

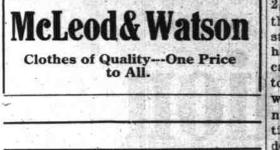
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did the members of the War Labod Board fail of unanimous agreecording to the review of the Board's plainly see the handwriting on the ment on awards and decisions, acwork in the annual report of William B. Wilson, Secretary of La-

"This fact," says Secretary Wilson. "besides being a splendid tribute to the members of the National War Labor Board, is also a striking indication of the magnificent spirit of co-operation which has pervaded American industry, for it will be re-membered that the Board, with the hours of labor. A start was exception of the two chairman, is composed of members directly rep- many thousands of so-called unskillresenting the interests of employers on the one hand and workers on the other."

"Up to and including October 1," the Secretary continues, "the offices of the War Labor Board had been invoked in a total of 531 controversies involving the operation of even a large number of establishmentsfor many cases embraced groups of plants-engaged upon the production of materials vital to the very existence of our armies and involving the employment of more than 2,000,000 workers. Of this number the War Labor Board had 266 cases erwise; vote and pray as you like still pending on October 1. Awards have been made directly in 44 cases; 136 cases have been referred to other governmental agencies; two were withdraw; 30 were settled;

nine were settled without intervention of the board; jurisdiction was. denied in eight cases, and 32 were

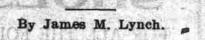
Secretary Wilson points out that that although the Board began its work without any statutory power to give effect to its decisions or findings, there has been resistance to its conclusions in only three in-

vork of the trade-union movement. Coming events cast their shadows before them and those who read can wall. Already propaganda is working to divert the minds of the workers from the solid, concrete things which lie immediately before us During the war organization in many

industries made wonderful progress The stockyard workers were organized and through organized effort received a substantial increase in wages and a substantial reduction in made among the steel workers and ed or common laborers were organzed and received substantial in creases in wages and reductions in working time. Insidious efforts will

be made to divert the attention and to minimize trade union organization work. A word to the wise should be sufficient! Do not be stampeded away from the real fundamental work in hand. Do not permit your minds and attention to be diverted from the concrete, specific work of sticking hard and fast to the effort to organize the workers along trade union lines. We do not attempt to tell you what to do oth-

but guard against neglecting the organized trade-union mevement .--Cigar Makers Journal. HE WHO RUNS MAY READ.



(Former President International Typographical Union; New York State Industrial Commissioner.) The cow and the donkey are contented animals, with an almost perfect type of contentment. Yet perhaps this is not so much the case

mployes' grievances and thus avoidng industrial disturbances, are beng established and are working successfully in a number of American factories, according to bulletins isthe Information and Education Service. United States Department of Labor.

A Massachusetts shipbuilding concern, for example, has a shop committee in each department of the plant, whose members consist of employes elected by secret ballot. The chairmen of these committees compose a joint shop committee, which deals with all questions relating to wages and general welfare of employes. This committee meets regularly every day.

The employment manager, service manager, and one member of the joint shop committee compose a grievance committee, which meets when it is called and deals with petty grievances and all matters pertaining agreements when employed. Usually it can settle any dispute between an employe and his department, but when it cannot, the matter is referred to the joint shop committee.

A large metal finishing plant in the State of New York started shop committees as a result of a strike, which it was found could have been avoided had there been means of discussion between the company and its men. Since the adoption of the plan every complaint has been adjusted satisfactorily. The plan is as follows:

Each department has an accredited representative on the committee. which elects an executive committee of five. The representatives meet every Friday, and two representatives of the management meet the executive committee in an office set

switchmen or miners or men in ship- and take dinner and come home by yards have demanded 20 or 30 per moonlight. O' we'll have a jolly cent more pay to cover the increased time! What are you going to do, cost of living, and the President is Lester?"

sending some bigwigs out to fix it "O, we shall stay at home, I sued by the Economics Division of up. Usually the men get what they s'pose," Lester answered. demand. Maybe you know that when "But you'll have company and the price of bread and milk goes up have a big dinner, won't you?" asked for a steamfitter it goes up just as Halford. much for an office man; but nobody "No," said Lester. "You see, papa

else seems to know it. The \$70 a was sick all the fall and then mother month we got before the war is \$75 had to go to New York to have her now, which is about 7 per cent in- eyes 'tended to, so there isn't any crease. Nobody has any time to money for good times. But I'm glad bother with us, except to tell us to mamma's eyes are better. I guess aconomize and buy Liberty Bonds." I don't mind very much about Christ-About the lonesomest and least- mas and New Year's."

