

ROCKEFELLER OUTLINES A LABOR PLAN

Man is Human Being First and Industrial Worker Second, He Says

GIVES WORKER'S "BILL OF RIGHTS"

J. D. Rockefeller, Jr., Outlines Remarkable Program for All Employers Through the Babson Institute.

WELLESLEY HILLS, Mass., Feb. 24.—"Man is human being first, and a member of industry afterward," from that beginning, J. D. Rockefeller, Jr., son of the Standard Oil King, outlines a remarkable program, not for the worker but for the employer.

The nation has been watching for a bill of rights, for a worker's bill of rights—a common sense platform—that could be generally accepted by industry, but we hardly expected it to come from the wealthiest interests in America.

Yet J. D. Rockefeller, Jr., he of the name that has heretofore characterized capitalism in the mind of the worker, has submitted a program to Babson Institute, in hope that it will be adopted by industrial executives everywhere. As you read it, you can understand why this junior Rockefeller has been recognized in the financial world as an unusual power, and has been noted among those who know him personally for his unusual vision and foresight.

"I believe that labor and capital are partners, not enemies," says Mr. Rockefeller, "that their interests are common, not opposed, and that neither can attain the fullest measure of prosperity at the expense of the other, but only in association with the other."

"I am for an eight hour day and a six day week," continues Mr. Rockefeller. "Any schedule requiring longer hours and which does not provide for one day in seven in which the worker can rest and recuperate, is unwise, uneconomic and unjustifiable. In such industries as must of necessity operate continuously, night and day, 24 hours in the year, schedules must be arranged so that the worker has an eight day and a six day week or its equivalent."

"I am for this because I feel that a good many of the industrial disputes of the past have risen from the fact that employers under stress of circumstances and competition have broken away from this basic fact that man is human being first, and an industrial worker afterward. The adoption of the eight hour day in the general industrial field will tend to increase efficiency and will bring the loss of man's life and less enlightened elements of competition into line."

"I believe that the community is an essential part of industry and that it should have adequate representation with the other parties."

"I believe that the purpose of industry is quite as much to advance social well being as material prosperity; that, in the pursuit of that purpose, the interests of the community should be carefully considered, the well being of employees fully guarded, management adequately compensated and that failure of any of these particulars means loss to all four parties."

"I believe that every man is entitled to an opportunity to earn a living, to fair wages, to reasonable hours of work and proper working conditions, to a decent home, to the opportunity to play, to learn, to worship and to love, as well as to toil, and the responsibility rests as heavily upon industry as upon government or society, to see that these conditions and opportunities prevail."

"Every worker has a right to comfortable living conditions. As a fellow human being, the worker is entitled to health, comfort and contentment. Wage scales should be measured in these items and not in dollars."

"This is no plea for paternalism. Personally, I dislike even the word. These elements of health and happiness must be provided not through chance generosity nor paid welfare schemes, but they must be adopted in the spirit of fair play; in the spirit of common sense. I am sure that any added burden that may temporarily appear upon the adoption of such a policy will be taken care of in increased production and the elimination of waste through carelessness and lack of interest."

"I believe that diligence, initiative and efficiency, wherever found should be encouraged and adequately rewarded, and that indolence, indifference and restriction of production should be discouraged."

"I believe that the provision of adequate means of uncovering prejudices and promptly adjusting them, is of fundamental importance to the successful conduct of industry."

"I am for employee representa-

tion," adds Mr. Rockefeller in making his sixth point. "Every shop, every factory, every large organization in the country should have a committee of workers who can appear before the directing head of that business and voice any complaint or grievance which the employees may have, without the possibility of suffering personally because of the criticism or complaint. In fact, if I had my way the workers would be represented officially upon the board of directors. I do not believe that there should be any discrimination upon the part of either management or workers because of any man's affiliation with a society, fraternity, or union. Any organization or arrangement which tends to improve working conditions is justifiable and should be encouraged as long as it does not hinder the rights of another group."

"I believe that the most potent measure in bringing about industrial harmony and prosperity is adequate representation of the parties in interest; that existing forms of representation should be carefully studied and availed of insofar as they may be found to have merit and are adaptable to conditions peculiar to the various industries."

"I believe that the most effective structure of representation is that which is built from the bottom up; which includes all employees, which starts with the election of representatives and committees in each industrial plant, proceeds to the formation of joint district councils and annual joint conferences in a single industry, corporation, or association of extension to all corporations in the same industry, as well as to all industries in a community, in a nation, and in the various nations."

"I believe that the application of right principles never fails to effect right relations; that the better the spirit, the better the life; that forms are wholly secondary while attitude and spirit are all-important; and that only as the parties in industry are animated by the spirit of fair play—justice to all and brotherhood—will any plan which they may mutually work out succeed."

