

# STUDEBAKER SHARES PROFITS WITH MEN

## Factory Announces Details of New Plan.

### WORKERS TO BE PARTNERS

#### System of Anniversary Checks Inaugurated, With Vacation on Pay for Employes.

Studebaker is another of the great industrial institutions of the country to adopt the profit-sharing plan for its employes. Details of the inauguration of the co-operative system by which the employes will receive more money for fewer hours' labor have been received here.

In general the employes will re-

ceive anniversary checks, be enabled to purchase stock, receive a week's vacation with pay, be pensioned when unfitted by age, accident, be protected by life insurance and receive increased wages for a week of 48 hours, with four and one-fourth hours constituting the Saturday's work.

The wage increase will go through the various departments, it being the policy to bring the scale up to that generally prevailing in the corresponding trades.

Stock for Men at Half Price. For the benefit of all employes whose annual earnings are under \$2000 important plans are being developed. Under the direction of A. H. Erskine, president of the Studebaker corporation, the scheme provides for rewarding employes in several ways.

Employees who have given an unbroken year of service will receive an anniversary check for five per cent of their previous year's earnings. At the end of five years the anniversary check is increased to 10 per cent. The anniversary check plan already has been in force at the Studebaker plants with much success but under the new arrangements there will be some changes more advantageous to the workers.

The co-partnership feature by which employes may become Studebaker stockholders is available to all employes who have been in the Studebaker service for three months or more. They may have stock purchased for their account at one-half the market price, in limited amounts each year, up to 20 per cent of the annual earnings, and to \$400 total value.

May Get a Director.

The initial payments are 10 per cent with the remaining 40 per cent paid in four annual installments.

All cash and stock dividends are credited to the employes and they will hold voting proxies for the election of directors. It is probable that the employes, when they reach the total of 20,000 at the South Bend plants, will be asked to elect a director to represent them on the board.

The vacation with pay is an experiment which is rare among the large corporations. Few factories have ever given a week with full pay. Yet this will be given to all employes who have been there two years or more.

Studebaker is preparing to double the benefits under the pension plan. Any employe who has been in the Studebaker employ 10 years may voluntarily retire or be pensioned.

# SAWED-OFF SHOTGUN FOR AUTO THIEVES

## San Francisco Takes Up Problem in Earnest.

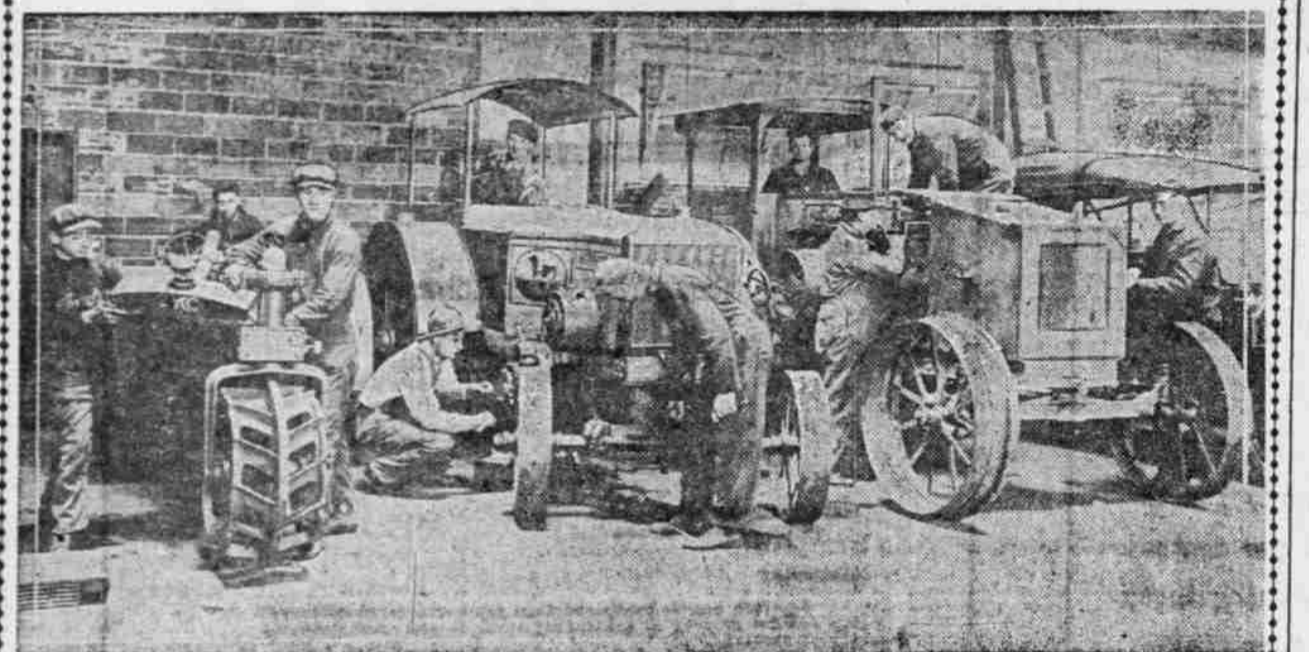
### ALL ROADS TO BE GUARDED

#### Special Anti-Thief Stations Built and Cops Told to Use Shotguns if Escape Is Tried.

SAN FRANCISCO, Sept. 6.—The automobile thief had his last day in San Francisco. This assurance is given motorists by Chief of Police White and the California State Automobile association, which is co-operating with the police department.

