

WORKMEN HAVE REPRESENTATION

New System of Co-Operation Adopted by Inland Steel Company Proves Satisfactory

Chicago, April 4.—Closer co-operation between labor and capital will be a benefit to both, and to the public, in the opinion of P. D. Block, vice-president of the Inland Steel Company of Indiana Harbor, Indiana. This company, which employs 6,500 men in its two plants, has for the last five years paid bonuses to its workmen and last January put into operation in its shops a system of co-operation between the management and the employees which gives the men in the service of the company representation in matters affecting their relations with the company.

The foreword in a pamphlet which sets forth the plan of representation of employees states its purpose to be, "to provide effective communication and means of contact between the management and the men on matters pertaining to industrial relations, and to insure justice, maintain tranquillity and promote the general welfare."

"There has been a desire, on both the part of capital and labor to get in closer contact and discuss things," said Mr. Block, in commenting on the new relations established between employer and employee in the company's plant. "Closer co-operation means that the men will get relatively more in the future than they have in the past. A plan which brings better fellowship between the management and the employees will react favorably on production."

The employees accepted the plan enthusiastically and have elected their committees, Mr. Block stated, and a different feeling prevails. The company makes no attempt to prevent the affiliation of its men with labor unions.

HOME LIFE BEST FOR THE CHILDREN

J. Prentice Murphy Tells Halifax of Work in Institutions in United States

(Halifax Chronicle.) At the third session of the Child Welfare Conference, which was held in the Y. M. C. A. yesterday afternoon, the question of the institution versus the home in the care of children whose parents were incapable of supporting them or of orphans, was discussed under the leadership of Dr. Falconer, Prentice Murphy and Mr. Fowke of the relief commission.


Dr. Falconer traced the development of the work of caring for destitute children during the last half century. It had been found, he said, that the death rate in large institutions was very high as compared to that in homes and smaller institutions. The children who began life in a large orphan's home never really made a success, because their intelligence was below the average and they lacked initiative. Smaller institutions had the same faults, but not to such a marked degree. The home was the proper habitat of the child, said the speaker. "Freedom was absolutely essential to the development of the individual."

Mr. Murphy continued the discussion. He had visited numbers of institutions in the States. In Ohio there were sixty-five large homes, where everything was done by a bell. In several of these the silent system used prevented any talking among the children.

The smaller cottage homes were, he thought, a great improvement, but even these could not compare to the real home. One of the most successful institutions was that of Dr. Reid on the Hudson. Here about 200 children were being brought up. Dr. Reid himself, however, was dissatisfied with the system in that the children at the most plastic period of their lives—from fourteen to seventeen—were sent into the world among total strangers. The speaker referred to the difficulty of getting proper homes for the children, especially in cases where it was desirable to keep families together. In the selection of homes investigators did not trust enough to the good heart of man, he thought.

Mr. Fowke of the relief commission said that social conditions were responsible to a large extent for bad homes. He gave some surprising statistics showing the relations between wages of fathers and death rate of children—in cases where the father received \$450 a year the rate was 168 in a thousand; in cases where the father received over \$1,000 a year the rate was 66 in a thousand.


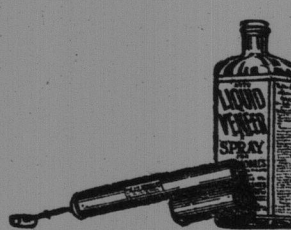
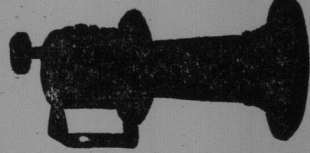
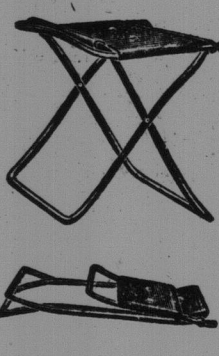
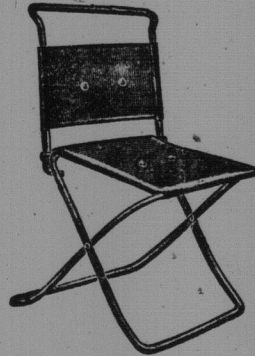
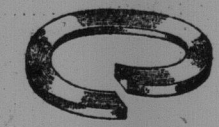
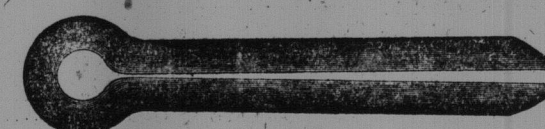
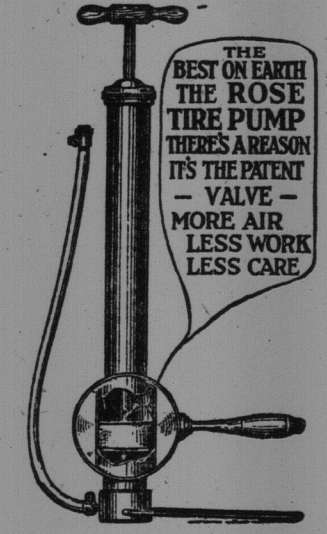
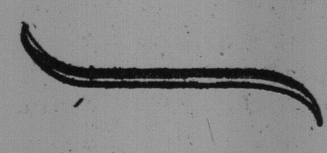
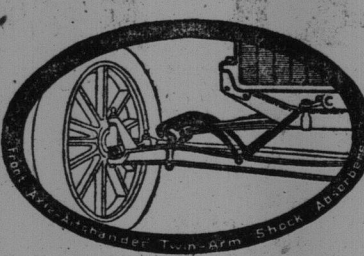
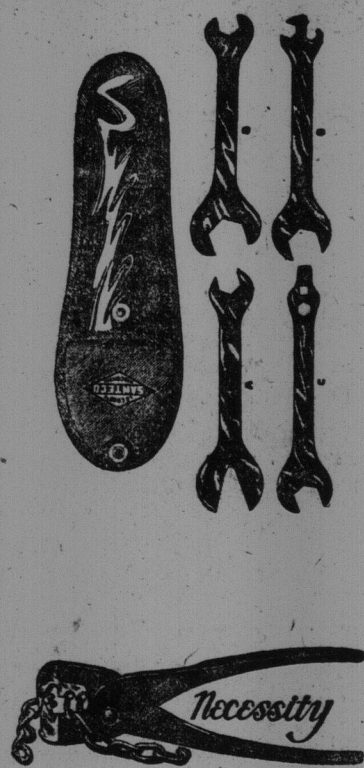
Because Miss Sophia Schneider spurned his love, after he had lavished three pecks of apples and a quart of oysters on her, James M. Hagen, coal merchant of Hagerstown, Md., has entered suit against her for \$32.26.



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