Give Workers a Voice; Labor Board Advises

President's Conference Says Joint Organization of Management and Employees Would Prevent Trouble

Original Plan Extended

Now Covers Disputes Affecting Public Utilities Other Than Railroads

WASHINGTON, March 20.—Joint organization of management and employees "as a means of preventing misunderstanding and of securing co-operative effort" throughout American industry is proposed, by the Industrial Conference appointed by President Wilson, in a report to the President, made public here to-day.

The conferees in their report state that they have modified the tentative plan of machinery to adjust disputes in general industry by conference, conciliation, inquiry and arbitration, announced by the conference on December 29, 1919, and that they have endeavored to develop methods of prevention rather than adjustment of labor difficulties. The modified plan, devised since the conference reconvened last January 12, it is said, makes machinery available for "collective bargaining with only incidental and limted arbitration." The plan has been extended to over disputes affecting public utilities other than steam railroads and also to government and other employees.

In addition the report analyzes the development of industrial relations, hours of labor, women in industry, child labor, housing, wages, profit-sharing and gain-sharing, thrift agencies, inflation and high cost of living, agriculture, unemployment and a public employment clearing house.

The causes of industrial unrest are set forth as including "the rise in the cost of living, unrestrained speculation, spectacular instances of excessive profits, excessive accumulation and misuse of wealth, inequality and readjustment of wage schedules, release of ideas and emotions by the war, social revolutionary theories imported from Europe, the belief that free speech is restricted, the intermittency of employment, fear of unemployment, unnecessarily high infant mortality in industrial centers, loss of personal contact in large industrial units and the culmination of a growing belief on the part of both employers and employees that a readjustment is necessary to a wholesome continuity of their united effort."

Industrial problems vary not only with each industry, the report says, but in each establishment "Therefore the strategic place to begin battle with misunderstanding is within the industrial plant itself. Primarily the settlement must come from the bottom, not from the top." The conference, in expressing its approval of "employee representation," says it is not a field for legislation, because the form which such legislation should take may vary in every plant. For this reason the recommendation is directed solely to managers and employees.

"If the joint organization of management and employees in the plant or industry fails to reach the collective agreement," says the report, or if without such joint organization disputes arise which are not settled by existing agencies, then the conference proposes a system of settlement through a national industrial board, local regional conference and board of inquiry.

This plan, which the conference says is "based upon American experience and designed to meet American conditions," is national in scope and yet decentralized. It is said to be different from anything in operation elsewhere, and employs no local authority except the right of inquiry. Its basic idea is stimulation to settlement of peace by the parties in conflict, and the enlistment of public opinion toward that method of settlement.

The Regional Adjustment Conference proposes a board to consist of four representatives selected by the parties to the dispute, and four others in their industry chosen by them and familiar with their problems. It should be presided over by a trained government official, the regional chairman, who would act as a conciliator. If a unanimous agreement were reached it would result in a collective bargain, having the same effect as if reached by joint organization in the shop.

Will Not Hinder Production

Failing to agree unanimously the matter, with certain restrictions, would go to the National Industrial Board, unless the disputants preferred a mutually chosen umpire.

Meanwhile both parties to the dispute have agreed that there shall be no interference with production pending the processes of adjustment. If the parties, or either of them, however, refuse voluntarily to submit the dispute to the processes of the plan of adjustment, a regional board of inquiry is formed by the regional chairman of two employers and two employees from the industry and not parties to the dispute. This board may subpoena witnesses and records and publish its findings as a guide to public opinion.

The National Industrial Board in Washington would have general oversight of the workings of the plan, which, in addition to being applicable to public utilities, provides machinery for "prompt and fair adjustment of wages and working conditions of government employees." The plan involves no penalties, it is said, other than those imposed by public opinion. It does not impose compulsory representation. It does not deny the right to strike. It does not submit to arbitration the policy of "closed" or "open" shop.

