

COMPLETE REPORT OF BOARD FINDINGS

Following is the complete report of the findings of the state board of conciliation:

This was a hearing at Klamath Falls, Oregon, before the state board of conciliation attended by each member, William F. Woodward, John K. Flynn and Otto R. Hartwig, and as advisory counsel, Wm. H. Hubbard, assistant attorney general, appearing by request of the board.

Controversy in question hinged upon a notice, written and verbal, from the operators to their employees that on and after March 1st the plants represented by the various companies as signatories, would operate upon a schedule with nine hours as a working day basis.

Employees ceased work on February 25th and generally have since refused to return to their tasks unless or until assurance were given that the eight hour day prevailing since 1918 were restored.

Federal Men Powerless Federal mediators visited Klamath Falls and endeavored to bring about an adjustment of the differences which had arisen, without avail. They were followed by Messrs. Hartwig and Flynn of the state board of conciliation, who were likewise unsuccessful, the operators at this time refusing to take part in a joint conference.

Putting in results, the board visited Klamath Falls on Monday, Tuesday and Wednesday, April 10th, 11th and 12th held joint hearings at which employers and employees, including the principal owners and operators of six plants, testified as to the issues involved. It was evident from the hearing that the controversy rested entirely upon the question of a nine hour day. Generally employees testified that if economy were necessary they would accept willingly a reduction in wages but no increase in the length of their working day.

Operators testified as to severe competition in northern California, where they indicated a longer day possible, in many instances a lower wage schedule, lower freight rates, close proximity to markets, a long working season, accessibility to a larger labor market, lower stumpage costs, and other minor advantages, placing the Klamath Falls industry at a decided disadvantage and one which they declared would unless relieved compel them to operate under a loss.

Calif. Ownership Factor

The board noted in testimony offered that ownership of the industry lies substantially in California, both as to the investment of capital and residence of the principals, that the resultant product is substantially marketed directly to and through the great growing associations of that state, that the relationship between the pine industry in Klamath and that industry of California is close and difficult to segregate.

Board's request for financial statements which would reflect gains and losses on the part of the operators for the past three years was met by a refusal, their modified by a promise that complete figures would be submitted in confidence for the year 1921. Such statements from three of the companies have been furnished—Incomplete and unsatisfactory they are useless to the board in this matter.

A joint conference on Wednesday night between operators and employees resulted in an agreement that employees and employers should meet on the following Thursday and Friday at their respective plants in an endeavor to compose their differences. These meetings developed a further and fixed determination—the men to maintain an eight hour day subject to such reduction in wages as to be later determined, operators insisting on the nine hour day without regard to wage changes.

Messrs. Flynn and Hubbard, before

Investigated Calif. Plants, returning to their respective homes, investigated plants in Weed, McCloud, Susanville and Sisson, California also visited headquarters of the Klamath plants in San Francisco, Hartwig inspecting the large mill at Holt, California.

At three points the fact was developed that a nine and ten hour day prevails, apparently with little difficulty on the part of the operators in securing labor, skilled and unskilled. Investigation by the board has not borne out to its satisfaction, the contention that the pine industry in Klamath county cannot function profitably under an eight hour day plus a reasonable wage schedule in accordance with living costs.

Employees in Klamath Falls constitute approximately twenty per cent of the total when plants are operating full capacity. They do embrace, however, the skilled class in the mills, who as a rule are men of family, make their homes within and are citizens of the city or county. The unskilled labor in the mills, constituting some eighty per cent, is drawn mainly from San Francisco and by reason of the seasonal nature of the industry, migratory.

Carefully reviewing the testimony offered, the board believes that at this time it would be a serious mistake to recommend or endorse an increase in the working day from eight to nine hours, it concedes the unusual conditions attaching to the pine industry in Klamath county, that it operates under a handicap by virtue of its location with competition calling for careful and sympathetic cooperation by employer and employee alike. Entire willingness of the employees to accept a reduction in their wage scale evidences this attitude on their part.

