

## 12 PRINCIPLES OF WORK MEET INDIANA FAVOR

26 Hoosier Organizations Vote  
to Support Industrial  
Relations Idea.

### RESULT OF U. S. C. C. MOVE

WASHINGTON, Sept. 2.—Twenty-six commercial and industrial organizations in the state of Indiana have gone on record in support of a declaration of twelve principles of industrial relations designed to establish a basis on which employers and employees may work out employment problems.

The vote was taken on the report of a committee of the Chamber of Commerce of the United States, submitted to a country-wide referendum of business associations.

The principles received the overwhelming approval of the organizations voting in every state in the union.

The organizations voting were: Chamber of Commerce, Anderson; National Retail Hardware Association, Bedford; Stone Club, Bedford; Montgomery County Chamber of Commerce, National Association of Mutual Insurance Companies, Crawfordsville; National Association of Baby Vehicle Manufacturers, Elkhart; Chamber of Commerce, Elwood; Chamber of Commerce, Evansville; Chamber of Commerce, Ft. Wayne; Business Men's Association, Greenfield; Chamber of Commerce, Hartford City; Chamber of Commerce, Huntington; Board of Trade, Chamber of Commerce, Indiana Wholesale Grocers' Association, National Basket and Fruit Packing Manufacturers' Association, National Veneer and Panel Manufacturers' Association, Indianapolis; Indiana State Chamber of Commerce, Indianapolis; Chamber of Commerce, LaPorte; Chamber of Commerce, Lebanon; Chamber of Commerce, Michigan City; Chamber of Commerce, New Albany; Chamber of Commerce, Valparaiso; Chamber of Commerce, Wabash.

### THE 12 PRINCIPLES VOYED ON

The principles follow:

1. Every person has the right to engage in any lawful occupation and to enter individually or collectively into any lawful contract of employment, either as employer or employee.
2. The right of open-shop operation, that is, the right of employer and employee to determine the conditions of employment relations with each other, is an essential part of the individual right of contract possessed by each of the parties.
3. All men possess the equal right to associate voluntarily for the accomplishment of lawful purposes by lawful means, but such association confers no authority over and must not deny any right of those who do not desire to act or deal with them.
4. Associations or combinations of employers or employees, or both, must be legally responsible for their conduct and that of their agents.
5. The restriction of productive effort or of output by either employer or employee for the purpose of creating an artificial scarcity of the product or of labor is an injury to society.
6. The wage of labor must come out of the product of industry and must be earned and measured by the contribution thereto. It is the duty of management to co-operate with the worker to obtain continuous employment.
7. The number of hours in the work day or week in which the maximum output, consistent with the health and well-being of the individual, can be maintained in a given industry should be ascertained by careful study and never should be exceeded except in case of emergency, and one day of rest should be provided. Reduction in working hours below such economic limit, in order to obtain greater leisure for the individual, should be made only on the basis of understanding and acceptance of the fact that it involves a commensurate loss in the earning power of the workers, a limitation of output and an increase in the cost of the product.
8. Adequate means, satisfactory both to the employer and his employees, and voluntarily agreed to by them, should be provided for discussion and adjustment of employment relations.
9. When the employer and his employees do not deal individually, but by mutual consent through representatives, representatives should not be chosen or controlled by or represent any outside group or interest.
10. The greatest measure of reward and well-being for both employer and employee and the full social value of their service must be sought in the successful conduct and full development of the particular industrial establishment in which they are associated.
11. While the right of government employees to obtain just treatment must be safeguarded, the community welfare demands that no combination to prevent or impair the operation of government or of any government function shall be permitted.
12. The power of regulation and protection exercised by the state over the corporation should properly extend to the employees insofar as may be necessary to assure unimpeded operation of public utility service.

## "Cure Your Rupture Like I Cured Mine"

Old Sea Captain Cured His Own  
Rupture After Doctors Said  
"Operate or Die."

His Remedy and Book Sent Free.

Captain Collings sailed the seas for many years; then he sustained a bad double rupture that soon forced him to get out of the sea. He kept him bedridden for years. He tried doctor after doctor and trust after trust. No result. Finally he was assured that he must either submit to a dangerous and abortive operation or die. He did neither. He cured himself instead.



