

Working with powder is always being right at the water's edge, where steamers can the up alongside the mills. dangerous job, and it is particularly so for these ignorant foreigners. The principal blasts are made at noon and A city block could be stood on end in the "glory hole." It is a monster pit where the ore has been lifted out in at 6 o'clock. An elevator goes down in the shaft to the level where everychunks, like building rock is taken from

thing is ready but the lighting of the quarry. Men working in the bottom of it look like flies crawling along. fuse, which is followed by the flight upward to safety. Sometimes the men The thunder of the blasts, the clouds complete their work before the elevator of smoke rising, the hollow voices of the men, all combine to make an effect so is due. In order to get to the surface uncanny that it would not seem at all and loaf a little while before the whistle surprising if his Santanic Majesty, blows, they light their fuses and climb blows, they light their fuses and climb hoofs, horns and all, should bound out the ladders that lead from one level to another. It takes lively scrambling to of the rock at your side, or come soaring up through the smoke from the get out of harm's way before the glant charge explodes. One day three men depth

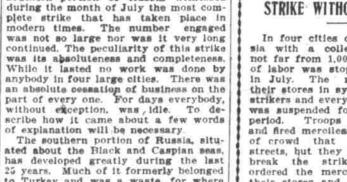
Douglas island is 29 miles long and touched off their fuses and ran for the eight miles wide. Although the Treadladders. Two of them mounted to safety, but the third one missed his first step, well is best known on account of the "glory hole"-many people supposing and it rattled him so that he couldn't do that to quarry is the only method of a thing. They shouted to him to hurry but to save his life he couldn't make taking out the ore-the fact is that there are over 60 miles of tunnels under his feet stick to the rounds of the ladthe ground. One of these extends out der. The blast went off with a resoundunder the sea for nearly a quarter of a ing report, and about all they were able to find of the poor devil were the butmile. No mules are used in the underground passages, the motive power tons of his breeches and the buckles being steam. On the surface there are from his suspenders. six miles of track which run to and Probably the most remarkable accident that ever happened at the Tread-well was when a Swede fell down a

from the buildings, as well as inside of them, also along the piers. Numerous dummy engines push and pull long strings of little cars, making more fuss about it than as many moguls. It is the prerogative of a rooster to crow whenever it feels so disposed, and the engineer of a small locomotive thinks as much of blowing its whistle as he does of drawing his salary.

for the winter.

#ince.

Treadwell runs 24 hours every day in the year except the Fourth of July and Christmas. The roar of its machinery can be heard a mile away. It takes 200 tons of coal every day to keep the many wheels moving. There are 880 massive crushers, called stamps, each consisting of five heavy, upright bars of steel, that are lifted up to fall with terrific force on flat, hard plates.



Turkey and was a waste, for where the Turk rules modern civilization cannot exist. After the Russo-Turkish war of 1878 Batoum and the surrounding territory was ceded to Russia. Immediately the work of development began. For centuries it had been known that petroleum existed at Baku on the Cas-

Constantinople. Aug. 12, 1903 .- The southern portion of Russia witnessed

pian sea Natural gas had burned there for censhaft 256 feet deep, into 10 feet of turies. The most ancient historians had remarked on the wonders of the water, without killing him. Whenever this story is told the hearef is naturally region where pitch and oil exuded from the ground and flowed into the sea. skeptical, but remarkable as it was, he actually fell that distance and is alive and working in the mine today. When Nothing was done toward developing it. he fell he had a allcker coat and a until Russia granted a concession to pair of gum boots. Both his boots the Nobel Brothers and immediately the came off, one of them being found at the 110-foot level, the other at the 220 work of development began. Now, after 25 years, there is a city, Baku, on the landing. He maintained an upright po-Caspian sea, containing more than 150, 000 inhabitants. A modern railroad, 500 sition during the whole of his awful fall, and struck the water feet first. miles long, connects it with Batoum on the Black sea. Batoum is the shipping When the cage was sent down after him it was not with the intention of per-forming a rescue-merely to get ready is produced and refined at Baku. It is for a funeral. He was not even uncon-scious. When taken out he complained has gas, electric light, telephones, water and sewers. It has broad streets planted

