

FLAWS FOUND IN EFFICIENCY PLAN

System Effective Today Declared to Be More Trouble Than It Is Worth.

INJUSTICES HELD LIKELY

City Employees May Be Discharged for Being Sick and Other Hardships Possible—Commission Probably Will Change Rules.

Believing that the new efficiency system which goes into effect in city service today has many flaws, several injustices and is apt to be the cause of much trouble, members of the City Commission probably will consider at their next meeting amendments to the system to eliminate undesirable features.

One of the principal complaints is against the factors which have to be used by the heads of divisions of the service in giving employees demerit for inefficient service. Provision is made in the system for demerit marks for sickness, being late to work and a multitude of other things. It is probable that the Commission will cut out the provision regarding sickness.

Under the system if an employee has a prolonged spell of sickness which keeps him away from work he or she can be discharged, if the head of the department so desires. Sickness can result in an employee being deprived of a rise of wages at the end of six months' work and can even result in a demotion of rank and a reduction of salary.

Regarding tardiness of employees it is said there is no way of checking up on the majority of the employees excepting those who are in the City Hall, the municipal shops or the fire department. In the police service policemen often work long hours overtime and are then expected to be on hand for their next shift at the regular time. It is considered unfair to give them demerit marks for being a few minutes late.

In the case of policemen dismissed from the service under the new system would be exceptionally easy, it is said, if the plan should be enforced to the letter a policeman who had worked overtime might report for work the following day an hour late. If he did that twice within two months it would be grounds for discharge.

It is considered that it will be hard to make the system any benefit whatever unless it is enforced to the letter. To enforce it means hardship and injustice to employees, it is asserted.

In the health, water and engineering departments men work at all times of the day and night. To check up on their hours of reporting would be impossible.

Although protests have been made against the system and the heads of divisions of the service have declared that the system will be more trouble than it is worth, it will go into effect today.

There will be a card for each employee in the service. Upon this the heads of divisions will make daily reports of the employees' work with demerit marks for tardiness, sickness, mistakes in work and many other things.

At the end of each month the cards will be sent to the Civil Service Commission and used for the preparation of reports. Upon the ratings secured by the employees depends their advancement in salary and rank in the service. The rating of the cards is at the discretion of a head of a division, who in most cases practically is on a par with those under him in the matter of reporting.

The system will involve considerable expense. Already a large printing bill has been run up for the publication of the efficiency cards, and blanks, the preparation of books, and a special clerk has been engaged to handle the cards for the Civil Service Board.

New Photo Plays Open

Columbia. YOUTH'S dreams of love are portrayed cleverly in a splendid Easany comedy, entitled "When Love Is Young," which is appearing on the bill opening yesterday at the Columbia. Tom and Dick, two country youths, believe themselves deeply in love with a pretty little miss from the city. They become bitter enemies because of their rivalry and resort to all sorts of ruses to get the better of each other. Their surprise is great and they become heartbroken when the regular father of the little lass arrives from the city and she refuses to give either any more of her attention.

A strong Pathé drama, the story of which is built around the old, but ever new theme of the foolish woman misled by vanity and a love for excitement and fine clothes is "The Moth and the Flame." The wife hears the voice of the tempter and deserts her young farmer husband and little baby for the city. She finally repents, the husband forgives and the drama has a happy ending.

A clean and wholesome Biograph drama entitled "The Wedding Town" is replete with heart interest. An Easany travelogue shows scenes of Sugar Loaf Mountain in South America, one of Nature's most beautiful masterpieces. Hubert W. MacMurray entertains with new songs. The same bill will run until Sunday.

Arcade.

SOME brand new faces are seen at the Arcade Theater, and the public cordially welcomed a splendid change of program.

The Arcade has the exclusive first-run privilege of all Universal brands, and is, therefore, able three times a week to present an array of films not to be seen in any other first-run picture theater in Portland.

