

PROFIT SHARING AS INDUSTRIAL FEATURE IN AMERICA CERTAIN

In No Other Way Can Capital and Labor Be Brought Together, It Is Said.

BEST PLAN NOT KNOWN

General Idea Is Accepted, However, by Men of Affairs Who Think Internationally.

By B. C. Forbes.

New York, Nov. 20.—(I. N. S.)—How are capital and labor in America to be brought together?

By profit sharing, I think. The greatest business minds in this country today are wrestling as never before with the whole labor problem.

Alarm is felt over the outlook—more alarm than is publicly known. I have been investigating conditions at first hand.

Financial, railroad, industrial and commercial leaders have given me their views—frankly, honestly, heart to heart.

Few of them believe the present system will or can last very long. Minds that think internationally are convinced the European war will mean a radical alignment of relations between employers and employees.

For the last two or three years American men of large affairs have groped for a solution or part solution of the labor question.

I find they are now turning toward profit sharing, almost all of them.

Rockefeller Favors Profit Sharing. John D. Rockefeller, founder of Standard Oil, would like to have his workers and other workers—some stockholders in concerns they help to build up.

He also has come to favor having workers given places on boards of directors. Had Edward H. Harriman lived the probabilities are that employees would have had representation on the Harriman railroads before now.

How to introduce profit sharing plans without incurring the opposition of labor unions is proving an extraordinarily hard problem, industrial leaders state.

One employer who has to handle over 20,000 workmen put it to me thus: "I am anxious to start a plan for allowing bonuses to the men at different plants who, through taking care, raise the quality of the product. This they can do by exercising a reasonable amount of skill and common sense."

"The men, I am sure, would welcome such an offer. But their union, I am told, would object on the ground that members must be treated alike."

"Were their men to earn more than those at other plants, the unions fear they would lose their hold on the men. I am still working on that idea, however, and I believe something tangible will come of it."

The present system of industrial warfare could go on forever.

Stock Selling Not Satisfactory. Many heads of corporations do not regard the selling of stock to employees as a satisfactory arrangement.

The plan works all right as long as good dividends are earned, it is pointed out, but when earnings fall and dividends have to be stopped, the workers are affected.

"Your own personal doubts are willing to share our profits, but not our losses," said one very large employer.

Practice of giving voluntary bonuses, fixed according to the profits, has come into vogue in certain lines, but has not been taken up so far by many large companies.

Just how to do things so as to satisfy both owners—the stockholders and workmen, is the nut which must be cracked.

I have no cut and dried panacea to offer.

I do know, however, that the whole subject is today being given the most serious study.

And I am confident substantial progress will be made before long, since necessity is the mother of invention. The argument of the continuous good work always wins production does not quite cover the ground, for, after all, only a few can become bosses.

What is needed—and will be needed more imperatively as the world progresses—is some system which will insure for the great body of sober, hard working men and women a share in the profits they spend their lives in helping to create.

This would not only stimulate efficiency, but make for contentment.

1000 Acres Gift to Wilson and Fiancee

Earle, Ark., Nov. 20.—One thousand acres of land will be presented to President Wilson and Mrs. Edith as a wedding gift by an organization of large land owners of this section.

The land faces the Mississippi river on one side and the St. Francis river on the other. It is well protected by a levee system.

United States Senator James P. Clark was chosen to carry the deed for the land to Washington.

