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INDUSTRIAL CONFERENCE REPORT FILED

WASHINGTON, April 13.—Joint organization of management and employes "as a means of preventing misunderstanding and of securing co-operative effort" throughout American industry is proposed by the Industrial Conference appointed by President Wilson in a report to the President.

The conferees in their report state that they have modified the tentative plan of machinery to adjust disputes in general industry by conference, conciliation, inquiry and arbitration, announced by the conference on December 29, 1919, and that they have endeavored to develop methods of prevention rather than adjustment of labor difficulties. The modified plan, devised since the conference reconvened last January 12, it is said, makes machinery available for "collective bargaining with only incidental and limited arbitration." The plan has been extended to cover disputes affecting public utilities other than steam railroads, and also to government and other public employes.

In addition the report analyzes the development of industrial relations, hours of labor, women in industry, child labor, housing, wages, profit-sharing and gain-sharing, thrift agencies, inflation and high cost of living, agriculture, unemployment and a public employment clearing house.

Causes Set Forth

The causes of industrial unrest are set forth as including "the rise in the cost of living, unrestrained speculation, spectacular instances of excessive profits, excessive accumulation and misuse of wealth, inequality and readjustment of wage schedules, release of ideas and emotions by the war, social revolutionary theories imported from Europe, the belief that free speech is restricted, the intermittency of employment, fear of unemployment, unnecessarily high infant mortality in industrial centers, loss of personal contact in large industrial units and the culmination of a growing belief on the part of both employers and employes that a readjustment is necessary to a wholesome continuity of their united effort."

Industrial problems vary not only with each industry, the report says, but in each establishment. "Therefore the strategic place to begin battle with misunderstanding is within the industrial plant itself. Primarily the settlement must come from the bottom not from the top." The conference, in expressing its approval of "employee representation" says it is not a field for legislation, because the form which such representation should take may vary in every plant. For this reason the recommendation is directed solely to managers and employes.

"If the joint organization of management and employes in the plant or industry fails to reach the collective agreement," says the report, "or if without such joint organization, disputes arise which are not settled by existing agencies, then the conference proposes a system of settlement through a National Industrial Board, Local Regional Conference and Boards of Inquiry."

An American Plan

This plan which the conference says is "based upon American experience and designed to meet American conditions" is national in scope and operation and yet decentralized. It is said to be different from any thing in operation elsewhere and employs no local authority except the right of inquiry. Its basic idea is stimulation to settlement of peace by the parties in conflict and the enlistment of public opinion toward enforcing that method of settlement.

The Regional Adjustment Conference proposes a board to consist of four representatives selected by the parties to the dispute, and four others in their industry chosen by them and familiar with their problems. It would be presided over by a trained government official, the Regional chairman, who would act as a conciliator. If an unanimous agreement were reached, it would result in a collective bargain having the same effect as if reached by joint organization in the shop.

Failing to agree unanimously the matter, with certain restrictions, would go to the National Industrial Board, unless the disputants preferred a mutually chosen umpire.

Meanwhile both parties to the dispute have agreed that there shall be no interference with production pending the processes of adjustment. If the parties, or either of them

SEVENTH ANNUAL

ELKS

Western Nights

April 15, 16 and 17, 1920

JUST ONCE A YEAR

Grander, More Gigantic and Stupendous Than Ever

MAMMOTH THREE RING CIRCUS—DISTINCTIVE FEATURES ON EACH OF THE THREE FLOORS OF THE ELKS' TEMPLE—SPECIAL EXTRAORDINARY ATTRACTIONS FOR THE LADIES—NEW AND NOVEL GAMES HAVE BEEN SECURED FROM ALASKA, CALIFORNIA, NEVADA AND THE SOUTHERN STATES—PRIZES RANGING FROM MERCHANDISE AND FARM PRODUCTS TO LIVESTOCK ONE HUNDRED EMPLOYEES (Without Salary) FIVE THOUSAND PERFORMERS

ELKS' TEMPLE

APRIL 15-16-17

KLAMATH FALLS, OREGON

TURN HAIR DARK WITH SAGE TEA

MIXED WITH SULPHUR IT DARKENS SO NATURALLY NOBODY CAN TELL

The old-time mixture of Sage Tea and Sulphur for darkening gray, streaked and faded hair is grandmothers recipe, and folks are again using it to keep their hair a good even color, which is quite sensible as we are living in an age when a youthful appearance is of the greatest advantage.

Nowadays, though, we don't have the troublesome task of gathering the sage and the mussy mixing at home. All drug stores sell the ready-to-use product, improved by the addition of other ingredients, called "Wyeth's Sage and Sulphur Compound" for about 50 cents a bottle. It is very popular because nobody can discover it has been applied. Simply moisten your comb or a soft brush with it and draw this through your hair, taking one small strand at a time; by morning the gray hair disappears, but what delights the ladies with Wyeth's Sage and Sulphur Compound, is that besides beautifully darkening the hair after a few applications, it also produces that soft lustrous appearance of abundance which is so attractive

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All members and visiting members are asked to be Present Wednesday, April 14, 1920, at Moose hall.

