

The Knoxville Independent

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Your Flag and My Flag

By WILBUR D. NESBIT

YOUR Flag and my Flag! And oh, how much it holds—
Your land and my land—secure within its folds!
Your heart and my heart beat quicker at the sight,
Sun-blessed and wind-swept, red and blue and white.

YOUR Flag and my Flag! And how it flies today
In your land and my land and half a world away!
Removed and blood-red the stripes forever gleam;
Remembered and red-white—the good forehead gleam.

YOUR Flag and my Flag! To every star and stripe
The drums beat as hearts beat and lives stirly pipe.
Your Flag and my Flag—a blessing in the day
Your hope and my hope—it never hid a lie!

YOUR Flag and my Flag! To every star and stripe
The drums beat as hearts beat and lives stirly pipe.
Your Flag and my Flag—a blessing in the day
Your hope and my hope—it never hid a lie!



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"No men living are more worthy to be trusted than those who toil up from poverty, none less inclined to take or touch aught which they have not honestly earned."—Abraham Lincoln.

HISTORY'S BIGGEST CHILD LABOR FINE

Employment of one child for one day in conflict with the child-labor tax provisions of the new revenue bill will subject the employer's business to a tax of 10 per cent of the net profits for the entire taxable year. This is the interpretation of the bureau of internal revenue, the administrator of the new law, as announced, and is one of the strictest in the nation's history.

A single exception is made of boys and girls' canning clubs, fostered by the government. The age limit of fourteen is raised to sixteen for work in mines or quarries because of the nature of the work.

Regulations of the bureau provide that in no industry shall children be employed longer than eight hours per day or six days per week, even under provision of state laws which grant certificates under certain conditions.

Wm. B. RICHARDS FOR CITY COMMISSIONER

Mr. Wm. B. Richards whose announcement for City Commissioner appears in this issue of the Independent is a well known young man who has had a practical business, and financial training that qualifies him for the position he seeks. Realizing that it elected and devoting his efforts and time to public affairs will be a sacrifice of his own business yet his earnest desire to improve conditions and to help in the upbuilding of Knoxville prompted to enter the race, with good prospects of success.

Texas shipbuilders believe there will be a market for all the vessels they can turn out and will continue operations, regardless of the Emergency Fleet corporation order canceling contracts for boats on which work had not started. At the shipyards at Beaumont and in Orange no men have been discharged since January 1 and the ways show as great activity as in war time. Officials of many yards say that with the revival of the American merchant marine they expect to keep up capacity operation indefinitely.

LABOR'S RIGHT TO BE PARTNER

Workers Deny Existing Idea That They Constitute Mere Commodity.

JOINT COUNCILS, IS DEMAND

Delegates of Employees and Representatives of the Management, Talking Over Common Interests, Would Promote Harmony Between Capital and Labor.

WILL PAYNE,

In Saturday Evening Post.

If you turn to the causes of labor's dissatisfaction one thing stands out all over—aside from the question of wages. The last national convention of the American Federation of Labor emphasized it. It continually crops out in labor's actions and utterances. The gist of it is that labor is not satisfied and never will be satisfied, to be treated just as a commodity—something taken into the shop at the market rate when the shop has need of it, used impersonally in the processes of production, and dismissed whenever the shop, at the moment, has no further need of it, with nothing in particular to say about the industrial conditions under which it is used except as to the price it shall get, very much as so many carloads of raw cotton or pig iron are taken in.

Labor is decidedly not satisfied with that role. Innumerable quarrels and strikes over shop conditions, discharges, discipline and so on, have their root in labor's resentment at being treated like commodity instead of like sentient humanity. The best efficiency engineers—formerly "scientific managers"—understand that and have worked on it with good results. For example, it is found that delegates elected by the work people and meeting frequently with representatives of the management to talk over common interests promotes harmony. It is found that such delegates, under free and friendly discussion, very often accept the management's view. Or, leaving it to a committee of workmen to pass on faulty work, gets fair judgment in the main and the working force accepts them, whereas it was always protesting against the judgments of a managerial committee.

