

WAR LABOR BY UNITED STATES SERVICE ONLY

The new labor-supplying program of the Employment Service will be conducted in accordance with the following four cardinal principles:

1. War work must have men at any cost.
2. Withdrawals of workers from nonessential industries for war industries will be equalized.
3. The volunteer principle will be followed in dealing with the individual worker.
4. Only fit men will be sent to war industries.

Employers' Aid Essential.
While emphasizing that the situation is such that there can be no temporizing and that labor must be found for war industries at all costs, the Department of Labor and its War Labor Policies Board place equal emphasis upon the necessity for practical and tangible assistance from individual employers and employees and their organizations. Their advice and cooperation are deemed absolutely essential to the success of the labor mobilizing and stabilizing program.

As one means of obtaining this cooperation, community boards, with equal representation of employers and wage earners, will be formed in all industrial centers to work with the representatives of the Employment Service and its Public Service Reserve. Since labor priorities are fundamentally best determined locally, these community boards will be asked to play an important part in determining how withdrawals of workers for essential production will be made. Employment managers especially will be urged to work in conjunction with the local offices of the Employment Service and the agents of the Reserve.

The recruiting of unskilled workers will be done along the following general lines:

Common Labor Recruiting Plan.
After Aug. 1 the Employment Service will have exclusive control over finding and placing common labor in war industries. Nonessential manufacturers, farmers, and war manufacturers with less than 100 workers and the transportation industry for the time being are not included in the prohibition against private recruiting, although their activities will be regulated by the Employment Service, whose rules shortly will be announced. A number of the railroads, however, notably those in the western territory, already have agreed to get their labor exclusively through the service and their agencies have been taken over by the federal service.

States Given Quotas.
With a rough estimate of the common labor reserves in each state and community and the needs of the war industries for the next three months as a basis, each state has been given a quota of common labor, which may be drawn upon as men are needed.

The state directors of the Public Service Reserve in turn have divided their states, assigning to each division a certain portion of their state's quota. Each state director, in redistributing his state's quota, consulted with the Reserve directors of other states, the directors of the Employment Service proper, and with business men.

The quotas are not drafts upon the states, but, as a matter of fact, constitute a protection to the states. Some states have been drawn upon too heavily, while others have not given their fair share. By determination of state quotas the fairest possible figures are expected to be arrived at. Industries within a state will be cared for by withdrawals from nonessentials within its borders wherever possible. For instance, calls for small quantities of men by war industries in Pennsylvania would be met by taking men from nonessentials within the Keystone state's borders, while calls for a great number would be met by transfers of men from nonessentials elsewhere in the country.

Placement System.
With the Public Service Reserve machinery in each state attending to the recruiting through agents in virtually every community, the local offices of the Employment Service will attend to the placing. They will be in constant touch with the war industries in their respective territories, receiving regularly the requirements of those industries in order that labor needs may be known in advance. All calls for common labor will be carefully checked by the branch employment offices in order that only the actual needs may be given attention. It has been found that many firms still call for 3000 men in a week, when actually 300 cannot be used within three weeks.

Only Best Men for War Work.
"The best men in industry for the war industries" will be the goal of the Employment Service. Experts in selecting workers according to their training and experience will be attached to the local offices of the Employment Service, and few will be the men sent to a shipyard or munition plant who are not according to specification. Wherever possible, local health boards will be utilized in determining the physical fitness of workers.

War manufacturers will be protected against inroads upon their working forces by private labor "scouts" by this centralizing program. No longer can any shrewd, or war-materials manufacturer take men from another equally essential enterprise. Farmers will be one of the classes of essential producers to benefit. In many sections, notably in the south and east, farms have been swept bare of labor by private recruiting agents. This practice will be ended and this year agents will be prevented from going on farms and taking away harvest labor at the time that it is most needed.

Skilled Labor Recruiting Regulated.
While no prohibition against private recruiting of skilled workers is in immediate prospect, there will be regulations, however, which will check the widespread advertising that has wrought such havoc in the labor market and increased turnover and will ban labor "stealing" and "poaching." Although the common labor recruiting prohibition does not for the moment include the nonessential industries, recruiting by the nonessential has had but little effect on the general situation. However, no nonessential industry will be permitted to interfere with any war industry or the labor market.

Don't Change Jobs Without Consulting Uncle Sam

THE Government asks the cooperation of all workers to do away with the unnecessary "turn-over" of labor. Since our entry into the war there has been a serious shifting of labor, which has greatly crippled essential war industries. If there can be an intelligent distribution of workmen to these industries there will be less difficulty in winning the war.

PRESIDENT'S STATEMENT

"Industry plays as essential and honorable a role in this great struggle as do our military armaments. We all recognize the truth of this, but we must also see its necessary implications—namely, that industry, doing a vital task for the nation, must receive the support and assistance of the nation."

