

MONDAY, DECEMBER 1, 1919

17,101 Goodyear Workers Pay \$4 Monthly Instalments For \$7,700,000 7% Stock

66% of Employees of Ohio Concern Buy Stock in Company; Average Purchase Is Five Shares at \$100 a Share; 25,000 Workers Are Governed by House of Representatives (40) and Senate (20) Composed Exclusively of Employees.

The Evening World to-day prints the thirteenth article of a series dealing with profit sharing and co-operative plans of big companies of the country which are working on the problem of industrial unrest.

By Martin Green.

(From a Staff Correspondent of The Evening World.) Akron, O., Dec. 1.—Employees of the Goodyear Tire and Rubber Company of Akron, O., to the number of 17,101, subscribed, during a ten-day period in November, to \$7,700,000 worth of an issue of \$40,000,000 of preferred, non-assessable 7 per cent. cumulative stock of the corporation.

Those who purchased shares in the latest issue of preferred stock begin to pay for it on the instalment plan, by means of deduction from wages or salary of \$4 per month per share on the first pay day in December, 1919. Other features of the stock purchase plan will be explained later in this article.

The question right here is: Why did about 66 per cent. of the employees of the Goodyear company buy stock in the concern that employs them? The answer appears to lie in the fact that the employees of the Goodyear company are members of and voters in—under certain reasonable regulations—an industrial republic which is quite the biggest thing of its kind in the United States.

Lord Leverhulme of England is proud of the co-partnership in his business of 4,500 of approximately 15,000 employees eligible to such a relation. But these 4,500 are particularly under a bonus system and they do not receive actual shares of stock but co-partnership certificates which, while dividend bearing, are non-transferable.

Oriental Fashion Note From a London Shop



The Evening World Daily Magazine

The Goodyear Senate and House of Representatives Meet Monthly to Consider the Welfare of 25,000 Workers



SENATE-GOODYEAR INDUSTRIAL ASSEMBLY



HOUSE OF REPRESENTATIVES-GOODYEAR INDUSTRIAL ASSEMBLY

Established a Saturday half holiday in all departments. This law was unhesitatingly signed by Manager Litchfield. At the time of the formation of the assembly there was in force a factory rule by which workmen who were late in reporting in the morning were "stocked" pay for an hour and a half of time. Workmen brought to the attention of the assembly unusual traffic conditions which make it impossible for all time some mornings. After thorough consideration the rule was so modified that employees who are late now lose pay for only 15 minutes. Here was a concrete illustration to every worker in the plant of the efficiency of the industrial assembly. The percentage of tardiness has decreased and the representative, having made it easier to be late employees try harder to be on time.

Improvement of the municipal water works system. Many conferences have been held between committees appointed by the assembly and representatives of the management. Certain of the officers and committees of the assembly hold weekly conferences with the factory manager and executive heads, although the house and senate hold regular meetings only on the first Monday of each month. These conferences are authorized by the plan. It is specifically provided in the industrial republic plan that no Goodyear employee shall be discriminated against on account of membership in any labor organization, or shall there be discrimination against any member of the assembly for action taken by him in the performance of his duties as outlined in the plan. Provision is made that the assembly shall have the right to make changes in factory rules or regulations adopted by the management.

TWO MINUTES OF OPTIMISM

By Herman J. Stich

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The Pride of the Universe

SHE was "nuts" on coffee, her husband on tobacco. They decided not to be.

She picked up one of the little brown pebbles and looked at it intently.

"You," she muttered, "are a bean; I am a woman." And she ground it under her heel.

Her husband looked quizzically at the tiny parcel poised between his fingers.

"You," he said, "are a weed; I am a man." He crushed it in his palm and then carefully washed and scrubbed his hands.

A good many men and women permit a bean, a weed, a job, a poppy, a fad or a desire to dwarf, warp and cripple their strength, to mutilate, stunt and paralyze their faculties.

Inability to say "NO," even though all the world says "YES," unbalances many a strong man and curses him with a weakness which shackles his powers and makes his hours a blighted yesterday.

A man who cannot command himself is a mannikin or a pygmy; he will never command others. He will not rule circumstances till he stops being a slave.

A man is a mockery, he can attain only to sapling strength; he will be sickly instead of healthy, leaning instead of supporting, forever dependent and never independent if he stays bound to a habit, indulgence or defect which undermines his robustness, saps his manhood and atrophies his ability to do.

The world wants true men and

GOING DOWN!

DEAR FRIENDS: Are you down to ROCK BOTTOM? Are you without friends—money—health—everything?

Then thank God!

NOW you can go up. NOW you have something to live for, because you have lost your life and are now ready to find it!

Always remember that no one ever made a success in this world who did not first strike rock bottom—who was not so thoroughly disgusted that he was ready to end it all.

If you feel that way, now is your chance. NOW IS THE TEST! Many like you have given in to the blue devils of discouragement and have been swallowed up in oblivion—others have laid a sound foundation on ROCK BOTTOM and built fame and fortune.

WAKE UP!—Get up—Go up! Yours for success,

ALFALFA SMITH.

MONDAY, DECEMBER 1, 1919

'Get Things, Never Mind How You Get Them,' Philosophy Of American 'Dollar-Chaser'

Declares Eleanor Gates in "Piggie"—Eminent Naturalists Concur With Miss Gates That "Pigs Is Pets" and Are Most Intelligent of Animals; the Typical American Business Man and Woman Are Practising "Piggie" Philosophy To-Day.

