Burlington's Leading Industry Reports on Employees' Benefit Profit Sharing and Savings Plan

A. R. Nicheline And See Profit | years are eligible for participation Sharing Pian Preving Werthwalle in the fund and must participate ment LETTERS AND STATEMENTS ticipate until they have been em-MHOW PUND TO BE GROWING ONE - MINE THING YOR PARTLOYKY

With the presentation of third ennual statement of the A. S Nicholson and Son Banefit Fund to its employees, facts and figures reveal the fund, inaugurated three wars aso to be one of the best in existence and worthwhile for the employees of this enterprising firm. Helow we publish statement, letter and explanation of plan.

Luisie to Emplayers This is a personal letter to each of the 119 members of the Employees' Benefit Profit Sharing and Savines Fund, with statement of the fund enclosed.

In a few days you will have your new book, showing your credit bal-ance at the end of last year. The total credit to all members, Nov \$2000 00 life insurance, up to fifty-MAR. 1848 Is over \$72,000.00 This with the exception of the \$11,000 QO transferred from the old E Fund has accumulated since mid-

nave now approximately \$310 for every do'lar we invested do not know of any better plan. -- pany anything in fact, I am in- it and his pro rate share of the clined to believe that the company firm's contribution and the earnhas profited by it, as well as the ings on it.

A book was published recently in which there was an analysis of all profit sharing plans in both Cana. cy he puts in plus the pro rata share da and the United States. After of the firm's contribution and the reading this book we feel confident | cambings on it. The remaining half | OF MODERN NEARLY NEW

We have not spent our full allot- member is discharged, thereby los-

uverlooked. New members are coming in regularly. Whom we take in is the responsibility of the management and in this feeture we must be careful. I am giving a copy of this letter and statement to each of the 118 non-members who have not been with the company the required three years to become eligible

to participate in the fund. I amcerely hope that both the members and the company can the committee considers worthy. Side Rake, near new; I Meyers tory, have not been able to get a re- consideration will be the percent-give the fund another good houst but with the approval of the trustee Field Bale Loader for use with port on their seed from the stand- age of the farm in improved hay during 1949. When we put it past the committee can distribute up to either wagon or truck loading. Used point of a government grade, to ex- and pasture crops; the percentage

A. S. Nicholson, Trustee Hatoment November 30, 1947 Total \$37,968 67 Less: Members retiring

Employees Saving 1948 Comy's Contribution '48 26,017.51 Income 1948

LAME: Cost of Group - Insurance - \$3,4H3 H6 Expenses Total Credit to all members Nov. 30th, 1918

Total number of members in Fund Total number of nonmembars with employmont less than the required 3 years Fund increased during

Membership during year Life ins. of fund mem-A. S. Nichelson, Trustee

Mr. Nichalass Explains The Plane as Pelletes This profit sharing plan is based on the Joslyn Plan of the Joslyn Mig. and Supply Co. of Chicago, as is the Dofasco, Hamilton plan, with some modifications. In our case we made some mod-

ifications to suit our business and incorporated in it our Employees Least Fund that was in effect for All employees who have been

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ployed with the firm for 3 years. Each employee contributes 5 per cent of his wages, which is deducted each pay day, but no employee is permitted to contribute more

than \$150.00 per year. The company undertakes to contribute 15 per cent of its net earnings, but not more than one and one half times the total employee con-All payments into this fund

either the employees or the company must be considered as wages for income tax purposes. On approval from the Taxation Division of the Department of National Revenue, the company contributions to the fund are treated as a deductible expense to the comparty in determining their taxable

When the fund was established. each employee was covered by nine years of age, and from fiftynine years on the insurance was reployee's age But this insurance is gradualty discontinued by \$250 00

In the event of resignation or discharge, the employee draws out or receives the benefit of all the mon-

In case a contributing employee ment in employees' benefits. This ing 50 per cent of his pro rate share is as it should be, providing we are of the company's contribution and sure that no one in need, either carnings, he can appeal to the commember or non-member, has been mitter and if the action of the commany is not sustained by four membern of the committee (which would include one employee elect- south of No. 7 Highway, on ed member) said employee must be reinstated in his or her job. All funds are held by a trustee and in such a way that these mon-

