

### OVERLAND EMPLOYEES HAVE NOVEL SCHOOL

#### Workmen of Big Plant Learn While They Earn.

### CLASSES HELD DURING DAY

#### Training Is Offered in Nearly Every Branch of Work With Practical Men as Instructors.

A department for the technical training and advancement of employees "where learning can be done while earning" is the latest step of the Willits-Overland company in the line of advancement in the mutual interest of the company and employees.

The new department devoted to this work occupies two floors of a factory building in the Willits-Overland plant. The new department is equipped with machine shops, tool and die rooms, inspection, drafting and lecture rooms form part of the equipment.

Men will enter this course of training only at their own request, as the work is entirely voluntary.

An interesting innovation of the plan is that men will receive instruction during working hours. Old employees will be paid for their training, and new employees will be trained during their period of time or for a longer period, according to the instructions they require to fit them for the advanced work they desire to undertake.

#### Men Enter Any Time.

Men may enter the training department at any time, or leave at any time. They may return to their old positions if they so desire after this training, or if successful in their training work, they will be promoted to better jobs with higher wages.

All instructors are practical production men, selected for their extensive factory experience. The instruction therefore will relate in every detail in a practical way to the kind of work for which the man is preparing.

No agreements will be required of those entering training and no contract will be made. No age or educational qualifications will be asked.

#### Work Will Be Extended.

The new department, in the words of the officials of the company, will begin in a moderate way. It is probable that all who will desire this training cannot be accommodated at one time, but every effort will be made to extend the training course as conditions permit in order that every man who wants to advance himself may have an opportunity as soon as possible to take advantage of the training.

Training is offered at once in general machine work covering various types of machines used in production, tool making and die making, die sinking, blueprint reading, practical mathematics and such other technical and manufacturing studies as lead to definite opportunities available in the factory. In addition to the courses named, there are courses of technical character and a course leading to foremanships. The course will be open to all employees who are qualified. An order as to when the training will be given cannot be accommodated at one time, but every effort will be made to extend the training course as conditions permit in order that every man who wants to advance himself may have an opportunity as soon as possible to take advantage of the training.

#### New Men Have Opportunity.

An opportunity offers, new inexperienced help will be given the privilege of training in this department before entering on regular production work. In this way it is expected that many new employees may learn their work under thorough instruction instead of being introduced directly into the factory production.

To all employees entering the general machine course a flat hourly rate will be paid, and as soon as such employees are promoted to regular factory employment they will be advanced to the standard rate, prevailing for the particular class of work to which they are advanced. All employees entering the courses which prepare old employees for advancement will receive, while under instruction, within 10 per cent as much as they received under former regular production rate. When qualified for promotion, such employees will be advanced to the standard rate of work for which they have prepared.

It may take one, two or three months, depending on the previous experience of the learner, for the period of training. The employee who successfully completes his course of training will more than make up, during his first or second month, at the new advanced work after training, the small difference in rate which is established during his period of training to insure his sincerity of purpose.

#### Future Welfare Considered.

This step by the Willits-Overland company is as far-reaching in its grasp of the future requirements of industry as any step heretofore taken in relation to employees and employers in a long period. It shows a serious and intelligent purpose on the part of the company to work in the ultimate interest of the employee with the realization that in the end this means the best interests of the company as well.

It is being generally recognized that with the decline of the old apprenticeship and the rapid development of specialization in modern industry which the keenness of competition made unavoidable, the individual workman became handicapped. The result has been that our American industries as a whole are now feeling the bad effects of this and it is necessary that both employer and employee join hands in appreciation of the fact that all industry will suffer where the workman does not know every part of his job. It makes him more efficient as a workman and more independent as a citizen.

#### New Opportunity Opened.

In the past much stress has been laid upon collegiate and university education. This has been effective and has accomplished excellent results, but the advantages of this form of education were limited largely to those who could afford to remain eight years in grammar school, four years in high school and four years in college—a total of 16 years with little or no earning until 21 or 22 years of age.

"Upwards of 90 per cent of the people of this country, however, are unable to continue with these advantages and about 65 out of every hundred have been leaving public schools throughout the country, in the sixth and seventh grades, 14 to 16 years of age, to enter commercial and industrial pursuits."

#### RECORD WILL BE PUBLISHED

### M. O. Wilkins Announces Automobile Data Will Be Compiled.

Publication of the Automobile Record will be resumed about March 25, M. O. Wilkins, the publisher, announced yesterday. The same service as existed in pre-war days will be maintained, he said. The passenger car industry dwindled to such small proportions during the last few months of the war that there was not enough demand for the publication to warrant its issuance, but now that the industry is on its feet again, the Record will again fulfill its mission.

### SALES MANAGER AT SHOW

#### MITCHELL MOTORS MAN LIKES AUTO EXHIBITION.

#### Automotive Display Declared Equal of Any Ever Staged in Pacific Coast Cities.

C. W. McKelvey, western sales manager for the Mitchell Motors company, with headquarters in San Francisco, was a visitor at the Portland auto show, renewing his acquaintance with the Mitchell dealers of the northwest.

