

### Sage Foundation Reports Favoring Profit-Sharing

Significance of System Lies in Fact That Partnership Plan Was Introduced in Unfavorable Conditions But was Crowned with Success.

NEW YORK (AP)—A partnership plan which gives the employees of an industrial property a share in management and profits, equal in many respects to that enjoyed by the owners, is suggested for the consideration of industry generally in a report on "Sharing Management with the Workers," issued here today by the Russell Sage Foundation. The report is based on a study of the partnership plan of the Dutchess Bleachery, Inc., at Wappingers Falls, New York, which, in the opinion of Mary Van Kleeck, director of the Department of Industrial Studies of the foundation, is "one of the most significant of the several hundred current experiments in giving workmen a share in the management of business."

The report answers in the affirmative the questions: Is it financially safe for a company to permit its wage-earning employees to vote on questions of shop management? Do the workers desire to have this share of responsibility? Lacking technical training and experience in administration, is their judgment valuable concerning questions of general policy? Will they have consideration for the interests of the stockholders? The further point is made that in this case, when given power to determine policies, the employees did not use it to advance their own wages and decrease working hours regardless of the financial state of the business.

"The significance of this experiment, in so far as industry generally is concerned," declared Miss Van Kleeck in making the report public, "lies in the fact that the partnership plan was introduced under such favorable conditions in the Dutchess Bleachery that its success in this plant indicates the possibility of securing equally, if not more, favorable results in almost any industrial property through equally sincere and efficient efforts."

Three years of cooperation at the Dutchess Bleachery, according to Ben M. Stekman who made the investigation for the foundation, has transformed a community of dissipated and unsanitary houses into a town of clean, comfortable, and happy homes, and has at the same time revolutionized the attitude of employees toward production to such an extent that the company earned comparatively high dividends during two years when other plants in the same industry were idle because of the business depression. The report closes with the statement: "Because of the sincerity of those who devised the plan in seeking a more democratic as well as a more per-

sonal basis for human relations in industry than has hitherto prevailed and because of their courage in putting it into operation, the Dutchess Bleachery has achieved a place of leadership. We hope that this record of cooperation and partnership between management and operatives in the bleachery may lead to equally far-reaching experiments in other industrial establishments."

The publication of this report reveals that the Russell Sage Foundation has had underway since 1919 a series of investigations covering, in addition to the partnership plan of the Dutchess Bleachery, the Rockefeller plan of employee representation as practiced in the steel mills and coal mines of the Colorado Fuel and Iron company, the Works Council plan of the United States government arsenal at Rock Island, Ill., and the employment policies of William Filene's Sons company in their store in Boston. The report of the foundation's investigation into the workings of the Rockefeller plan of employee representation—the next in the series—will be issued probably within a month.

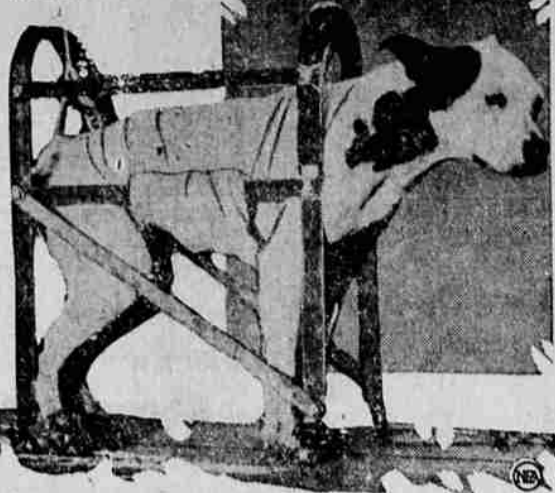
Park in a car by the side of the road and arouse the curiosity of man.

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### No\* He's Like New Dog!



It looked like "Sport" was headed for the eternal bonnyard after an automobile broke his hind legs and they were dragging on the ground. But Dr. C. A. Deadman, a Madison (Wis.) veterinarian, devised this gullible out of some scrap iron he found in the junk yard. Now Sport can gamble with his neighbor hounds and enjoy himself.

#### Sportsmen Sit in Westminster

LONDON (AP)—The membership of the new House of Commons is much like that of the mid-Victorian period in the matter of sportsmen. One of the London daily sporting papers through-out the recent campaign carried

a list of 180 candidates whom it claimed to be real sportsmen, and with the election of 150 of these men it remarks that "the electors are again showing a strong tendency to send good sportsmen to Westminster as they did in the days of the late queen."

### Canners Move to Form Central Sales Agency

Excellent progress in forming the cooperative canneries of the state into a federated selling agency is reported at the agricultural economic conference last year by C. J. Hurd, extension specialist in marketing.

Mr. Hurd with R. H. Kipp of the Portland chamber of commerce has been asked to prepare a definite written agreement to be submitted to five cooperative canneries desirous of entering such an agency which is expected to go far in stabilizing the marketing conditions in this field of the farmers' business operations. A meeting for consideration of the plan will be held in Portland at an early date.

If he advertises it, he knows it's good!

### Communists of Holland Oppose Colonial Holdings

THE HAGUE, Holland. (AP)—The Dutch Communist party has issued a new program of action, which, apart from the usual demands of an 8 hour day, the disbandment of army and navy and the recognition of the Russian Soviet republic, makes a specific demand for the "immediate and complete evacuation" of the Dutch Colonial possessions.

The program urges also "sharp opposition to Holland's servile attitude towards British imperialism;" advocates Holland's withdrawal from the League of Nations, and announces "war upon the Dawes plan." A Havana dispatch states that the Volkraad, the Dutch East Indian assembly, has adopted a motion to close all schools in the colonial archipelago where communism is taught or propagated.

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THERE WAS

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