## Management Can Provide Job Security, Business Cycle Authority Declares

Boston (ILNS). - "Guaranteed | wage plans used with varying deeight-hour day was in the last," Mass., Milwaukee, Newark, Calif., Prof. Joseph L. Snider of the Har- Decatur, Iti., and Troy, N. Y.

"Although the guarantee of work and wages has become an important management issue the tant management issue, the great majority of business managers business in general will find that have not given it the attention it they could easily provide a condeserves," he added. Prof. Snider siderable degree of employment called for a "mental readjustment" | security. To be sure, most comamong businessmen which would panies will discover that a wage involve a "willingness to study the guarantee of 52 full-time weeks a issue and to develop a conviction year to all employees is not posthat they must do everything pos- sible for them. But most comsible to increase the regularity of panies will also discover that it

Declares Plan Feasible Prof. Snider's conclusions, rejust been published by the Harvard Graduate School of Business Administration in a study of "The Any guaranteed wage plan to

Guarantee of Work and Wages." Snider is an authority on the business cycle. His study covers guaranteed

#### **OBITUARIES**

Sebring, Ohio - Elmer L. Mcowan, 54, of West Oregon Avenue, a jiggerman at the French-Saxon Company, died Feb. 25 in the Alliance City Hospital, following an illness of one week.

McCowan was born in Negley March 5, 1893, and resided in Sebring for the past several years. He was affiliated with Local Union 44, National Brotherhood of Operative Potters.

He is survived by his wife, Annie McCowan of the home; a achieve greater stability of opera-sister, Mrs. Mamie Straley of tions," Snider reports, "and this in Youngstown and three brothers, Richard McCowan of Akron and fits not only to the company and Henry and Carl Hirch of Detroit, the workers, but also to suppliers,

Funeral services were held from the home by Rev. Paul D. Magnuson, pastor of the Church of Christ. Burial was in Grandview Union Names Cemetery.

#### \* \* \* JOSEPH BAKER

Richmond, Calif.—Joseph Baker, 64, died Feb. 18 at his home, 521 Eighteenth street. after an extended illness.

He was a native of Staffordshire, England, and a sanitary presser by trade, having worked in Kokomo, Ind., for several years, He came to California 25 years ago and worked in the Standard Sanitary plant here.

He was a member of Local Union 89, National Brotherhood of Operative Potters, Richmond Democratic Club, Richmond Lawn Bowling Club, Sons of St. George and St. Edmunds Episcopal Church. kidney ailment. His term will run He is survived by his wife, Mrs. to the next convention in June, Georgiana Baker: a daughter, Mrs. Blanche Martin of Oakland, and two sons, Joseph of Berkley, and

William of Richmond, Calif. Funeral services were held from St. Edmunds Episcopal Church with Rev. Karl Markgraf, rector of Holy Trinity Parish, officiating. Burial was in Sunset View Ceme-

#### \* \* \* WILLIAM S. GRIMM

William S. Grimm, retired potter and veteran of World War I, died Mar. 3 in the U.S. Veterans Hospital at Aspinwall, Pa., following a two-year illness.

Mr. Grimm, a kilnfireman by

trade, retired about two years ago. He was employed last by the New Castle Refractories Co. in Newell, prices which are artificially high, and affiliated with Local Union No. 16, National Brotherhood of Operative Potters. He served overseas as a member of the 36th Division in World War I.

He was a member of the Veterans of Foreign Wars and the

Moose Lodge.
Mr. Grimm leaves three sons, ward Grimm, and Virgil Manford Grimm, all of Newell; a brother, Salem Grimm, also of Newell; three sisters, Mrs. Icie Postlethwait and Mrs. Esther Vaughn of grandchildren.

Lutheran Church. Military rites duction and employment." were conducted by the Joint Burial cust Hill Cemetery.

#### \* \* \* JOHN HENRY TASKER

John Henry Tasker, 70, retired potter, died Mar. 2 in his home, 1751 Dresden avenue, following a

ployed last by the Edwin M. Knowles China Co. He was a mem-

East Liverpool, and a step-daugh- Grove Cemetery.

ages may become the battle cry grees of success in companies in labor in this generation, as the Cincinnati, Chicago, Worcester,

"The managers of American would be financially sound for them to offer a guarantee of a considerable number of hours dursult of two years' research, have ing the year to a considerable pro-

Any guaranteed wage plan to be successful must not guarantee more than the company can give, Snider warned, but on the other hand it must not guarantee less than is judged worth while by the recipients of the plan. An exceedingly low guarantee, he pointed out, may unsettle rather than reassure the workers.

