

JOHN D., JR., WANTS 'GOLDEN-RULE' PLAN

Warns "Standpatters" in Industry Warfare Between Capital and Labor Must End

"CONSCIENCE MUST RULE"

By a Staff Correspondent Hot Springs, Va., April 25.—Human conscience—common sense—brotherhood.

That is the trinity of phrases coined by John D. Rockefeller, Jr., and one which he asserts will solve labor troubles of today.

Reduced to a working principle, the three phrases, in the words of Mr. Rockefeller, apply to both capital and labor and mean this:

"Do as you would be done by."

America's richest young man is at the Homestead and endeavoring to snatch a bit of rest in the Virginia mountains, but is forced to devote nearly eight hours each day at his desk.

Mr. Rockefeller does not discuss Bolshevism or the Japanese wrongs in Korea, but confines his arguments to America and its problems. He considers the labor problem to be the greatest of all, and is trying to arouse the employers of the country to the issue.

Apostle of New Creed

He is appearing in various parts of the country as an apostle of the new industrial creed, and says he will keep at it.

What he is trying to do is to convince employers and workers they must get together and find a common ground of fellowship upon which they can build a more solid foundation for their activities.

He says he is trying to inject the human note into industry, and asserts that if that is done America will have little industrial unrest. But he warns employers they must turn over a new leaf in the book of business and give more consideration to their workers.

Call it partnership or anything you like, Mr. Rockefeller holds that the two factions, employers and workers, must get together. He says:

"Men are rapidly coming to see that human life is of infinitely greater value than material wealth; that their happiness and well-being of the individual, however humble, are not to be sacrificed to the selfish aggrandizement of the more fortunate or more powerful."

"Modern thought is placing less emphasis on material considerations and is recognizing that the basis of national progress, whether industrial or social, is the health, efficiency and spiritual development of the people."

"Never was there a more profound belief in human life than today. Whether men work with brain or brawn, they are human beings, and much alike in their cravings, their aspirations, their hatreds, and their capacity for suffering and for enjoyment."

A Word to Captains of Finance

"As the leaders of industry face this period of reconstruction, what will their attitude be?"

"Will it be that of the 'standpatters,' who ignore the extraordinary changes which have come over the face of the civilized world and have taken place in the minds of men; who, arming themselves to the teeth, attempt stubbornly to resist the inevitable and invite open warfare with the other parties in industry, and who say, 'What has been, and is, must continue to be. With our backs to the wall, we will fight it out along the old lines or go down in defeat.'"

"Those who take such an attitude are willfully heedless of the fact that its certain outcome will be financial loss, general inconvenience and suffering, the development of bitterness and hatred, and in the end submission to far more drastic and radical conditions imposed by legislation, if they force, than could now be amicably arrived at through mutual concession in friendly conference."

In his talks to employers, Mr. Rockefeller sums up the solution of labor troubles in a few words. Today he reiterated the statement by saying:

"Apply the Golden Rule to industry."

What He Did in Colorado

It is not necessary to devote much space to the story of Mr. Rockefeller's activities in the Colorado strikes of a few years ago.

Today he said that while in Colorado he established a personal relation between himself, as an employer, and his workers. This was accomplished by creating a plan of industrial representation, which provided for close personal contact between the elected representatives of the men and the officers of the company. A more accurate description would be that Mr. Rockefeller established a "round-table conference," at which the workers could discuss with their employers their troubles and aspirations.

He says the plan has brought peace in the Rockefeller regions of Colorado; that the men have become happier and more efficient, and that the company has benefited.

He does not urge this personal plan upon other employers, but says employers must establish the human and personal relation, if they desire to maintain happy and efficient industrial plants.

Commenting upon the value of his

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so-called "personal relation in industry"

Mr. Rockefeller says: "The mistaken point of view in regard to the relation between labor and capital exists on the part of both labor and capital, as well as among the interested and disinterested public."

A Great Human Problem

"Too often capital regards labor merely as a commodity to be bought and sold, while labor not infrequently regards capital as money personified in the soulless corporation."

"It might seem that, technically speaking, both of these definitions could be justified, but they are far from being comprehensive and adequate. For both the laborer and capitalist are men—men with muscle and men with money. Both are human beings and the industrial problem is a great human problem."

"This is one of the first things we need to recognize, and it is just because human nature is involved in this problem that it is so intricate and difficult to solve."

"Labor and capital are partners, they must have contact. This standing alone, one from the other, must die. Partners know each other, they rub elbows, sit around the same table, come to understand each other's point of view."

Mr. Rockefeller suggests a similar contact between labor and capital, and says:

"This attitude, this relationship, is the personal relation in industry. Nothing else will take its place; nothing else will bridge the chasm of distrust and hatred."

