

seven-inning games are played each week before large attendance.

Change Rooms. Modern change rooms are provided for workmen. The change rooms at the two operating shafts are provided with tunnels or enclosed passages between change room and shaft to prevent exposure to weather. It is believed that these prevent many colds and more serious illnesses.

Employees Pensions. In 1917 the company instituted a pension plan. Employees are retired on pension on account of old age, physical disability or disease, on recommendation of the head of the department in which the man was employed. The maximum pension is \$50 per month.

Employees Aid Fund. This was established in 1910. Dues of \$1.50 per month are paid by each employee. The business of the Aid Fund is conducted by a board of nine directors including general manager, chief surgeon, mine superintendent, metallurgical superintendent, master mechanic, attorney and three days-pay employees. The company pays all administration expense. The Aid Fund pays \$800 death benefit and \$1 per day for three months and then \$1.50 per day for another

six months benefit in case of sickness or non-compensable accident.

Since the depression the Homestake Mining Company has recompensed the Aid Fund in the amount of \$10,441.63 to make up losses sustained on securities owned by the Aid Fund.

Accident Records and Cost

Our accident records are not as good as those of some mining companies, nor have they reached the mark at which we are aiming. But our accident cost is probably as low as that of any mine in the country. During the last ten years the disability compensation cost has exceeded two cents per ton ore in only one year. The lowest year was \$0.155. 1924 was the last year in which compensation cost exceeded one per cent of payroll. In 1935 it was 56/100 of one per cent of payroll.

This low cost is attained in spite of the fact that we have long followed a policy of settling every case. It has been many years since a single case was fought. And we are more liberal than the law in that we pay compensation from the first day while the State law requires payment only after the tenth day of lost time.

ADJOURNMENT

Paper and Pulp Section

Officers 1935-36

General Chairman—E. E. GRANT, The Crystal Tissue Co., Middletown, Ohio.

Vice-Chairman in Charge of Membership—F. L. IRVIN, St. Croix Paper Co., Woodland, Maine.

Secretary and Program Committee Chairman—GEORGE J. ADAMS, International Paper Co., Glen Falls, N. Y.

News Letter Editor and Publicity Committee Chairman—FRED W. BRAUN, Employers Mutuals, Wausau, Wis.

Contest Committee Chairman—A. SCOTT DOWN, The Paper Industry, Chicago, Ill.

Engineering Committee Chairman—J. H. TURNER, Consolidated Paper Corp., Ltd., Montreal, P. Q., Canada.

Health Committee Chairman—DR. E. W. PAINF, Hollingsworth & Whitney Co., Waterville, Maine.

Poster Committee Chairman—CLAYTON BRAATZ, Marathon Paper Mills, Rothschild, Wis.

Statistics Committee Chairman—A. E. WINSLOW, Hollingsworth & Whitney Co., Waterville, Maine.

Members at Large—

ERNEST AUGUSTUS, Mead Paper Corp., Chillicothe, Ohio.

W. J. BRENNAN, Maine Dept. of Labor and Industry, Augusta, Maine.

D. R. CHANT, Ontario Pulp & Paper Maker's Safety Assn., Toronto, Ont., Canada.

T. L. CHRISTENSEN, Continental Paper & Bag Corp., Marinette, Wis.

KENNETH L. FAIST, The Champion Paper and Fibre Company, Hamilton, Ohio.

W. A. GLEASON, Hammermill Paper Co., Erie, Pa.

J. J. HASTINGS, Port Huron Sulphite & Paper Co., Port Huron, Mich.

DON E. McDOWELL, Kalamazoo Vegetable Parchment Co., Kalamazoo, Mich.

ARTHUR MURRAY, Container Corp. of America, Chicago, Ill.

W. J. PEACOCK, Northern Paper Mills, Green Bay, Wis.

Y. J. PILZAK, Consolidated Water Power & Paper Co., Wisconsin Rapids, Wis.

SAMUEL PRUYN, Finch-Pruyn and Co., Inc., Glen Falls, N. Y.

F. A. ROBINSON, Kimberly-Clark Corp., Neenah, Wis.

B. D. ROGERS, Bird & Son, Inc., East Walpole, Mass.

F. H. ROSEBUSH, Nekoosa-Edwards Paper Co., Port Edwards, Wis.

Officers Elected for 1936-37

General Chairman—GEORGE J. ADAMS, International Paper Co., Glen Falls, N. Y.

Vice-Chairman in Charge of Membership—ARTHUR E. WINSLOW, Hollingsworth & Whitney Co., Waterville, Me.

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