

COMFORT AND CLEARNESS ARE MONEY

Uplift Work in Factory Life
Shown to Be as Good for
the Employer as for the
Employee—Workshop and
Its Workers.

By FREDERICK J. HASKIN.

(Copyright, 1908, by Frederick J. Haskin.)
Niranga Falls, N. Y., Dec. 2.—One of the highest factors in the general uplift of the nation is the improved conditions under which manufacturing is being carried on. There are 1,000,000 more or less employed in the factories of the United States, and the relations between these and their employers are becoming clearer and more friendly because of the wide interest the employer has taken in those who help to produce the goods that are sold to the consumer.

Here at Niranga stands one of the model factories of the world. It is the head manufacturing plant of a company that exploits two foods of its making as nutritive and natural products of whole wheat, and invites the world at large and the consumers in particular to visit its plant. The average annual guest roll is 100,000. Last August 33,000 tourists dropped in at the big public reception hall, to be guided over the building and to have a light luncheon at the expense of the manufacturers.

Makes Extra Specialty of Light.
The features of the plant that make it a model for others are the architectural plan that allows 44 windows in the walls and a perfect system of ventilation, the exquisite cleanliness under which the food product is prepared, cooked, packed and sent out; the use of electricity for cooking; and the superior quality of the ware, which is arranged for the employees. Some of its features being peculiarly essential to a food manufacturing concern, were not admitted of a wide duplication among factories, but the lighting, the ventilation, the provision for the comfort of the workers could easily be duplicated in any industrial institution in the country. Already there are many that have adopted ideas from this factory and have installed improvements on their own initiative.

The company is 14 years old and had its first plant in Denver. Then it moved to Boston and Worcester, and when the waterpower development of Niranga falls became a fact of its possibilities, it moved its plant here. One of the prettiest sites, just above the falls, was selected for the site. On down to the river's edge and a beautiful view of the river and the surrounding country from the light tower, the iron framework and light colored brick, and with a floor space of five and a half acres, the factory resembles a great conservatory because of its many windows. There are 30,000 window lights in all, letting in a flood of sunshine that searches out every nook and corner of the building and allows little room for the hiding away of dust or disorder. It is only on very cloudy days that electric lights are ever called into play to augment the natural light.

Assembly Hall in the Factory.
The glass on the windows is doubled to prevent the entrance of dust or smoke, though smoke is found in a negligible quantity in this locality. The ventilation is supplied from a central tower, large fans serving to change the air every few minutes. In winter the air is warmed, in summer it is cooled before reaching the operatives. An auditorium, seating over 1000 people is on an upper floor at the front of the building. This serves as a lecture hall as an assembly place when lectures are given specifically for them and as a dining hall for the employees and the factory operatives entertain alternately. It is also open to the public for entertainments of a general nature or for benefit lectures when the beneficiary is some general charity.

On another upper floor is the girls' recreation room where they may gather after luncheon every day to read, or rest or play the piano and where each girl comes for 15 minutes in the morning and 15 in the afternoon for a bit of rest and a breathing spell. The floor above this is the dining hall, where the woman employees are served with luncheon every day at the expense of the company. Each girl is given a 15-cent check every day and she may spend it all on one meal or she may save part and have an extra spread for her-

sels the next day, the bill of fare being displayed in large letters and each item being put at cost price. A good chef with a corps of assistants prepares the food and it is served by the girls in turn, the groups being chosen alphabetically. The men are served in a similar dining hall, but pay 15 cents for a meal.

Where Cleanliness Is Coined.
In the basement are individual lockers and the needle and shower baths that have added to the fame of the institution. These baths, 22 in all, were constructed at a cost of \$100,000 and are fit adornment for a millionaire's home. There are tub, spray and needle baths, with soap and towels, all free to the girls, and not only are they free, but each is required to take at least two baths a week on the company's time. Cleanliness is preached as much for the sanitary welfare of the employees as it is for the perfection of the manufactured product that they must handle.

The girls are furnished caps, aprons and dresses, that they may be really clad for the work, without extra expense to themselves, and chairs with backs and footstools are provided for all. There are classes in domestic science for the girls who care for them, and a circulating library is maintained, the company sending to a city library for the books and being answerable for their care and for their return.

There are 240 operatives and office employees in all in the plant, and these have established a relief fund. This fund is maintained by a small contribution from each man and woman, and a smaller one from each girl every week, the sum being available for the use of anyone who is ill. Needless to say, with industrial conditions such as these in continual existence, the company has little trouble in securing employees. There is no need here of any company to continue its work in the homes of its employees, as is necessary in many other factories, and the girls are not sent to districts for them to live in and their home life is above the average, because they represent a group somewhat above the average factory hands.

