



GRASSROOTS
by
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INCENTIVE PAY WOULD SPEED UP PRODUCTION
SOME YEARS AGO I was employed by a newspaper concern where the composition was done on a piecework basis. Each compositor was paid for what he produced. The machine operators were fast, and each made what was at that time considered exceptional wages.

On the theory that a piece scale, with its resulting high man-hour production, resulted in fewer jobs, the typographical union refused to continue such an arrangement. The men had to be employed on a straight hourly wage basis.

The production per man-hour dropped at once. To get the same amount of composition out, the company had to employ more operators. This was a result that was to be expected. It was but the working of human nature; with no reward to the individual any extra effort, the effort stopped.

That, largely, is the condition in all industry in the United States today when full production is so badly needed. It is human to lay down on the job when extra exertion does not bring the individual any extra reward for his effort.

Russia secures maximum man-hour production by assigning to each worker a stint he must achieve, or else. As the stint is achieved the amount of production demanded is increased. The worker is kept striving, at all times, to avoid the penalty for failure. We cannot use such methods in free America, but it might be possible to work out a system under which each worker would be paid, in addition to a minimum fixed wage, a percentage of the profits based on the quantity of each worker's production.

Such a system would provide an incentive for each worker to do his utmost. Those who excelled would be paid for their excess of production. It would recognize the human element that, under present conditions, is a bar to full production in American industry. It would reward the fast without penalizing the slow.

Without some method of reward for speed we will not secure full production. So long as the incapable receive as much as the capable it is just not in the cards for the capable individual to do his utmost. His production will remain at the level of his slowest co-workers.

The unions have frowned on the incentive pay idea, except as it applies to extra hours at time and one half, as a means of encouraging production. It might be possible to sell them on a division of profits, the greater amount going to those who produce the most.

Today we have more to buy with than we have commodities to buy. Today we have more jobs than we have men to fill them. Today our greatest need is increased production. We can get that increase when we find the method of rewarding those who make possible that greater production, and display the ability to sell that method to organized labor.

RAILROADS PERMIT GRAFT IN 'LUXURY TRAIN TICKETS'

IN THE metropolitan cities they call scalping entertainment tickets a racket. What should the same system when applied to railroad accommodations be termed? The railroads operate some fine trains on fast schedules, but only that class of the public who patronize the better class of hotels, and who can afford to cross the palm of the hotel transportation clerk with a bit of folding money, can enjoy the travel luxury these trains provide. It is a "public be damned" policy in which the railroads participate and make possible. They permit the hotel transportation clerks to reserve all desirable space on these trains, to be cancelled at the last minute, if, perchance, the clerks do not find customers. It means an easy graft for the transportation clerks, but some day the railroads will pay in the form of public condemnation.

GIVE RUSSIA DOMINANCE IN EUROPE, with control of the resources and manpower of that continent, along with what she has of her own, and she becomes a nation that no other nation could defeat. Within a quarter of a century she could, and probably would, communize the world, including these United States and all the western hemisphere. Is it for that our American reds, pinks and fellow travelers are planning?

AS EVIDENCE of the importance of the professional ball player, if evidence is needed, I wanted railroad accommodations from California to Chicago the latter part of September. There were none to be had. The reason given by a railroad executive was that trains were sold out to those going east to attend the world series ball games.

MORE HAPPINESS and opportunity is found in the rural home than in the flophouses and heart-breaks of the cities.

Woman's World Comfort, Simplicity, Keynotes Of New Baby's Clothing Needs

By *Ertla Haley*

IF YOU'VE been visiting a brand new mother recently, you know that her baby's clothing is one of great simplicity and comfort. Elaborateness of baby's wardrobe is a thing of the past.

The main considerations in choosing a young baby's clothing now is comfort and ease of getting him in and out of his garments. The baby's wardrobe, at least for his first few months, does not consist of a great many frilly bonnets and long dresses. Shirts, diapers, one-piece kimonos and nightgowns are the important things.

Since many of these pieces of clothing are hard to find, the mother with the sewing machine is indeed lucky, for most of these things can be made easily. The sewing is easy and goes quickly, so it really need not take a long time to make the baby's layette.

The biggest need the infant has is for diapers, and these, like many other things, have become a scarce commodity. It has been estimated by experts that at least three dozen diapers are necessary, and four dozen are preferable, but most new mothers have had to do with a lot less.

