

CONFEREES PREVENT LABOR DISPUTES IN NEW INDUSTRY PLAN

WASHINGTON, March 22—Joint organization of management and employees "as a means of preventing misunderstanding and of securing cooperative effort" throughout American industry is proposed by the industrial conference appointed by President Wilson, in a report to the president made public here today.

The conferees in their report state that they have modified the tentative plan of machinery to adjust disputes in general industry by conference, conciliation, inquiry and arbitration, announced by the conference on Dec. 29, 1919, and that they have endeavored to develop methods of prevention rather than adjustment of labor difficulties. The modified plan, devised since the conference convened last Jan. 12, it is said, makes machinery available for "collective bargaining with only incidental and limited arbitration." The plan has been extended to cover disputes affecting public utilities other than steam railroads, and also to government and other public employees.

In addition the report analyzes the development of industrial relations, hours of labor, women in industry, child labor, housing, wages, profit-sharing and gain-sharing, thrift agencies, inflation and high cost of living, agriculture, unemployment and a public employment clearing house.

The causes of industrial unrest are set forth as including "the rise in the cost of living, unrestrained speculation, spectacular instances of excessive profits, excessive accumulation and misuse of wealth, inequality and readjustment of wage schedules, release of ideas and emotions by the war, social revolutionary theories imported from Europe, the belief that free speech is restricted, the intermittency of employment, fear of unemployment, unnecessarily high infant mortality in industrial centers, loss of personal contact in large industrial units and the culmination of a growing belief on the part of both employers and employees that a readjustment is necessary to a wholesome continuity of their united effort."

How Problems Vary
Industrial problems vary not only with each industry, the report says, but in each establishment. "Therefore the strategic place to begin battle with misunderstanding is within the industrial plant itself. Primarily the settlement must come from the bottom, not from the top." The conference, in expressing its approval of "employee representation," says it is not a field for legislation, because the form which such representation should take may vary in every plant. For this reason the recommendation is directed solely to managers and employees.

"If the joint organization of management and employees in the plant or industry fails to reach the collective agreement," says the report, "or if without such joint organization, disputes arise which are not settled by existing agencies, then the conference proposes a system of settlement through a national industrial board, local regional conference and boards of inquiry."

This plan, which the conference says is "based upon American experience and designed to meet American conditions," is national in scope and operation, and yet decentralized. It is said to be different from anything in operation elsewhere and employs no local authority except the right of inquiry. Its basic idea is stimulation to settlement of peace by the parties in conflict and the enlistment of public opinion toward enforcing that method of settlement.

The regional adjustment conference proposes a board to consist of four representatives selected by the parties to the dispute, and four others in their industry chosen by them and familiar with their problems. It would be presided over by a trained government official, the regional chairman, who would act as a conciliator. If an unanimous agreement were reached, it would result in a collective bargaining having the same effect as if reached by joint organization in the shop.

Failing to agree unanimously, the matter, with certain restrictions, would go to the national industrial board unless the disputants preferred mutually chosen umpire.

Meanwhile both parties to the dispute have agreed that there shall be no interference with production pending the processes of adjustment. If the parties, on either of them, however, refuses voluntarily to submit the dispute to the processes of the plan of adjustment, a regional board of inquiry is formed by the regional chairman of two employers and two employees from the industry and no parties to the dispute. This board may subpoena witnesses and records and publish its findings as a guide to public opinion.

The national industrial board in Washington would have general oversight of the workings of the plan, which in addition to being applicable to public utilities, provides machinery for "prompt and fair adjustment of wages and working conditions of government employees." The plan involves no penalties, it is said, other than those imposed by public opinion. It does not impose compulsory representation. It does not deny the right to strike. It does not submit to arbitration the policy of "closed" or "open" shop.

Regarding "employee representation," the report says "the subject has been discussed under such different names and forms as shop committees, shop councils, works councils, representative government in industry and others, but the conference says it prefers the generic term, having in mind the successful application of the principle to various activities outside."

