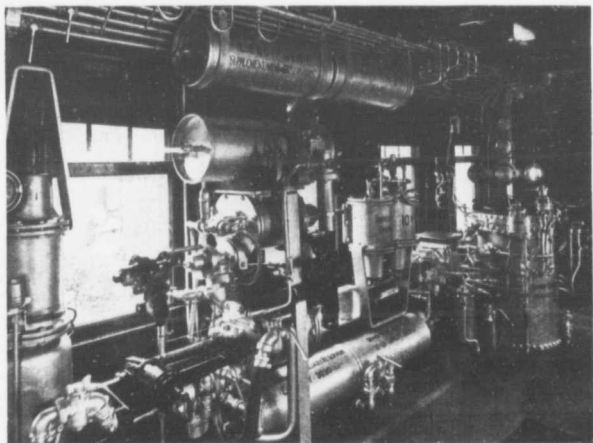
Class in Shorthand

attendance a monthly fee of \$2.00 is charged each pupil, but this money is refunded in full at the end of the six months' term to the pupils who have attended 75 per cent. of the classes.

Instruction Cars for the Education of Employees

The Canadian Pacific Railway Company provides instruction cars with competent men in charge to give instruction in the mechanism, operation and care of the Westinghouse Air-Brake, steam-heating and safety appliances. One of these cars is employed on Western Lines and another on Eastern Lines. Each car is equipped with an air-brake and a working brake apparatus for thirty-car train, duplicating exactly the brakes in actual

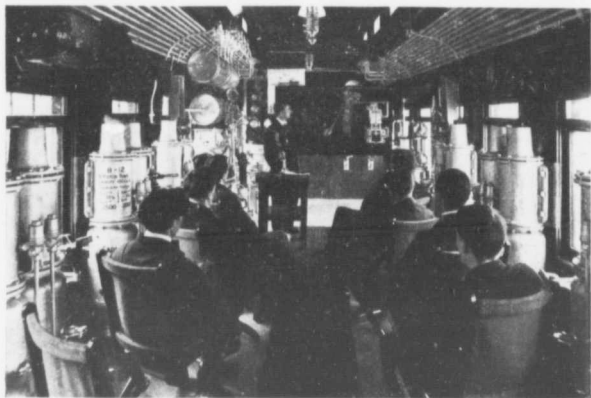
service, and so arranged that any desired number of them can be operated to demonstrate the actual working of the brakes under service conditions. With locomotive brakes of the different types are complete sectional models of every part of the air-brake apparatus. In addition to the air-brake apparatus there are sectional models of injectors, lubricators, steam-heat apparatus, electric head-lights, and other parts on which instruction could be advantageously given. The cars are equipped with stereoptican outfits and full sets of slides, so that illustrated lectures can be given to



Instruction car equipment, Canadian Pacific Railway.

classes. Attendance is compulsory on all employees in connection with train service and maintenance of various classes of equipment, and each man is required to undergo an examination, and, if successful, is given a certificate.

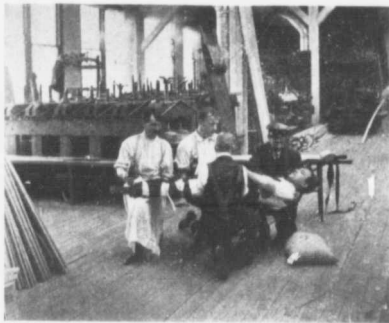
The work of these Instruction Cars has greatly improved the knowledge of the employees of this railway, in regard to the mechanism and operation of the varied and important appliances which are now necessary in the running of a great railway system.



Class work, Instruction car, Canadian Pacific Railway.



Employees at lecture on operation of air-brakes on Instruction car, Canadian Pacific Railway.

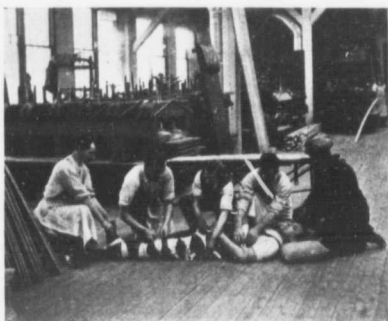


Showing how accident cases are treated in Canadian Pacific Angus Shops, Montreal.