"Therefore, I solemnly urge all employers engaged in war work to refrain after August 1st, 1918, from recruiting unskilled labor in any manner except through this central agency [U. S. Employment Service]. I urge labor to respond as loyally as heretofore to any calls issued by this agency for voluntary enlistment in essential industry. And I ask them both alike to remember that no sacrifice will have been in vain, if we are able to prove beyond all question that the highest and best form of efficiency is the spontaneous co-operation of a free people."

WOODROW WILSON.

Therefore, to assist both workmen and employers, the Government has organized the U. S. Employment Service as a part of the Department of Labor. Its national office is in Washington, and it has 500 branch offices and 20,000 U. S. Public Service Reserve Enrollment Agents throughout the country. It knows labor conditions everywhere, and if given opportunity can direct the man seeking employment to just the job that needs him most.

Thus workmen benefit through having a far-reaching and thoroughly reliable placing organization, where they are assured of being sent to sure jobs—where they can do the best work to help win the war.

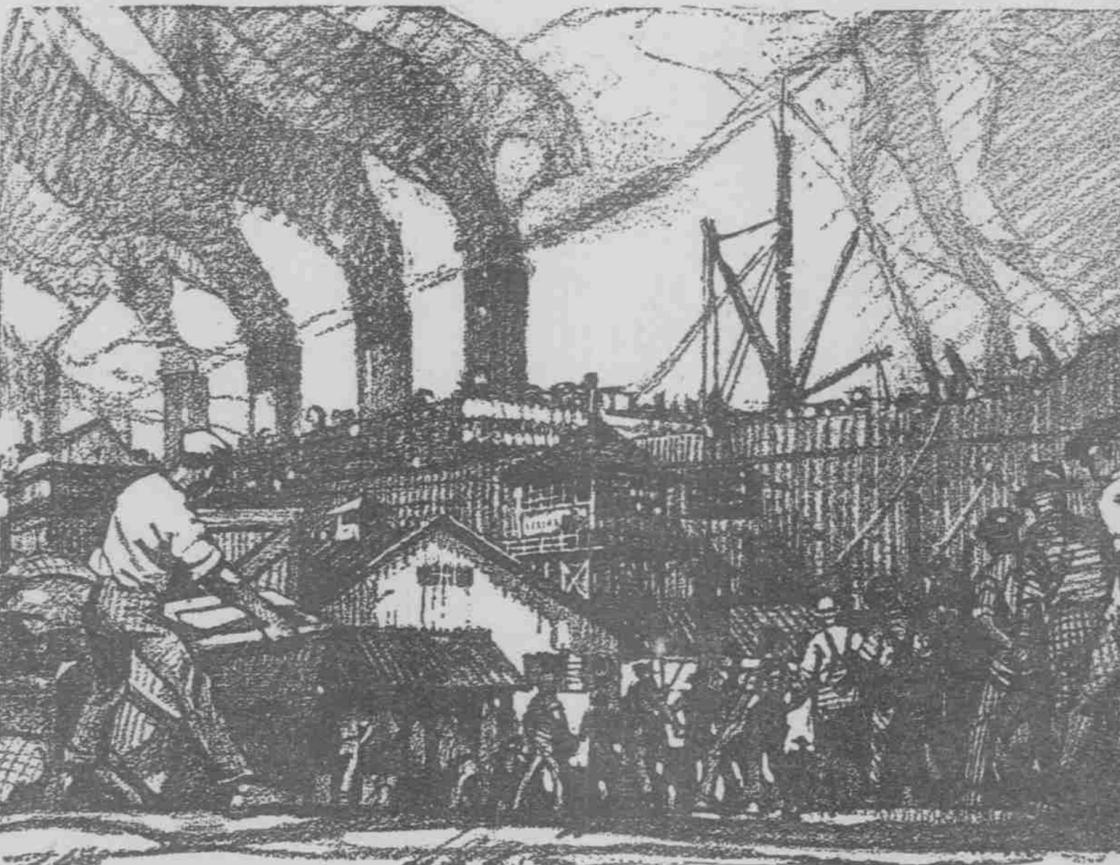
And the Government is enabled to fill the ranks with workers in such a way that all essential industries can be kept going full speed. This is vitally necessary to the success of our army in France.

If you are at present employed in useful work, do not change your job without consulting a branch office or enrollment agent of this service. Let your Government assist you in determining the work in which you will be most valuable in helping to win the war. Your use of the

U. S. Employment Service is a patriotic duty to your country. It is your guarantee of fair and square treatment, and the opportunity to serve where you are best fitted.



A.K. Scott
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United States Employment Service
U.S. Dept. of Labor W.E. Wilson Secy



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