ANNUITIES AND BENEFITS COMMITTEE, 1924

From left to right: E. A. Oliver; D. Y. Cummings; P. F. Sinclair (Chairman); E. V. A. Kennedy; G. L. Thompson (Secretary). Inset, W. B. Elsworth.

Special Annuities and Benefits Number
JOINT COUNCILS
Imperial Oil Limited
Elected and Selected Representatives for the Year
MANUFACTURING DEPARTMENT

DELEGATES

Ioco Refinery
Elected
M. P. Sinclair (Chairman)
S. H.体育彩票
F. L. Matthews
G. M. C. Murray
J. Whitehead
J. W. Macdonald
J. M. F. Findlay
E. C. McMillan
J. A. E. Quinlan
W. H. Thursby
G. A. Derrig
A. L. T. White
H. D. Percy
E. R. Slack
J. J. D. Grant
J. H. Gilmour
M. J. McInnes
J. E. Slevin
(Chairman)

Sarnia Refinery
Elected
Alfred M. McLeod
E. J. Simpson
G. E. Boates
R. B. Denton
J. L. C. Connelly
R. C. Bona
J. E. Slevin
R. C. Bona
J. E. Slevin
(Chairman)

Montreal Refinery
Elected
H. C. McRae
M. F. Parkes
A. J. C. Black
J. J. M. McLachlan
J. E. Slevin
J. J. M. McLachlan
(Chairman)

Regina Refinery
Elected
W. F. Robb
J. A. A. Philip
C. R. Moore
A. C. Taylor
W. K. Miller
R. K. Taylor
H. Matthews
E. C. Dumbolton
W. A. Smith
K. Coates
E. Faulkner
W. K. Miller
R. K. Taylor
F. cylinder
W. A. Smith
A. C. Taylor
G. Leach

Calgary
Elected
W. R. H. Biddle
ton
M. H. Biddle
H. W. C. Biddle
K. H. Biddle
J. E. Tystad
C. M. Biddle
R. H. Biddle
J. E. Tystad
C. M. Biddle
(Chairman)

Vancouver
Elected
J. R. Smith
J. H. S. Biddle
R. A. Biddle
J. H. S. Biddle
R. A. Biddle
(Chairman)

Edmonton
Elected
I. G. Noble
J. G. T. Biddle
M. A. Biddle
R. A. Biddle
J. G. T. Biddle
(Chairman)

Hamilton
Elected
W. F. Biddle
J. E. Tystad
A. C. Taylor
H. W. C. Biddle
K. H. Biddle
J. E. Tystad
(Chairman)

Toronto (Princess St.)
Elected
J. B. Thomson
J. H. S. Biddle
A. A. Robertson
J. R. Lottrell
M. Marshall
C. O. Biddle
W. T. Thomson
E. A. Oliver
(Chairman)

Montreal
Elected
E. C. Biddle
A. L. Biddle
J. R. Lottrell
M. Biddle
C. O. Biddle
W. T. Thomson
E. A. Oliver
(Chairman)

Ottawa
Elected
J. E. Tystad
J. H. S. Biddle
A. C. Taylor
H. W. C. Biddle
K. H. Biddle
J. E. Tystad
(Chairman)

Quebec
Elected
G. W. Biddle
J. E. Tystad
A. C. Taylor
H. W. C. Biddle
K. H. Biddle
J. E. Tystad
(Chairman)

Winnipeg
Elected
T. J. Thomson
B. S. Biddle
W. T. Thomson
E. A. Oliver
(Chairman)

St. John, N.B.
Elected
P. P. Sinclair
R. Biddle
W. T. Thomson
E. A. Oliver
(Chairman)

ANNUITY AND BENEFITS COMMITTEE
P. P. Sinclair (Chairman)
E. C. Dean
W. B. Biddle
D. L. dettes
E. A. Oliver
(Chairman)

The IMPERIAL OIL REVIEW
A Magazine published in the interests of Employees of
Imperial Oil Limited

