

Interesting Facts About the Dome Mines Company and Its Employees

General Manager of Dome Introduces Original but Interesting Touch Into Annual Report. Special Services Given the Employees of the Dome and Some of the Special Services Given by Employees.

In his annual report to the shareholders of the Dome Mines, Mr. J. H. Stovel, general manager introduces a new note for such reports, giving a detailed summary of special services enjoyed by the employees of the Dome, following this with a review of some of the special services given the community and their country by the employees. Mr. Stovel is right in believ-

ing this of general interest to the shareholders of the company. It is not out of place to add that it is of the greatest interest to the public in general and accordingly this part of the report is given herewith in full:—

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In this report I have thus far followed the conventional custom of placing before you the salient facts and figures which have to do with the operation of your property from a financial standpoint. Another angle which has to do with the contacts of your company with its employees and the place that both fill in the general scheme of things is of equal or greater importance. While mention of this phase of activities is often, in fact usually is, omitted entirely from a report of this kind I believe that shareholders generally are interested in knowing of these things. I therefore propose to outline briefly a number of company activities which collectively have been a source of considerable pride to those associated with your company.

Sick-Pay: In 1920 a Sick-Pay Scheme, entirely non-contributory as far as employees are concerned, was inaugurated by your company and has been in operation ever since. Under this Scheme an employee may receive 50% of his pay while off duty due to sickness or non-occupational accident. Benefits ordinarily cease after six months but in special instances the period has been extended. As such schemes may be subject to abuse certain safeguards must be maintained and for this reason the final decision as to the propriety of making payment in each case has always been retained by the Management. It is a source of pride with your Management that more than 93% of the cases have been paid. The cost to your Company in 1941 was \$15,809.84 during which year 494 cases were aided. Since its inception the Plan has cost your Company \$226,878.66 and based on the experience of 1941 this would mean that more than 7,000 cases have been aided since the adoption of the Plan.

Group Life Insurance: In 1925 Group Life Insurance was taken out on all our employees. Under this Policy an employee is provided with life insurance in the amount of \$500.00 upon completion of three months' service. The amount is raised by steps to a maximum of \$1,750.00 which is reached at the end of four years' service. This insurance has a total disability clause for men under sixty years of age. To date sixty-five families of deceased employees have benefited to the extent of \$88,600.00 and twenty-eight totally disabled employees have benefited to the extent of \$41,200.00. Over the years this Policy has been in force it represents an expense to your Company of \$171,000.00. No contributions are made by employees.

Pension Plan: In 1938 a Pension Plan for employees was inaugurated for those who desired to participate. Two years' service was necessary to become eligible. The Company bore the pension cost of all service of employees prior to the date of the inauguration of the Pension Plan. Since the inauguration participating employees bear approximately one-third of the

current cost of their pension credit, the remainder of the cost being borne by the Company. The Plan was devised for the benefit of the average employee and for that reason no cognisance is taken of earnings in excess of \$1,600.00 per annum in computing contributions and benefits. Since its inauguration thirteen employees have been retired on pension. In its three and one-half years of operation the current cost to the employees has been \$59,058.61 and the current cost to the Company has been \$128,475.71. The cost to the Company of pension credits for service prior to the inauguration of the Plan will approximate \$550,000.00. All pension monies are handled by a Pension Trust which has been safeguarded in every possible way.

Housing: Some one hundred and thirty houses are provided for employees on Company property. There has been a great improvement in this respect in the past ten years. Such undesirable collections of houses as those known as "Cyanide Alley," "Black Shacks," "Little Italy" and "Mill City" have been torn down or moved from the property and employees who lived in these houses and desired it were given accommodation in houses in our Dome Extension Village where new houses were built to replace those destroyed elsewhere. During this period bathrooms were installed in the many houses lacking this convenience and much insulation work was done on all these houses. When the free services which are given to the tenants are taken into consideration the rent of these houses is from one-third to one-half of what similar accommodation costs in the town nearest to our mine.

Medical Service: In 1937 the old dollar-per-month charge for unspecified medical services was displaced by a plan under which a group of doctors presented an agreement to the employees whereby for \$1.50 per month very definite services are rendered including hospitalization, operation charges and many other items not previously included. This Plan is entirely optional with the employees and over 90% of them participate.