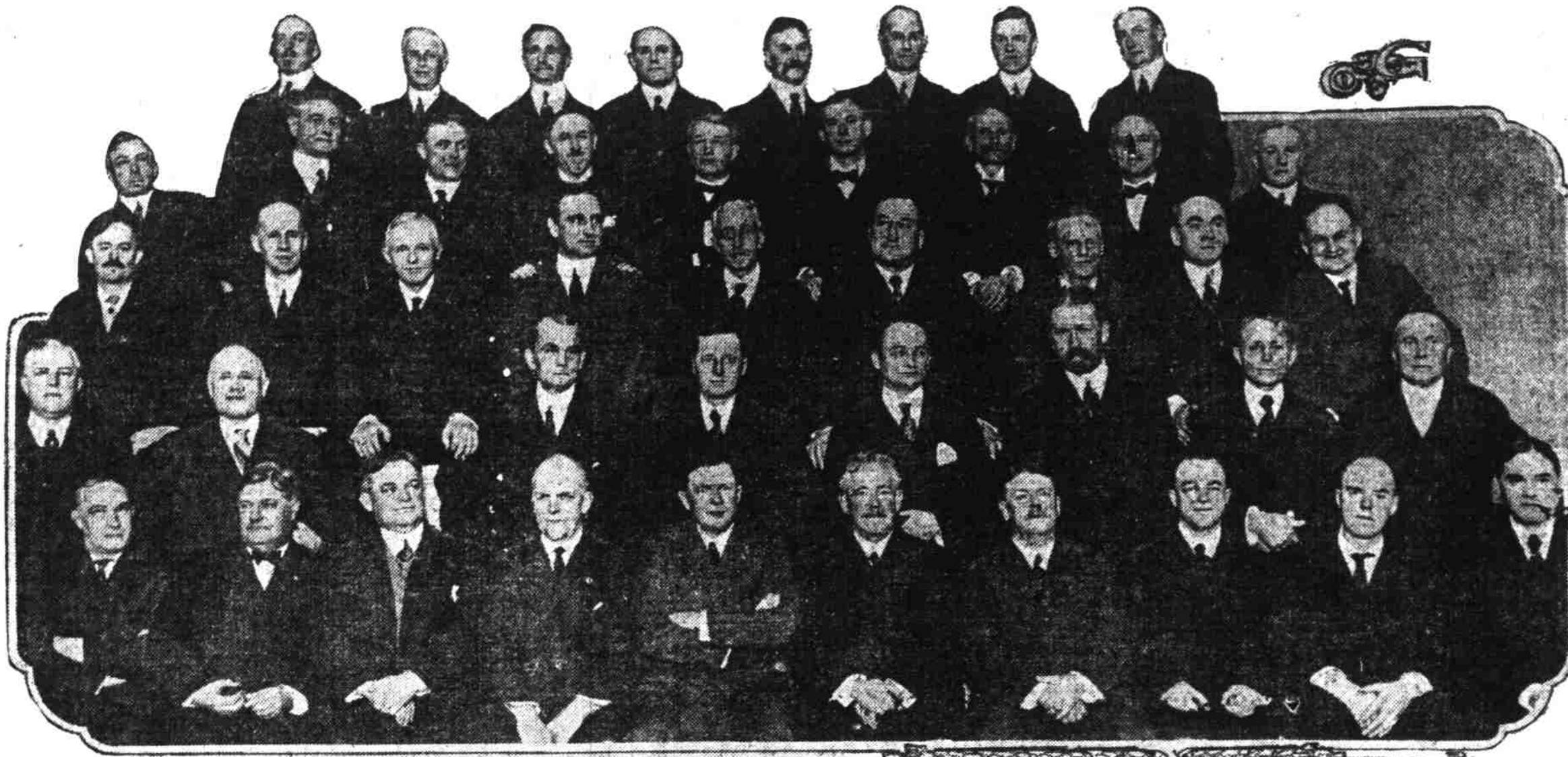
THE SIGN OF THE SATISFIED GUEST HOTEL NORTONIA

Where the Service is unobtrusive Where the beds lull to Rest Where Execution anticipates Desire— Where Pleasing is a Pleasure— Where the Viands are the Best— Where the man from all where meets the man from everywhere.

The thing that appeals—moderate prices.

11th off Washington 12th and Washington Portland.

BUGLE AGAIN CALLS TO REUNION THE LOYAL MEMBERS OF COMPANY G



Top row, left to right—C. D. Emmons, H. E. Judge, R. Martin Jr., H. D. Story, R. B. Hewitt, Dr. G. F. Koehler, J. D. Leonard, W. M. Kapus. Second row—H. M. Cake, C. M. Idleman, O. B. Stubbs, C. W. King, Dr. Curtis Holcomb, Don G. Woodward, M. G. Gorman, R. K. Lee, Dr. J. J. Pantan. Third row—H. B. Johnson, A. G. Graham, C. C. Smith, E. P. Dorsch, A. L. Upson, Ivan Humason, John Gill, Dr. B. E. Miller, C. E. Lockwood. Fourth row—Ralph K. Hoyt, George T. Willett, E. W. Moore, F. O. Northrup, G. W. Weber, J. P. Phillips, Dr. C. C. Newcastle, F. H. Fleming. Front row—F. F. Pittock, H. C. Gregg, S. A. Lee, Captain Offley, U. S. A., General Charles F. Beebe, General C. U. Gantenbein, Captain R. E. Davis, A. G. Strowbridge, H. W. Hogue.

CHANGES IN FERRIS BILL URGED TO PREVENT PRIVATE PROFIT IN UNEARNED INCREMENT IN WATER RIGHTS AMOUNTING TO A LARGE SUM

Measure Offers the Public No Safeguard for Water Rights Which Are Granted by the State, According to Attorney C. McCulloch, in Letter to Secretary of Interior.

