

Prevention Instead of Cure In Labor Disputes

Industrial Conference Seeks Get-Together Policy to Meet New Conditions in America

Continued from page one.

Under trade union agreements, in organized shops, in closed shops; it is operating in non-union shops; it is operating in shops where union and non-union men work side by side; it is working under union agreement; it adds to collective bargaining an agency of co-operation within the plant.

The report, which is the unanimous recommendation of the seven members of the conference, convened by the President on December 1, is a tentative report issued December 23 to provoke public comment. The preliminary report provided for the adjustment of disputes rather than their prevention, inquiry and arbitration as the means of securing this end.

The industrial conference now proposes a joint organization to prevent misunderstanding and to obtain co-operative effort, and has modified the tentative plan so as to diminish the field of arbitration and enlarge the scope of voluntary settlement by agreement. As modified the plan makes the machinery set up available for collective bargaining, with only incidental and limited arbitration.

Emphasizes Bargaining at Source.

Throughout the report, both in the exhaustive discussion of industrial relationships and in the details of the plan, the report lays particular emphasis upon the importance of settling the dispute at its source. Although declaring themselves as not antagonistic to the trade union movement, the members of the conference take no specific cognizance of the trade union organizations. "Employee representation" is the term used for the employees or labor who are to participate in any settlement which may be effected under the plan.

"It probably will not meet with the approval of the extremists on either side," said Mr. Hoover, "but it has been prepared in its broad lines by hundreds of employers and many prominent labor leaders who have been consulted and communicated with. It is interesting to note that so great an authority as Mackenzie King, former labor minister of Canada, who has been largely responsible for the origin and administration of the Canadian industrial relations board, has also been consulted and has approved the plan put forward by the conference as constructive improvement on all other hitherto proposed."

Members of Conference.

The members of the conference signing the report are: William B. Ewing, Secretary of Labor, chairman; Herbert Hoover, vice-chairman; Martin H. Glynn, former governor of New York; Thomas W. Gregory, former Attorney General; Richard Hooker, Stanley C. King; Samuel W. McCaw, former governor of Massachusetts; Henry M. Robinson, Julius Rosenwald, George T. Slade, Oscar S. Strauss, Henry C. Stuart, former governor of Virginia; William D. Thompson, Frank W. Taussig, Henry J. Waters, George W. Wickersham, former Attorney General, and Owen D. Young.

Briefly the plan, which involves only small expenditure of government money and but little extension of permanent public officials, provides a board of nine members at Washington, together with twelve regional chairmen as its basic machinery with legal powers limited to investigation and mediation.

The system of settlement consists of a National Industrial Conference Board, local regional conferences and boards of inquiry. The general features of the plan for adjustment of disputes is described in the report as follows:

Procedure when both sides voluntarily submit disputes for adjustment:

The United States shall be divided into a specified number of industrial regions, in each of which there shall be a chairman.

Whenever a dispute arises in a region, which cannot be settled by existing machinery, the regional chairman may request each side to submit the dispute to a regional adjustment conference, composed of two representatives from each side, parties to the dispute, and two representatives to be selected by each side from the panels of employers and employees, respectively. The panels shall be prepared by the Secretary of Commerce and the Secretary of Labor, respectively, after conference with the employers and employees, respectively. The representatives of the two sides shall choose two each from the twelve names on their respective panels.

The chairman shall forthwith convene a Regional Adjustment Conference composed of the four representatives of the parties to the dispute, the four persons selected from the panels and the chairman, and so constituted, the conference shall proceed at once to negotiate an adjustment of the dispute.

The Regional Adjustment Conference shall not have the right of inquiry, or the power to subpoena, but shall obtain its facts through the voluntary action of the parties to the dispute.

If no agreement is reached by the conference, and in the opinion of the chairman additional information is required to make a report to the National Industrial Board or to an umpire, the Regional Adjustment Conference shall, at that time and for that purpose, have all the powers of inquiry and right to subpoena which is vested in the regional board of inquiry. Such right shall continue for the purpose of ascertaining any further material facts which the National Industrial Board or the umpire may require.

