ANNUITIES and BENEFITS COMMITTEE FOR 1926
Left to right: D. T. Cunningham, C. D. Davis, E. V. Kennedy, E. B. Shepherd [Chairman], W. S. Edmonston, R. A. Oliver, G. L. Thompson [Secretary].

ANNUITIES and BENEFITS NUMBER
ANNUITIES and BENEFITS FORMS

Attention Supt. and Mgrs.

IN VIEW of the fact that a record is kept in the Annuites 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 Annuites and Benefits department on forms provided for that purpose. As soon as a person is employed, transferred, laid off, or terminated, it will save a great deal of confusion and possible injustice to the employee, if the change is reported on the proper forms immediately. This is simply an additional reminder to all superintendents and managers to instruct the Annuites and Benefits representatives at refectories and stations to give this matter very careful consideration. All changes in the personnel of the Industrial Councils should be reported at once.

ANNUITIES AND BENEFITS STATISTICS FOR 1925

The Personnel of the Annuites and Benefits Committee for the year has remained unchanged, the committee consisting of Mr. P. F. Sinclair, Chairman, C. Dean, W. B. Elsworthy, E. V. A. Kennedy, E. A. Oliver, D. T. Cummings, G. L. Thompson, Secretary.

Many important matters have come before the committee for decision during the past year and we are pleased to state that the committee's decisions were in nearly every case sustained by the Board of Directors.

The committee held a total of 29 meetings, spending 29 hours in conference discussing cases and making 299 decisions. The Chairman wishes to acknowledge the help received from members of the committee during 1925, as well as the valuable assistance of Chief Medical Adviser, Dr. Austin Evans, and Mr. J. A. New.

DEATH BENEFITS

As announced in the December issue of the Review, the Board of Directors have raised the maximum death benefits from $2,000 to $5,000 for service from five to ten years, and a full year's salary for service of over 10 years. On December 31, 1925, there were 4,765 employees under our Death Benefits Plan. The amount of insurance on these employees amounted to $5,951,161, being an average of approximately $1,249, showing an increase over 1924 of $76.00. During the year there were 29 deaths, two more than in 1924. The Death Benefits allowed in these 29 cases amounted to $5,177 or an average of $177.89, an increase of $99.00. Of the 29 employees who died during the year nine did not carry any other insurance, while six others were insured in amounts under $1,400. Death Benefits are paid to beneficiaries in 12 monthly installments which assist them over the period of re-adjustment.

SICKNESS AND ACCIDENT DISABILITY

Correct total figures for these items are not yet available, as all reports have not been received. During the year there were over 2,760 cases of sickness resulting in 24,000 days lost, which cost the Company approximately $70,000. During the same period we had over 1,300 accidents, 419 of which resulted in about 6,100 days lost as compared with 4,500 days lost in 1924. Lost time accidents in the Provinces of Quebec and
Saskatchewan cost the Company $6,000 in accident benefits.

TEMPORARY EMPLOYEES

Included under this heading are employees who have been employed and terminated but who were not eligible for Death Benefits owing to their limited period of service. During 1925, there were 991 Employment Notices and 789 Terminations. Both these figures are a decrease as against those for 1924.

TERMINATION NOTICE

Under this heading are included all insured employees who terminated their services during the year 1925. We had 664 Terminations showing an increase of 279. The Death Benefits cancelled, owing to these Terminations amounted to $617,656. Though for the year 1925 we had an increase of 279, as shown above, there was a decrease as against 1924 in temporary employees.

JOINT INDUSTRIAL COUNCILS, 1925

In the following pages are shown photographs of the Joint Industrial Councils for 1925, six being those of our refineries and ten from the Marketing Divisions.

During the year 1925 some 79 meetings were held by the various councils and 192 matters were discussed and favored as follows:

Wages

Working conditions

Promotions and transfers

Homes of work

Industrial Representation

Sanitation, housing, social

Miscellaneous

192

The elections for the 1926 Councils were held between the 1st and 15th of December, and a very large vote was polled as the following figures will indicate:

Calgary Refinery—Out of 97 men who were working on election day 86 voted, or a percentage of 88.7. By divisions the vote was as follows:

Div. 1—92.8% voted
Div. 2—77.8% voted
Div. 8—80.3%

IMPROVEMENT—24 men voted out of 277, or 88.9%. By divisions the percentage was as follows:

Div. 1—89.4%
Div. 2—82.5%
Div. 8—90.7%
Div. 9—96.9%

SARBIA—1184 out of 1268 eligible voted, or 92.8%. The vote by divisions was as follows:

Div. 1—92.8%
Div. 2—90.1%
Div. 3—95.2%
Div. 8—99.2%
Div. 9—77.9%

Montreal—Total number of employees eligible to vote—379. Number who voted—364. The divisions voted as follows:

Div. 1—91.7%
Div. 2—100.0%
Div. 8—84.7%
Div. 4—98.6%
Div. 5—98.6%

REGINA—Out of 111 eligible, 99 exercised their right. The vote by divisions was as follows:

Div. 1—75.0%
Div. 2—75.0%
Div. 4—100.0%

In the Marketing Divisions the resulted were equally gratifying, as follows:

Vancouver

Calgary

Edmonton

Harrison

Timmins

Toronto

Regina

Saskatchewan

WINNIPEG

CALGARY REFINERY. The elections were held Dec. 9th and 16th, which enabled all three shifts to participate in the voting. In Division No. 4 the vote was so close that Mr. E. Booth and Wm. Bradely were tied for fourth place and accordingly drew straws with the result that Mr. Bradley was declared elected.

HALIFAX REFINERY. The following is taken from a letter from Mr. Allan, relative to the working of the 1925 Council:

"Joint Industrial Council has had a very interesting year and one in which the cooperation of all its members has been a pleasing feature. One outstanding feature was the realization of plans to employ living in Company houses. The Company provided themselves or invested in the Co-operative Investment Trust which was made possible by the Board of Directors.

Mr. Allan looks forward to the future for the Council's full and hearty co-operation in all things brought to their attention. A letter of thanks was forwarded to the retiring members of the 1925 Council for their support at the Joint Council Meetings.

"MONTEAL REFINERY. Elections held Dec. 3rd and 4th. The following resolution was passed by the Council at its meeting of Nov. 16th, 1925.

"That we, the elected and selected delegates of the Council at Montreal East, find that all the employees, particularly those that have participated in the last Co-operative Investment Trust, are very said in their praise of the past expired scheme. We find that the past scheme, which has operated during five years, has had the decided effect of raising our employees to regard the Company and the Company's business with more personal interest, and we earnestly believe that it has helped considerely in splitting the general morale of our refinery staff. The men at this refinery highly appreciate the past and equitable manner in which the Trust was administered, and we know that this especially has created a mutual sentiment of trust between the employees and the Company. In view of the above it is resolved that the above amounts of the Imperial Oil employees at Montreal East in respect to the Company's Co-operative Investment Trust be conveyed to the Board of Directors.

REGINA REFINERY. Elections held Dec. 9th and 16th, nothing went off smoothly during the year 1925.

TOO REFINERY. Elections held Dec. 8th. During the year the Council suffered greatly in the loss of 3 members, through the deaths of Messrs. F. Mitchell, W. Junkin and J. E. B. Crooks. Mr. Salter advises us that the matters which have come before the Council have been handled quietly and while there has been nothing of a special interest, undoubtably the quiet operation of the Council has smoothed out several small difficulties.

SARBINA REFINERY. Elections held Dec. 7th, 8th and 9th. A vote of thanks was extended to the Board of Directors for the opportunity they have given the employees of the Company to participate in the second Co-Operative Investment Trust. The delegates also expressed their appreciation for the manner in which all affairs of the Council had been handled during the past year.

The Marketing Divisions are heard from as follows:

CALGARY. Elections held Dec. 2nd. "During the year there was nothing to the attention of any delegate that would warrant a meeting being called."

EDMONTON. "We cannot say that there were any outstanding features or meetings called in connection with the 1925 Industrial Council. During the entire year there has been splendid co-operation and loyalty displayed by all employees at our plant and no contentious subjects were brought forward. It has been a most satisfactory year from an Industrial Relations standpoint."

OTTAWA. "Meetings of the Joint Council for 1925 were of a very amicable nature and nothing of a contentious nature came up for discussion."

MONTEAL. Election held Dec. 4th. "There have been no unusual experiences in the operation of the Council during the year 1925.

ST. JOHN, N.B. Election held Dec. 7th. "We have nothing interesting to report as everything in this division was conducted smoothly in the year 1925, so much that at no time was it necessary for us to have a meeting to iron out our difficulties."

