

EMPLOYER HAS A RIGHT TO DICTATE

(By John A. Howland.)

I never have liked that almost universal attitude which always is impressing upon the young man his duty to his employer. But I realize the necessity of the thing in large measure, for the reason that the employer always is in the position of dictator to the employee. Individually it is a personal outrage upon that type of man who does his full duty always in time and service, to be forced with others to press a button in a time clock. But the employer has learned that most men will not give even full time without this force measure spurring them. Therefore among the dozens, scores, or hundreds of this irresponsible class, the duty of the honest one is to press the button, too. He must do it if he would hold a place with his employer.

But of all the feeling engendered among all employees in all kinds of work, nothing is harder to stand from the employer than is some rule which seems to reach out and attempt to regulate the private life of the employee when at the close of a day's work he has pressed his button in the time clock and has gone home.

"What right has he to say where I go or what I do just so I'm on time the next morning and ready to work?"

This question has been asked a billion times and will be asked a million billion times again unless some golden age of the reformer shall intervene and train and breed a different race of men. Employers will continue to have interest in the movements of employees after office hours. Employees will continue to resent that inquisitiveness. And between the aggregate worry of the employer and the individual resentment of the employee, material progress must be delayed in just such degree.

Let us look at this question: "What business is it of his what I do when I show up ready for work next morning?"

You have asked the question. Let us suppose you are the managerial head in the operative department of a railroad. You have train conductors, locomotive engineers, firemen, station telegraphers, and train dispatchers for whom you are responsible. Last night the whole night shift all along the line performed their duties admirably and without flaw.

Would you dare to say that in such a position of responsibility you have not an insistent right to know where every man of them is today and what every man of them is doing? Not that it is possible for you to know all this, but if you should know that a locomotive engineer, or station operator, or train dispatcher, or signal man anywhere on the line, working faithfully all last night, were spending the whole day awake at a family picnic in the most innocent of pleasures and amusements with the intention of going on duty tonight with only two or three or four hours' sleep and rest.

Would you dare to say that you would allow a single man of these to go to work again tonight? Would you care to ride ten hours tonight over your own road on a limited passenger train with the knowledge that only one or two or three of these men had done such a thing. Yet for all the overness of the act of going to the family picnic, the man might prove himself the highest type of loving husband and devoted father.

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What is this "showing up ready for work next morning?"

It all depends upon what you were doing last night!

You cannot escape the logic of the charge. No matter what your work is for, no matter what employer you work under, no matter what circumstances, that employer's question, "Where were you last night?" must concern him a hundredfold more vitally than the fact that you pressed the button in the time clock to the minute, going and coming.

At the heart of things it is more or less a silly superstition, this pressing of a time clock button at the office. If I were an employer of men in responsible capacities and could furnish a home for these men where they were expected to make their home and required to do so, I'd throw the office time clock into the scrap heap. I'd employ as manager of the home the best, most conscientious man that money would secure, I'd establish the maximum hours for going to bed and on the stroke of that



GEORGES CLEMENCEAU.

French premier who put down disorder in the south of France with a firm hand.

hour every light in the house would go out and every door would be bolted. And the time clock would be put at the front entrance to the home.

What is your condition for work? always will be a hundred times more important to you and to your employer than is the time at which you appear "ready" for work.

An athlete in a college team who the night before an intercollegiate contest might sit up till 2 o'clock in the morning planning with his sweetheart the little home which they mean to establish would be drummed out of the school for his innocent action! In general there is no higher appeal to the honor of the young college man in a team of athletes than that he observe training rules. Yet no college in the world having prestige at stake on the field will trust its team to observance of training rules. A stern trainer always is with them and his stubborn insistence is "I'm going to know where you are tonight and just what you are going to do." And the idea and the practice never are resented or questioned.

It must be taken for granted that the young man in the position of an employee has in view that ultimate attainment called success. He must work for that end with all the means and philosophies that are at his command. He must be in the position of summoning these things to his aid.

And of all of them the ability to give to a possible question "Where were you last night?" an answer that will cause an employer to beam his satisfaction upon you every morning of the year, always will be one of the strongest possible holds that you can have upon his considerations, as it is the strongest possible incentive to your advancement.

