

CHARACTER IS NEED OF FORD WORKERS

Employees' Actions Closely
Watched by Company.

HOME LIFE IMPORTANT

Detroit Officials Testify That Sys-
tem of Dealing With Men
Gets Good Results.

BY S. S. MARQUIS, D. D.
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CHAPTER X (Continued).

When the beggar at the gate of
Henry Ford is picked up and given
a job his past history is carefully
looked into or there was a time
when it would have been. It might
be so now. I cannot say as to that.
There was a time, however, when
the beggar hired into the Ford Mo-
tor company, if he had a wife and
six children in Chicago whom he had
deserted long ago and toward whose
support he had contributed little or
nothing in recent years, would have
been told to bring his family to De-
troit on the next train or lose his
job.

Home Life Watched.

Mr. Ford believes the reconstruction
of a man is not completed so
long as he neglects his home. Money
would have been advanced to defray
the expense of bringing the family
to Detroit and later taken in easy
payments from the man's wages. He
would have been given assistance
in finding a house in which to make
a home for his wife and children.
He would have been encouraged to
start a bank account. In case he
proved a little careless in the hand-
ling of his money his pay would
have been turned over to his wife.
If the two had showed a tendency
toward extravagance, the profits of
him who had been so long without
have been withheld until the lesson
of thrift had been learned. If he
were taken ill, a job would have
been given him, his wife and chil-
dren, at \$6 a day until such time
as he was able to return to work.

Good Pay Given Injured.

If it were found necessary to send
him to a hospital the cost of his
care there would have been guaran-
teed by the company.
If by chance he received an in-
jury while at work he would have
received compensation as required
by law and in addition to that a
weekly allowance equal at least to
half of his wages.

If at any time he showed signs of
slipping back into former ways and
habits, if he were found to be living
in an undesirable neighborhood, he
would have been helped to find a
house in a better quarter.

If he filled up his house with
roomers or boarders, he would have
been warned to get rid of them
forthwith. His home must be a home.
His wife and children must be given
a fair chance.

So Henry Ford would have treated Lazarus.

Principles Are Sound.

Henry Ford has his faults, but
they are not those of Dives. And I
cannot think of him as going finally
where Dives is. Neither can I quite
picture him with Lazarus on the
bosom of Abraham, in view of what
he has recently said about
Abraham's descendants. It seems to
me the situation would be mutually
embarrassing. I think St. Peter
will pass Mr. Ford on the gate, but
following that I think he and Abra-
ham will have to iron out some per-
sonal misunderstandings.

The principles underlying the Ford
way of dealing with his employees
following the establishment of the
profit-sharing plan were as sound
economically as they were humane.
John R. Lee through the sociologi-
cal department worked out a plan
whereby a close, friendly, man-to-
man contact was made between the
company and its employees. But the
advisory system as he established it
no longer exists. It was criticized
as paternalistic. It was not that. It
was friendly, fraternal, but not pa-
ternal.

Few Workmen Object.

There were employees who ob-
jected to it as subjecting them to
humiliating experience. They said
that it interfered with their personal
liberty and independence. So far as
my experience went I found such
complaints came from men whose
individual liberties had been inter-
fered with, but they were such lib-
erties as getting drunk and beating
up one's wife, abusing one's family
and wasting one's money.

There were certain men in the city
of Detroit, not connected with the
Ford Motor company, who were in a
position to judge of the value of this
work to Ford employees and to the
community as a whole. A judge of
the recorder's court wrote in regard
to the work done by the company
for its men:

Plan Benefits Community.

"In my opinion the community
has been a considerable gainer in
that a large number of its citizens
have been benefited financially;
their standard of living have been
raised, and the physical condition of
the workers and their families has
been improved thereby. I believe
their moral condition has also been
elevated as a result of the above and
also from the necessity for the em-
ployees to conduct themselves in a
proper manner in order to retain
their much-prized situations."
"Formerly it was no uncommon
occurrence to hear participants in
brawls and other offenses testify
that they were employees of the Ford
Motor company. Of late it is my im-

TIERNAN'S SECOND WIFE, WHO ONLY OCCUPIED THAT
POSITION FOR ONE DAY.



MRS. BLANCHE BRIMMER-TIERNAN.

Professor John P. Tiernan of South Bend, Ind., who obtained a di-
vorce from Augusta Tiernan after the latter had testified in court that
he was not the father of her youngest child, took a new bride for eight
hours. The second Mrs. Tiernan was formerly Mrs. Blanche Brimmer of
Ardale, Ia. On hearing of this chapter in her ex-husband's marital ad-
ventures, Mrs. Tiernan No. 1 went into court and had the decree set
aside on the grounds of collusion. Then John left bride No. 2 and
returned to her. He said he was afraid his new bride was not legally
separated from her first husband. Now the second Mrs. Tiernan has
renounced and denounced the professor.

gratitude she felt. I followed the
man and spoke to him.
"That your daughter?" I asked.
"Who?" he said.
"The woman with the babies?"
"No, I don't know her. But did
you see dem poor kids? I got myself
four children, and was poor like
that. Now I work at Ford's and
make good living. When I see dem
poor kids it make me think of mine,
and I help 'em a little bit."