"Fellow Men and Women, You Don't Have To Be Cut Up, and You Don't Have To Be Tortured By Trusses."

Captain Collings made a study of himself, of his condition—and at last he was rewarded by the finding of the method that so quickly made him a well, strong, vigorous and happy man. Anyone can use the same method; it's simple, easy, safe and inexpensive. Every ruptured person in the world should have the Captain Collings book, telling all about how he cured himself, and how anyone may follow the same treatment in their own home without any trouble. The book and medicine are FREE. They will be sent prepaid to any ruptured sufferer who will fill out the below coupon. But send it right away—now—before you put down this paper.

**FREE RUPTURE BOOK AND  
REMEDY COUPON.**  
Capt. W. A. Collings (Free)  
Box 215 Waterbury, N. Y.  
Please send me your FREE Rupture  
Remedy and Book without any obli-  
gation on my part whatever.  
Name .....  
Address .....

The Indiana inter-  
urban lines led the  
world in electric  
transportation.

# Sun-Beam Lines

Indiana transportation  
by motor trucks will  
set the pace for the  
world to follow.

# Indiana Highway Transport and Terminal Ass'n, Inc.

Now in Operation

Quick and Efficient Service Assured

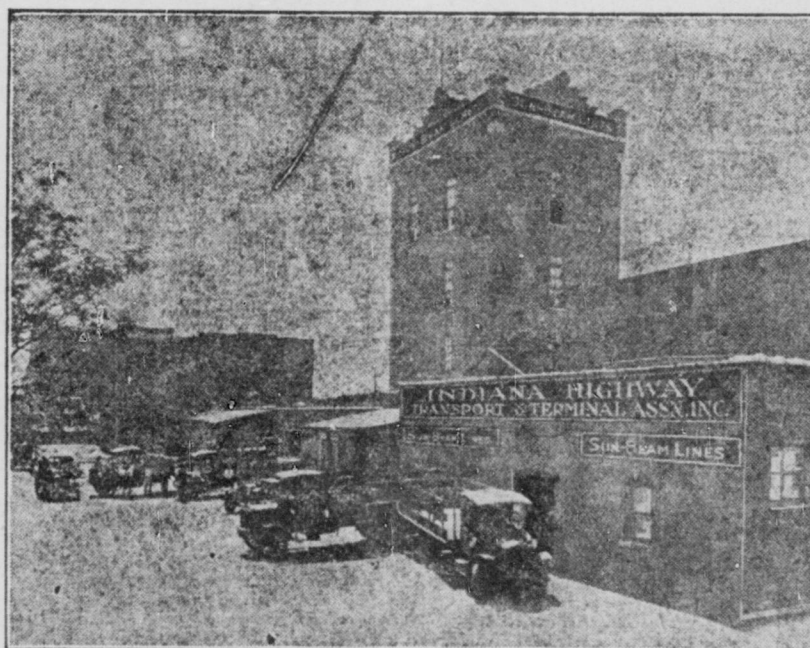
## Freight Now Handled

on regular schedule  
to and from all  
points within a  
radius of sixty  
miles of Indianapolis

Within the radius of sixty miles now covered by the Sun Beam Lines there are approximately 20,000 Indiana merchants, manufacturers and jobbers that can use the service to advantage. It is the purpose of the Association to give, as soon as possible, six hour daily service to every city, town and hamlet within sixty miles of Indianapolis. Right now, we have a daily schedule between several points; bi-weekly and weekly service to others. By special arrangement, freight will be accepted for delivery to any point within the state.

Our Association has listed and directs the movement of 900 motor trucks, 200 of which are here in Indianapolis.

For rates call Main 3841.



The Association recently secured the old American Brewing Company's building on West Ohio street, near the canal. The lower floors will be reserved for the handling of incoming and outgoing freight. Because most of the freight handled by the association will be loaded directly on the truck that is to make delivery, there will be no congestion to contend with.

## The Sun-Beam Lines

are officered by men  
who were trained in  
the school of experience—  
who know their problems  
and how to solve them.

Here are the men who are backing their faith in this movement with their skill, time and money: Frank Shellhouse, president; Royal L. W. McClain, vice-president; C. W. Abraham, treasurer; Tom Snyder, secretary; William S. Frye, William G. Kreis, H. H. Chambers, T. W. Hays and R. H. Muench, directors.

