

PUBLIC MUST PAY, CAR CHIEF ASSERTS

Pardee Tells Trolley Managers Wage Demands Are Cause of Increased Fares

STRIKES ARE CALLED CRIME

Special Dispatch to Evening Public Ledger Atlantic City, N. J., Oct. 7.—All other factors in the industrial crisis now confronting the nation pale into insignificance compared to that of labor, T. H. Pardee, president of the American Electric Railway Association, told 3000 trolley managers here this morning.

These are some of the strong points in his frank review of labor's place in the American industrial problems:

"The entire problem of so-called low fares is largely a problem of increasing the efficiency of labor.

"The return that capital shall receive does not primarily enter into the proposition at all.

"Excessive wages are a tax upon fares. Inefficient labor is similarly a tax.

"In this adjustment of wages the public is represented by electric railway management.

Public Always Pays "It is the public that pays, either through increased fares or decreased service.

"Some way and somehow, standards must be created by which wage scales may be formulated and the amount and character of the services to be rendered definitely determined.

"Collective bargaining argues a monopoly.

"Strikes are, in fact, directed against the public.

"These are facts too little realized by the people.

"The unfavorable conditions which, for some time before 1919, created what we all know as the electric railway problem have been rendered so acute by the war that not only is the \$6,000,000,000 investment in electric railways jeopardized, but even the continuance of the service we are rendering is in doubt," President Pardee asserted.

"The question as to the continued life of the electric railway industry is, in the first instance, a question of cost, whether the price of the product which we are producing can be brought into its relation to its cost as will enable us to furnish the service which the needs of the public require and to attract into our business the capital necessary for the rendition of this service.

No Government Control "Investment in public utility enterprises is not and cannot be controlled by government. Those who possess savings which are capital are free agents as to the disposition of these savings and they will invest them only in those enterprises where a fair return is in prospect and where the safety of investment is assured.

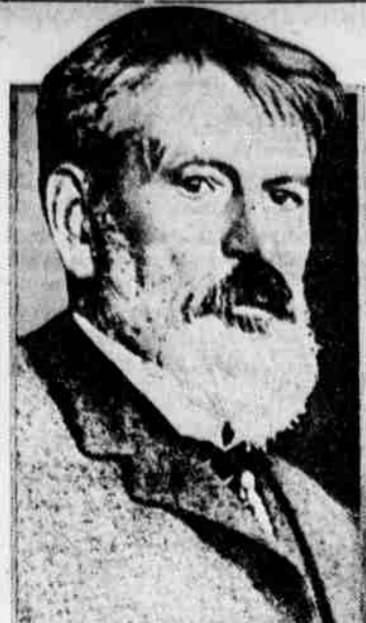
"It is, therefore, not possible to absorb the immense increases in the cost of operation by reducing the share that capital receives from the earnings of the enterprises and, in consequence, these increased costs must be borne either by the users of the service through an increase of fares, by a reduction in the cost of operation, or by the taxpayers, through subsidies, or by all three. As a practical matter, however, under present government supervision, it is the public that pays, either through increased fares or decreased service, so that the question of wages is a matter between the wage-earner and the car rider.

"Excessive wages are a tax upon the fares, inefficient labor is similarly a tax, and the adjustment of wages is a matter which vitally concerns those who use street railway service.

"The war has ended and the activities of the war labor board have ceased, but the methods of fixing wages through arbitration and by the award of some tribunal has been so firmly planted that, unless conditions vastly change, it is this method that will be pursued for a number of years to come. As practical men, we must accept, for the time being at least, the system which has thus come into being, and our efforts should be directed toward perfecting this machinery so that substantial justice may follow, not only for the wage worker, but for the public, which pays the wages and the representatives of which we are.

Labor Must Be Responsible "Collective bargaining is the basis of the method of wage adjustment under which we are now working, and collective bargaining argues a monopoly. The law of supply and demand is abrogated and the law of competition as a regulator of prices is set aside. Regulated monopolies are in many instances desirable. The business of local transportation, for instance, should, in the interest of the entire people, be a regulated monopoly, but an unregulated monopoly is abhorrent alike to economic law and to the system of government under which we in the United States are living. Arbitration between one responsible party and one irresponsible party has never and can never be productive of permanent good or for long serve to settle disputed questions.