"Lost your appetite, Halford?"

'cause his father hasn't any money,

considered person in the country to-day is the clerk—using that term in It," said Halford. "It's a shame! the loose sense, which includes of- But I'll have to go home now. Goodfice men and salespeople, says the by!". And Halford jumped on his sled and started homeward. But Saturday Evening Post. No one is afraid he is going to he was so unhappy about it he could strike and tie up an industry- hardly eat his dinner.

everybody knowing very well he cannot. His money is worth about a asked his father. third less than it was before the "I'm thinking all the time about war, and in the general run of cases Lester," said Halford. "They can't he-or she, has ont a third more have any good time New Year's money. Among those whom the census and I think it's a shame, and he a

classes as salaried employees there minister! Why can't you invite are a great many who have emerged them all to go with us, papa, to from the general run and achieved Old Fort Inn?"

such a relationship to the business. "I would do it with pleasure if that they are counted as individuals, there were room," said Halford's insteal of merely as undistinguish- father. "And now I think of it, ed items in the clerical and selling Aunt Lois has decided not to go, and forces. They can keep up with the I'll ride on the seat with the driver, cost of living and beat it, because so if you'll give up, your seat to the people up in front, who fix sala- your friend Lester, there will be room ries, are personally interested in for the three of them. If you wish,

tose individuals. But as for the I'll send an invitation at once." general run-over a million in man- "And I stay at home! Why, Papa ufacturing and transportation alone Newell! You know I couldn't do -their needs are considered last. that!" cried Halford, "You know the Organized wage-earners can com- boys are expecting me to play hockmand consideration. Some unorgan- ey with them."

ized workers at the margin, who are "I don't ask you to do it." adds, have demonstrated the govern- with the cow. Occasionally the cow aside for the purpose of discussing always slipping off into indigence; his father. "But you seemed so anxget constant attention from the lous to have Lester go I was trying charitable. The clerk who can man- to think how we could manage to age to support his family is mostly carry them. But as they know nothlet alone. ing about it, they won't be disappointed. So think no more about BROTHERHOOD OF RAILWAY It" CLERKS. But Halford found that not so



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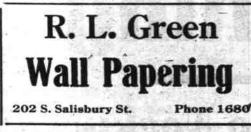
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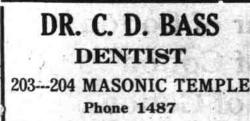
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stances. These three instances, he ment's determination to the action becomes discontented, leaps barriers, and adjusting grievances. of the Board. a personal appeal from the Presi- tion is curbed.

promptly gave the President power to take over the telegraph and tele-phone lines, and the Postmaster phone lines, and the most to be handy and General assumed charge of them and issued instructions that discriminatory practices should cease.

Later the Smith & Wesson plant at Springfield, Mass., was taken over by the Secretary of War under similar circumstances; and at about the same time organized workers of Bridgeport, Conn., who had struck in dissatisfaction with an award of the board, decided to return to work after they had received a letter from the President warning them that unless they abided by the award they would be barred from employment for a period of one year in any war industry in the community in which

he strike occurred? The government has gone into business as consulting expert on employment problems. Hereafter managers of factories or heads of business enterprises, when they desire scientific advice on important questions of policy or administration, may seek the assistance of the Working Conditions Service, Department of Labor. This service will supply experts who have had careful training and wide experience. Since its organization preparation has been made for the widest possible activity.

RECONSTRUCTION.

and to strive in every legitimate way

seeks pastures new. Then the cow's The first instance was when the employer applies the remedy, a Western Union Telegraph Co., despite poke, and then the animal's ambi-

otherwise useless. With the human animals there are

many kinds of discontent, all falling in two divisions, reasoned and unreasoning; one constructive, the other destructive. But even reasoned, intelligent discontent will become wild and ravaging if long denied. Witness Russia and Bolshevism

The world is in a state of flux. not of action-or, to be nearer the

water is ready to act; has acted. But thousand miles from the front line trenches. So there is here time for to give attention to human engineerthe satisfaction of intelligent dising." content, if those who have the most to lose by the triumph of unreason-

ed discontent will relax a little of their stubbornness, will study the dopments of this most wonderful of transition periods. Cows sometimes break their pokes and even donkeys have been known to kick.

