

GOVERNMENT EMPLOYEES WANT BETTER PAY AND MORE MERIT RULES

Claim is Made That 50,000 Federal Employees Serve at Less Than a Living Wage.

BY W. H. ATKINS.
International News Service Staff
Correspondent.
WASHINGTON, Sept. 24.—Readjustment of the government upon a better business basis, along lines laid down by President Harding and Director of the Budget Dawes, will be supported to the limit by the army of workers on Uncle Sam's payroll.

This assurance came recently from Luther C. Steward, in a formal statement of policy which has been laid before the annual convention of the National Federation of Federal Employees in New Orleans, which will close its sessions September 16.

But the government workers, President Steward said, will lay before government heads a broad program for more adequate pay and better consideration of the "human factor" in the moves now being made to inject economy and higher efficiency.

The government will not be put upon a better plane of efficiency until the merit basis is thoroughly established and less "political pull" is permitted to sway officials in the matter of selections of employees for promotion, he said.

These are some of the conditions, to which President Steward called attention, and matters with which the New Orleans convention is dealing to bring about improvement in government administration:

There are 50,000 men and women employed in the government service at less than a living wage.

Laborers Best Paid.
There are about twelve different rates of pay for the same class of work.

Scientists and other experts are paid less in many instances than the wages received by common labor.

Hundreds of jobs are vacant because low salaries will not attract qualified talent.

Political methods of appointing "favorites" must be abandoned and the merit system installed.

"Wasted motion," in the government service, costs the taxpayers millions of dollars annually.

President Harding has received, in a visit from officials of the Federation, promise of loyal support in every move he contemplates to remove existing abuses and improve conditions of employment for the workers.

"Work for the government is opportunity for service—let's all pull together," was the president's warm message to them.

President Steward, discussing the time-worn methods of running the government, said:

"We are beset with conditions which show a complete lack of consistency as to an employment policy, complete lack of standardization in personnel conditions and great waste of human

effort, human material and government funds."

The convention, it is said, is aiming to band all government workers together in a plan to inspire a new point of view upon the part of congress and the public, with regard to the government workers.

They would change the view of congress that the great body of workers on Uncle Sam's list are merely a "great aggregation of jobs."

Merit Base Is Sought.

The convention, Mr. Steward announces, is seeking ways and means to secure legislation for complete reclassification of the United States civil service on a strictly merit basis with modern employment standards.

Sex discriminations within the government service would be torn down, if president Steward's policy is carried through.

Government workers who are leading the movement for better legislative treatment from congress and who are figuring prominently in the New Orleans convention are:

Luther C. Steward, Kansas City; Gertrude W. McNally, Washington, D. C.; John Fitzgerald, Brooklyn; Chas. L. Wiegand, Baltimore; Richard Nash, East St. Louis; William L. Sleep, Bos-

ton; S. T. Kinsell, Philadelphia; M. J. Hines, Leavenworth, Kansas; Edwin J. Tobin, St. Louis; E. C. Dauphine, Dayton, Ohio; E. J. Newmeyer, Washington, D. C.

Ask Standard Salary Scale.

President Steward's plan outlines the following as basic principles upon which government workers must be brought solidly together.

"1. A uniform employment policy affecting working conditions and salaries, determined by a central administrative agency after consultation with department heads, this agency to have power of review and to constitute a board of appeal.

"2. A standardized salary scale based on skill and training required for the work performed, with just relation to the cost of living as determined by official investigations.

"3. Appointment, allocation, promotion and removal in accordance with proved qualifications determined by the correlating agencies, i. e., the U. S. Civil Service Commission, and the Budget Bureau in consultation with appointing officers.

"4. Equal pay for work of corresponding skill, with equal opportunity for promotion, irrespective of sex."

herders come to an understanding regarding grazing-ground rights and similar matters. Government representatives give talks on reindeer breeding and after scientific guidance for the development of an improved breed of stock.

In recent years reindeer have been distributed to practically every section of western Alaska, and herds may be found from Point Barrow down to the Aleutian Islands.

Reindeer meat has been sold to the people of Alaska for many years, and until recent years the supply has not exceeded the local demand. Prospectors often purchase sled deer in the fall for transporting their supplies on the trail; on arriving at their destination, the deer are butchered and utilized as food.

Recently serious consideration has been given to a means of exporting the growing thousands of surplus deer to the United States.

A cooperative cold-storage plant, operated as well as owned by native reindeer men and under the supervision of the educational department, is being advocated. Within the next year or two, it is anticipated, a market for distributing the meat will be established in the United States.

For the native, reindeer raising holds great promise. It costs less than \$3 per head to raise the deer, which will dress 150 pounds of choicest meat, selling at 20 to 25 cents a pound, or more than \$30 per carcass.

RODEOS HELD WITH REINDEER AS STARS

(By Lawrence William Pedrose, in the November Popular Mechanics Magazine.)

In the vicinity of the Kobuk River, Alaska, 50 miles north of the arctic circle, there are held annual "rodeos," which for picturesqueness, skill of exhibitors, and in popularity are comparable to the "round-ups" of the western part of the United States—yet there is not a single horse or steer or saddle or "six-gun" within hundreds of miles of the scene.

These rodeos are conducted under the auspices of the United States Bureau of Education for the natives of Alaska, for the advancement of the reindeer industry.

Importation of reindeer into Alaska began in 1892, when 80 animals were obtained in Siberia for experimental purposes. Today there are approximately 150,000 reindeer in the territory, distributed among the 80 herds, 70 per cent of which are owned by natives. A system of apprenticeship has been established for distributing the reindeer among the natives. The town of apprenticeship is four years.

At the fairs all matters pertaining to reindeer are discussed, and the



Give Her Comfort

Man Works From Sun to Sun But Woman's Work is Sooner Done---by Using ELECTRICAL HELPS

You cannot expect old adages to hold good in these modern times. The man who wrote "woman's work is never done" didn't take into consideration the modern electrical appliances that dispel house work with neatness and dispatch.

Electrical ranges, washing machines, vacuum cleaners, irons, toasters, percolators and the many other things that lighten house work and enable women to enjoy living during the hot summer time under the cooling breeze of an electrical fan are here

Your wife is entitled to these comforts and conveniences.

Easy payment plan on all these modern home conveniences.

PACIFIC POWER & LIGHT COMPANY

Always at your service

HOW DO YOU KNOW IT IT WILL BE A GOOD SHOW?

You know because that's the sort of reputation the Pendleton Round-Up has.

You know because it's a good show every year.

You know, because Pendleton couldn't afford to let it be anything else, since all America's attention is focused here.

It's the same with Paramount Pictures as with the Pendleton Round-Up. You know by the name—that's how. Not by the title, nor the plot, nor the cast, but by the name that GUARANTEES quality in ALL these.

A PARAMOUNT PICTURE

Though times change, though personal popularities wax and wane, one thing is constant, and that is the steady demand of the whole nation for Paramount Pictures.

Know what to go by in all the ins and outs of your motion picture experience. Know that Paramount ALWAYS delivers.

Find that name at Pendleton's theatres, or anywhere else, and you'll find a good show.

For Example---Watch Coming Announcements