# PROMOTING THE HAPPY FAMILY PLAN IN AMERICAN INDUSTRY

How One Corporation Works In Harmony With Its Men.

## AN INDUSTRIAL DEMOCRACY

All Grievances Presented by Men Through Representatives Reach Head of Company and Are Honestly Inves-

plants scattered over a large territory in several states of the southwest has been improving its relations with its employees through the medium of a so

been made upon the initiative of the company.

Altogether the plan has demonstrated itself to an important forward step in the establishment of amfeable relations between all the factors in industry. A more widespread adoption of such schemes in plants and factories is heartily recommended by the broad-minded manufacturers of the country who have started the National Industrial Conservation Movement for the purpose of getting employers and employees together. The supporters of the conservation movement realize that the captain of industry and the workingman must fight shoulder to shoulder to protect American industry against conditions that are sure to prevall after the War.

Workers Elect Representatives. The Industrial Representation plant was adopted in its present form by the directors of the company and by a referendum vote of the workmen. By secret ballot the workmen in the company's various plants select representatives who act as their authorized agents in all matters pertaining to employment, living and working conditions, the adjustment of differences, and other matters of mutual concernand interest. On the other hand, the workmen through officers known as presidents industrial representatives as presidents industrial representatives as presidents industrial representatives as presidents industrial representatives.

as presidents industrial representatives.

Employees have been made to under stand that they are absolutely free to present all their grievances even though they involve charges against the foremen or superintendents under whom they work. Through the work men's representatives, the complaint-are referred to the presidents industrial representatives, whoch turn investigate them carefully and report their findings in detail to the president.

In every case the grievances have been investigated fearlessly and impartially and adjustments have been

appeal to the higher officers of the company in consecutive order up to the president. Then, if he still feels that he has not received full justice, he can carry his case to the joint committee on Industrial Cooperation and coucilia tion, comprised of both employees, representatives and the company's representatives and the company's representations, and finally to the State In dustrial Commission.

Confer on Wage Increases.

of paternalism.

Since the inauguration of the plan the company has enlarged its previous programme of providing model homes for its employees who live on company property. The company is fencing, free of charge, each employee's home. A series of prizes is given every year for the cultivation of lawns and gardens. the cultivation of lawns and gardens.

Many of the workers own their own automobiles. At the plants garages have been provided, with stalls rented to employees at a moderate rate.—

Industrial Conservation, N. Y.

### UNITY NEEDED TO HOLD TRADE AFTER THE WAR

Labor Must Join In Effort to Meet New Competitive Spirit In Europe.

to meet the conditions that the restora-tion of peace in Europe will bring," says Eugene H. Outerbridge, president of the New York Chamber of Com-merce. "I think there is no single element in industry before this country today of such vast importance as the matter of bringing these two constitu-ents into mutual confidence and under standing in a real spirit of co-opera-

on.
"In the world conditions now prevailing the peoples of the belligerent, nations have, under the stress of a For more than a year a large and progressive industrial corporation with production of which they never before knew themselves capable and which has never been approached anywhere else in the world.
"The war has produced many un

employees through the medium of a so called industrial representation plan an industrial representation plan an industrial constitution drawn on a basis of democracy and mutual gonid dence between the head of the company and the workmen who number from 10,000 to 12,000.

To deal with the diverse interests of such a vast body of men is a serious task involving stern responsibilities. Nevertheless the company, through its representation plan, has not only carried on social and industrial betterment work on a comprehensive scale but has succeeded in settling all grievances without friction and without interference from the outside. During the year several increases in pay have been made upon the initiative of the company.

Alterethes the the world.

"The war has produced many un precedented conditions. This is only one of them. After it is over there will be many we shall have to meet and many changes to which we shalls. In the world will be many we shall have to meet the many we shall have to meet in the world.

"The war has produced many un precedented conditions. This is only one of them. After it is over there will be many we shall have to meet and many changes to which we shalls. In the world will be many we shall have to meet the mount of them. After it is over there will be many we shall have to meet and many changes to which we shall have to meet foretoid or foreseen, but it appears to me inevitable that the conscious or the efficiency and productive power that has been developed in the European peoples will lead them nees of indolence and ease, but that they will turn their newly developed powers to production in peaceful pursuits and that we then shall have to meet in the will be many we shall have to meet and many changes to which we shall save to add many changes to which we shall have to meet the will be many we shall have to meet and many changes to which we shall have to meet and many changes to

wage-earners that they are interested not in restricting production, but his increasing production. They must be brought to see not only that wages are

Under the industrial constitution drawn up matters of wages, hours of service and other vital factors in the company's relations with its employees are settled by a written contract. Increases in wages are worked out in conference between company officials and the workmen's representatives. In all matters of industrial better ment the employees' representatives play an important part. They are as signed to joint committees on which they serve with representatives of the company. The names of these company of ficials and Education—give an adequate lidea of the broad scope of the company's interest in its employees. To carry out the schemes endorated by the committees the company has spent money and effort unstinitingly, although it has always avoided any semblance of paternalism.