STRIKE WITHOUT PARALLEL

In four cities of Southern Ruswith a collective population not far from 1,000,000 every form of labor was stopped by a strike in July. The merchants closed their stores in sympathy with the strikers and every kind of business was suspended for a considerable Troops were called out and fired mercilessly into any sort of crowd that gathered on the streets, but they failed utterly to break the strike. The police ordered the merchants to oper their stores and do business, but the order was disregarded. The object of the strike was in some degree industrial, but mainly it was an assertion of popular rights enforced by public opinion on the principle of passive resistance. As such it was a remarkable success, and the Russian government has used every effort to prevent has publication of the facts.

the oil field at Balakany was fired and before the flames could be brought under control 93 derricks and three reservoirs of oil were burned. Some nights later several reservoirs and many oil cars were burned at Mikaelona, the tempor-

ary terminus of the pipe line. Attempts were made to the up the railroad, but as it is a state institution, managed in a military manner, the at tempt was unsuccessful. Many of the trains were abandoned and those that did run proceeded very slowly. The guarded the whole length betrack was

BY EDMOND O'NEIL, Professor of Chemistry, University of California, in San Francisco Examiner,

present. The police proceeded to notify each storekeeper to open, under pain of arrest. Some refused and were promptly arrested. Others grudgingly complied, in most cases only partially opening one

ately reclosed. There apparently was cern, we have a basis on which may little fear of the police. The strikers rest the whole superstructure of peace seemed to understand the position of the storekeepers, and made no demonstration if the shop was allowed to remain open. After a few days of this incertitude, business was resumed and everything regained its normal aspect.

strike was that except in the case of Baku there was no demand for anything on the part of the strikers. Neither in Tiflis nor in Batoum, nor in Odessa, did the strikers ask for a thing, either increase of wages or diminution of hours of labor or amelioration of conditions. When business was resumed the strikers went back to work on the old terms and made no complaint. Even in Baku only a portion of the men de- ye would that they do unto you." That the non-union man, because his certimanded anything, and they were men who worked for companies where the conditions were not the same as in the trade was so constituted as to grasp competency, I desire to enumerate a few larger establishments. Generally the men were granted most of what they ing. asked, and all went back to work without prejudice.

## An Abnormal Strike.

The explanation of this abnormal strike, where apparently nothing was at issue, and yet the strike was universal is that the whole movement is political.

Throughout Russia, as is well known, there is a feeling of unrest, of dissatisfaction with the existing form of gov-The people want a constituernment. tion, and their leaders took this means of bringing pressure on the government to recognize their demands. This ex\*\*\*\*\*\*\*\*\*\*\*\*\* **Necessary Relations of Employe** and Employer for Mutual Benefit

## By J. W. RICE, President Atlanta Type. Union No. 48 \*\*\*\*\*\*\*\*

There are many complex problems terial to have on the pay roll and by which confront citizens of the United your fellow workmen as a degenerate States, all of which concern the work- who deserves neither censure nor pityman as well as the employer, and esnecially do these questions intimately to all redeeming qualities. concern labor-organized as well as unorganized.

just a plain sot, lost beyond redemption By the world at large, if noticed at

19

all, you are regarded as a drunken Out of the multitude of topics which printer, and run in for 20 days. That's might be discussed it is no easy task to all. And the potter's field is your last choose one in which, I take it, every end, where the dog fennel grows as printer in this great city is most vitally rank that it covers to obliteration all interested, and one which I believe record of your existence in a city where every one has thought of in a serious you have bartered away your birthright win for some time past. for a mess of pollage.

Indeed, it is my sincere belief that But if that were all the sting the end oday the great question of the proper of your prodigality left it is barely posrelation of the employe to the employer sible that no man would have a right in the printing trade and kindred arts to question your doings so long as he is the paramount issue at stake, not was not directly involved in your esonly in Atlanta, but throughout the capades.

country. And I cite the art preserva-But what of the poor, weeping wife tive of all arts from the fact that my and the worse than fatherless children? life has been bound up in it for 25 Objects always during your life of inyears, 21 of which I have belonged to idfference, if not of undisguised scorn the International Typographical union because of your unmanly actions and and affiliated with local unions in as unnatural lack of love for your owa many cities. Of course, the rule of flesh and blood, the stigma rests on right as sought to be conceded and re- them for all time.