Hope Move May Spread

Regarding "employee representation" the report says "the subject has been discussed under such different names and forms as shop committees, shop councils, works councils, representative government in industry and others, but the conference says it prefers the generic term, having in mind the successful application of the principle to various activities outside as well as within the purely industrial field.

"These suggestions," says the report, referring to the help which the conference received from both employers and employees, "clearly proceed from a genuine desire that the movement for democratic representation as a substitute for direct personal contact may spread in accordance with sound principles and be kept from perversion which would threaten the idea's lasting usefulness by making it an agency of attack rather than a means to peace."

The idea of "employee representation," the report says, has aroused opposition from two sources, viz., employers who still adhere to the theory that labor is a commodity, a view which is said to be steadily disappearing, and trade union leaders who regard shop representation as a subtle weapon directed against the unions.

No Royal Road to Peace

"Employee representation," the conference says, "offers no royal road to industrial peace. No employer should suppose that merely by installing some system of shop representation he can be assured, without continued effort, of harmony and increased production. Doubtless there will be failures where the plan is adopted as a fad or a panacea. It is only a means whereby sincerity of purpose, frank dealing and the establishment of common interests may bring mutual advantage."

Relative to collective bargaining the conference "sees in a frank acceptance of this principle the most helpful approach to industrial peace," and states that it believes that the great body of the employers of the country accept that principle. The difference of opinion, it says, appears in regard to the method of representation. Bargains of certain kinds between employers and employees do not lend themselves readily to legal enforcement, and the conference therefore expresses the belief that, for the present at least, enforcement must rest substantially upon "good faith."

Fixing Hours of Labor

Regarding hours of labor, the conference states that experience has demonstrated that they should be fixed in industrial establishments "at a point consistent with the health of the employees and with proper opportunity for rest and recreation, there being in all cases provision for one day's rest in seven."

The conference further finds that from the standpoint of public interest "it is fundamental that the basic wages of all employees should be adequate to maintain the employee and his family in reasonable comfort and with adequate opportunity for the education of his children. When the wages of any group fall below this standard for any length of time the situation becomes dangerous to the well-being of the state." As for profit sharing being regarded as a complete solution of industrial problems, the conference says that while it has "promise in some directions, it cannot by itself be considered to be of far-reaching effect. Nevertheless," the report says, "the field is one in which sincere experiment may add a real knowledge of desirable procedure."

The Child Labor Problem

Touching on the subject of child labor, the conference says "sheer prohibition of child labor is, at best, only a negative attack upon the problem. It is not throughly effective in promoting the economic welfare of the nation unless the time spent by the child in industry is devoted to adequate schooling and to activity which will develop his physical well-being." The report announces the "startling fact" that of the 5,516,163 illiterate persons over ten years of age in the United States more than 68 per cent were native born. Attention is called to the fact that the Federal government up to the present "makes no provision which assures the non-employment of children in street trades and various blind alley occupations during the time they should be at school."

The conference states that in presenting its recommendations "they are not merely designed to tide over a troublesome period of economic readjustment. Many of the evils pointed out," it says, "were in existence before the war and will remain in existence if steps are not taken to remedy them." In conclusion, the report says, the reforms advocated are urged "not with any feeling of panic, but with the belief that they will not only contribute largely toward the elimination of the causes of industrial strife, but that they will make for the introduction in American industry of those democratic principles which constitute the most precious heritage of the American citizen."

The report is signed by Secretary of Labor Wilson, as chairman; Herbert Hoover, as vice-chairman, and the following other members of the conference: Martin H. Glynn, Thomas W. Gregory, Richard Hooker, Stanley King, Samuel W. McCall, Henry M. Robison, Julius Rosenwald, George T. Slade, Oscar S. Straus, Henry C. Stuart, William O. Thompson, Frank W. Taussig, Henry J. Waters, George W. Wickersham, and Owen D. Young, and Willard E. Hotchkiss and Henry R. Seager, executive secretaries.