Here is the first place in which electricity has been employed as a cooking agency by a large manufacturer, the crackers, baked from the shredded wheat, being passed on an endless belt through an electric cooking process, whereby each bar is indented in the cracker a current of heat at 400 degrees Fahrenheit, is imparted, and when the journey is finished the an iron handle electrically plays an important part in the factory's existence, 800 horse power being required for various utilities. The electric sign over the building is said to be the largest in the world. Each letter in the sign is six feet high and to illuminate all the letters are required 1400 incandescent lights. It took 9000 feet of wire for the electrical wiring. The biscuits that are the company's largest product are not baked by electricity. They are placed on a giant Ferris wheel that swings for half an hour through an arc of evening sky. The electric sign over the building is said to be the largest in the world. Each letter in the sign is six feet high and to illuminate all the letters are required 1400 incandescent lights. It took 9000 feet of wire for the electrical wiring.

Not Altogether Sentimental.
Everywhere there is the appearance of leisurely haste that guarantees the long service of the employees and proves the thoroughness and dispatch that comes from the adoption of business methods, and the careful training of the factory hands. Everywhere there is evident the use of labor-saving devices and the effort to make each employee's working hours comfortable. Such plans for the employees are not made for the purpose of advertising or through misplaced altruistic motives. The management will tell you that it is not sentimentality, or a fond for welfare work overdone. They know it is a good business proposition to keep their employees healthy, happy and content, and they say so. It is absolutely necessary for a food manufacturing concern to make cleanliness apparent at every turn as a permanent feature of the work, and they are doing it in the best manner. While some of the arrangements are possibly better than the average factory or mercantile house could afford or would deem necessary for its employees, the general ideas are well worth emulation. This is a model factory above the general average of today, but it will be the average factory tomorrow, for the ideas it demonstrates are becoming more general, and work like this more potent in the great uplift movement.

BRICK VERSUS STONE

Competition in Street Paving—A Public Benefit.
Portland, Or., Dec. 2, 1908.—To the Editor of The Journal.—The awakening to the real situation in the important matter of permanent street pavements in the city of Portland promises to bring much benefit to the property owners here who are all so vitally interested. Great credit in this matter is due to the councilmen who have taken the subject in hand and are working in an interest that will be of lasting and great benefit to the entire community. That Portland has been paying the top notch prices for some of her street pavements, especially her stone block streets, has been made very plain during this controversy. Any public agitation should result in a common good. Local pride and local preferences are always strong and have their recognized standing so long as local interests are best served maintaining a condition that saves money to a community and at the same time gives the taxpayer the best for his cash. If, however, the ones who pay the bills can get better results, better prices, better materials for their use by inviting and admitting competition from an adjoining district, it has ever been admitted to be good business policy to so act, just as was done when the great city waterworks were installed in Seattle. Two Portlanders, Harry Howard, now a Portland stone workman, and Sidney Smythe, were awarded a contract for many hundreds of thousands of dollars and informed that labor. It was right that they should have that work, for by inviting competition and awarding to a better firm, the citizens of Seattle saved money.

It is this competitive principle, not only in theoretical, but in actual, that makes independent cities and builders to the best purpose. As a result of this street paving agitation the Denny-Beaumont Clay & Coal company, desiring to enter into competition, introducing vitrified brick of their manufacture, that have withstood the heaviest traffic of the Puget sound cities for fully 14 years. As a plain business proposition, wherein and under which the best interest of the community is served, Portland will be served, it is but fair that this firm should be encouraged in its enterprise and be permitted to come to Portland as a competitor in the street paving materials. And this is especially pertinent in view of the now self evident fact that by the introduction of vitrified brick, the property owners of Portland will have a permanent pavement of superior advantages at a saving of practically 25 per cent over stone block charges of the past.

Vitrified brick stands on its merits as a paving material, as is well shown by reports from Cleveland, Ohio; Detroit, Mich.; Columbus, Ohio, and St. Louis, Mo. W. C. MITCHELL.

To Old Mexico.

The regular midwinter excursion to Old Mexico will leave Portland December 12th and 13th, joining the Southern Pacific solid Pullman excursion train out of San Francisco Tuesday, December 15th. The return fare Portland to Mexico City will be \$104, tickets being a limit of two months, with stops over privileges at pleasure on the return trip. A complete description of the choice of the Southern Pacific or the Santa Fe returning between El Paso and San Francisco, including the Grand Canyon. You can make a side trip into the Grand Canyon for \$6.50. Ask for "Mexico"—a little booklet story on this charming and historic country. Tickets, reservations and particulars at Third and Washington streets.