"If labor is to enter into an agreement as to its wages, then labor must assume responsibility for the carrying out of the agreements. If labor is to be allowed the privileges of collective bargaining for its services, then the agencies through which this collective bargaining is done must be endowed with some corporate personality which can be held to account for the maintenance of its agreements and the carrying out of the wards made by the tribunals to which it submits its claims for adjudication. If the privilege of collective bargaining be granted to labor by the public, steps must be taken to prevent that privilege from being converted into a bludgeon with which to coerce the public into compliance with extortionate demands. Strikes upon regulated public utilities are not directed against capital to secure a fair share of the profits of the industry—they are, in fact, directed against the public. They are, when proper means of arbitration are provided, a crime against the public and should be so treated.



HENRY MILLS ALDEN

HENRY MILLS ALDEN, VETERAN EDITOR, DIES

For 50 Years Head of Harper's Magazine and Six Years Prior to That on the Weekly

New York, Oct. 7.—Henry Mills Alden, editor of Harper's Magazine since 1869, died at his home here today after a long illness. He was eighty-two years old.

Henry Mills Alden, dean of magazine editors, was of that notable company who, endowed with the critical judgment which fitted him for the exacting task of directing Harpers, often called the "giant of monthlies," possessed also the creative faculty. His reputation as an author was second only to his editorial renown, two of his works on philosophy, "God and His World," and "A Study of Death," being well remembered. As co-author with Dr. Gurnsey he had an important share in the production of "Harper's Pictorial History of the Great Rebellion."

It was as editor of Harper's, however, that Mr. Alden achieved unique fame. The half century during which he filled the post of chief importance on the magazine easily made his service in that capacity unrivaled anywhere in the world, and to that long period must be added the six years in which he filled the post of managing editor of Harper's Weekly, his connection with the Franklin Square house having begun in 1843, when he was twenty-six years old.

He was born at Mount Tabor, Vt., in 1836.

WANT MUSIC CUT FROM THE HYMNAL

Philadelphians at Episcopal Convention Back Move to Restore Old Edition

CITY WELL REPRESENTED

Special Dispatch to Evening Public Ledger Detroit, Mich., Oct. 7.—Philadelphia will raise an objection to music in the church hymnal before the forty-fourth triennial general convention of the Protestant Episcopal Church, which opens here tomorrow.

The delegation, consisting of four clergymen, four laymen, Bishop Philip M. Rhinelander and Suffragan Bishop Thomas J. Garland, has been instructed by the Pennsylvania diocese convention to urge the return to the old form of hymn book.

The new hymnal, with music, has been in use in most of the churches not more than six months, and it has already given dissatisfaction because of its bulk, the Philadelphians here say. Feeling in Pennsylvania is that the old hymn book, small in size and with the music only in the hands of the organist and choir and in the memory of the congregation, should be revived. With the arrival here today of Bishop Rhinelander and Bishop Garland the Philadelphia representation will be completed.

George Wharton Pepper, one of the four lay delegates, is unable to attend the session and his place is being taken by R. D. Brown, a lawyer with offices in the Land Title Building.

Philadelphia Represented The Rev. Dr. Floyd W. Tomkins, of Holy Trinity Church, is here with Mrs. Tomkins. The other clerical delegates from the city are the Rev. George C. Foley, of Divinity School; the Rev. Dr. E. M. Jeffries, of St. Peter's, and the Rev. L. N. Caley, of St. Jude and the Nativity.

The lay delegates, in addition to Mr. Brown, are A. E. Newbold, the banker; Morris Earle, warden of Holy Trinity, and F. S. Edmonds, of St. Martin's.