Additional requirements needed n inaugurating a plan successfully, Snider suggested, are adequate escape clauses which would modify the guarantee if conditions of unbearable financial strain develop, an enthusiasm for the plan on the part of the employer and employee, and a mutual willingness on both sides to compromise for the common good.

Benefits Seen Widespread "The presence of a guarantee plan has stimulated the management to develop more efficient operating practices; in particular, to turn has brought additional benecustomers and the community."

## Rail Maintenance Carroll President

Detroit. - Thomas C. Carroll, whose father and grandfather served as section foremen on the Southern Railroad, and who followed in their footsteps, was elected international president of the Brotherhood of Maintenance of Way Employees at a meeting here in which all grand lodge officers and general chairmen of the Brotherhood from the United States, Canada and Newfoundland sort to strikes." participated.

He succeeds Elmer E. Milliman, who died suddenly on December 31

1949. A dramatic sidelight is that Carroll was born in a section house at Donalds, S. C., where his father was a section foreman on the Southern. After graduating from high school, he worked in several crafts on the railroads before shifting to the maintenance of way department.

#### Rail Leaders

(Continued From Page One) savings workers accumulated dur-

ing the war have been depleted. "There must either be an immediate and substantial reduction in selves compelled to demand higher wages to maintain purchasing power," they declared.

"If purchasing power is not restored and if more and more consumers continue to be driven out of the market by high prices, the result will be a curtailment of Raymond Lee Grimm, Louis Ed- production and sharp unemployment."

Mr. Harrison presented a written analysis which underlined the issue raised in the discussion. For one thing, it cited official govern-Paden City, W. Va., and Mrs. Alice ment reports showing that savings, Precker of Cleveland, and two which had been relied upon to bolster the post-war small frac-The rites were held in the tion of the nation's high-income Arner Funeral Home by Rev. Paul families. Buying power of these F. Obenauf, pastor of St. John's families can't maintain "high pro-

Furthermore, his analysis stressgroup of district veterans in Lo- ed the fact that such price declines as have occurred have been largely in furs, diamonds and jewelry. "That's scant comfort for the working people," Harrison emphasized.

He pointed out also that busimess generally "stole a march on the rest of the community" by Liverpool and spent his lifetime raising prices last year far more here. He was a dipper and was em- than enough to cover wage in-

knowles China Co. He was a member of Local Union 18, National Brotherhood of Operative Potters.

He leaves a son, Henry A. Tasker, and a daughter, Mrs. Alice Chandler of East Liverpool; a sister, Mrs. Lou Mosser of Cleveland; tor of St. Stephen's Episcopal a half-brother, George Tasker of Church. Burial was in Spring

### City, State

(Continued From Page One) paying teachers decent wages so that they will not be compelled to

"A primary responsibility of boards of education is to work out such a program of school financing that teachers may be paid salaries commensurate with their costly university training, their highly skilled work and their value to

their community.
"Failure of boards of education to provide adequate salaries for teachers is a fundamental failure of a public agency, and any board which forces teachers to take such drastic action as to strike is seriously negligent of a public trust. "Frankly, we wonder what is

the future of a nation which spends eight times as much on three luxuries-liquor, tobacco and horse-racing-as it spends on education, and then constantly refuses to pay adequate salaries for the education of its children. Buffalo is one of the richest cities in one of the richest states in the nation, and yet we find public school teachers compelled to strike for an adequate living wage.

"Teachers in New York State, as in many other states, are caught between restrictive legislation at both local and state levels so that additional funds are not immediately available to grant salary increases which, however, are justly deserved.