WINNIPEG. "We have nothing of any particular interest to report with regard to the work of the 1925 Council, there being no friction of any kind, and the warehouse superintendent has received hearty co-operation from all his staff."
HEALTH

Dr. Austin Evans, Chief Medical Officer, Imperial Oil, Limited

HEALTH is one of those illusive blessings which frequently pass unnoticed and unappreciated by the fortunate possessor. The reason for this is not difficult to find. In health, when all the organs of working normally, the individual is unaware of any internal sensations. He is like a high-grade motor car, which makes little or no noise or vibration when running. However, as soon as any part of the organism begins to make itself evident by any sensation, it may be compared to the "knock" or "miss" of the motor; something is wrong. Obvious in health, to his internal economy, the individual, once health is lost, makes frantic efforts to regain it, often too late. The future of the health and matters pertaining to it, were formerly included in the duties of the Priesthood, but as specialization became necessary, owing to the increased amount of knowledge accumulated during succeeding generations, medicine sprang forth independently, being no longer a branch of theology, but the dissociation is not even yet by any means complete, as is evidenced by the fact that many systems of theology have a system of healing incorporated in their creed. Viewed from purely psychological grounds this is not to be wondered at, as the two questions of utmost interest to man, are his welfare here and hereafter. Therefore, those three subjects still claim man's most serious attention. From another angle, they appear similarly placed. Man, believing he has a soul, claims the right to formulate his own beliefs, and because he likewise possesses a body, he feels quite justified in adopting his own system of health. Man has ever been inconsistent, so when he becomes the proud possessor of a motor car, does he use his own knowledge and opinions as to how it should be cared for?—emphatically, "no!"—he takes it to the technically trained man—the motor mechanic—and does just whatever he pays in proportion for lack of skill of his technician. Therefore, health and illness become the two most common topics of discussion and difference. Unfortunately, the opinions expressed are characterized by extreme variations and foolishness. Not so very long ago, a lengthy article appeared, which blamed the eating of salt caused the great proportion of ill health in the world. Very shortly after the appearance of this article, another equally ignorant one appeared, which placed all the blame for ill health upon bread, "the staff of life," or as it was here termed, "the staff of death." Both writers seem to have beautifully ignored the fact that man has eaten both bread and salt and lived to a ripe old age and that thousands died long before they reached the bread and salt eating days. The intelligent man, therefore, eats both bread and salt and enjoys life. Another typical example of the ignorance of many writers in health is the ever recurring centenarian. Immediately it becomes known that a certain individual has passed the century mark, newspaper reporters rush at him with pen and pencil, and proceed to make extensive inquiry as regards his life and habits, in an abortive endeavor to ascertain the reason of his longevity. As may be expected, the answers to this important question, are as equally interesting as varied, and confusing as the scene which took place at the Tower of Babel. One aged veteran solemnly attributes his length of days to the fact that he has never tasted any form of alcoholic stimulant during his whole life. The next equally solemn declaration that the free and liberal use of this blessing of Bacchus by removing undue solemnity and worry from his mind has exerted a profound influence in increasing his days beyond the allotted three score and ten. Another with equal vehemence claims cleanliness, the daily bath, as his central necessity, whilst the next consultant is equally convinced that the fewer batters a man takes, the greater his chance of longevity. It cannot be denied that many a man contracted puerperal fever as the result of a too liberal application to his epidemics. Again, prayer has been claimed to have the faculty of extending man's days, and again on the contrary, is productive of gray hairs and early demise. As a result of all this conflicting testimony on the part of those who claim to know, the average man continues to live in the middle which suits him best, and feels happily guilty in so doing. What then must a man do? The answer is too simple to be valued.

February, 1926

The Imperial Oil Review

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EXPRESSIONS OF APPRECIATION

Dr Austin Evans

THAT the treatment of employees by the Company is appreciated is shown by the following letters, selected from many received.

Dr. Austin Evans has asked us to convey to you, Mrs. Sinclair, for the consideration which has been shown her during her illness.

Mr. has wished to express his thanks for the generous and fair treatment which he has received from the Company, and which he appreciates very much.

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Mr. wishes to express his thanks for the generous and fair treatment which he has received from the Company, and which he appreciates very much.

I wish to thank you and the gentlemen of the and benefits Committee of the Imperial Oil Limited for your generosity to myself and family in the past and present.