Must Be Living Wage

It is clear from evidence submitted that the present scale for unskilled labor will admit of no reduction with living costs as they are at present, below a minimum wage of \$3.00 per day; it is clear that unskilled labor should not be penalized in the same ratio as applies to the skilled and higher paid worker. On this point operators and employees 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 an eight hour schedule at the wage

which would necessarily attach thereto, that the men would seek competing plants in northern California, where the longer day in some cases reflects a larger wage position.

Further statements by the operators that the lumber industry is facing at this time a depression likely to continue, is not confirmed by trade reports.

The board concedes that occasions may arise in any industry where strict adherence to an eight hour day becomes at once impractical and an injustice alike to both employer and employee. Extra or over time as 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 hour or hours of service, usually time and one-half.

Support's Reason Principle This board is deeply conscious of its responsibility to this commonwealth by exercising every granted power in composing industrial disputes. It realizes that local conditions may arise in different callings wherein the general interests of the state, may well be regarded as secondary. It cannot, however, subscribe to the contention that an industry so vital to our material interests which has established, first as a war necessity and later retained as an enlightened step in economic progress, a basic working day of eight hours should now because of local conditions undo a work which has engaged the sympathetic attitude of capital and labor alike—the creation of a status which makes for better citizens and homes, a finer and greater degree of efficiency by the worker.

To acknowledge that the eight-hour day is a mistake, that labor cannot efficiently function nor industry be maintained on this basis is to concede error by a majority of the industrial leaders within our state and nation.

If the exigencies of war made possible an eight hour day with increased efficiency, why change in days of peace?

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 constituting the true remedy for conditions as set out.

Respectfully submitted, STATE BOARD OF CONCILIATION, WILLIAM WOODWARD, O. R. HARTWIG, Sec'y, J. K. FLYNN

HIDDEN MINE FOUND

Had Not Been Worked for 61 Years; Rich in Galena Ore

JACKSON, Calif., April 25.—A hidden mine, believed rich in galena ore, but which has not been worked for 61 years, is now being developed near here. The property, formerly known as the Penolay Ranch mine, is under lease of J. Muller of Jackson Gate.

Indications point to the fact that early owners had hidden the shaft of the mine with rubbish. When this rubbish was removed a short time ago, a platform in good condition was discovered. The platform was in turn removed and the mine was found, well timbered. After that a ledge of loose rock, three feet wide, was unearthed. Assays of this rock indicate that the ore should mill at a fair profit.

FOREST FABLES

Cornelius Carter and What He Saw in the Northwest

Cornelius Carter was wealthy. He lived on a large estate near New York city, and when he was at work engaged himself in managing a mill factory. When he was not working he was traveling.

Cornelius had been to Europe seventeen times. He could talk French with the Frenchman and Swiss with the Swiss, and he knew England like a book. The people over there liked to see him coming, because he journeyed in style, spending money everywhere he went, and leaving a trail of prosperity behind.

But one morning Carter woke up with a new idea. He would "See America Last." He couldn't "See It First," because he had already seen Europe, but he determined to "See It Anyhow." Consequently, when vacation time came around he pointed the nose of his eight cylinder touring car westward instead of sending it to the dock for shipment overseas.

Cornelius was a plunger. He always went the limit. West for him did not stop at the Mississippi. He set his compass for Puget Sound and turned on the gas. His pockets were bulging with enticing pamphlets issued by tourist associations and chambers of commerce. He reeled off the miles so fast that he was arrested every other day for exceeding the speed limit.

But when at last he reached the northwest and rambled leisurely along the Pacific highway looking for scenery, he did not see any. A careless camper had set a fire to the right of him, a lawless logger had started another at the left of him, a foolish rancher had burned up his own house and lighted a third in front of him, a heedless hunter had left a fourth behind him. He lost his bearings in the haze and lost his front wheels in a collision. He didn't even see Mount Baker.