GRAND FINAL WIND-UP SALE

ONLY TWENTY DAYS MORE OF THE SALE
THAT HAS PLEASED EVERYBODY

THE UNIVERSAL SALE

SEALY, MASON & CO.'S OLD CORNER, FOURTH AND MORRISON STREETS

DOLLS GIVEN AWAY

HERE IS AN OPPORTUNITY TO GET THE CHILDREN THEIR XMAS DOLLS—BEAUTIFUL DOLLS ABSOLUTELY FREE
With every \$20 purchase a handsome \$2 Doll free
With every \$15 purchase a handsome \$1 Doll free
With every \$10 purchase a handsome 50c Doll free

PRACTICALLY SPEAKING, DUMPED OUT! The orders are to vacate within twenty days. The owners have given us positive orders to vacate the premises within twenty days. This we must do, and at the same time dispose of every dollar's worth of Ladies' High Grade Suits, Coats, Raincoats, Furs, Waists, Skirts, etc., regardless of all value. In a nutshell, these conditions call for the most gigantic price cutting of high grade merchandise the ladies of Portland and vicinity have ever witnessed. This Great Universal Sale, while it lasts, will save you actually ONE HALF AND MORE.

FREE! FREE! FREE! FREE!

During the next few days we are going to make shopping at our store unusually attractive. To every purchaser of a child's Teddy Bear Coat we give absolutely free

A TEDDY BEAR—The Children's Delight

Women's Coats Half Price

Your choice of our elaborate assortment of coats, all in the newest models—empire, semi-fitted, Napoleons—strictly tailored, loose backs and directoire, high collar, wide satin revers, self and satin-covered buttons, self-straps and braid velvet collar and cuffs. Some double breasted, others fly front or button through. They are made of broadcloths, meltons, kerseys, chevrons, in black, blue, green and mannish mixtures, brown and other colors. You will marvel at the values.

\$60.00 Coats, special	\$30.00
\$45.00 Coats, special	\$22.50
\$35.00 Coats, special	\$17.50
\$25.00 Coats, special	\$12.50
\$20.00 Coats, special	\$10.00
\$15.00 Coats, special	\$ 7.50
\$10.00 Coats, special	\$ 5.00
\$ 7.50 Coats, special	\$ 3.75
\$ 5.00 Coats, special	\$ 2.50

All Raincoats Half Price

Latest fashion, navy and black, brown and black and green and black effects, plain black and navy blue, all guaranteed waterproof HALF PRICE

\$75.00 Velvet Coat Special \$24.95

Here is an opportunity rare indeed: Only three fancy velvet coats left. These coats are absolutely model coats and are of genuine silk velvet, having been purchased specially for a Washington street store. There are to be no exceptions to this sale, so now is your opportunity to purchase a beautiful coat at a most ridiculous figure.

\$45.00 Suits \$19.85

Only 75 left of these very attractive suits. Many different styles and a host of colors are ready for your selection. \$19.85 Final wind-up sale price

Choice Any Suit in House \$24.95

Your unrestricted choice of any suit in the house values up to \$75. Final wind-up sale price. \$24.95

Odds and Ends at Money-Saving Prices

A few broken lots of Hosiery, Underwear, Handkerchiefs, Muslin Underwear, two pieces for the price of one. Here is an opportunity of a lifetime to supply your wants for HALF PRICE



\$35.00 Suits \$14.95

150 fine tailored suits go on sale tomorrow morning at one uniform price. These are all specially stylish and well finished garments. You will be astounded at the values you are offered. \$14.95 Values up to \$35.00. Final sale

\$25.00 Tailored Suits \$9.95

We have 200 of these elegant man-tailored suits left of the consignment intended for a Washington street store. Everyone is a perfect piece of workmanship. Practically every color and style is represented. Final wind-up sale price \$9.95

Silk Petticoats Half Price

Splendid petticoats of best quality, soft, rustling taffeta silk, with deep full flare flounce, accordion plaiting, and small ruffle, all colors and black:

\$ 7.50 Petticoats at	\$ 3.75
\$10.00 Petticoats at	\$ 5.00
\$15.00 Petticoats at	\$ 7.50
\$20.00 Petticoats at	\$10.00

Petticoats

Petticoats of genuine Heatherbloom and soft finished sateen, many different models; some have flare, sectional, tucked ruffle, others have clusters of shirring and sectional ruffle.

