

LOYAL LOGGERS DISCUSS FUTURE OF ORGANIZATION

Delegates Meet Here to Plan for Continuing of Work During Times of Peace.

GENERAL DISQUE SPEAKS

Advices Close Cooperation of Capital and Labor as Essential to Mutual Welfare.

(Continued From Page One)

fact that such is necessary to the other and that prosperity for one must mean prosperity for the other.

The vote on the continuance of the loyal legion was scheduled for this afternoon and predictions were made that only a small minority would oppose its permanent organization.

Mustal numbers were rendered ably by the First Provisional Regiment band.

Brigadier General Brice P. Disque, commander of the spruce production division, credited to the cooperation between employers and employees which has existed through the medium of the Loyal Legion, much of the success which has attended the northwest's patriotic lumber production for airplanes and ships.

"We have traveled together through the past momentous year," he said, "without a single interruption of labor difficulty, largely because of the wonderful spirit of helpfulness which has prevailed both among employers and employees. The value of this assistance to your government can never be estimated. It has rendered possible the ships to move our troops and supplies to the battle front as well as a 1500 per cent increase in the production of aircraft lumber.

A year ago our enemies had a superiority of airplanes on the west front America and her allies had six machines in the air to their one when the armistice was signed. Our own American airmen have had produced for their use a total of 11,600 airplanes and at the time of signing the armistice we were producing for them over 3000 a month. They have made good our promise that we would produce the best in the world by downing almost four German ma-

chines for every one of ours downed by the Germans. Your part in making all this possible has been a definite one, one which your government clearly recognizes and appreciates and one which you and your posterity may always think of with pride."

General Disque made, however, some comments on the relations of employers and employees which were of startling nature.

"The time has come," he averred, "when the business men of this country must think in terms of the laboring man and the laboring man must think in terms of the business man; when each strives to imagine himself in the other's place; when cooperation and not conflict should be the watchword. The opportunity to lead the lumber industry of the Pacific Northwest to the permanent establishment of industrial peace is yours; I have called you here to register your decision."

"Are the interests of these human beings with labor to sell and with capital to employ necessarily antagonistic or necessarily mutual? Must the advance of one retard the progress of the other? Should their attitude toward each other be that of enemies of partners? The answer one makes to these fundamental questions must constitute the basis for labor and capital."

Falses Motions Held

"My burden has not been light during the past year, but I have taken time to study most carefully the great variety of labor organizations that exist today in all parts of the world. All of these organizations set forth as their mission the betterment of conditions for the laboring man, many of them claim to provide for cooperative betterment of employer and employee, and a few of them are accomplishing their purpose."

"I have noted with regret, however, that a majority of labor organizations are founded upon class distinctions, too many set upon the principles that 'might is right' and that labor is the natural enemy of the employer and must secure its rights through force."

"Such labor organizations become as autocratic and tyrannical as some organizations of capital have shown themselves to be, whenever they have sufficient power. I find that all such labor organizations are inspired and led by men who are neither workers nor managers; men who are further separated from the real labor problems of industry than the big business managers who are already too far separated from their employees."

Some Leaders Are Wrong

"Laboring men ordinarily are not experienced in business affairs and naturally delegate their power to those of their number who are quick witted, keen and energetic. These delegates are become paid professionals and settle down as perpetual champions of labor in the war against the employer. All men are ambitious to be successful and some labor officials measure their success by the number of fights they can set up with employers. Unfortunately laboring men themselves in many instances have encouraged this type of of-

ficial and to hold his salaried job he feels that he must produce his quota of so-called victories over employees."

"Not all labor officials are of this type. On the contrary I have met in my office some representatives of organized labor during the past year, who were broad gauged, patriotic citizens, actuated by a sincere and intelligent desire to play fair and square and in all instances where I had problems with them they cooperated in a splendid manner."

Employers of Many Types

"It has also been my privilege during the past year to look into organizations of managers. Here also I have found all kinds, some with good motives and some with bad. The majority of these have no thought of improvement of the laboring man's condition, very little consideration is given cooperation with labor and too seldom is it acknowledged that labor is the most necessary thing about their business. I have found operators who had no conception of their duty to humanity and others who will go bankrupt trying to outdo the laboring men."