The rule is that to bring shop and office into closer touch and a steady practice of sitting down and talking things over makes for harmony. To give labor a say, to hear its side—once a year when a wage scale is to be fixed, but all the time, by frequent meetings—makes for harmony.

A recent dispatch to the New York Journal of Commerce said that joint councils or committees had now been formed in 70 trades or groups of trades. It is a recognition of labor's demand to have its say, to be consulted and for a broader, more direct look-in on the industry by which it lives. It is a protest against the idea of labor as a commodity, with nothing to say except as to what its market price shall be. It is a move in the direction of partnership between capital and labor.

Now, partnership is the true relation between capital and labor. Neither can get on well without the other. Both prosper or decline alike from the same general conditions. Employers are always preaching that, especially when threatened with a strike. They must put it more extensively into practice. You don't take a man into partnership when you sit down alone and decide what you are going to do for him and then open the window and tell him—while he, peradventure, is sitting down alone and deciding what he is going to do to you and then throwing a brick through the window to let you know.

To Discuss Labor Unrest.

Social and industrial unrest in this country will be one of the chief problems discussed when the National Association of Manufacturers opens its twenty-fourth annual convention at New York May 19.

Other topics to be considered during the three-day conference will be: Government ownership of railroads; government supervision and stabilizing of trade prices; federal revenue and tax legislation; employment relations; employers duty to provide jobs for soldiers; approaching revision of patent laws; industrial legislative outlook and vocational training.

Walter D. Hines, director general of railroads; Daniel Willard, president of the Baltimore and Ohio; Prof. William Starr Myers, Princeton University; Frank A. Halsey, commissioner American Institute of Weights and Measures, and Edward J. Pringle, member of the committee on patent law revision of the council of national defense, are included among the speakers.

New Coal Mining Record.

Eastern Ohio strengthened its hold on the Ohio coal producing championship during 1918, according to figures announced by the Ohio industrial commission at Columbus. More than 90 per cent of the 47,849,236 tons mined were produced in the eastern half of the state.

The previous high mark for coal production was in 1916 when the state produced 41,000,000 tons. Demands of the war led to the increase, despite the shortage of labor and cars.

MEANS END OF CHILD LABOR

Provisions of New Revenue Law Are to Be Enforced With Vigor.

PLANS ARE ALL COMPLETED

Employment of Child, Even for One Day, Will Bring Heavy Penalty—Measure Is Now Operative—General Labor Notes.

Exploitation of child labor in the United States will be rendered practically impossible in the future by the thoroughness with which the bureau of internal revenue is preparing to enforce the provisions of the new revenue law taxing child labor. Plans for the enforcement of the law have been practically completed, and a child-labor tax division is being formed in the bureau of internal revenue to take over the administration of the statute.

"Employment of one child for one day in conflict with the child-labor law provisions of the new revenue law will subject the employer's business to a tax of ten per cent of the net profits for the taxable year," Commissioner Roper declared in a statement giving the treasury ruling on the law to stop exploitation of child labor.

The provisions of the new law became operative on April 25. On and after that date the profits of any mine or quarry in which children under sixteen years of age, or any mill, canner, workshop, factory or manufacturing establishment in which children under fourteen years of age are employed or permitted to work "during any portion of the taxable year," are subject to the ten per cent tax. A single specific exception is made of boys and girls' canning clubs, as are recognized by the department of agriculture.

GENERAL LABOR NEWS

The great bulk of the Fifeshire textile trade is in the hands of female labor.

Women workers employed in the mines in Ecuador receive 30 cents a day for their labor.

Employees of the Tulsa Street Railway company went on strike. The men demand an increase in pay and shorter working hours.

Union bricklayers of New Castle, Pa., have agreed to work at the same rate of pay as last year—\$1 per hour—and have signed a scale to that effect.

Triup of the port of New York was averted when the marine workers agreed to return to work on a ten-hour day basis and submit wages to arbitration.

A bill providing for a ten-hour day for women in domestic service passed the lower house of the California legislature, 43 to 23. The measure now goes to the governor.

Duncan McDonald, president of the Illinois Federation of Labor, issued a letter to all local unions urging their support and co-operation with the state health department in the health promotion week, beginning May 11.