The Brotherhood of Man

"It is the recognition of the brotherhood of man, of the principle of trying to put yourself in the other man's place, of endeavoring to see things from his point of view. The old saying that honesty is the best policy is often scoffed at and pronounced impractical, but there never was a truer saying. Honesty is the best policy."

"That a plan under which the workers and employers can get together and discuss matters of common interest is certain to work out well. Mr. Rockefeller emphasizes this very strongly. He says:

"Men cannot sit around a table together for a few hours, or several days, perhaps, and talk about matters of common interest, with points of view however diverse, with whatever of misunderstanding and distrust, without coming to see that after all there is much of good in the worst of us, and not so much of bad in the most of us, as the rest of us have sometimes assumed."

Mr. Rockefeller says there is a further reason why the personal relation in industry is of such vital importance, and that is in order that the attitude and purpose of the owners and directors of a company may be rightly understood and interpreted to their partners, the employees, and vice versa; also that all grievances may be taken up and adjusted as they arise."

As he put the problem, when standing on a rugged mountain, "capital and labor must be brought together on a common ground. They must go back to the early days when the employer knew his workers and appreciated their problems. Many employers are not doing this. They are making such concessions, and refuse to make them, that they will be brought before the industrial situation becomes too serious."

Motto Is "Play Fair"

Concluding, he tells the fellows in business "to play fair," and adds: "From a purely cold-blooded business point of view, honesty is the best policy. Likewise, do I say that to treat the other man as you would have him treat you is an equally fundamental business principle."

"This does not mean that you surrender rights or neglect to avail yourselves of your opportunities. It simply means that in the game of business the same rules of sportsmanship should prevail as in a boxing bout, in a game of golf or a football game."

"Play fair and observe the rules. Let the contest be clean, gentlemanly, sportsmanlike in a contest, always having regard for the rights of the other man."

SOCIALISTS RESENT THREAT

Troops Mobilized in France for May Day Draw Protest

Paris, April 25.—The Socialist group has authorized Marcel Cachin to interpellate the government in the Chamber of Deputies on the recent movement of troops. This will have particular relation to the activities of troops around industrial centers.

L'Humanite in its issue of yesterday expresses regret editorially that the government should have moved so many troops around Paris and at industrial centers in readiness for possible eventualities on May Day.

"Why such hateful and absurd measures of defiance?" asks the newspaper, which adds: "Everything will pass without incident if entire liberty is left to the responsible organizations."

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CREATE BUREAU OF INFORMATION

"Bad" Check Act and Other Senate Bills Also Approved by Governor

APPROPRIATIONS EFFECTIVE

Harrisburg, April 25.—The bill of Senator Crow creating the bureau of statistics and information in the Department of Internal Affairs was approved by Governor Sproul, it was announced at his department. The act authorizes the appointment by the secretary of internal affairs of a chief of the bureau at \$3000, an assistant at \$2000, two statisticians at \$2000, one filing and one copying clerk at \$1500, four collectors of statistics at \$1500, one editor of publications at \$2000, one expert in rating machine operator at \$1200, one machine operator at \$1500, one stenographer at \$1500 and five key punch operators at \$1000.

"Bad" Check Act Approved The governor also signed these Senate bills:

Declaring it a misdemeanor to draw a check, draft or order when the drawer does not have sufficient funds in bank to meet the paper.

Giving women right to be incorporated in companies and to serve as officers or directors of corporations.

Providing that a candidate or treasurer of a political committee who does not receive any contributions or expend any money need not file any statement under the corrupt practices act.

Including legislators among those receiving advance sheets of laws.

Appropriating \$20,000 for eradication of the potato wart disease.

Increasing to \$3500 amount counties may appropriate for agricultural extension work in conjunction with the State College.

The Dunn House bill authorizing building and loan associations to buy Victory Liberty Bonds with uninvested funds has been approved by the Governor and is effective immediately.

Under the terms of the bill all uncertainties such as arose last year are now cleared up. Furthermore, the bill validates all investments heretofore made of funds of such associations in bonds of the United States.

The Dunn House bill appropriating House bills making deficiency appropriations as follows:

School for Deaf, Scranton, \$50,000; Norristown State Hospital, \$120,000; Mount Airy Institution, \$50,000; Dismouth, \$85,000; Glen Mills, \$75,000; Nanticoke State Hospital, \$15,000, and the Stadlender bill increasing maximum salary of court clerks in Allegheny county to \$2000, to be fixed by judges.

More Measures Made Effective

The following Senate bills have also been approved:

Providing that attorneys admitted to the Supreme Court may practice in other courts of the state.

Authorizing courts to decree sale of real estate held for poor purposes and reinvestment of proceeds in counties having less than 150,000 population.