Hoover Describes Keystones in Plan

Considers Public Opinion and Co-operation by Men and Heads Paramount

WASHINGTON, March 20.—The Industrial Conference report embodies the unanimous recommendations of the conference, Mr. Hoover said to-day discussing the document.

How Plan Would Operate

As explained by Mr. Hoover, the industrial plan proposed would operate as follows

The regional chairman, as soon as informed of an industrial situation in which action is desirable, will call upon both parties to enter a conference. If the invitation be accepted, the participants enter with the specific agreement that they will be bound by the findings; if the invitation is declined or ignored by either party, the chairman then selects two members from the employees' group and two from the employers, not involved in the dispute, to act as an "investigating committee." The disputants have the privileg of entering this committee, but should they do so it immediately becomes a conference as in the first instance and drops the inquiry feature to take up that of arbitration. The investigation is conducted with the sole purpose of securing and publishing the facts that lie beneath the original dispute.

An important feature of the regional chairman's conferences, Mr. Hoover explained, lies in the elimination of the open and closed shop question and similar "controversial principles" from the list of subjects which may be discussed.

"Bargaining" a Policy

"No conference can settle these questions of principle," the conference chairman believed, "and in most cases it is a matter of argument between the groups whether or not they are principles. So if objection is raised by either party they are not allowed to come up. Collective bargaining was adopted by the conference as a policy but not as a principle."

The industrial conference, during its three months' life, had the advice and constructive criticism of more than 3,000 individuals representing both employer and employee, according to Mr. Hoover, and the final report reflects the ideas indorsed by the great majority of these men.

"The machinery as outlined in our report," Mr. Hoover said, "offers a neutral ground upon which employers who are bitterly antagonistic to the organized labor can still be kept in contact with their men in case of disagreement, under the auspices of a government official who, ex-officio, represents the public.

"The conference considers that is is idle wholly to deny the existence of conflicting interests between employers and employees, but there are wide areas of activity in which their interests coincide. The public has a primary interest in the prevention of these conflicts causing stoppage to production and service and the creation of processes leading to agreement as to wages and conditions of labor without the stoppage of production is the greatest hope of mitigating strikes and lockouts.

"The conference proposes a plan whereby, when parties approach too near conflict, their freely and properly chosen representatives can be brought together in council under conditions that make for a collective agreement. But the conference also holds that such councils must be entered into voluntarily on both sides.

"The plan involves but small government expenditure and but little extension of permanent public officials. A board of nine members at Washington, together with twelve regional chairmen, comprise all there is to this basic machinery.

"It is interesting to note that so great an authority as Mackenzie King, former Minister of Labor of Canada, who has been largely responsible for the origin and administration of the Canadian industrial procedure, considers the plan put forward by the conference as a constructive improvement on all others hitherto proposed.

"The report probably will not meet with the approval of the extremists on either side, but it has been approved in its broad lines by many hundreds of employers and many prominent labor leaders who have been consulted or communicated with. The conference believes that it will appeal to those who believe in sane and sure steps to advance of human relations in industry.

"It will be interesting if critics will read the entire document before they launch forth criticisms. It would be even more interesting if political leaders would state their agreement or disagreement with it."

Gompers Attacks Wilson Board's Plan to End Industrial Unrest

WASHINGTON, March 20 (By The Associated Press).—Recommendations by President Wilson's conference for the settlement of industrial unrest were attacked to-day by Samuel Gompers, president of the American Federation of Labor.

The labor leader, in a prepared statement, said the machinery for adjusting disputes between employees and employers "which has for years been in existence in practically every organized industry in the United States is superior to the machinery now suggested by the industrial conference, both in point of simplicity and in point of effectiveness."

"The conference," said Mr. Gompers, "has devised a mass of machinery to be made effective by law, composed of a national industrial board and local and regional conferences on boards of inquiry. The whole situation in this respect may be summed up as follows:

"Tried and tested machinery for conciliation and arbitration between employers and employees exists wherever employees are organized.

"This machinery functions perfectly wherever employers forsake the spirit of dominance and the attitude of autocracy.