> The committee can make loans to members from the fund.

the employees

1,790.86 ings total amount paid into the fund by hitch; I Ford Dump Truck, 1941, 74 Arkell. Those who require seed ed. It is the opinion of the soil and the employees end the earnings on ft. x 12 ft., Anthony body with box this amount must at all times be for gravel and racks for cattle, with grain would be well advised, crop leaders that such a program made in the Dominion of Canada, 4 ft extension for hauling hay. New states secretary J. E. Whitefock, to if practiced generally, would do and Province of Ontario bonds or motor last fall by Little Bros. in be on hand at 1.00 p.m. in order that much in restoring the organic matsuch other recurities approved by Weston. Excellent shape; I Farm they may have an opportunity of ter and humus content of Halton the Province of "litario for the in- | Wagon on steel whoels, near new; vestment of trust fund. The hal- 25 x 50 foot Eastern Steel Driv. looking over the respective lots be- soils with consequent increased ance (being the amount or ntributed ing. Shed; Duro Pressure Pump fore the program gets under way, crop yields; increased water holdby the firm and the carriers on with Tank and Motor; 1 16-ft In other words an excellent and ing capacity of our soils, and dethis portion)-can be invested with- Hay Rack; 1 New 1 H.P. Elout any restrictions, and as the ectric Motor; I "Gilson" Standard full afternoon's program has been creased soil erosion. The ultimate committee and the trustee may 8 Can Milk Cooler with agitator, planned. from time to time decide," and adds | telectric); I Magnetic Delaval Mil-114 following comment:

\$34,159.51 since 1946. It is definitely satisfac- cocks, sanitary tank, vacuum contory to both the employces and the troller, 2 drain valves, brushes, arcompany. Both have profited by ound 100 ft. of piping and wiring: it. Our production per man hour 2 More Units of Magnetic DeLavai ing and Trafalgar Township directbe without this plan or some other equally as good and satisfactory.

We are presently working on a group Hospitalization Pfan.

This company is within a month of its forty-first year in business

under the same ownership, starting with three or four men and now employing about two hundred and forty at Burlington and one hundred and fifty at their sawmill in

* NO STANDING

* NO BACKACHE

ACTON

* NO LIFTING

Exclusive specially designed GLAD-

IRON ROLL handles forey things eas-

ice, fassar, Irons a shirt beautifully in

41/4 minutes. Single knee lever controls all operations . . . leaves hands free to guide the work. You can wheel it where you want to use it and it folds up to the size of a kitches stool for -

MILTON

One of the finest galaxies of amateur stars adorned the stage of the Princess Theatre last week. affording the jam-packed house of nearly three hours of entertain-

The show had every thing, solos, solos with gultar accompaniment novelty numbers, song and dance teams, old tyme dance bands, plano solos and imitations. Miss Edna Lane, Canada's Scottish comedienne an added feature, took the house by storm with her Scotch comedy songs. Tiny Hopkins, who acted as versaille Master of Ceremonies rendered several songs, imitations and whistling numbers. - Canadian Champion.

"NO-BOUNCE" HAMMER

Hammer with new-type head which is said to eliminate "bounce", is claimed to give 30% more power on impact, cut down fatigue and give better control is offered by a Vancouver firm, according to a duced by \$100.00 per year of em- Financial Report. Patented head with plastic driving tips which are

EXTENSIVE **AUCTION SALE**

HAY AND FURNITURE

the property of

PRANK D. HURERT Lot 12, Concession 4, N. York Twp. will North of Wilson Ave., on Keele St. at Downsview, 5 miles