VOL. 8
FEBRUARY, 1924.
No. 2

Annuities and Benefits Statistics for 1923

The personnel of the Annuities and Benefits' Committee for the year 1923 has two important changes. Mr. G. I. Bambly, who has given very faithful and valuable service to the Committee for a number of years, retires and is succeeded by Mr. E. A. Oliver, Manager of the Toronto Division, who has already proved himself a wise counsellor. Mr. Leo McCloskey, whose service on the Committee has not been of such long duration, also retires and has been taken care of by Mr. E. A. Kennedy. The Committee for 1924 will therefore consist of Mr. P. P. Sinclair, Chairman, Messrs. C. D. Dean, W. B. Biddle, W. B. Biddle, T. D. Detties, and E. A. Oliver, of whom the Committee was in complete harmony and decided a great many important questions, which, in nearly every case met with the approval of the Board of Directors. In many instances we have been greatly assisted by the advice of Dr. Evans, chairman of the Committee. The committee hold in all fifty-two meetings held and session, discussing cases, and making 332 decisions. The close of 1923 brought to the end the fifth year of the Annuities and Benefits Division, and in the last six months of the year, we have not been out of place to state here that in our programme for 1924 we have in mind to make it a record year as far as accidents are concerned, and we count on the active and hearty co-operation of our superintendents and managers, as well as each member of our organization. Keeping in mind what has been done during the last year of the year, we feel that it is possible to cut the number of accidents in two. Accident benefits paid amounted to about $15,000. The accident benefits shown herewith do not of course include disbursements to the various Workmen's Compensation Boards which annually run into a big sum.

Termination Employers
This class of employment takes care of all employees who have been employed and terminated but who were not eligible for Death Benefits owing to their period of service. During the year we received 2,788 employment notices and the Terminations numbered 1,965. The large number of temporary employees is explained by the great amount of construction work carried on during the year at the Imperial Oil Company. The Terminations Notice

Under this heading are included all employees who were in the employ of Imperial Oil Limited.
Joint Industrial Councils, 1924

OUR readers will find in this issue of the REVIEW, group photographs of our 1924 Joint Industrial Councils, with the names of the various refineries and councils and 10 being duly represented to participate the rating developments.

The elections were held during the early part of December, and while the majority of the managers and delegates were re-elected, many new faces will be seen on the 1924 Joint Councils. A majority of the votes were cast in favor of the regular ballot, and it is believed that a very heavy vote was polled throughout our refineries and marketing offices.

Sarnia—Out of 921 eligible voters, 916, or 99.46%, exercised their privilege. By divisions, the percentages are:

- Division 1: 96.75%
- Division 2: 99.02%
- Division 3: 100.00%
- Division 4: 100.00%
- Division 5: 100.00%

Sarnia—Out of 380 eligible voters, 285, or 74.87%.

- Division 1: 96.75%
- Division 2: 99.02%
- Division 3: 100.00%
- Division 4: 100.00%
- Division 5: 100.00%

Imperial—Out of 286 eligible voters, 258, or 90.70%.

- Division 1: 96.75%
- Division 2: 99.02%
- Division 3: 100.00%
- Division 4: 100.00%
- Division 5: 100.00%

Marketing Divisions

1. Vancouver—Percentage of voters eligible, voting—95%.
2. Calgary—Percentage of voters eligible, voting—100%.
3. Fort William—Percentage of voters eligible, voting—100%.
4. Hamilton—Percentage of voters eligible, voting—100%.
5. Toronto (Princess St)—Percentage of voters eligible, voting—79%.
6. Montreal—Percentage of voters eligible, voting—95%.
7. Quebec—Percentage of voters eligible, voting—100%.
8. St. John, N.B.—Percentage of voters eligible, voting—94%.
9. Winnipeg—Division 1—100%
10. Winnipeg—Division 2—100%.
11. Winnipeg—Division 3—89.4%.

MANUFACTURING DEPARTMENT

Imperial—Elections held on December 10th, and everything passed off in a quiet order, with the exception of a few omissions. The result was as follows:

- Division 1: 96%
- Division 2: 94%
- Division 3: 97%
- Division 4: 90%
- Division 5: 89%

Sarnia—Elections held on December 16th. The elections were held in the manner in which the "Safety-First" Committee had carried out its work during the year. Mr. Parsons enumerated a few of the many steps the "Safety-First" Committee has taken in this matter, clearly indicating that this Committee has been on the job throughout the year.