The possession of a card in a union, ceived by the typographical union is also the only rule by which all other when a man's family lacks for the nee unions may hope to perpetuate their ex- essities of life through his unmania istence and become powerful factors for vices, does not make him a union man good in the communities in which they in any sense of the word. But to turn from the unpleasant side

exist and have their being. The first proposition which I would to the consideration of those virtues munclate on this line is the fact that which go to make up the successful and every man has rights which every other valuable trade unionist-not only valman is bound to respect. This is a uable to his employer, but to the comtruth as old as the world and which his- munity, state and nation which claim tory, both sacred and profane, him as a citizen, and above and beyond has chronicled from creation's dawn. all other considerations his relation to

Now, the great question arises as just his family-we should cite as a shining ow to define these rights and so sched- example that man who loves his occu ule them that there can be no possible pation and perfects himself in that misunderstanding as to their character. particular branch which he has chosen, This is a most difficult proposition, and ever striving to do better work for his one which no set of office rules or signed employer, giving a full day's work for a and sealed scale of prices has ever been full day's pay, interesting himself in charitable works, keeping progress with

Agreeing that every man employed in a printing office is a partner in the concern, we have a basis on which may fellow men to deeds of rashness, lookand prosperity, which so yitally con-cerns both parties to the agreement. And thus having agreed that the question of employment is a business agreement between two parties by which one dustrious, a lover of his wife and little agrees to work for a certain sum, while the other covenants to pay in lawful

money a stipulated sum for a certain time, the question arises as to what the rule of conduct shall be in order that exact justice shall accrue to both arties to the contract.

Answering the question as a repre sentative of the employes I should lay position which a trade unionist should down as the essence of the whole matter the golden rule, "Do unto others as pects more from him than he does from would cover the whole matter, provided ficate of membership should be, and I every man who works at the printing the great rule of life in its fullest mean-

mploying printer to observe in his deal-Unfortunately we are so inherently ings with his employes. different in or makeup that a blanket First-Treat your men with an open rule will not cover all cases, and so it rankness in order that you may inspire is necessary to lay down a few specific their confidence. Having gained the re-rules, which I believe if rigidly ad-spect and friendship of your employer spect and friendship of your employes hered to will work out to the good of you have vastly strengthened your postall concerned.

tion. Your plant will turn out more and First-Never lose sight of the fact better work than ever before. There that the material prosperity of the firm will spring up almost unconsciously a in whose employ you are is your very happy community of interest which will life and concerns you as deeply as it make both you and them happier-and does the men who have their all in- richer. Try it for a year. The records vested in a business which is a hazard- of the best printing institutions in the ous and precarious employment at its country show that f master st

the affairs of state, studiously avoiding

incendlary speech which inflames his

ing through optimistic glasses at life as

it comes to him, strictly honest in his

financial dealings, honest in his differing

views of matters which he holds in com-

mon with his fellow man, temperate, in-

This man, my readers, is the sort of

trade unionist who keeps all organiza-

tions together, inspires confidence in his

fellow workmen and elicits the friend-

Having thus placed before you som

pertinent suggestions as to the proper

assume toward his employer; who ex-

am prone to think is, a certificate of

principles which it is necessary for an

ship and praise of his employer.

door. As the police left a district, in many cases the store would be immedi-The strangest feature of the whole

The rock passes under these pounding bars and is smashed into dust. These noisy, powerful machines consume about tons of rock daily. In order to keep the ore rolling into their insatiable mouths, \$1,400 worth of powder is exploded in blasting every day. The amount of gold realized from every 24-hour run is about \$10,000, and the expense of operating about 4,000. The ore is very low grade-the lowest in the world to pay such profits. It only averbut there is so much ges \$2.65 per ton. f it, and it is handled in such a wholesale manner, with such economy, that it runs fast into money.