Even the human animal may go suddenly aflame.

Reconstruction and rehabiliation A colonel wanted a man-servant, an important proposition. It, so he inserted an advertisement in

however, has brought no startling a local weekly. One of the applicants who answered was an Irishnew thought nor confusion, nor has it changed the hopes, the aspirations, man. and the expectations of the rightcolonel, "is a useful man-one who thinking, level-headed trade unioncan cook, drive a motor, look after ists. Reconstruction has simply aca pair of horses, clean boots and centuated an always pressing, imporwindows, feed poultry, milk the tant, great problem, to-wit: The orcow, and do a little painting and ganization of the working, producpaper-hanging. ing classes in order that they may "Excuse me, sor," said Murphy, thus, through collective bargaining

> "Soil?" snapped the colonel What's that got to do with it?" "Well, I thought if it was clay might make bricks in me spare

All complaints must be made in writing and submitted to the department representative by the complain-

ant. The representatives tries to adjust the matter with his foreman to enforce its recommendation that discrimination against odganized em-ployees should cease. Congress promptive gave the Direction of a dismisal wage for enough to a day's in service. Up to a certain point, the longer he made good in his place the more secure he would feel, for the more it would cost his employer

to turn him off without fault on his part.

"How would the legal dismisal wage affect employers? On all hands it is agreed," he declared, "that the by June 1 it will number 200,000. for his best friend. That was too amount of labor turnover in American industries is scandalous. I know being considered to amalgamate the to his father: of an industry employing 28,000 Canadian railway clerks independent "I couldn't stay at home alone men which not long ago hired and organization with the Brotherhood and besides, I don't believe Mr ired at least that many men a year, her Railway Clerks.

Few employes have any conception Such tremendous changes are oc- of what they lose by such a turnover. ecutive board in Cincinnati H. A. was an uncertain and troubled look curring hourly that they receive but The obligation to pay a dismissal Berry, Richmond, Va., was made a in his face. His father looked up passing notice. Humanity is deluged wage would give such employers a grand vice president of the organiza- from his paper; then he laughed. with miracles. Capital is alarmed, motive to make their practice con- tion, and placed in charge of the ex- "O, you are still thinking about alert and incapable of analysis, but form to that of those thoughtful hu- press employes' division. For some the ride, are you?" he said. "Well, man employers who have brought months he has been acting as general as to that, of course if I invited them mark, reaction. Labor across the their annual turnover in some cases chairman of the adjustment board to go I should pay all the bills. That down to 30 per cent, with profit to of the Southeastern and South At- would be my part, and you know in this country we are still three themselves and contentment to their lantic departments of the Armenian Grandma Hawes would be delighted employes. They would find it paid Railway Express system.

> union has been recognized by the AFTERMATH OF RAILWAY ACCI government after a fight with the DENT.

> private companies wische adminated in two strikes being called at Rich-mond, one of which affected the en-Many of our readers will remember the circumstances owing to tire Southeast. which 89 passengers were killed on A few years ago a union of Rail-

the Brooklyn Rapid Transit Line way Clerks was organized in Little November 1. The officials of the Rock but its life was of short duraroad refused to obey an order of the tion, owing, it is said, to the opponational war labor board to reinstate sition of the railroad companies to he was off to grandma's. 29 victimized members of the their clerks organizing.

Brotherhood of Railroad Engineers and attempted to operate the road with strikebreakers which resulted in the accident.

Now Mayor Hylan, of New York City, sitting as a magistrate, has issued warrants charging manslaughter against President Williams and

four other officers of the road, fixing the bail in case of each at \$10,000. The motorman, a strikebreaker, was also indicted for manslaughter.