Be Slender

The true way to become slender, svelte, healthy, is to follow the pictures. The shadow areas give you idea of size before reduction of weight. No need of starving, no dieting with salts, etc. No thyroid, no loss of time. Just follow the simple directions. Get 10 to 40 pounds off. You need to under \$100 cash guaranteed. Safe, reliable, recommended by physicians and nurses. Amaze all who know you. Become lighter in step, younger in appearance. Get the K. K. at any time. Accept no substitutes. It comes in box, with guarantee. Or write for free brochure to COREIN CO., Station F, New York City.

A. G. Lukens, 630 Main St.

as well as within the purely industrial field.

"These suggestions," says the report, "referring to the help which the conference received from both employers and employees, 'clearly proceed from genuine desire that the movement for democratic representation as a substitute for direct personal contact, may spread in accordance with sound principles and be kept from perversion which would threaten the idea's lasting usefulness by making it an agency of attack rather than a means to peace."

Idea is Opposed.

The idea of "employee representation," the report says, has aroused opposition from two sources, viz.: Employers who still adhere to the theory

which is said to be steadily disappearing, and trade union leaders, who regard shop representation as a subtle weapon directed against the unions. "Employee representation," the conference says, "offers no royal road to industrial peace. No employer should suppose that merely by installing some system of shop representation he can be assured, without continued effort of harmony and increased production. Doubtless there will be failures where the plan is adopted as afad or a panacea. It is only a means whereby sincerity of purpose, frank dealing and the establishment of common interests may bring mutual advantage."

Relative to collective bargaining, the conference "sees in a frank acceptance of this principle the most helpful approach to industrial peace," and states that it believes that the great body of the employers of the country accept that principle. The difference of opinion, it says, appears in regard to the method of representation. Barriers of certain kinds between employers and employees do not lend themselves readily to legal enforcement and the conference therefore expresses the belief that, for the present at least, enforcement must rest substantially upon "good faith."

Regarding hours of labor, the conference states that experience has demonstrated that they should be fixed in industrial establishments "at a point consistent with the health of the employees and with proper opportunity for rest and recreation, there being in all cases provision for one day's rest in seven."

The conference further finds that from the standpoint of public interest "it is fundamental that the basic wages of all employees should be adequate to maintain the employee and his family in reasonable comfort and with adequate opportunity for the education of his children. When the wages of any group fall below this standard for any length of time, the situation becomes dangerous to the well-being of the state."

View of Profit Sharing.
As for profit-sharing being regarded as a complete solution of industrial problems, the conference says that while it has "promise in some directions, it can not by itself, be considered to be of far-reaching effect. Nevertheless," the report says, "the field is one in which sincere experiment may add a real knowledge of desirable procedure."

Touching on the subject of child labor, the conference says "sheer prohibition of child labor is, at best, only a negative attack upon the problem."

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industry, of those democratic principles which constitute the most precious heritage of the American citizen."

The report is signed by Secretary of Labor Wilson as chairman; Herbert Hoover, as vice chairman, and the following other members of the conference: Martin H. Glynn, Thomas W. Gregory, Richard Hooker, Stanley King, Samuel W. McCall, Henry M. Robinson, Julius Rosenwald, George T. Slade, Oscar S. Straus, Henry C. Sturt, William O. Thompson, Frank W. Taussig, Henry J. Waters, George W. Wickersham and Owen D. Young, and Willard E. Hotchkiss and Henry R. Seager, executive secretaries.

LAFAYETTE LABORER GETS EIGHTH DIVORCE DECREE

LAFAYETTE, Ind., March 23.—A new record was hung up in the local courts Monday when Alva Turner, a laborer, was awarded a divorce decree for the eighth time. Special Judge Benjamin Carr, of the White-Carroll circuit, who is presiding during the absence of Henry Vinton, asked Turner how many times he had been married and divorced.

