

Incentive Pay Plan Will Need Plenty Figuring

By JAMES MARLOW and GEORGE ZIELKE

WASHINGTON, April 7 (AP)—Two words—Incentive pay—are in the news now. There have been many words in the news since the war's start. Some grew up to be good ideas. Some died along the way.

Incentive pay—as a great help to war production—is still in the baby, or talking stage. Time and, most likely, plenty of argument will show whether it matures into a real wartime help.

Incentive pay means simply paying a worker a bonus for extra output during his regular workshift. . . . Briefly, there are two sides to the argument.

Help Production
For—it would help war production, give the workers more income, yet at the same time keep basic wage scales stable so that increases would come through extra effort only, enable the ambitious worker to earn more than the lazy one.

Against—it would require special arrangements in every plant putting it in operation and might turn into just another "speed-up" method under a different name.

The National Association of Manufacturers here says some manufacturers favor the plan, some don't. Some plants use the plan, most don't.

General Methods
There are these general ways of paying workers:

Hourly (building trades); daily (baking); weekly (teamsters); mileage (railroadmen); piece rates (coal mining); bonus or incentive, which provides for a flat pay rate plus a premium for extra work (some electrical and steel plants); and a system under which management divides among all workers of a department a part of extra profits resulting from that department's extra production efforts.

This is how some labor consultants, using an extreme example, explain the way the incentive—or bonus—system works:

Working System
Alysius Marblehead, working in a widget factory, makes widgets for widgets, receives a flat pay of \$40 a week for a 5-day, 40-hour week, and has been turning out an average of 30 widgets an hour.

If the bonus plan were introduced and 30 widgets an hour were considered normal production, then Marblehead would be paid for every widget over 30 per hour.

So—if he stepped up his output from 30 to 50 widgets an hour—and if the company was paying 1 cent for every widget over 30—Marblehead would receive as a bonus 20 cents an hour, \$1.60 a day, and \$8 for the week.

Thus he would be making his

regular \$40 weekly salary plus the \$8 bonus. That \$8, however, would mean he had kept up the new pace and every hour of the 40-hour week had turned out 50 widgets.

If Marblehead decided not to exert himself, he could just rock along, turning out the normal 30 widgets hourly and receiving his regular \$40 weekly.

Effect Noted
Suppose Marblehead's union and the plant agreed that an incentive plan would be good all around: The plant could turn out more widgets and the workers at the same time would make more money than called for by the union contract.

Then union and management would have to agree on how many widgets could normally be produced in an hour. These problems might arise:
The worker used to determine the normal production rate would have to be locked but who would the worker be? The fastest worker in the plant? That might mean a hardship on the less vigorous workers. Or just an average worker? And who would decide—labor or management—in choosing the worker for the test?

Hugging, Kissing Wanton Misconduct While Driving
COLUMBUS, O., April 8 (AP)—Driving an automobile 50 miles an hour and hugging and kissing a girl at the same time is "wanton misconduct" in the eyes of Ohio's supreme court.

The court so ruled yesterday in refusing to review a lower tribunal's decision awarding Jean Major \$5000 damages from Glenn Liggett for injuries received when Liggett took time out to hug and kiss her while driving home from a basketball game. The car left the road and struck a stone wall.

Mile Past Front Lines Before He Stopped Going
SAN FRANCISCO, April 8 (AP)—Mrs. Franklin D. Roosevelt, urging Americans to give all possible to the Red Cross, told her Pacific coast radio audience last night of one Red Cross director working at a war front.

"He kept moving up toward the front until he felt he must be quite close to it," she related. "He mentioned this to one of the soldiers.
"Close to the front? Brother, this is a patrol—you're a mile ahead of the front!"

The world contains approximately 20,000 known species of fish.

OREGON REPS PROTEST FIELD OFFICE CLOSE

WASHINGTON, April 8 (AP)—Two congressmen from Oregon and one from Chicago protested before the house appropriations committee against closing field offices of the department of commerce.