### CHEVROLET DEALERS GUESTS OF COMPANY

#### Washington and Oregon Men Here for Banquet.

### VISITORS LIKE AUTO SHOW

#### General Sales Manager Sills of New York and C. M. Steves of Oakland Are in Portland.

W. V. Sills, general sales manager of the Chevrolet Motor company, with headquarters in New York, and C. M. Steves, assistant sales manager of the Chevrolet company of California, of Oakland, were included among some 50 members of the Chevrolet organization representing both the wholesale and retail ends who recently have been in Portland. H. Rath, manager of the Chevrolet retail branch in Buffalo, New York, was a member of Mr. Sills' party.

The Chevrolet company's general sales manager was due to arrive in Portland in time for a banquet in honor of the dealers of Washington and Oregon at the Multnomah hotel last Saturday night, but his train was late and the banquet had to be held without him. After a short stay here Mr. Sills left for Seattle. Mr. Steves was here several days last week. Chevrolet dealers from all parts of Oregon and Washington attended the Saturday evening banquet. All of them came to Portland in time to spend one or more days at the automobile show and were agreed that it was the best exhibition of the kind ever seen in the northwest.

#### Portland Branch Is Host.

The Portland branch of the Chevrolet Motor company furnished a fine evening's entertainment for the visiting automobile men. The dinner at the Multnomah was preceded by a Keystone comedy and a film showing the natural beauties of Portland and vicinity as seen from a Chevrolet. This picture was taken by Regner & Fields, the Multnomah county distributors of the car.

C. H. McCabe, manager of the Portland branch of the Chevrolet Motor company, presided as toastmaster. The dealers were assured the best possible service by the factory representatives and asked to present their views on questions affecting the industry.

Among the guests at the banquet were Messrs. Nicholson, Ellensburg, Wash.; Frank Miller, Aurora, Or.; David Smith, Bellingham, Wash.; Becker, Hoquiam, Wash.; Parsons, Wenatchee, Wash.; Tierny, Walla Walla, Wash.; Nicholson, McMinnville, Or.; Thueblood, Portland, Or.; Stevens, Seattle, Wash.; Stewart, Aberdeen, Wash.; Rosenstein, Chehalis, Wash.; Nugent, Centerville, Wash.; Moylan, Spokane, Wash.; Schultz, Olympia, Wash.; Harold Albany, Or.; Brewer, Null, Centralia, Wash.; C. P. Brewer, Spokane, Wash.; James Graham, Vancouver, Wash.

#### Portland Well Represented.

C. H. McCabe, manager of the Portland branch of the Chevrolet Motor company; Frank Potter, warehouse superintendent; Jack Wright, parts manager; R. G. Stuart, factory representative for Oregon; C. L. Dunham, factory representative for Washington; Arthur Fields and Le Roy Fields, Multnomah county distributors of the Chevrolet.

J. A. Cannon, Portland, Western Bond & Mortgage company; Chase Bohlenkamp, La Grande, Or.; Mark Rickard, Corvallis, Or.; Sam Cox, Portland, Adix, Estacada, Or.; William Weismandel and Elliott, Oregon City; Coble, Bend, Or.; Hulse, Portland; H. E. Witham, Portland; Joe A. Wiles, Forest Grove, Or.; J. Vaughn, Heppner, Or.; Cameron and Bret, Hood River, Or.; Strange, The Dalles, Or.; De Lay and Stone, Pendleton, Or.; Shelley, Condon, Or.

#### Worn Valve Stems.

When the valve stems and valve-stem guides of the motor-truck engine are worn, the valve is not held in alignment with the seat and a loss of compression results. Inevitably this lessens the power output of the engine. If the wear is at the intake valve and guide air will be drawn up between the two on the intake stroke of the piston, diluting the incoming charge and in chronic cases causing backfire through the carburetor.

It is hard to conceive that in 1896 there were but four automobiles in the United States.

#### COURSE OF GASOLINE TRACED

#### Cadillac Educational Cartoon Shows Uses First to Last.

"The Adventure of a Gas Bug" is the title of an educational cartoon just issued by the Cadillac Motor Car company.

The cartoon depicts the course of a drop of gasoline from the time it enters the tank of the car from the filling station hose until nothing remains of it but the burned gas issuing from the exhaust pipe.

It is made plain that the water which enters the tank with the gasoline is left behind in the settling chamber. The dirt is filtered out by a screen in the gasoline line, and the gasoline is screened again on entering the carburetor. There are also depicted the four strokes of the piston and the exhaust of the gas through a muffler which deadens all sound of the explosion.

#### Millions for Good Roads.

Out of 594,029 votes cast in the recent Pennsylvania election on the \$50,000,000 bond issue for good roads, 284,780 were in favor of the bond issue. Pennsylvania is over two to one for proper, permanent highways, and is willing to pay for them.

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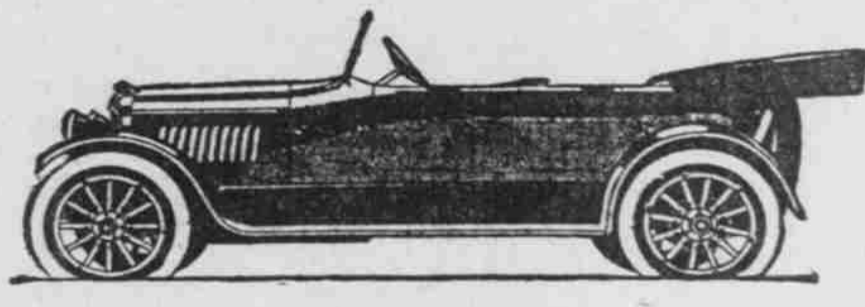
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