CURE FOR INDUSTRY ILLS SEATTLE PLAN

Labor Policy Is Result of 18 Months' Investigation.

FOUR METHODS OFFERED

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 employes closer together through the adoption of mutually constructive methods. Details of the plan were made public today

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

Plan for Each Industry.

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

lies entirely in a sincere desire by employer and employe and the public slike, to get together by all feasible means, study each others' needs and lewpoints, and work out and adopt nutually constructive methods."

Friendly suggestions from leaders

of both the Seattle Central Labor Council and the Washington State Federation of Labor, to whom the reort was evidently submitted, were brings him. imbodied in the text. These sugges-lions were taken as an indication of

Public Tired of Strikes.

The report is preceded by a foreng results, or increased productivity.
Discussing the first of the four plans advocated, Scientific Management by Functional Foremen, the re-

Functional foremanship, historically th to eight foremen, each an authori in his special field and each in direct con-tact with the workers. Details of this plan, including as they must, scientific motion studies, time studies, fatigue studsotion studies, time, studies, fatigue stud-es, task setting, rate setting, cost ac-counting, routing, dispatching, bonus cal-culation and other important features make it inexpedient to attempt an ex-ended description of the plan here.

One Man to Do Hiring. The second plan is employment nanagement, and as to this plan the chamber advances the following sug-

Special attention is called to these

(a) since dicharges are handled by the employment manager, the foreman is re-lieved of charges of prejudice and favorit-No longer being a ruler he decided

(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 fitting one to his the matter of promotion, wage increase or discharge is afforded by means of the diamond under her pillow each night "Central Record," which keeps in detail each employe's antecedants, history and on board ship and admitted she did not sleep much.

mance. All leavings, for whatever cause come before the employment manager, who in the final interview ascertains the employer's reasons for leaving. These become the basis for the record of labor turnover, and when this record shows frequent leavings from any especial cause it becomes the subject of investigation and remedy.

Man Is Specially Trained.

ularly supposed, but has been in suc-cessful operation in both this country and Europe before the war. We have study of the shop committee system The total assessed valuation this company and the General Electric mary of assessment follows:

The "governmental" or blcameral plan, patterned after the United States government, providing for a cabinet, a senate, and a house of representatives. Its very form early suggested the name "industrial democracy," a term since arrogated to sundry economic cults and so distorted to sundry economic cults and so distorted to sundry economic cults and so distorted that the public seems a bit hazy as to just what is industrial democracy. Recurring again to fundamentals, an industrial democracy is a form of government (manigoment) and not an ism. It a better example of the real democratic form for industry is found in

Authority Made Equal.

The true committee form, wherein a committee elected by the employes, meets jointly with a group representing the management, the authority of the two being usually equal.

The show committee comprises commit.

The show committee comprises commit.

ommittee electer ommittee committee electer against, the authority of the two being against, the authority of the two being against, the authority of the two being against, the authority of the two largest committeemen elected by different sections or precincts of the plant, and in some cases committeemen at large are added. The chairman and other officials are elected sometimes by general vote and sometimes by general vote and sometimes the committee. When the shop committee when

tals" is made because many employes having a dislike for the old-time "pace-setter" 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 equivalent of ordinary day pay is based, not upon the doings of some expert individual pace-maker as of yore, but upon an average of all, intelligently and sanely arrived at; and in this special study is given also to fatigue, waste motion and like subjects.

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

OREGON PIONEER DIES AT LA GRANDE AT AGE OF 97.

Mrs. Minerva Robbins,

Mrs. Minerva Robbins, 97, died Thursday morning at the home of her daughter, Mrs. J. N. Whitby, at La Grande. She crossed the plains in 1852 and settled in the Willamette val-

settled in the Willamette val-ley. Several years ago she moved to The Dalles.

Mrs. Robbins was the mother of seven children, five of whom preceded her in death. Those who survive her are: Mrs. Whitby and Mrs. N. J. Murray of The Dalles. The funeral was held at The Dalles yesterday.

cialize should have this right, guaranteed by our forefathers, to pursue happiness by the turning of such specialized efficiency

After a lengthy discussion of the willingness to pull together and to out that a cost-finding system wherework out a practical programme of industrial harmony.

bonus system, in which it is pointed out that a cost-finding system whereby it could be proved, if occasion arise, that there was no profiteering being engaged in, and to furnish as-surances not only to the investor but word 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." It points out 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, expecting results, or increased productivity of the supports the work of their hands, the work of their hands the points of the conditional production. tion, the report concludes with this.

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

DIAMOND 183.15 CARATS

AMERICAN ARRIVES FROM
MADRID TO SELL STONE.