"Some employers still think a man's labor is a chattel to be bargained for. They think they can succeed by permitting foremen to curse their men; in fact by totally disregarding the fundamental fact that their relations are human and to succeed they must cooperate with the laboring man."

"I have found operators who will squeeze down on the old and trusted employee often because that employee has become burdened with a family and is helpless to change about, and sometimes they will take advantage of the very loyalty and confidence of an employee by withholding a fair wage just because they can."

Most Employers Human

"But the great majority of employers are human; they are fair and want to play square. The one thing they seldom get is the real viewpoint and condition of the employee. It is the lack of understanding again and they will never get it without frequent open talks with their men."

"Industrial peace will never come so long as either employer or employee believes that he is being deprived of rights honestly belonging to him."

"Arbitration and conciliation should be applied to all departments of a business wherever there is a conflict of interest. * * * Patience and self control are essential. * * * I have found that disputes once settled, even if one side loses, are seldom causes of trouble. It is the unsettled disputes that are dangerous."

Must Have Interest

General Disque said he found both an Army officer, as warden of the Michigan penitentiary and as head of the spruce production organization—that the spruce production organization that they work and their confidence in their work and that they will do under compulsion. He described the following as the beneficial results of the Loyal Legion:

"Uninterrupted operation of the plants

IMPROVED METHODS CUT COST OF ROAD CONSTRUCTION HERE

County Roadmaster Reports Road Machinery Lowers Cost of Resurfacing 50 Per Cent.

New road machinery and improved methods have this year cut the cost of resurfacing the macadam roads in Multnomah county more than 50 per cent, according to William A. Eatchel, county roadmaster and surveyor.

The county commissioners, accompanied by Mr. Eatchel, made an inspection this week of road work recently completed and that now under way. Their trip included the recently completed resurfacing of Eighty-second street and the Section Lane road. Work of resurfacing Millard avenue is now in progress.

"As nearly as I can determine," said Mr. Eatchel, "the cost of resurfacing the county's macadam roads has heretofore been about \$250. During the past year we have reduced this to about \$100 a mile. Our savings are due to the fact that this economy has been by the purchase of new machinery. The county has invested in new road machinery during the last year \$900. This equipment has already paid for itself. In other words, the county has completed its road program for this year and in addition has in full for the new machinery."

It is the plan of the county road department to complete the resurfacing of the macadam roads in the county during the coming year. This is done by scarifying the surface, grading, applying crushed rock and surfacing with gravel, which is rolled and bound into a compact surface. Under the old method only about three blocks could be resurfaced a day, but with the new machinery a half mile of new surfacing is completed in the same time.

The contemplated improvements for the coming year embrace most of the macadam roads located in the southern and western portions of the county.

periences from late events, which will give it its force and enforcement."

It was public opinion, and not armies and navies that won the war over Germany, Lewis declared.

He said his fears were prompted by his confidence that the league would succeed and not that it would fail. He hastened to make clear by this he meant that when a dispute had been settled in America's favor "a claim from other countries of a reciprocity based on demands which may run wholly contrary to some of the fixed cardinal principles of the government might exact so much that it yielded to could weaken the future link with the future years."

however much it strengthened the present." If denied, he said, the United States would be placed in the position where had faith or hypocrisy could be charged against the league of nations idea.

Japanese Issue Predicted

Senator Lewis foresaw the possibility that Japan would prevail upon Great Britain and France to demand that the United States remove its bar against Asiatics as a reward for its services in the war.

"If these European allies decline they become the victim of Japan's natural discrimination in trade and her opposition to these nations longer holding spheres in Asiatic lands," he said. "If they consent and prevail successfully on us, they will exact of Japan and her associates to command of us the taking down of the bars of obstruction to Europe in South and Central America—called the Monroe doctrine. From all these our tomorrows are filled with perils and our tomorrows with a warning."