"What was the woman's name?"
"I don't know."
"Where does she live?"
"I no ask her."
"What is your name?"
"He looked at me sharply and
said, 'You one of dem newspaper
men. You write it in de paper. My
wife find out, and I catch hell. She
no believe me and get jealous. I no
give my name.'"
"I endeavored to convince him
that he was mistaken. It was no
use. He hurried away, looking back
occasionally to see if I were follow-
ing him."

There was something in the spirit
of those days that called out of men
the finest and best in them. One
caught a glimpse of a new era in in-
dustry. And perhaps the dawn is
there—behind the clouds.
(To be continued.)

November Gloomy Month.
WALLA WALLA, Wash., Nov. 30.—
(Special.)—Tonight ended the gloom-
iest, darkest November in the his-
tory of Walla Walla. But 12 hours of
sunshine were recorded during the
month out of a possible 284.

The following story told by a man,
who was not in the employ of the
company, will serve to illustrate
what I know was the effect of the
spirit of the company upon its em-
ployees in hundreds of instances:

Poor Family Aided.
"Beside me in a street car," so
the story runs, "there sat a man
past 50 years of age. He was a
foreigner, and by the badge he wore,
I knew he was a Ford employee. A
woman entered the car with two
small children. Both children were
poorly clad. Their stockings were
full of holes, their shoes worn. The
mother took the smallest of the
children on her lap and by doing so
exposed two large holes in the knees
of the child's stockings. She made
attempts to cover these holes, but
the little dress was too short to
conceal them. Each time the moth-
er tried to hide the holes the old
man next to me shifted restlessly in
his seat. Presently the woman got
off the car and the old man fol-
lowed her. My curiosity was aroused
and I also followed. At the curb he
spoke to her. I could not hear what
he said, but from gestures made
toward the little ones, I gathered
that he was interested in them.
After talking with the woman for a
few minutes he accompanied her to
a nearby store.

Publicity Is Dodged.
"I followed and stood at a dis-
tance so that they would not know
they were being observed. Stock-
ings, shoes and rubbers were pur-
chased. Also some underwear and a
coat for the smaller child. He left
the store with the woman, doffed
his cap to her at the door and said
'Goodbye.' The woman stood dazed,
apparently unable to express the

"sure it spread!"
Bluhill
Cheese

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can use Moores stock record forms to
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keeping, credits, sales costs, contracts
and professional records—convenient,
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SCIENTISTS HEAR MOVIES THAT TALK

Demonstration of Invention
at Yale Is Success.

2000 PERSONS PRESENT

Speech Recorded Several Days
Previously Is Reproduced
and Clear and Distinct.

NEW HAVEN, Conn., Nov. 25.—
(Special.)—With President Ansell of
Yale and ex-President Hadley among
the audience of scientists and local
persons numbering 2000, Dr. E. R.
Craft, chief engineer of the Western
Electric company, gave the first ex-
hibition of a talking movie in Wool-
sey hall at Yale. The moving pic-
ture showing the operation of the
Western Electric vacuum tube, and
the explanatory lecture, accompany-
ing it was delivered automatically by
a very of electric phonograph, loud-
speaking telephones.

The speech was recorded several
days ago in the company's labora-
tories in New York, using a recent-
ly developed electrical recording de-
vice.

Speeches Clear and Distinct.
By the use of his apparatus Dr.
Craft said a political speaker could
simultaneously address any number
of audiences at widely scattered
points, or a great actor could pre-
serve his voice and gestures for all
time. The speech was unusually
clear and distinct and had none of
the hazy characteristic of many
phonographic speech records.

Thomas A. Edison and Lee De
Forest appeared in the movie film.
Dr. Craft also gave a demonstra-
tion of sending five telephone mes-
sages over one wire. He had two
microphones on the desk before him,
huge horn amplifiers above him and
other equipment on each side of the
stage. A screen was in position for
l lantern and motion pictures. As he
supplemented diagrams showing
sound waves with comments and in-
structions to his assistants, one could
hear from the horns a message on
the retirement of a boxing champion,
another reporting the stock mar-
ket, etc.

Mars Could "Listen In."
They went on the wire at the
same time from a number of assist-
ants, but were "filtered" and iso-
lated until at last they came tum-
bling out one after another.

Discussing the development of
radio, Dr. Craft intimated that Mars
could listen in if there be humans
there. Long distance plants call
for long wave, low frequency equip-
ment and are very expensive. As
for secrecy, he said the great ex-
pense necessitated makes it prac-
tically impossible as yet. In a local
way, 25 conversations from the same
point are feasible. The radiophone
can be used across the continent if
the needed funds are forthcoming.
With amplifiers a man can stand
on a roof of a New York building
and talk to ships in the harbor.