If you can, however, get the required number, dressing and keeping the infant clean will be largely simplified. Commercial double gauze diapers are excellent for the purpose because they have no seams to rub or irritate; they are also light and easy to wash.



It's easy to dress baby...

If you are fortunate in getting cotton flannel, then diapers may be made at home. Diapers always used to be made 27 inches by 27 inches but research shows that the rectangular diaper, 20 inches by 40 inches is a much better size as it may be used more easily as the baby grows because of its folding possibilities.

Helpful Tips Given On Sewing

In order to make easy work of the diapers sewed at home, use these well-considered tips: Pull a thread to cut them so that they will be straight. The material can be torn, but the edges must be trimmed before hemming. The diapers may be hemmed by machine and several can be done at once if a foot hemmer is used. The corners should be reinforced by stitching back and forth for a distance of several inches. Frequent washings make diapers easy prey for tearing and they should be made to withstand wear. Use a No. 50 thread for hemming.

Kimonos should be made of soft flannel or jersey, and should be as sturdy as possible as they, too, will have to bear up under frequent laundering. Make the kimono long enough to protect the youngster from drafts, but not too long to hamper his kicking—a necessary exercise.



If you make easy-to-get-into garments.

Several kimonos may be cut at one time just by folding the material several times. Stitching by machine is best because it is even and durable. Broad, plain seams are preferred, and they must lie flat to give the infant the maximum in comfort.

There are several ways of finishing the neck and front of the material and you may choose which-

Mittens with Ermine



It's the fashionable thing to do! Use walled mittens with your fur-trimmed coats to go smart places together this winter. Hand crocheted costume knits, made of finest quality pure wool, are made with walled sides outlined in colors keyed to smart apparel shades.

ever one seems best suited to your taste. First of all, the neck and front may be finished in a different color material, but this does take more material.

Another way of finishing is to use narrow bias binding for the neck and front, and a narrow, firm cotton tape for the ties. Avoid silk ribbons as these come untied easily and they do not wash well.

Select Infant's Clothing Suitable to Climate

If the youngster is born during winter, most of his garments should be made of warmer materials such as flannel, or even knitted of all-woolen yarns.

Slips made of flannel are particularly desirable during cooler weather but they should be made in the same way as slips for summer, i. e., open at the shoulder so it slips off quickly and easily. Another type of slip for the youngster is one that is closed at the shoulder, but open all the way down the back. This, too, is easy to use in dressing the child.

Make broad seams on the slips, and embroider simple decorative motifs on them if you want to add lingerie touches to them.

Bibs are another necessity for the youngster, and these may be of two types. The small dress bibs are made just to protect the top part of the dress, and are usually very dainty. The feeding bib, however, should cover the front part of the dress, and should be made of a water-repellent fabric like dull-finished oilcloth or terry cloth, bound with cotton tape. Use ties which can be fastened at the back.

Make Small Repairs

The old adage about a stitch in time certainly holds true of small repairs on blouses and lingerie. Repairing these garments in time will often save the garment, whereas they may be rendered completely unusable if they are left unrepaired even for a day.

Don't discard blouses simply because they become stained or worn under the arm. Shield-shaped inserts of matching material frequently takes care of the damage. They are also inconspicuous.

To make this type of patch, cut away the damaged portion and cut a patch in the shape of a shield. Leave twice as much seam allowance as ordinarily. Open the armhole seam halfway around, then baste in the shield. Stitch by machine and then close armhole.

Sew seams on slips as soon as they show signs of coming apart. Reinforce them with the same fabric, if necessary.

Straps should be sewed in place as soon as they show signs of coming apart from the garment. If allowed to come apart, they may strain and tear the fabric or lace.

Lace trimmings on lingerie must be carefully and neatly patched in matching thread as soon as they tend to give way.

Fashion Forecast

If you want to get a lot of wear out of jackets, select them to go with both slacks and skirts. In this way, they will serve a double purpose.

The cloth coat, fur-trimmed with lavish taste, is very popular this season. Black Persian lamb trimming is one of fashion's first choices. Tuxedo fronts are popular as are lavish fur trimmings on cuffs and collars.

If the edging on napkins or tablecloths wears, replace it with new edging and get more wear from the material.