I am feeling better now and hope to be able to carry on again, soon.

Wishing you all the compliments of the season.

He answered that we had done far more than he had expected, in fact it never occurred to him that he would have taken such an interest in him as we have, and he was most grateful for his thanks, appreciating all that we had done for him.

Dr. Austin Evans, Chief Medical Officer, Imperial Oil, Limited

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Page Five
Elected and Selected Delegates—Joint Industrial Councils

Manufacturing Department


Joint Councils—Marketing Divisions


WINNIPEG—Back Row—(Elected Delegates) from left to right—R. J. Trigo, J. J. Blagden, J. A. Sutton.
Front row (Selected Delegates) from left to right—H. Blackwood, F. T. Norris, R. S. Griffith (Chairman), V. J. Muller.

VANCOUVER—Top Row—Left to right—Mr. Frank K. McLeod, Mr. George D. Proctor, Mr. M. A. McInnes, Mr. Alfred Haggart, Mr. Robert Braden. Bottom row—Left to right—Mr. J. C. Bird, Mr. Alfred Ayres, Mr. G. M. Robertson (Chairman), Mr. W. D. Jones.

OTTAWA—Left to right—G. W. Buxton, Elected Group 3; D. E. B. Bull, Chairman; George Evans, Selected; A. G. Greenfield, Selected; J. W. Scriver, Elected Group 7.
LET US MAKE "CAUTION" OUR GUIDE WORD FOR 1926

THOUGH co-operation had been asked in order
to hang up a perfect accident sheet for 1925,
we find from statistics shown on the preceding
pages that the time lost during last year through
accidents has increased 1,600 days.

Astonishing as this may seem to our minds
the necessity for caution—
to be on our guard whether
on or off duty against acci-
dents that should never have occurred.

We know that there has been a real attempt
on the part of Safety Com-
mittes, Superintendents and
members of the organiza-
tion generally to reduce the
number of accidents, there
is still much room for
improvement.

Instructions should be is-
vented and Managers to new
employees, drawing their
special attention to our
Safety Rules, and should be
cautioned by the older
members of the organiza-
tion in every case of unsafe
practices.

"Leap before we look" is the
appropriate answer to the
question, "Why are there
so many unnecessary accidents?" Short-sighted-
ness on the part of any employee, failure to inves-
tigate trouble thoroughly, forms a large percentage
of unnecessary injuries.

Rules and warnings may become as monotonous
as a poor radio station but there is experience behind them. Those who have
studied the well-known causes of accidents have
done so purely to save the painful experience.

Before the development of modern industry,
instrict and good judgment were fairly reliable guides and the precautions learned through experience could be easily passed on by word of mouth. Of course they had accidents even then—
the same kind that occur to-day. Men failed to
watch their step or they dropped objects on each
other and someone paid the penalty.

When steam, electricity and gasoline speeded up
industry and transportation, the hazards multiplied
and the rules, like the manufac-
turing processes, became more complicated. Self preservation is becom-
ing a science.

A company’s safety record is made of many
individual records. It is up to each one to see that
the book is done as well as possible. Cuts,
scratches and bruises should not be neglected even
if the trouble at the time appears trivial and
every opportunity that arises for an employee to
warn or remove obstacles from the danger of others,
should be readily grasped. This is entirely a matter
of individual co-operation.

During 1925 a large per-
centage of accidents were
caused directly by carelessness
on somebody’s part which
could have been easily
prevented if a little
thought and foresight had
been given to the matter.
It is true that past
mistakes are not pleasant to
look back on but some
valuable lesson can often
be salvaged from the wreckage.

Let us take caution during 1926 and make
the present year a record sheet that we
will be proud to show. It is only by co-opera-
tion of such units that we can be accomplished.

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PRICES FAIR AND PROFITS REASONABLE
SAYS COMMISSIONER CLARKSON

"I feel, and report, that the prices charged were
reasonable and fair for gasoline sold to the people of Ontario in the
period between January 1, 1934, and July 1, 1935,—this having regard to
the extent of the profits recovered and losses sustained by retailers and
wholesale dealers, notwithstanding certain conditions heretofore set out."

— G. T. Clarkson, Commissioner.