Mr. Newbold has been here since last week, attending the sessions of the board of missions, of which he is a member. The board is preparing a nation-wide campaign, which will be discussed by the convention on the 13th, 14th and 15th of this month. This campaign is to obtain a thousand new workers in the fifty-four dioceses of the church. Of these 430 are clergy and the others are social workers, deaconesses, directors of religious education and young men for work among boys. It is now known that the original sum of \$20,000,000 which the

campaign was to raise will not be enough, as, with the needs of thirty dioceses not yet known, the amount needed for home mission service expansion is already placed at \$24,000,000.

Will Report On Needs The board of mission has been undertaking a survey of the needs of the dioceses during the last year and a two-volume report of the needs of the

church, as found, will be presented to the convention when the campaign is up for discussion.

More than 600 deputies from all over the country and 100 bishops will attend the sessions, which opened today with communion in St. Paul's Cathedral. Bishop Charles Henry Brent, of the diocese of western New York, preached the opening sermon at the first session of the house of deputies,

which immediately followed the communion.

Among the most important questions being discussed by the Philadelphians are the revision of the prayer book, the consideration of a canon allowing the consolidation of the board of missions, the board of education and the social service committee and a canon which will, in effect, bring about a consolidation of the Congregational Church with the Protestant Episcopal Church.

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To the Firemen of Philadelphia

Through the courtesy of Chief Engineer William H. Murphy

WHEN you fire fighters of Philadelphia get back to your stations after a hard, stubborn fight, exhausted with tremendous muscular exertion,—perhaps drenched to the skin,—you should have something to at once relieve your stiff and sore muscles, to ease rheumatic pains—to check the cold you may have caught—something to put you in good shape for another good fight.

THE firemen of New York City and Brooklyn are using for this purpose, Baume Analgesique Bengue. First made in France twenty-five years ago, and now used all over the world for rheumatism, sciatica, neuralgia, headache, colds in head, catarrhal affections of the nose and throat, and any local pains and stiffness. Its action is quick and sure, soothing and refreshing.

THROUGH the kind permission of your leader and chief, Chief Engineer William H. Murphy, we have sent to every fire house in Philadelphia a supply of Baume Analgesique Bengue. There is a free tube for every officer, engineer, fireman and driver. Ask the officer in command of your house for yours.

YOU will benefit by learning more of the value of Baume Analgesique Bengue. Some member of your Company has used it himself, or can tell you how much good it has done someone at his home. Don't fail to get your free tube.

Baume Analgesique Bengue is for sale at most drug stores. It is important to you to be sure and get the original product, because only with the original will you secure the results desired.

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Ideas Plus Ideas

You are looking for ideas to make your business grow. Why not try Forgan's—or Burke's—or Andrews' ideas?

Not exactly as they are, perhaps; but by adapting and modifying them, adding your own experience, you may get new ideas, far better than one man alone could possibly conceive.

Forgan, Burke, Andrews and 138 other men have pooled their successful experiences in October SYSTEM. Why guess or experiment in your problems of sales, finance, costs, labor unrest, personal efficiency? Simply add to your own ideas the proved ideas of other men.

Here is a mere hint of the ideas, plans, methods you get in October SYSTEM:

His Customers Prefer to Pay Cash

A BUSINESS man shouldn't be obliged to finance his customers," says Frank Burke, of Burke and Wright. In October SYSTEM he tells of the simple plan that made his customers like to pay cash. Only 14% of his sales are now on credit as against 56% formerly—and his net profits have increased 10%. Read this practical plan for meeting today's higher costs.

Why Men Strike!

HIGH time to look back into the causes of all the troublesome labor difficulties we face these days. Plenty of opinions going the rounds, but here is a remarkable analysis of why men strike. Samuel Crowther has probably talked with as many employers and workers as any authority in the country. After reading his article in October SYSTEM, J. Ogden Armour said: "he has stated the basis of the situation."

Why Their Loyalty Stood the Test

THE crisis came—the plant was flooded. But the workers pitched in as a body. Day and night, at enormous personal sacrifice, they "kept the business going." A welcome contrast was this unusual loyalty of the employees of the O. B. Andrews Company, as compared with the prevalent "don't care" attitude of labor. In October SYSTEM Mr. Andrews describes a management plan, which should be an asset to any other business that adopts it.