Defends Present Machinery

"Through the use of this machinery it has been found possible to maintain industrial peace with no stoppage of work of any kind for periods ranging from ten to forty years. No machinery devised by the government or its agencies, or supervised by the government, or any of its agencies, could achieve results superior to the results achieved by machinery which has long been in operation in our industrial life.

"In industries where the employes are not organized no machinery of any kind, whether supervised by governmental agencies or otherwise, can produce industrial justice. Organization of the workers is the fact upon which must be predicated the existence of any machinery for the settlement of disputes or the extension of the principles of democracy in industry.

"Surely no intelligent agency can hope to achieve progress in American industry without organization of the workers. With organization of workers, no structure of machinery need be thrust upon it from the outside. Organization brings with it machinery which is both adequate and practical, the result of experience shorn of any of the fantasies of pure theory.

Employee Representation

"The report of the industrial conference merits criticism of a very serious nature in connection with the emphasis which it places on what it terms 'employee representation,' under which generic term it groups those distinctly local shop organizations known as shop committees, shop councils, works councils and representative government in industry. It is to be feared that the commission views industry from the viewpoint of the single shop and builds its machinery on the theory that disputes are to be settled shop by shop. If such a viewpoint is to be actually carried into operation it will be most disastrous.

"Unavoidably organization with independent shop units of the employees is a menace to the workers, for the reason that it organizes them away from each other, and puts them in a position where shop may be played against shop. Not only the welfare of the workers but the best economy for the nation demands that industry, in so far as possible, be viewed in a national light and that the workers be united into organizations covering whole industries, as is now the case with the 120 national and international trade unions.

"There can be no objection to the closest relations of a coöperative nature between employee and employer in the shop, but these relations must never take on such a form as to separate the workers in that shop from the rest of their fellow workers in the industry.

Shop Committees Opposed

"It seems to be the conviction of the commission that these so-called shop organizations are a kind of substitute for unions. That certainly is the idea which prevails in the mind of a number of employers, and it is the idea which they would give much to see made operative in a wider field.

"The report of the commission points out that a number of trade union leaders regard shop representation as a subtle weapon directed against the union,' but concludes that 'occasional misuse of employee representation and the consequent hesistancy of organized labor to indorse it officially are based on a misconception of the possible and desirable relations between the union and the shop committee.' This is not the case. The trade union movement as a whole is opposed to what are known as 'shop committees' and 'shop organizations,' because they are fundamentally wrong in principle and because they in no sense serve the real interests of the workers, but readily lend themselves to the designs of employers hostile to trade unionism, and are, in fact, almost without exception creatures of employers.

"The commission speaks as though employee representation were something apart from trade union organization and found no place in the labor movement. The fact is that the trade unions afford to the workers the only bona fide and effective system of representation known in American industry. Through the trade union movement the employees get actual representation, freed from any influence of any kind except the influence of their own judgment and needs. Furthermore, trade union organization includes organization within the shop and offers the fullest opportunity for coöperative relations between the workers in the shop and the employer.

Says Labor Favors Big Output

"The report of the conference says that 'the nation has a right to ask that employees impose no arbitrary limitation of effort in the prosecution of their work.' Did the conference forget that production in American industry is greater per man and in the aggregate than production in any other country in the world? The trade union movement of America is perhaps the only great and powerful labor movement in the world which does not sanction restriction of output by the workers. It realizes that restriction is as injurious to the moral fiber of the individual workman as it is to the larger economy of industry.

"American labor understands, perhaps more fully than American statesmen, the needs of the world in this hour and it is exerting every effort to see that those needs are met with intelligence and with promptness.

"Labor, if it be permitted, can, out of its intimate knowledge of industry, supply much of the intelligence that will guide to a conduct of industry out of which will come that increased production which is so greatly to be desired, but which has thus far called forth so little real effort from the employers.

"The fact of the whole matter is that the President's commission, even though prompted by the best of motives, had neither the experience nor the understanding of the history, the methods and purposes of the organized labor movement, and it followed in the wake of others whose only purpose has been to get away from the trade union influence and constructive work."