Claude McCulloch, a Portland attorney, has written a letter to the secretary of the interior recommending changes in the Ferris bill based on facts and claims disclosed in the valuation proceeding, before the public service commission, on the proposed Portland Railway, Light & Power company. Briefly stated, the contention of Mr. McCulloch is that the Ferris bill, as amended, fails to protect the public against claims for unearned increments in water rights. "In the case of the Portland Railway, Light and Power company," says Mr. McCulloch, "this increment amounts to \$5,500,000, and it seems that in future power developments protection against such claims should be made by specific provision in the Ferris bill. There is in the bill safeguard against such claims for unearned values in the power sites proper and other rights granted by the federal government, but no such safeguard is provided for water rights, which are granted by the state. The letter follows: Hon. Franklin K. Lane, Secretary of the Interior, Washington, D. C. Sir: I desire to call to your attention the claim for land and water right values being made by the Portland Railway, Light and Power company of this city in valuation proceedings before the Oregon public service commission, for your assistance in settling this claim. The proposed bill the vital principle of actual cost valuation of other property. This valuation proceeding and the claim made by the utility therein on the land and water rights should never could, your position that the public should not pay, on buying back, the land cost price for any natural resource or right. The company named is asking to have valued its \$12,000,000 land and water rights for which it paid but \$2,251,000.

Valuations Are Given.

Mr. Griffith, a constituent, representing a consolidation of 23 constituent concerns and covering a life of 27 years, is valuing its water rights and lands during that period at \$7,811,000. For this it paid only \$2,751,000. On water rights it claims \$5,000,000. As for the land, I judge that many will say that utilities are entitled to a profit on the land in which they operate, like any other investor, but as to water, a natural resource of the state, given free to the utility, can there be any doubt that its realization against the very people that gave it, is wrong?

Yet the Ferris bill as it left the senate committee, and as it passed that it is to be reintroduced in that form, permits just that. If any right of recapture of water rights exists under the bill in its amended form which may be doubted, it is at fair value, and that the utility owners permit a large intangible capitalization.

Claim Is for \$5,500,000. Thus, the claim of Mr. Griffith's company for \$5,500,000 "unearned increment" in its water rights and lands, by other electric utilities, is to be given the express sanction of law, not only to past developments, but for the future the public must pay for values of its own creation in property that was its own.

There are those even in the West who will dissent. The practice of taking private profit from unearned increment in natural resources, while perhaps protected under the law as to real estate titles, should not be encouraged.

Luncheon Is Social Meal in Old London

London, Nov. 20.—Luncheon has come into its own in London as the meal of the day for seeing and entertaining friends, and this in circles above those where the meal is valued as an opportunity to elude the ban on treating. Not only fashionable restaurants, but the little French and Italian restaurants are losing habitual diners who do not care to face the darkened streets. But there has been a notable increase in the number of lunch patrons, so much so that tables have to be ordered in advance at quite modest establishments.

Five Million Men Killed in the War

Swiss Military Statistician Places Figures a Bit Higher Than Other Estimates That Have Been Made.

Basle, Nov. 20.—Colonel Heussler, a Swiss military statistician, calculates the total losses in killed of the fighting men on all sides in the present war at 5,000,000.

Colonel Heussler's estimate of the number of fatalities in the present war is higher than any hitherto made, whether official or otherwise.

Neither France nor Russia issues totals of casualty lists, while Germany wither combines her losses with those of Austria-Hungary or designates merely the Prussian casualties, leaving the other states of the empire to make public what they choose.

On July 31, Premier Asquith announced in the British house of commons that the first year of the war showed the total number of slain, based on German as well as British calculations, to have been over 2,000,000, distributed as follows:

Table with columns for country and number of deaths. Includes Great Britain (116,000), France (400,000), Russia (733,000), Belgium (47,000), Serbia (64,000), Japan (200), Total allies (1,269,300), Germany (482,000), Austria (341,000), Turkey (45,000), Total Teutons (888,000), Grand total (2,228,300).

On this basis, which shows a monthly average of 185,666 slain, the total of the nations recorded, omitting Japan, would be to November 15, 1915, from August 1, 1914, 2,872,551 to which may be added the unofficial estimates of those killed on the Austro-Italian front (Austrians 110,000, Italians 20,000, making a grand total of 4,017,834 killed since the war began.

