

THE HUB

The Workingman's Store—25 Stores selling workingman's clothing and shoes of quality at quantity prices.

Men's Work Shirts	38¢ 45¢
Men's Dress Shirts	45¢ 85¢ \$1.00
Men's Painter's Overalls	45¢
Men's Blue Bib Overalls	69¢
Men's \$1.50 Work Pants	\$1.00
Men's Khaki Pants	98¢
Men's Work Hats	\$1.00
Men's Muleskin Shoes	\$1.45 \$1.65
Men's Heavy Work Shoes	\$2.45
Men's Seamless Work Sox	5¢
Men's Union Suits	45¢ 60¢ 90¢
Men's Underwear, per garment	25¢ 35¢
Men's Ties	19¢ 25¢ 45¢
Men's Handkerchiefs, white or colored	5¢
Men's Paris Garters	15¢

EFFICIENCY PLAN GOOD

Efficiency is the cry of not only railroads but every business yet more especially so in railroading. The Bulletin, a Southern Pacific organ, discussed the Brown system on that line, very interestingly, and though familiar to many La Grande railroaders, is not so universally known among other local business.

It is now twenty years since this company adopted the Brown system of regulating efficiency—a system whereby an employee is not dropped from service for his first infraction of rules, but is given another chance where in his good qualities are able to count in his favor when needed.

The Southern Pacific was one of the first railroad systems in this country to change from the punishment to the corrective system of discipline. The method of "Discipline by Record," known as the "Brown System," taking its name from its originator, Mr. George R. Brown, General Superintendent of the Fall Brook railway, was first made effective on the Southern Pacific August 1, 1896.

At that time the system was admittedly experimental, but the fact that it has been in successful operation for almost nineteen years, with but few changes from the original plan speaks well for the care and thoroughness which attended its establishment.

The word "discipline" comes from the same root as the word "disciple," a pupil, a learner, a follower. According to Webster, "to discipline" is to educate, to develop by instruction, to correct faults, to train, instruct, to regulate, to develop the faculties. Strict discipline is essential to the successful operation of a railroad. No continuous service performed by man can be perfect, but a high state of discipline cannot help but produce a high class of service, and successful operation is dependent on good service. Actually suspending a man from the service for five, ten or thirty days as the case may be cannot possibly make him better. On the contrary, it deprives him of the opportunity to earn money and not infrequently the punishment bears most heavily on those dependent upon him for support.

Aimed to Correct not Punish
Therefore the underlying principle of "discipline by record" or corrective punishment may be briefly summarized as follows:

It avoids loss of time and wages of employees, and consequent possible suffering of those who may be dependent on their earnings, as well as demoralization of the employee by enforced idleness.

It avoids that incorrect and pernicious feeling on the part of the employee who has been actually suspended and thus lost money in wages that he has paid the company for the loss and trouble he has caused, and that he can settle again in the same manner.

It enables the judgment of each case of an erring employee on its merits, with due regard to his previous record and future availability, considered with reference to the interests of the company and its duty to its patrons.

It enables all employees to become acquainted with each case for which discipline is imposed, and to learn something from the failure of others.

Gets Credit for Efficiency
It encourages and stimulates all employees to co-operate with the officers of the company in all matters tending to produce harmony, economy, safety and efficiency, and thereby produces a better service, resulting in credit to as well as increased satisfaction to the public. Each employee can work with the knowledge that the excellence of his record, the prospects of his continued employment, his promotion, and final success, depends on his own conduct and exertions. By notably good and faithful work he can accumulate a stock of credits that will practically insure him against dismissal in case of some oversight or error that otherwise would deprive him of employment. The most efficient men are thus encouraged, developed, benefited and retained; while those who prove to be unfit for service, though are dealt with fairly and justly.

It enables employees to gain in purse, in self respect, in manliness, in interest in their work, in permanence of employment, in loyalty to the company, and in solicitude for its interests, and on the other hand, the company gains a man more contented, more intelligent, more courteous, more watchful and zealous for its interests.

How Record is Cleaned
The system of cancellations has been arranged in a manner calculated to afford employees an opportunity by good conduct and strict attention to duty, to eliminate from their records the demerits charged against them, a perfect record for three months cancelling a reprimand, a perfect record for nine months cancelling more than ten and not exceeding twenty demerits, a perfect record for one year cancelling more than twenty and not exceeding thirty demerits, and a perfect record for one and half years cancelling more than thirty and not exceeding sixty demerits.

For Sale Five Acres. Notice to Bidders
Notice is hereby given, that the Commission of the City of La Grande, has put up for sale a five acre tract of land lying one mile south of the City of La Grande, between the Clark and Redhead properties, known as the

Want Ads.

YEARS AGO the erler announced the auction sale—then came the hand bills and their "hit or miss" results—today the effective way is the Want Ads—they hit the mark. That's what counts.

FOR RENT—Two or three furnished housekeeping rooms, modern, pantry, bath; first floor; close in. Phone main 715, or call 904 Penn. Ave. 4-7tf.

FOR RENT—A four room modern furnished house close in, rent cheap. Garden planted. Call M 728.—Adv 5-t.

FOR RENT—An eight room house enquire Dutli Bakery. 4-15-tf

FOR SALE—5 room modern house—one small 3-room house and lot on East Adams. Will consider some trade. Liberal terms to right party inquire at 1307 4th St. 4-14-tf

FOR RENT—Two nicely furnished rooms for light housekeeping, with bath, also one bed room. Moderate charges—two blocks from center of town 1512 Adams, or Phone Black 3901. --2--

FOR RENT—Five-room house with cellar. Lights and water. Call Black 1031, or W. A. Worstell. 5-3-tf

FOR SALE—A fine bunch of choice white and brown Leghorn, laying hens; sixty cents each. E. C. Tucker, West end Spring street.—Adv. 5-9-3t.

STRAYED—From Proebstel ranch, May 3, black sow, twenty months old. Suitable reward. Phone Black 931.—Adv. 5-8-3t.

FOR RENT—Eight room house, modern; with or without furniture. 904 Spring St., Mrs. Swaney. 5-10tf

old Pest House property. Sealed bids to be in and opened by the Commission May 12th, 1915, at 7:30 o'clock p. m. Said bids to be accompanied by a certified check for 10% of the amount bid. The Commission reserves the right to reject any or all bids.

Dated at La Grande, Oregon, this 1st day of May, 1915.
By order of the Commission of the City of La Grande.

LEE WARNICK
City Recorder
D-5-1-10t

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Property Owners Attention!

MY ENTIRE STOCK OF PAINTS AND WALL-PAPER OF TEN THOUSAND ROLLS. I AM GOING TO MOVE IN THE NEXT 60 DAYS. WE NEED THE MONEY AND YOU NEED THE GOODS. HERE ARE SOME OF THE PRICE OATMEALS AND MELTON PAPERS AT 45c PER ROLL. MORYE CEL 15c PER ROLL. ALL OF THE STOCK CUT IN TWO SO COME AND GET THE CREAM OF THE GOOD.

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