Tenants Ask State Law Fix Landlords' Duties

League Believes Renting Comes Within "Public Service" Limits; to Fight Rent Gougers

Declaring that "the renting of tenements and other places used as homes comes within the purview of what has been styled 'public service,'" the Tenants' Rights League of Greater New York, at a meeting in Washington Irving High School, last night demanded by resolution that the duties of landlords be "specifically stated by an act of the Legislature" and that the lawmakers give immediate relief to New York City rentpayers by placing rents on an "investment basis and not upon a profiteering basis, as now obtains."

The meeting, attended by about 200, was addressed by Daniel S. Sullivan, former major in the 69th Regiment, and Mrs. Ella O'Gorman Stanton, sister of former Senator O'Gorman. Mr. Sullivan said the Bronx County Chapter of the American Legion planned to send a delegation to Albany Tuesday to insist on enactment of the anti-profiteering rent bills. He asserted the situation would never be helped until it became possible to put profiteering landlords in jail.

Mrs. Stanton advocated that landlords be limited to 10 per cent profit on their investments.

Nomer Gray, organizer of the league, who presided, said tenants would soon be paying half their incomes for rent. He outlined the plan of organization by which the league hopes to enroll 1,000,000 members in the greater city. It is to be fashioned after that of the political parties, with leaders in each election and Assembly district, borough executive committees and a central executive committee.

Practically all leases executed now are "taken out under duress," a preamble of the resolution adopted set forth.

Realty Men Drop Plan to Build Homes

Continued from page one

permanent cure could come from building, and that any measure which restricted investment, by making it uncertain or unprofitable, would stop large scale building and thus prevent real relief, even if it did reach the worst forms of profiteering. The extortion, they charge, is being practiced largely by men who have suddenly come into the real estate business as speculators and not by legitimate owners.

The restrictive bills, they declared, would accomplish little good. They argued that they would be unconstitutional and eventually would be thrown out by the courts. But in the intervening period of uncertainty they said no one would dare invest. Other provisions, such as that fixing rentals at a percentage of investment, they believed could be evaded by "wash sales" of properties, putting upon complainants so heavy a burden in attempts to attack the bona fides of the sales as to make the laws worthless.

As a real cure they urged the bill giving tenants now holding without lease a year's tenancy on present rentals. This, they declared, would stabilize the situation, give at least temporary security and stop the "wash sales" and speculation by making it impossible to realize the enormous profits which have been common lately, but they were unable to interest the legislators in this plan.

When it became evident that they could not change the legislators' minds on the subject several of them gave warnings that they would keep entirely clear of building and rental property till conditions have changed. Since real estate mortgages are now being transferred to other forms of investment at the rate of about $1,000,000,000 a year, men familiar with the situation believe that this will result in a complete paralysis of the realty mortgage market and end all hope of large scale building for some time to come, thus continuing the present crisis indefinitely.

Pre-War Rentals Called Too Low

The real estate men, moreover, do not believe the apparently large percentage increases in rent are so unjustifiable as the legislators alleged. Robert E. Dowling, president of the City Investing Company and one of the biggest operators in the city, though handling no apartment property for leasing, was asked about this yesterday.

"Rentals from 1914 to 1917 were far below real value in many cases," he said, "and there is nothing unfair today in bringing them up to the normal rate for that time, plus the increased cost of upkeep and maintenance, which is considerable. I know of one property, a full block in the West Eighties, which in 1908, when it was finished, brought in a rental of $76,000 to $77,000 a year. By 1917 the income had dropped to $53,000. The owner was entitled to bring it back to its actual value, which entailed a 50 per cent increase. He also was entitled to the increased cost of upkeep, which would amount to almost as much more—people forget that all real estate owners have to meet increased charges of staggering proportions these days. And this is taking no account of the fact that if he is to be able to get the same purchasing value out of his income that he had when he finished his building he must have two dollars for every one he got then. If not, as you know if you are trying to spread a fixed income over the cost of living, he is poorer off than before.