First Aid to the Injured

For giving prompt assistance in case of accidents there is an organization called the Canadian Pacific Railway Centre of the St. John Ambulance Association, which includes in its scope all employees of the Canadian Pacific Railway Company. Its object is not to rival, but to assist, the medical profession. First aid is quite distinct from the work of the surgeon, for where the work of the ambulance man ends that of the surgeon commences. The Right Hon. Lord Strathcona, Sir Thomas Shaughnessy and Mr. R. B. Angus are its patrons; Mr. D. McNicoll is the president; vice-presidents are Messrs. J. W. Leonard, H. H. Vaughan, W. E. Fowler and Dr. G. P. Girdwood, M.D., M.R.C.S., Eng.; Mr. Lacey R. Johnson, chairman, and Mr. S. A. Gidlow, secretary-treasurer.

During the past three months first aid has been rendered to more than one hundred personal injuries at the Angus Shops, including fractures to different parts of the body, dislocations, electric shocks, burns, scalds, severed arteries, injuries to the eye, and many more or less severe accidents. Many cases of blood poisoning have undoubtedly been prevented by having at immediate call men who can treat wounds by antiseptic dressings before bleeding has entirely stopped, as it is after bleeding has stopped that bacteria find their way into an open wound. In case of severed arteries there was an undoubted saving of life, as it is practically impossible for medical aid to reach the patient in time to save



Ambulance Association work by the men employed in the Canadian Pacific Angus Shops, Montreal.

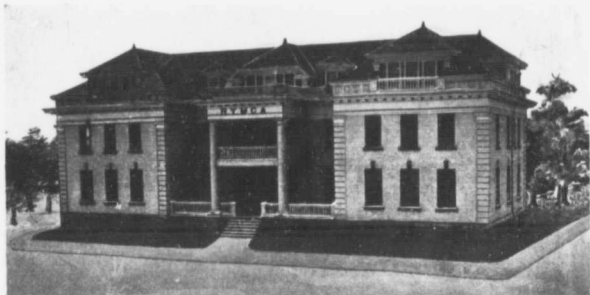
life in case of arterial bleeding. A great deal of suffering has been avoided by treating for shock immediately after the accident has occurred.

Quite a number of the men at the Angus Shops have obtained certificates of qualification certifying to their ability to give first aid in any kind of accident likely to occur in connection with their occupation.

All men who work with tools or machinery are peculiarly liable to cuts, burns, sprains, broken bones and injuries generally that may or may not be dangerous, but are at least painful and inconvenient. Therefore, the Canadian Pacific considers it is well for men engaged in such occupations to know something of the way in which such injuries should be treated in the interval which must elapse before medical attendance can be ordinarily obtained. The knowledge how to bandage a sprain, how to reduce pain from a burn, how to handle a broken limb, and how to carry a man unable to walk, means a great deal, both to the injured and the Company.

Instruction in "First Aid" gives to a man an intelligent conception of the nature of his injury, and by reason of the spreading of this important knowledge the old custom of applying cobwebs, tobacco juice, greasy waste and other filthy things to open wounds would not be allowed in any Canadian Pacific workshop. Ambulance instruction thus systematically organized means a saving of many lives, and much unnecessary suffering.

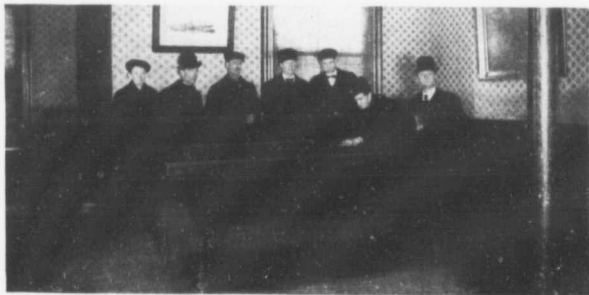
It is the intention of the Company to organize ambulance classes throughout its entire system.



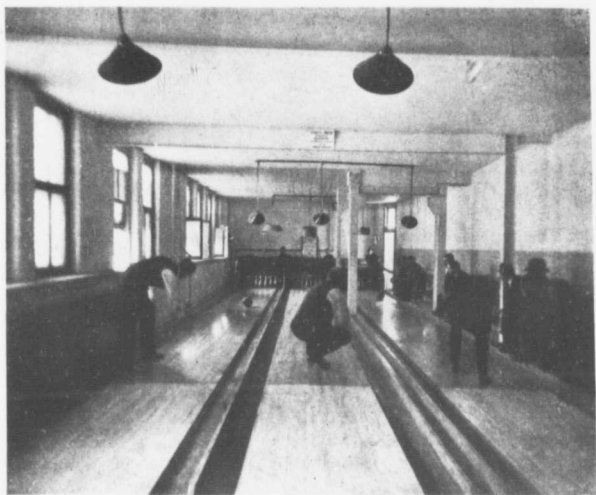
Building, at Kenora, recently presented to the Railway Y.M.C.A. for use of the employees of the Canadian Pacific Railway Company.