Ex-Sultan of Morocco Is Owner;
Jewelers Abroad Unable to Ap
Sout
Alabama—Male
Arkansas—Male
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praise Gem's Value.

NEW YORK, Oct. 9 .- Fred Whittchamber advances the following suggestions:

Under the plan of employment management an executive officer, trained in scientific selection and assignment of workers, engages, rewards and discharges all employes. He uses for the purpose systems of indices and record cards, psychological and trade tests, physical examinations and personal efficiency ratings. This officer is also in charge of preliminary and shop training, sanitation and safety measures, and of personnel maters including social activities, recreation and welfare work.

Special attention is called to these belonged to Abo-el-hafid, former sultan of Morocco, who abdicated in favor of his brother, the present sultan. The latter wore it in his state 1323 and Cox 880. The men voted: tan.

drid and gave the diamond to Mr. Harding 5128; Cox, 2649. The men Whittram to sell.

Both in Paris and London Mr. Women voted, Harding, 1296; Cox, 434. Whittram endeavored to have it aprejection, in training, in fitting one to his lob, or else transferring him to more suitable work, and in looking out for the human side of industrial relationship.

(c) Just treatment of all employes in the matter of promotion, wage increase of the matter of promotion.

So vital to the success of the plant are the duties of employment manager that the position is held, where feasible, by one of the executive officers of the company, specially trained for the work. Not infrequently it is the president himself.

The report discusses the third plan, shop committee system of employe representation, in more detail, pointing out that this method is not in its real sense a war expedient, as is popularly supposed, but has been in suc-EUGENE, Or., Oct. 9 .- (Special.)at \$653,955, and deducting this sum from the 1919 assessment it makes the actual increase in property value this year \$673,879 over that of last

study of the shop committee system in the United States, including such concerns as the Standard Oil company, the International Harvester upon later, is \$30,673,189. The summary of assessment follows:

ompany.

In form, there are two general types | Acres of all lands, 1,231,161; value, \$15,inder this system: | Acres of tillable lands, 132,428; value,
The "governmental" or bicameral play | \$5,141,355.

etc., \$247,165.
Tractore, \$44,850.
Money, notes and accounts, \$145,805.
Money, notes and accounts, \$145,805.
Shares of stock, 4871; value \$330,955.
Cattle, 18,702; value, \$636,925.
Sheep, 19,235; value, \$115,185.
Goats, 11,167; value, \$23,700.
Swine, 6626; value, \$56,430.
Dogs, \$100; value, \$230.

Nation-Wide Poll Forecasts Defeat of Democrats.

CANVASS

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

32 and Cox will lead in 15, according to the nation-wide straw vote being taken in 8000 drugstores. The bulletin issued last Menday shows that 438,108 straw votes have been cast. The drift is unmistakable and presages a republican landslide saye in the southern states. The vote discloses that in the states which Harding is carrying there are 353 electors 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 issued last Monday shows that 173,894. Both male and female voters incline toward Harding. The republican candidate has 198,006 male votes and 66,208 female votes. Cox re-ceived 133,943 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:	
Northern and Western States	
77.0037.00	
Arizona—Male	44
Female 130	14
California-Male 6,565	3,24
Female 3,493	11.00
Colorado-Male 3,244	+ 1,91
Female	70
Colorado—Male 3,244 Female 1,120 Connecticut—Male 1,524 Female 801 Delaware—Male 365 Female 136	57
Delaware-Male	38
Female 136	15
Idano-male	1,42
Female	
Illinois—Male14,260	6,00 2,17
Female	6,06
Indiana—Male 9.318 Female 4,433	2,25
Iowa-Male 4.578	1.99
Female	51
Kansas-Male 9,324	5,11
Female 2,925	1,52
Maine—Male 1.228 Female	23
Massachusetts-Male 4.847	1,98
Female 1.691	78
Michigan-Male 6,582	2,53
Female 2,618	83
Minnesota-Male 5,846	1,97
Pemale	48
Pomole 277	39 13
Female 4.433 lowa—Male 4.578 Fomale 1.369 Kansas—Male 9.24 Female 2.925 Maine—Male 1.228 Female 703 Massachunetts—Male 4.847 Female 1.691 Michigan—Male 6.582 Female 2.618 Minnesota—Male 5.846 Female 1.894 Montana—Male 836 Female 377 Nebrasita—Male 4.543 Female 1,239	2,27
Female 1.239	80
Nevada-Male 475	18
Female 198	8
New Hampshire-Male 2,788	1.00
New Joseph Mole 6415	2,14
Female 2 709	1,10
New Mexico-Male 1.306	1,33
Female 453	37
New York-Male	9,31
Female 6,086	2,29
Female 3,963	1,49
Ohio-Male 20 005	10 19
Female	10,19
Oregon-Male 2,618	1,41
Female 1,110	49
Pennsylvania-Male11,020	4.57
Phode Island Male	1,39
Female NAS	8
Female 311 Nebraska—Male 4.543 Female 1,239 Nevada—Male 475 Female 198 New Hampshire—Male 2,788 Female 921 New Jersey—Male 6,415 Female 3,709 New Mexico—Male 1,306 Female 453 New York—Male 18,732 Female 5,086 North Dakota—Male 3,663 Female 1,178 Ohlo—Male 20,005 Female 1,178 Ohlo—Male 2,618 Female 7,569 Oregon—Male 2,618 Female 1,110 Pennsylvania—Male 11,020 Female 1,110 Pennsylvania—Male 11,020 Female 1,110 Female 2,278 Rhode Island—Male 8,705 Female 8,705 Female 8,705 Female 8,705 Female 8,705 Female 1,1152	3,73
Female 2,728 Utah—Male 1,152	70
Utah-Male 1,152	80
Female	28
Female 1,404	16
Washington-Male 2,081	90
Female 877	
West Virginia-Male 3,926	3,54
Female 1,025	1,85
Wisconsin-Mcle 789	17