Mr. James Parsons moved a thanks to the Board of Directors for the generous way in which they have assisted and several of the employees who were on the sick list during the year. Mr. Simach also expressed his appreciation of the fine work of the Council and thanked Mr. Leaver and the members of the Council for their invitation to be present. A splendid evening was brought to a close, the pleasure of which was very materially enhanced by the presence of the New Sarnia orchestra.

Mt. Leavon—Elections held on December 4th and 5th. It was moved by Mr. Edwards, seconded by Mr. Simach, that the vote of thanks be extended to the "Safety-First" Committee for the good work accomplished during the year. It was moved by Mr. Edwards, seconded by Mr. Therrien, that a vote of thanks be extended to the Council, the members of the Council, which was carried. The new members of the 1924 Council were then invited in and the object of the Council explained.

Regina—Elections held December 6th. The 1924 Council worked very harmoniously during the year. The reports will show that the visiting of the sick and disabled employees, was carried out by the Committee during the year. One of the delegates, with one of the Elected delegates, volunteering for this work each month.

MARKETING DIVISIONS

Vancouver—Elections held. "We have nothing to report with regard to the work of the 1924 Council."

Calgary—Elections held. "Everything went along very smoothly in this division, and no complaints were received.

Sarnia—Elections held Wednesday, Thursday and Friday, December 5th, 6th and 7th. The Council operated successfully and harmoniously throughout. The Twelfth and final meeting of the 1924 Joint Industrial Council, together with the annual general meeting of the Council, was held at 6:30 p.m., January 3rd, taking the form of a little dinner, at which Mr. imperative, was present, moved a hearty vote of thanks to the Board of Directors for their consideration and management in which the Company treats its employees.

Mr. Parsons, moved by Mr. McLeod, seconded by Mr. Stevens, that a vote of thanks be extended to the Chairman of the Council, Mr. Leaver, for the good policy shown towards the employees during the past year, which was also adopted.

Mr. Parsons, First-Aid man, gave a very short but effective talk on the subject of "Safety-First." He also gave a talk on the second delegate in Division (1). There was no caucus held in any division, the men simply going to the ballot box and casting a ballot for their choice.

The following is an extract from the minutes of the twelfth regular meeting of the 1924 Council:

Chairman made the remark that this being the last meeting of this Council, he would like to know how the delegates felt as to the importance of the Industrial Council. It was stated by Mr. Bourne, and felt he there was considerable advantage to the employees in having a council running, in the matter of "safety first," as well as other matters which affects the employees. Mr. Morrison also spoke regarding the importance of the Council, and felt that the Industrial Council is a considerable advantage to the employees working. He stated that he had been on the Council for the past four years, and felt that he would not care to run again for delegate's position at present. It being that during the time he has served on the Council, that it had done a lot of good work for the employees.

"There were several other delegates spoke regarding the importance and advantage of the Industrial Council."

Imperial—Elections held on December 6th. It was moved by Mr. Pittman, seconded by Mr. Ross, and carried unanimously that the election for the 1924 Council was carried out satisfactorily in every way. Mr. Pagan, seconded by Mr. Neil, and carried unanimously, that a vote of thanks be extended to Mr. Allan for the many ways in which the Council had been shown to those who had been sick or in trouble, and to those employees who were on the job all the time. It was moved by Mr. Clarke, seconded by Mr. King, that greetings be sent to the President, the Board of Directors, the Toronto Office Officials and staff, wishing them all a Merry Christmas and a Happy and Prosperous New Year—Carried unanimously.