The actors most prominent are King Bagott, Jack Kerrigan, Leah Baird, Florence Lawrence, Irving Cummings, Philip Smalley and a host of others whose faces are familiar to thousands. Another new bill will be given tomorrow.

Star.

SO marked has been the success of "The Port of Doom" at the new Star Theater that it was continued yesterday, and will be on for the remainder of the week. This Frohman famous play, with Laura Sawyer in the big part, is a model of artistic acting and thrilling action. The wreck of the doomed ship presents one of the most graphic and realistic adventures ever shown on a motion picture screen. In fact, it seems almost incredible that actors and actresses can be persuaded into taking such desperate chances as were taken in the preparation of this wonderful picture.

Another striking quality is in the

perfection of the photography which makes the various scenes of adventure look so much like real life and not mere passing pictures. A fine bit of acting was done by the victim of opium, through whose villainy the unseemly craft was sent upon its tragic journey across the ocean. His work is weird and fascinating.

A Keystone comedy is included. A new bill will be submitted next Sunday.

Majestic.

"A BARGAIN WITH SATAN," at the Majestic, is one of the strongest attractions offered this season. It tells the story of a young German student who barbers his soul for the smile of a fair woman. The scenes are set upon the dramatic and colorful streets of students, ancient castles and old streets of the historic town.

The student rescues the heroine, a lovely Countess from a marriage later calls on her. The jealousy of her betrothed, the scheming of an adventurer, the challenge to a duel, the forest scene, the haunting shadow that follows the student and the splendid acting of all the characters make the film intensely interesting. The red-um-gold film screen recently installed shows the picture to rare advantage.

The added attraction is a splendid collection of views from all parts of the world, showing events that have made history during the last few weeks. The race between fishing boats at Brixham, England; the celebration of Admission day in Oakland, Cal.; the review of German soldiers, and a visit among the poor of New York are among the best of the many good offerings.

"A Bargain With Satan" will continue until Sunday, when Paul J. Rainey's African pictures will be shown.

Globe.

THE Selig Company has not spared expense or effort in the making of the first "Adventures of Kathlyn," now running at the Globe Theater. The story opens in California, where Kathlyn is brought up on a wild animal farm. Her father, a wild animal hunter, is called to India, whence Kathlyn is induced to follow him. Here she is offered and forced into a marriage with Alla. Her adventures are exciting and interesting.

Maurice Costello, Mary Clarkson and Edna Price are seen in "The Education of Aunt Georgiana." It is an excellent story, beautifully played and set. Aunt is a "cross old thing," but the young folks rest the best of her. "The Fair From Theaetria" is a comedy concerning two stranded actors, who attempt to give a performance. They do so, but they are to be on edge. It is a laughable farce. Miss Lewis' selections are giving pleasure to her hearers. Same bill will be repeated until Saturday night.

KODAK VIEWS INTEREST

NEARLY EVERY HUMAN EMOTION ILLUSTRATED IN PICTURES.

Action Snapshots Have Prominent Place in Exhibition—Dr. William T. Stueheli Gives Lecture.

"The most interesting exhibition ever shown in Portland." This is the verdict of hundreds of visitors at the kodak exhibition at the Army, which will continue today and tomorrow.

Human interest has been the keynote of the collection and there has not been an emotion of the human taste that has been overlooked in the selection of views. The scenic beauties of Europe are revealed along with the more wild and rugged landscapes of the New World. The work of the explorer is shown in the Arctic ice and in the tropic jungle, while big game in its natural environment, also, is to be seen embracing almost all of the globe. Child life in all its phases, from velvet clothing and rich laces in ancestral halls to nude simplicity on the Mojave desert, is pictured.

Action snapshots of sporting features are gripping in their intensity, from the spill of a steeped horse to the interlocked wrestlers. Baseball and aquatic have also been overlooked. There are samples of what the world considers architectural masterpieces, scenes of the seashore and the busy harbor, reproduction of aboriginal life and illustrations of modern manufactures, each one of which represents the one best effort of some photographic artist, whose name is given in the catalogue.