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Maryland-Male
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Missouri-Male
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North Carolina-Male
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Oklahoma-Male
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South Carolina-Male
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Female 1,578 1,117 1,002 559 1,337 7,938 2,956 2,053 1,837 5,254 11,545 2,153 303 4,557 992 4,041 858 4,041 858 -Male Virginia—Male
Female

*Women not voting

to sell it. Abo-el-hafid lives in Ma- Harding, 945; Cox, 670. Women voted Harding, 378; Cox, 210. Returns from the state shows

ROUGH TREATMENT GIVEN

Highwaymen Introduce New York Newspapermen to West.

THE DALLES, 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 \$90; left unconscious across the railroad tracks, to awake just in time to save himself from being run over by a following train—this was the introduction to the west given Cadd Tracy, New York newspaper man, Thursday morning. Tracy arrived in The Dailes Friday night, where his injuries were treated

CAVE FOUND IN WYOMING

Discovered by Workmen.

CHEYENNE, Wyo., Oct. 9.-Work-

west of Cheyenne, according to re-ports received here. increas The cave's roof walls and floor were cause. crawled through a ten-foot opening and came upon a passage 100 feet long. At the end of the passage they found a chamber 70 by 30 feet.



GOOD WILL TRIUMPHANT UNDER TEST

As this message is being written, Dodge Brothers' daily, weekly and monthly production, is at the highest point in its history.

The most casual sort of inquiry will satisfy you that this production is being absorbed as it is delivered.

Within sight and sound as we write, a great addition to Dodge Brothers' immense works, is being rushed to completion.

The interesting thing about this situation is, that it is not likely that a half a hundred people have ever bought Dodge Brothers Motor Car just because they wanted a motor car.

Of the more than half a million who have bought it-the overwhelming majority did so because of the name it bore.

It has always been treated, by the American people in particular, as an exception—always set apart, and singled out, and never judged by ordinary standards.

It has always been thought of, and is still thought of, first, and foremost, and all the time, only in terms of its goodness, and the results it gives.

All of this is wonderful, in one way, and quite natural and logical in another.

It all dates back to the day when John and Horace Dodge conceived and designed and finally built the car-after warning each other, and their associates, not even to think of it in any other terms than the best obtainable value.

They began with a few almost absurdly simple principles, bluntly expressed and rigidly executed, about decency and honor and integrity - such as most of us wrote in our copy books at school.

They reduced these old copy book maxims to a splendid and scientific system, pouring more, and more, and still more value into the car, and then marshalling all the resources of modern massed manufacture to get their product into the hands of the people at an honorable and an honest cost.

These policies and principles have never been changed, and never will be changed, by so much as a hair's breadth; and they have come to be recognized and accepted as Dodge Brothers principles wherever motor cars are driven:

It has all happened as John and Horace Dodge planned it - quite simply, naturally, and automatically, all over America, and all over the world.

People do discriminate, as Dodge Brothers contended they would; people will find out when a motor car is well built and gives good service and great good , value.

Dodge Brothers market today is where they planned to locate and establish it - in the mind and the heart of every man and woman who admires good work, well done.

It will last, and it will keep on growing, as it has kept on growing for five years (faster than Dodge Brothers works could keep pace with it), as long as the number of those who believe that a manufacturer should build to serve and not merely to sell, continues to increase.

