

WAGE INCREASE FOR RAILROAD MEN IS SET FOR JUNE 1

Washington, May 27.—Effective next Saturday and retroactive to last January 1, general pay increases for nearly 2,000,000 railroad employees were announced yesterday by Director General McAdoo, thus carrying out substantially recommendations of the railroad wage commission.

The aggregate of the increases probably will be more than \$300,000,000 a year, half of which will be distributed within a few weeks as back pay in lump sums ranging from about \$100 to nearly \$200 each.

The director general departed from the wage commission's recommendations in the following particulars:

The principal of the basic 8-hour day is recognized, but owing to exigencies of the war situation, hours of employment are not actually reduced, and overtime is to be paid pro-rata; future adjustments of pay are to be made on the basis of eight hours.

In addition to the ordinary scale of increases, day laborers employed mainly on track work are to get at least 2-1/2 cents an hour more than they received last December 31.

A minimum of 55 cents an hour is established for the shop trades, including machinists, boiler-makers and blacksmiths, and:

Women's Pay Same as Men's
 "Women are to receive the same pay as men for the same work, and negroes are to get the same as white men for similar employment."

To work out a multitude of inequities of pay among employees doing similar work in different localities and other in-

Even in Chinese you hear "Take Nuxated Iron"

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As a tonic, strength and blood builder probably no remedy has ever met with such phenomenal success as has Nuxated Iron. It is conservatively estimated that over three million people annually are taking it in this country alone. It has been highly endorsed and used by such men as Hon. Leslie M. Shaw, former Presidential Cabinet Official (Secretary of the Treasury), United States Judge Atkinson of the Court of Claims of Washington; Judge Wm. J. Chambers, Commissioner of the United States Board of Pensions and Civil Pension Commission; Charles A. Towse, of Minnesota; former U. S. Senator Richard Rollins Kenney of Delaware, at present Assistant Judge Advocate General U. S. Army; General John L. Clem, (Retired), the drummer boy of Shiloh, who was Sergeant in the U. S. Army when only twelve years of age; (Retired), hero of the battle of Gettysburg; physicians who have been connected with well-known hospitals have prescribed and recommended it. Former Health Commissioner Wm. R. Keen, of Chicago, says it ought to be in every hospital and prescribed by every physician.

Dr. J. Newman, late Police Surgeon of the City of Chicago, and former House Surgeon Jefferson Park Hospital, Chicago, says Nuxated Iron has proven through his own tests of it to excel any preparation he has ever used for a strength and blood building up the nerves, strengthening the muscles and correcting digestive disorders.

Dr. James Francis Sullivan, formerly physician of Bellevue Hospital (Outdoor Dept.), New York, and the Westchester County Hospital says there are thousands of men and women who need a strength and blood builder but do not know what to take. In his opinion there is nothing better than organic iron Nuxated Iron — for enriching the blood and helping to increase the strength and endurance of men and women who burn up too rapidly their nervous energy in the strenuous strain of the great business competition of the day.

If you are not strong or well, you owe it to yourself to make the following test: See how long you can work or how far you can walk without becoming tired. Next take two five-grain tablets of Nuxated Iron three times per day after meals for two weeks. Then test your strength again and see how much you have gained.

MANUFACTURERS NOTE: Nuxated Iron, which has been used by former members of the United States Senate and House of Representatives and other prominent people with such surprising results, and which is prescribed and recommended above by physicians is not a secret remedy, but one which is well-known to druggists everywhere. Unlike the older inorganic iron products, it is easily assimilated, does not injure the teeth, make them black nor upset the stomach. The manufacturer guarantees successful and entirely satisfactory results to every purchaser or they will refund your money. It is dispensed in this city by Croll Keller, Geo. A. Gorgas, J. Nelson Clark and all other druggists.—Advertisement.