By Marguerite Mooers Marshall

Copyright, 1919, by The Press Publishing Co. (The New York Evening World.)

LLIS PARKER BUTLER says "pigs is pigs," but Eleanor Gates says "men and women is pigs."

She says it between all the lines of her new and delightful book, "Piggie," a tale which children will love for its humorous and lively account of the doings of a wonderful young porker, yet over which grownups will chuckle for the clever satirical touches so well understood by the author of "The Poor Little Rich Girl." Then, too, the book is

probably the first to be published in the new fashion set by the printer's strike—that is, "Piggie" was written on a typewriter.

The typewritten pages were photographed and the book printed from photographic plates, making what may be a prized curiosity for the collector of odd things.

"Didn't you write about 'Piggie'?" I challenged slender, breezy, fun-loving Miss Gates, when I found her in her apartment at No. 106 West 56th Street, "to prove that his philosophy of life is very much our own, that in most men and women there is something of the pig?"

"I did!" she twinkled. "I'm so sorry you didn't see the dedication, which was left out in the hurry of this first edition. It went something like this:

To — N. B.: The above space is left blank because the author could find no friend, and especially no relative, willing to stand in such close relationship with a 'Piggie'."

However, we need not feel too much insulted in being compared to the pig, for Miss Gates agrees with W. H. Hudson, the naturalist, that the pig is one of the most intelligent of animals and is naturally clean. "I used to herd them in Dakota when I was a little girl," she explained, "so I learned a lot about them. They make wonderful pets, as Mr. Hudson says, and, quite apart from the satire, I wrote 'Piggie' to correct some of the popular impressions about his species."

"But has there ever been a time in the history of the world when everybody everywhere was as thoroughly saturated with the pig's philosophy as I have summed that up in a speech

to occupy. He continues his payments in the form of monthly instalments, the size of which is governed by his wages or salary, and at the end of five years the company makes him a present of 25 per cent. of the cost of the property."

There are published in the Goodyear plant a tri-weekly newspaper and a monthly magazine with a combined circulation of 10,000. On the subscription lists are thousands of persons who are not employed by the Goodyear concern.

Goodyear Hall, a million dollar club house, is approaching completion. It contains a theatre which will seat 3,000, a gymnasium with space for 1,300 spectators, the legislative chambers of the industrial assembly and every convenience of a high class club.

F. A. Seiberling, the President of the company, has given to the employees of the Goodyear plant a park and recreation ground covering twenty-eight acres. The athletic and recreation fields are the finest in the country. Seiberling's capacity is provided for 10,000 spectators of games and sports. The field is open to the citizens of Akron as well as to Goodyear employees, and serves to form a closer link between the municipality and its greatest industry.

Employees have formed twenty-seven separate clubs or organizations, each of which has charge of some recreational branch. The Three Arts Club presents musical comedies and operas, the Priests Club presents musical shows and the Green Room Club puts on straight comedies and dramas. Many baseball, football, basketball and athletic clubs for boys, girls, women and men give all employees an opportunity to play. Boxing, soccer and wrestling matches draw enormous crowds. The company employs about 100 mutes and special efforts are made to permit of their participation in sports and games.

About 8,000 employees attend the factory school, which co-operates with Americanization work and with the director of physical education. The school faculty is composed of selected instructors who make a specialty of interesting their pupils. The education of persons who have grown into manhood or womanhood in utter ignorance is recognized by the Goodyear management as a problem requiring minds trained along lines apart from those followed by the teacher of eager boys and girls or the college professor.

All activities of the plant are directed toward the continuance of what is known as "Goodyear Spirit." This is a feeling of trust in the employees on the part of the management and a feeling of trust in the management on the part of employees. The mutual trust described exists in the Goodyear plant where executives and industrialists alike are proud to be members of "the Goodyear Family."

"The human snob, according to the author of 'Piggie,' is simply the super-bred, nose-ringed pig, content to live on his hogsty, kindly posing in all his brown-ringed glory for the burlesque multitude to gaze on and admire."

"We can see this product of pig philosophy in the opera boxes any night," remarks Miss Gates. "Pigs are not worth in the nose. Furthermore, I know you have discovered that the anti-Suffragists, the anti-ministerialists and the world from the League of Nations—all the dear old Leaguers who never learn anything and never forget anything—simply think as a pig thinks. In the immortal words of your Mother Pig: 'If you want to do a thing, why, then, you should, because it's sure to be something that pigs have been doing always. And if you want to keep women from voting or the world from future wars, be a stubborn pig and do it—pigs have always done as much!'"

"And the whole philosophy of the six business men about whom I fired my tirade against the prize Berkshire," Miss Gates pointed out, "Ladies, my boy, ladies!" he intones, "they're very nice, very necessary—and rather comfortable creatures to have about. But! What do they know? What do they know? 'God bless the ladies—what should we do without 'em?' says the t. b. m. 'But, of course, they can't understand business.'"

"You point at least one other satiric shaft at the human male," I remarked, "when you make your Piggie admit that he'd rather be teased than lonesome."

"Of course—so had any man!" laughed Miss Gates. "Don't you remember the old story of the one who asked the Lord for a wife? She told him to have her taken away from him, because he was so lonesome that he appealed once more to Delly for her return, saying: 'Oh, Lord, what is this creature whom I can neither get along with nor get along without?'"

Verily, it's a pig's world, my masters!

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