EQUALIZE WORK AND PAY IS JERSEY IDEA

Experts Recommend Plan to Add to Efficiency of State Civil Service

TRENTON, Nov. 16.

Equalization of compensation with definite regulations governing advancement, hours of work, vacations and sick leave for the 2568 persons holding positions in the classified civil service of the New Jersey State government, is recommended in the report of J. L. Jacobs & Co., of Chicago, which was submitted today to the State Civil Service Commission. The commission, on authorization of the Legislature and the Governor, engaged J. L. Jacobs early this year to classify positions in the civil service with reference to the work performed and to suggest standard salaries for these positions.

The report recommends that the Legislature establish the principle of uniform compensation and salary advancement based on service, efficiency and seniority, and for uniform hours of work, vacations, sick leave allowances, etc., for all positions in the State service, and that the Civil Service Commission be empowered to establish a classification and salary standardization plan.

The recommendation is also included that the Legislature create a bureau of personal service standards and records under the Civil Service Commission for the purpose of maintaining the classification plan, and establishing an efficiency record system for the State employes and that $20,000 be appropriated annually for the work of this bureau.

Recommendations are also included for establishment of a scientific pension system, and free training courses in public service administration for present and prospective employes in the State government, these training courses to be given in co-operation with the Civil Service Commission.

Uniform salary rates recommended call for an increase in the total payroll in the State's classified service of approximately $3900 out of a total monthly salary list of $200,000.

STATE BOARD PLANS DRIVE ON 'SLACKERS'

Discovers 50,000 Pennsylvania Men Have Managed to Dodge the Draft

HARRISBURG, Nov. 16.

The State Registration Board is preparing to round up some 50,000 Pennsylvanians, some of them out-and-out slackers and others who, unintentionally for one reason or another, have escaped the draft when they should be in the training camps. To that end each local board has been instructed to send to the State headquarters here the names and addresses of men summoned who are not in camp.

One of the discoveries made by the central board is that large numbers of men escaped the draft summons by dodging the receipt of mail notifying them to appear for examination. Just how this was accomplished is not known, except that the official envelope may have led them to decline receipt for it.

Some of the others who failed to turn up, it is believed, have gone into the army in other branches, have been out of touch for months with their homes, did not understand the meaning of the draft law or were too ignorant to realize what the summons meant.

Just what will be done with those who convince the board that they did not mean to dodge duty is not known, but it is understood that the real slackers will be concentrated in a "slacker camp," where they will be given a dose of intensive military training of a concentrated variety that will fit them for soldiering when their fellows who responded earlier are ready to go to France.

MRS. LEIPZIGER'S FUNERAL

Services Were Conducted Today by Dr. Henry Berkowitz

The funeral of Mrs. Sara Somer Leipziger, wife of N. S. Leipziger, advertising manager of N. Snellenburg & Co., who died suddenly last Tuesday, was held at 2:30 o'clock today from her late residence, 1739 Berks street.

Dr. Henry Berkowitz, rabbi of Rodeph Shalom Synagogue, Broad and Mount Vernon street, conducted the services. The pallbearers were Joseph Thanhauser, Henry Jacobs, Albert Wolf, Ernest Edmundson, Perry Frankel and I. Newman. Interment was in Mount Sinai Cemetery.

Mrs. Leipziger was stricken with apoplexy after her return from a shopping trip. She was well known in charity work and was a member of the board of Rodeph Shalom Sisterhood and of the Council of Jewish Women. She is survived by her husband and two daughters, Ruth and Harriet.

Licensed at Elkton to Wed

ELKTON, Md., Nov. 16.—Marriage licenses were issued here today to Albert S. Crawford and Margaret A. Hanlon, Everett N. Jeffries and Miriam M. Crawford, David Devorem and Dorothy Nemirow, Philadelphia; Howard A. Mackey and Verma M. Scott, Childs, Md.; Joseph K. Mason, Wilmington, and Hedwig E. Dahl, Belfield, N. D.; Amos K. Rohrer and Edna Newcomer, Columbia, Pa.; Nicholas Casatha and Katharine B. Rotan, Camden, N. J.; Louis F. Heirley and Ethel M. Reynolds, Philadelphia, were refused a license owing to the prospective bridegroom being only eighteen years of age.