Since the taking of the last census in 1909. From a percentage standpoint the increase over the several items was an adequated to have a contract. In the complete figures have not leep published as yet for all the cities and States, still from the figures thave not leep published as yet for all the cities and States, still from the figures thave not leep published as yet for all the cities and States, still from the figures thave not leep published as yet for all the cities and States, still from the figures thave not leep published as yet for all the cities and States, still from the figures thave not leep published as yet for all the cities and the was somewhat puny in mathematics, the faculty decided that the best way to per rid of him was to hand him his sheepskin.

By this time our future legislator had grown a wonderful crop of back hair that entied gracefully over his states on the Union, such as Vermont, Delaware turned products many States on the Union, such as Vermont, Delaware turned products many States on the Union, such as Vermont, Delaware turned products many States on the Union of States which produced man the company has spent money and effort unstinitingly, although it has always avoided any semblance of paternalism. dfactured products greater in value than those made in Queens for the the year 1914.—Industrial Conservation, N. Y.

Beat Your Own Record.

Don't gauge your own efforts by the activity or output of your fellow work ers. Never mind how little the man next to you does. That is his own funeral, and he will be chief mourner some day. Compete with yourself each day, striving to beat your record of the day before



AN OVERWORKED INDUSTRY!

# CURBING INDUSTRY; OR THE COMSERVATION TRUTHS. FADLE OF THE BUSY LEGISLATOR to grains of industry as well as to will see the manufacturing and other concerns to grain their prosperity. Among the manufacturing wild oats.

FADLE OF THE BUSY LEGISLATOR to grains of industry as well as to wild oats.

Never be fearful of doing more than is required of you. If you want you more pay-therore, you, do more work the remployees a share in their prosperity. Among the manufacturing concerns insured within the past few months by the Travelers are:

Never be fearful of doing more than is required of you. If you want you more pay-therore, you, do more work the milleurs of will probably find you on the same old job.

Pursue When the Busy LEGISLATOR to grains of industry as well as to will oats.

Never be fearful of doing more than is required of you. If you want you more work the milleurs of will probably find you on the same old job. Pursuo When the Welfare of Industry Interferes With Political Ambilion.

be work emplaints.

WITHOUT AGITATORS

INDUSTRY FLOURISMES

With me countyance on his part, the infant Solon was named Thomas Jef ferson Monroe Miller. His mother die the naming, white his father, a successful retail butcher, stood by in antiprotest in growth in the Boson to the else that he can to the less that he concilia reserved from the manufactured products, but also in the sum total of salaries and wages and the number of salaried employes and wage carners since the taking of the last census in 1900. From a percentage standpoint, the increase over the several items was as follows:

him his sheepskin

By this time our future tegislator had grown a wonderful crop of back hair that euried gracefully over his collar, and had acquired the habit of posing for his photograph with a corrugated took about his brow and his right hand, in the breast of his coat By comparison with the most authoritative portraits, fie was every inch a statesman, so he returned to his no statesman such carried his services to his control his return to have a control of the proprietors in hotels must be stated as a statute for eight statute for eight statute for his stenographer. Next he put through a statute for eight statu

oratory had to have some kind of a road to run on and the avenue of industry was the most inviting to his heefte eye. In other words the busy legislator consecrated his lung power to the work of helping the various legislative bodies of the country maintain their record for enacting an aggregate of 12,000 new statutes per annum dealing with production. distribution, employment and organization. Like most industrial reformers, he possessed the rare genius for managing other people's affairs.

As a result of his active legislative campaign, several of the biggest manufacturing houses in the State were curbed into bankruptcy, but the jobles employees gathered 'round the remains and gave "Three Cheers" for the "Friend of the Workingman."

In a few years Thomas Jefferson Montree Miller, bank 1912, Physics of the people, by the pople, for the people, bet us all get to gether.

The average reformer is only or posed to capital so long as the oth fellow has it. Let him get a since of the melon he condemned and his radicalism will be cured for all times.