The Railway Y.M.C.A.'S in Canada

The Canadian Pacific Railway Company has recently opened another new building at Kenora costing \$30,000, to be devoted to special work for the railroad men. These buildings are given to the Y.M.C.A. to operate because of its unselfish purpose to be of service to railway men without financial gain. Boarding-houses had been erected by the Company and given over to individuals, who made out of them what they could. This had not been altogether satisfactory, and now the Company is trying an



Railway men at play in a Railway Y.M.C.A



Bowling alley in a Railway Y.M.C.A.

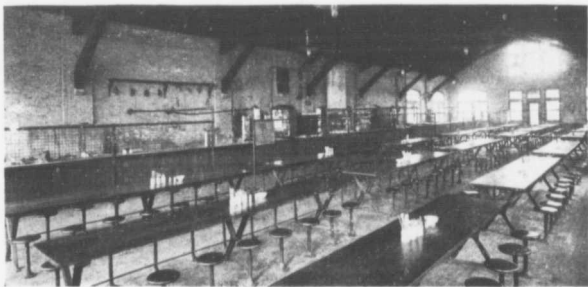
experiment with the Railway Department of the Y.M.C.A. The satisfactory working of one building at Revelstoke, B.C., during the past two years had induced the Company to increase the number of points at which these buildings were established.



Railway employees playing checkers.

The general plan on which these buildings are operated is as follows :— The Railway Company makes a monthly appropriation sufficient to cover the salary of the secretary, in addition to providing light, heat, repairs, etc. The men pay a fee of \$5, which covers use of baths, reading-room and general social privileges of the building. They pay \$1.25 a week for a room and \$4.50 a week for board. The operation of the building is in the hands of a local committee, composed for the most part of railway men.

Buildings have been opened at Schreiber and Chapleau, on the C. P. R. transcontinental line, in connection with the Railway Y.M.C.A. The buildings recently opened at these points each provide for 44 men in the dormitories, and have a dining-room seating 48 ; three bowling alleys in the basement, two billiard tables, reception room with large open fireplaces made of rough stones, bath-rooms, reading-rooms, smoking-rooms, lockers, etc.



Dining hall at Canadian Pacific Angus Shops, Montreal.

Comfortable Meals

Napoleon said that an army travels on its stomach ; a good comfortable meal for a workingman certainly means better work. Among the many special features at the mammoth Angus Shops, Montreal, where the Canadian Pacific builds and repairs its cars and engines, are the dining rooms for the men, which are unique in Canada. Good, wholesome, well-cooked food is served in warm, comfortable surroundings at very low prices. This service is possible because the Company furnishes free buildings, light, etc. The system used is known as the "help yourself"—the men come in at one door, take a tray and pass along a counter, where they help

themselves to what they desire as they pass to their seats. A ticket or check is placed by one of the attendants upon each tray, showing the price of the food they have selected. A full meal costs 19 cents, and an average meal about 15 cents. One thousand men can be comfortably seated at once in the two large dining-rooms. A reprint of the menu shows the prices paid for the various foods:

Menu of the Angus Shops Lunch Rooms

Soup	2cts.	Iron Brew, per bottle	5cts.
Beef stew.	3 "	Ginger ale, per bottle .	5 "
Irish stew	3 "	Cream soda, per bottle	5 "
Hamburg steak	5 "	Apple Nectar, per bottle	5 "
Roast beef	5 "	Lemon soda, per bottle .	5 "
Roast pork	5 "	Dry toast	2 "
Corn beef	5 "	Buttered toast	3 "
Beefsteak (to order)	10 "		
Beefsteak pie	5 "	EGGS	
Fried liver	15 "	Fried—one	4 "
Boiled ham	5 "	Scrambled—one	4 "
Codfish cakes (fast days)	5 "	Poached—one	4 "
Creamed codfish on toast (fast days)	5 "	Poached—one, on toast .	5 "
		CEREALS	
VEGETABLES		Force, with milk	5 "
Boiled potatoes	3 "	Shredded Wheat, with milk	3 "
Mashed potatoes	3 "	Canada Flakes, with milk	5 "
French fried potatoes . .	3 "	Oatmeal, with milk . . .	5 "
German fried potatoes.	3 "		
Green peas	3 "	SANDWICHES	
Stewed corn	3 "	Ham	5 "
Stewed tomatoes	3 "	Beef	5 "
Mashed turnips	3 "	Egg	5 "
Boiled onions	3 "	Cheese	5 "
Pickled beets	3 "	Stewed prunes	3 "
Boiled cabbage	3 "	Cakes	1 and 2 "
Coffee	3 "	Crullers	1 "
Tea	3 "	Pies, per cut	3 "
Milk, per glass	3 "	Pudding	3 "