Right to Subpoena Witnesses.

If both parties to the dispute or either party, refuse to submit to the Regional Adjustment Conference, the chairman shall organize regional board of inquiry with the right to subpoena witnesses, to examine them under oath and to require the production of books and papers to assist in the investigation. The board of inquiry shall, in addition to being made public by the chairman, be transmitted to the Secretaries of Commerce and Labor and shall be filed with the National Industrial Board as a matter of public record.

Whenever an agreement is reached through a Regional Adjustment Conference, or the National Industrial Board or the National Industrial Board shall have the full force of trade agreement which the parties to the dispute are bound to carry out in the matter of application of the awards and the procedure on failure of parties to comply with the report says:

"Any question arising as to the true meaning or application of any such agreement shall be determined by the representatives of the parties to the dispute on the Regional Adjustment Conference before which the dispute was heard. In case of disagreement, such representatives shall, unless otherwise provided in the agreement, submit in writing the question to the chairman of such board, whose decision shall be final.

Employers Can Be Called.

"Upon complaint that either party has failed to comply with an agreement, the chairman of the Regional Board is not dissatisfied by either party, as above provided, such agreement or award shall constitute an agreement by which the employer shall be bound to the operation of the utility under the terms of the agreement during the term of the agreement, and the employer acting as a group or individual will perform the work necessary for the operation of the utility in good faith so far as possible, under the terms of the agreement, unimpeded by any collective or group understanding, written or oral, express or implied, during the terms of the award.

"The provisions shall not prevent an employer from discharging or causing in the regular course of employment, nor prevent any individual employee from resigning from the service."

Governors Can Name Panels.

The plan for general industry also shall be applicable to public employees to the extent and with the substantial modifications following. The Secretary of Commerce and the Secretary of Labor acting together shall provide regional panels of persons who are broadly familiar with the different classes of services performed by public employees in the various States desiring to avail itself of this machinery, or any or of the State shall name such panels for use in connection with any question affecting the public employees of that State.

The regional adjustment conference shall consist of representatives of the government authorized by law to make appropriations, two representatives from that branch of the government, one representative of the State which is in the position of employer, two representatives from the employees in the class of public service in which the question arises, and two members to be selected by the representatives of the employees from the first twelve names on the general panel.

A regional adjustment conference shall be convened by the chairman of the State which is in the position of head of any department of the government standing in the relation of employer, or on the request of such a substantial number of the employees as to satisfy the chairman that the question is of sufficient importance to justify the convening of a regional adjustment conference.

Report is Recommendation.

If the regional adjustment conference reaches an agreement, its report shall take the form of a recommendation to the appropriate legislative body, as a basis for appropriations. If the conference does not reach an agreement, no report shall be made, unless the legislative body shall so direct by report.

The conference devotes considerable of its report to many other problems involved in basic wage, hours, employment of women and

the board may set by majority vote. In the event that the facts transmitted to it by the chairman of the regional adjustment conference are, in the opinion of the board, inadequate to enable it to make a decision, the board shall send the case back to the regional chairman with instructions to secure such further facts as may be needed. The National Industrial Board shall have no right of inquiry and no power to subpoena.

The regional chairman of the President shall appoint a regional chairman. He shall be a representative of the public interest, appointed for a term of three years and be eligible for reappointment.

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created, and the board of three thus constituted shall, by majority vote, determine whether or not the plan has been a failure to comply with the agreement, and shall make its determination public.

Realizing that the continuity of operation of public utilities is essential to the convenience and tranquility of the very existence of the general public, the plan for settling public utility disputes goes a step further than that laid down for general industry. In the case of public utility disputes, the selection of representatives to the regional adjustment conference shall constitute a complete agreement that they will take no action to impair, impede, interfere with or in any way interrupt the service."

"Furthermore," the report says, "the submission shall constitute an undertaking that when an agreement is reached by a regional adjustment conference or by decision of an umpire voluntarily selected by the parties, or when the award of the National Industrial Board is not dissatisfied by either party, as above provided, such agreement or award shall constitute an agreement by which the employer shall be bound to the operation of the utility under the terms of the agreement during the term of the agreement, and the employer acting as a group or individual will perform the work necessary for the operation of the utility in good faith so far as possible, under the terms of the agreement, unimpeded by any collective or group understanding, written or oral, express or implied, during the terms of the award.