Page Two
**Five Year Test of Imperial Oil Industrial Relationship Plan**

**A Contribution to the Solving of the Labor Problem.**

By P. F. Sinclair

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<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
</tr>
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<tbody>
<tr>
<td>December 19th, 1918</td>
<td>One of the first objectives of our Company was to create a fair and equitable plan for our employees. It is worth while to recall this day, with its far-reaching decisions, lest we forget. The purpose of the adoption of the &quot;Industrial Relationship Plan,&quot; was made at Sarnia, December 19th, at a banquet in the Boardroom of the Board of Trade, which was attended by B.C. representatives employees and by the leading officers of Imperial Oil, Limited. The Directors met the new delegates at dinner, and speeches were made by both men and the Directors, notably the Honorable W. H. B. Borden, in a most moving and eloquent address, made known the following details of the Annuities and Benefits Plan.</td>
<td></td>
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<tr>
<td>January 1st, 1919</td>
<td>At the time of the Plan, it is reported that the Company was &quot;just feeling its way.&quot; While the Company were pioneers not only in the introduction of Joint Industrial Councils, but also in a comprehensive system of Annuities and Benefits, it was not easy to claim that the Plan would be a panacea for all Industrial ills. One of the latest and most important developments, looking to the interest of the Industrial Plan, was the announcement in the March 1920 issue of &quot;The Review,&quot; with reference to the Co-operative Investment taste not of April 15th, 1929. The trust affords every member of the organization, an opportunity, after a year's service, of becoming a partner in a very real sense. By the investment of a portion of his wages, he becomes a Deedee in the Trust and a stockholder in the Company, thus making provision for his later years. One might say, both the company and the individual are making provision for their future.</td>
<td></td>
</tr>
<tr>
<td>February 1st, 1919</td>
<td>The Annuity Plan would be put into effect.</td>
<td></td>
</tr>
<tr>
<td>March 1st, 1919</td>
<td>At the time of the Plan, it is reported that the Company was &quot;just feeling its way.&quot; While the Company were pioneers not only in the introduction of Joint Industrial Councils, but also in a comprehensive system of Annuities and Benefits, it was not easy to claim that the Plan would be a panacea for all Industrial ills. One of the latest and most important developments, looking to the interest of the Industrial Plan, was the announcement in the March 1920 issue of &quot;The Review,&quot; with reference to the Co-operative Investment taste not of April 15th, 1929. The trust affords every member of the organization, an opportunity, after a year's service, of becoming a partner in a very real sense. By the investment of a portion of his wages, he becomes a Deedee in the Trust and a stockholder in the Company, thus making provision for his later years. One might say, both the company and the individual are making provision for their future.</td>
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**Page Four**

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**February, 1924**

The Imperial Oil Review

Page Five

- "To make a happy Fireside clime
  That's the true pathos and sublime
  Of human life.

We realize that this is the ideal of the working man. He wants to put a roof above his head and put clothes on the backs of his children and to give them an opportunity to make their way in the world. He is human; he has the same impulses that we have, and ambition is costing through the veins of his children as in the veins of the children of other men. Because of this, there is the right deal, a little time to rest, a little time to work, a little time to get the obligations of citizenship. But on the other hand, it will not do to look upon capital as only greedy, and corporatings as supremely useless. This Plan, if we understand the motives which gave it birth, puts the quietus on this attitude of mind. There are both extreme attitudes, usually adopted by men of commerce or selfish mind, who will not take the trouble to acquaint themselves with the very complex details of business life. It is still true: "A little learning is a dangerous thing, drink deeply, or taste not the panopticon of human ineptitude. But while knowledge, sympathy and understanding may be a necessary starting point for the rehabilitation of the industrial workers, more is needed. Education is not sufficient to meet the situation. There is need for constructive business imagination. And in this, the latter part of 1924, we find that the man who will be a new path way and the life of a day. The next step is, therefore, calling for courage, energy, patience and vision. The attempt is worth while, if the spirit of respect and cooperation is to reign in Industrial World. Our Board of Directors five years ago, have been the leaders in the development of keen business insight, tempered with a fine element of humanity, adopted our Industrial Trustees. They are that the members of the Industrial Education Program, and in so doing, we feel that they are not only doing all as a very constructive, contribution to the problem of the proper relations between employer and employee.**

**Do It Right**

*It may be five minutes of closing time and a way home; it may mean that more important things command you to hurry; it may be a night where some one is aching to do it wrong. But take the time to do it right. A thing done right is forever. It is scorned, perhaps, by the next man, the next time, but less trouble tomorrow. System demands it of every one of us, in the great industrial wheel, simply replacing them, when worn out. The man who works with his hands, has a right to say when investigating his energy, that he is entitled to a fair price for it, because the real aim underlying the action of the fair and just working man, is that annunciation by Robert Burns:-*

- "To make a happy Fireside clime
  That's the true pathos and sublime
  Of human life.

