

CURE FOR INDUSTRY'S ILLS SEATTLE PLAN

Labor Policy Is Result of 18 Months' Investigation.

FOUR METHODS OFFERED

Solution of Problems Is Found in Getting Together of Workers and Employers, Says Report.

SEATTLE, Wash., Oct. 9.—(Special.)—As a result of an exhaustive study of the whole industrial relations question comprising 18 months of investigation of labor problems, the labor relations committee of the Seattle chamber of commerce has formulated a labor policy designed to bring Seattle employers and employees closer together through the adoption of mutually constructive methods. Details of the plan were made public today for the first time.

The report of the committee, which has been submitted to the board of trustees of the chamber and which has met with unanimous approval, favors four different plans, as follows: (1) selection of management by functional foremen; (2) employment management by specially trained executives; (3) shop committee system of employment, representation, and (4) wage technique.

The chamber recommends such portions of the above plans as seem best adapted to the industry concerned, declaring that "proper industrial relations result only from concurrent effort on the part of the employer, employee and community, and in this it is essential to see each the other's viewpoint and deal with each other's and honesty. To such end, various means have been devised for interchange of views, adjustment of grievances and criticism of methods and plans for betterment.

"Solution of the industrial problem lies entirely in a sincere desire by employer and employee and the public alike, to get together by all feasible means, study each other's needs and viewpoints, and work out and adopt mutually constructive methods."

Friendly suggestions from leaders of both the Seattle Central Labor Council and the Washington State Federation of Labor, to whom the report was evidently submitted, were embodied in the text. These suggestions were taken as an indication of willingness to pull together and to work out a practical programme of industrial harmony.

Public Tired of Strikes.

The report is preceded by a foreword which discusses the high spots of the present industrial situation in Seattle, with a resume of the several strikes of the past, including the so-called "general" strike of 1919, and that the public is tired of strikes and, in hope of some sort of relief, supports the employers in their declaration for the open shop, except results, or increased productivity. Discussing the first of the four plans advocated, Scientific Management by Functional Foremen, the report says:

Functional foremanship, historically the first step in the development of scientific management, has to do with personal relations. Sufficient to it, in this highly refined type of industrial management, there is a large increase in the degree of supervision, inspection, and control. To eight foremen, each an authority in his special field and each in direct contact with the workers. Details of this plan, including as they must, scientific motion studies, time studies, fatigue studies, task setting, rate setting, cost accounting, routing, and other important features make it inexpedient to attempt an extended description of the plan here.

One Man to Do Hiring.

The second plan is employment management, and as to this plan the chamber advances the following suggestions: Under this plan of employment management an executive officer, trained in scientific selection and assignment of work, organizes, rewards and discharges all employees. The duties of this officer are to select, train, assign, promote, demote, discharge and transfer, in listing one to his job, or else transferring him to more suitable work, and in listing one to his job, or else transferring him to more suitable work, and in listing one to his job, or else transferring him to more suitable work.

Special attention is called to these features:

- (a) since discharges are handled by the employment manager, the foreman is relieved of charges of prejudice and favoritism.
(b) To the end that only competent help may secure a permanent place on the payroll, this department uses care in selection, in training, in listing one to his job, or else transferring him to more suitable work, and in listing one to his job, or else transferring him to more suitable work.

PROPERTY VALUES GROW

Lane County Assessment Shows Healthy Increase of Wealth.

EUGENE, Or., Oct. 9.—(Special.)—The total assessed valuation of property in Lane county this year, exclusive of public service corporations, is \$19,924 greater than it was last year, not including the valuation of automobiles, which are not assessed this year, according to figures given out by Assessor Herbert E. Walker.

The total assessed valuation this year is \$1,221,191; value, \$1,181,267; increase, \$39,924. The total assessed valuation of property in Lane county this year, exclusive of public service corporations, is \$19,924 greater than it was last year, not including the valuation of automobiles, which are not assessed this year, according to figures given out by Assessor Herbert E. Walker.