The first of a series of thief catching stations, in which cops, armed with

# CLASS IN OPERATION AND REPAIR OF TRACTORS IN THE PORTLAND Y. M. C. A. AUTOMOTIVE SCHOOL.



Courses in the operation and repair of tractors have become so popular in the Y. M. C. A. Automotive school in this city that an addition to the school building has become necessary to house these classes. Manufacturers have taken such an interest in the work of the school that they have supplied it with tractors of every type, from the "bull" to the catpillar, and in several cases have sent representatives to demonstrate their machines and assist in the instruction of students.

It has been announced that the Portland automotive school of the Y. M. C. A. has been selected as a model for the reorganization and standardization of all the automotive schools of the association in the United States.

more an everyday matter much of the narrow-minded hostility manifested in certain circles at this time will be completely overcome.

"It is for the voters to use their own judgment and their influence."

sawed-off shot guns and equipped with automobiles and motorcycles, has been erected on the Junipero boulevard, near the entrance to the Lakeside-San Francisco golf links, 100 yards from the San Mateo county line.

# NO SPEEDING TO RAINIER

## COPS TO HOLD MOTORISTS TO 30-MILE LIMIT.

### Pierce County Commissioners Issue Warning That Speeders Will Be Out of Luck.

TACOMA, Sept. 6.—Speeders, beware! Here is the latest tip from Pierce county on the speed limit to be enforced along Rainier National highway.

There is a special speed deputy on duty along the road with orders to "get" anything driving faster than 30 miles an hour—which is the speed limit.

Thirty miles an hour is fast enough for any motoring party on the highway, the Pierce county commissioners announced last week in giving instructions to the sheriff's office that a special officer be detailed to keep a watchful eye out for the tourists who are more speedy than 30 miles per hour.

Roads on the mountain have been newly graded and cleared and the high-powered touring cars can tear up the work of weeks in a few hours if they maintain an excessive speed, the commissioners said.

"You might as well give them a warning," Commissioner J. W. Slayden said, "because the law is going to be enforced on the highway."

# PRETTY SOFT FOR HOBOS

## KNIGHTS OF THE ROAD RIDE IN AUTOS BEING SHIPPED.

### Weary Willies Loll in Stiothful Ease in Cars en Route From the Factories.

"What 'ya mean, ride the rails?" Not while there's so many luxurious automobiles being shipped. The automobiles are airy, well lighted and have all the comforts of home, so why ride the rails?

So say the "Weary Willies" of the eastern states, according to reports from the automobile manufacturers. Which goes to show that the average intelligence of the American is on the increase. But from the viewpoint of the motor car manufacturer who ships the machines the practice is becoming quite annoying.

Not only do the "ho's" loll on the expensive upholstery of the new machines, it is said, but they also burn out the batteries reading some old newspapers. Probably the only "hard luck" they experience is that it is not customary to wrap automobiles in old papers, forcing the "joyriders" to bring their own literature.

Two distributors report that tramps recently set the batteries of the lighting systems going, one even hanging lights on the wall of the freight car, while he read a bundle of old Sunday newspapers at his ease. In one case the "ho," not satisfied with enjoying himself en route at the expense of the railroad and especially the motor car manufacturer, stripped the car of everything he could find that was portable.

Numerous cases are being reported and distributors and dealers practicing the practice of taking them apart, because even when they are apart, the layman won't be able to figure out just what everything is for. Then, too, there is the trouble of getting the things back together again. Invariably after being taken apart, there are more parts than were originally in the device. They are like watches that way.

# HANDS OFF SPEEDOMETER

## TAKING IT APART IS FOOLISH, SAYS STEWART MANAGER.

### Adjustment of Delicate Mechanism Should Be Left to Service Station Experts.

Counting the pieces in a speedometer is the latest word in foolish practices. The practice is about as much use as taking the spring out of a watch to see what makes it spring. At least that is the belief of Thomas A. Hart, manager of the Stewart Products Service station in Portland.

When the speedometers are turned out at the factory, according to Mr. Hart, they are made so that they will run. The Stewart Products men are ever willing to explain just what makes the things run but they are set against the practice of taking them apart, because even when they are apart, the layman won't be able to figure out just what everything is for. Then, too, there is the trouble of getting the things back together again. Invariably after being taken apart, there are more parts than were originally in the device. They are like watches that way.