The large cotton mills at Attawagan, Bolloville and Pineville, Conn., which employ 3,000 men, returned to a 55-hour week. They had been working only 48 hours a week. Other mills employing 9,000 men are expected to follow.

The Tacoma Central Labor council voted not to appoint a labor representative on the Victory loan committee or to have anything to do with pushing the bonds, it was announced. The action is regarded as an attempt by the radical labor element to boycott the loan, it was asserted by conservative labor men.

The textile mills at Biddeford, Me., and in Saco were opened for the first time since February 3, when some of the operatives walked out in support of a demand for a working schedule of 48 hours a week. According to mill officials the number of returning employees was "very encouraging," every department of both the Pepperell and York mills having help enough to start operations. Union leaders asserted that none of their members had returned.

The British government has put in practice a new and comprehensive scheme for equipping unemployed women war workers and the wives and fiancés of fighting men to earn their livelihood. Women registered as unemployed at the labor exchanges are allowed to take an intensive course of training while receiving a grant equal to their usual unemployment benefit. The scheme is worked in co-operation with education authorities throughout the country and has been designed on elastic lines so that local advisory committees can arrange curriculums correspondent to local needs.

The Spanish government has abandoned the idea of placing the postal service under military control as the men are beginning to return to work in satisfactory numbers. The textile strike at Alcoy is reported as being more serious and martial law has been proclaimed there.

Between six hundred and seven hundred metal miners, engineers and pump men employed in the big mines of the Leadville (Colo.) district struck following refusal of mine operators to rescind their action ordering a cut of \$1 a day in wages. There is no picketing and the city is quiet.

UNITE ALL STEEL WORKERS

Movement on Foot to Pool Resources With the Object of Achieving One Great Organization.

A country-wide campaign to unite steel workers is being conducted by 24 unions affiliated with the American Federation of Labor whose membership totals more than \$1,500,000, according to the Illinois State Federation of Labor news letter.

"Profiting from the bitter experience of 20 years' struggles," says the letter, "the present government, from its inception, has proceeded upon the realization that it is folly for any craft organization, however strong or skilled, to attempt to organize singlehanded in the iron and steel industry. To do so would be to court sure defeat.

"The only way offering a prospect of success is for all the unions involved to unite their resources in a great drive for organization, and to stick loyally together till the big job is done. The movement must be as wide as the industry. Hence all those organizations with jurisdictions over workers employed in the iron and steel industry have been enlisted in this campaign.

"These 24 international unions have a membership of more than 1,500,000. They cover the iron and steel industry in all its branches, from the men who dig the coal and iron ore, through all the wonderful complexities of the industry, to the men who load out the finished products at plants. Within their ranks places are provided for all of the more than 1,000,000 iron and steel workers, regardless of their color, sex, or occupation. There is not a man, woman or child in the whole industry but who can affiliate with some one or another of the co-operating unions."

New Price Level Reached.

After an extended study of prices, it is the opinion of the division of public works and construction department that a new price level has been established by the economic conditions attending the world war, below which they are not likely to fall by any appreciable amount in the near future, the department of labor announces.

"It is believed that the growing confidence," according to the announcement, "in the future of business in this country, evidence of which is seen on all sides, is well justified by the facts that have been learned through the study of the price situation."

Operation of Minimum Wage.

Mr. Filene of Boston recently told how his department store established a minimum wage of \$8 per week in 1912 and of the new spirit and efficiency which came into his organization of 3,000 employees following that change. So successful was the scheme that the minimum wage was increased in 1918 to \$10 per week.

"MADE IN AMERICA"

"Made In Europe" No Longer!

Merchants and consumers the country over are quickly picking up the slogan "Made In America." They see in it more money for America, and that means for themselves. Friends, learn not only to do without costly imported goods, but to demand home-made goods entirely. It'll pay you. Join the movement now!

NOTICE

THE MOUNTAIN CITY MILL AND THE CHATTANOOGA BAKERY ARE UNFAIR TO ORGANIZED LABOR

DO NOT USE--Mother's Self-Rising Flour, Mountain City Mills Flour.

Meal, Bran, or Lookour Cakes or Biscuits.

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