Classy Men's Oxfords
 Just in Time for Your Memorial Day Needs.
 In tans, gun-metal and vici — fine workmanship — good material, regular \$5.00 and \$5.50 values,
\$3.98
 ALL STYLES in other grades in men's low shoes for
\$1.98 \$2.49 \$2.98
G. R. Kinney Co., Inc.
 19-21 N. Fourth St.

Justices caused by varying rules of employment and condition of organization the director general created a new board of railroad wages and working conditions, consisting of three labor representatives and three railway executives, which will conduct extensive investigations and recommend wage and other employment changes.

"All increases now ordered will be determined according to a percentage scale based on pay received in December, 1915, and any increases which have been allowed within that time will be deducted. In many cases raises in pay in the last two and a half years are about equal to the increases now approved and consequently those employees will get little or no more. To correct just such situations when injustices are apparent will be one of the principal duties of the new wage board, whose creation was suggested by the railroad wage commission. In no cases are wages to be reduced.

"Men working on the monthly, daily, hourly, piece work and null basis will benefit by the new allowances and members of the four leading railway brotherhoods whose pay was retained through operation of the Adamson act to receive from 10 to 40 per cent. addition, a smaller increase than they asked of railroads shortly before the government took control.

164 Roads Feel Raise

The wage order applies to all employees of the 164 roads now under federal management, but not to so-called short lines unless they are retained by the government after July 1. It affects employees of terminal, union station, and switching companies, lighters, ferries and tugs owned by railroads, but not employees of railroad boat lines on the lakes, rivers or coastwise traffic, although pullman cars now are under government operation. Pullman employees will not benefit unless the railroad administration decides to retain management of the cars.

To meet the expense of the wage increase, the biggest ever granted to railroad or any other class of employees at one time, the railroad industry has discussed raising freight and passenger rates.

The percentages of wage increase range from 43 for men who received \$46 a month in December, 1915, down to a small rate for those receiving just \$25.00, and no more pay is allowed men who made \$250 or more in 1915. The actual additions run up to \$34.

With the exception of officers and messengers under 18 who are given smaller increase, all employees who received less than \$46 a month are given a flat increase of \$20 with the provision that laborers paid by the day shall get a minimum of 2 1/2 cents an hour above the rate six months ago.

Summary of Increases

The table of increases as announced, itemized for each dollar of wages received in December, 1915, may be summarized as follows:

Monthly Rate	Increase	Above in 1915
\$46 to \$45	\$20.21	\$21.50
\$46 to \$55	\$21.60	\$22.55
\$55 to \$60	\$22.96	\$24.60
\$60 to \$65	\$24.35	\$26.65
\$65 to \$70	\$25.74	\$28.70
\$70 to \$75	\$27.13	\$30.75
\$75 to \$80	\$28.52	\$32.80
\$80 to \$85	\$29.91	\$34.85
\$85 to \$90	\$31.30	\$36.90
\$90 to \$95	\$32.69	\$38.95
\$95 to \$100	\$34.08	\$41.00
\$100 to \$105	\$35.47	\$43.05
\$105 to \$110	\$36.86	\$45.10
\$110 to \$115	\$38.25	\$47.15
\$115 to \$120	\$39.64	\$49.20
\$120 to \$125	\$41.03	\$51.25
\$125 to \$130	\$42.42	\$53.30
\$130 to \$135	\$43.81	\$55.35
\$135 to \$140	\$45.20	\$57.40
\$140 to \$145	\$46.59	\$59.45
\$145 to \$150	\$47.98	\$61.50
\$150 to \$155	\$49.37	\$63.55
\$155 to \$160	\$50.76	\$65.60
\$160 to \$165	\$52.15	\$67.65
\$165 to \$170	\$53.54	\$69.70
\$170 to \$175	\$54.93	\$71.75
\$175 to \$180	\$56.32	\$73.80
\$180 to \$185	\$57.71	\$75.85
\$185 to \$190	\$59.10	\$77.90
\$190 to \$195	\$60.49	\$79.95
\$195 to \$200	\$61.88	\$82.00
\$200 to \$205	\$63.27	\$84.05
\$205 to \$210	\$64.66	\$86.10
\$210 to \$215	\$66.05	\$88.15
\$215 to \$220	\$67.44	\$90.20
\$220 to \$225	\$68.83	\$92.25
\$225 to \$230	\$70.22	\$94.30
\$230 to \$235	\$71.61	\$96.35
\$235 to \$240	\$73.00	\$98.40
\$240 to \$245	\$74.39	\$100.45
\$245 to \$250	\$75.78	\$102.50