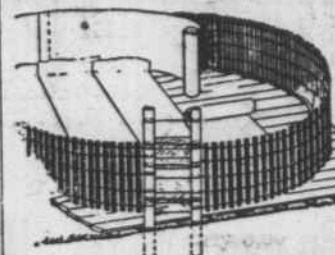
Necklines are a very important item in this season's wardrobe. Most of the time they're high and prim on daytime dresses, but on afternoon and evening frocks, they dip low and become rounded, in a sort of portrait line.



Material Available For New Grain Bins

Inexpensive Materials Proving Satisfactory

Despite material shortages, construction difficulties are minimized in a new type grain storage bin developed by the Commodity Credit Corporation, USDA. The bin uses



A North Dakota station version of the temporary grain storage.

inexpensive materials which are not crucially scarce and can be erected by unskilled workers in about 30 man-hours.

The bin is demountable and portable and may be stored when not in use. The capacity of the bin is 1,300 bushels.

This bin is constructed almost entirely of asphalt roll roofing. For the floor, asphalt roll roofing is laid directly on the ground. For the sidewalls, it is reinforced with woven wire. For the roof, it is supported by the bulk of grain inside.

Because this is a "tight" bin, it is not suitable for storing moist grain. Dry grain keeps satisfactorily for a year, provided the bin is properly built, roofing is not damaged and the bin is fumigated when necessary.

KNOW YOUR BREED Berkshire By W. J. DRYDEN



Good example of Berkshire sow, an excellent meat producer.

Berkshire is one of the oldest improved breeds of swine. Of English origin, they were reported in a high state of perfection as early as 1780. The Berkshire was first imported into America in 1823. The world's first swine registry, the American Berkshire association, was formed in 1875.

Berkshires are of medium size, generally smooth, black except for the six white points that occur rather uniformly in the face, on the feet and brush of the tail.

Mature boars will run from 800 to 900 pounds, mature sows from 700 to 800. Their meat is of good quality. Berkshires are known for their trimness throughout and for excellence of carcass. Their record in market shows, both on foot and on the hook, is noteworthy.

No Greater Pest Has

Cattle Than Horn Fly

Horn flies cause damage among cattle by loss of blood, spread of disease, predisposes to screw worm infestation, loss of meat and milk and loss of feeding time.

DDT offers the first real relief of cattle against this pest. Cattle treated with DDT sprays have shown gains of 50 pounds over those not treated. One pound of wettable DDT powder (50 per cent) in 30 gallons of water will provide enough spray or dip to treat about 100 animals at a cost of about one cent for each treatment.

Horses Are Allergic

To Soaps and Oils

New research has disproved the old idea that a horse's heavy coat of hair is complete protection against allergic skin diseases, American Veterinary Medical association has reported.

A series of tests proved that dermatitis was caused by a combination of "wool yellow dye" in a saddle soap and "sulfonated neat's-foot oil" in a leather conditioner.

Tomato Blight May

Disappear in 1947

Tomato growers, whose crops were ruined by the late blight, need not worry about next year's crop as the disease is not likely to recur unless weather conditions are again favorable, according to Andrew S. Wing of the National Garden Institute. A wet cool August with cool nights is favorable to the development of this fungus disease whose spores are windborne, causing great damage.

NEEDLECRAFT PATTERNS Two Aprons From One Pattern



7033

'Drone' Plane Sends View To Operator Guiding It

The control of a "drone," or pilotless plane flown by radio, is switched between operators, one in a "mother" plane handling it in the air and another on the ground or the deck of a carrier handling it during take-offs and landings, says Collier's.

When flying beyond the range of vision, even as far as 50 miles away, the operator is able to watch it through images received from two television cameras in the drone, sending one picture of the instrument panel and the other a view of the area in front of the plane so he can prevent it from colliding with another object.

Both are easy-in-the-making. Pattern 7033 has transfer of embroidery motifs; cutting charts. Our improved patterns—visual with easy-to-use charts and photos, and complete directions—makes needlework easy.

To obtain this pattern send 20 cents with your order to:

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Early Fire Department

Did you know that ancient Rome was the first city to have a fire department? Seven thousand persons were employed in it. A fire chief rode to the scene in a chariot and a fire marshal set up a court of inquiry before the flames died down.



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* "Center Bite" traction zone.