

AUTOMOTIVE SECTION

STRIKES AND AUTOMOTIVE INDUSTRIES

AUTOMOTIVE SECTION

TRUCK DRIVERS SHARE EARNINGS OF VEHICLE

This Method Has Been Found Profitable By Many Business Concerns.

"Experience shows there is nothing which stimulates the driver to earn the maximum dividend from his truck like making him a partner in the profits from the truck earnings," says Mr. Pardoe, of the General Auto Truck Company, local distributors for made-in-Chicago Master trucks.

"While this is a relatively new thought in truck operation, it will be production of good results in lines of business where the income from the

truck is largely dependent upon the driver.

"Among the lines which have worked on this plan successfully are the transfer business and businesses where concerns sell motor truck service or haulage. Here the driver is paid a certain percentage of the income of his truck each day, or week, as the case may be.

"In this way the amount he earns is directly proportioned to the value of the work done, hence it sometimes is possible for the driver to earn double what he would if paid the average driver's wage.

"Under the old plan of paying the driver a flat rate per day, regardless of the amount of work done, incentive to accomplish the best results is lacking. He knows he gets his pay and extra exertion on his part can hardly be expected.

"The bonus plan has been tried many times, but diversity of work—

one driver in a fleet of trucks hauling a class of work which may pay better than the next driver—does not allow for a fair comparison of earnings from which to pay bonuses.

"We hear very often of concerns that have put their truck drivers on an earning basis that is similar to that found in many automotive repair shops—a relatively small daily wage and a percentage of the gross income earned by them. This is simply a case of spending money to make more money.

"Perhaps it would be more nearly an ideal situation to figure the driver's percentage on the net earnings rather than the gross, but this would entail a great mass of book-keeping. A good cost system, however, probably would remove this difficulty.

"If the driver knows that his earnings are computed on the basis of work done he will get the most out of his truck and at the same time will take the best care of his machine, since his earning capacity is directly dependent upon that truck being kept in continuous service.

"A driver may not get the most out of them under a flat daily wage, whereas, if he is a partner in the truck earnings, he is able to earn higher wages, and since his wages, under the plan suggested, are computed on a percentage of earnings, the more the truck driver earns for himself the more he earns for the truck owner."

"Make your truck driver a partner!"

By L. J. FAULKNER.

E. S. Foljambe, directing editor of the Chilton Publications, of Philadelphia, has contributed to the Automobile Trade Journal a very interesting article on the labor situation in the automobile industry. It should be read by every one who is interested in the H. C. of L., which applies to practically all of us.

There is hardly any industry in the country today that has been affected so seriously by the many strikes as the automobile trade. There are so many constituents that enter into the making of a car, most of them being of metal and many of them carrying patent rights controlled by other factories, that during the past year it has seemed as if the average manufacturer had no more recovered from the effects of a strike among the manufacturers of bearings than some other unit which entered into the construction of his car and which was manufactured by another firm would also fall down in supplies, owing to the strikes.

Paraphrasing the words of the late lamented Fra Hubbard, it would seem that "Life is nothing but one d—strike after another."

Mr. Foljambe states: "It is not within the scope of this article to analyze in detail world causes of the present industrial disturbance. Suffice it to say that there are innumerable reasons, such as unrest due to the world war, Bolshevik contaminations, difficulty of living under excessively high cost, the realization of mass strength, and the feeling that now is the opportunity to upset existing conditions and bring about a new order of affairs in which the laboring class will be recognized to a greater extent in business management and the ultimate profits. All these factors were fostered and abetted by propaganda."

In the automobile industry there has been less difficulty between capital and labor than in most other lines of manufacture; that is, in the manufacturing and assembling of the machine itself, independent of the various manufactured units made outside by other firms.

One reason for this is the pleasure that the average workman takes in producing this most modern of road vehicles. A large percentage of automobile mechanics are in that line of work because they, of their own volition, desire to have a hand in the building of automobiles. Of course, this does not apply to all, but the percentage of this class of mechanics in the automotive business is probably greater than in most other manufacturing industries.

The executives are, as a rule, young men. They are, perhaps, closer to their employees and, on this account, more approachable; they are less hidebound. These facts have resulted in more conferences, more exchanges of ideas between employer and employee; and this is the second key to the successful solution of the labor situation—namely, a better understanding between the executives and the men.

In other trades a large part of the unrest is due to the desire for a greater representation by the employees in the affairs of business, and particularly in the counsels which govern the conditions under which the men are working.

L. C. ROCKHILL CHOSEN NEW SALES MANAGER

Well Known In Automobile Industry Through Experience In Sales Work.

The automobile industry generally, and the tire world particularly, will be interested in the announcement by the Goodyear Tire and Rubber Company, of Akron, Ohio, of the creation of the position of sales manager, and the appointment to that position of L. C. Rockhill, who is widely known in the trade.

The appointment, coming as it does, at a time when Goodyear is able to announce the close of the most successful year in its already remarkable history with a total gross sale of over \$109,000,000, will attract wide attention to the man who will direct the sales policies of this great American industry whose activities reach to the far corners of the world.

Mr. Rockhill has been with Goodyear something over twelve years. Previous to that time he was in the advertising department of a Cleveland newspaper.

His first service with Goodyear was in charge of the repair department which was a subdivision of the automobile tire department, handling repairs and adjustments. He was subsequently made manager of the aeronautical department, manager of the automobile tire department and assistant sales manager in charge of tire sales.

The Goodyear announcement is in line with their consistent policy of recognizing ability and rewarding loyal service in their ranks, and Mr. Rockhill's advancement to the position of sales manager follows naturally, by virtue of his long experience with sales work.