Last evening a lecture by Dr. William Torrance Stueheli, illustrated by stereopticon slides, was given. There was also shown a charming motion picture story, the little film drama being based on experiences with a kodak.

GEORGE KUNZE, 50, IS DEAD

Small Fracture of Skull May Have Hastened Death.

George Kunze, 50 years old, a dealer in eggs, died suddenly late Wednesday night in his home on Arthur street, between Fourth and Fifth streets. Death is thought to have been due to heart failure, though a small fracture of the skull was caused by his falling over a sack of dry bread, used for chicken food.

Sufficient eggs, crated, were found in his home to have been the product of 12 hens for the past several weeks. They are believed to have been cold storage eggs. The body was found by a young girl, who went to the place for eggs.

FIVE MINUTE CURE IF STOMACH IS BAD

When "Pape's Diapepsin" Reaches Stomach All Indigestion, Gas and Sourness Disappears.

You don't want a slow remedy when your stomach is bad—or an uncertain one—or a harmful one—your stomach is too valuable; you mustn't injure it with drastic drugs.

Pape's Diapepsin is noted for its speed in giving relief; its harmless-ness; its certain unfailing action in regulating sick, sour, gassy stomachs; its millions of cures in indigestion, dyspepsia, gastritis and other stomach trouble has made it famous the world over.

Keep this perfect stomach doctor in your home—keep it handy—get a large fifty-cent case from any drug store and then if anyone should eat something which doesn't agree with them; if what they eat lays like lead, ferments and sours and forms gas; causes headache, dizziness and nausea; cructations of acid and undigested food—remember as soon as Pape's Diapepsin comes in contact with the stomach all such distress vanishes. Its promptness, certainty and ease in overcoming the worst stomach disorders is a revelation to those who try it.—Adv.

Portland Agents Gossard Front-Lace, Bien Jolie, Nemo, Mme. Mariette, Bon Ton, Royal Worcester Corsets—Dept. 2d Flr. Delightful Luncheon Served Daily in Our Popular Tea Room, 4th Floor—1914 Calendars, Except School and College 1/2 Price

24 Trading Stamps On Charge Accounts

Stamps given on charge accounts, providing same are paid in full on or before the 10th of each month. Trading stamps will not be given on amounts carried forward from one month to the next.

Olds, Wortman & King

Reliable Merchandise—Reliable Methods

Store Hours—9 A. M. to 6 P. M. Every Business Day—Saturday Included

Our 36th Annual Clearance Sale

Every Article Reduced—Except Groceries and Restricted Lines

A mighty merchandising event that should command the attention of every man and woman within reach of this great store on account of the splendid savings that are afforded on high-grade, seasonable merchandise of every description—An unequalled opportunity to supply personal or home needs at the lowest prices of entire year

Women's Ready-to-Wear Apparel Greatly Reduced

\$25.00 Suits Now \$12.98

\$35.00 Suits Now \$16.98

Suit Salons, 2d Floor—Smart cutaway effects or plain tailored styles in nearly all the sought-for shades. Excellent wool materials in both plain and novelty mixtures. This season's very newest models. Worth up to \$25.00 the Suit. Priced for the Clearance Sale at \$12.98

In this special lot we show handsome Tailored Suits, designed in the latest modes. Some plain, others in novelty styles, with fancy collars and cuffs, fancy vest effects. Also Combination Suits. All leading colors. Up to \$35.00 grades in \$16.98 this lot. Clearance Sale price only \$16.98

Clearance of Women's Fine Suits

Second Floor—Special line of high-class suits in the Clearance at decided reductions. Broadcloths, Cheviots, Serges, Wool Velours, Tweeds, etc., in models suitable for wear on all occasions. Many fur trimmed. Good range of sizes.