Basis For Learning Raise

To figure the increase he will get, each employee should determine the pay which his present position carried in December, 1915, for if he has been promoted or demoted, his new wage is based upon the 1915 pay of the position which he now holds. Increases which have accompanied promotions are not increases in the

Expert Marksman Reaches France With His Division

sense of the new schedule, since "the wage runs with the place," not with the man.

But pay due under the retroactive increases will be sent to any man who has been dismissed from the railroad service since January 1 or who has entered the Army or Navy, but not to an employee who quit voluntarily.

An important principle contained in the Director General's orders on that reductions in hours since 1915 are not to be regarded as increases in pay. This means that employees of the brotherhoods affected by the Adamson Act, to receive additions on top of the increases developed by that act.

For instance, an engineer who made a day working ten hours in 1915 may have had his pay increased to \$5 for the same number of hours under the Adamson Act. But for the purpose of applying the new scale, the \$5 is considered as \$4 a day of eight hours, with \$1 for two hours overtime. Consequently, the pay will be increased on the basis of \$4 a day, and overtime will be paid at the same rate of increase.

On this principle train employees, including members of the engine and brotherhoods, will receive approximately the following proportional increases over 1915 pay, or their current pay if that pay is based on miles operated: Passenger engineers, 11 per cent.; passenger firemen and helpers, 28 per cent.; passenger conductors, 15 per cent.; passenger brakemen and flagmen, 40 per cent.; freight engineers, 15 per cent.; freight firemen and helpers, 34 per cent.; freight conductors, 20 per cent.; freight brakemen and flagmen, 40 per cent.; these men also deduct increases granted since 1915.

8-Hour Day Recognized
 The recognition of the eight-hour basis, though important as a principle, does not materially affect the scale of new wages granted. For instance, a man who in 1915 received \$3 for a ten-hour day would now get \$4.24 for ten hours, but this \$4.24 would be considered as \$3.24 for a day's work—eight hours—and 85 cents for two hours overtime. When readjustments are made later involving possibly extra rates of pay for overtime, the full effect of the new principle will become more apparent.

Classified under the rule regarding women's pay, Mr. McAdoo specified that "where women are employed, their working conditions must be healthful and fitted to their needs."

The new board of railroad wages and working conditions is composed of J. J. Dermody, vice-president of the Order of Railway Telegraphers; J. J. Dermody, vice-president of the Brotherhood of Railway Trainmen; A. O. Wharton, head of the Railway Employees' Department of the American Federation of Labor; F. F. Gaines, superintendent of motive power of the Central of Georgia Railway; C. E. Lindsey, maintenance engineer for the New York Central; and W. E. Morse, general manager of the Denver and Salt Lake Railroad. The board will sit in Washington, probably continuing its work.

"It shall be the duty of the board," says the wage order, "to hear and investigate matters presented by railroad employees or their representatives affecting inequalities in wages and working conditions, whether as to individual employees or classes of employees arising from competition with employees in other industries; rules and working conditions for the several classes of employees, whether for the country as a whole or different portions of the country. The board shall hear and investigate other matters affecting wages and conditions of employment as a whole or different portions of the country. The board shall be an advisory body and shall submit its recommendations to the Director General for his determination."