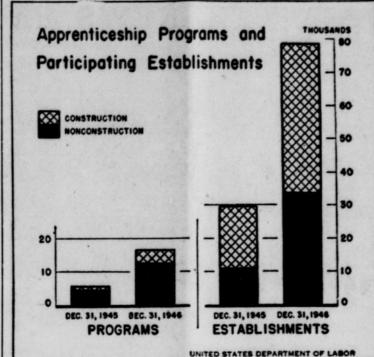
"The State Legislature has a large part of the responsibility for the strikes because of existing laws which do not provide adequate state aid and at the same time do not permit local communities to raise sufficient funds to pay adequate salaries to teachers and to provide adequate educational facilities. Thus, teachers are caught between Scylla, on one hand, and Charybdis on the other.

"In a large sense, the teachers of the nation are in part responsible for the sad plight of the nation's schools. The teachers, over the years, have not been organized in sufficient strength to demand adequate salaries and to protect the schools. The school children have paid a heavy price for the lack of organization on the part of

"At the beginning of World War II, the American Federation of Labor issued an over-all educational program for which affiliated unions were urged to press during the war period. This program anticipated the crisis which now faces American education and which advocated better salaries, tenure of office and retirement provisions. Had the teachers of the nation been adequately organized to carry out this program the present crisis would not have developed, and the teachers of Buffalo, St. Paul and other cities would never have been compelled to re-

#### WHAT NEXT?

Successful experiments in tracing schools of herring by cently been made off Sweden's east coast. Two submarines participated in the search. On the first day on which the method was tried, a fishing boat caught almost 2,000 pounds of herring near the place where the echo sounding apparatus had indicated the presence of a school. Even schools of fish hiding in depressions in the sea bottom at a depth of up to 1,500 feet were traced. Experiments have also been made on the west coast where a mine sweeper, equipped with periphone and echo sounding apparatus, has made a similar successful search for her-



ship programs throughout Ameri- participating in area-wide can industry reached an all-time grams, conducted by local high in 1946, totalling 16,574, or 1945 there has been a 90 per cent nearly three times the number at increase in the number of these the end of 1945. During the year the number of establishments participating in such programs inthe number in 1945.

Apprenticeship programs in the programs.

Washington, D. C .- Apprentice- | construction establishments are labor-contractor committees. Since committees in the building trades.

In manufacturing and other industries there has been an increased to 78,753, over 21/2 times crease of 25,055 companies participating in programs, almost three times the number at the end of construction industry underwent 1945. A large percentage of these phenomenal growth, rising 245 per companies are participating in cent. Over 44,940 construction con- area-wide programs, while the baltractors are now participating in ance have independent programs under which only the apprentices Over 96 per cent of the 44,940 in their own plants are trained.

**Plants Promised** 

(Continued From Page One)

witched to standby oil equipment

Demand the Union Label.

artificial gas when the first of

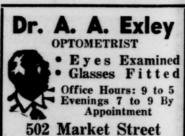
#### More 'Cubs' In **Building Trades**

Washington, D. C .- In spite o a seasonal decline in construction, the recurring cold waves struck in the number of apprentices in the building trades is increasing, the Apprentice-Training Service, U. S. Department of Labor, announced The number of construction trainees increased three per cent between December and January, although expenditures for new construction were lower.

At the end of January 91,093 apprentices were recorded, as against 88,347 at the close of December. Reasons for the increase in the off season, given by ATS, were as follows: (1) Service of apprentices is required to complete construction begun earlier in the year; (2) Alteration, maintenance and repair work is giving employ ment to many new apprentices;
(3) Contractors and unions, with an eye on the approaching build-ing season, are determined to provide an adequate work force by employing and training more ap-

Telleteeb Hour	
A break-down of the app	prentice
isted in January follows:	
Woodworking	34,912
Electrical	13,912
Pipe Trades	13,322
Trowel Trades	11,186
Painting	7,409
Sheet Metal	6,449
Others	3,903

Everybody would like to turn the clock back a couple of decades.



Over Peoples Drug Store PHONES: 2378 Office 2264-R, Residence

Demand the Union Label.

# ACTUAL charges for 500 consecutive funerals conducted by the

DAWSON Funeral Home are as follows:

> 10% Were ...... Under \$150 9% Were ...... Under \$300 50% Were ...... Under \$500 31% Were ..... Over \$500

## Dawson Funeral Home

"SO MUCH ... for so little"

215 West Fifth Street

Phone Main 10

## **Would Hit Laws Protecting Labor**

Washington. - Enemies of orto cripple unions with hostile legis-

They won one skirmish this week when the House Judiciary Committee - always anti-labor reported out a bill introduced by Congressman John W. Gwynne (Rep., Iowa).

