

### EASLEY REPORTS ON PROFIT SHARING

Civic Federation Committee Analyzes Arguments Made for and Against the Scheme.

#### MANY PLANTS ARE EXAMINED

NEW YORK, May 2.—One of the most exhaustive reports that has ever been made on the various profit-sharing plans that are in force or have been tried in the United States was made public today by the welfare department of the National Civic Federation. Civic workers have been engaged for twelve months past in investigating more than 300 so-called profit-sharing schemes, and their report covers the analysis of some 200 plans.

The work was undertaken by Chairman Ralph M. Easley of the executive council. "In response to many requests for up-to-date information from men interested in the subject in a practical way, there has been a marked growth of interest in the profit-sharing idea during the last year and a large number of new schemes have been launched, but thus far the newspapers have been the only source of information with regard to these recent experiments, some of which are far-reaching in extent."

#### No Conclusion Announced.

The report itself comes to no set conclusions, for or against the profit-sharing idea, but it devotes more than 200 pages to an exposition of the many plans in force today or tried and abandoned, and sets forth a group of interesting opinions and discussions both from prominent employers, representatives of organized labor and special students of the subject. George W. Perkins, Charles J. Kohlsch, Samuel Gompers, president of the American Federation of Labor, Warren S. Moore, grand chief of the International Brotherhood of Locomotive Engineers, W. D. Mahon, president of the Amalgamated Association of Street Railway Employees, and many others are quoted at length.

#### Reasons for and Against.

"Many reasons," says the report, "are given by these employers for their faith in the idea. Among these are that it promotes more continuous service, reduces cost of production, secures more regular attendance at work, builds up confidence and creates a spirit of co-operation, gets rid of rolling stones and encourages home building, enables the company to keep its employees during tight seasons, induces salesmen and others to work harder, promotes efficiency, interest and loyalty, and increases the profits of the business."

"Yet," the report continues, "employers who have had experience on the subject, are by no means a unit as to its practical value. Some employers express disappointment that the efforts of their companies were not appreciated by the men, that they seemed to prefer their total earnings in fixed wages with no variable element, that they were suspicious of the employer's motives, that they insisted upon joining unions and preventing demands in spite of the company's efforts to give them an extra share of the business, that, when stock was sold to employees upon favorable terms they would dispose of it at a profit when its value rose, and so get the habit of watching the stock market, that when the profit distribution was large the employees learned to expect a similar 'bonus' every year and were disappointed if they did not get it, to say nothing of their discontent if conditions forbade any extra payment at all, and that all schemes of this sort are necessarily complicated and hard to understand, so that the workers, especially of the less intelligent grades, are not easily convinced that the system really benefits them and is not merely a device to withhold a part of what they might otherwise demand and get."

#### Depend on the Employer.

"That difficulty of comprehension is real and not imaginary and must be acknowledged by investigators of the great number of schemes attempted, hardly any two being precisely alike, and many of them apparently based upon no accepted economic theory, but embodying ideas peculiar to the individual employer."

"Among the points raised against the profit-sharing among the trades unions the chief is, of course, that the interests of labor as a whole would be imperilled by any weakening or destruction of strong organization to protect wage standards which, under profit-sharing, would pass wholly under the control of the employers."

#### Organized Labor's Stand.

"Union representatives also point out that labor itself is making no demand for profit-sharing, either in organized or unorganized fields, and that the things of real and vital interest to labor are not those which employers propose, but which emanate from the workmen themselves."

#### Another frequent criticism is that

net wages are not paid where profit-sharing is applied, so that wages and profit together do not exceed, and often do not equal, the prevailing union scale. Analysis of the report shows that this charge is borne out in some cases. The report also points out the complaint that profit-sharing employees are often not allowed access to the books of the company, and it quotes some of the wisest words of the labor in opposition to the whole theory of profit-sharing on the ground that "if the profits are paid as something actually earned they are a right and should be as definitely a legal claim of labor as are wages, rather than a payment optional with the employer, as the other kind, if they are not a right, they are merely gifts, creating an un-American sense of obligation and dependence among the workers and often preventing them from demanding what they consider to be their rightful earnings." The report makes an attempt to decide between these conflicting claims, but simply sets forth an outline of more than 300 schemes that have been tried in our country, and includes also some European examples.