On the afternoon I was taken through the plant, a cleanup was in progress, A chunk of gold the size of an ordinary brick was brought into the office. The scales showed that its valuation was a few cents short of \$20,000. There were seven more in the lot and their total value was a little over \$139,000. Not long ago an excursion ship called at Douglas island and a swarm of tourists, all eyes and ears, came trooping ashore mand. Some repairing was going on at one of .ings, and a pile of old bricks the bui obstructed the passageway. A gold brick was laid carelessly on this pile and a crowd gathered to await developments. "What a funny looking brick." ing said one woman. "See how yellow and smooth it is," sald another. A man at her elbow-one of those cheerful persons who know all about everything, or if they don't know, always pretend to -volunteered the information that it was "the effect of the weather." He said he had heard a good deal about it.

and the farther north one went the more yellow and more smooth the bricks were liable to become. Her rejoinder would have silenced an ordinary liar, but he pulled out of it beautifully. "Why are not the rest of them that way?" she in-"Haven't been exposed long quired. enough." he replied, and she seemed to satisfied with the explanation. It is claimed that we all have a talent for something, and that man, with a little rehearsing, would certainly shine as the steering committee for personally conducted parties.

On account of the Treadwell being so remote from civilization, it is necessary to maintain very extraordinary resources. There is a complete foundry where any piece of broken machinery can be immediately replaced; a fine as say office makes it unnecessary to send their ore away to determine its value; they maintain a modern hospital to care for their sick and wounded; so many people work in the mine that it sup ports a United States postoffice of the third class; the company store has a stock of goods in it valued at \$110,000; the stock of iron and steel kept constantly on hand is worth \$50,000, and that of powder, \$40,000. The company store, butcher shop and cook houses are departments, because the firm boards its men.

At present there are 1,300 men work ing in the Treadwell and the force is 200 hands short. There is such a mix-ture of nationalities that 17 different languages are spoken in the camp. The rule in employing labor is "anybody but a Chinaman." The unique feature of the situation is that the superintendent can only talk to 20 per cent of his men. To the remainder he has to make signs, or he paved the way for operations which depend upon interpreters, which is al- will go on for years and years, adding ways very unsatisfactory. Sometimes an interpreter's head is as hard as a

miner's when an attempt is made force an idea through it. Besides, there is the inconvenience of it. It frequently happens that an interpreter is not at hand when he is wanted. Suppose in a moment of indignation-righteous or otherwise-you wanted to express your feeling by calling someone 'a blame fool," or some other mild form of sa-your casa. Dr. Bosanko, Phil'a, Pa-

vealed the astounding fact that not a bone was broken by the terrible plunge, but his nerves sustained a very severe shock. He was confined to the hospital for eight months, and did not do any heavy work for two years. In referring to his experience, he said, "I one blg yumper."

An

chill

pany

work.

Few of the men who work in the Freadwell are married. They get from \$2 to \$3.50 per day and their board and lodging. Many of them come direct from Europe to enter the employ of the company. The most of them save their money. They spend very little. They cut their own hair, do their own washing, and, in fact, get along so

examination re-

cheaply as only Europeans can. Their only regular expenditure seems to be the purchase of cigarettes, of which they are excessive consumers. Many of them leave their money with the com-The books show that over \$300 .-The largest sum due any one is seen. for a year and a half after he went to rarely rains. In summer it is extremely Now he never draws over \$10 at a time and that only at long intervals. Although the men are extremely savthey very cheerfully contribute a water of the Caspian sea. But in this hospital, and a like sum for the mainte- than 150,000 inhabitants has been built nance of the Y. M. C. A. The company spent \$9,000 in crecting a suitable building, and the membership dues defray the running expenses. It has a gymnasium with baths, besides a readingroom containing literature in all the

languages spoken in the camp. It is no small undertaking to feed all these robust miners. The butchers in the company shop cut up three beeves every day, besides quantities of fish, pork and mutton. Every day is a busy one in the company kitchen. It takes 6,000 pancakes to go around in the Four barrels of flour are morning. made into 3,800 biscuits every day. Another daily ration is 60 pounds of coffee and 175 pounds of butter. The number of eggs used daily is 2,300. Japanese boys wait on the table, and in some cases providing for their and it keeps them on the jump to stack the piles of food in front of the hardy so. From time to time the men made miners

making additions to its holdings. The mands were not granted. Finally about open up a body of ore in which there concessions were granted to the men are \$3,000,000 tons. Mr. the Treadwell manager, is authority for the statement that this ore will run strike was declared. This was complete.

out for 66 cents. It is impossible to even estimate the quantity of gold that is locked up behind the rocky walls of Alaska's mountains. Some say it is more than equal to the riches all the mines on earth have yet produced. The country we

bought from Russia for less than two cents an acre, has certainly proved to be the greatest bargain in real estate that was ever made. When Treadwell paid the freight on French Pete's goods, and took over the claim which proved to be the "glory hele" of mining history. Sometimes all the while to the hoard of wealth the world is storing in its treasure vaults,

SURE CURE FOR PILES.