"It is the same way with office property. In 1917 there were two or three big new buildings which had skimmed the business section. Rentals were away below value. Now they are coming back to normal and buildings which have not paid for years are beginning to."

One of the plans proposed at the conference was by Justice Spiegelberg, who urged that municipal court justices be allowed full discretion in refusing eviction papers, and stated frankly that they would then prevent dispossession while the case was being tried and delay trial as long as they could. A measure he has drawn provides that there shall be no dispossession unless the tenant can find a flat at the same rental that his landlord is demanding, or less, and in the same neighborhood. It fixes possible rent increases at 20 per cent of the former rental. Several of the legislators present supported this plan.

Mr. Dowling Charges Inequalities

"Just see how that would work in an apartment such as I have told you about," Mr. Dowling said when asked about this bill. "There the rentals, all of them on leases, vary according to the time when the man moved in. In 1917 he could get a three or five year lease at about $1,400. Another man last year would have had to pay $1,800 for the same kind of flat. Now if you stick to the 20 per cent plan, when the first man's lease is renewed he will still only be paying $1,680. Is that fair?"

Mr. Dowling laughed at the threats which have been made by some tenants to move to Jersey.

"Did you notice that Hackensack is talking of turning its jail into an apartment house to accommodate its unhoused people?" he asked. "There is no more room in Jersey than there is in New York. Anyhow, a good many thousand families would have to move out to help here. The only solution is in building."

A letter from Mayor Hylan, which was read at the conference, pleaded the importance of building. The Mayor declared that there was a shortage of approximately 100,000 apartments, and that as a result there were 60,000 apartments in which two families are living and many with more than two families.

"To finally remove this unwholesome condition," he wrote, "there is but one solution the erection of more houses. This brings us to the point of how we should proceed and the obstacles which may stand in the way of progress." He repeated his plans for the stabilization of labor and of building material prices, and continued:

"There is no denying that the existing situation in the building field requires extraordinary measures and the granting of concessions by all. Capital must be satisfied with reasonable returns and be willing to incur greater risks than ordinary. Organized labor, more deeply concerned than any other interest, must work continuously and with redoubled energy. Labor, now suffering more than any other class from inadequate housing facilities should settle its differences and give a full day's work for a living wage.

"It is obvious that pending the erection of a suitable number of new houses there should be some check on the rent gougers. This can be produced through immediate and vigorous legislation. Legislation is the fundamental thing which will protect tenants from profiteering landlords."

Hearing to Reveal Program

The actual legislative program probably will be based on the result of the hearing before the Lockwood committee in Albany on Tuesday. One, and perhaps two, special trains will go from here, carrying the opposing factions. The Real Estate Board will not be heavily represented, many of its members feeling that the situation is hopeless. There will be a delegation, however, and Alexander C. McNulty will appear as counsel.

The United Real State Owners' Association will send a special train and is hoping that 2,000 members will be aboard. This association represents hundreds of millions of dollars of old-line realty investments, including some of the biggest estates in the city. A meeting to make final arrangements for the special train will be held in the Hotel Astor to-day at 2:30 o'clock.

On the other side, and favoring the proposed legislation, will be a delegation from the Central Federated Union, which is backing the Donahue-Boylan bill, and one from tenants in the Bronx, under the management of the sub-committee of the Bronx County Republican Committee, headed by former Justice John Boyle. The latter committee is planning to have a special train. Other tenant organizations will be represented in strength.

Mayor Hylan's attempt to establish harmony in the building trades and bring about labor conditions which will permit building, will be put before the bricklayers' union for action to-morrow, the leaders that had promised him at a conference yesterday afternoon. No pledges were given as to what recommendations will go with the proposals. The organizations involved are the Building Trades Council, of Builders, and the Bricklayers' Union, of 7,000 members, which has been on strike since January, and is at war with the council.