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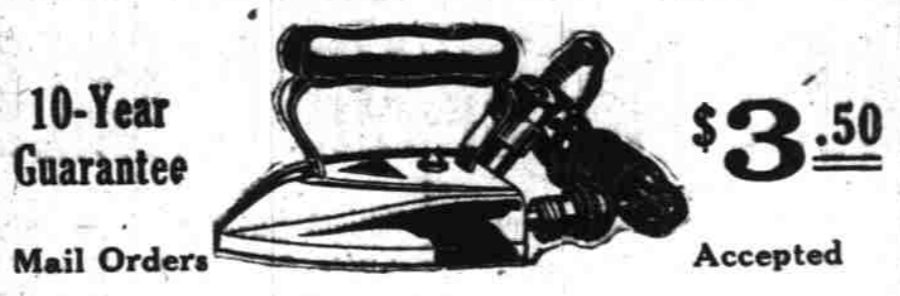
U. S. Not to Send Ships

Washington, Dec. 6.—(U. P.)—Reports from Peru that three American warships were to be sent there were denied today at the state department.

"The Public Must Cooperate"

This is the edict of the city health department in connection with the new battle against Du. Gerie with Parula Chlorin. This keeps the throat and mouth sterilized and you are less likely to contract disease of any kind. See and 11 bottles at all drug stores.—Ad.

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NOTICE—To avoid crowding and standing we sell only tickets for seats we have reserved. When entering theatre please take seat as directed or return to ticket office for refund of admission. C. B. JENSEN.

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Elimination of grievances as a disturbing factor.

Good will developed to a high degree.

The creation of a community spirit.

A substantial step forward toward the brotherhood of man.

Makes Recommendations

The extension of the loyal legion, he suggested, might include committees on cooperation and conciliation, safety and accidents, health and housing, recreation and education; health, accident and old age insurance, hospital care of sick and wounded, cooperative stores of loggers' clothing and supplies; occupation and development of logged-over land; Americanization and education of newcomers from foreign lands, employment offices, and provision for a minimum wage throughout the industry which will insure comfortable living for the worker and a sufficient surplus to provide against sickness and old age.

General Disque spoke doubtfully of maintaining war wages if demand does not warrant. As a farewell, for General Disque expects to leave within three or four months, he concluded:

Advised Goals Real

"We have played a big game and we have won. We fought for the right of all men to pursue happiness on this earth in their own way. Our way in America is clearly defined and the best on earth; it is for us to preserve it and the duty in this connection is both individual and collective. You are going to face many problems in the future of your industry; you and you alone must solve them. Are you going to do it through separate and antagonistic organizations or through one organization big enough for employer and employee, based upon mutual respect and confidence and guided by the greatest rule of the human conscience. Therefore all things whatsoever ye would that men should do to you, do ye also unto them."

SEES PERIL FOR U. S. IN FUTURE

(Continued From Page One)

of the friction and the settlement of the disputes composed upon the basis of the religion for justice among civilized nations and the virtue for humanity of a Christian people."

Senator Lewis said that to the president going abroad he would give "the Lord's special command to Moses."

"Observe that which I command thee this day—behold I drive out before thee the Amorite and the Canaanite, the Hittite and the Jebutite. Take heed to this, lest thou make a covenant with the inhabitants of the land whither thou goest, lest it be for a snare in the midst of thee."

Force Will Spell Failure

The speech created a sensation. It had been previously announced and carefully prepared. Practically the entire senate was on hand to hear the young senator, assuming that he would speak with the authority of the president.

"There has been the greatest desire at the capital to learn what the president's views on the composition and the duties of the international league of which he is chief sponsor."

Senator Lewis stated emphatically that there was no idea on the part of those high in authority that the decrees of the league of nations should be enforced by international armies and international navies.

"As to the question of enforcing these judgments by army and navy let it now be announced that no judgment that is to be enforced by army or navy will ever be enforced," he asserted.