So Cornelius didn't spend any time looking for scenery in the northwest. He didn't spend any money there either. He went to Southern California,

TODAY'S FASHIONS SILLY OSTRICH IS A STUBBORN BIRD

DOTTED SWISS POPULAR FOR SPRING Lovely Colors Abound, Almost Crowding White Out of Running



When is a dot not a dot? When it's a tiny square, or a wee circle, or even a minute embossed rosebud.

They still call the fabric dotted Swiss, but the Swiss, unlike the leopard of Scripture, can and has changed its spots from plain dots to all sorts of adorable little designs.

Not that no round dots remain, however. As a matter of fact, most of the spring swisses are dotted as of yore. But the newer figure is noted in the finer grades of this ever delightful summer fabric.

Lovely colors abound, almost crowding white out of the running except for confirmation and graduation frocks. Blue with red, rose pink or green dots; soft roseada green with black or white dots; lavender with dark purple dots; brown with gold-yellow dots or vice versa; gray with coral dots; these are just a few of the charming combinations to be found in this season's swisses, which make the most practical of hot weather frocks.

The organdie family gives every indication of its intention of taking an active part in American social life this coming summer. Organdie, crisp and perf, is the flapper's own fabric. Nothing more becomes her, nothing so well brings out the slender grace of her young body as this material. Indeed, only the slender, the young, the bright, should attempt to wear organdie. A stout woman in crisp, outstanding organdie, is simply grotesque. And a faded skin above an organdie frock is very, very sad.

For summer party frocks, the dainty pastel shades are most loved. Orchid is as popular as rose pink, and ciel blue is another favorite. Yellow, in the new dent de lion shade, with a wreath of black-eyed susans for a girle, makes one charming organdie frock.

Organdie is much used to combine with dotted swisses or printed cotton materials for the two-tone or two-fabric frocks so much in vogue just now.

FASHION NOTES

NEW YORK—An extraordinary touch which may perhaps set a new fashion for wedding gowns is seen on a bridal robe displayed in a Fifth avenue shop. The dress itself is of conventional white satin, with an unusually long veil trailing for many yards and sharply squared at the ends, which are weighted down with clusters of orange blossoms. The extraordinary touch is the introduction of a bit of color. Long, loop-like panels sweep down from the shoulder and these are faced with the faintest green. The gown thus repeats the white and green of the bridal bouquet at its side and the elusive gleam of color is fascinating.

NEW YORK—Brides with bobbed hair cannot very well use the diadem headdress which ever since Princess Mary's wedding has been the fashion. Bobbed hair and diadems are incongruous. Therefore a bridal veil head dress of about the

year 1860 has been restored for the bobbed bride. In 1860 a bride usually gathered her hair in ringlets over the ears. The 1923 short haired bride may, therefore, safely borrow the narrow orange blossom wreath which circles the head, and which, with the full veil gathered lightly to the edge of the circlet, keeps the hair sedately in place.

PINEHURST, N. C.—An unusual hand about the hips of a dancing frock worn here is worthy of notice. The hand was a wide and twinkling contour of crystal tubes in the shades of red shading from crimson through henna to palest red. An embroidery of these variegated tubes also covered most of the frock, which was one of the lighter, geranium tints.

NEW YORK, April 17.—The neat spring suit of serge, whipcord or twill finally has made its appearance on the avenue and is setting up furious competition with the tweeds which have been popular for a month.

Navy, of course, is the favorite color. There are two styles which have the endorsement of Old Lady Fashion herself.

Most youthful and becoming to slender figures is that which shows a circular line coat, of hip length, with Buster Brown collar and three-quarter length bell-shaped sleeves.

Odds and ends of black satin braid usually trim these coats. Fasciful designs are outlined across backs and hems and sleeves. One such was a complete spider-web over the back, with smaller spider-webs on cuffs and pocket flaps.