This measure would narrowly restrict workers' right to sue employers for "portal-to-portal" pay. It would practically nullify the recent Supreme Court decision upholding that right, under certain

The portal pay ban, however, is merely a false face, behind which hide far more dangerous provisions of the Gwynne bill. These would nullify the Wage-Hour Act, Walsh-Healey Act and Bacon-Davis Act, three laws now providing vital protection for workers. Extracts Laws' Teeth

If the bill passes, any employer could avoid punishment under these laws by claiming he acted "in good faith" when he chiseled on wages, hours or forced employees to "kick back" part of

The laws' "teeth" would be suits against employers, unless workers begin the suits within one

At present, a convicted employer has to pay twice the amount of money he chiseled. Under the Gwynne bill, a worker could recover no more than the amount out of which he was cheated. Cheaters Can't Lose

In short, employers would have nothing to lose and everything to gain by violating these labor-protective laws.

We're saving evtrything now, except broken shoe laces.

.. East Liverpool, Ohio

.East Liverpool, Ohio

## "False Face" Bill Wholesale Food Costs At Post-War Peak Due To Weather, Other Factors

ganized labor continue their battle for their requests in the official January to February.

Although retail food prices do this increase in foods at wholesale, AFL experts analyzing the cotton. report said, will also affect the price workers must pay.

First, the widespread freeze in southern states has destroyed food crops; workers throughout the northeast depend on these crops for an important part of their fresh fruits and vegetables. Prices of fruits and vegetables coming from the south will be higher. Secondly, famine abroad has

made it essential to increase wheat shipments from this country, and this has raised the price of wheat. These two developments probably brought somewhat higher food costs for workers in February.

The Labor Department's Bureau of Labor Statistics, in the report declaring wholesale prices hit a new post-war peak in the week ended February 15, reaching 143.1 further drawn by banning law- per cent of the 1926 price average,

Washington, D. C .- Unions ne- | At that level, its wholesale price gotiating wage increases this index stood 1.6 per cent higher month have found some support than in mid-January this year, report of the Labor Department's 33.5 per cent higher than the correport that wholesale food prices responding week a year ago, 66.4 have jumped two per cent from per cent above 1937 and exactly

50 per cent above 1929. The agency said the rise during not climb quite as rapidly as the week was principally due to wholesale costs, some of the eco- higher prices for agricultural comnomic developments which caused modities, led by grain, livestock, poultry, fruits and vegetables, and

> The wholesale index is computed from prices for more than 500 commodities.



#### WANTED

MOULDMAKER WHO 'CAN MODEL, BLOCK, AND CASE SANITARY WARE. EXCELLENT OPPORTUNITY FOR RIGHT MAN. ADDRESS: MOULDMAK-ER, BOX 752, EAST LIVERPOOL, OHIO.

# SAMPLE BALLOT

gates to the American Federation of Labor Convention, which in accordance with law, must be printed in each issue of the Potters Herald during the entire voting period of the primary election.

#### FOR PRESIDENT

(Vote for One)

DUFFY, JAMES M. (Turner) Buffalo, N. Y. L. U. No. 76 ...

FOR SECRETARY-TREASURER (Vote for One)

WHIPPLER, NORMAN (Liner)

McGILLIVRAY, FRED (Handler)

L. U. No. 124.....

L. U. No. 124.....

L. U. No. 42.

JORDAN, CHAS. F. (Kilnman) Sebring, Ohio L. U. No. 59.

.. East Liverpool, Ohio L. U. No. 10..... FOR FIRST VICE PRESIDENT

FINLAY, LARRY (Jiggerman) .East Liverpool, Ohio L. U. No. 12....

WHEATLEY, E. L. (Kilnman) ... East Liverpool, Ohio L. U. No. 9......