"This is my eighth time, your honor."

"Well," said the judge, "I may be making a mistake, but if I am, I have for a dollar."

the satisfaction of knowing that seven other judges have made the same mistake. The divorce is granted." Turner testified that his wife, Anna, had threatened to kill him with an axe, and ran him from the house.

\$1 BUYS \$400,000 SHIP

NEW YORK, Deputy Police Commissioner Wallis purchased a new patrol boat for the department. The vessel is the Penobscot which cost \$400,000 when it was built three years ago. It was used as a patrol boat off Brest. Secretary Daniels authorized the sale.

Use Your Credit!

Easter morning can shine upon you in all its glory—all your glory, too.

You can take your place at church or promenade at the dances.

Our liberal terms of credit make many things possible for you this Easter—it can make your dreams come true.

Come in—look over our lines and make your selections. No need to have the cash—just pay as you wear.

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Everything that is new in Coats, Suits, Dresses, Skirts, Waists, Millinery and Sweaters. Every garment has passed our rigid quality rule and the prices are very reasonable.



FOR THE MEN

This line of Suits is certainly one of the "Joys of Spring." We are showing some real snappy styles made up in the best light weight worsteds.

FOR THE BOYS

A big line of nobby hats and caps for spring wearing too. Our line of Boys' Suits is at its best for the spring season. Every suit is a little dandy and will delight any youngster.

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A Surprising Improvement In Comfort often comes to the coffee drinker, when he changes from coffee to Postum.

That seems to be the sure way to determine whether coffee is harmful.

If any discomfort due to coffee is disturbing you, change to

INSTANT POSTUM

The standard of quality is high, there has been no increase in price and the taste is most satisfying to those who enjoy a coffee-like flavor.

At Grocers

Made by Postum Cereal Co., Battle Creek, Mich.

Annual Easter Sale MEN'S, BOYS', and JUVENILE SUITS



GROUP NO. VI.—40 Boys' Suits, sizes 10 to 18; green and brown stripes, pants full lined and are cut full; worth today \$10.00; our special price \$10.45

GROUP NO. VII.—Boys' All Wool Blue Serges, sizes 6 to 10; especially priced at \$11.45

GROUP NO. VIII.—Boys' All Wool Blue Serges, sizes 11 to 18; especially priced at \$14.95

A very timely sale that deserves your attention. Especially interesting are these prices on our line of Boys' Clothing. Make your selection early while assortments at these interesting prices are still complete.

REGARDLESS OF FORMER PRICE THE COMPLETE LINES GO INTO GROUPS AS FOLLOWS:

GROUP NO. I.—25 Men's Sack Coat Suits, Worsteds and Cassimeres, sizes 37, 38, 40, 42; Suits worth today \$25.00, in neat stripes, brown and blue; especially \$19.95

GROUP NO. II.—50 Young Men's Suits, made with belt, large selection of patterns in sizes 34 to 40; worth today at \$27.50. Our special price now \$22.45

GROUP NO. III.—Men's All Wool Suits, brown and blue stripes; also blue serges in sizes 35 to 46; worth today \$24.95

GROUP NO. IX.—In this lot of Juvenile Suits you will have the opportunity of making your selection out of the largest assortment of little tots' suits in the city, sizes 1 to 8 in all new shades, especially green and brown basket weaves, worth today to \$10.00; our special \$32.50; our special price

GROUP NO. X.—Boys' Wash Suits, plain colors and stripes, sizes 3 to 8; a very big line to select from; our special price \$1.69

GROUP NO. IV.—Boys' Wool Mix Suits, sizes 6 to 10, a suit that is worth today \$10.00, in all new mix shades; special price \$6.95

GROUP NO. V.—50 Boys' Suits, sizes 6 to 15, in stripes and plain colors; a wonderful buy for the boy; worth today \$12.50; our special price \$8.95

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