THURRDAY, MARCH 17th, 1949 FARM IMPLEMENTS - 1 New Holland Pick-up Hay Italer, comscatton; I John Bean Quick Hay The fund is managed by a com- complete with PTO, starter, lights on March 25th and 26th. mittee of five-three appointed by and pulley. This tractor is in exthe company and two elected by ceptionally good condition; I Mulky. The program on Saturday after- izer and liming program; the radio All Steel Bale Elevator for elevat- noon, Murch 26th, features Prof. R livestock to tillable acreage, etc. Each member employee is given ing haled hay, straw, loose grain and G. Knox, head of the Animal Hus. In brief, what the Crop officials are 1.568.35 a new pass book annually, in which silage. Complete with 24 elevator bandry Dept. of the O.A.C. Prof. stressing is good, sound practical into the fund, his pro rate share of new and in good condition; I IHC Knox has an interesting and practi- farming - practices which were the earnings and his pro rata share Mower, 6 ft. cut, good with tractor cal message built around his exper- considered sound half a century of the firm's contribution and curn- and horse hitch; I Cockshutt Binder. 7 ft. cut, near new with tractor lence in renovating an old worn ago but which in recent decades, Investment of not less than the hitch; I Cockshutt Binder, 7 ft. cut, out pasture on the Auld Farm, near have in many cases been overlookking Machine, 2 stainless steel units "We have been using this plan go with milking machine, 11 stall it. Our production per man hour has increased. The labour turnover has decreased. There is much less absenteeixm and generally excellent co-operation all around. Our company could not now afford to the Josiyn on plan, with on plan is based on plan, with on plan is based on plan, with on plan, with on plan is based on plan, with on plan is based on plan, with on plan is based on proving on pro

Draw Rope, good; I Hay Fork, new; 1 200-gallon Steel Water Trough; 1 Extension Ladder; Quantity of Lumber; 1 Set 4 Section Drag Harrows, with 2, 3 and 4 sec. drag bars; ! One-Man Cross Cut Saw; ! Stone Boat; 5 Hot Bed Sash; Number of Steel Fence Posts: Number of New 11-Quart Basket Covers, green col-or; 1 50-ft. Draw Rope; Electric Light Fixture; Number of Drive Belts: 1 Large Tarpaulin; Quantity of Fly Spray; 1 Steel Oil Drum with tap: 1 Wooden Water Barrel; Num-ber of Cedar Fence Posts; Number of Cattle Feeding Troughs; 1 Hay Stock Feeder on skids; 1 Wash Tub IRON IN 12 THE TIME
WITH 1/2 THE WORK... 1 Milk Plunger; 14 Barrel of Molasses; 2 Iron Kettles; 1 Pile of Manure; 1 Pile of Lumber; Quantity of Oak Lumber; 2 Good Logging Chains; 1 Hay Knife; Number of Wagon Tongues; 2 Show Cow Covers; 2 Show Calf Covers; 1 Double Solution Rack for Milking Machine; 1 Milk Scale; 1 New Bull Chain; 4 Cow Chains; 3 Cow Halters; 2 Dog Kennels; 2 rear, 2 front steel wheels Kennels; 2 rear, 2 front steel wheels for row crop Oliver Cockshutt Tractor No. 60; 1 Good Barn Stairway; Forks, Shovels, Hoe and numerous other small articles. Mostly all implements in this sale are nearly new, mostly all used only 1 year on this farm. They are good

and in good condition. FURNITURE - 2 Chesterfields, very good; 1 Wooden Bed, modern style maple, springs and mattress; Several Chairs; 4 Lawn Chairs; Number of Lawn Seats; I Guerney Modern Combination Range, 4 electric element burners, electric oven coal and wood etc.; Number of Pots, Pans, and other useful kitchen articles; I Butter Churn, new, I gal, size; I Gramaphone; I Mop Wringer, nearly new; Number of Linoleums; I Pair of Child's Skis; I Pr, of Child's Ski Shoes, size 6; I Pr, of Child's Hockey Skates, size 6 shoes. HAY and STRAW—A number of bushels of Alfalfa Seed; Approximately 60 ton of good mixed hay, cut, mostly alfalfa; Approximately 40 tons Loose Hay, fit for balling; About 30 Tons Baled Oat Straw; About 30 Tons Baled Oat Straw; About 30 Tons First Class Baled Hay; About 15 ton Second Cut Alfalfa Baled Hay, first class; About 60 ton of Baled Alfalfa, first class Hay; 40 tons of Red Clover and Al-Number of Lawn Seats; 1 Guerney

Hav; 40 tons of Red Clover and Alfalfa Hay, mixed, first class, baled; Approximately 25 ft. Red Clover and Alfalfa Silage.