Relative to sales of normal schools to the state and dissolution of normal school corporations.

Fixing a charge of one cent an acre on state forest lands for benefit of counties wherein located.

Making testimony part of record on appeal to appellate courts.

Authorizing electric light and power companies to merge with street railway companies.

These House bills were approved:

Authorizing motor power companies owning stock of street railway companies to acquire such company's properties, rights and franchises.

Empowering school districts to name delegates to conventions of school directors.

Validating sales of real estate for payment of taxes where technical irregularities in proceedings occurred.

Providing payment of \$4 per year to teachers attending institutes in addition to contract salaries.

Fixing circuit courts as mileage of judges in judicial districts containing more than one county.

VARE IN STATEMENT CALLS PENROSE 'LIAR'

Senator Knows Harrisburg Attack on 'Subsidized Inspectors' Untrue, Says Antagonist

OPOSES CHARTER CHANGES

The lie, direct, is passed to Senator Penrose in a statement issued by Senator Vare.

Senator Vare's statement was a reply to an attack made on him at Harrisburg by Senator Penrose. The latter referred to him as a "savager and garbage collector" and said that high-way inspectors were subsidized by contracting interests.

"Penrose's suggestion in regard to subsidizing inspectors is a gross lie, maliciously made by him with a full knowledge that it is untrue," declared Senator Vare.

Statement by Vare

Senator Vare's statement follows: "It is to be regretted that influence toward putting Governor Sproul's pre-lection constructive platform into effect rather than to attempt to inject petty politics into the Legislature."

"His presence at Harrisburg lobbying for the Woodward bills completely substantiates the charges heretofore that these bills are entirely political in nature intended to give advantage to a faction of the Republican party rather than bring about any real good for the city."

"Penrose never complained about the government of Philadelphia or its charter until he lost control and our public officials ceased to recognize him."

"His ill-tempered and coarse personal attacks that his friend and political associate, the late James P. McNickol, did have an interest in this business, and while Senator McNickol was alive Senator Penrose was always a beneficiary of this business."

"Penrose's suggestion in regard to subsidizing inspectors is a gross lie, maliciously made by him with a full knowledge that it is untrue."

"I challenge him to produce the slightest evidence that I or any one in my behalf have paid or caused to be paid to any inspector of public works."

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PALMER INDORSES REFORM EFFORTS

Will Retain Membership in Democratic State Committee, Says Attorney General

SPEAKS FOR VICTORY LOAN

Attorney General A. Mitchell Palmer has no intention of giving up his seat as Pennsylvania's member of the Democratic national committee. When the executive committee of the Democratic state committee met here a short time ago, it was suggested that Palmer might resign, and former Congressman Bruce F. Sterling, of Uniontown, was mentioned for his place.

"Mr. Sterling has been selected to reorganize the party in the state for the congressional and presidential campaign of next year," said Mr. Palmer today before returning to Washington after an address here in behalf of the Victory Loan.

"I have no thought of resigning as a member of the Democratic national committee. Of course, my term as national committee member will expire next year, but that is too far ahead for me to consider whether I will again be a candidate for the place."

"It is on account of the business affairs of Lawrence H. Rupp, the state chairman, in his law practice, that prevents him from doing the work which Mr. Sterling has been selected to do. Sterling is a very capable man, and he has the time for the organization work. Parke H. Davis has been selected to be financial director."

Attorney General Palmer, who, in a letter to John C. Winston, chairman of the Philadelphia charter committee, approved the charter revision measure for Philadelphia, expressed himself as being well satisfied with the progress of the reform legislation for Philadelphia in Harrisburg.

"I see that Penrose and Vare are talking about each other," said the attorney general. "Well, if the situation results in nothing more than Penrose and Vare telling the truth about each other it will accomplish a great deal of good. I hope they keep it up."

Mr. Palmer lauded the accomplishments of President Wilson at the Paris Peace Conference.

"I have the greatest confidence President Wilson will be able to put over his program," he said. "He is appealing there, as here, to the people. The

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President consistently refuses to be bound by any secret treaties. "If the league of nations does nothing else except to make secret treaties impossible, it will have accomplished a long stride toward perpetual peace. Most great wars have been brought about by secret treaties of monarchies."

Wife Murderer Convicted

Providence, R. I., April 25.—After short deliberation, the jury in the Superior Court which heard the case of Vincenzo Lombardi, charged with the murder of his wife, last night returned a verdict of guilty of murder in the second degree and the maximum penalty of twenty years was recommended. Lombardi's wife was found with her throat cut in their home early in January. Her husband, who disappeared after the murder, returned recently to this city from Philadelphia and gave himself up to the police.

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