"I believe that the man renders greatest social service who so co-operates in the organization of industry as to afford to the largest number of men the greatest opportunity for self-development and the enjoyment of those benefits which their united efforts add to the wealth of civilization."

"Finally," says Mr. Rockefeller, "I believe in the stockholder's responsibility. Unfortunately, I am a minority stockholder in practically all of the concerns in which I am interested, but I do not believe that the fact that I am a minority stockholder, therefore, have no legal right or voice in the industrial relations. I am making every effort that I possibly can to be sure that my views will be considered, that my voice will be heard by the management of these concerns and I earnestly urge every other minority stockholder to make a strenuous effort to bring whatever influence he has to bear on this point. Adopting a common sense attitude on this all-important matter, America can continue to progress and we can enjoy prosperity as the greatest industrial nation in the world. Continued nagging, squabbling, and endeavoring to take advantage of the other fellow, can only lead to more strife, greater disappointment and disaster for everyone concerned."

Yes, it looks as though one of the greatest capitalists of them all has written the workers' bill of rights. The Babson Institute experts whose business it is to cut away the trappings and get down to fundamentals have endorsed it, not as a reasonable but as a practical program. Economic history teaches that almost any industrial ill can be remedied by following in substance Mr. Rockefeller's basic principle. "Every worker is a human being first, and industrial worker second." To this need only be added the axiom that the worker is a rational being and he faced the same set of facts that the employer faces he would come to the same conclusion.

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Dr. Spaulding, who made the trip to determine the extent of damage done to old trees and to seek any new data on the disease, says white pine blister rust has been known in Switzerland since 1844. Only within the last ten years has it spread to a state of destructiveness. The urgent necessity of cooperating in the attempt to control the spread of the disease in the United States, he says will be better realized and facilitated by lumbermen when it is understood that the disease affects old trees as easily as young seedlings.

While the disease has reached a stage in the New England states beyond a possibility of complete eradication, it is of vital importance to prevent its spread to other forests that are free from the infection. Through state and county officials the United States department of agriculture is engaged in an active campaign in preventing the blister rust from becoming a widespread menace.

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Enjoying Dartmouth Carnival



Pretty debs from all over the country have gathered at Hanover, N. H., for the Dartmouth Annual Winter Carnival. Here is Miss Charlotte B. Northup of New Haven, Conn., trying out the toboggan slide.

GREGIAN KING HOPED TO SHUN ALL POLITICS

ATHENS, Feb. 24.—George, the King of Greece, has probably become convinced by this time that it depends on him and on him alone to keep his throne, and that he has nothing to fear from the republican scare. Foreign observers do not consider the Greek people ripe for a republican regime, and argue that the sooner the promoters of the republican idea realize that fact the better it will be for the country.

George was popular as a prince, and there is no reason why he should not be popular as a king. As for Elizabeth, the queen, her beautiful and kindly features and her dignified bearing have created an excellent first impression on the people. If the young sovereigns keep aloof from politics, it is felt, nothing will come to mar the happiness of their reign.

An ideal sovereign for Greece was the late George I, observant Greeks declare, and his grandson, George II, cannot do better than follow in his steps. George I never interfered in internal politics any further than he was allowed to by the Constitution. Never during his long reign of forty years did he take unfair advantage of his royal prerogatives; never did he refuse to sign a decree approved by the cabinet.

In this latter connection it is not uninteresting to chronicle a remark once made by the late King Alexander, the present king's brother, who succeeded Constantine after his first dethronement. Talking to a friend one day about the exercise of his royal duties, Alexander said: "I never read decrees before signing them. My grandfather never read them, and he reigned for forty years. He would have reigned longer had he not been murdered. My father used to read the decrees and he lost his

throne. I shall do as my grandfather did."

King George had an amusing experience the other day. A retired American admiral asked for an audience of his majesty, who willingly acceded to it. On the day appointed, the admiral went to the palace and was immediately ushered into the king's study. His majesty wore an admiral's uniform for the occasion, and welcomed the American admiral with his usual good-natured affability. So simple was the king in his manner that the American admiral did not realize that he was in the royal presence; he believed that he was talking to his majesty's naval aid-de-camp. He condescendingly tapped on the shoulder and congratulated him on having won his admiral's stripes so young.

"And are you now located at the palace?" asked the visitor.

"Yes," said the king.

"And how long do you expect to remain here?" was the next question.

"Until I am removed was the answer."

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KIPO is one of the most powerful broadcasting stations in the country. Dr. Chambers, who always speaks in a normal tone of voice, says he has received letters from members of his congregation in such distant places as New York, West Virginia, and Hawaii.