Terms Cash. No Reserve. Sale at 1 p.m. Farming Discontinued, Land Subdivided:

Ken & Clarke Prentice, Auctioneers Markham PO. phone Markham 206 Milliken PO, phone Agincourt



Compete for W. I. Dick Drems

field of drame after a lance of a few, and these went to market early this years. In the interim, inter-club week. These will be made into debating has held full sway. This Wiltshires which will be on display year, however, they have ventured at the Milton Town Hall on March back into drams and on Friday evening. March 18th, Norval and Palesmo Clubs will meet in the Milton High School Auditorium The winning Club will receive the W. I. Dick Trophy, emblematic of the 1949 drams championship.

Helton Juniors to Stage Annual

Seed Judging Competition The annual Junior Farmer Judgreductions as each employee's replaceable is loaded with angular Seeds, etc., is to be held in the Milcredit in the fund from cumpany steel grip to give shock-absorption ton Town Hall on Saturda/ March ests must place their orders prior to In the event of death, complete properties. Hammer is said espec- 26th, states Cameron Wilson, Press. August 15 in advance of the spring tisability or reffrement of any am- tally valuable for use on machined dent of the Halton Junior Farmers when planting is to be done. This better investment or hetter way to ployee, he receives benefits equal build up security, and 1 do not to all the money he has contributed work, and for driving an intermed-prizes, we understand that the score spect the properties to be planted. made on March 26th will be added before supplying trees. Conseto the score made at the livestock quently if any of our readers would competition in June, in deciding like trees for planting purposes in the winners of the two champion- 1930, they would be well advised to ship trips valued at \$40 each. The remember the deadline of August Juniors also are staging a special 15th, 1949. that no other plan has been yet temains in the fund for the benefit no other plan has been yet temains in the fund for the benefit now that will suit our organize of all other members on a pro rata DAIRY EQUIPMENT, 360 TON OF tion provides classes for winter seed section in conjunction with the Halton Seed Fair. The Junior Sec. Crop Officials to Concentrate On wheat, oats and barley. A twenty dollar silver tray goes to the high necessity and importance of soil Junior Farmer exhibitor. The Jun- building, the directorate of the Halsors are also repeating their inter- I ton Crop Improvement Association club displays which were the high | decided at an all day session held light of the .948 Seed Show. "

senior farmers with have to took to Halton Agricultural Societies in their laurels.

At a recent receing of the Halton | Competitions in 1949. ies cannot be attached for debts of plete with Wisconsin air-cooled V4 Crop Improvement directorate. it The Competitor's entire farm promotor used on this farm only one was decided to allow seed growers gram will be taken into consider-Maker 7 ft. Power Mower, complete who owing to the seasonal congest. ation in making the awards. A few Under the Employees' Benefit with 2 cylinders to crack hay stems. | ion in the Plant Products Labora- of the factors which will receive feature, and for any purpose that Used only one year; I M. H. No. 11 tory, have not been able to get a re- consideration will be the percent-10 per cent of the annual contrib- only one season; I Massey-Harris hibit their seed at the Haiton Seed of the 1040 grain crop which is real accomplishment and give us utions into the fund by the comp- 102 G.S. Senior Twin Power 3-plow Fair which is scheduled for Milton seeded down; aftermath which is

Halton Hog Producers Select

Norval and Palermo Juniors To | for the Halton Baron Show, states Secretary Bob Miller of the County Hog Producers Ass'n. The five hogs Halton Juniors are back in the were selected in each Township 36th. Esquesing won the Township Champtonship a year ago and judging by rumours the other three Townships expect to dethrone them at this year's event.

> Regulations for Forest Tree Distribution Changed

for 1949 E J. Zavitz, Chief of the Division of Reforestation announces that in ing Competition in Grain, Small future those wishing to secure trees

Soil Building Project for 1949 In order to focus attention on the last week, to co-operate with the In short, it would appear as if the Action, Esquesing and County of sponsoring three Soil Bullding

> plowed down; the manurial fertilobjective, of course, is to enable the present operators to pass on their farms in as good or better condition than that in which they received them, to the rising generation of

WANTED! Dead Animals

We are paying the highest prevailing prices for dead or crippled farm enimals.

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