The conference was held in the Mayor's office and included delegations from both bodies—John Dorsey, N. S. Robinson, Frank E. Conover, Frank J. Youngs and Otto M. Eidlitz representing the council and Thomas F. Lynch, John F. Clancy, John J. Donnelly, William F. Corrigan and John Gill the union. The results of the unions' action will be reported to the Mayor at a second conference to be held Wednesday morning at 10 o'clock.

In the mean time preparations are being made to intensify the struggle which has been going on between the Building Trades Council and the Iron League Erectors' Association, which has refused to sign contracts on the ground that they call for a closed shop. International officers of the Bridge and Structural Iron Workers' Union have been sent for, and unless peace is concluded a vigorous labor war is looked for.

The shortage of storage space in the city, caused by the demands of people who have been unable to find apartments, resulted yesterday in an order from Fire Commissioner Drennan through Chief Kenlon, for the inspection of all vacant lofts suitable for storage. A report on this survey will be made within five days and the addresses of such places listed for the benefit of the thousands who face eviction on May 1.

Another chapter was written in the dispute between David Becker, of 89 Forty-second Street, Brooklyn, and his 160 tenants yesterday when S. A. Lewishohn, of the Mayor's committee, was unable to establish the existence of the agreement claimed by the tenants that they should hold their present flats without increased rents for another year. He asked Mr. Becker to give them the same rights as if the document had been established, and the hearing was adjourned to grant Becker time to consider the proposal. There was excitement during the hearing when Becker offered to contribute six months' rent for a woman evicted from one of his flats. The other tenants protested on the ground that he would raise their rents to make up for this apparent generosity.

Notice of eviction caused the attempt at suicide by poison yesterday afternoon of Mrs. Rose Koc, a widow with six children, at 43 Jones Street, Newark. She swallowed half a bottle of liniment, but will recover, physicians say.

Italy Honors Admiral Andrews

ROME, March 20.—King Victor Emmanuel has conferred upon Rear Admiral Andrews, commander of the American warships in the Adriatic, the decoration of Grand Officer of the Crown of Italy. The King bestowed lesser decorations on other American officers.

Elsie Ferguson
in
"Sacred and Profane Love"
at the MOROSCO THEATRE

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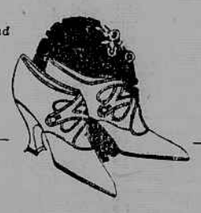

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Pekin Chop Teas—Mixed Oolong and English Breakfast; 1-lb. carton, 44c; 5-lb. caddy, $2.09

"Mayflower" Chop—Mixed and Formosa-Oolong only; 2-lb. cartons; our own usual price, 94c; this sale, 87c

Ceylon Orange Pekoe Tea—Fine imported; our own usual price, a pound caddy, 94c; this sale, 84c

"Durbar" Brand—India and Ceylon Tea, in lead sealed cartons; our own usual price, 76c lb.; special for this sale, 69c

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Guaranteed to be Louisiana Fancy Broken Rice, of exceptional quality, and when properly cooked every grain will show up properly.

A Special Sale of Hecker's Cream Oatmeal—Prepared by a special process which retains all the natural flavor of the grain; large cartons; regularly sold at 14c; this sale, dozen, $1.39; each, 12c

A Special Sale of Quaker Pancake and Biscuit Flour

A Self-Raising Pancake, Biscuit and Pastry Flour of unusual excellence. The ingredients used in this preparation are absolutely pure. Put up in cartons containing 1 lb. 5 oz.; regularly sold from 15c to 18c. Our price, this sale, dozen, $1.39; each, 12c

A Special Sale of Cream of Rye—Made from the choicest grains of rye, thoroughly cleaned, flaked and sterilized; an undenaturedized cereal food retaining the natural delicious flavor of the whole grain. Packed in waxed cartons containing 1 lb. 2 oz. Our regular price is 19c carton. To make this cereal more popular we will sell it at this reduced price, dozen, $1.39; each, 12c