I have opportunity to know that the best salesman in one of the largest furniture houses of the country is a man known to his employers as drunk two or three nights a week. But that house figures that without the drink habit to this excess, he would be a far better salesman. With the habit the salesman feels that he is tied to that house, that he could not afford the risk of leaving it, a drunkard, and try for a better place.

For there are better places. Wonderful salesman that he is, two other salesmen in that house draw salaries just as large as his.

Japanese Treatment of Foreigners.

The Philadelphia Ledger of July 16 prints the following extract from a letter written to a gentleman in that city who recently made an extended trip through Japan. The Ledger voucher for the writer:

"Now, I suppose you wonder what I think of the Japanese question. I think the same as a gentleman American resident of Japan, who wrote to a friend of his in New York. He declares that foreigners are not wanted in the mikado's domain, and that Americans there do not receive the equal rights for which the Japanese contend in California. He goes on to say:

"There are only a few of us here, and at times we feel that our mother country was making a great mistake when dealing with oriental propositions. One must really live with these people and understand what their thoughts are of the future. Now that the San Francisco school question is before us, kindly permit me to place before you the position of Americans in Japan. The Japanese demand equal rights. Here is our position in Japan. We are here for business. Therefore, knowing the people, we do as we are told. Otherwise it is well to leave the country. We are not allowed to own real property or to have any mining rights. We can only buy certain securities. When doing business we place certain securities in the name of a Japanese, and if the said Japanese absconds, the courts will not even consider his act a criminal one. We are not allowed to attend Japanese schools old or young. We are only permitted to reside in certain sections. Such a simple thing as sailing a pleasure boat is restricted. We cannot leave the treaty port unless with a permit, and it is next to impossible to secure such a permit. The Japanese go anywhere desired, but a foreigner cannot enter any port of Japan (except the regular open port) from the water front. At the theaters the Japanese rate is 60 sen. No foreigner is admitted under the yen. The hotels are on a similar basis. It is a known fact that justice cannot be had except in the higher courts, and every case against the foreigner is carried to the supreme court before justice is given. * * In taxes foreigners pay double the rates



HENRY WHITE.

American ambassador to France and former ambassador to Italy.

paid by the Japanese. The treaties state positively that foreigners shall not be subject to war taxes or duties. They were levied just the same, and we did not think it wise to raise an objection. But the facts are as stated. The simple fact is that the Japanese do not want foreigners here, and are doing everything within their power to drive them from the country. The reason the facts are not generally known is that every foreign resident is watched, and it is not policy for him to state such facts for publication. * * One point seems to be misunderstood in the United States. There is as much difference between the Japanese of the eastern states, or those of the universities, and those crowding to the Pacific coast, as there is between the well-bred negro of the north and the common roustabout or field hand of the south, who is worthless and filled with debased ideas."

"This is all true. Foreigners are watched by their servants, and every move is reported to the authorities. Letters we received in Japan had been opened and sealed again to hide the traces of having been opened, but we detected it. We were stared at, mocked at the postoffice, were yelled at in insulting tones, and asked all manner of impertinent questions, made fun of, and even stoned while picking up shells on the beach near the hotel. We complained at the hotel, and they did nothing, but simply stated that they supposed the men had had too much sake. This

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W. H. DOWNING, Pres., F. A. WELCH, Sec.,
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occurred three times during our stay in Obama, and the last time we left in disgust, and I never want to see the country again. The people of San Francisco are right in their attitude toward the Japs. I would rather see a child of mine attending school with negro children than Japs. I cannot see what the people in the United States can be thinking of by allowing the Japs to go into the country at the rate of 1000 a month, which statistics show to be the case. They are so animal-like they can live on almost nothing and crowd our workmen out of their very living. I think I had better stop writing about the Japs, for the more I say the more I want to say. I only wish Roosevelt had been in our shoes and that they did not know who he was."

The Transvaal Gold Fields.