FOR SECOND VICE PRESIDENT (Vote for One) GARNER, WILLARD (Handler) East Liverpool, Ohio L. U. No. 10 ..... **HULL, FRANK (Decorating Kilnman)** 

FOR THIRD VICE PRESIDENT

(Vote for One) FLESCH, NICK (Handler) East Liverpool, Ohio L. U. No. 10 ... SLAVEN, JAMES (Liner) L. U. No. 124..... East Liverpool, Ohio SANDERS, A. J. (Kilnman) Salem, Ohio

FOR FOURTH VICE PRESIDENT (Vote for One)

ZIMMERS, CHARLES (Sanitary Caster) L. U. No. 45..... FOR FIFTH VICE PRESIDENT

(Vote for One) NEWBON, GEORGE H. (Kilnman) L. U. No. 35.....

> FOR SIXTH VICE PRESIDENT (Vote for One)

DIGMAN, GUY (Jiggerman) .. East Liverpool, Ohio L. U. No. 12..... HAMILTON, JOHN W. (Jiggerman) L. U. No. 44... TURNER, GEORGE (Caster) .East Liverpool, Ohio L. U. No. 4.....

FOR SEVENTH VICE PRESIDENT (Vote for One)

ARMSTRONG, E. C. (Decorating Kilnman) .....East Liverpool, Ohio L. U. No. 124..... BROWN, LAWRENCE E. (Kilnman) L. U. No. 9 ..... East Liverpool, Ohio

CAMPBELL, FRANK (Jiggerman) .Cambridge, Ohio L. U. No. 122.

DESMOND, T. J. (Dipper) Minerva, Ohio L. U. No. 70. DAILEY, HUGH (Decorating Kilnman) Sebring, Ohio NEWTON, CHARLES (Glaze Maker) Sebring, Ohio PODEWELS, HARRY L. (Jiggerman) East Liverpool, Ohio FOR EIGHTH VICE PRESIDENT ADAMS, JAMES (Kilnman) East Liverpool, Ohio BRINDLEY, HARRY (Dish Maker) L. U. No. 29...

East Liverpool, Ohi-CHADWICK, JOSHUA (Jiggerman) .East Liverpool, Ohio L. U. No. 12..... JIVIDEN, FLOYD (Kiln Fireman) ... East Liverpool, Ohio L. U. No. 130 ..... SULLIVAN, J. I. (Caster)

.. Sebring, Ohio L. U. No. 44... WARD, JAMES (Warehouseman) ....East Liverpool, Ohio OR DELEGATES TO A. F. L. CONVENTIO!

(Vote for One West of the Allegheny Mountains) BEVAN, DAVID (Caster) L. U. No. 99 ......(West) Clarksburg, W. Va. BERRY, WILLIAM (Decorating Kilnman) ...(West) Sebring, Ohio L. U. No. 192...

BROADBENT, ROY (Kilnman) ...(West) East Liverpool, Ohio L. U. No. 9..... DUFFY, FRANK (Turner) .....(West) East Liverpool, Ohio L. U. No. 10 ...

DALE, OSCAR (Kilnman)

L. U. No. 76 ...

EDWARDS, ABE (Caster) .(West) Minerva, Ohio L. U. No. 70. EDIE, GODFREY (Turner)

(West) Buffalo, N. Y.

.. (West) Sebring, Ohio FERBER, ARTHUR (Caster) (West) Cambridge, Ohio L. U. No. 122.

GRIMM, GEORGE C. (Jiggerman) (West) Wheeling, W. Va. L. U. No. 6. LANNING, GEORGE N. (Jiggerman)

...(West) East Liverpool, Ohio L. U. No. 12.... O'DOWD, JOHN (Handler) L. U. No. 113.....(West) Los Angeles, Calif.

RAWLINGS, C. T. (Kiln Fireman) ...(West) Canonsburg, Pa. L. U. No. 51..... SULLIVAN, O. L. (Kiloman)

L. U. No. 201......(West) Huntington Park, Calif. THOMPSON, JOHN L. (Kilnman) L. U. No. 116..... .....(West) Lincoln, Ill.

WILLIAMS, HAROLD (Decorator) L. U. No. 124.....(West) East Liverpool, Ohio

(Vote for One East of the Allegheny Mountains) BAKER, ALBERT (Liner) (East) Princeton, N. J. L. U. No. 35 .... BLUM, WALTER (Assembler in Shipping Dept.) L. U. No. 49... ...(East) Trenton, N. J.

SIMPSON, JOHN (Sanitary Caster) L. U. No. 45... ...(East) Trenton, N. J.