Itching piles produce moisture and cause itching, this form, as well as Blind, Bleeding or Protruding Piles are cured by Dr. Bo-san-ko's Pile Remedy. Bleeding or Protrucing Files at by Dr. Bo-san-ko's Pile Remedy. itching and bleeding. Absorbs tu-50c a jar, at druggists, or sent 0. Treatise free. Write me about cured Stops

with trees, squares and large public It has numerous schools and parks. churches. A Fine Harbor.

A port has been built at a cost of many millions, where the largest ships

can lie in safety. It has stone quays and everything is built in a most substantial manner. Twenty-five years ago it was a miserable Turkish village, with absolutely no improvement of any kind. The same thing is true of Baku, on the Caspian sea. It was formerly a Tartar village, and one can still see It was formerly a their low, squat huts with the characteristic domes, and the cemeterles where they have buried their dead for

centurles. Baku has not the natural advantages of Batoum. The latter is in the midst of a rich country, well wooded and watered, with a most fertile soil. Almost anything grows well, and as there are frequent rains the country is green 000 salary is uncalled for. The company all the year. It is very different in pays no interest on this money but Baku. It is situated in a veritable strikers. agrees to pay any or all of it on de- desert. Not a tree, not a blade of grass The st The white desert sand, impregman is \$5,000. He did not draw a cent nated with alkali, covers everything. It hot, and in winter very cold. There is no fresh water. All that is used has to be distilled from the exceedingly salt dollar per month for the support of the forbidding spot a modern city of more The magician's wand that has accom-plished this wonder has been petroleum.

It is the greatest oil field in the world. The area of producing wells is not very large, but they yield about 10.000,000 gallons daily. It is this pormous gallons daily. It is this epon amount of liquid treasure that has built these cities and the docks and the railroads, and it is this that has produced the industrial troubles of Southern Russia Condition of Labor.

For some years past there has

been more or less sporadic effort to better the condition of the laborers in Baku. In general the management of the oil properties has been favorable to the workmen. Many of the companies have tried to better their condition by build-Thirty ing good houses, establishing schools amusement. But it was not universally demands for betterment of conditions

McDonald, and they went back to work.

In July of the present year another \$1.50 to the ton, and that it can be taken Every well and every refinery was de-The number of workmen emserted. ployed was about 40,000, and not a single one of them reported for work.

kinds.

The first train bringing them wrecked and several soldiers were killed successful in their methods was, wit-and many wounded. More soldiers were nessed in the absolute cessation of every know their power, and in the future sent, including a number of Cossacks. form of business. These latter are hated intensely by the

tween Baku and Batoum, a distance of 500 miles. In many places the guards were placed at distances of \$00 feet, and at important tunnels and bridges

there were scores of soldiers. Crippled Train Service.

Although the freight trains were aban doned a few passenger trains were kept running. Owing to fears of accident few passengers traveled, sometimes not more than half a dozen. On arrival at pay as taxes. the station it was impossible to get a carriage or a porter to carry baggage. The same thing occurred at the docks, Arriving passengers were obliged to carry their own baggage to the hotels, and it was a common sight to see men,

and even women, staggering along under the weight of huge valises and trunks. Occasionally a laborer might be induced by a large reward to act as porter, but they frequently abandoned their loads in the middle of the street, owing to the appeals and threats of the

The strike spread to Tiflis, an important city of about 200,000 inhabitants, situated about midway between Baku and Batoum, on the line of the railroad, thence to Batoum and then to Odessa, on the other side of the Black sea. In all these places the same scenes were re-enacted, with complete stoppage of business. This state of affairs continued from one to two weeks, and then there was a gradual resumption of business and things assumed their normal aspect.

