Member of the Associated Press

# 8 -H ISON: KLEAGLE GETS ERILLING <br>  <br> <br> Conciliation Board Finds In <br> <br> Conciliation Board Finds In Favor of Employees; Increase of Hours Held Unjustited 

Responsibility for Killin
Placed on Secret Order
by Coroner's Jury


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"We believe the issue at Klamath Falls can and
ould be settled without an increase in the working
Thould be settied without an increase in the working
day, mutual concessions in the matter of the wage scale
constituting the true remedy for conditions as set out." STATE BOARD OF CONCILIATION.
By WM. F. WOODWARD, Chairman;
OTTO HARTWIG, Secretary;
J. K. FLYNN.

PORTLAND, April 27.-The state board of concilation in its report after reviewing the hearing at Klamath Falls makes the following findings, signed by Chair
Flynn
"Investigation by the board has not borne out to its satisfaction the contention that the pine industry of
Klamath county cannot function profitably under the eight-hour day plus a reasonable wage schedule in accordance wit hliving costs. After carefully reviewing the testimony offered, the board believes that at this time it would be a serious mistake to recommend or nine hours. It concedes unusual conditions attaching to the pine industry in Klamath county; that it operates under a halling for careful and sympathetic co-operation tition, calling for careful and sympathetic eo-operations by employer and employe alike... The entire wilingness scale evidences this attitude on their part.
"It is clear from the evidence submitted that the present scale for unskilled labor will admit of no reduc tion, with living costs as they are at present, below a minimum wage of $\$ 3.00$ per day, and it is clear that un as applies to the skilled and higher paid worker. On as applies to the skilicd and employes were agreed.
"The board does not concur with the operators' statement that it would be impossible, or even difficult, to secure sufficient unskilled labor on the eight-hour schedule, at wages which would necessarily attach thereto, nor that the men would seek competing plant in Northern California, where the longer day in some cases reflects larger earning power

Further statements by the operators that the lumcontinue, is not conformed by trade reports.
"The board concedes that occasions may arise in any industry where strict adherence to the eight-hour to both employer and employe. Extra, or over-time, at it is usually termed, may be a necessity, and in this event entered into with due regard for the increased relative compensation or penalty which should follow the extra
one-half.
"The board is deeply conscious of its responsibility o this commonwealth by wisely exercising every grantizes that local conditions may arise in different callinge wherein the general interests of the state may well be regarded as secondary. It cannot, however, subscribe to the contention that an institution so vital to our material interests which has established, first as a war necessity and later retained as an enlightened step in should now be the cause of local conditions which might undo a work which has engaged the, sympathetic
attitude of capital and labor alike-the creation of a attitude of capital and labor alike-the creation of finer and greater degree of efficiency by the worker. "To acknowledge that the eight-hour day is a misbe maintained on this basis, is to concede an error by a majority of the industrial leaders within our state and nation.
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of "We believe the issue at Klamath Falls can and should be settled without an increase in the working day, mutual concessions in the matter of the wage scale

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