\$22.50 Tailored Suits at... \$15.00
\$28.50 Tailored Suits at... \$19.00
\$32.50 Tailored Suits at... \$21.67
\$37.50 Tailored Suits at... \$25.00

Clara Barton Slip-Overs

Special \$1.00

Bargain Circle, First Floor. Made slipover style, with square neck and short sleeves. Gingham and chambrays in stripes, checks and plain colors. Trimmed with bias bands and belt across the back. Special for today's sale, only \$1.00

House Dresses, \$1.19—Ginghams and percales in stripes, checks and figures. High or low neck, long or short sleeves. Neatly \$1.19 trimmed. Clearance \$1.00

Women's Petticoats, Special, 98c
Women's Silk Petticoats, \$3.29

Waist Clearance

\$18.50 Waists, \$7.45—Chiffon, Lace, Net, Crepe de Chine, etc., in many beautiful models. High or low necks. Waists \$7.45 worth up to \$18.50, \$1.19 House Dresses, \$1.19—Ginghams and percales in stripes, checks and figures. High or low neck, long or short sleeves. Neatly \$1.19 trimmed. Clearance \$1.00

Women's \$22.50 Coats for \$12.98

Women's \$35.00 Coats at \$15.98

Second Floor—Women's and Misses' Winter Coats in a great variety of wanted heavy materials. Some in 3-4, others in full length styles, with fancy collars and cuffs. Coats selling heretofore up to \$25.00. Clearance price, now \$12.98

In the assortment we include several lines from our regular stock; 3-4 and full-length models in plain or cutaway effects. Excellent range of materials and colors to choose from. Coats worth to \$35.00. Special Clearance Price \$15.98

Clearance of Dainty Silk Kimonos

Department, Second Floor—Very latest effects in Crepe de Chine, Florentine Silks, Jam Silks, Albatross and Challies. Beautiful designs and colors. They are trimmed with ribbons, laces, silks, etc., styled in empire or loose effects.

Regular \$12.50 Kimonos at \$ 9.38
Regular \$15.00 Kimonos at \$11.25
Regular \$18.50 Kimonos at \$13.87
Regular \$20.00 Kimonos at \$15.00

Regular \$22.50 Kimonos at \$16.87
Regular \$25.00 Kimonos at \$18.75
Regular \$30.00 Kimonos at \$22.50
Regular \$32.50 Kimonos at \$24.37

Kimonos \$1.29, \$1.49

Second Floor—Women's Flannel Kimonos in Empire and loose effects, V-necks or roll collars trimmed with silk bands and pipings; 2 special lines at \$1.29 and \$1.49

Clearance of Bath Robes and Sweaters

\$8.75 Robes, \$5.69—Women's Wool Blanket Bath Robes in figured and floral designs. Roll or sailor collars, patch pockets. Clearance \$5.69

\$4.00 Sweaters, \$2.98—Short and 3-4 length styles, plain and fancy weaves. Roll or Byron collar. V-neck. All want \$2.98

\$6.50 Sweaters, \$5.00—Ruff neck, V or Roll Collars. Medium ribbed wool, in red, white and gray. All sizes. Clearance Price at \$5.00

Women's \$3.50 to \$5.00 Shoes \$2.85

Women's \$4.50 and \$5.00 Shoes in the Clearance Sale at, pair, \$3.85
Women's \$5.50 and \$6.00 Shoes in the Clearance Sale at, pair, \$4.85
Men's \$4.00 and \$4.50 high-grade Shoes, Clearance price, \$3.39
Boys' high-cut Loggers' Shoes, all sizes, Clearance Sale price, \$2.48
Shoes for big misses, regular \$3.50 grades, Clearance price, \$2.85
Shoes for misses and girls, regular \$3.00 grades, Clearance, \$2.48