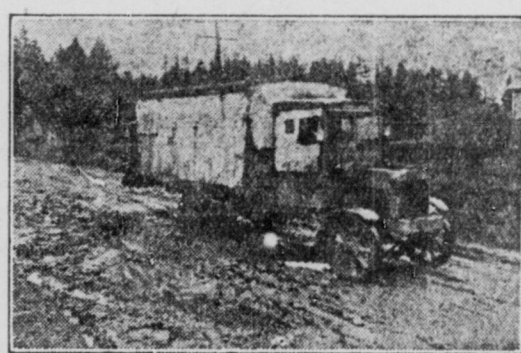
These men have formed a motor transport and terminal company because such an organization is needed if Indiana wishes to maintain her supremacy in the field of transportation. Indiana, as a state, saw the efficacy of the motor truck during the war, and used it, used it better than other states.

For the inception of the movement all credit must be given to the Indianapolis Chamber of Commerce. This association is the outgrowth of the return load movement so ably fostered by the transportation department of the chamber. This particular division was in charge of Mr. Tom Snyder, who recently resigned that office to act as secretary of the Indiana Highway Transport and Terminal Association.

## Motor Transportation

Brings Producer and Consumer in  
Closer Relations.

Linking the farm and the rural district with the city will be the purpose of the Indiana Highway Transport and Terminal Association, Inc. Increased human service will be performed because of the motor truck service. A motor truck, laden with food from the Indianapolis wholesaler, perhaps with parts for some machine for a manufacturer, leaves Indianapolis for any rural city or community, delivering that freight at a minimum of cost and bringing back to Indianapolis the produce of the farms, butter, fruits, eggs, grains, cream—the very things which the city needs, and which the farmer needs to get his business profits therefrom.



Here is a picture of one of our organization trucks hauling merchandise from the back door of a jobbing house to the front door of a country merchant. Merchandise handled but twice as against six times handling by the old system of shipping.

## Railway Officials Favor Motor Transportation for Short Hauls

The following excerpts from letters of railway officials clearly illustrates the attitude of railway management toward these new forms of transportation as a panacea for transportation ills:

Norman Call, Vice President, R. F. & P. R. R.  
"I believe that the railroads almost without exception, realize the value of motor transportation as feeders for their main lines."

J. E. Gorman, President, R. I. & P. R. R.  
"There is no question of the value of motor trucks in serving rural communities and I think they can be used to equal advantage in the transfer of freight in large shipping centers."

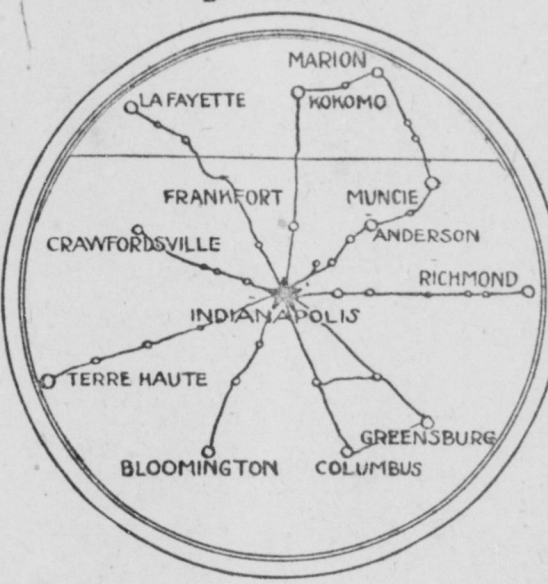
C. L. Bardo, General Manager, N. Y., N. H. & H. R. R.  
"I feel sure you will find the railroads co-operating with any properly constructed public body in an effort to reach a complete understanding upon any fair and equitable basis."

Gerrit Fort, Vice President, B. & M. R. R.  
"We are much interested in the development of motor truck transportation, in the hope that such development will follow wise and proper economic lines."

H. E. Byram, President, C. M. & St. P. R. R.  
"Fortunately, the conditions under which the motor truck can be operated to the best advantage is in the handling of traffic which is most expensive for the railroads to handle."