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children, the establishment of national clearing houses under the direction of joint committees of employers and employees, the relationship of public employment, the cost of living, the relationship of agriculture and industry and other subjects.

The conference believes the trend in industry is desirable except in industries where scientific study indicates that such reduction is necessary for the protection of the health and safety of its workers.

Equal Pay For Women.

Where women can do equal or better work of equal quality and quantity as compared with that of men under similar conditions, they should receive equal pay.

The conference recommends action by the States in dealing with the evil of child labor. State legislation for compulsory education is urged as the measure best fitted to correct the situation in various sections of the country.

A basic wage "adequate to maintain the employee and his family in reasonable comfort and with adequate opportunity for education of his children," is recommended, but no minimum figure is suggested.

Touches Cost of Living.

Profit sharing is not regarded by the conference as any complete solution for industrial problems.

Out of the compulsory education the high cost of living the report says:

"Remedy for this evil must be gradual, for sudden reduction of prices only comes through financial and reasonable comfort and with effect and not a cause, and due to the shortage in world production, yet the parallel between the two sets of figures is illuminating.

"Inflation must be dealt with through the wise restriction of credit by the banks by increased production and by saving and economy in consumption. If these forces were brought into play, speculation and profiteering would recede and the cost of living decrease."

(Public Ledger Service.)

FOUR OFFICERS GIVEN D. S. M. Fleet of Airplanes Planned for Freight and Passengers

A charter, which has just been granted the International Aerial Navigation Company, marks the beginning of international passenger and freight air service between the United States and foreign countries.

The company has started regular service on the route between Havana, Cuba, and the other Key West, Fla., daily. The trip is made in one hour and fifteen minutes and costs \$150 round trip per passenger.

The first journey was made by Mr. and Mrs. H. David Calhoun, New Orleans; Robert L. Ireland, New Orleans; and Mrs. Mary E. Wood, New York.

The company has several former fighting seaplanes of four passenger capacity with which it proposes to start an extensive passenger service not only between the United States and Cuba, but between various points in the United States. The planes cost the government \$18,450 apiece, and were repurchased for \$6,160.

"After leaving Key West," said George A. Miller, New York, president of the company, "we are in sight of Havana after twenty minutes flight. The air voyage is delightful and never yet have we had a seasick passenger.

"We cannot advertise 'popular prices' yet. The salaries of pilots often amount to \$200 a day. The cheapest trip that could now be made from New York to Havana would be \$600.

"The United States has lagged behind in the development of commercial flying. England carried over 50,000 air passengers in the last three months of 1919. On Easter day alone one agency booked 1,000 air passengers. Germany has 20,000 commercial airplanes flying within her own borders and to other countries."

\$20,000 BROOCH REPORTED LOST Disappearance of Platinum Ornament Leaves No Clue.

A \$20,000 platinum brooch was lost by Mrs. A. C. Schermerhorn, prominent in New York society, in this city last Tuesday. Headquarters detectives called in the case have been unable to locate the piece of jewelry.

Mrs. Schermerhorn is visiting Mr. and Mrs. Ward Brown at their home, 3010 O street northwest. She dined at a cafe the day the brooch is supposed to have disappeared.

Mrs. Schermerhorn went to the restaurant in a taxicab. After one day she returned to her home, where she noticed the brooch was missing. Thinking she might have left it at the Brown home, she failed to report the loss until Thursday.

She notified the Federal Insurance Company of New York, which had insured the brooch for \$15,000. The company offered a reward of \$1,000.

Headquarters Detective Scrivener located the taxicab which was used by Mrs. Schermerhorn in going to the restaurant. The driver he had had no passengers since Tuesday.

Servants at the Brown home were questioned. Two were looked up, but will be released shortly. Scrivener said last night.

COMPERS CRITICISE INDUSTRIAL BOARD

The report of the President's Second Industrial Conference does not meet with the approval of Samuel Gompers, president of the American Federation of Labor.

