ANNUITIES AND BENEFITS COMMITTEE FOR 1925
Left to right—D. T. Cummings, C. D. Dean, E. V. Kennedy, P. F. Sinclair, Chairman, W. B. Elsworth, E. A. Olver, G. L. Thompson (Secretary)

ANNUITIES and BENEFITS NUMBER
Annuities and Benefits' Statistics for 1924

The Personnel of the Annuities & Benefits' Committee for the year has remained unchanged, the committee consisting of Mr. P. F. Sinclair, Chairman, C. Dean, W. H. Elsworth, E. V. A. Kennedy, E. A. Oliver, D. T. Cummings, G. L. Thompson, Secretary.

During the year completed many important questions were decided, which decisions were in nearly all cases approved by the Board of Directors. The Committee held a total of 37 meetings, spending 36 hours in conference discussing cases and making 243 decisions. The Chairman wishes to acknowledge the help received from members of the Committee during 1924, as well as the valuable assistance by chief medical adviser Dr. Austin Evans, and from Mr. J. A. New.

Death Benefits
Employees who have completed 12 months continuous service with the company have become eligible for Death Benefits in amounts ranging from $500 to $2000 according to length of service and earnings.

On December 31st, 1924, there were 8,800 employees under our Death Benefits Plan. The total sum of insurance on these employees amounted to $5,834,971, being an average of approximately $1,175 showing an increase over 1923 of $1,000.

During the year there were 27 deaths, four less than in 1923. The Death Benefits allowed in these 27 cases amounted to $55,078, or an average of $2,064, an increase of $74.00. Of the 27 employees who died during the year 12 did not carry any other insurance, while five others were insured in amounts under $1,000.

Debt Benefits are paid to beneficiaries in 12 monthly instalments which assists them over the period of re-adjustment.

Sickness and Accident Disability
Correct total figures for these two accounts are not yet in, as all reports have not been received. During the year there were 2,700 cases of sickness, resulting in 18,977 days lost, and the sickness benefits paid amounted to over $56,000. During the same period over 1,300 accident cases resulted in about 4,500 days lost. Accident benefits amounted to about $7,000. While the number of accidents increased over 1923, there were less lost time accidents, as accident benefits in 1925 cost the company $15,000.

Workmen's Compensation Act
The following is quoted from Part 4, Page 10 of the Annuities and Benefits Booklet, entitled:

"ACCIDENT DISABILITY BENEFITS"

"For accidents incurred by employees while engaged in the actual performance of the duties of his occupation, disability benefits will be paid in accordance with the provisions of the Workmen's Compensation Act applicable to the case."

Many of our employees have been under the impression from the reading of this paragraph that accidents coming under the administration of the Workmen's Compensation Boards, did not cost the Company any money. This is indeed a very great mistake in view of the fact that Imperial Oil Limited is assessed on the per-
be recognized as being much wider than the Workmen's Compensation Acts, paying as it does the accident benefits in addition to assessments to the Workmen's Compensation Boards in a number of provinces.

Temporary Employees

Under this heading is included all employees who have been employed and terminated, but who were not eligible for Death Benefits owing to their period of service. There were 1,936 employment notices and the terminations numbered 1,350. Both these figures are a decrease as against those for 1923.

Summary of Section

This heading takes care of all insured employees who have terminated their services during the year.

In 1924 there were 375 termination notices, showing a decrease of 500. Death Benefits cancelled by reason of these terminations totalled $119,735.00.

Imperial—229 voted out of 339, or 67.6%.

Div. 1. 94.4% Div. 2. 98.8% Div. 4. 100%.

Sarnia—Total eligible to vote—1,041. Total voted, 1909 or 94.9%.

Div. 1. 98.2% Div. 2. 99.5% Div. 4. 92.8%.

Regina—Total eligible to vote—341 (7 of whom work). Total vote cast, 291.

The results in the 10 Marketing Divisions were as follows:

Vancouver 33 voted out of a possible 55.