We realize that this is the ideal of the working man. He wants to put a roof above his head and put clothes on the backs of his children and to give them an opportunity to make their way in the world. He is human; he has the same impulses that we have, and ambition is costing through the veins of his children as in the veins of the children of other men. Because of this, there is the right deal, a little time to rest, a little time to work, a little time to get the obligations of citizenship. But on the other hand, it will not do to look upon capital as only greedy, and corporatings as supremely useless. This Plan, if we understand the motives which gave it birth, puts the quietus on this attitude of mind. There are both extreme attitudes, usually adopted by men of commerce or selfish mind, who will not take the trouble to acquaint themselves with the very complex details of business life. It is still true: "A little learning is a dangerous thing, drink deeply, or taste not the panopticon of human ineptitude. But while knowledge, sympathy and understanding may be a necessary starting point for the rehabilitation of the industrial workers, more is needed. Education is not sufficient to meet the situation. There is need for constructive business imagination. And in this, the latter part of 1924, we find that the man who will be a new path way and the life of a day. The next step is, therefore, calling for courage, energy, patience and vision. The attempt is worth while, if the spirit of respect and cooperation is to reign in Industrial World. Our Board of Directors five years ago, have been the leaders in the development of keen business insight, tempered with a fine element of humanity, adopted our Industrial Trustees. They are that the members of the Industrial Education Program, and in so doing, we feel that they are not only doing all as a very constructive, contribution to the problem of the proper relations between employer and employee.**

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**Editorial Note:**

"The Imperial Oil Review" is an internal publication of Imperial Oil Limited, providing insights into the company's industrial relationship plan and its impact on the working environment. The text discusses the company's efforts to improve labor relations and create a conducive work environment for its employees. It highlights the importance of education and understanding in fostering a better relationship between employers and employees, emphasizing that a little knowledge is not enough; more is needed to meet the situation. The text also touches on the ideal of the working man, who wants a roof above his head, clothes for his children, and an opportunity to make their way in the world. It recognizes that while progress is being made, challenges remain, and more work is needed to create a better balance of power and understanding. The text concludes with an encouragement to "do it right," emphasizing the importance of taking the time to do things correctly, even if it means delays or additional effort, as the long-term benefits are worth it. The message is clear: the true pathos and sublime of human life requires not just knowledge and sympathy but also a commitment to doing things right, regardless of the challenges or pressures of the moment.
Joint Councils—Marketing Divisions


OTTAWA—Left to right: G. W. Buxton, D. S. Bell, G. Brown, J. G. Dunlop, F. P. Donnie.


VANCOUVER—Left to right: Top row—J. Reel, G. D. Scott, R. Brasile, G. Doncier, M. A. McDowell. Bottom row—D. Huggins, F. Key, C. M. Rollins, E. S. Maas.
Joint Councils—Marketing Divisions

CALGARY—Left to right: Jone Dawson, T. J. Miller, R. H. Temple, M. Hanco, W. Randle.


Comrades in Business and Service

P. F. Stanko

IT may not be altogether out of place to take advantage of the occasion, which the columns of the Review provide, of putting a few more personal notes to the members of our nation-wide organization regarding the spirit which lies behind all our work.

Our aim as a company is, to render a full, and to see that a full service, is rendered by us to Canada in connection with the development of our country. If Canada has need of this service, we are at our best service, to satisfy this need, and we, as a company, will prosper. This is the foundation stone of our success, as a servant of the country. While the smallest details of our business are important, and a simple, though effective, organization imperative in successful operation, it is more important for us to be able to handle our work in such a way that all our efforts will be directed towards the end of which we give our best and pith to all our work, namely—how can we serve Canada’s needs?