## A Notable Striks.

The two most noticeable features of the strike were the absolute cessation of business of every description and the quietness and good order of the pe

in the streets. The whole city had the appearance of an American business quarter on Sunday morning. Every door and window was closed and not a horse or wagon could be seen. Although numbers of people were on the street.

strikers, policemen and soldiers, there was a peculiar silence. Most of the people kept within doors. Occasionally they would venture out to hear the news, and then would rapidly retreat into their houses behind closed doors and windows.

The strikers kept well separated. They well knew what would happen if they attempted to assemble. If there was The Treadwell company is constantly and increase of wages, but their de- any appearance of a gathering the police appeared and arrested as many of Juneau-Alaska property, on the main-land across Lynn canal, opposite the Treadwell, is the latest acquisition. A was called out and the strikers, crowd. This was the case in Baku, tunnel two miles long, costing \$250,000. gathered together in large numbers, where 14 strikers were killed. In will be run under the mountain. It will were fired on any many killed. Some Batoum a number of strikers formed a procession, carrying a red flag. The Cossacks charged them and killed four,

besides wounding a number. Little Violence.

In general, however, there was a lack of violence. The strikers kept good order. There was no drinking and there order. was no loud talking or discussion. The The storekeepers closed their shops, the strikers were kept well in hand by their teamsters and hackmen refused to take leaders. They were not permitted to out their wagons, all mechanics and gather in any numbers, as they had a day. laborers quit work, and there was an sad lesson during the previous strike, much different from San Franc absolute stoppage of business of all and they obeyed orders very well. One Baku the water is very bad.

never saw more than three together, and The authorities commanded the men even these small groups were constantly to go to work and the storekeepers to melting away. The police could find no open their places of business, but their one to arrest. But there was a conorders were not obeyed. They then stant patrolling of the streets on the tions will be immediately amended and threatened to send for the military. The part of the strikers. They watched the the others will be gradually improved. strikers replied that if the soldiers came stores to see that they were kept closed. they would set fire to the oil properties. They silently coerced any one who atwes tempted to work, and that they were

After segeral days of this state of people, as they are brutal and over-bearing to the last degree. They are keepers to reopen on a certain date at recognize that this advance would be mounted on small, tough horses, and in 8 o'clock in the morning. Shortly beaddition to a rifle, a pistol, a sword and fore this hour the streets were filled a dagger, they carry short whips, with with policemen. At the appainted hour to all the people. When this is done which they charge the crowds. there was not one store opened, although Russia will be in every respect one of The night that the Cossacks arrived in nearly every case the proprietor was

ains the completeness of the strike. It is safe to say that with all the concern was in close touch with evbest. Practically every one, except the noyour diligence as an employe working ery employe, whether he be general bility and higher government officials, in the interest of your concern you can perintendent or just a plain little galley sympathize more or less with this demand for political rights. In spite of never experience the keen solicitude the strenuous attempt of the Russian which every man who employs printers boy.

government to keep information from the people, they gradually are becoming business. imbued with the idea that they have a right to have a voice in the government

The whole movement was carefully planned and as carefully carried out. The leaders are unknown and they seem are so, it behooves you to use all dili- if you have gained their regard, to be men of ability. They profited by interfere with the strikers. They excuse their destruction of property by saying the authorities brought it on themselves; that if the soldiers had not been sent no property would have been injured. However true this may be, it seems that only in Baku was there any burning. The strike was just as effective in the other cities and as long continued,

but apparently there was no violence on the part of the strikers. The success of the movement was due

of the people. The force of public sen- should aid Mr. Foreman in every way was strikingly shown. timent and in the other citles they went about in your work, have faith in your duties in a half-hearted way, Phere was no animosity shown toward the strikers, and one could easily believe

## Row News Went Out.

One peculiar feature of the strike was the total absence of official or open news in regard to it. No Russian newspaper contained a single word even remotely referring to it. The daily papers of the cities were utterly silent with respect to the strike. Any foreign newspaper admitted to Russia had all references to it painted out with black paint. This is the well-known Russian policy. Everybody knew everything about what was going on. Printed proclamations in regard to the strike were circulated and posted up about the city. No one knew where they came from, but they were always at hand. In this way the news was spread and instructions to the strikers issued.

At the present moment everything has regained its normal condition. The troops are still in the cities and in the The oilfields, and the railroad is guarded throughout its length, but in a short while they probably will be withdrawn. Russia has other needs for its soldiers Even the few that were sent could be ill spared.