In a lengthy statement, issued yesterday, Mr. Gompers says he is unable to find where the report improves upon "machinery already available in the industrial field."

Furthermore, while declaring the belief that the conference was actuated by the best of motives, Mr. Gompers cannot grant its members any experience or understanding of the history, methods and purposes of the organized labor movement. He says that it has followed in the footsteps of others, whose only purpose was to get away from trade union influence and constructive work.

PLAN FOR NEW PROFITS TAX Kansas Senator Scores Exemption of Stock Dividends.

The House Ways and Means Committee yesterday decided to appoint a subcommittee to consider additional taxes to make up the loss caused by the supreme court decision that dividends paid in stock are not taxable as income.

Proposals for a tax on the privilege of issuing stock dividends and a levy on undistributed profits are now before the committee.

Dissatisfaction at the recent decision in the steel trust and stock dividend cases cropped out in Congress yesterday.

Senator Arthur Capper, of Kansas, Republican, declared the court by the stock dividend decision, "added insult to injury."

"It legalizes a bald and brazen subterfuge," he said, "by which these profit-gouging corporations have been able to escape taxation. Carefully all these years we have held them up by a tax evasion for not less than \$500,000,000 more."

The worst evil, Capper said, is that the public will have to pay for profits on both old and new stock issued under this decision. He declared he would support a measure to tax undivided profits.

CARDINAL WILL OPEN RETREAT Gibbons Celebrant at St. Aloysius Mass Beginning Week of Services.

Inaugurated by Cardinal Gibbons, who will celebrate special mass for 2,000 men of the Third Sunday Brigade and address them at 7 o'clock this morning, a week of spiritual retreat for the Catholic men of Washington will be conducted in St. Aloysius Church, North Capitol and I streets, this morning. The Rev. John E. Condon, S. J., will conduct the retreat and will preach at the exercises each evening. Masses will be celebrated every morning at 6, 2:30, and 8:15 o'clock.

During the past week 6,000 women daily attended retreat exercises exclusively for women, conducted in St. Aloysius by the Rev. Edward M. Smith, and the Rev. John E. Condon, S. J., a prominent chaplain in the late war. The women's retreat will be brought to a close this afternoon at 4 o'clock.

Immediately after the high mass at 11 o'clock this morning, Cardinal Gibbons will administer the sacrament of confirmation to a class of 500 children who have been prepared for the sacrament by the Sisters of Notre Dame in St. Aloysius School.

The Rev. Dr. (Baron) Johna Liljencrants, formerly a high officer in the Swedish army, now a priest of the Catholic Church, and regarded by the church as its ablest American authority on spiritism, will deliver a lecture on spiritism in St. Martin's Church, North Capitol and T streets, this evening after a short church service. The lecture will begin about 8 o'clock.

GIRL BUYS SUITCASE TO GET LOVE LETTERS

New York, March 20.—A packet of pink-enveloped letters, addressed in a feminine hand, and buried deep in a commonplace looking suitcase, was the quarry of pretty Hortense Smithson, 17, of Passaic, N. J., when she attended the sale at the barge office today of unclaimed effects of dead, deserting and missing navy and merchant marine sailors.

She whispered to her mother, Mrs. Edward M. Smithson, and the latter started the bidding. There was some competition, for among the crowd were bargain hunters, willing to take a chance on a "pig in a poke."

"There is really nothing to say," the girl replied to questions, "except that I wrote every one of those letters. He deserted his ship—and it's all over."

Jury Exonerates Truck Driver. Carelessness on part of Robert E. Stores, colored, was responsible for his death at Tenth street and Rhode Island avenue northwest last Thursday, a coroner's jury decided at an inquest at the morgue yesterday.

Stores was run over by an army truck driven by John Blythe.

The newspaper Excelsior says the republicans of Central America have formed plans to unite themselves under one government, beginning Sept. 15, 1921, centennial of their independence.