ANSWERING a demand by municipal bodies
and some newspapers that there be an
investigation of the discrepancies in prices
charged for gasoline at various stations in Ontario,
Premier Ferguson appointed Mr. F. G. Clarkson
under a special order in council to act as a com-
misssioner and to probe the whole question of cost
of gasoline to motorists. Mr. Clarkson had all
the inquisitorial powers and he made a very
exhaustive investigation, the report of which
was handed to the leader of the Ontario govern-
ment early in February.

Mr. Clarkson, in his report states that in
1924 there was a heavy production of gasoline in
United States with the result that large quan-
tities were forced on the market at "distress"
prices and sold regardless of cost. "Canadian
refiners, with stocks of crude oil on hand and
commitments to purchase, were unable to meet
the prices at which such gasolines could be
imported into Ontario and sold, except at the cost
of losses," says the report. "Accordingly they con-
tinued to charge—so far as they were able to do
so—rates which were common with the costs
of crude oils to them. As a result of the adop-
tion and carrying out of such policy prices
for gasolines in Toronto—and many other points
in Ontario—exceeded relative prices at Buffalo,
Chicago, Cleveland and Detroit in amounts
varying between 1/2 and 8/10 of a cent (in an ex-
travagance) per imperial gallon, at times within
the period between March 1st and Nov. 1st, 1934. Variations in prices also obtained between
retail rates at many points in Ontario and in the
most extreme case testified to a difference of
10 cents per imperial gallon occurred."

Mr. Clarkson states that evidence was sub-
mitted to him that the wholesalers had no
association, understanding or agreement in ex-
racting which had for its purpose the fixing of
prices for gasoline in Ontario. "Lists of stock-
holders with information as to share warrants out-
standing were submitted, and evidence given
that as far as known no common ownership of
shares existed," states Mr. Clarkson. "It was
further testified by the officers of each company
that it had no interest, direct or indirect, in the
ownership of any of the other companies or in
the conduct or administration of their affairs.
I accept such evidence.

"It was admitted by the other refiners and
wholesale dealers who were examined that they
had adopted the policy of following prices set
by the Imperial Oil Company, Limited, in
respect of gasoline manufactured and sold by it in
Ontario, and this course was upheld by them as
conforming to ordinary trade practice—in view of
the predominant position held by the Imperial
Oil Company, Limited, in the trade in Canada—
and justified by them on the grounds of advan-
tage and necessity."

BACK TO THE FARM FOR DOBBIN

LOS ANGELES has proclaimed that certain
clogged streets will in future be cleared
Other cities will no doubt soon do the same.
The traffic problem has got beyond the point
of sentiment. It looks back to the old for
Old Dobbin. The truth of the matter is that
Old Dobbin has been made a basic number, in
cities at least, by the motor car and truck.
ACROSS CANADA ON IMPERIAL PRODUCTS

A unique and interesting trip in the annals of motordom in Canada was successfully made last September when the Ford Motor Company, to commemorate its “coming of age” (April, 1925, being their 21st birthday) and to draw the nation’s attention to the need of a cross-country highway, scheduled a trip from the Atlantic to the Pacific, clear across Canada, from Halifax to Vancouver. The Ford Motor Company claim that this is the first trip of its kind to be made by a motor car entirely under its own power.

The car that made the journey was a Standard production except for the speedometer. After it had been assembled and shipped to Halifax, the history-making vehicle was hauled across a stretch of sandy beach and its rear wheels washed by the Atlantic tide. It was then painted in a general westerly direction with the Pacific ocean as its objective. An interesting feature of the journey was the changing of the wheels of the Ford and putting car-wheels on to enable the car to pass through the five mile Connaught Tunnel in the Rockies. Needless to say that the trip was made on Imperial Polaris motor oil and Premier gasoline.

MR. OLIER SIGOuin

The Cote St. Paul Warehouse, Montreal Division, lost its oldest service employee on December 31st last, when Mr. Olies Sigouin was transferred on pension to the care of the Annuities & Benefits Committee. Mr. Sigouin, who was the holder of a 30-year Service Button, came to the Company in 1892 and worked in various capacities in the St. Paul Warehouse.

In honor of his retirement, Mr. Sigouin was the recipient of a walking stick made of a pipe, presented to him on behalf of the Cote St. Paul Staff, by Mr. McKean, Manager, carrying with them. Mr. McKean explained, the heartiest wishes of his fellow-workers for all good health, happiness and prosperity in the future.