Rep. Ellsworth (R-Ore.) argued that there will be no real saving in additional expense.

He said the offices have been increasingly busy during the emergency and that, should they be closed, other agencies would have to be set up "with the resultant delay and inefficiency."

He added that "information on our foreign trade, on the volume of work handled, and the experience of war agencies using the district offices clearly indicates that it is sound economy to continue these offices."

Rep. Angell (R-Ore.) said his investigations indicate the bureau of foreign and domestic commerce "has been one of greatest service in furthering the interests of small businessmen and industry generally in my district."

CANNERS ASSURED NO MARKET FLOOD

WASHINGTON, April 8 (AP)—Senator McNary has written Oregon canners that the agricultural marketing administration has assured him the market will not be flooded when the army releases its surplus supplies.

Representatives of canners at Portland and Pendleton wrote the senator that they had heard that 2000 cases of peas, corn, and tomatoes were to be auctioned by the government.

The procedure, the senator said, is to permit the processor to make the first bid, then all canners alike are to be offered the opportunity to bid if the first proposal is not satisfactory.

Last Man Found in Check Forging Case

DENVER, April 8 (AP)—The last of eight men accused of leaving a trail of forged checks through Oregon, Washington, Idaho and Utah, was arraigned yesterday before U. S. Commissioner Harold S. Oakes on charges of forcing and cashing government obligations. The men used a stolen check writing machine in their operations.

Experienced insurance service. Hans Norland, 118 North 7th.

Klamath Women Urged to Serve in Ambulance Corps

Klamath women who aren't joining the WAACs or the WAVES are urged to give service to the community by joining the Oregon Women's Ambulance corps.

This is the slogan with which the Klamath platoon of OWAC is opening a recruiting campaign in an effort to more than double the membership, which now totals about 50.

Qualified women who are able to give service in this capacity are invited to call at the ambulance corps office, open Monday, Tuesday, Wednesday and

Thursday evenings from 7 to 8 o'clock at the armory, according to Lieut. Berdena Reeder.

The corps offers drill similar to any other armed service auxiliary and, in addition, five courses of specialized training are given—elementary and advanced first aid, motor mechanics, Morse code and chauffeur's license.

Qualifications for membership include: age minimum of 18 years, good moral character, health certificate from doctor, birth certificate or naturalization papers and driver's license.

Officers of the corps also suggest that mothers with small children should not apply inasmuch as they are often unable to be away from home on drill nights.

With the arrival of the Klamath platoon's new ambulance, a gift from the Elks lodge, members here are now enabled to offer complete service in the field of emergency work for which they are trained.

HANDOUT

RICHMOND, Calif., (AP)—Charles Foley extended his left arm to signal a left turn, he explained to police.

He rounded the intersection slowly, arm still out—and a nimble bystander snatched Foley's wristwatch and fled.

ROAD MEN PONDER TRAILER REQUEST

PORTLAND, April 8 (AP)—The state highway commissioner pondered today a request that 60-foot truck-trailers be permitted to operate over more tributary highways between Portland and the coast.

The request was made by the Arrow Transportation company late yesterday. The commission said it would investigate to determine if the big vehicles could be kept on the proper side of the roads at all times.

The commission said it would

protest to the Oregon delegation in congress a recent war production board offer halting plans to pave the approaches of a new Pacific highway railroad over pass at Eugene.

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to Hollywood!
The Weaver and
back again!

WEAVER
BROS. &
ELVIRY
GRAND OLE OPPY
LOIS RANSON
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PIONEERS
with
The Three Mesquiteers

PINE TREE
HURRY! LAST DAY
"ALLEGHANY UPRISING"
— And —
"THE BISQUIT WATER"

TOMORROW
2 Smash Hits!

SHE'S THE KIND
OF A KID THAT
GROWS ON
YOU!