Sale Dainty Embroidery Flouncings

At 25c Yard—18-inch Flouncings and Corset Cover Embroidery on swiss and cambric. Clear. 25c
At 35c Yard—Choice assortment of 45-inch embroidered Crepe Voile Flouncings. Many dainty designs. The yard, 35c
At 50c Yard—Allovers and Flouncings, in many beautiful patterns. 27 inches wide. 68c
White, cream and ceru 59c

Clearance of Dress Goods, Silks

50c and 60c Wool Challies, in assorted designs. Clearance price, 39c
85c Wool Batiste in nearly all colors. Clearance Sale price, yard, 69c
\$1.25 and \$1.50 Novelty Suitings, all colors. Clearance, yard, 98c
Special line of Zibelines, selling at \$2.50. Clearance Sale price, \$1.48
\$1.25 and \$1.50 French Poplins, Batiste, Silk and Wool Crepe, 98c
\$3.00 and \$3.50 heavy Wool Coatings and Suitings, the yard, \$1.98
\$4.00, \$4.50 and \$5.00 Imported Coatings and Suitings, yard, \$2.48
\$4.00 Imported Tailor Suitings, 58 inches wide, Clearance, yd., \$2.29
\$1.00 and \$1.25 Fancy Silks, Marquisettes, Pongees, special at 59c
\$1.00 and \$1.25 Fancy Poplins, Crepe de Chine and Crepes for 79c
\$1.50 and \$1.75 Faille Silk, Satins and Marquisettes, Clearance, 89c
\$2.25 and \$2.50 Two-Tone Faille and Bordered Grenadines, at \$1.29

Linens and Domestic Reduced

\$ 9.00 Pattern Table Cloths, size 2 1/2 x 2 1/2 yards, \$ 7.00
\$ 7.50 Pattern Table Cloths, size 2 1/2 x 3 yards, \$ 6.00
\$10.00 Pattern Table Cloths, size 2 1/2 x 3 yards, \$ 8.25
\$15.00 Pattern Table Cloths, size 2 x 4 yards, \$11.50
\$1.00 Table Damask, full two yards wide. Clearance Sale, yard, 83c
Fine quality Linen Napkins to match. Clearance Sale, dozen, \$2.50
Richardson's \$22 pair Hand-Embroidered Sheets. Clearance, \$11.00
Richardson's \$24 pair Hand-Embroidered Sheets. Clearance, \$12.00
Richardson's Hand-Embroidered and Scalloped Cloths at just 1-4 off

Annual Clearance of White Materials

White Flaxons, Linaires, etc., in plain and fancy weaves, yard, 18c
10-yard piece Phantom Cloth for Lingerie. Special, the piece, \$2.48
20c White Plisse for Underwear, Dresses, Waists, etc. Yard, 14c
Extra fine Nainsook in 10-yard pieces. Clearance Sale price, \$2.25

Towel Bargains

Large size colored Border Towels. Clearance Sale price 8c
Linen Huck Towels, with colored border. Clearance 18c
Large size Bleached Bath Towels. Clearance 23c
Heavy Huck Towels with plain or fancy borders, at heavy, full-bed size Crochet Spreads. Clearance \$1.35

Sale Kitchen Needs, Home Furnishings—3d Floor

Third Floor—Extra coated gray enameled ware at reduced prices. Regular 76c Tea Kettles at 59c
27c Sauce Pans (4-quart) at 19c
40c Coffee Pots (2-quart) at 32c
43c Tea Pots (2-qt. size) at 35c
25c Straight Sauce Pans only 19c
38c Straight Sauce Pots only 29c
25c Deep Cake Moulds only 19c

Annual Clearance of Men's Clothing

Men's Store, Main Floor—Every fancy Suit and Overcoat in the house is included in this sweeping Clearance. Sizes 32 to 46, in models to suit everyone—slims, stouts and regulars.