Public Health: Your Company employs a Public Health Nurse who works in this community generally as well as in the schools. In especial her work links up with other similar agencies in the area in an attempt to control the spread of Tuberculosis.

Porcupine General Hospital: In 1937-38 the Porcupine General Hospital was erected and put into operation in South Porcupine. While the public at large contributed generously its completion, would have been impossible without the equal generous financial support of the mines in this district. Your Company was very active in this respect and in addition to its financial support it donated the excellent site upon which the Hospital stands. It is interesting to note that one of your shareholders, Mr. Frederick W. Schumacher of Columbus, Ohio, presented the Hospital with an endowment fund of \$20,000.00. This Hospital is a very real asset to the community in the Eastern section of the Porcupine Camp.

South Porcupine Skating Rink: In 1939 a group of your employees, associated with townspeople of South Porcupine, requested the help of your Company in erecting a community rink in South Porcupine. The aid requested was given. The rink erected, includes a large hall which is used for local dances, badminton and public gatherings. Your Company's contribution met the cost of the building and the community efforts provided for the equipment, etc., which were considerable, because this rink has artificial ice. This project is a large asset to the community at large.

Recreation: For the use of its employees, their wives and their children, there is maintained at the mine a

four-ice curling rink, a two-court tennis ground, a soccer football playing field and a small recreation hall. All of these are operated by various employees associations. Your Company also maintains during each winter an open-air skating rink for the children and others who may care to use it.

It seems a natural corollary to the above to list some of the activities of your employees:

Enlistments: We now have complete records of eighty-six of your employees who have joined the forces, twenty-six of whom are now overseas. Besides these we have twenty employees who have left to enlist but whose records are not yet complete in our office. In addition, seven other enlisted employees have been honorably discharged and have resumed their employment with this Company. The rate of enlistment has recently been accelerated. We regret to report that Pilot Officer Fred Scott, formerly with our Exploration Department, has been reported as missing after flying operations in Libya. We are all intensely proud of our representative in the armed forces, many of whom are sons of long-service employees and who grew up on the property.

War Work: In June, 1941, this Company became interested in making, under contract, equipment needed for our Canadian war effort. This necessitated our machine shop being changed from a one-shift, six-day-a-week basis to a three-shift, seven-days-a-week basis. It also meant that our machinists would have to rotate shifts, break in helpers and work a longer week. The men concerned were called into consultation and the situation explained. We were promised, and we have received, their whole-hearted co-operation and as a result our shops have been very busily employed in turning out war equipment of various kinds.

War Charities: Early in 1941 it was decided to consolidate all contributions to War Charities and the Dome Employees' War Charities Fund was established. The petition explaining this was circulated and freely signed by 99% of our employees in two days. By it a single employee contributes a minimum of \$1.00 per month and a married man a minimum of fifty cents per month for the duration of the war. Your Company contributes each month an amount equal to that contributed by its employees. The monies so raised are distributed monthly by a committee of four employees sitting with your Manager as Chairman. In eleven months in 1941 the sum of \$21,390.50 was raised and distributed. All concerned have a right to be proud of this record.

Red Cross: First by direct subscription and later through the Dome Employees' War Charities Fund your employees have generously supported the local Red Cross Branch since its inception in the early days of the war. Many of the wives of employees have given generously of their time in making supplies and garments needed by the Red Cross. The local Red Cross Branch has a very fine record in this respect.

Canadian War Services Library: Late in 1941 an appeal was made to your employees to donate books from their home libraries for use in libraries of the armed forces. Their response was immediate and generous. Nearly 700 books have been forwarded. Of these the first six hundred were sent as a unit to an R.C.A.F. unit near Moncton, New Brunswick.

Community Life: Your employees throughout the life of the mine have taken an active interest in all those community efforts which make for the betterment of life. As of present writing few, if any, such activities are without representatives of your employees on their boards or committees. Encouraged by this and believing in such public service your Manage-

Sports Jackets Popular Articles of Men's Wear

Esquire Shop Features Complete Display of Men's Clothing.