L. C. ROCKHILL, Progressive Manager of Goodyear Tire and Rubber Company, of Akron, Ohio.

WILLYS INTERESTED IN REPUBLIC TRUCK

John N. Willys has purchased a block of the common stock of the Republic Motor Truck Company, of Alma, Mich.—one of the important and highly successful truck builders of the industry.

Mr. Willys is the president and director of the company, and will bring to it the benefit of his wide experience. The Republic Company interest is individual with Mr. Willys, and is in no way connected with any other Willys organization, directly or indirectly.

LOCK YOUR SPARE TIRE. LOCK YOUR CAR.

STARTERS GENERATORS

Our dear little repair shop is made up of 100 per cent leather necks and doughboys, and, believe me, they're some fixers. If you don't believe, ask the Germans. They know.

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If you are in need of a haul home, gasoline, or help of any kind

Call Main 5-2-6-0

Put this memo in your note book

MOVABLE MAP OF WORLD LATEST IN AUTOMOBILES

An animated geography, a map of the world on wheels, is now being fished on the astonished eyes of Venice and Los Angeles, Cal.

It is a specially painted Kissel car which will be used by the publicity department of the Thomas H. Ince studios in boosting the trans-Pacific air flight, the winner of which is to get \$50,000 offered by Ince.

The car shows the possible routes to be taken by the contestants and gives an excellent idea of the Pacific coast, Pacific ocean, and the far-away shores of Asia.

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The most important announcement ever made in Washington's automotive field.

LOOK FOR IT

RADIATOR REQUIRES BIT OF ATTENTION

Must Be Protected In Cold Weather To Avoid Annoying Trouble.

Every spring every motorist has had good resolutions and decides to profit by his experiences of the winter. But when fall comes around he forgets, perhaps, some of the simpler things, and a sharp drop of temperature in November or December may catch him unprepared.

Those who have heated garages may not suffer from a sudden freezing, but where a car is kept in a cold garage the owner should, at the first sign of cold weather, begin preventive measures by using a good anti-freezing solution composed of one part of wood alcohol to eight parts of water in the water cooling system. As cold weather becomes more settled the proportions of alcohol should be increased.

Some motorists run off the water from their radiators at night and forget to fill up before starting the engine in the morning. Cracked cylinders may result from this kind of action.

Manufacturers of water-cooled engines advise against water alone, as it is apt to freeze in the radiator even when the motor is running, but this can sometimes be prevented by fastening a window apron to the front of the radiator. But even this is overlooked by some drivers who think that leaving a warm garage with the engine running warm will keep the water in the radiator warm enough. But it won't. The radiator is made to cool the water under normal temperatures. On cold days the water will freeze in the radiator first, choking it up and preventing circulation.

Never use lime or saline solutions, as they seriously affect the metals. It is best not to pour cold water into the empty or nearly empty radiator when the motor is hot; although by keeping the motor running at one time it may be poured in very slowly.

VICTOR GARAGE FILLS NEED IN NORTHWEST

During the past few months the general public cannot help but have noticed a rapid increase in the number of new garages. This is a very desirable factor in the economic condition of Washington. The National Capital has been sadly lacking in suitable garage space, particularly in the better class residential sections.

While it is true there are a number of garages in the northwest district, it has been only during the past year that any fairly good sized ones have been built. Among the very latest car mentioned the new Victor Garage, located at 3214 V street northwest, erected by Frank S. Blundon, well-known real estate dealer, associated with Mr. Blundon are his son, V. S. Blundon, and J. H. Smith. The latter will act as manager.

The unique feature of this home for cars is the fact that the entire area of 15,000 square feet is on one floor and free from posts or obstructions, with four distinct entrances.

Patrons will be supplied with accessories, gasoline, and repair service twenty-four hours a day, which should prove an accommodation to automobilists in this section.

LOCK YOUR CAR
LOCK YOUR SPARE TIRE.

GATES HALF-SOLE TIRES

Are Not Re-Treads, Sewed-Ons or Reconstructed Tires in Any Sense

So many motorists have gained an impression that the GATES HALF-SOLE TIRE is a re-tread, or a makeshift for a new tire, we are taking this opportunity to explain that it is a BRAND NEW TIRE, built by hand, the same as the best tires are built, and of the same quality of materials that go into the best and highest priced tires on the market—and still GATES HALF-SOLE TIRES cost only half as much, yet they last longer, give better service, are 20 per cent over-size, and most important of all—**PUNCTURE-PROOF**—guaranteed so by the maker.

And you wonder why GATES HALF-SOLE TIRES can be sold at half the cost of other standard tires of corresponding size. Here's the reason: In the manufacture of tires, from 75 to 80 per cent of the cost enters into fabric carcass and beads; the other 20 to 25 per cent is the cost of the tread. When you have worn off the tread only 20 to 25 per cent of your investment is gone. If the carcass is still good and the beads are as sound as ever, why junk this part of your tire when it represents from 75 to 80 per cent of your investment? GATES HALF-SOLE TIRES have no beads—that is how they differ from other standard tires. They are designed to be applied over a tread-worn tire which supplies the beads. Here is the saving of the price of beads as you already have them, and they represent the most expensive part of your tires.

The fabric used in GATES HALF-SOLE TIRES is especially woven, and herein lies the secret of the scientific and mechanical principles embodied in its construction. By using GATES HALF-SOLE TIRES you can get from 5,000 to 15,000 additional miles of service from the same tires you have been throwing away merely because the tread was worn.

When you have seen the GATES HALF-SOLE TIRE and had its merits explained you will wonder why some one else did not think of this principle of tire construction before. But you can get GATES HALF-SOLE TIRES now. You will thank your good judgment if you see them before spending another dollar for tires.

GATES HALF-SOLE TIRES

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