All is well with Dodge Brothers today, because John and Horace Dodge builded well in the beginning, and because their business will continue to build well until the end.

Covey Motor CarCo.

Washington at Twenty-first

DRUG INQUIRY IS ORDERED should be governed by the same strict regulations as those governing the sale of poisons. | Centralia, Wash, retiring moderator, secretary-treasurer, Dryad was selected as the place for holding the 1921 meeting. | DRUG INQUIRY IS ORDERED | Should be governed by the same strict regulations as those governing the sale of poisons. | Centralia, Wash, retiring moderator, secretary-treasurer, Dryad was selected as the place for holding the 1921 meeting.

SOMNIFICATION IS CAUSE.

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

drugs, use of which, it is said, has Remarkable Underground Chamber the advent of prohibition, has led Health Commissioner Copeland to order an investigation of sales of such drugs. Additional restrictions may be placed on their sale, he said.

The investigation was ordered beuncovered a beautiful cave 18 miles cause of a statement by Chief Medical Examiner Norris regarding the increase in deaths attributed to this He said that alcoholic adcovered with stalactite and stalagdicts, finding themselves nervous and
mite formations which glitter brilliantly in the light. The workmen
crawled through a ten-foot opening
and came upon a passage 100 feet
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liquor for their customary "nightand came upon a passage 100 feet
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INCREASE OF DEATHS FROM BILL HELD VICIOUS ONE

Anti-Vaccination Measure Fough In Marion County.

SALEM, Or., Oct. 9 .- (Special.) -Opponents of the anti-compulsory vaccination bill, which will be subwaccination bill, which will be sub-mitted to the voters of Oregon at the November election, declare that "anti-mitted to the voters of Oregon at the W. J. Kerr, president, has left for a three weeks' trip through the east, 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

November election, declare that "anti-vaccination" is only a catch-phrase where he will attend various conventions and make investigations in betain code.

November election, declare that "anti-vaccination," is only a catch-phrase where he will attend various conventions and make investigations in betain code.

Dr. Kerr will represent Oregon Ag-

In Marion county a strong fight is being made against the anti-compulsory vaccination bill, both by resident physicians and others physicians and others.

City Wants Library Memorial.

isantly in the light. The workmen crawled through a ten-foot opening and came upon a passage 100 feet long. At the end of the passage they found a chamber 70 by 30 feet.

Druggist Charged With Speeding.

THE DALLES, Or., Oct. 9.—(Special.)—In attempting to avoid two boys who were playing in the street boys who were playing in the street drugst, Friday night piloted his mobile owned by H. L. Price at the instructions to the care into the fender of an automobile owned by H. L. Price at the instruction of Pentland and Seventh streets. Crosby reported the matter to Police Judge Cates Saturday morning and been filed against him by Motorcycle Officer Wood. According to Wood's report, Crosby had been filed against him by Motorcycle Officer Wood. According in hospitals and in what formerly inglight prior to the accident.

Phone your want ads to The Oregonian. Main 7010, Automatic 560-35.

COLLEGE HEAD GOES EAST

W. J. Kerr to Make Investigations for Agricultural School. OREGON AGRICULTURAL COL-

Enactment of the measure, according to some local physicians, would halt the work of the Oregon Social Hygiene society, eliminate the state board of health and prevent the operation of laws affecting county health

LOCAL FRATS PLEDGE 16

Aviator to Leave Army Service. EUGENE, Or., Oct. 9.—(Special.)— Cadet Joseph Walker who was stationed in this city with the army air-plane forest fire patrol during the past summer and who has been at

president, and Rev. D. W. Thurston, dence secretary, Harry Miller of In-Centralia, Wash, retiring moderator, dependence treasurer, and Virgii private company.

Girls Sent to Industrial School. EUGENE, Or., Oct. 9.—(Special.)— Mrs. Virginia Douglas and Esther Douglas, 16 and 17 years of age respectively, arrested in San Fran-cisco a few days ago on the charge of forgery, have admitted their guilt and have been committed to the girls' industrial school at Salem. Mrs. M. Camp Lewis since the patrol was S. Ady, Eugene's police matron, took abandoned, arrived from the camp Thursday in a DeHaviland plane and left yesterday for San Francisco where he will receive his discharge. He says he has been offered a positively can read and write.



A poor fitting truss by not properly holding rupture is dangerous and worse than no truss at all. Anyone can sell a truss. but it takes an expert truss fitter to fit one. We specialize in fitting trasses, guaranteeing satisfaction in every instance. The Seeley Spermatic Shield Truss is the best, usually closing the opening in ten days. Send for illus-