Lounge styling predominates in sports jackets for spring wear, says the Esquire Shop, in advising men of this district when choosing their spring apparel. These odd jackets, made especially for you, will be suitable for any hour of the day, and will give you comfort and satisfaction. Well-tailored suits, with shirts, ties, socks, hats, coats, and the many accessories that make you a gentleman are featured at the Esquire Shop. You'll notice that shirts for spring 1942 come in an array of colours and in smart new patterns, and ties and socks are made to give the right appearance to your suit.

Parcels Shipped by Mattagami Ladies' Club on Monday

Three Men in the Services Will Receive Gifts from Local Women.

On Monday morning the ladies of the Mattagami Club posted three boxes of cheer to the boys of the armed forces in Canada. There were to have been more of these boxes, but owing to the fact that several of the men in the services had been sent overseas, the shipment of their parcels will be left until their new addresses are received by the club.

Those who received these three parcels were Corporal T. Trevenna, of Espanola, Ontario; AC2 F. D. Clark, of St. Thomas, and AC2 H. A. Brown, of Carberry, Manitoba. Included in each box were two dozen cookies, chocolate bars, gum, lifesavers, peanuts, potato chips, razor blades, soap, shaving cream, and an Easter card.

The parcels were packed on Saturday afternoon at the home of Mrs. M. Wallingford, 133 Main avenue.

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ment is also active in such affairs.

General
During the past year your operations have proceeded as nearly normal as could be expected under war conditions. That there are difficulties ahead is undoubted but we will strive to overcome these as they present themselves. To date there has been sufficient labor available but I doubt if this condition will prevail for long. The efforts of the Canadian Government through their price and wage policy have stabilized conditions to a degree that seems almost fantastic to those of us who were operating in the last war. On the other hand taxes have risen sharply and further rises are probably in store for us.

I conclude by expressing my sincere appreciation of the work done by Mr. Dye, Assistant General Manager, and by the operating staff during the year. This is especially so because during the year I have, with the gracious consent of yourself and the Board, been much occupied with duties in Ottawa, first as a member of the National Labour Supply Council and more recently as a member of the National War Labour Board. To you, Sir, and to our Board of Directors, I express my thanks for your continuous support.

Death of One of the Men Who Made the Porcupine

Many here will mourn the death at Vancouver last week of Jack Miller, one of the original group who really made the Porcupine gold camp. Jack Miller was the "Miller" in the Miller-Middleton-Dixon claims that form the heart of the Hollinger Mine property. As a prospector and mining man he gave notable service to the Porcupine and other mining camps and he will long be remembered for his genial humour and his gallant spirit. To his bereaved wife the sincere sympathy of wide circles of friends is extended. He was buried in the West.

Provincial Police Charge Mountjoy Man With Selling

Aurelle Charbonneau Arrested Yesterday Morning and Now Faces Two Charges.

Aurelle Charbonneau, a young man of twenty-one years, living below McClesney's Mill on the Mattagami River, was arrested by the Timmins detachment of the Ontario Provincial Police Wednesday morning about half-past three and charged with keeping liquor for sale. A further charge of having liquor in other than his private residence was laid later.

Police say that when they raided the establishment they found several persons in the house drinking but they laid no charges against the found-ins. Two women were also picked up by the police and held till the morning but were released about ten-thirty yesterday morning. Police claimed that they were vagrants but laid no charges.

When the police raided the place they experienced some difficulty in effecting an entrance and they later located a door bell hidden behind the wall paper. During their search they located a bottle of liquor hidden in the snow outside of the house.

Yesterday morning at eleven o'clock Charbonneau appeared before Magistrate Atkinson and asked for a week's remand.

Local Committee Helping Chinese War Relief Fund

Police Chief Gagnon Chairman of Timmins Branch.

There is a Timmins branch of the Chinese War Relief Fund giving special effort to help the cause of China. The Chinese people here have been generous and ready in all war effort for Canada and Britain and the local committee thinks it only fair that there should be a return of the compliment.

His Worship Mayor Emile Brunette is honorary chairman of the Timmins branch of the Chinese War Relief Fund and Police Chief Leo H. Gagnon is chairman. H. Scarth is treasurer and Fong Light, Geo. Seto, T. Tod, and Armand Cousineau are directors.

At present tickets are being sold for shares in a list of 80 prizes. These include some very valuable articles, such as radios, canoes, ranges, washers, refrigerators, etc. Tickets may be secured from any member of the local committee. In buying a ticket you will not only be helping a most worthy cause, but also running a good chance of winning a valuable prize.