Men's \$10.00 Suits and Overcoats Clearance \$ 7.45
Men's \$15.00 Suits and Overcoats Clearance \$11.25
Men's \$20.00 Suits and Overcoats Clearance \$14.95
Men's \$25.00 Suits and Overcoats Clearance \$18.75
Men's \$30.00 Suits and Overcoats Clearance \$22.50
Men's \$35.00 Suits and Overcoats Clearance \$26.25

An unexcelled opportunity to choose from several well-known makes, including Brandegee, Kincaid, Michels, Stern and Brokaw Bros. Every Suit or Coat guaranteed to fit before it leaves the store.

All Men's Blue and Black Suits and Overcoats on sale at 10 per cent off All Men's Trousers, priced at \$3.00 to \$6.50, Clearance, one-fourth off

Clearance Men's Soft Hats at 1/2 Price

Plain and Scratch Felts—Austrian Velours

Men's Store, Main Floor—Here's your chance! Choose from this special line of Soft Hats at just one-half regular prices. English Scratch or Plain Felts and Austrian Velours, in tans, grays, black and blue. All styles and shapes in the lot.

Regular \$2.00 Hats, Clearance, \$1.00
Regular \$4.00 Hats, Clearance, \$2.00
Regular \$3.00 Hats, Clearance, \$1.50
Regular \$5.00 Hats, Clearance, \$2.50
Regular \$6.50 Hats, Clearance, \$3.25
Men's Four-in-Hand Ties, selling up to 60c, Annual Clearance Sale price, 23c

Men's Union Suits

Main Floor—Broken lines of "Lewis" Norfolk and New Brunswick Wool Union Suits for men at the following low prices: Grades selling at \$2.50 for \$2.19
Grades selling at \$3.50 for \$3.15
Grades selling at \$5.00 for \$3.65

Men's \$6 Coat Sweaters \$3.45

Main Floor—Men's Heavy Knit Wool Coat Sweaters—several broken lines grouped for quick Clearance. Ruff-neck style, with large, full body and close-ribbed cuffs, cardinal and gray. Sweaters \$3.45 selling formerly up to \$6.00, Clearance Sale price, \$3.45

Boys' \$5-\$6 Norfolk Suits \$2.98

Main Floor—Broken lines of sizes, but still a good range to select from. Strictly hand-tailored garments selling formerly to \$5.00 and \$6.50. Clearance, \$2.98
While they last, Clearance, \$2.98

Boys' Knicker Pants \$1.19

Made to stand the hardest kind of wear. Cut full peg top, with double taped seams and lined throughout. Reg. \$1.50, \$2, \$2.50, \$1.19

Boys' Overcoats and Mackinaws

Now at 1/4 Off
Also Chinchillas. Excellent assortment of styles and colorings to choose from. Sizes 1/4 Off range from 10 to 17. Clearance price

Men's Shirts at 95c

Main Floor—Men's high-grade shirts in plain or plaited bosoms, also in semi-bosom. Coat style with attached cuffs. Shown in a variety of pleasing patterns and best of materials. Sizes 95c from 14 to 18. Clearance

Clearance Men's Gloves

Brown and gray Suede and tan kid, fleece-lined. For \$1.12
Clearance Sale, pair, \$1.12
Fleece-lined Tan Kid—also gray and brown suede. Clearance Sale, pair, \$1.35
Llama lined in tan kid, gray and brown suede. Clearance Sale, pair, \$1.57
Tan Kid, in gray and brown Llama lined. Clearance Sale price, pair, \$1.80
Dent's wool lined, in gray suede and tan kid. Clearance Sale price, pair, \$3.15
Tan Kid, angora lined at \$3.15

40c Imperial Coffee

Fourth Floor—On sale today. Hereafter regular Coffee Day will be Thursday. Coffee delivered only with other purchases.

29c

Fourth Floor—On sale today. Hereafter regular Coffee Day will be Thursday. Coffee delivered only with other purchases.



Ask for S. & H. Trading Stamps.



Men's Store, Main Floor—Here's your chance!



Boys' \$5-\$6 Norfolk Suits