"Typographical errors," said William Dean Howells, "are always amusing. When I was a boy in my father's printing office in Martin's Ferry, I once made a good typo-

graphical error. My father had writen 'The showers last week, though copious, were not sufficient for the millmen. I set it up 'milkmen.'"

easy. He could not help thinking While the increase in membership how many things and how many labor unions has been large with pleasures he had that Lester did not

in the last year, probably that of the have. There was his bicycle, his Brotherhood of Railway Clerks has box of tools, his new sled, his skates been the most phenomenal, having and ever so many books, and he was increased from about four thousand sure-now he came to think of itto approximately one hundred thous- that Lester was as fond of these and, and its growth is by no means things as he was. Yet he was sure on the wane and indications are that he could not give up this ride even It is reported that plans are now much. But in the evening he said

Lowell would feel able to pay for At the recent meeting of the ex- their dinner and everything." There

to have you spend the day with The United States railroad admin- her." istration has taken over the express Halford sighed and said no more, company and the express employes'

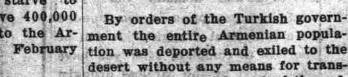
but that night he could not sleep. The next morning he went to his mother.

"Mamma, won't you or papa write that invitation for Mr. Lowell and all of them, right off," he said, "and tell them they must be sure to go And I guess I'll go to grandma's today, 'cause she always likes to have me stay two or three days." And just as soon as he could get ready

The next morning he was cracking But a few weeks ago a new organnuts when he heard a great noise of ition was effected which rapidly in-creased its membership, and is we sleigh-bells, horns and shouting. He ran to the door, followed by grandbelieve, one of the largest in the county, and bids fair to become the ma, Susan the cook, and Rover. There were his father and mother. and the Lowells and all the others,

and everybody looked happy. "Hurry and get on your coat," said papa, "and you and Lester can sit up here beside me. We thought there wouldn't be much fun in going without you, after all, for the boys needed you for the hockey game." Halford, with joy, climbed up beside his father, and the four horses

dashed over the smooth road toward Old Fort Inn .--- Youth's Companion.



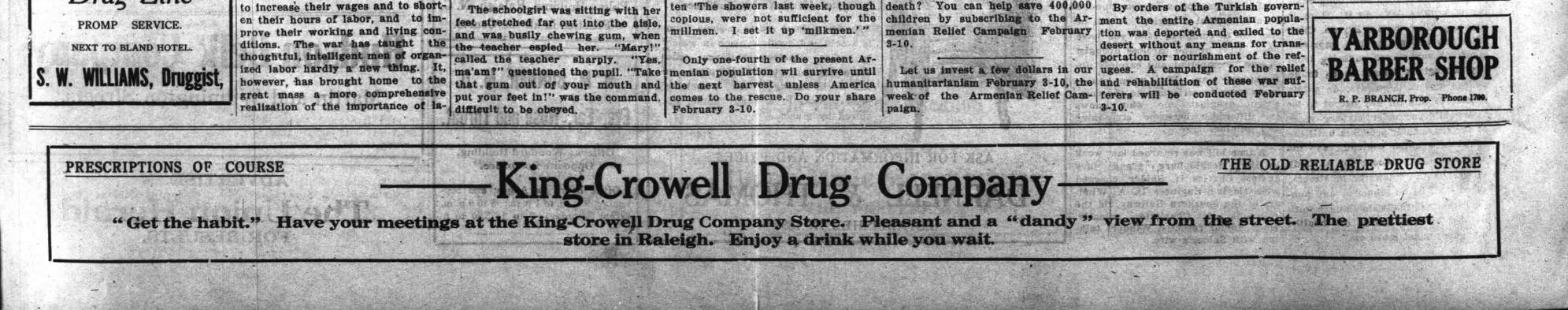
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reckon I could git a marriage license fer a dozen watermelons?" "I reckon you could," replied Brother Williams. "But my wholesome advice ter you is ter eat de watermelons." - Atlanta Constitution.

Would you let a child starve to

largest in the near future. "I have been thinkin' 'bout gettin married," said a member of his flock to Brother Williams. "You"

death? You can help save 400,000.

"What I want," explained the

'but what kind of soil have ye and united effort redress admitted here?" wrongs and improve their economic, social, and political condition in life. The trade-union movement will con-

tinue now, as it has in the past, to organize the unorganized workers time."-Everybody's.

The schoolgirl was sitting with her