The above bill of fare includes bread with all meats, soups, stews and fish, and milk and sugar with coffee and tea

There is a change of bill of fare daily—serving two kinds of meat, two vegetables and choice of pie, pudding or cake.

The lunch rooms are open every working day from 6 a.m. to 7 p.m.

These lunch rooms are under the management of P. F. Kastel, assisted by Mr. Mosher, both of whom have had long experience in similar work in large manufacturing institutions in the United States.

To see the men when at their meals is sufficient evidence that these lunch rooms are appreciated and enjoyed.

Caring for the Men



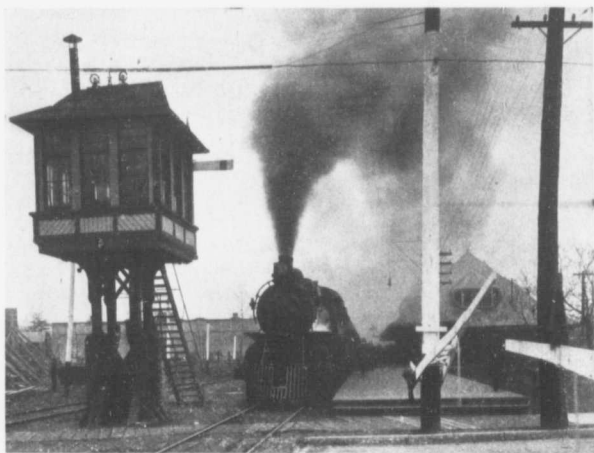
Interior of a Branch of the Bank of Montreal for the use of employees at the Canadian Pacific Angus Shops.

The Company not only looks after the stomachs of some of its employees but also after their general comfort, by providing sleeping accommodation at every divisional point between the Atlantic and the Pacific, especially for the use of the engineers and firemen, for which no charge is made. These men, when at the end of their outward run, are sure of comfortable quarters in what are called "bunk houses." In all of these kitchens with ranges are attached by which the men can prepare their own meals, and at some of the more pretentious places, stewards are in charge, who furnish meals at nominal prices. Many of these "bunk houses" are supplied with railway papers, magazines and other literature by the Company.

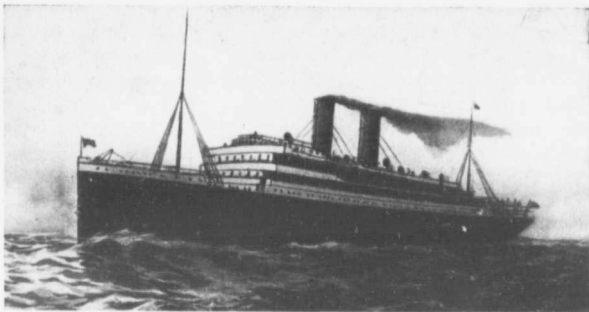
The Sleeping and Dining Car Department also provides sleeping accommodation for its porters at several points on the line.

For Mutual Protection

As showing the hearty co-operation of the management and the men, the organization of a Safety League in Toronto—the first of its kind in the world—stands out as a splendid object lesson. The League consists of engineers, firemen, train and yardmen, etc., and its purpose is the mutual protection of each other and the further safeguarding of the travelling public and the Canadian Pacific Railway Company's property by the strict enforcement of the standing rules and regulations. It is the duty of any member of this League who notices the violation of any rule by a brother employee to warn him of his neglect, and to report it to the League. The person named is compelled to accept the caution with thanks. The result is that the bulletins containing the violations bring to the attention of every member of the League the fact that certain rules are being disregarded, and this is having a marked effect in their close observance. As a matter of fact the infringements are of rules of minor importance, but the League's work is largely educational, and is proving beneficial to everyone interested.