TODAY'S MARRIAGE LICENSES

Fred McNeil, Jr., 1527 S. Bouvier st., and Leonara Hardfield, 1201 S. 15th st.
Virgie Coleman, Masnaiza, Va., and Cora A. Green, Masnaiza, Va.
Samuel Trippe, 1214 Webster st., and Susie Jones, 1216 Webster st.
Thomas McFadden, 2239 E. Venango st., and Elizabeth Moffet, 3619 Wittie st.
Trygve B. Kittleson, 1933 Christian st., and Margaret Belzer, Burlington, N. J.
Theodore Rizzo, 714 Christian st., and Vito Miraglio, 616 Montrose st.
Walter Garnett, 101 N. 50th st., and Ethel L. Creasey, 626 Moss st.
Jacob L. Cohen, 1911 S. 8th st., and Bertha Marks, Wilmington, Del.
James J. McQuaid, 2342 S. Chadwick st., and Marie J. Laughlin, 1930 S. Sartain st.
Mathias Beitz, 1419 Hope st., and Katie Follmer, 1946 N. 3d st.
Robert Driver, 1448 N. Fawn st., and Jennie Baily, 634 N. 46th st.
Michael S. Toll, 1037 Wolf st., and Mary Karsh, 1037 Wolf st.
Albert E. Rose, 4547 High st., and Mary J. Doppler, 4547 High st.
Samuel E. Whitehead, 535 W. Susquehanna ave., and Marian Clarke, 535 W. Susquehanna ave.
John F. King, 677 N. 37th st., and Mildred M. Howard, 7284 Woodlawn ave.
Arthur De Klyne, 1618 Mt. Vernon st., and Agnes E. Burns, 147 W. Willard st.
Jacob Udell, 5727 Chestnut st., and Leah Levine, 5727 Chestnut st.
David D. Daly, 4725 Duffield st., and Mary McDermott, 4725 Duffield st.
John Ortlep, 4634 Melrose st., and Emma Hartman, 7444 Tacony st.
Thomas J. Brady, 1934 S. 23d st., and Ida M. Donohoe, 1314 Cedar st.
Thomas F. Rush, 905 Vine st., and Anna P. Brownell, 1015 Fairmount ave.
William R. Stille, Camden, N. J., and Elsie A. Young, 5713 Pine st.
Franklin H. Shuey, Lebanon, Pa., and Josephine Cammack, Lebanon, Pa.
Junius Lee, 1304 Bainbridge st., and Margaret Owens, 1304 Bainbridge st.
Henry Wright, 1931 Dickinson st., and Bettie Jones, 2249 Greenwich st.
Harry Havel, 2006 E. Boston ave., and Marie Rasegrane, 2006 E. Boston ave.
John Kerlin, 2432 S. 18th st., and Annie McLaughlin, 3627 Locust st.
James Bell, 1318 Carpenter st., and Rosa Grant, 1610 Montrose st.
Louis J. Moser, 2216 Miller st., and Agnes Erwin, 2208 N. 4th st.
Robert S. Smith, 924 S. 12th st., and Mary M. Parker, 924 S. 12th st.
Samuel M. Peacock, Delmar Apartments, Germantown, and Louise Tilge, 226 W. Chelten-ham ave.
Lerert Katter, 1315 Mascher st., and Grace Shaner, 1246 N. Palethorp st.
[illegible] Harris, 2017 W. Columbia ave., and Edna [illegible], 328 N. 6th st.
[illegible] Bell, 3465 E st., and Regina Lanigan, [illegible]
[illegible], Reberry, Pa., and Maude [illegible]

AUSTRALIAN TALKS ON AMERICA

Sir George H. Reid, Former Premier, to Address University Extension

Sir George H. Reid, former Premier and High Commissioner of Australia, will deliver an address on "What America Stands for in Human Progress" tonight in Witherspoon Hall, Juniper and Walnut streets, under the auspices of the University Extension Society.