Gift-Giving is Easily Solved With These Suggestions

Ideal Hardware has an Assortment of "Ideal" Gifts for Friend and Home.

Suggestions for Easter-giving are featured in the display of china, crystal, kitchen-ware, and odd pieces at the Ideal Hardware, where you will find such appropriate pieces as china Easter bunnies and wall plaques.

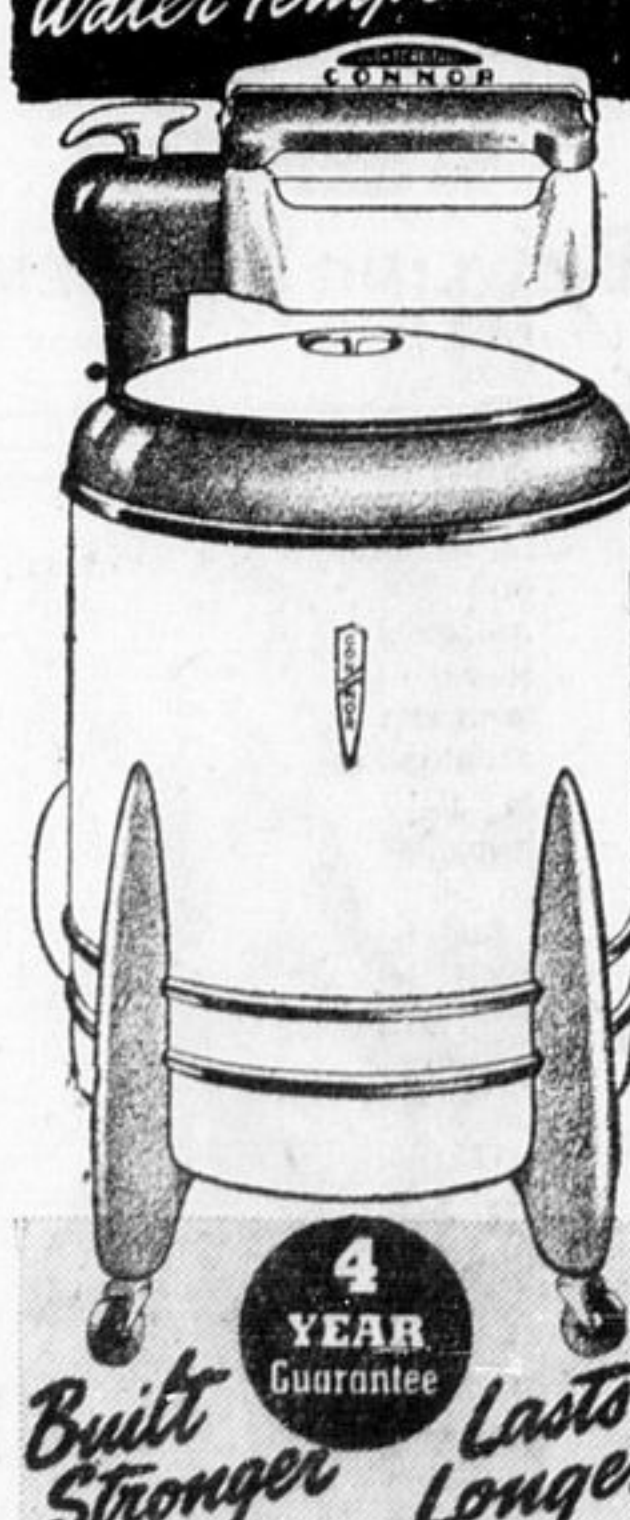
Throughout the main floor is shown an array of gifts suggestions that will make gift-giving an easy matter, and will bring joy to your shopping session. Not only will the display supply you with gift ideas, but it will provide numerous articles for your own personal use, and for the home which should also blossom at the Easter season.

HEAVY SMOKE

Bursting with satisfied pride, Mrs. Newlywed carefully cut the cake on the table and placed a handsome slice on her husband's plate. "I made it all myself darling," she said. "My first cake." Sampling it with gradually diminishing enthusiasm, he said: "Did you lift it out of the oven all by yourself, dear?"—Exchange.

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