Again, we must try to get a true vision of our organization. This vision should, therefore, be retroactive, pre-operative, circumstantial, intro-active and super-active. That is, as a company, we must be able to: (a), look back on the way we have come, and gather the past business and years and thus profiling by our experiences (b) to look ahead, open-eyed, with sound business judgment; (c) to look around, taking stock, and making note of our opportunities; (d) to look in, place, the proper value on the personal effort; (e) to look out, having in mind the goal of all our efforts.

We are sometimes inclined to think of our company from two standpoints only, when-as a matter of fact, we should think in terms of the country, industry, nation—1. The stockholders, who provide the capital, to which class all Depositors in the Co-operative—by our Trust belong to 2. The management, who bring managerial insight and fore-sight to the conduct of our business.

The ability of a hand of light and shade, to carry out successfully and practically, the company’s plans, the life of the business itself. The public, who supply the market, may have the first hand of these, namely, capital, management, labor, and the public, because we have failed to satisfy the public. After all, “the proof of the pudding is in the eating of it,” and we must measure our success by the results.

As all of these four parties to Industry are essential, there should be a close harmony and mutual understanding between them; their interests being common interests. If one of these parties should play a lone hand in the industrial game, all four must of necessity suffer. We four parties should, therefore, there be, but it is, however, a very real and special reason why the management and the workers should work together in the most complete understanding and agreement, for we are two unitedly responsible to the stockholders in the use of the money, and also to the public, who buy our products and whom we seek, to serve, and to serve should be a special comradeship between us two.

We have said it is essential that those who work for the company, and seek their livelihood in this channel of work, those who work for the company, should understand each other and appreciate the work they are trying to do, and it should be to able to state that such is the condition in our organization. The old spirit of suspicion and bitterness in Industry, has given way to the finer spirit of justice, understanding and sympathy. Such a spirit of comradeship in service, makes for success. Earlier in life we had other and longer experience to do with, where on, the whole, high tension and excessive stress; instead, we have been able to produce a constitution—one of a number of defects which might induce the failure of a named bridge.

Public viewpoint has, by natural process of elimination, been narrowed down to interest in the achievements of two widely divergent spheres, namely, that of Samuel Gompers wherein labor and industry idealities are not so much on the strike or lockout to obtain a desired objective, and Lenin’s systems commonly whereby the capitalist is removed entirely. In saying “removed” I speak delicately. The former policy covers the unions in North America, and while it early teaches the public to form a more closely the personal conception of capabilit at both ends of the scale of Industry, forms more closely, I infer, than the Bolsheviks. The former has been, and still is, over Russia and back again, tearing up every honest labor (and dishonest) Russian’s potato patch in.

Bolsheviks, besides forswearing barrenness and being over Russia and back again, tearing up every honest labor (and dishonest) Russian’s potato patch in.

Bolsheviks, besides forswearing barrenness and being

TO bridge the gap between Capital and Labor has been the universal effort of industrialists in the world. The problem has never been solved; it has always been a problem of the day. The problem has never been solved; it has always been a problem of the day.

Public viewpoint has, by natural process of elimination, been narrowed down to interest in the achievements of two widely divergent spheres, namely, that of Samuel Gompers wherein labor and industry idealities are not so much on the strike or lockout to obtain a desired objective, and Lenin’s systems commonly whereby the capitalist is removed entirely. In saying “removed” I speak delicately. The former policy covers the unions in North America, and while it early teaches the public to form a more closely the personal conception of capabilit at both ends of the scale of Industry, forms more closely, I infer, than the Bolsheviks. The former has been, and still is, over Russia and back again, tearing up every honest labor (and dishonest) Russian’s potato patch in.

Bolsheviks, besides forswearing barrenness and being over Russia and back again, tearing up every honest labor (and dishonest) Russian’s potato patch in.