 Calgary 22 22

Edmonton 12 12

Hamilton 26 26

Toronto (Princess E.) 31

Div. 1. 94.6% Div. 3. 96.5% Div. 4. 97.2% Div. 6. 100%.

Ottawa—36 voted out of a possible 57.

Div. 1. 94.4% Div. 2. 100%.

Montreal—Total employees eligible to vote—64 and 60 voted; the remaining four being absent.

St. John, N.B. Total employees eligible to vote, 15.

St. John, N.B. Total employees eligible to vote, 14.

Winning—Total employees eligible to vote, 26.

Total employees voting, 36.

CALGARY.—At the Calgary Refinery, the Industrial Plan was introduced November, 1924, with the assistance of the superintendent, Mr. C. M. Moore. Meetings were held to explain the nature of the Plan, giving the men an opportunity to express any point which they did not understand. The men showed the greatest interest as the idea of the Plan was explained in the ship, or at the several meetings held in the office for the different shifts. The vote took place on Friday, November 1st. The Council was elected for the balance of the year 1924, and also for 1925. A perusal of the minutes of the new Council, will indicate that the "lucky" Council is functioning in good shape, and will be effective instrument in promoting the spirit of co-operation. An inaugural meeting was held in the office Saturday evening at 5 o'clock, when the new Council was served.

All the delegates were present and after dinner speeches were made and a spirited spirit was in evidence. Both the selected and elected delegates signed the Joint Agreement in question.

The elections were held on December 10th, and the Joint Agreement was signed by the new Council. Mr. Sirdavan writes: "there were no particularly interesting or outstanding matters in connection with the work of the 1924 Council. However, I might mention the change of workmen, that a vote of changing the starting hour and the noon hour so that the employees can have Saturday afternoon off, without loss of pay, and still maintain a 48-hour week. This was the most important matter which came up before the 1924 Council. Everything passed off very smoothly, and apparently the different matters which came up for discussion, were settled satisfactorily.

Imperial.—Elections were held December 8, 1924, and it was moved by Mr. Pitman, seconded by Mr. Seabrook, that "the elections for the 1925 Council were satisfactory to all the employees." It was moved by Mr. Donald, and seconded by Mr. Hallman, "that this Council extend to Mr. Stillman, the Chapter Directors, the Council's hearty Christmas Greetings and Best Wishes for the New Year." It was moved and seconded "that the Joint Agreement be accepted in its entirety, and signed by both the selected and elected delegates," which was carried unanimously. It was also moved by Mr. Issac, seconded by Mr. Seabrook, that "thanks be sent to the retiring members of last year's Council for their hearty co-operation and support," which was also carried. Mr. Allan welcomed the new members and asked for their support for the coming year.

Sarnia.—The Sarnia Joint Industrial Council carried on during 1924, in a satisfactory way. The elections were held in December, when an unusually large vote was recorded. At the September meeting of the Council a vote of appreciation was extended to delegates Lambert and Wade upon their retirement from the Company, upon motion of Mr. Leaver, seconded by delegate Dempsey. Mr. Wade was unable to be at the meeting, but Mr. Lambert said in part, "As I am retiring I want to thank the Company on October 1st, and will leave Sarnia in a few days, I presume that this will be the last meeting of the year. I will have the pleasure of attending, and it is with regret that I am leaving you and my associates here, especially the officers and employees of Imperial Oil Refineries, Limited, but my memories will always be of the pleasant and enjoyable times I have had in being associated with Imperial Oil Refineries, Limited, and especially the employees of the Sarnia Plant.

At a banquet held January 5, 1925 for the 1924 delegates and staff, Mr. Stillman served as toastmaster, and the 1925 Council it moved, seconded and carried that the thanks of the Sarnia plant be extended to Mr. Stillman and the Board of Directors and the Annually & Benefits Committee, for the consideration given to the Sarnia employees during the past year. The 1925 Council gives unusual promise of useful work.