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DOUGHBOY IS HEAVY LADEN PACK ANIMAL

Buck Private in the Infantry Carries on His Back Double the Burden Handled By Horses.

WASHINGTON, Feb. 24.—The heaviest laden pack animal of the army is the doughboy himself. Inch for inch by size or pound of his own weight, the buck private of infantry carries on his back into battle double the burden handled by horses or mules or motor trucks.

And he is expected to jog cheerfully along through the ooze beside the road, leaving the good going to the men who carried the load before him. Army experts are racking their brains for ways to cut down the doughboy's load. Exhaustive study has been given to war experience for that purpose. Through the American Legion and similar organizations, efforts have been made to get the men who carried the infantry packs in France to suggest changes. But as yet it has been possible, it was said today at the war department, to get only a few ounces of weight off the backs of the struggling infantry.

Experts figure that the average load for a foot soldier should not exceed 61 pounds. Yet under the present organization tables, "No. 3, rear rank," (who is the automatic rifleman in the infantry) must stagger along under about 133 pounds when fully equipped. All of the machine gun personnel is burdened almost as heavily, carrying from 115 to 125 pounds per man, and the machine gunners, since the war, make up about one-fourth of the strength of an infantry outfit.

The bulk of the doughboy's load is fighting equipment. What he carries for his own bodily comfort has always been stripped down to the absolute minimum. Aside from his "iron rations," his blanket, overcoat, extra shoes, mess kit, canteen and his few essential toilet articles, the weight the infantryman packs has a grim purpose. The while intricate business of war revolved around the doughboy and his rifle and bayonet.

The American army rifle is efficient about the last word in efficient light weight fighting tools. There is no prospect that its weight can be further reduced. So the experts are pondering over each other article in the infantry pack to see what can be eliminated or sent back to the wagon trains until needed.

Since the war ended, plans have been worked out to lighten the equipment rations, the two days' supply each hiking soldier carries with him. Several ounces can be taken out of the container weights and a few more out of the mess kits, and ounces feel like tons toward the end of a forced march. It now seems probable, also, that the "pup" tents carried heretofore may be abandoned or at least greatly reduced in weight, and that the extra shoes will go back to the escort wagons. Still another development is in experiments with new water proofing methods to make rain coats and, perhaps, overcoats, unnecessary and also to save the doughboy from having to carry pounds of water in his soaking outfit after a march in the rain.

If all of the individual fighting and defensive equipment that is provided for him was loaded on the doughboy's back, he probably would not be able to lift his feet off the ground and if he did succeed in moving, he would clatter and rattle like an old cook stove. In addition to his arms, ammunition, food and clothing, modern war requires that the infantryman should have available as he comes to grips with the enemy hand grenades, rifle bombs, trench knife, day and night fire works for signaling his position, sandbags for quick entrenching, picks and shovels for digging himself in, gas mask, helmet, first aid kit, and a dozen other things he might need. But there is no possibility that he could carry it all and move, so the experts are weighing the probabilities article by article reasoning out just how far back it would be safe to send it along the supply line so that it could be brought up when the call came.

An army mule is a mighty weight carrier and in rough going "cross country," the long eared friend of the soldier probably always will be closer to the doughboy's heels than any other element of the army. But the maximum load for an 800 pound pack mule is 250 pounds and the lighter the mule, the lighter the load under army regulations. Loads for wagons and artillery teams are similarly distributed according to the weight and capacity of the animals.

There is no such thing as a free lunch, and the army is no exception. The burden possible for the doughboy, however, he carries the same weight whether he is a six-foot, 200 pounder from the first squad or a five-foot-four, hundred-and-forty pound runt from the "pickaninny" squad at the left of the company. And that weight will more often than not be more than half of his own weight.

There has been a lot of experimenting, both in the army and the Marine corps since the war, with types of hand carts to carry part of the doughboy's load. They are still at it, but results thus far are not promising except where the march is over good roads. Off the roads, the doughboys, as yet, show a tendency to prefer taking the load on their own shoulders.

Down at Fort Benning, the infantry school of the army, the carts were tried out scientifically. Student officers volunteered for the tests, trudging all day "cross country" hauling carts after them. Each night they underwent physical examination in comparison with comrades who packed similar loads on their shoulders over the same route. In each case the doctors noted a distinctly greater degree of exhaustion among the men who hauled the carts.

The possibilities of light motor vehicles are still to be explored. Various types are to be used, particularly to take some of the machine gun load. But it is now the judgment of experienced officers that the brawny back of the doughboy will continue to be the main reliance of armies for front line operations.

WASHINGTON, Feb. 24.—Evidence accumulated during the week of an acceleration in the pace of the business revival.

