



## A Saving Substitute for Strikes

In these trying days of unrest we need hard, continuous, concentrated and constructive thinking in every field of human endeavor, and co-operation between employer and employee to maintain America's newfound position as one of the greatest shipbuilding nations.

If strikes are to be avoided, if industries are to be preserved, if the hearthstone of the home is to be retained, there must be devised some sane, practical system of honest co-operation between employer and employee.

### Employer and Employee Must Understand Each Other

Wages in the shipbuilding industry in the United States are much higher than in the other great shipbuilding nations such as Great Britain and Japan;

but this can be overcome by the American spirit and American ingenuity, and co-operation between employer and employee.

### Co-operation Must Not Be Confined to Profit and Loss

This kind of co-operation means, on the part of the employer, that he must supply the latest devices and facilities for economical construction; and it means, on

the part of the ship worker, that he must use his ingenuity to produce the greatest amount per man-hour, as opposed to the foreign idea of restriction of output.

*Real co-operation will cure the misunderstanding existing between employer and employee and means efficiency*

# AMERICA FIRST