Doctor "Health" on Your Payroll

CAN sickness in your organization be lessened? The Retail Credit Company, of Atlanta, is not taking chances with the troublesome interruptions to work that so many business concerns face as winter approaches. Doing the unusual in the treatment of employees has saved 67% of their past salary loss. Read about it in October SYSTEM.

\$10,000 Files

THREE years ago a new filing method was adopted by a New York bank. Since then not a single paper has been misplaced or lost! Sounds almost unbelievable, doesn't it, when we look back at our own vexing delays and losses? Thousands of dollars have been saved by the concerns, large and small, whose filing methods are freely discussed on page 636 of October SYSTEM.

"That Fellow Could Never Sell Me"

WHY do you or your salesmen fall short? Who can answer better than a purchasing agent? A man in a nationally-known concern who interviews scores of salesmen daily has been persuaded to tell of the easily-corrected faults that cripple many an otherwise effective sales appeal. A rare chance to see yourself as the other man sees you—in October SYSTEM.

"Keep One Step Ahead"

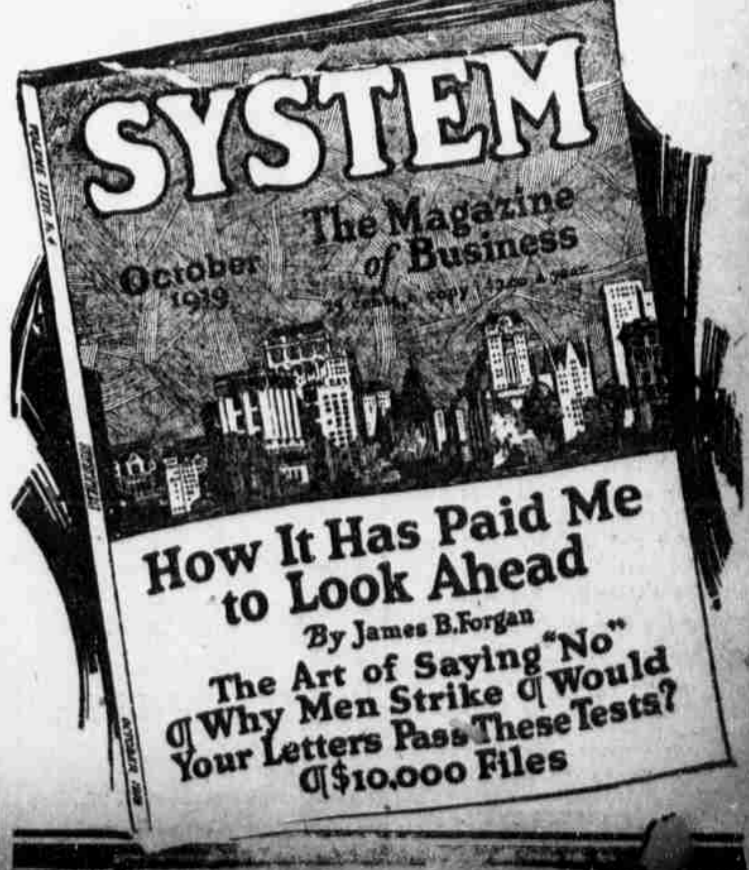
—says Forgan SUCCESS, to James B. Forgan, Chairman, First National Bank of Chicago, is built on some very definite business rules. From a mere clerkship he rose to one of the highest financial positions in the country. Many another executive has applied his same policies—keeping a notch ahead of the other fellow—which indicates how very useful Mr. Forgan's three simple rules may become in any man's business career. Read what he says in October SYSTEM.

The Art of Saying "No"

AN employee has a suggestion you can't use—a salesman has a splendid proposition you cannot accept—a friend has a request you cannot grant—a customer makes you an offer that it breaks your heart to turn down, yet—"No" is the only answer. Just how to say this big little word without causing resentment is told by Lyman Anson in October SYSTEM.

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