The results of the strike will be twofold. First, the amelioration in the condition of the workingmen. Some of them are not paid more than 30 cents a day, and the highest paid get about \$1.50 a day. The cost of provisions is not provisions is not much different from San Francisco In All the companies do not furnish distilled water to their men, and the natural water As brackish and dirty and tastes strongl of petroleum. The worst of these condi The second object of the strike, viz., political liberty, will not immediately be attained, but a step forward has been will be better able to use it. Russis has many elements of greatness. It has

in that outlandish rig?" immeasurably hastened by giving lib-erty and education and political rights Russia will be in every respect one of the greatest nations on the earth

A just recognition, a little praise for constantly feels for the interest of the a job well done, with kindly instructions in correction of faults will add to In the first place, your work is enthe recipient's value to a house two compassed within certain hours, while fold.

and in the disposition of the money they he is harassed from early morn till Second-Should grievances come, meet late into the night with complexities your employes in friendship and mutua which never reach you. confidence. Explain matters fairly and Second-Knowing that these things squarely from your point of view, and

gence in your work. It is your duty as result of your fairness and friendship the mistakes of the last strike and did a printer to use the material furnished you may rest assured that the difficulty not repeat them. They paralyzed busi-ness completely in the four large citles of Southern Russia, and except in a few pose" of accumulated "pi" by dumping strengthened to such an extent that evcases gave the government no excuse to it into a rat hole. Your dishonesty is sure to find you out.

If instructions relative to a job are ing trouble. faulty in your estimation, ask for information. Get the matter straight before you begin. Never say or think, "I don't office is not a prison house in which care a rap whether the bloody thing is they are to be confined for a fixed period. right or wrong! Let 'em hire a fore- Rather express your earnest desire that man who knows his business!"

That position is entirely wrong, and because you feel a personal interest in will inevitably result in your being in- it. That man in whom you impose concontinently "fired"-and it ought to. As fidence is bound by all natural law to the practically unanimous sympathy one of the proprietors ipso facto you reciprocate.

In possible. When you have schooled your- and see what astonishing results will Odessa even the police went on a strike self in the point where you take a pride follow. And be he the foreman ployer, set a good example to fellow He it is who spends your money, and in workmen and are ever ready to do your him you should give and receive the utthat they secretly sympathized with self in great demand at highest rate of discipline may be had among those in wages and a lifetime situation if you his charge.

wish it. Third-The two rules above cover

in the office. There are some rules of in deed as well as in name. conduct that might be laid down for This question is one of great world. moment and also one which lies largely will take little advice, no matter what the spirit which actuates it.

To be a good citizen and a valuable workman you must of necessity pay his guide there you will find fricsome attention to the moral law. Filled tion which is liable to burst into a up on whisky you are neither so com- ranging conflagration most difficult petent as a printer or reliable as a citizen, and eventually you are regarded all must be done at the sacrifice of perby your employer as undesirable ma- sonal pride in many points.

DANGEROUS EXPERIMENT

He never fails. Try him on this line in em- charge your duty is doubly imperati utmost in a squeeze, you will find your- most confidence, in order that perfect This suggestion is worth dollars to you, and its religious execution places your relations to your employer while him in a position, where he is foreman

ery one concerned will wonder how such

a trivial matter ever came to near make

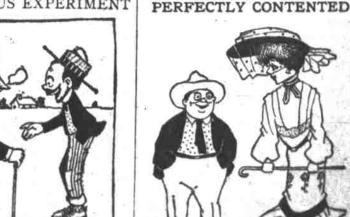
into your body of workmen that your

this job or that have special attention.

Third-Seek always to instill the idea

He is the only sort of foreman that is your guidance while mingling with the worth the name. Uphold him in every way possible.

These views, clothed in other ianwith one's conscience, and on which one guage, perhaps, are entertained by most men, and it is the rule that wh employer or employe is wholly indifferent to any moral law which should be subjugation, and which, if quenched at



"Hello, Jones! What are you doing Brown.

"Just tryin' an experiment, old chap. I bought a buildog yesterday, and now I'm going to find out if he's any good on tramps."

"You always seem to be happy, Mr

"Why shouldn't If Nobody owes me money and nobody stands a show at collecting what I owe them."