\$1.50 Black Sateen Petticoats	69¢
\$2.00 Heatherbloom Petticoats	98¢
\$3.50 Heatherbloom Petticoats	\$1.98

All Waists Half Price

We must dispose of every waist in the house. Not one, as far as we are concerned, shall be reserved. The stock is large, consisting of practically every style known in waistdom. Tomorrow the final price-cutting begins:

\$10.00 Net Waists at	\$5.00
\$ 7.50 Net Waists at	\$3.75
\$ 5.00 Net Waists at	\$2.50
\$ 4.00 Net Waists at	\$2.00
\$ 3.00 Net Waists at	\$1.50
\$ 1.50 Net Waists at	75¢

All Tailored Waists Absolutely Half Price

\$3.00 Wool Waists at	\$1.50
\$2.50 Wool Waists at	\$1.25
\$2.00 Wool Waists at	\$1.00

OUT OF TOWN PEOPLE

Should remember that our force is so organized that we can do THEIR ENTIRE BRUSHING AND PLATE WORK IN A DAY if necessary. Positively Painless Extraction free when plates or bridges are ordered. WE REMOVE THE MOST SENSITIVE TEETH AND ROOTS WITHOUT THE LEAST PAIN. NO STUDENTS; no uncertainty—but SPECIALISTS who do the most scientific and careful work.

WISE DENTAL CO., Inc.

Dr. W. A. Wise, Mgr., 21 years in Portland. Second floor, Falling Bldg., Third and Washington streets. Office hours, 8 a. m. to 8 p. m. Sundays, 9 to 1 p. m. Painless extracting, \$50; plates, \$6 up. Phone 4 and Main 3029.



The "Cream of IRVINGTON"— PROSPECT PARK

The Highest Part of IRVINGTON Ten Minutes from Town \$250,000 Spent in Street IMPROVEMENTS Lots on Easy Terms \$1000 AND UP

PROSPECT PARK is the highest part of IRVINGTON, located between Knott and Siskiyou streets on the north and south, and between East Seventh and East Fourteenth streets.

PROSPECT PARK has an elevation of 190 feet above First and Washington streets; has a full, sweeping view of all the hills and mountains surrounding Portland, and overlooks Holladay's Addition.

PROSPECT PARK is now and always will be the choicest residence property in Portland—is a part of the original tract that included the whole of IRVINGTON.

Take Alberta or Woodlawn cars at Fifth and Washington or Second and Washington streets, and a TEN-MINUTE RIDE brings you to PROSPECT PARK.

Get off at Knott street and walk just one block east. PROSPECT PARK is nearer to the city than any other part of IRVINGTON, and is connected with the city by a hard-surface pavement.

Streets run every five minutes during the day and every three minutes during the rush hours, to PROSPECT PARK. No better streetcar service in the entire city.

PROSPECT PARK has the best, most scientifically installed street improvements in the Northwest. Every detail was carried out with the idea of springing no expense to produce a perfect piece of work.

Improvements are uniform throughout PROSPECT PARK. The pavements, walks and curbs are constructed in the most approved manner, and the underground work has all been installed, so that service pipes for sewer, water and gas are extended to the property line in front of each lot.

These improvements have involved a cost of \$250,000.

Residence lots in PROSPECT PARK are protected by the most rigid building restrictions and building line, which guarantees an uniformly high character of homes to be built thereon.

These lots are offered at this time for much less than any other first-class residence property in the city, as close to the retail district, and are from a third to a half less than any highly improved property in the vicinity of Irvington.

You can secure a beautiful residence lot that will constantly grow in value on very easy terms at \$1000 and up. These prices will soon advance.

NEVER in the history of Portland real estate have you had the opportunity of securing property so admirably located, so conveniently situated and so thoroughly complete in every detail of its street and underground improvements at the low price now asked for residence property in PROSPECT PARK.

Improvements are already installed—no waiting for future improvements to popularize and increase the value of your holdings.

GET INTERESTED NOW IN PROSPECT PARK.

ROUNTREE & DIAMOND

241 Stark Street Portland, Oregon East Side Office E. 7th and Knott Sts.

Prospect Park in the Making

This is a booklet recently issued by the owners of PROSPECT PARK, which contains in the most readable form a complete description, fully illustrated with detailed wash drawings, of the different improvements that have been installed in PROSPECT PARK.

You will be interested in this novel method of advertising real estate, as it creates an interest that invariably carries the reader to the property, where some of the work is still in progress. These booklets can be had at either of our offices.