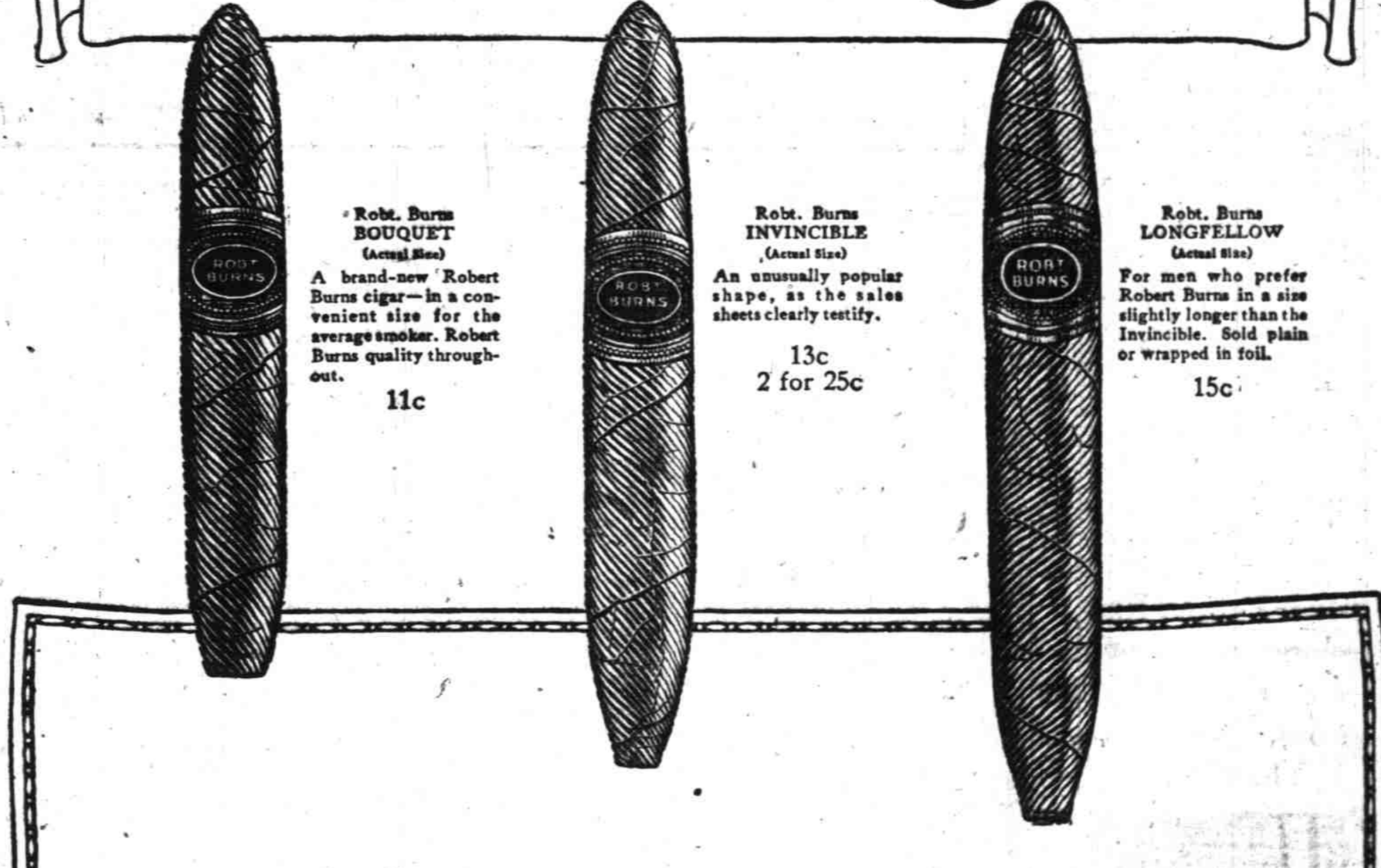
"Whenever armies are to be called in and war is to follow, this is an announcement that the tribunal has failed and the purpose of it has fallen."

Public opinion must be the great sustaining force of the international tribunal of the future, Senator Lewis said. If a decree so transparently unjust that it ought not to be enforced should be rendered, he believed no country would allow its forces to attempt to enforce it.

Public Opinion Greatest Weapon

"Public opinion would not tolerate such," he said. "If it is a judgment that ought to be enforced it is the public opinion of the day enlightened by ex-

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