The former Premier has been described as one of the foremost statesmen of the British Empire by former Premier Asquith, and is said to be the most brilliant after-dinner speaker in London. He will deliver his address from the viewpoint of a British statesman familiar with American history and institutions.

NURSE, VICTIM OF WAR, WELL KNOWN AT HOME

Miss Knowles, Wellesley Graduate, Went to France With Johns Hopkins Corps

TRENTON, Nov. 16.

Miss Miriam E. Knowles, of Yardley, Pa., a member of the nurse corps with the American forces in France, who died there last Sunday, was the daughter of Mr. and Mrs. Thomas C. Knowles, of North Main street, Yardley. The news of her death was a great shock to her parents, as it was not known that she had been seriously ill.

Miss Knowles was twenty-eight years old and was well known in this section. She had a host of friends in this city, where she frequently visited. When a young girl she attended the Yardley High School and after being graduated there she went to the George School at Newtown. Later she entered Wellesley College and was graduated in the class of 1913. She cared little for society and decided to take up nursing as a profession.

Miss Knowles had been in Europe several months, having sailed from this country June 5 last with the nursing unit from Johns Hopkins. With her went sixty-five nurses, a full staff of physicians, surgeons, orderlies, enlisted mechanics and other workers necessary to man a complete hospital. The unit is now located in a French convent and has 1400 beds.

Relatives heard from Miss Knowles at frequent intervals, but on account of the military censorship she could tell little about her work. Besides her parents, she is survived by one brother, Mahlon Knowles, of Nova Scotia. Her father is a director of the Yardley Bank and is well known.

SOLDIERS' TOBACCO FUND GROWS STEADILY

Private Contributions and Varied Entertainments for 'Smokes for Sammees'

A very hearty response is being made to the appeals for funds to provide smokes for the Sammees abroad. In addition to contributions coming from persons in all walks of life, numerous entertainments have been scheduled to take place this month for the benefit of the soldiers.

All men who realize the comfort obtained from a good smoke after a strenuous day are giving generously. Up to the present time considerably more than $16,000 has been collected. At least twice that amount will be needed to provide smokes for the boys who are going over before the first of the year. Give what you can to this worthy cause and send it to the tobacco committee of the Emergency Aid, 1428 Walnut street.

HUGE CHRISTMAS MAIL FOR SOLDIERS

Postoffice Staff Working Overtime on About 1200 Packages a Day

Superintendent of Mails Johnson today drew attention to the thousands of Christmas packages that have been received at the Philadelphia postoffice for shipment to the American expeditionay forces under free Government transportation at Hoboken, N. J.

It has been necessary for the members of his staff who have been assigned to this work to work two hours overtime every night since the soldier mail began coming in. Approximately 1200 packages have gone through the postoffice daily in the last few days.

This Christmas mail for the soldiers abroad, however, is lighter today and will gradually decrease, as the limit under which it may be expected to reach the men in time for the holiday is reached on December 5.

The time allowance within which practical certainty could be given that the mail would reach its destination in time expired yesterday, but there is still a possible chance that mail received up to December 5 may be accommodated, although no assurance can be given that it will reach the end of its journey for Christmas opening.

U. S. INDUSTRIES NOW 80 PER CENT EFFICIENT

Reports Show Marvelous Progress During the Last Six Months

WASHINGTON, Nov. 16.

American industry has accomplished a remarkable change in complexion in the last six months.

Reports to the War Industries Board and the Council of National Defense show that American industry is now approximately 80 per cent efficient in war work. This means that American factories are meeting about 80 per cent of the needs of the Government in its conduct of the war. Every effort is being made by manufacturers to make their businesses 100 per cent efficient, and industrial experts here predict that January 1 will show American industry meeting every need of the nation.

