



Mrs. Expectant:—

If you could peep in our store and see what thoughtful husbands are buying for their wives—fathers for mothers, mothers for fathers, etc.—you would know would know Santa Claus STILL LIVES.

We have wonderful pieces of attractive furniture that are going to add to the beauty of many a home this Christmas. Why not yours?

Say to your husband: "I want furniture."

The selection is still good, so come in and let us show you the many sensible things you can buy at low prices for your loved ones, and make this for them a very Merry Christmas.

Our Furniture FURNISHES

Respectfully yours,

BERRY PIANO and FURNITURE CO.

"DOINGS" OF THE 4Ls

(Continued from Page 1.)

crease in contribution. The setting of standards is not an opportunity for the workman to get more money for less work, or for the manufacturer to get more production for less pay. It is instead a basis by which both can find their just dues.

"It has become generally recognized that scientific time study is the only fair method by which to set standards of production. A time study is an effort to break down into the primary elements all the complex movements that go to make up a working operation and then to record the time of these elements. It is remarkable how comparatively few of these simple elements there are, even in the performing of the most varied and complicated work.

"Time study takes into account all the time necessary to produce a given result, regardless of whether the time is spent directly on the garments or is spent in contributing to the result. For instance, it reckons not only the time taken in closing a seam, but also the time necessary for getting ready the garment, getting the thread, unbuttoning the garment, threading up the machine, etc., etc.

"The contributory times, particularly, cannot be standardized for all plants, for the system of production used in each shop will have a large influence on these times. Even on the direct times, the system of production will have considerable effect, for it is obvious that a workman can do ten garments of the same kind in less than ten times the time he takes to do one. Standard rates do not, therefore, mean that the time for doing a garment shall be the same in all shops, but only that the making of the garment shall be based on standard elements.

"The result should be that a work-

man able to earn a certain sum per week in one shop could go to another shop and with exactly the same amount of effort earn the same sum. Standard rates mean that all men of equal ability and skill in their handicraft can make equal earnings, regardless of the garment they are working on or the shop conditions under which the garment is made. Standard rates do not mean that the same garment will bear the same rate in every shop. In those shops where every help and aid is given the workman the rate for the garment would naturally be lower than in the shop where the workman is expected to look out for himself. In the first shop the management spends extra money to help the workman.

"Nor does this necessarily work to the detriment of the 'self-help' shop, for whereas its labor cost may be higher, its expense or organization cost is considerably lower. For it is a fundamental rule that, given equal wages for workmen, a decrease in direct labor cost necessitates an increase in expense cost.

"It will greatly facilitate the taking of the studies and work out to the best advantage of both workman and employers if the standard rate is set at a reasonable figure; reasonable in that a very large majority of the workers can do better if they desire to, and without undue exertion. It can benefit neither side to set the standards very high or very low, for the results will be the same in either case, although they will be more difficult to arrive at.

WHAT WE ARE DOING

George Davenport, Chairman of Springfield Local No. 70 is again on deck after a week's illness. George is one of the "Live Wires" in the 4L family.

Willie Clark (who is superintending the rebuilding of the Booth-Kelly company's mill at Wendling made a flying trip to Springfield, Saturday. Willie is ex-chairman of Local No. 70. He informs us that he will be back to Springfield within a few days.

Mr. George Ditto, Secretary of

Catarrh Can Be Cured

Catarrh is a local disease, greatly influenced by constitutional conditions. It therefore requires constitutional treatment. HALL'S CATARRH MEDICINE is taken internally and acts through the Blood on the Mucous Surfaces of the System. HALL'S CATARRH MEDICINE destroys the foundation of the disease, gives the patient strength by improving the general health and assists nature in doing its work.

All druggists. Circulars free. F. J. Cheney & Co., Toledo, Ohio.

THE First National Bank of Springfield

Wm. G. HUGHES, President.

LLOYD C. MARTIN, Cashier

E. E. BRATTAIN, Vice-President.

SPRINGFIELD, OREGON

Report of Condition on Nov. 15, 1920.

Resources		Liabilities	
Loans and Securities.....	\$219,773.50	Deposits	\$297,178.50
Banking House, Real Estate.....	36,193.86	Circulation	6,250.00
Furniture and Fixtures	2,863.56	Capital	25,000.00
Cash and Exchange.....	78,236.62	Surplus	5,000.00
		Undivided Profits	3,639.94
	\$337,067.54		\$337,067.54

DIRECTORS

CHAS. L. SCOTT
E. E. BRATTAIN

Wm. G. HUGHES
L. K. PAGE
J. F. SMITH

LLOYD C. MARTIN
E. F. McBEE

Resources Nov. 15, 1920\$337,067.54

Resources June 30, 1920..... 304,767.01

Increase since June 30.....\$32,300.53

MEMBER
FEDERAL RESERVE
SYSTEM

Local No. 70, Springfield has returned after an absence of six weeks; during which time he visited relatives in Nebraska and Kansas.

At the last regular meeting of Local No. 70, Springfield, Monday, Nov. 22 a large majority of the members were present. At the close of the meeting the ladies of the 3Ls surprised the members with a nice program and dinner, which was greatly appreciated as was evidenced by the applause; also appetites.

