

was put. As a matter of fact the single members on hourly rate and married members on hourly rate, do not receive anything from the Company if ill. Only salaried members get their pay every week, so that in every case we pay a larger benefit to the single and married members. In the case of single members it is not always a fact that they have a lot of dependents, whereas in the married men's case we are sure of it.

Another thing I have noted here is a reference to the suggestion that the members should elect an official of the Company as a trustee. In our particular case we have a president, vice-president, secretary and treasurer. If the members were to elect any one of those men I think we would have quite a job on our hands to get that particular man to attend. His affairs and his time might not fit in with ours; whereas if they elect the man from themselves he knows he has got that particular thing to do.

The question of a 30 day waiting period before an employee of the Company becomes eligible for mem-

bership has been touched upon. The idea is in the first place to get all the members of the concern acting together, like one family, and we take it that anyone is eligible, when he gets into the company's employ, to become a member, but usually they are given some little trial, and it may be found at the end of 30 days that they are not suited to the work and that for some reason or other they would like to leave, so that is why we have the 30-day waiting period.

Mr. Rich said that in the Dennison Company they make their sick payment for the second week of the illness. We take it that if a man is sick he needs the money at once, and we see no reason for holding the payment off for two weeks. If he is a member, he is entitled to his benefits each week that he is ill.

Finally, there is one item about loans to members. Mr. Rich stated, I think, that they were loaning money to any employee of the company. We do not, except to *members* of the society. Members alone are privileged to borrow from the society.

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PROGRAM FOR THE ANNUAL MEETING

FRIDAY AND SATURDAY, DECEMBER 7 AND 8, 1917

FRIDAY, DECEMBER 7

Cosmos Club, H St. and Madison Place
(Entrance on Madison Place)

- 8.00 P. M. "Organization Work in the Supply Division of the Ordnance Department."
By Captain H. K. Hathaway
"College Training Courses for Army Supply Work."
By Lieutenant Richard H. Lansburgh
Discussions of different phases of war services by various members.

SATURDAY, DECEMBER 8

Washington Club, 1010 17th St., Corner K St.

- 10.00 A. M. Meeting of Governing Board.
11.00 A. M. Business Meeting of the Society.
12.30 P. M. Buffet Luncheon. (\$1.00)
2.00 P. M. Conference on "The Centralization of Administrative Authority."
5.00 P. M. Intermission and Informal Reception.
6.30 P. M. Dinner. (\$2.50)
8.00 P. M. Conference on "The Centralization of Administrative Authority" (*continued*).

The Conference will be opened at 2.00 P. M. by:

Henry P. Kendall, Member Storage Committee, War Industries Board, Council of National Defense; Treasurer, Plimpton Press, Norwood, Mass.; President, Lewis Mfg. Co.; Treasurer, Slatersville Finishing Co.

Morris L. Cooke, Chairman Storage Committee, War Industries Board, Council of National Defense; Member Depot Board, appointed by the Secretary of War; Consulting Engineer.