

### Red Cross Monthly Report for September

K. H. Stubbs presided at the regular monthly meeting of the executive committee of the Timmins Branch of the Red Cross Society.

Mrs. J. Kinsey reported on the messages transmitted through her from Headquarters to families concerned with returning servicemen and the number of times she had represented the Timmins Branch to meet and welcome war brides and repatriated men from overseas.

A letter from Mrs. G. R. Gibson, Chairman of the Nursing Division was read, telling of a film to be shown sometime in the near future, prepared by the Cancer Research Department. This film is being shown for the members of the Nursing Reserve and all interested persons not connected with the Reserve are invited to attend.

The date will be announced later and will be publicised through various organizations.

It was decided to continue giving Cod liver oil where it was deemed necessary.

A combined financial statement for the months of August and September was given by the treasurer H. J. Fuke. Total receipts for the time were \$4,820.59 while the expenditures amounted to \$9,875.81. This latter figure included the transfer to Headquarters of \$9,432.82.

Mrs. H. W. Brown, Chairman of Women's War Work, reported that the Workrooms reopened September 4 and that she was pleased with the response in both the Wool room and the Sewing Rooms in the basement of the Post Office. Additional workers are still needed to finish the present quota of 1150 garments by the end of the year. Shipments made to Headquarters included the following:-

Seamen's Quota-8 prs. Seaboot Stockings, 8 prs. Plain Socks, 6 Turtle-neck Sweaters, 1 Scarf, 6 pr. Gloves, 6 pr. Whole mits, 16 pr. Hurricane Mitts, 2 pr. Minesweeper Mitts, 2 Sleeveless Sweaters.

Army and Airforce Quota-4 pr. Gloves, 2 Turtle-neck Sweaters, 43 pr. Plain Socks.

Civilian Knitting Quota-10 Boy's Sweaters 8 yrs., 9 Women's Sweaters, 10 Girl's Sweaters, 4 yrs., 10 Girl's

Pulovers 10 yrs., 16 pr. Girl's Stockings 6 yrs., 1 Boy's Suit 4 yrs. Civilian Sewing Quota-90 Girl's Combinations, 4 yrs., 90 girl's Bloomers, 10 yrs., 15 Boy's Overcoats 10 yrs., 940 Diapers.

### Women Teachers Meet in North Bay

Teachers' Association Assembly In North Bay

Representatives from Women Teachers' Association throughout Northern Ontario met in the North Bay Normal School library recently. Due to restrictions placed on hotel and travel accommodation, the annual meeting of the Federation of Women Teachers could not be held in its usual form this year. It was felt that matters vital to progress in education could not be satisfactorily handled by correspondence, thus smaller meetings have been held in Guelph, Kempville, Fort William and North Bay.

Miss Helen Sheppard of North Bay provincial president of the Ontario Teachers' Federation, and a member of the Royal Commission of Education, opened the meeting with a resume of the history of the federation in Ontario.

Resolutions dealing with finance, legislation, policy and status publicity, educational research and superannuation were presented for discussion by the group subsequently to be ratified by the provincial executive.

Reports of the Dramatic and Lending Library, made available to all women teachers through their association, showed that many volumes dealing with the newest trends in education, plays, and current favorites had been added during the past year. The sick-benefit fund established by women teachers for their use has been particularly beneficial and has had a satisfactory year.

Government grants to rural areas are now such that a minimum salary of \$1,200 per annum has been authorized by the Department of Education. This year superannuation contributions by both teachers and government have been raised to 4%. This provides that a teacher may retire on full pension at any age upon completion of 40 years' service or at the age of 62 for women and 65 for men or at the conclusion of 36 teaching years. The minimum pension has been raised

### Reinstatement Act Exceeded by Most Employers

A recent study of the plans of industrial and commercial firms across Canada and the re-establishment in employment of former employees who are now being discharged from the Services indicates that Canadian employers are going far beyond the requirements of the compulsory Reinstatement in Civil Employment Act, according to Arthur MacNamara, Federal Deputy Minister of Labour. This Act, passed in 1942, accompanied by the Reinstatement Regulations of 1945, guarantees the re-employment rights of Canadians who served in the Armed Forces of Canada or any of the United Nations, their Merchant Marine and the Corps of Civilian Fire Fighters in the United Kingdom.

"The attitude of the Canadian Employer," he stated, "is not, 'How much am I required to do, but rather, 'Now

to \$500, and the maximum set at \$1,500.

Miss Norma Hackett, provincial secretary of the association outlined plans for the coming year. November 11 to the 18 are the dates set for special consideration of education for the general public. The clergy of all denominations will start the week with special services in the churches. Schools will be open to the parents, school displays will be seen in the store windows, educational articles will appear in magazines and papers and special programmes will be heard each day on the radio.

An innovation this year will be the Education week film to be released by the National Film Board in October to ensure as wide a coverage as possible. Miss Hackett concluded her talk by stating that one of the essential requirements for a successful teacher is a complete understanding of all acts pertaining to education: (a) The School Acts and Amendments; (b) The Board of Reference; (c) The Teaching Profession Act.

A special booklet is being prepared by the federation on professional conduct to be sent to every member. Knowledge is not sufficient. As a member of the teaching profession it is our individual responsibility to be ethical, loyal, understanding and co-operative.