REAR ADMIRAL SMITH EXPLAINS BIG GUNS

Talks by Rear Admiral William Strother Smith, of the Navy Consulting Board, and Rear Admiral Charles F. Plunkett, commander of the destroyer force, featured "An Evening with the Navy" at the University Club last night.

Admiral Plunkett, who had charge of fitting navy guns to France, gave the history of these guns. It was his purpose to protect Paris by putting the German guns out of commission, he said.

Admiral Smith spoke on the proposed inventions submitted to the Navy Department by "cranks." He declared that over 100,000 letters of this nature were on file.

End of "Ironite Trust" Ordered by U. S. Judge

New York, March 20.—The so-called "Ironite trust" was ordered dissolved by a decree entered by Federal Judge Hand today. The defendants sought to prevent the court from simultaneously dismissing criminal indictments against them, charging violation of the Sherman anti-trust law.

Complainants are individuals affected by the decree were: The Ironite Company, Master Builders Company, United Products Company, Edward L. Buckley, S. W. and Sydney L. Ewing, S. W. and Richard E. Bishop and Harold E. Smith.

The decree enjoins the defendants from enforcing license agreements arbitrarily fixing prices and coercing customers from purchasing from competitors of the defendants.

Daddy Longcope's Zoo



This is a very funny case—The little duck-billed platypus. His mother tells him he's a dove, and drives, drives, drives, "Go out," she said, "look at the bees. And watch them gath'ring honey!" But Willy worked, and said, "Their Owner makes the money!"

Bees

His teacher put him in class B. Because he had the doves. "I am exceedingly loath to believe the report, said to have been given by the Peruvian Embassy, to the effect the events at La Paz, Bolivia, were influenced or incited by the government of Chile," the statement said.

Peru-Bolivia War Unlikely, Says Mathieu

New York, March 20.—Beltran Mathieu, Chilean Ambassador to the United States, is confident that neither Peru nor Bolivia will resort to war to settle their dispute over the Chilean provinces of Tacna and Arica, according to a statement issued today at the Chilean bureau of information.

"I am exceedingly loath to believe the report, said to have been given by the Peruvian Embassy, to the effect the events at La Paz, Bolivia, were influenced or incited by the government of Chile," the statement said.

MAKE THIS TEST YOURSELF And Find Out Where Your Blood Stands

See how long you can work or how far you can walk without becoming tired; next take two five-grain tablets of Nuxated Iron three times per day after meals for two weeks. Then test your strength again and see how much you have gained. Numbers of nervous, run-down people who were ailing all the while have most astonishingly increased their strength and endurance simply by taking iron in the proper form.

Manufacturers' Note: Nuxated Iron recommended and prescribed by physicians is not a secret remedy but one which is well known to druggists everywhere. Unlike the older inorganic iron products it is easily assimilated, finds its way into the blood stream, and acts directly on the stomach. The manufacturers guarantee successful and entirely satisfactory results to every purchaser who follows the directions on the wrapper. It is dispensed by all good druggists.

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OLD SEA CAPTAIN CURED HIS OWN RUPTURE AFTER DOCTORS SAID "OPERATE OR DEATH"

His remedy and Book Sent Free

Capt. Collins sailed the sea for many years; then he sustained a bad lumbic rupture that soon forced him to only remain ashore, but kept him bedridden for years. He tried doctor after doctor and trust after trust, but no result. Finally he was assured that he must either submit to a dangerous and abortive operation or die. He cured himself instead.

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It may act as a board of appeal on all other questions which may come before a regional adjustment conference, which may be voluntarily submitted to it by the parties to the dispute and which they have not been able to agree upon in the regional adjustment conference, except questions of policy such as the "closed" or "open" shop. In such cases, it shall act by shop vote, unanimous or otherwise, as the submission shall specify. In case it is unable to reach a determination, it shall make and cause to be published, majority and minority reports. Such reports shall be matters of public record.

On all administrative questions,

The Platypus

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The Sunfish

Said the Sunfish to the Minnow, "Pray you marry me!" "But Minnie never answered him: Kept still as could be. Then Sunny swam to Minnie's side— Oh! cruel was his fate— He learned why Minnie answered not; She's artificial bait!

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