Mr. Sigouin has always been conscientious and ambitious, ever working with the aim to give satisfaction and now reaps the benefit of his labors, in being able to comfortably retire on a pension which falling health during the past few years, rather than any desire to resign from an active life, has forced him to accept.

A JOLLY DANCE

The Calgary division together with affiliated companies and the refinery held a jolly and informal dance on Feb. 3rd. The affair was more than merely local owing to the fact that several executives from Sarinna and Toronto were present. The community spirit was evident to the highest degree, as executives, managers, salesmen and staff mingled in the merriment.

An interesting feature of the affair was the christening of the dances with brands of Imperial Oil products. The “Royalite” Waltz and “Premier” Fox trot were much in evidence.

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Who Has the Oldest Overland in Canada?

Dr. John B. Fraser, 414 Sherbourne St., Toronto, boasts one of the oldest Overlands still in service in Toronto. It is a 1908—a 1911 model with three hundred thousand miles to its credit. It is still in good running condition.

Thirteen years of actual service with an average of almost 25,000 miles a year—a pretty fair record.

Now, we are wondering who has the oldest Overland in Canada?

Record Year in Auto Production

There will be over four million automobiles produced this year. That is more than during any twelve months in history. The total, when the books are closed on December 31st, will be 4,000,000, compared with 3,630,414 produced in 1924. This year’s total is more impressive when it is stated that the total production from the industry’s beginning in 1865 to 1916 was 3,079,348. These figures were given by the National Automobile Chamber of Commerce.

Babbitts and Babbitting

In view of the fact that from 20 to 30 per cent of the power given up by engines and motors is generally absorbed by bearings in the form of friction, it is very important that the bearings be properly babbitted.

Each bearing, whether ball bearing, roller bearing, or plain, absorbs a certain amount of power. Multiply that power by the number of bearings. Multiplied that the amount by the total loss will probably astound you.

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JOINT COUNCILS, 1926

Imperial Oil Limited

Elected and Selected Representatives for the Year

MANUFACTURING DEPARTMENT

DELEGATES

Montreal Refinery

Elected: L. J. McCart
Selected: C. M. Baskin
A. Shelley
A. Park
F. J. Broaddus
J. Hornbuckle
C. Hoare
D. Vassilis
A. Housman
W. Edwards
P. C. Merh

Sarnia Refinery

Elected: Cecil Miles
Selected: Joseph G. Money
A. McLeod
Theo. Magee
Ray. McDermott
W. R. French
Thos. Macdonald
Theo. Ray
g Root
Gordon Rushman
Alex. Forbes
Fred Perry
Les. Wright
Donald Henderson

Regina Refinery

Elected: Ed. Egan
Selected: C. R. Moore
W. Monger
R. S. Donaldson
J. Turner
E. V. Egan
W. Bethune
R. A. Westgate
Ernest H. Mathison
E. Gray

Calgary Refinery

Elected: P. C. Thompson
Selected: R. W. Campbell
E. G. Brown
Frank Symonds
E. J. McKew
Fred Gardiner
E. F. McManus
Fred Abram
M. W. Campbell
J. Murray

Edmonton Refinery

Elected: R. T. McKeeman
-selected: C. M. Moore

MARTKETING DIVISIONS

Montreal

Elected: R. S. Jonas
Selected: John Warren
R. C. Robertson
C. Page
T. H. Keegan
P. W. Gordon

Port Huron

Elected: H. Freweling
Selected: S. S. Smith
T. McCarthy
J. Patterson
J. A. Boyd

Toronto (Prince St.)

Elected: H. Freweling
Selected: T. J. Griggs
W. J. Egan
A. Sutton

Winnipeg

Elected: H. Freweling
Selected: J. T. Miller

Vancouver

Elected: R. S. Jonas
Selected: R. H. Bauld

Edmonton

Elected: H. Freweling
Selected: John Macdonald

Quebec

Elected: R. S. Jonas
Selected: A. Loulotte

ANNUITIES AND BENEFICES COMMITTEE

P. F. Sinclair (Chairman)
C. D. Dean
W. B. Elwerth
E. A. Oliver

E. V. A. Kennedy
G. L. Thompson (Secretary)
THE man who quits has a brain
and a hand
As good as the next, but he
lacks the sand
That would make him stick with a
courage stout,
To whatever he tackles, and fight it out.