

She's always



ON THE JOB

THIS YOUNG LADY is coming to work. She is an operator. She is always on the job whether it is stormy or not. And at whatever hour you call her she is pleasant and efficient.

The people in the telephone service make courtesy a habit. It is part of the efficiency with which they serve.

There are 15,000 men and women engaged in the telephone system of Ontario and Quebec. They handle over four million calls every day and, in spite of the constant cry for speed, there is scarcely a case of conscious discourtesy or neglect.

THE COMPANY IS PROUD of these 15,000 men and women and has endeavored to make their work as agreeable, healthful and stable as possible. Several hundred present employees have been with the system for more than twenty-five years.

This stability of staff maintains high standards of operation and is encouraged by the Employees' Pension and Benefit Fund, established in 1917, to protect employees in illness or accident, and to provide for their future and for their dependents.

There is also a plan of Employees' Life Insurance, by which out of salary, employees may carry without undue burden insurance to care for their dependents. This plan has been arranged in co-operation with Canadian insurance companies at regular rates.

IN ADDITION to this factor of stability an active interest in the telephone system is encouraged by the plan of employees' purchase of shares and by the plan of employee representation.

Some years ago telephone employees were given opportunity to become shareholders in the company and 10,390 of them have subscribed for shares on instalment payments. For some years also, spokesmen selected by the staff have met with representatives of the management to discuss such matters as wages, hours, tools and working conditions. This has not only stimulated interest but promoted efficiency.

THESE THINGS are the basis of the alertness and enterprise which have become a tradition of telephone work.

It is demonstrated among the 4,900 men in the plant department. Over 3,500 of them have qualified for St. John's Ambulance Corps first aid certificates and because of their outdoor duties they are frequently nearby when accidents occur. There have been many instances in which their voluntary response has saved life and relieved suffering.

The same spirit has become familiar in the enterprise and courage with which operators rise to an emergency.

WHETHER IT BE the night operator on the job at midnight or the lineman fighting a winter storm, the men and women of the telephone service give their best in contributing to Canadian progress and well deserve whatever benefits the company is able to offer.



Published by The Bell Telephone Company of Canada to tell you something about the telephone business and the people in it.

233

R. J. BOOTH B.A.

Barrister, Solicitor, Notary

74 Sparks St. Ottawa

RUSSELL OFFICE OVER McEWEEN & STEPHENSON'S STORE
OPEN EVERY MONDAY

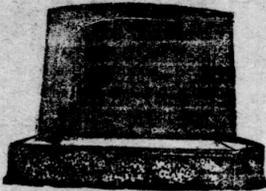
ARTHUR FLYNN

Barrister, Solicitor, Notary

Conveyancer Etc.

RUSSELL --- --- ONT

Russell Office open on Wednesdays
in the Flynn Block, Broadway,
Money to loan on easy terms on
Farm Property



JOHN F. GIBSON

SHOPS AT WINCHESTER ONT.
Telephone 75 P. O. Box 395
Manufacturer and importer of
Marble and granite Monuments
Cemetery Pedestals Copings Etc.
Scotch granite a specialty

DR. G. R. BOOTH

B.V. S. C.

Veterinarian

Graduate Toronto University
OFFICE --- FLYNN BLOCK

Russell Ont

W. McArthur & Son

PHONE 20

wish you

A Happy New Year

**A WELL
BALANCED, LOW COST
GENERAL PURPOSE FEED
for CATTLE
HOGS
SHEEP**

*High in Protein
and Low in Fibre*

SAMPSON FEED is a paying investment you will do well to consider as a winter feed for cattle, hogs or sheep.

It is so far out of the high-price class that you can easily afford to use it in place of home-grown feed.

Sampson Feed is carefully milled... nothing but pure grain products have been used... it is particularly rich in protein, which is not usually the case in ordinary coarse feeds, and surprisingly low in cost, yet for low Fibre content it compares equally with feed costing \$5.00 per ton or more.

Let us quote you prices on any quantity.

Sampson Feed contains
Hominy Feed, Oat Chop, Bran, Barley
Chop, Rye Shorts and Oatcake Meal.

Chemical Analysis
Protein 12%; Fat 3%; Fibre 10%



SAMPSON FEED

SOLD BY

McARTHUR-WARNER Ltd

McEWEEN & STEPHENSON