Success in industry: Of 260,000 corporations in the United States engaged in manufacturing and mercantile business over 100,000, according to the Federal Trade Commission, are mercurbed into bankruptcy, but the jobles over 100,000 according to the Federal Trade Commission, are mercurbed into bankruptcy, but the jobles over 100,000 according to the Federal Trade Commission, are mercurbed into bankruptcy, but the jobles over 100,000 according to the Federal Trade Commission, are mercurbed into bankruptcy, but the jobles over 100,000 according to the Federal Trade Commission, are mercurbed into bankruptcy, but the jobles of the metal to a since the proper in the United States engaged in manufacturing and mercantile business over 100,000 according to the Federal Trade Commission, are mercurbed into bankruptcy, but the jobles of the people is the proper to the proper in the prop

In a few years Thomas Jefferson Monroe Miller had "Big Business", gasping on the mat and pleading for help. There was apparently nothing left to curb, but by that time he had contracted an insatiable thirst for reg ties, the faculty decided that the best way to get rid of him was to hand

statesman, so be returned to his native State and offered his services to the "boes" of the Party in Power The hard-hearted political czar would have none of him, however, and around with his hat in his hand, ready the "bors" of the Party in Power
The hard-hearted political czar
would have none of him, however, and
Thomas Jefferson came to the conclusion that the Party in Power was cor
rupt. Therefore, he joined the ranks
of the Reform Party and lent the
crushing weight of his oratory in an
effort to convince the "plain peepui"
that the Predatory Pilferers in office
had stolen everything but the brass
hinges on the Capitol door.
After several years of incessant oratory, the promising youth was sent to
the legislature on the Reform Ticket,
He won instant recognition by propose

Business success depends on good management: efficient loyal workersfrom the head of the firm down to the messengers; and treedom from outside interference.

Where Do You Stand?
Someone has divided mankind into four classes—those who consistently do less than is expected of them those who do what is expected of them but no more; those who do thing without having to be told, and finally these who have the manual power. those who have the magnetic power of inspiring others to do things.

All the failures in this world are recruited from the first class. The

## **MANUFACTURERS** INSURE MEN BY THE THOUSANDS

Some Policies Provide For Payment of Old Age Pensions.

GROUP PLAN FAVORED

Part of General Campaign For Industrial Betterment — Some Concerns
Adopt Plan to Give Their Employees
a Share In Prosperity.

A striking evidence of the willingness on the part of manufacturers as a class on the part of manufacturers as a class to do something material for the benefit of heir employees is to be found in the growing popularity of the group in strate plan, industrial concerns all over the country are insuring their workers against death, sickness, activities and insurince companies are garnering in millions of dollars in premiums.

This new manifestation of the employers concern for the members of his fine which in the light way not be founded entirely on himself, it were it would probably revolf the self-acspecting worker, this better than that how ever; it is indisputable proof of the em-

ing worker, this better than that how ever it is indisputable proof of the employer's willingness to go more than harf the necessary distance to meet his employees on the common ground of murant-helpfulness, and thus half in wipe out any misunce standings that may have existed between them.

Thiergroup plan has had a remarkable growth, since its inauguration about five years ago and has recommended it self not only to industrial concerns but to banking and mercantile establishments in all pais of the country. Many of these establishments adopted it instead of giving a bonus at Christmas time; others gave both bonuses and insurance.

During a few weeks before Christmas the Trayeler's Insurance Company wrote group insurance policies aggregating \$6,000,000. Both the Trayeler's and the Equitable Life Assurance Society did a larger business in group insurance during the year 1916

salary; 400 risks for \$300,000. saláry 400 risks for \$300.000.
Michigan Lubricator Company, Detroit, Mich.—275 risks for \$150.000.
Adams & Westlake Company, Chicago, III.—According to service; 450 risks for \$250.000
Frank L. Hall Company, Buffalo, NY.—According to service; 100 risks for \$75,000.

Many Other Policies Written Among many other industrial con-

iowing:
William M. Crane & Co., New York,
-From \$500 to \$3,000, covering approximately 1,000 employed.
Favorita Silk Company, Paterson.
N, J.-Life insurance to all employees:
in amounts ranging from \$500 to \$1,000.
Garner Print Works and Bleachery.

The state of Life insurance aggregating over \$1,000. 000, covering thousands of employees at the plants at Garnerville and Wap-pinger Falls, N. Y.

Solmer & Company, Piano Manufac-urers. - Life insurance of \$500 for each

curers.—Life insurance of \$5500 for each employee

Other manufacturers who have adopted the group system of insurance for their employees are Montgomery Ward & Company of Chica;

City; the B. F. Goournen Company, Akron, Ohio; the Standard Cloth Company of New York; Robert Gair Company of Brooklyn; the Studebaker Corporation of Detroit and South Bend; Roos Brothers of San Francisco; the Union Oil Company of California and the Simmons Company of Kenosha, Wis.

The group insurance policy as offered The group insurance poncy as onered by various companies covers death, disability, ill health and even superannuation. Each policy is arranged to suit the particular case.—Industrial Conservation, N. Y.