Montreal.—At the elections held on December 8th, a larger vote was polled this year than last. It was moved by Mr. Spence and seconded by Mr. Tobin, that "the elections for the 1925 Council were satisfactory to all the employees." Mr. Mochin also thanked the Council for their help and work. The new members were introduced and the 1925 Joint Council explained to them.

Regina.—The elections were held on December 10th and 11th. The December meeting of the Council, under the item of "New business," reviewed the work of the Council during the past year. Delegates were called in part to "report to the Council. If I would like to say that I believe we are going to get a 100% vote in the Refinery and in the Mechanical Department, and if every man is keen on this election and there seems to be more interest this year than last two or three years. It looks as though they are picking their men very carefully this time. I would like to see every man interested.
in this Committee. I am willing to sit on this Committee as long as I work for the Imperial Oil. I do not want satisfaction, and what is more, a certain amount of pleasure out of it. Sitting on this Committee for the past four years, I have had grievances brought to me that I could not bring up before this Committee. I would like the new members to look at both sides of the question to be sure he is coming down there with a good solid foundation to talk to you as a man and as a gentleman. That is the way I would like every new member to be able to come down to this Committee. There are a lot of little things, not only grievances, which have to be brought to this Committee. Then there’s the Sick Benefits. There’s no doubt about it the men appreciate that when they have been sick for a week or two or maybe longer, and get half pay. I tell you they are pleased to death to get that. They know there’s always a little coming in, providing they get over to their doctor bill. Another thing is the Safety First. We have done a great work in Safety First work in the last four or five years. The Safety First has been improving all along. We do not have the trouble we had four or five years ago. Some say it is on account of the eight hour system, but there is credit due to the Safety First Committee, and I also believe that every steady man we have around the place today, is watching it as closely as we are. Men come right up and say, “what do you think about this or that? Is it safe?” And you are not only looking after the Company’s interests from the safety standpoint, but you are looking at your own as well.”

Mr. Lewis said in part, “I think we have all enjoyed the meetings this year. I feel that this Committee while they have not done any outstanding act of any kind, have carried on the work in every way. I have been very pleased with the Sick Visiting Committee, the way it has functioned. I think it has been a benefit not only to the men who are sick, but a benefit to the men who are visiting as well. I believe you will agree with me, this and the second time you are on the Sick Committee, you get more out of it than the first time you do it. I do think that the more that of this kind of work we do for our fellow employees, the more pleasure it gives us and the more it helps the whole organization and the more united we become and the better equipped we get to go along, and just as Jim says, “as soon as he goes out and begins to look at things from the other fellow’s side, it is the easiest thing in the world to straighten the matter out,” and I think it is a great advantage to come to this Committee and talk things over, and come to some conclusion as nearly right for everybody as possible. I want to thank every member of the Committee for the work they have done, especially on the Sick, Visiting and Safety First Committees. I believe the Safety First Committee this year is functioning to better advantage than ever before. As the time goes on we understand our duties better and get to know what we are here for, not only to settle some grievances, but to get everything working to the best advantage for the men and the Company. I believe as years go by and this Industrial Relationship Plan gets older, it is getting better all the time; getting better in the way of cementing friendships between the men in charge and the men who are doing the work.”

Marketing Division

VANCOUVER—“We have nothing to report in connection with the 1924 Council.”

CALGARY—“During 1924 there had apparently nothing come to the delegates that they would care to bring before the Council, and nothing worthy of comment can be reported on it.”

EDMONTON—“(T)he recent elections were not all of the best sort. It was not a harmonious one and not one grievance or complaint registered.”

TORONTO (Princess St.)—“Report indicates that everything is running smoothly.”

OTTAWA—“The Council held its regular quarterly meetings throughout the year, at which a number of small matters were discussed, but everything in connection with the work of the Council, was satisfactory and there were no complaints or grievances of any kind from the employees.”

MONTREAL—“We have nothing to report of interest, except a very much larger vote.”

QUEBEC—“We enjoyed perfect harmony during the past year.”