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LIBERATIONS ARE KNOWN AS THOSE OF THE "WOMAN COUNCIL"

The following is disclosed on the subject of wage technique:

Any attempt to hold down to the common wage level those persons who would better work if paid to do better work is not democracy. It is something else.

This further "recurrence to fundamentalism" is made because many employees have a dislike for the old-time "time-study" look with suspicion upon scientific wage systems.

A detailed examination of the subject will show where they have the wrong idea. The scientific standard of performance with its recognition of ordinary day pay is based, not upon the desires of some expert individual pace-maker as of yore, but upon an average of all intelligently and earnestly arrived at; and in this study no account is taken of fatigue, waste motion and like subjects.

The standard is not supposed to be the best one can do, or anything like it; and there could be no bonus as a reward for doing better.

Right to Specialize Emphasized. So long as the division and specialization of labor are essential parts to our industrial system, the man who does special work should have the right, guaranteed by our forefathers, to pursue happiness by being operated in a thorough, economical and business-like manner, is almost necessary for efficient production.

Our cause is common. Every honest man wants the same thing—industrial peace, based upon a deal to all, whether to those who contribute to the work of their brains or the work of their hands, or (and of the most importance) to the managers of industrial products, who after all, inevitably pay the bill. And this means you.

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STRAW VOTE SHOWS HARDING LANDSLIDE

Nation-Wide Poll Forecasts Defeat of Democrats.

STATE CANVASS CITED

Thirty-Two of 48 States Return Ballots in Favor of Republican Nominee.

Of the 48 states, Harding will carry 32 and Cox will lead in 16, according to the nation-wide straw vote being taken in 8000 dringaters. The bulletin issued last Monday showed that 438,108 straw votes have been cast. The drift is unmistakable and presages a republican landslide save in the southern states. The vote discloses that in the states which Harding is carrying there are 353 electoral votes, while in the states in which Cox has the lead there are 178 electoral votes. The number of electoral votes required to elect is 266.

In the popular vote, of the 438,108 counted, Harding has 264,214 and Cox 173,894. Both male and female voters incline toward Harding. The republican candidate has 198,006 male votes and 65,208 female votes. Cox received 132,942 male votes and 39,951 votes from women.

Two facts are disclosed by this national straw vote. The first is that the country is going republican and the second fact is that the women are supporting Harding.

The vote by states follows:

Table with columns for State, Harding, and Cox. Lists 48 states and their electoral votes.

Total: Harding 42,546; Cox 67,128.

In Portland the vote at the Owl drug store, yesterday gave Harding 574; Cox, 210.

Returns from the state showed Harding 5128; Cox, 2649. The men voted: Harding, 2478; Cox, 1335. Women voted, Harding, 1206; Cox, 434.

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ROUGH TREATMENT GIVEN

Highwaymen Introduce New York Newspapermen to West.

DRUG INQUIRY IS ORDERED

Increase of Deaths From Somnification Is Cause.

Alcoholic Addicts Who Need Sleep Too Frequently Take Fatal Doses in New York.

THE DALLIES, Or., Oct. 9.—(Special.)—Left by the train at Celilo when he had intended getting off at The Dalles, slugged by two highwaymen and robbed of \$30; left unconscious, Friday night pilot of his motor to awake just in time to save himself from being run over by a following truck, Tracy, introduced to the west when given Cadd Tracy, New York newspaper man, Thursday morning.

Tracy arrived in The Dalles Friday night, where his injuries were treated at the local hospital.

NEW YORK, Oct. 9.—Increase of deaths here from sleep-producing drugs, use of which, it is said, has been acquired by many persons since the advent of prohibition, has led to an investigation of sales of such drugs. Additional restrictions may be placed on their sale, he said.

The investigation was ordered because of a statement by Chief Medical Examiner Norris regarding the increase in deaths attributed to this cause. He said that alcoholic addicts, finding themselves nervous and sleepless in many instances where they have been unable to purchase liquor for their customary "night-cap" before retiring and the "sleep-opener" on arising, had resorted to other artificial and dangerous ways of wooing sleep. The desired relief, he said, was obtained through the use of the nerve-quieting effects of certain drugs.