Many speedometer users spoil their devices by endeavoring to fix or adjust the speedometers. Their mechanism is

# SAN FRANCISCO GOES GUNNING FOR AUTOMOBILE THIEVES.

## Similar stations are to be erected at the county line on the Bay Shore road and the Mission road.

The stations are connected direct with the central police station by telephone. As soon as an automobile theft is reported the number of the car and other identifying data will be flashed to the sub-stations guarding the roads of egress and ingress into San Francisco. All machines of the make stolen will be stopped and inspected and similar precautions will be taken at the ferries.

If machines are stolen at night the same method will be used. An electric sign bearing the word "Stop" will be swung over the road and all cars inspected before being allowed to proceed. If efforts are made to escape, police officers have instructions to use the sawed-off shot guns.

The automobile association has pledged its support to Chief White in stamping out automobile thefts. In San Francisco in 1918 1122 automobiles were stolen and four per cent of this number is a total loss. Hundreds of machines recovered were damaged.

"With all roads guarded night and day," says Chief White, "it will be impossible for an automobile thief to get in or out of San Francisco with a stolen car."

Three men will be constantly on duty at each of the three stations, according to Chief White, who will also seek the co-operation of all police departments in northern California as most of the stolen machines have been disposed of in the past in San Francisco.

Contrary to very frequent advice, the leather of the clutch should be kept soft by liberal application of neat-foot oil so that it will engage slowly instead of with a jerk.

# Ford

## THE UNIVERSAL CAR

The Ford Model T One Ton Truck is in reality a necessity to the wide-awake retail grocer, not only for the economic solution of the delivery problem, but for the bringing of goods from the docks or stations to his place of business, and for traversing the country and bringing in produce. For years the Ford One Ton Truck with its splendid manganese bronze worm-drive, powerful Ford Model T motor, strong Vanadium steel frame, has been serving in every line of business activity, and we have yet to hear the first complaint as to rear axle trouble or motor trouble. It has the lowest purchase price on the market, and the cost for operating and maintaining is exceedingly small. In fact, the Ford One Ton Truck has become a business necessity. Leave your order with any of the Authorized Ford Dealers listed below. They will give you prompt attention and assure you reasonably prompt delivery, and give you an after service that will insure your continuous operation of the Truck.

- Francis Motor Car Co. E. 13th and Hawthorne
- Palace Garage Co. 12th and Stark
- Wm. L. Hughson Co. Broadway and Davis
- Robinson-Smith Co. 6th and Madison

- Rushlight & Penney E. 3d and Broadway
- Talbot & Casey E. Ankeny and Grand



as delicate as that of a watch and must be adjusted by special machinery made for the purpose. They may be properly adjusted only by the use of a calibrator which is a machine timer and will adjust the speedometer properly.

# Willard STORAGE BATTERY

## Willard Threaded Rubber Insulation

### Two Years Ago and Today

#### The story of a remarkable storage battery invention and what it is doing for Motorists.

In the fall of 1917 readers of national magazines read about a new Willard, a Still Better Willard, a Willard with an entirely new idea in battery construction—Threaded Rubber Insulation.

The Still Better Willard was not an experiment—for two years before that announcement a car builder put it on 35,000 cars. Many of those first Willard Batteries with Threaded Rubber Insulation are still in use after four years.

What is the Secret of Threaded Rubber Success? Insulation had always been the big problem with any storage battery. Ordinary materials wore out before the battery plates did. Re-insulation was bound to come soon or late, and when insulation began to break down the plates were injured.

But Willard, for the first time, found a practical way to use rubber, the one ideal insulating material, by piercing each rubber insulator with 196,000 tiny threads to permit passage of the electrolyte.

You ought to be posted on batteries and battery insulation, so that when you need a new battery you'll be sure of the best your money can buy.

### JUST REMEMBER Ninth and Everett Streets



Ask for Booklets "The Will of the Willard" and "A Mark with a Meaning for You."

# MOTOR TRUCK DEFENDED

## IT ISN'T HARD ON ROADS, DECLARES MANUFACTURER.

### Steel Tires of Ordinary Wagons Are Blamed for Most of Damage to Highways.

There seems to be a tendency on the part of some who have not thought deeply on the subject to foster the idea that the only wear to roads comes from the use of the motor truck.

"A few years ago the automobile met with this condemnation," says R. E. Fulton, vice-president of the International Motor Company, manufacturer of Mack trucks, "but the automobile is now a thing of such common use that hardly anyone finds fault with it any more."

The motor truck is rapidly becoming the nation's freight carrier, and while it is not true, there are people who believe it comes in direct competition with existing means of transportation of supplies, especially in rural communities and between cities.

"There has been some unwise legislation against motor trucks as a result of such an attitude. But with motor trucks hauling more than 350,000,000 tons of farm products a year, the people can hardly sit idly by and allow legislation based on false ideas to hit at the very source of their life supply.

"Of all vehicles using our highways, the motor truck probably causes the least damage in proportion to the service it renders.

There are two things that cause

Chief of Police White and D. E. Watkins, secretary-manager California State Automobile association, inspecting San Francisco's new thief-catching station. Sawed-off shotguns are part of equipment.