St. JOHN—“We are very pleased to report that the 1924 Council, their being no friction of any kind, and the warehouse superintendent has received hearty re-appointment from all his staff.”

How About that Accident Record for the Year—1925?

By G. L. Thompson

“To work safely is of the utmost importance to all of us. Let us cooperate to make 1925 free from last year’s accidents.”

[Image of a man's hand on a lever]

Wrench slipped and man struck side of pipe... 18
Pushing color out of still with foot... plate, coke felt and struck knee... 10
Covers steam live when foreign body entered eye... 27
Drilling holes when steel turned... 9
Stepped on board rail in cutting right foot... 12
Filing barrell when top barrel of file hit foot... 12

Readers will find some old friends still with us, e.g., stepping on board with nail in it; wrench slipped. During the year we had 215 cases of eye accidents, a great number of which, in cases avoided.

Instructions should be issued by Superintendents and Managers to new employees drawing their special attention to these defects, and should be cautioned by the older members of the organization in every case of unsafe practices. We make this suggestion in view of the frequency of accidents to new workmen.

Let us then take the Ontario Safety League’s slogan for 1925 and make it our own: “To work safely is of the utmost importance to us all. Let us cooperate to make 1925 free from last year’s accidents.”
Joint Councils—Marketing Divisions


QUEBEC: Left to right—Henri Fortin, D. Kerr, John Levis, A. Lavoie, T. Caedra.

Joint Councils--Marketing Divisions


Expressions of Appreciation

Dear Sir:

I am unable to adequately express my gratitude to the Company for their great generosity and kindness.

Yours gratefully.

The New Negritos Hospital

ELEVEN months ago the new Negritos hospital was opened, one of the most impressive ceremonies in the history of Negritos. Over a thousand guests were present at the dedication of the hospital. Among the distinguished guests were the Rev. Dr. E. Perez Santos, and from the Sub-department of the Province, Senor Guillermo Gamarra who represented the Peruvian Government. In the foreground, a new hospital, an institution equipped with modern facilities and staffed to combat sickness and disease.

Wanted: Back Issues

It will be appreciated if those who have no further use for any of the back issues of the Negritos will inform us so that we can sell them to others who would like to have them.
On December 4th, 1924, Messrs. Julio Oswath and Francisco Harvath ran through Talara on their automobile trip to New York, as in the accompanying photograph.

The Ford they are using is an old car, having been in use for seven years, and according to those men has never run better since using "Inca" gasoline, a product of the International Petroleum Co. Refinery at Talara, Peru.

They left Buenos Aires on the 28th of February, 1924, and hope to make New York in six months more. They have come over the big Argentine pampa via Salta, San Luis, Mendosa, crossing the Andes at places almost unapproachable, having to make bridges, dig the car out of swamps and even take it apart and carry the parts over bad places on muleback. From the Andes they went to Santiago, Chile and followed the route of Los Víos, Coquimbo, Antofagasta, Iquique, Arica, Hocpico, to cross the arid Peruvian coast, calling at Ilo, Millendo, Lomas, and through Pampa and Tacna to Lima. From Lima on, they claim that the roads have not been so difficult and were only hung up between Ica and Pisco, where the sand is very fine and loose, also between Olmos and Parur. The rest of their excursion in Peru seemed easy in comparison with the never ending difficulties of the Chilean coast.

Talara marks some 8,000 miles or more and will stand out as one of the milestones of their 15,000 mile trip to New York, which they are making at a speed of anything from ¾ mile up to 80 miles per day, according to the class of ground to be covered.

The engine number is 2533070 and the car bears the Buenos Aires No. 1890.

Credit is due these two Argentine boys for their perseverance and energy in overcoming the obstacles of nature, and undoubtedly pioneering work of this kind shows that it is possible to open up communication by road and thus develop the untold wealth of the South American republics.

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From a Stenographer’s Point of View

A NUMBER of articles have been printed in the REVIEW in which "Imperial Service" has been brought forcibly to the minds of those who read this magazine.