Sailor Attempts Suicide.
ABERDEEN, Wash., Nov. 30.—(Spec-
ial.)—Gus Berg, 28, a sailor, at-
tempted suicide yesterday by jump-
ing off the wharf at the foot of G
street. He was hauled out by men
who saw him jump and was placed in
the Aberdeen jail with an insanity
charge against him. Berg was a
hero several years ago of one of

Gray Harbor's greatest launch dis-
asters when a party of seven or
eight went over the bar on a pleas-
ure trip and the launch was capsized.
Berg saved a man named Barclay,
whose wife and four others were
drowned.

Chinese Tariff Lift Approved.
LONDON, Nov. 30.—(By the Asso-
ciated Press.)—The privy council
has approved unanimously the in-
crease in Chinese customs tariffs
decided on at the Washington arms
conference.

Prevent Influenza.
The Tonic and Laxative Effect of Ex-
active BROMO QUININE Tablets will
keep the system in a healthy condition
and thus ward off all attacks of Colds,
 Grip or Influenza. 30c—ADP.

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Hazelwood After-Theater Suggestions

Chicken a la King
Oysters fried in butter
Hazelwood Crab Louis
Creamed crab on toast
Hazelwood Welsh Rarebit
Hot Chicken Tamale
Shrimp a la Newberg
Clubhouse Sandwich
Cottage Cheese and Pine-
apple Salad
Toasted English Muffins
French Pastries

Delightful Soda
Fountain
Beverages and Sundaes

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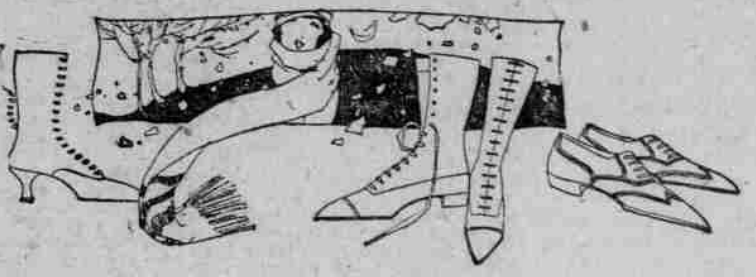
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Lipman Wolfe & Co. "Merchandise of Merit Only"



489 Pairs of Women's Shoes
at Less Than Wholesale Cost

Choice at \$4.85

High Shoes, Strap Slippers, Pumps and Oxfords

All of the shoes less than wholesale at \$4.85—some even less than half their
original cost. Included are shoes from such famous makers as Wichert & Gardner,
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High-grade shoes in new styles—turned and heavy soles; high, medium and low
heels; wide and narrow toes. All sizes in the sale, but not all sizes in each style.

Extra special—Women's felt slippers, with leather
and padded soles—sizes 3 to 8—sale price 98c.

Footwear Section—On the Second Floor—Lipman, Wolfe & Co.

Beginning This Morning!
Entire Stock Boys' Suits and Overcoats
at One-Third Off

Unrestricted choice of all the boys' suits and boys' overcoats in our stocks,
including the famous "Sampeck" clothes for boys—school suits, dress-up suits,
outing suits—heavy overcoats, lighter overcoats, topcoats, etc. Choice of all
boys' suits and overcoats at one-third off.

Boys' Clothing Section—On the Fifth Floor



"TOYLAND" IS OPEN!

Old Santa Claus Himself Is Here, and Last Night He Wrote
Letters to All the Boys and Girls He'll See Today

Yes sires! Every good boy and girl that comes to see Santa today
will get one of those letters Santa wrote—and besides, children will want
to see all the wonderful toys that are here—stacks and stacks of them—
toys deserving children will get Christmas. To see Santa, come from
10 to 12 in the morning and from 2 to 5 in the afternoon.

Toyland Is in the Basement



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GENUINE MOLESKIN COMBINATION
OVERCOAT AND RAINCOAT

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Made of especially high-grade moleskin, double texture, fancy or plain
back, a perfect coat—a splendid rain or dress coat. Stylish and durable,
carefully tailored. Double breasted; belt all around. Two slant pockets.
Tab or buttons on sleeve; ventilated under sleeves. Comes in dark or
medium brown, or doe color. These coats will make a big hit with you. You
save money through the benefit of our great supply base. Our price—

\$13.50, \$15.00, \$20.00

OVERCOATS

Men's high-grade wool Overcoats in Oxford gray, brown and fancy mix-
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ARMY RAINCOAT

Same as worn by the soldiers. Double back. Will keep you
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\$7.45

MEN'S SUITS

A large line of men's high-grade suits in plain and fancy
patterns, reasonable prices up from

\$17.50

A complete line of Breeches, Army Shirts, Leggings, Rain Clothing, Shoes, Rubber Boots, etc., etc.

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