In the evening the district organization held its fall meeting with Miss Maud Sage, president in the chair.

Noon recess took the form of a luncheon at the St. Regis Hotel arranged by the North Bay Women Teachers Association with the president, Miss Hansford in charge. Guests of honor included the guest speaker, J. W. Truitt, Miss H. Sheppard, Miss N. Hackett and Miss Winthrop, exchange teacher in North Bay from Saskatoon.

Delegates at the meeting included: Miss Houston of South Porcupine, Miss Lavender of Orillia, Miss Major of Powassan, Miss Parker of Barrie, Miss Bayles and Miss Carver of Sault Ste. Marie, Miss Smith and Miss Munro of Kirkland Lake, Mrs. Pirie of New Liskeard, Mrs. Wylie of Parry Sound, Miss Vincent, Miss Sneath, Miss Furlove and Miss Darlington of Parry Sound, Miss Gerow of Huntsville, Miss Merrylees of Gore Bay, Miss Miller of Sturgeon Falls, Miss Evershed of Coniston, Miss Alan of Sudbury, Miss Guelch of Sudbury, Mrs. Morris and Mrs. Simpson of Chapleau, Miss Johnston and Miss Benn of Cochrane, Miss Fleming and Miss Vary of Copper Cliff, Mrs. Wilson of Espanola, Mrs. Christalaw of Espanola, Mrs. McLean of Thessalon, Miss Jean Park of Midland, Miss Hansford, Miss Sage.

Miss Bell, Miss Ruciman, Miss Easton and Mrs. Muller of North Bay. How much more can I do?"

The reinstatement of the war veteran is recognized by employers everywhere as the "number one" personnel problem of postwar reconstruction. The Deputy Minister emphasized the delicacy of the problems the employer had to face in re-adjusting his staff to fulfill with minimum dislocation the obligation to provide jobs for those who left to enlist. In this connection many employers have instituted group discussions of veterans' problems for the guidance of their civilian wartime personnel including foremen and senior executives.

Employer plans as outlined call for contact with employees while still enlisted; job analysis to list opportunities to absorb former employees; an official welcome for their returned men and reintroduction to the firm and its personnel; a medical check-up; retraining if necessary; selective placement; and follow-up procedure to ensure that satisfactory re-establishment has been accomplished.

Towards the working out of the re-adjustment process it was explained, the employer first obtains all the available information with regard to the ex-service man, including courses taken and experience obtained while in the Service, along with particulars of former employment. This is then set off against what is generally termed an "employee inventory" which lists particulars of the firm's working employees, and allows the management to plan ahead the redispal of civilian wartime staff.

Special importance is attached to the placement of the disabled veteran. Available occupations are analysed according to their physical demands and

### C. G. I. T. Elect Officers for 1945-46

Schumacher Oct. 16th. Special to The Advance.

The Canadian Girls in Training held their meeting Thursday evening in the church hall.

The meeting opened with the Worship Period the topic was "Cherished Help". After the worship period business was discussed and plans were made for the Halloween Party. Arrangements were also made for the United Rally to be held Tuesday evening October 16th in the McIntyre Arena. The meeting was divided into two groups and they all did hand work. The meeting closed with taps.

Officers elected this year are Leader: Miss Kathleen Christopher and Mrs. Robert Heath.

President—Miss Jessie McKie. Secretary—Miss Shirley Manette. Treasurer—Miss Jean Fraser. Publicity Secretary—Miss Gwelda Gannon.

### Twixters' Club Plan Autumn Bazaar

The Twixters' Club of St. Matthew's Anglican Church met in the basement on Monday evening for their usual

working conditions. The employer can thus determine the adaptability of disabled personnel of employment on the basis of their remaining capacities. In this case placement is generally made with the assistance of the Casualty Rehabilitation Section of the Department of Veterans' Affairs or the Special Placements Section of the National Employment Service.

bi-weekly meeting. The president, Mr. Fred Wolno was in the chair.

Plans and discussions pertaining to the Fall Bazaar and Social which is to be held on Nov. 12th. were the main items of business for the evening.

It was decided that the Twixters will prepare the church calendars again this year which will feature a photograph of the boys' choir.

Ladies of the club will hold a work meeting at the home of Mrs. Wharton next Monday, Oct. 22nd.

Those present at last Monday's meeting were: Mr. and Mrs. F. Wolno, Mrs. Wharton, Mrs. V. Lacey, Mrs. V. Harris, Mrs. E. Pritchard, Mrs. V. Hobbs, Mrs. A. Johnston, Mrs. V. Morrow and Mr. Ed. Robinson.

### Mr. J. M. Douglas Bereaved by the Sudden Passing of His Father

Mr. J. M. Douglas returned from Kingston last Friday after attending the funeral of his father.

The late Mr. Robert M. Douglas was a life long resident of Kingston and had the misfortune to sustain a fractured skull in a fall, the injury proving fatal. Internment was made at Windsor Mills, Quebec.

Mr. and Mrs. J. M. Douglas had only returned from a holiday a week or so previously which they had spent with the late Mr. Douglas who was then in comparatively good health.

Mrs. P. A. Boyce of Schumacher, who also attended the funeral is a niece of the late Mr. Douglas.

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9-60

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