Initiation, banquet and important business.

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however, refuses voluntarily to submit the dispute to the processes of the plan of adjustment, a Regional Board of Inquiry is formed by the Regional chairman of two employers and two employes from the industry and not parties to the dispute. This board may subpoena witnesses and records and publish its findings as a guide to public opinion.

Board Control

The National Industrial Board in Washington would have general oversight of the workings of the plan which in addition to being applicable to public utilities, provides machinery for "prompt and fair adjustment of wages and working conditions of government employes." The plan involves no penal ties, it is said, other than those imposed by public opinion. It does not impose compulsory representation. It does not deny the right to strike. It does not submit to, arbitration the policy of "closed" or "open" shop.

Regarding "employee representation" the report says "the subject has been discussed under such different names and forms as shop committees, shop councils, work councils, representative government in industry and others, but the Conference says it prefers the generic term having in mind the successful application of the principle to the various activities outside, as well as within the purely industrial field.

"These suggestions," says the report, referring to the help which the Conference received from both employers and employes, "clearly proceed from a genuine desire that this movement for democratic representation as a substitute for direct personal contact, may spread in accordance with sound principles and be kept from perversion which would threaten the idea's lasting usefulness by making it an agency of attack rather than a means to peace."

The idea of "employee representation," the report says, has aroused opposition from two sources, viz: Employers who still adhere to the theory that labor is a commodity, a view which is said to be steadily disappearing, and trade union leaders who regard shop representation as a subtle weapon directed against the unions.

No Sure Panacea

"Employee representation," the Conference says, "offers no royal road to industrial peace. No employer should suppose that merely by installing some system of shop

representation he can be assured, without continued effort, of harmony and increased production. Doubtless there will be failures where the plan is adopted as a fad or a panacea. It is only a means whereby sincerity of purpose, frank dealing and the establishment of common interests, may bring mutual advantage."

Relative to collective bargaining, the Conference "sees in a frank acceptance of this principle the most peace," and states that it believes that the great body of the employers of the country accept that principle. The difference of opinion, it says, appears in regard to the method of representation. Bargains of certain kinds between employers and employes do not lend themselves readily to legal enforcement and the Conference therefore expresses the belief that, for the present at least,

enforcement must rest substantially upon "good faith."

Regarding hours of labor, the Conference states that experience has demonstrated that they should be fixed in industrial establishments "at a point consistent with the health of the employes and with proper opportunity for rest and recreation, there being in all cases provision for one day's rest in seven."

Demands Adequate Wage

The Conference further finds that from the standpoint of public interest "it is fundamental that the basic wages of all employes should be adequate to maintain the employe and his family in reasonable comfort and with adequate opportunity for the education of his children. When the wages of any group fall below this standard for any length of time, the situation becomes dangerous to the well-being of the state." As for profit sharing being regarded as a complete solution of industrial problems, the Conference says that while it has "promised in some directions, it cannot by itself, be considered to be of far-reaching effect. Neverthe-

less," the report says, "the field is one in which sincere experiment may add a real knowledge of desirable procedure."

Child Education

Touching on the subject of child labor, the Conference says "sheer

(Continued on page 7)

STOPS HEADACHE, PAIN, NEURALGIA

Don't suffer! Get a dime pack of Dr. James' Headache Powders.

You can clear your head and relieve a dull, splitting or violent throbbing headache in a moment with a Dr. James' Headache Powder. This old-time headache relief acts almost magically. Send some one to the drug store now for a dime package and a few moments after you take a powder you will wonder what became of the headache, neuralgia and pain. Stop suffering—it's needless. Do you get what you ask for.

Drinking a Glass of Hot Water is a Splendid Habit

Cleanse and sweeten the system each morning and wash away poisonous, stagnant matter.

Those of us who are accustomed to feel dull and heavy when we arise; splitting headache, stuffy from a cold, foul tongue, nasty breath, acid stomach, lame back, can, instead, both look and feel as fresh as a daisy always by washing the poisons and toxins from the body with phosphated hot water each morning.

We should drink, before breakfast, a glass of hot water with a teaspoonful of limestone phosphate in it to flush from the stomach, liver, kidneys and bowels the previous day's indigestible waste, sour bile and poisonous toxins; thus cleansing, sweetening and purifying the entire alimentary tract before eating more food.

The action of limestone phosphate and hot water on an empty stomach is wonderfully invigorating. It cleans out all of the sour fermentations, gases, waste and acidity and gives one a fine appetite for breakfast. A quarter pound of limestone phosphate costs very little at the drug store, but is enough to make anyone who is bothered with biliousness, constipation, stomach trouble or rheumatism an enthusiast on internal sanitation.

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