Bolsheviks, besides forswearing barrenness and being

The fourth fiscal year of the Co-operative Investment Trust ends on April 14 next and the report covering the period will be issued as early as practicable after this date. At the end of the calendar year the books of the Trust showed that the capital had increased to December 31, 1925 a total of $50,170. The first of the comments of the deceased depositors, annotators, etc., had received 4,275 shares. There thus remained in the Trust as of that date 41,100 shares.

A Survey of Russian Communism

By Carl Y. Day

Page Twelve

Page Thirteen
Staff Dances at Toronto and Halifax

“Staff Dances at Toronto and Halifax” was the title of the article. The text continues:

“Second to None at Halifax”

On the evening of January 11th, the Halifax Division of Imperial Oil Ltd., held a very enjoyable dance at the woodcock Inn.

To know where you are going and what you wish to do is the basis for an evening’s entertainment; to have things ready under your hand, to hold your means and forces at a “ready” — all these are simply order.

To discipline your habits, your efforts, your wishes; to organize your life, to distribute your time, to take the measure of your duties; to employ your capital and resources, your talent and your chance, to do all this with profit is to know the meaning and value of order.

Order means light and peace, inward liberty and outward command; order is power.

Several of the more talented members of the staff had been engaged in the evening’s pleasure. One of our salesmen, Mr. W. T. Nelson, showed surprising ability at the piano and we are indebted to him for some particularly good dance music.

Miss Brackett was presented upon to sing and her rendition of “Forgotten” and “One Fleeting Hour” was highly appreciated by the entire company, as was also Mr. Vaughan’s solo “Asleep in the Deep.” This was the first time the ladies of the company had ever sung at any of our official functions, but we are very pleased indeed to add to the entertainment.

A refreshment committee had been appointed, consisting of Miss Rodenheiser, Hobb, Frisner and Mrs. Humby and the petite luncheon of whose work were received with unanimous enjoyment.

At 5 p.m. we dispersed to the various spots where the entire bunch of sandwiches, coffee, cake and ice cream, was served, after which dinner was resumed until midnight, when a tired but still enthusiastic bunch voted our first 1924 dance “Second to None.”

Annunities and Benefits Statistics for 1923

(Continued from page 1)

Plan, but who terminated their services during the year.

We received in all, 672 Termination Notices. The Death Benefits cancelled by reason of these terminations total $122,619.00.

The Company’s continued generous treatment of all employees is fully appreciated, as shown by the following extract:

“Dear Sirs:

We want to tell you how very grateful we are for the help given us by the Imperial Oil Limited, and we appreciate your kindness in making it available for us.

Also the help and kindliness during Mr. and Mrs. Ross are very much appreciated.

I feel that no other employers would have done for me what they have done with me.

Have done remarkably well here so far and am looking forward to the coming year with the hope that we can do it all again.

In answer to your letter of yesterday, I wish to thank you for making it possible for me to attend the annual meeting.

I feel that I cannot thank the Committee and the Imperial Oil Limited sufficiently for all the kindness you have shown me, but I can only say that it has indeed saved me much financial worry. We appreciate your generosity and thank you once again.

I wish to thank you once again on behalf of my husband and myself for your letter of yesterday. I am so glad to know how to fully express our gratitude, and thanks to you and the Committee. I would like you to thank the Committee for us both and convey to them our heartfelt thanks for their most kind and generous gift.

My little boy and I extend to you our deepest gratitude for the company’s generosity, Words cannot convey the depth of our appreciation.

Dear Sirs:

We are pleased to convey our thanks to the Committee for all that has been done. It takes away the fear of lack in the future, and it is a pleasing thought to know that I can rest when I feel the need of it.

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Christmas Under Southern Skies

The spirit of Christmas is not dependent
upon the glitter of frost or the shimmer of
snow is every year exemplified at the South
American Oil camps where, every year, not-
withstanding that Christmas comes in mid-
summer, all enter into the festivities as heartily
as in the regions where the climate conforms to
the traditions of the yule log, Santa and the
reindeer.

This year at Negreros everyone entered
into the spirit of the Christmas day celebration,
and no one more so than the children who all
enjoyed a splendid time.