The Meneley Lyceum System presented its first entertainment, (under the auspices of the Loyal Legion), at the Methodist church in Springfield, Ore., Tuesday evening, Nov 23rd.

This entertainment "Uncle Sam's Neices" presented to a full house by four young ladies is one of the best ever presented to the people of Springfield and was greatly enjoyed by the audience as evidenced by their applause and comments.

Their musical numbers and impersonations prove that they are artists in their line and the Meneley Lyceum System is to be complimented in securing such a talented troupe.

At the beginning of the entertainment Mr. Geo. Davenport, Chairman of the Loyal Legion, explained the principles of the 4L organization and its scope of work in this vicinity.

He stated that the impression was prevalent with some people who were not familiar with the Loyal Legion, that its main object was to secure a big wage for a short day's work; which assumption, he informed, was erroneous; for the Loyal Legion of Loggers and Lumbermen, being an association of employers and employees working on a 50-50 basis to provide methods for the maintenance of harmonious relations and the promotion of each others welfare, is endeavoring to make everyone a loyal citizen of these United States. In sections of the country where there are no educational facilities the Loyal Legion maintains night schools where a man may learn to talk, read and write the English language and be enlightened as to the fundamentals of our Government. Owing to the excellent educational facilities in this vicinity we are working along the

line of entertainment.

NEWS OF OTHERS

Local 11, Dist. 8, Bellingham, Puget Sound Sawmill & Shingle Co., won the set of boxing gloves for sending in the best definition of a "PIKER"; here it is, brief and to the point:

"A Piker is one who has the unmitigated crust and gall to enjoy fruits gained by a law-abiding, liberty loving people, without effort on this part, either mental, moral, or physical: Chinook translation, 'You cook 'em, I eat 'em'."

Dr. Tharaldsen has resigned his position as sanitary officer. He will return to private practice January first, but will give part-time service to the 4L till Spring.

Field Officer Smith says the 4L hospital at Grays Harbor, Wash. will be a sure go.

A big local at the E. K. Wood mill

in Hoquiam has been organized, and another dandy at the Blagran mill is expected soon.

C. V. Wolfe reports that locals at Winchester and Elk River, Idaho have re-organized and largely increased their membership. He also indicates revived interest at Sandpoint, where a membership contest has been enthusiastically started.

B. R. Lewis is reported in the American Lumberman as saying: "The Clear Lake Lumber Co., will resume manufacturing when we can operate on a 10-hour basis, at a wage scale that will enable a profit." Mr. Lewis has not been in harmony with the 4L idea, his company is not affiliated. Confirming the above, field officer Hayes reports that the following notice has been posted at the plant in Clear Lake: "NOTICE: after November 10th all wages in this plant will be reduced 25%. (Signed) J. H. Jolly, Supt. Clear Lake Lbr. Co."

Another Royal Suggestion

DOUGHNUTS and CRULLERS
From the NEW ROYAL COOK BOOK

DOUGHNUTS!
There is nothing more wholesome and delightful than doughnuts or crullers rightly made.

Doughnuts

3 tablespoons shortening
1 cup sugar
1 egg
1 cup milk
1 teaspoon nutmeg
1 teaspoon salt
3 cups flour
4 teaspoons Royal Baking Powder

Cream shortening; add sugar gradually and beat eggs; stir in milk; add nutmeg, salt, flour and baking powder which have been sifted together and enough additional flour to make dough stiff enough to roll. Roll out on floured board to about 1/4-inch thick; cut out. Fry in deep fat hot enough to brown a piece of bread in 60 seconds. Drain on unglazed paper and sprinkle with powdered sugar.

Crullers

4 tablespoons shortening
1 cup sugar
2 eggs
3 cups flour
1 teaspoon cinnamon
1/2 teaspoon salt
3 teaspoons Royal Baking Powder
1/2 cup milk

Cream shortening; add sugar gradually and beat eggs; sift together flour, cinnamon, salt and baking powder; add one-half and mix well; add milk and remainder of dry ingredients to make soft dough. Roll out on floured board to about 1/4-inch thick and cut into strips about 4 inches long and 1/4-inch wide; roll in hands and twist each strip and bring ends together. Fry in deep hot fat. Drain and roll in powdered sugar.

ROYAL BAKING POWDER

Absolutely Pure

Made from Cream of Tartar, derived from grapes.

FREE

New Royal Cook Book containing these and scores of other delightful recipes. Write for it TODAY.
ROYAL BAKING POWDER CO.
115 Fulton Street, New York City

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The sure way to put pep into your job on a rainy day is to get into a

FISH BRAND Reflex Slicker

There is a FISH BRAND garment for every kind of wet work or sport



ALL TOWERS CO. ESTABLISHED 1836 BOSTON MASS. FISH BRAND

PEARL OIL
(KEROSENE)
HEAT AND LIGHT
A CLEAN ECONOMICAL FUEL FOR OIL COOKSTOVES, HEATERS & LAMPS

STANDARD OIL COMPANY (CALIFORNIA)