The following information concerning the goldfields of the Transvaal is furnished by Consul John H. Snodgrass of Pretoria:

The Witwatersrand goldfields are located on an elevated plateau nearly 6000 feet above sea level, and that forms the dividing watershed between the Atlantic and Indian oceans. The conglomerate gold-bearing reefs, which were found first by the Struben brothers in 1884, outcrop on this ridge, the strike being roughly east and west for about 70 miles, while the dip is approximately 60 to 70 degrees to the south. The conglomerate beds of the Witwatersrand are composed of quartz pebbles bound together by a siliceous cement containing iron pyrites. The name "banket" has been given to this conglomerate from its general resemblance to an almond sweetmeat with this Dutch name. The gold contained in the conglomerate is rarely visible to the eye, consisting mainly of very fine particles distributed throughout the matrix and but rarely in the pebble. Under the microscope the gold particles show crystalline structure, giving no evidence of rounding or molding by attrition, as is observable in gold found in alluvial deposits. There are several series of these conglomerate beds in planes more or less parallel to each other, and, starting from the lowest geological horizon, they are

commonly designated as follows: Du Preez series, Main Reef series, Bird Reef, Kimberley series, Elsburg and Black reefs. Of these the richest and most extensively exploited so far is the Main Reef series.

The value of the gold output of the Transvaal in 1884 was \$50,485, while for the official year ended June 30, 1906, the value of the output was \$110,439,685, and of this the Witwatersrand area contributed about 96 per cent. The two factors which assured the success of the gold fields were the discovery of coal at Boksburg, about sixteen miles from Johannesburg, and the introduction of the cyanide process, which brought the extraction of the gold from the ore from about 60 per cent to 85 to 90 per cent and thus rendered payable many low-grade propositions.

The characteristic of the Witwatersrand gold fields, which renders them unique, is the general continuance of the gold deposit and uniformity in value which allow gold mining to be carried on on the basis of a staple industry. Although the reefs may vary in thickness from two and three inches to twelve feet, and in value from traces of gold to ounces of gold per ton of ore, and thus may render mines taken as units capricious in nature, yet the gold mining, although relatively and based on the law of averages, has given the fields a reputation for security and regularity. In no other country in the world have auriferous conglomerates been worked on a large industrial basis. The reefs average in value about \$7.50 to \$10 per ton and offer no advantage to individuals of making fortunes. They can only be profitably worked by means of large capital and cheap labor, and on these depend their future expansion and success. Notwithstanding such disadvantages as the faulting of the banket deposit and its variability in respect of gold contents, distance from the coast and sparseness of population, the Witwatersrand gold fields possess many natural advantages which tend to secure its permanency as a staple industry, such as the great extent of the deposit, the comparative absence of danger in mining, the proximity of a plentiful coal supply and a perfect climate. The ultimate depth to which min-

ing will be conducted on the watersrand fields is dependent on the grade of ore and the costs. At present mining operations are considering the possibility of mining at depths from 6000 to 8000 feet. In the case of the Ella Deep mine, which is now producing stage, ore will be over 4000 feet vertically.

PARROT ARRESTED FOR SWEARING; ALSO

Woman Tells Judge She Dare to Repeat the Last the Bird Uses.

"Can I have a parrot arrested for swearing and disturbing the peace?" inquired Mrs. E. B. Elliotson, vice Judge Mathias of Des Moines, Iowa, the other morning.

"Of course you can, and I will," responded the court. Schaffer served the warrant on the owners, Mr. and Mrs. L. Gann, at once. When he took off the parrot the bird flew and was perched high in a tree far away.

"Come down!" shouted the judge. "I didn't do it! I didn't do it!" shrieked the parrot. The owner pulled his gun. The parrot shouted: "Go chase your own bird!"

The Ganns, with their wife, were finally coaxed into the court where all three entered their guilty.

Mrs. Elliotson told a tale to the police judge when she

formation. "I live a block away, and the parrot swears at the top of its voice," Mrs. Elliotson told the judge. "I wouldn't dare repeat what it says, but that parrot will do it enough when you get him into court. The case was continued for evidence."

Take the Postmaster's Word. Mr. F. M. Hamilton, who lives at Cherrydale, Ind., keeps a stock of general merchandise and patent medicines. He says that Berlin's Colic, Cholera and Rhoea Remedy is standard in his line. It never fails to give relief, and we could hardly do without it. For sale at Stone's Drug Store.