Mendota Lump Coal, \$5.50 per ton delivered. Albina Fuel Co. (Adv.)

Czar Orders German Title to Be Dropped

Morganatic Wife of His Only Uncle Made Subject of Draconic Imperial Order.

Berlin, Nov. 20.—Petrograd papers arrived here report that the czar has ordered themorganatic wife of Grand Duke Paul Alexandrovitch, his only living uncle, to drop her German title of Countess von Hohenhausen. She will be known in the future as Princess Palei and the same name has been given to her children.

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LAURELHURST CLUB BUSY BOOSTING FOR THANKSGIVING PARTY

Record Attendance Expected at Function to Be Held at Multnomah Hotel.

ENGAGE TWO BALLROOMS

History of Club Organized by Residents of District Is Recalled—Women Gave Valuable Aid.

Hotel Multnomah, on the evening of November 25, will be the scene of the Laurelhurst club gala party. Both ball rooms and the mezzanine floor have been engaged for their informal, as well as formal, Thanksgiving evening party.

From present indications, the function will exceed in attendance any other gathering of its nature this year. The reason for this is that each and every member of the club is a chairman, manager and whole committee all in one, and the success of the party depends upon them.

The idea of organizing a club in Laurelhurst arose during election time in the fall of 1912. Laurelhurst Park consists of two voting precincts. At one precinct the subject was broached, and the result was that a club should be organized.

First steps toward organizing the club were taken by H. S. McCutchan, now president of the club, assisted by Earl H. Parker, Charles Ringler, Jack Keating and L. E. Maxon. The first meeting was held at the residence of E. H. Parker, at which only a few were present. Other meetings were held, with the attendance growing larger, and finally officers were elected and a location was selected for the clubhouse. A rather unusual method was taken by the women members to raise funds for the furnishing of the club. Card parties were held at different homes, at which a charge was made. In this way a fund of more than \$2000 was obtained for furnishing the clubhouse upon its completion.

Certain afternoons and evenings are set apart for different entertainments. Every other Monday afternoon a dramatic club holds meetings. Every other Tuesday afternoon a bridge and 500 party by members takes place. A charge of 25 cents is made to purchase dishes and silverware for the club. Orchestra Holds Rehearsals. Every other Monday evening the club orchestra, which consists of 25 pieces and under the direction of John C. Boyer, uses the club for rehearsal. It is the intention of the club that, should the city officials shorten the city park band schedule next year, the orchestra, with an addition of five pieces, will render concerts for the surrounding citizens. A dance class, under the instruction of Mr. and Mrs. A. C. Holmes, is held in the club rooms on every other Tuesday night. All latest dances are taught free of charge. Between 35 and 60 members take part in the class. The dramatic art class, in charge of Mrs. Josephine Hammond, of the Reed institute, holds forth at the club every other Wednesday evening. Dance and card parties are held alternately in the club on Friday nights. Over \$2000 has been paid on improvements and club indebtedness this year. On June 14 a country fair was held at the club.

Your Fuel Supply should be replenished at once. The Prepare for Winter days in today's fuel dealers to choose from. (Adv.)

Advertisement for Wheeler Optical Co. featuring 'The Eyes of This Generation' and 'WHEELER OPTICAL CO. 5TH FLOOR, OREGONIAN BLDG.' with a circular logo.

Advertisement for Thanksgiving Day featuring 'THANKSGIVING DAY!' and 'The good, old Thanksgiving Day will never again be the same for those who love the cheer of the golden juice of Mother Earth's grain.'

Advertisement for Liquors featuring 'Liquors' and 'PURE CALIFORNIA WINES (bottled in California)' with a list of wine types and prices.

Advertisement for High-Grade Whiskies featuring 'HIGH-GRADE WHISKIES' and 'Five different WELL-KNOWN WHISKIES' with prices.

Advertisement for Pure California Brandies featuring 'PURE CALIFORNIA BRANDIES' and 'REGULAR \$3.50 BRANDIES' with prices.

Advertisement for Spring Valley Wine Co. featuring 'Spring Valley Wine Co.' and 'SECOND and Yamhill—Main 589, A-1171'.

Advertisement for a new overcoat featuring 'ON Thanksgiving Day, whether you walk, ride or motor you'll want a new Overcoat, for Thanksgiving airs are crisp and nippy' and 'Come to this store to see the models that are in the mode. You'll find here beauty, fit, ease and luxury of fabric at a modest price.'

Advertisement for Ben Selling featuring 'BEN SELLING' and 'Morrison Street at Fourth' with an illustration of a man in a suit and a turkey.