These men are proud of America's rapid industrial mobilization. It has meant a complete change in the output of numberless factories. Other factories have increased their output and made it partially war work.

Conversion of factories to war work has been accomplished largely through the Council of National Defense and the War Industries Board. A study of the needs and the equipment of factories of the United States was made, and it was found that many might be easily diverted to war work. In no instance has there been a refusal on the part of manufacturers to do this. Instead, the War Industries Board has been flooded with requests from factory owners asking how their plants might be put at the services of the Government.

Experts declare that the great strides that have been accomplished in American industry will never show as they have in Great Britain. They point out that the industrial plants of the United States are equal to those of Great Britain, France and Italy combined, and that therefore they will never be a general turning over of every factory to war work.

In England the munitions business has become a great industry. It is more evident because England's demands have taken over practically every factory.

The plan of the Council of National Defense to curb nonessential industries does not sound the deathknell of industries not engaged in war work, it is declared. It is the purpose of the council to hold down nonessential factories only when it is found they are drawing labor or materials from factories which are on war work.

U. S. MAY NAME PRICES ON CRUCIBLE PRODUCTS

Official So Advises Stockholders of Jersey Munition Concern in Annual Meeting

NEW YORK, Nov. 16. — Possible price fixing by the Government and the excess profit tax were the chief topics of discussion at the annual meeting of the stockholders of the Crucible Company of America, held in Jersey City today.

Herbert Dupuy, chairman of the board of directors, who presided at the meeting, told the stockholders there was a possibility that the Government would fix prices on the products manufactured by the company, and added that he would not be surprised if this was done in the near future.

The Crucible Company, Mr. Dupuy said, is making nearly all the rifle barrel steel turned out in this country. Construction work at the company's new plant near Newark is being carried along rapidly. Mr. Dupuy estimated that the Government was taking about 98 per cent of the capacity of the Newark plant.

By way of showing that the company is setting up what officials consider a sufficient amount to take care of the excess profits taxes, Vice President Turbille told the stockholders that out of the earnings for October more than $800,000 was put aside for that purpose.

POTATO YIELD HIGHER

HARRISBURG, Nov. 16.—Consumption of potatoes in Pennsylvania yearly is more than 48,000,000 bushels, whereas, the production this year will run about 32,000,000 bushels, according to the State Department of Agriculture.

The average yield an acre this year is said to be considerably higher than that of last year, when the average was seventy bushels to the acre. The department summaries show a substantial increase in the number of farm tractors bought this year in every county.

THE WORLD'S WAR
Through Woman's Eyes
By ELLEN ADAIR

America in London

LONDON, Oct. 30.

TEN members of the American Congress have arrived in London, on a visit to this country and to the battlefields of France.

Last night, at the Savoy Hotel, I saw Representative C. C. Dill, of Washington, the head of the party.

ELLEN ADAIR

"We have come across the Atlantic solely and simply to learn," he said. "You people have been in this business for three years, and we believe that you can teach us much that will be of use to us on our return, when we shall have to deal with legislation which will affect Great Britain, as well as our own country, in winning the war.

"Although we have been here little more than twenty-four hours, we have been very much impressed by the grimness of the war; by the seriousness with which your people regard it. As to America, no man can add much to what our President has said—that we have no aims in coming into this war except to help in winning it and to do away with the menace which threatens us all."

During the day the Congressmen paid a visit to the American Officers' Club. The American Ambassador accompanied them. The visitors were delighted with the place, and declared that great good would accrue from British hospitality.

ALL COMFORTS AT CLUB

I wish to say something here of the beauty of the American Officers' Club, in Chesterfield Gardens. Lord Leconfield says he feels it a great honor to lend his house for such an excellent purpose. It really is a wonderful old mansion, with its black marble staircases, its priceless old masters and tapestries, and yet filled with every modern comfort. There are tape machines and billiard table, every sort of newspaper and magazine, and the most charming lounges and smoke rooms.

My breath was taken away by the gorgeousness of the place.

"I want it to be even more than a club," said Harry Brittain, the organizer. "I want it to be an introduction into English family life."