His order contemplates a strong effort to iron out many inequalities now existing. The board will deal with organized and unorganized employees alike and the railroad administration on its own initiative take up the claims of railway clerks and other unorganized men.

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Kills Three Men; Hurried From Mob

Grayson, Ky., May 27.—Fearing mob violence, the authorities rushed to another town Melvin Collins, 23, of Olive Hill, near here, who killed three men and was hurried from the town, who is eligible for the military draft.

The men killed are Vint Carpenter, Cleveland Sparks and John Howland. He tried to find another man, to kill him also, but failed.

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Commutation and other suburban rates on railroads are increased ten per cent. Fare on electric inter-urban lines are not affected.

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Both freight and passenger rates on boat lines operated on the lakes, rivers or coastwise by railroads are to be raised proportionately with the general increases.

Export and import freight rates are ordered canceled so far as domestic rates will apply to and from ports.

A number of flat increases, instead of percentage additions, are ordered for coal, coke, lumber, ore, stone, grain, cotton, livestock, meat, sugar, bullion and other commodities.

Existing differentials and rate relationships preserved so far as possible, but many adjustments will have to be made later. All rates are subject to review by the Interstate Commerce Commission, but the President has final authority.

In announcing that the rate increases are required by public interest, Director General McAdoo referred to the \$300,000,000 or more added to the payroll of railroad employees under an order published to-day, to the rapidly rising cost of coal which he estimated this year alone at \$160,000,000 more than last year and to higher cost of every other material entering into railroad transportation.

Operating expenses, he estimated, would be between \$80,000,000 and \$80,000,000 greater this year than the \$2,852,000,000 figure of last year. No part of the increased rates is on account of the program of new improvements, additions and new equipment this year.

Mr. McAdoo called attention to the fact that "there is no way in which the present increases will injure to private citizens."

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AMUSEMENTS

BEHIND SCENES AT A CIRCUS

Veteran Performer Talks of Life and Work Among People of Strange World

To one who has always been accustomed to look at the circus from the outside in a glimpse from the "inside" of the "ring" and "back of the curtain," the life and work of the people of the circus rings there is a world of very strange and interesting things. Most of the performers are from families that have followed the circus from the time it first began to be mankind's never tiring amusement. They have preserved the home ties so spangly as completely as is the case elsewhere.

It is hard to see the person "outside" understand that we have a real home life, close sympathetic and practical, and that the person who is always found with his wife and children when the big show is over in the afternoon, is the same person who follows the show business were born to it. Our fathers and mothers were performers and we are following their footsteps. When we married we took girls who, like ourselves, were born in the show business. Our children during the school vacation periods, just as we were trained, also must follow the profession. This is the life of the circus.

Shown as they are, the star performers who are featured to-day were taught the essentials when they were children. Ernest Clark, the greatest animal trainer who ever lived, sets that no man or woman who did not live long and well before the age of 15 years, could be a circus performer. He was trained in the circus from the time he was born.

Children under five years of age will be carried free as at present and those between five and twelve will be charged half of the new higher fare. Commutation fares, which are raised ten per cent, are construed to apply to persons having daily or frequent occasion to travel between their homes and places of employment or educational institutions.

To discourage the use of heavy sleeping and parlor cars the new order provided that the following minimum number of seats per car be bought for drawing rooms, compartments or sections:

Two adult tickets for a drawing room in a sleeping car; two adult tickets for a compartment; one and one-half adult tickets for a section; five adult tickets for exclusive occupancy of drawing room in a parlor car.

Passenger fares by water routes or by rail and water are to be increased proportionately with the higher rail charges.

The basis for computing charges for excess baggage is to be one-sixth of the normal passenger fare with a maximum of \$2.00 per hundred pounds and minimum collection of 25 cents per shipment.

The Director General provided fully for the redemption of tickets and mileage books purchased before June 10 and rendered invalid after that date when the higher fares become effective. Unused portions of mileage books and unused or partially used tickets will be redeemed at their original purchase rate.

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