GINGER ROGERS
and
RAY MILLAND
"The Major and
Minor"
The Minor
2nd Smash Hit

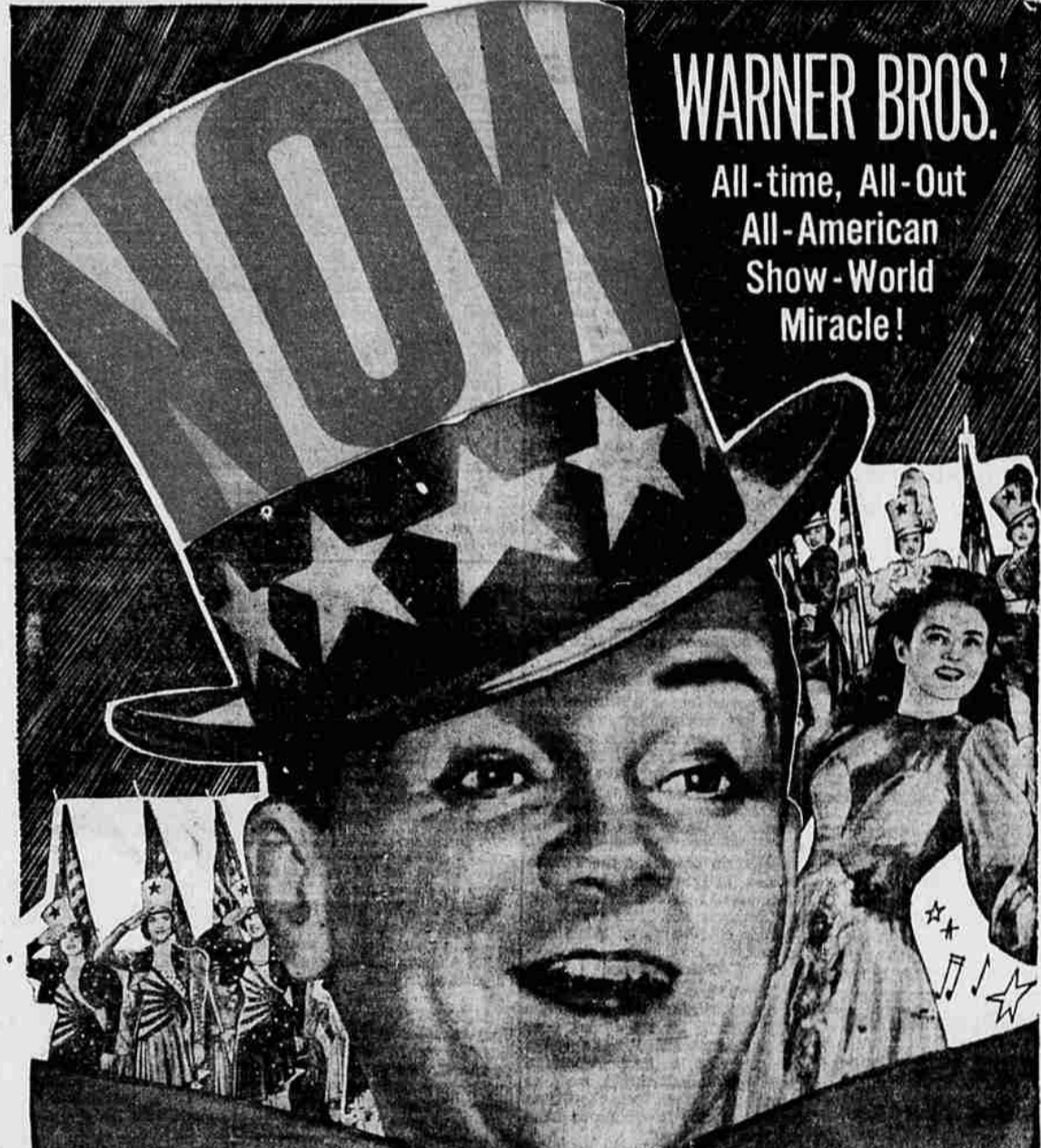
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AT STAKE...
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