Real Worcestershire Malt Vinegar—1 pt. 4-oz. bottle, 39c

Robinson's Patent Barley for infant food; 1-lb. can, 43c

Extra Fancy California Peeled Peaches—1-lb. cartons, 44c

Oregon Prunes—Size 30-40's 2-lb. cartons, 69c

Extra Fancy California Dried Pears—1-lb. cartons, 44c

Tea Matzoths—"Goodman's," freshly baked, in sealed cartons containing 14 matzoths, for 16c

Goodman's Fine Matzoth Meal—2-lb. bag, 32c; No. 1 carton, 16c

Maas' Good Medal Tea Matzoths—in cartons containing 14 matzoths, at 16c

Maas' Patent Matzoth Meal—2-lb bag, 32c; No. 1 carton, 16c

Sale of "Red Star" Baking Powder

"Red Star" Baking Powder—Pure cream of tartar powder of our own manufacture; much lower priced than any other baking powder of equal merit.

½-lb. can, usually 29c; sale...27c | 1-lb. can, usually 54c; sale...49c | 5-lb. can, usually $2.59; sale $2.34

CANNED GOODS SPECIALS

A Special Sale of Strained Tomatoes, "Lily White" Brand—For soups, sauces, 9-oz. sanitary cans; dozen, $1.04; each, 9c

A Special Sale of Virginia Tomatoes, "Weyley" Brand—this special sale, No. 2½ cans; dozen, $2.19; each, 19c

A Special Sale of Brakeley's Jersey Lima Beans, "Arena" Brand—Small, white, tender beans; No. 2 cans; this sale, dozen, $1.74; each, 15c

"Marcellus" Brand Sweet Wrinkled Peas—Large, sweet peas, in No. 2 cans; this sale, dozen, $2.04; each, 18c

"Lily White" Brand Spinach—Finest quality packed; 1-lb. 14-oz. cans; our reg. price, 24c; this sale, dozen, $2.44; each, 21c

A Sale of "Wakefield" Brand Maine Style Corn—No. 2 cans; our reg. price, 18c; for this special sale, dozen, $1.59; each, 14c

A Special Sale of Van Camp's, Borden's Peerless and Armour's Evaporated Milk—Tall pint cans; dozen, $1.64; each, 14c

	Can.	Doz.		Can.	Doz.
Richardson & Robbins' Tomato Soup, 11-oz. can	11c	$1.29	Maine Sugar Corn, "American Beauty" Brand	24c	$2.74
"American Beauty" Brand Jersey Tomatoes, 5½-lb. tall can	27c	$3.13	"Lily White" Brand Sweet Garden Peas	23c	$2.66
Maine Corn, "Lily White" Brand, No. 2 can	19c	$2.17	"Jessamine" Brand String-less Beans, No. 2 can	24c	$2.74
Early June Peas, "Lily White" Brand, No. 2 can	19c	$2.17	"Jessamine" Brand California Royal Anne White Cherries, No. 2½ can	48c	$5.66
Sifted Early June Peas, "Lily White" Brand	23c	$2.66	Hawaiian Grated Pineapples, "Lily White" Brand—No. 2½ can	49c	$5.77
Cut String Beans, "Jessamine" Brand, No. 2 can	19c	$2.17	Apricots, "Jessamine" Brand, No. 2½ can	44c	$5.17
California Sardines, in pure olive oil: ¼ tins	23c	$2.66	Tuna Fish, "Blue Fin" Brand, No. ½ flat can	23c	$2.66
½ tins	32c	$3.73	No. 1 flat can	39c	$4.57

A Special Sale of California Preserved Loganberries or Blackberries, "Lily White" Brand; 15-oz. jars; dozen, $3.97; each, 34c

Passover Groceries

A special department devoted to Passover Groceries has been opened on the fifth floor.

No effort has been spared. We keep in this Department only foods that have been prepared STRICTLY according to the Mosaic dietary laws.

Any purchases made in the Passover Department will be held for delivery on any day designated.