Thanks to the efforts of several members of
our staff the Club was decorated with full flora
effect and the Christmas Tree, although not of
the fir type, was quite realistic and weighted down
with the toys for the children which the Company
had so thoughtfully provided. It is said that
comparisons are odious but notwithstanding we
were all agreed that the children were well
provided for and their Christmas festivities could
compare very favorably with anything which
could have been done for them at home.

The commencement of the holidays was
signalized by the Children's School Concert,
which was held in the Club on Saturday evening,
the 22nd and although this will doubtless be
duly reported elsewhere we must say that this
was really the Hors D'Ouver and was so excellent
that even the ranks of Tuscany could scarce
forbear to cheer.

About fifty children sat down to dinner
on Christmas Eve and it did not require much
sense of humor to enter into their enjoyment and
the sight of young Buster Braybrook with a
soup spoon in one hand and an apple in the other
testified to the fact that they intended to stay
the distance. Happy Mothers buzzed around
the table like flies around a treacle pot and the
height of enjoyment was reached when Santa
Claus entered the room. An adjournment to the
Christmas Tree was the immediate result and the
delight of watching the children's enjoyment dur-
ing the distribution of the toys can be better
understood than described.

Our Christmas dinner was held on the evening
of the 25th and owing to the large number to be
accommodated it was found impossible to seat
everyone along the verandah space so several
established themselves in the dining room. The
dinner this year was exceptionally good, not-
withstanding the fact that it was by far the largest
number ever accommodated, there being some
one hundred and fifty people present, after
having done justice to all the good things pro-
vided to eat dancing was indulged in until the
small hours of the morning, and everyone had a
splendid time and agree that they can go farther
and fare worse than Peru for Christmas festivities.

In view of the fact that a record is kept in the
Annuities and Benefits Department of every
employee in the organization, it is essential that
every movement which affects the personnel of our
organization should be reported to the Annuities
and Benefits department on forms provided for the
purpose. As soon as a person is employed, trans-
ferred, laid off, or terminated, it will save a great
deal of confusion and possible injustice to the em-
ployee, if the change is reported on the proper
forms, at once. This is simply an additional re-
minder to all superintendents and managers to in-
struct the Annuities and Benefits representatives,
at refineries and stations to give this matter very
careful consideration.
LET US HANG UP AN ACCIDENT RECORD FOR 1924

SAFETY PLEDGE

"Realizing that the majority of accidents are preventable, as part of my daily task, I will do my utmost during the present year, to reduce this terrible waste of life and limb."

A SPECIAL effort will be made this year throughout the organization, to reduce our accidents to the very lowest possible number. We had a larger number of accidents during 1923, due, no doubt, to the extensive construction during the year, and also to the more complete system of reporting. Our form No. 12 was improved, with the idea in mind of giving us just exactly what was happening in the way of accidents throughout our organization. During the last six months of 1923, however, a considerable improvement was made, due to the co-operation of our superintendents and managers, as well as to the endeavors of our Industrial Councils and Safety-First Committees. The fact that this improvement was made, indicates that it is possible to even further reduce the number of accidents. In a word, "eternal vigilance is the price of accident safety."

All cases of accidents reported on Annuities and Benefits form No. 12, should receive the most careful consideration of every superintendent and manager, because of the consequent pain and loss to the injured employee, and also because of the very heavy financial costs of these accidents. These should be reduced to the very lowest possible number. No amount of compensation, however generous, can adequately compensate the injured worker, and no expenditure of money can in any way be justified in payment for an accident, resulting from carelessness. The only constructive and worth-while policy in connection with accidents, is accident prevention. While we may have "safety" committees, and while we may surround our men with all the modern appliances for the prevention of accidents, accidents, however, will still occur unless the man himself supplements those appliances with a certain mental attitude. In other words, he must "think safety" first, last and all his time, for the sake of his wife and children. Because of his thoughtlessness, a man may unconsciously rob his boy of an opportunity, which otherwise would be his. Men—the bread winners—you owe it to your wife and family to be careful. Do not take a chance.

Let us have for the year 1924, a full measure of co-operation on the part of every member of the organization, that we may establish a record year.