There is a single fastening at the throat, and this sometimes is a cord of the material which ties in a little bow.

A popular fancy fastens the pockets at the very edge of the coat and allows the pouches to extend below the hem line.

The other model presents a coat well below hip length on straight, slender lines, with Tuxedo collar falling quite to the waist and ending in a double-button fastening. Sleeves of this coat are very narrow. Seams are outlined by braid.

Skirts are straight, longer and narrow.

Tweed suits make up in brilliant colorings all that is lacking in the more dressy serges and twills.

Somewhat severe sports lines characterize these suits, although the later showings run to circular coats. Such trimming as is indicated expresses itself in rows of stitching. Scarves of Roman stripes lend additional look of gaiety.

Wherever crowds are in this city of crowded places there will be dashes of rose, Copenhagen, orange, golden brown, lavender and periwinkle. It hardly seems possible that rough, loosely woven materials such as tweed and homespun can be accomplished in such bright shades.

Sports coats appear in the same colorings and general design.

Many collars are merely scarves with fringed edges. One end is crossed over the front and thrown back carelessly on the shoulder.

Hats are running riot as to shape, trimming and shade.

The red which blazed everywhere a few weeks ago is giving place somewhat to quite as brilliant lavender, gold, green and blue. These are worked out in sports models of taffeta and are banded with flowers of all descriptions which climb against crowns and fall over the edges of brims.

A smart model seen this week was fashioned of lavender-colored satin, with a tam-o-shanter crown somewhat high in front and a narrow brim rolling back from the face.

Violet colored satin grapes lay across the front and dropped in delicious looking bunches over the sides.

North Bend post American Legion will soon erect a \$20,000 modern home. The building as planned by the architects is estimated to cost \$17,000 and the grounds have already cost \$2800. The post will be incorporated and shares of stock will be issued to raise funds to put up the building.

A show which netted the Springfield legion post over \$150, included five reels of movies, "The Rookies Return," a "black face act," a night with the ghosts, and an exhibition of rope climbing. Entertainment concluded with a pie eating contest by members of the post.



Many of us think of the ostrich as a gawky, silly, more or less meek bird, for the school book yarn about his sticking his head in the sand as sanctuary persists in our minds. Trainers for the Al G. Barnes circus, coming to Klamath Falls Monday, May 1, will us that the "ten-story canary" is anything but meek—silly, perhaps, but silly about having his own way. For the ostrich, which kicks like a mule, is a tough, stubborn bird, and don't mistake it.

In the picture you see three trainers trying to steer Ajax, patriarch of the ostrich colony, and they're not having easy sailing. Presently one of them will get a cap—a nightcap, which pulls down over the bird's eyes—and then old Ajax will follow docilely. Seems as though there was something in the old school book story, after all, eh?

The ostriches, as well as every one of 1,200 wild animals with the Al G. Barnes circus, have stunts to do in the big show, for, despite their stubborn ways, the big birds are educated in an amazing repertoire of feats. They, too, take part

In the great fairyland fantasy, "Alice in Jungland," which opens the performances, and in the two-mile street parade, which inaugurates the gaieties of circus day.

OREGON BREVITIES

Eugene gets factory to make stock and poultry feed.

Pacific Telephone company planning new trunk line from Eugene to Roseburg.

Reduction in cost of Corvallis schools this year \$10,000.

North Bend—150 men employed here loading ships.

Cottage Grove reduces school tax \$2600 a year.

Pilot Rock has cut teachers' salaries \$10 a month flat.

Reedsport to build 100 new houses this year.

American Legion builds swimming tank at Redmond, dance hall at North Bend.

Advertisement for Luxite Hosiery featuring an illustration of a woman at a sewing machine and the text 'SPRING AND CIRCUS' and 'Houston & Jester Superior Shoe Service'.

Large advertisement for Hills Bros Red Can Coffee featuring a portrait of a man and the text 'Yes people change to and then remain satisfied'.