Women are to be barred out. "Men want a club to themselves," continued Mr. Brittain cheerfully, "without women running around trying to mother them or sister them all the time!"

They say the food there will be the best in London. And as there are to be no subscriptions, but only the very lowest of charges, the American officers are lucky, for none other than the great chef Maioni, who has fed the King and Queen of England, is staying on at the Leconfield mansion in order to whet the appetites of American officers.

There are wonderful caverns of kitchens, where in the old days sheep and oxen were roasted whole.

And there's a committee of ladies who are going to invite and entertain and introduce the American army men, so that they will go away with a real idea of English hospitality.

"We want to show our gratitude for American hospitality in the past by holding out the right hand of British hospitality to our western ally's officers." So said one of the club promoters, and his sentiment has been echoed by every one.

The entry of America into the war has made a good many people round London sit up and take notice,' for America most certainly will subject British efficiency and British methods to a keen though friendly scrutiny.

Americans won't take anything for granted. On the contrary, America may have much to learn from England. But England has much to learn from America—and England knows it now, too.

"The American mind is direct," says that clever British critic, James Douglas. "It loves publicity. It hates Mumbo Jumbo mystery. It has abolished the old diplomacy. I have no doubt that Mr. Gerard's revelations have scandalized some of our professional diplomatists, who imagine that the old methods will be resumed after the war. Mr. Gerard burned all his boats. Have all our British diplomatists burned their boats? Have they no tales to tell? I wonder. * * *

"The dominant idea of our Foreign Office is concealment. The dominant idea of Washington is publicity. The contrast between our veiled methods and its open methods is startling.

"Since the United States came into the war Washington has torn the mask off Germany by publishing the truth about Germany's treachery, duplicity, criminal intrigues, murderous bribes and ferocious subsidies."

"Washington has not spared the German Emperor or any of his agents. It has struck blow after blow. Its disclosures have branded Germany before the world as a felon among the nations. Her perfidy is proved. Her ambassadors are pilloried. The whole world has been shocked and alarmed. The discomfiture of Germany is complete. Publicity has done it."

GERMANY STIRS CHINA AGAINST UNITED STATES

Effort Apparent to Cause Discontent Over Recent American-Japanese Agreement

WASHINGTON, Nov. 16.—German propaganda is working at Pekin to stir China against the United States because of the American-Japanese pact. Evidence of this fact today reached diplomatic quarters, where it was likewise stated that England and France were consulted before the Ishii-Lansing pact was concluded, contrary to earlier reports.

Active irritation in Japan during the war was allayed by the agreement with the United States, according to officials, who believe this result overshadows China's displeasure. The sort spot in the Allies' line-up in the Far East was removed with the eradication of suspicion on Japan's word, diplomats stated.

NEW CLOTHES FOR OLD

Man Arrested on Charge of Swindling Downtown Tailor

Taking ragged suits to tailor shops and demanding new ones in return, resulted in the arrest of a man said to be Joseph Mangini, of 1109 South Second street. He was held under $600 bail for court today by Magistrate Imber at the Twentieth and Federal streets station.

The police say that Mangini would take a worn suit to be repaired and when a different person was in the shop he would demand a better one in return. The prisoner tried his game at the tailor shop of America Zafferi, 3215 Wharton street. The man in charge became suspicious and had Mangini arrested.

STEAMSHIP KANSAS CITY A VICTIM OF SUBMARINES

Secretary Daniels Admits Probable Loss of Vessel Missing Since September 5

WASHINGTON, Nov. 16. — The Kansas City, an American merchant vessel, has not been heard from since September 5 and is believed to have fallen prey to German submarines.

This announcement was made by Secretary Daniels. Only one naval man—J. H. A. Muir, a first-class signal man—was aboard the Kansas City. Muir's father, John Allison Muir, lives at 26 Marymount road, Roland Park, Md.

The Kansas City, of San Francisco, is an old vessel, having been built in 1889 at Chester, Pa. She was 327 feet long, beam 45, draft 18.8, tonnage 3679 tons. The ship was owned by the Union Iron Works and was last reported at San Francisco.