Advice and help have been given to the salesman, tankwagon driver, stock-keeper, ware-houseman and other employees in the various departments of Imperial Oil Limited; but no articles have so far appeared bearing even remotely on the subject of stenography.

The stenographers make up a very large portion of this company's staff, and surely articles written for their special benefit would not only be appreciated, but would also produce good results.

Does it ever occur to them that a keen sense of appreciation comes over the recipient of a letter which unmistakably bears the stamp of a well-trained stenographer? Such a letter is well-balanced; not too far to the right of the page and not too far to the left. The sentences run along smoothly, and are so punctuated as to convey meaning without having to be re-read. Each paragraph deals with a different phase of the situation under discussion and whenever the stenographer has found it necessary to erase an error, it has been done so carefully that scarcely a mark remains.

The manager, who dictates the letters, may be a hurry, he may be interrupted by a telephone call and lose the thread of his conversation; or in the stress of other things he may forget some item of information which should be emphasized in the letter. Now is the opportunity for his stenographer to show whether she is merely an automaton or really takes an interest in the work before her. If she is the former, she will type the letters word for word, irrespective of whether they convey sense or not; she will not check the figures, or try to recall the missing piece of information; and her Manager will realize that she is not the girl on whom to rely in times of pressure. On the other hand, the girl who takes an intelligent interest in the work will go over all these little details, correct an occasional mistake in grammar, make sure that a certain word is spelt correctly, and carefully space and punctuate her letters so that a casual observer will be struck by their neat appearance and remark to himself "She's a good stenographer."

One of the most potent factors in making a big drive for more business is advertising, and there can be no better advertisement than good work faithfully done. If the manager of an outside company can go through his pile of correspondence and light on a letter perfect in every detail, you may be sure his eye will wander to the top of the page to see who is the lucky firm, and if he sees "Imperial Oil Limited" the name will come into his mind every time he looks at that well-typed letter.

We want to make the words "Imperial Service" stand out clearly in every department, and we rely on our faithful staff of stenographers to look at their work as an important factor through which this company comes in contact with the outside world.

Stock Division

At a special meeting of the stockholders of Imperial Oil, Limited, held in the office of the Company, Toronto, on Wednesday, January 14th, a proposal was made to split the present $25 par value shares of the company into four no par value shares.

In explanation of the proposal Mr. Stillman addressing the shareholders, said:

"Of late years there has been a tendency amongst the smaller shareholders of our stock to sell at 25% of the price of stock. The substitution of four shares of no par value for the existing shares of par value of $25.00 each was prompted very largely by the considerations which I have referred to. The change, of course, does not involve the distribution of assets nor any increase in the issued capital of the company, which remains at approximately forty million dollars."

As will be seen by Mr. Stillman's statement, the rights of the employees who have purchased shares under the plan and so are to participate in the distribution in April will not be affected in any way except that instead of every one share of the old stock to which they may have become entitled they will receive four shares of the new.
Thrifty

For years I've been cautious and thrifty, I salted the dimes as they came, and now that I'm two score and fifty, you see me ahead of the game. I toiled with conspicuous ardor, and went to the bank with the tin, and now I have pies in my larder, and bacon and spuds in the bin.

And fellows who blew in their earnings, who squandered desirable dough, are busted and sick with their yearnings for comforts they never shall know. All day through the streets they are drilling, and seeking, from dawn until dark, some job that will bring them a shilling, some graft that will yield them a mark.

I see them, the weary old walkers, I see them and pity them all; for they should be perched in their rockers, each one in his opulent hall. In beds that are silken and classy they all should be able to snore; they all should be chipper and sassy, with never a wolf at the door.

If people would save in life's summer, life's winter would find them serene, with bundles of coin that a plumber might view and with envy turn green. Alas, it is idle, this preaching, my sermons have always been spurned; the people are seeking and reaching for new ways to blow what they've earned.

Walt Mason