Although anxiety still exists over the potentialities over the European situation, the feeling has grown that this country can enjoy prosperity for some time at least, without regard to any improvement in the European situation. Steel prices stiffened markedly the past week, much of the present buying being due to a desire to obtain supplies against later higher prices. Activity in steel has contributed largely to maintenance of heavy rail traffic all this season of the year. The grain movement has fallen off to some extent, but this has been more than offset by lumber, coal, coke, cement, automobiles and building materials.

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An encouraging feature of the railroad situation is that, in contrast with 1920, the roads have been able to translate their increased business into larger profits. A comparison of net operating income of 20 representative lines shows that in 1922 they earned a total net of \$467,000,000 as against \$405,000,000 in 1921 and \$45,000,000 in 1920. The class one railroads as a whole last year earned 4.14 per cent on their tentative valuation as fixed by the interstate commerce commission last year. In December an even better showing was made, with net at the rate of 5.15 per cent on valuation. Early estimates indicate that January earnings will show further improvement.

The showing of the leading industrial and public utility corporations is no less impressive. In the commodity markets the feature was a resumption of heavy buying in cotton under the stimulus of a favorable report on consumption issued by the census bureau.

Money was somewhat firmer, time rates moving up to 5 per cent for bill maturities while call rates ranged between 4 and 6 per cent.

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CONDITIONS FAIRLY GOOD IN THE EAST

Roger Babson, Statistician, Tells of the Eastern Business Section.

DEBT FUNDING BILL SETTLEMENT IS HELD

"From Connecticut to Ohio, Business is Today in Fair Shape," Statistician Announces.

NEW YORK CITY, Feb. 24.—Roger W. Babson is now on his annual tour of inspection. With some 15,000 miles of traveling he will study conditions in 26 leading centers of the United States. His report divided into eight sections presents an unusually valuable picture of current business conditions. Section two, which is issued today, treats of New York, Pennsylvania, Maryland and Ohio.

"As New England was the first section to be hit by the depression and the first to recover," says Mr. Babson, "so New York, Pennsylvania and Ohio being the second section to be hit, naturally is the second section to recover. In 1920 the center of the depression was at Hartford, Conn.; but by 1921 the center of depression had moved to Akron, Ohio. From Connecticut to Ohio, however, business is today in fair shape. The steel industry is back to 85 per cent of its capacity, coal mining is very active; the carpet factories and textile mills are exceedingly prosperous; the agricultural sections and the numerous small factories of these states are getting on much better. New York City is feeling fairly optimistic. The hotels are full and the retail stores are doing a good business. There, however, is no such riotous spending of money in the restaurants and theaters as during boom times. The principal industry of New York City is banking and jobbing. The bankers are not especially optimistic over the prospect of lower money rates for 1923, expecting those who sell bonds, of course, as money rates decline the demand for bonds increases and bond prices strengthen. Certain banks have already been obliged to reduce their dividends and more reductions may be expected by other institutions."

"The jobbers of New York City are facing some uncertainty. Their work is very largely importing and exporting. The tariff has hardened, and them considerably, notwithstanding the optimistic figures on foreign trade which the department of commerce is issuing. Whatever the figures may show, these exporters and importers find it much more difficult to do business. This, of course, means a smaller margin of profit for all concerned. However, there has been a distinct feeling for the better throughout the east since President Harding's message on the cancellation of debts, repudiation of contracts, accompanied by a general depreciation of foreign bonds. It surely was stimulating to have the British come forward and flatly state that they are determined to pay up principal and interest in full. Considering that of the \$10,000,000,000 owed to the United States, only one-half of it was by England, this is a tremendous step toward the restoration of international confidence and commerce. The general impression in the east today is that in return we should now help England and give her all the credit we can to enable her to buy our farm products. Now is our chance for us to demonstrate that it pays for us not to move her obligations and protect her creditors. In view of this and other events, the keenest bankers of New York City look for a rather active stock market during the year 1923, believing that the market will swing both way between very broad limits, thus giving us both higher prices and lower prices than we saw in 1922."

"Every time that I visit the Mohawk Valley of New York state I am more impressed with its great activity and its potential resources. I should not be surprised to see the country, lying between Albany and Buffalo, traversed by the New York Central, the West Shore and the Erie Canal, become the greatest manufacturing section of the United States. Its climate is ideal; its labor conditions are good; it abounds in agricultural resources, thus assuring a reasonable cost of living; the greatest bituminous coal mines in the country are located to the south and the greatest number of available water powers are located to the north. These conditions are certainly ideal for general manufacturing of all kinds. This valley is close not only to our great Niagara

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TOO MUCH



BLISTER RUST KILLING PINES

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