Station at London, Ont., Showing Street Gates, Tower and Semaphore
All the latest Safety Appliances are used on the lines of the Canadian Pacific Railway.



R.M.S. Empress of Britain. Canadian Pacific Atlantic Steamship Service.

The Policy of the Steamship Department

The employees of the steamship services of the Canadian Pacific participate in the same way as the purely railway men in the general welfare work of the Company ; but conditions of employment at sea are so different from those on land, particularly in the length of the engagement, which is always for a voyage, a short term of months, or a season, that the Company long ago felt that some means should be taken to attract good men to the service and to retain them in it. To this end a system of bonuses has been established for long-service men, which has the double-barrelled effect of rewarding long, steady and faithful service, and at the same time encourages the younger men to endeavor to deserve a similar reward in due course. With the Chinese stewards and firemen in the trans-Pacific service the bonus is supplemented by a long-service badge, which is now worn with much pride by a number of Celestials who have been in continuous employment as long as eighteen years, some of them in quite subordinate positions. To those familiar with the usual conditions of seafaring life this speaks volumes.

Promotion in the steamship service of the C.P.R. has always been strictly by seniority, except in the rare cases where the senior man was not qualified for advancement, and great care is taken in the selection of new men so as to avoid as far as possible the chance of their having to be passed over when an opportunity for advancement occurs. To this is largely due the excellent personnel of the C.P.R. fleet.

Under the Merchant Shipping Act a shipowner is bound to care for any member of a ship's crew who falls ill or is injured while on Articles. The C.P.R. has made it a rule not only to live up to the letter of the law in this respect, but, recognizing the unfortunate and lonely position of a sick man in a foreign clime far from home and friends, to see that every possible care and attention is given to the sufferer, and that his family is looked after until such time as he is again restored to health and strength. Such cases are fortunately rare, but the knowledge of the Company's policy in this respect is a great factor in forming that spirit of loyalty and contentment which animates the men of the C.P.R. ships.



Dominion Express Department, Windsor Station, Montreal.

What the Dominion Express Co. Does for Its Men

While the Dominion Express Company is part and parcel of the C. P. R., and controlled by that Company, it is conducted as an entirely separate and distinct institution, with its own management and officials, all the leading ones of whom have been with the Company since its organization. In its attitude towards its employees, of whom there are about 1200 exclusively engaged in the business of the Company, and as many more who are jointly employed by the Railway and Express Companies as joint agents, a generous policy has been adopted. The Company has a pension fund on exactly the same lines as that of the Railway

Company, but as yet only five employees have been superannuated. This is not, however, all that the Express Company does to reward faithful service. To all employees, who work solely for the Company, and who have been in continuous service for ten years, a bonus of \$5.00 per month, over and above their salaries, is paid, and those who have been in service twenty years, receive a bonus of \$10.00 per month. This is called the long service bonus, and tends largely towards retaining the services of the best class of employees. All drivers or other employees who are uniformed by the Company are also furnished with clothes, caps and overcoats, free of charge, and careful attention is paid to the appearance of the horses, wagons, etc.

The system adopted by the Company in its treatment of its employees has worked out very successfully, with the gratifying result that the most amicable relations exist between the management and the men who are encouraged to remain in the service, and that on the pay-roll are still the names of faithful and loyal workers that have been there for many years, some of whom have been with the Company since its inauguration in 1881.



Dominion Express Prize Team

Railway Floral Work

It is now over twelve years since the Canadian Pacific Railway Company commenced to give away to its employes flower seeds in the spring and bulbs in the fall. The men have taken a keen interest in the cultivation of flowers, as evidenced by the fact that every spring tens of thousands of packages of seeds are required to supply their requests. From St. John, N. B., to Vancouver, B. C., station agents, section foremen and other employees have written Mr. N. Stewart Dunlop, head of the Floral Department, for flower seeds and instructions for the proper cultivation of the various varieties of seeds supplied by the Company. No rules are made regarding the cultivation of flowers; this work is entirely voluntary on the part of the employees. When the cultivation of flowers is commenced, as a rule attention is paid to the station fences, grounds and general surroundings; frequently the residents in the vicinity of the station emulate this good example, and the result is not only beneficial to the Company, but to all concerned. The amount of money expended by the Company for flowers is appreciated by the employees, and unquestionably creates a good impression upon the travelling public.