AGED PAIR DIE IN DAY

Worried by Wife's Illness, Husband Succumbs, She Follows

After being married more than fifty-eight years, Mr. and Mrs. John Sullivan, of 1818 Arch street, died last night under pathetic circumstances.

The husband, after grieving over the critical condition of his wife, who had been ill for several weeks, died of heart disease. Mrs. Sullivan began to sink rapidly when she heard of her husband's death. She died late last night.

A Nutritious Diet for All Ages. Keep Horlick's Always on Hand Quick Lunch: Home or Office.

Stone
1220-1222 Walnut St.

Queen Quality
Style Boots in Golden Brown & White Topped Models . . . 6.50

Beautifully styled boots, the newest pattern, smartest, most wanted shades. More than five thousand pairs that if produced today would have to be marked at $9 and $10—going at $6.50.

1230 Market
Shoes and Stockings for the family

Geuting's (PRONOUNCED GYTING)
The Stores of Famous Shoes

19 So. 11th
A quick Service Men's Shop

Every Foot Professionally Fitted—Three Geuting Brothers Supervising

The Reading — DOLLAR EXCURSIONS EVERY SUNDAY TO ATLANTIC CITY
OCEAN CITY — *SEA ISLE CITY
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CAPE MAY
7.30 A. M. from CHESTNUT or SOUTH ST. FERRY
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You can have Artistic Draperies and at a nominal cost if you use

THESE soft, silky fabrics are a revelation in the beauty—a marvel in the way they hold their color in sunshine and washing. Come in double width, thus less expensive than ordinary fadeable silks and more satisfactory with their guarantee *never* to *fade*. Let us show them to you before deciding on your new draperies.

"KAPOCK" edgings made to match.

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JOHN WANAMAKER
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MISSES' DEPARTMENT, 4TH FLOOR

BONWIT TELLER & CO.
The Specialty Shop of Originations
CHESTNUT AT 13TH STREET

For tomorrow (Saturday)

Misses' and Small Women's Apparel

at Extraordinary reductions to close Our

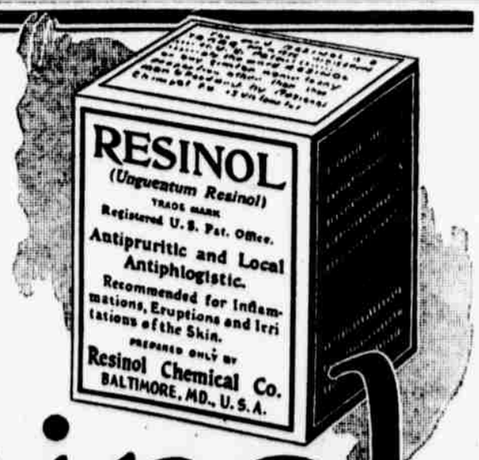
Anniversary Week Sale

Misses' Tailleur Suits
138 Suits of Silvertone, broadcloth, whipcord and burella. In the newest styles and colorings.
25.00 and 35.00
formerly up to 55.00

Misses' Dressy Coats
Coats of Velour, Silvertone, Burella, Frieze and mixtures, in belted or full flare models.
22.50 29.75 39.50
formerly up to 55.00

Misses' Dresses
275 very attractive dresses suitable for street, afternoon or dance wear, developed in crepe de chine, georgette crepe, charmeuse, nets, taffeta, satin and jersey.
18.50 20.00 25.00 28.00
formerly up to 59.50

Easy to get rid of itching with Resinol



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Wherever the itching, and whatever the cause, Resinol Ointment will usually stop it at once. And if the trouble which causes the itching is not due to some serious internal disorder, this soothing, healing application seldom fails to clear it away. For years, Resinol has been a favorite prescription of physicians for skin affections—try it *yourself* and see why.

Resinol Ointment, and Resinol Soap, which contains the Resinol medication, are sold by all druggists.