W. G. Besler, President, C. R. R. of N. J.  
"There can be no question in the mind of any one concerning the important part that the motor truck has now come to play in the matter of transportation in this country, nor that it has come to stay and to supplement railroad service, just as the automobile and trolley car have supplemented and extended the radius of suburban life."

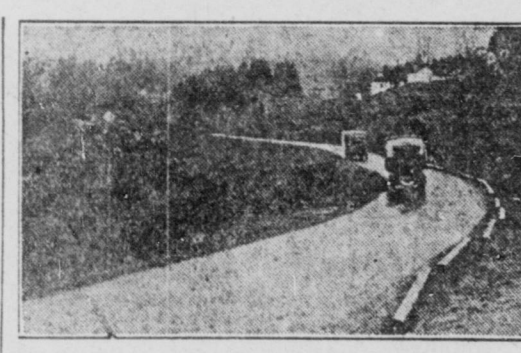
## Territory Covered by Transport Service



Immediately, eight routes radiating from Indianapolis have been established—routes going out approximately sixty miles on the west, Terre Haute will be reached; on the east, Richmond. To the southwest, via Martinsville, a line to Bloomington, leading into the stone fields. To the south a line to Columbus, via Franklin and another to Greensburg, passing through Shelbyville. There's a line proposed to Anderson on to Muncie, then north to Marion, on down to Kokomo and back to Indianapolis, via Tipton and Noblesville. The northwest is reached by two lines, one running to Frankfort and Lafayette and another reaching the rich agricultural area which leads to Crawfordsville.



Here is a truck that contains 115 sacks of wheat. It was loaded and hauled a distance of four miles and unloaded in thirty-eight minutes. Within certain limits truck transportation is speedier and more economical than steam road or trolley service.



Here is another of our organization trucks making good time on a good road. With the government's appropriation of several million dollars for the making of new roads, together with township and county work now going on, Indiana will soon have a splendid system of highways.

## Daniel Willard's Opinion of Motor Transports

These lines will not strive to compete with the railroad, whose function is the carrying of the long haul. In fact, the railroad officials—men like Daniel Willard, president of the Baltimore & Ohio; W. H. Finley, president of the Chicago & Northwestern Railway Company, and dozens of other railroad executives—are commending the motor truck as a transportation agent—a wonderful aid to the railroads. Mr. Willard says: "I think I realize properly the importance of motor truck transportation, and I believe it to be the best interest of the country as a whole that such transportation be further developed along economic lines."

"I think there is a very proper economic field for all agencies of transportation so far developed, and wherever it can be clearly shown that the motor truck can perform the transportation service required at a total economic cost lower than the cost when the railroad is used, then in the public interest, the motor transportation system should be used. The railroads and the motor truck, have their own sphere of economic usefulness and, in my opinion, it should be a mistake for either one to extend its influence and activities beyond the economic limits clearly established."

## TOM SNYDER

The Man Who Fostered the Motor  
Transportation Movement Is  
Secretary.

In a recent article written by Tom Snyder, he had this to say regarding the association of which he is now secretary:

With headquarters in Indianapolis, the Indiana Highway Transport and Terminal Association, Inc., has been formed for the purpose of developing a rural motor express and overland transportation system by which all Indiana will be benefited—the man who produces, the man who consumes and the man whose business lies in distribution.

Regular service is to be furnished—a service which at first will be daily, bi-weekly and weekly, but which will be increased as the business developed requires.



TOM SNYDER.

Cities and the rural communities along these routes will be able to receive transportation at a cost of approximately the present freight charges. The motor truck service, however, will be obviously superior, for it is done with a maximum of inconvenience and deliveries are made to the exact place of consignments with the minimum amount of handling.

Refrigerator cars will be carried in the summer time to protect perishables. In the winter time, through a process of heating the trucks, perishable goods will be protected from the freezing temperature.

The benefit of this to the community is large. Isolation and its disadvantages ceased to exist. And without the motor truck, so far as transportation is concerned, how many bustling, healthy communities off the lines of the railroad and the electric lines are isolated?

# Indiana Highway Transport and Terminal Ass'n, Inc.

SUN-BEAM LINES

Freight Station, West Ohio Street and Canal

General Offices, 702 Lemcke Building, Indianapolis