A station garden at Regina. Such beauty spots are a delight to travellers and they are carefully cultivated on the line of the Canadian Pacific Railway.

The Hotel Department



Chateau Frontenac, Quebec

In each of the many hotels of the Canadian Pacific Railway Company will be found various organizations for mutual improvement and social enjoyment.

The employees of the famous Chateau Frontenac have a snowshoe club which enjoys a number of outings during the gay winter season.

In the mountain hotels there is an organization for caring for the sick, which is a very worthy institution and affords protection to all the Company's employees, at a very small cost.

All employees are granted regular vacations, and promotions are rapid where ability and good conduct warrant advancement.

In all the hotels many new labor saving devices have been installed and the equipment throughout the whole system is thoroughly modern, particular attention having been paid to sanitation, ventilation and lighting, as this Company believes in providing, in all its branches of service, the most favorable conditions for its employees.

The Hotel Department



Royal Alexandra, Winnipeg

Improvements in every department is the constant order of the management, as pace must be kept with the ever increasing patronage.



Empress Hotel, Victoria, B.C.

Pensions for Employees

When the Pension Fund was created the following announcement was issued by the President of the Canadian Pacific Railway Co. :—

“The Company feels that a time has arrived when some provision should be made for officers and permanent employees, who, after long years of faithful service, have reached an age when they are unequal to the further performance of their duties. With this object in view, the Directors, with the approval of the shareholders, have, after a careful study of the question, determined upon a plan of superannuation, the particulars of which are set out in the accompanying rules and regulations.

“The system adopted calls for no contributions from the employees themselves.

“The Company hopes, by thus voluntarily establishing a system under which a continued income will be assured to those who, after years of continuous service are, by age or infirmity, no longer able to perform their duties, and without which they might be left entirely without means of support, to build up amongst them a feeling of permanency in their employment, an enlarged interest in the Company's welfare, and a desire to remain in and to devote their best efforts and attention to the Company's service.”

(Signed)

T. G. SHAUGHNESSY, President.

The rules and regulations are very simple and easily understood. It is specified that all officers and employees who have attained the age of sixty-five years shall be retired, and such of said officers and employees who have been ten years or longer in the Company's service shall be pensioned.

The Pension Allowance authorized shall be granted upon the following basis :—

“For each year of service an allowance of one per cent. of the average monthly pay received for the ten years preceding retirement, or preceding the date upon which the employee attained the age of sixty-five years, should he be retained in the service after such date ; for example, an employee who has been in the service forty years, and received on an average for the last ten years sixty dollars per month, the Pension Allowance would be forty per cent. of sixty dollars, or twenty-four dollars per month.”

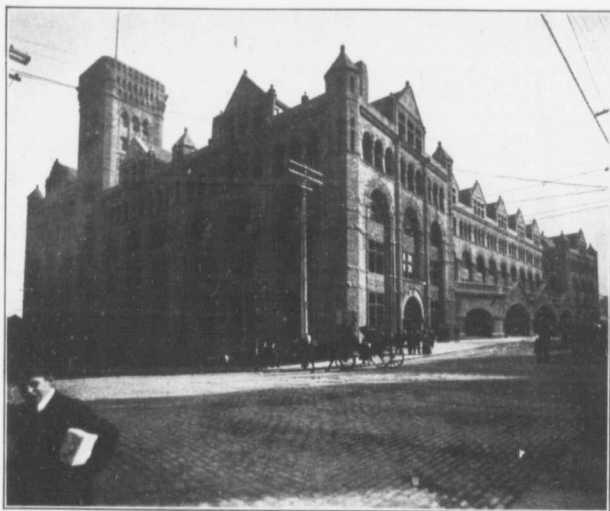
No Pension Allowance authorized, however, shall be less than twenty dollars per month.

In order that the direct personal relations between the Company and its retired employees may be preserved, and that they may continue to enjoy

the benefit of the Pension System, no assignment of pensions will be permitted or recognized.

The acceptance of a Pension Allowance does not debar a retired employee from engaging in other business, but such retired employee cannot so engage in other business, nor re-enter the service of the Company, except with the consent of the committee, without forfeiting his Pension Allowance.

The number of persons over seventy years of age on the pension roll at January 1, 1909, was 105; between sixty and seventy years of age, 148; under sixty years of age, 23—total, 276 persons. The amount paid out for the year was \$50,694.79, and the balance to the credit of the fund was \$657,345.60.



Windsor Station and Executive Offices, Montreal.