#### Distinction of the Schemes.

There are three main divisions of schemes, the first being a percentage of profits share which the workers agree to pay for a certain period.

## Here's a Four-Day-Old Chinese Baby Boy Born in Omaha and Cooing Like Other Babies

The Bee's Star Chinese Reporter Interviews Both the Baby and Its Father.

By "SERK."

"Ho si ki le mah!" "Wa-a-a-a-a-a!" (Which is baby talk the world over for just plain every-day waa-a-aaa!)

"Mo si gi?" "Wa-a-a-a-a-a!" (Which is the same wailing infantile answer.)

"No goo mo ming eye?" "Waaa-a-a-a-aa!" (Same answer.)

"Yay mote say haa gaa?" "Waaaa-a-a-a-aa!"

"Well, kiddo, I've used up darn near every Chinese word I know trying to interview you, so I guess I'll have to stop. I've asked you how you're feeling, good or bad—what your name is and what you'd like to have to eat, and by Jimminy, all you answer me is just plain old 'Waaa-a-a-aaa!' Can't you say anything else?"

We know how to talk nearly Chinese, but we had to turn away from Omaha's newest Chinese citizen and protest to Mr. Chin Gin, the proud father, who is also the proprietor of the Mandarin cafe on Douglas street, and who was holding the youngster as the photographer snapped him. "Chin, you talk to him, will you, I don't say."

"Him no say? You. You Gause talk almost so good like baby talk got um wrong." Mr. Chin laughed, deprecating the writer's attempt at the intricate Chinese tongue.

"Well, Chin, I may not be much of a linguist, but I'm some judge of babies—and, believe me, that boy of yours stacks up like an extra order of chicken sub-gum oozing with mushroom gravy. He sure is a fine little man. Four weeks old, isn't he?"

"Yap, he my seventh. Five dolls, two boys, like um boy. He born here last Wednesday night. He look ik faddah!" proudly answered Mr. Chin, fondly caressing the little yellow bundle that nestled in his arm.

"Sure he looks like his father. He'll be a fine man when he grows up—what are you going to make out of him?"

"Oh, he be great man. Maybe make president 'Nited States, so be, maybe, huh?"



"Might be! Might be! Can't never tell much whose going to be president of the United States. Here's hoping, anyway!" On the night of the next full moon, the newest addition to the Chin family, who resides at 30 South Twelfth, will be given a name. There will be an impressive ceremony, and little Mr. Chin will be duly welcomed as a member of the local Chinese colony, which numbers about 250. All of Chin Gin's seven children were born in America except the eldest, Jimmie Chin, aged 15, who works for his father. The others are girls: Fong Kay Chin, aged 13; Dok No Chin, aged 11; Doy Oie, aged 8; Kok Noyey Chin, aged 7, and Rosie Chin, aged 7.

When they are at home they all look like little Chinese dolls, dressing in native costume, even to the arrangement of their hair. Fong Kay and Rosie go to Cass school.

### FRENCH TAKE MORE GERMAN TRENCHES

French War Office Announces Gain of Large Area in Vicinity of Deadman's Hill.

#### BERLIN SAYS ATTACKS FAIL

PARIS, May 2.—In a strong attack on German positions southeast of Fort Douaumont, on the Verdun front, last night the French captured a first line German trench 500 meters long, the war office announced this afternoon, and took 100 men prisoners.

West of the River Meuse activity of the artillery continued through the night from the Avocourt region to Dead Man's hill.

The war office also announced that in their attacks on April 29 and 30 on the north slope of Dead Man Hill the French gained German trenches over a front of about 1,000 meters and a depth of 300 to 600 meters.

#### French Attacks Repulsed.

BERLIN, May 2.—(By Wireless to Special.)—French attacks on the Verdun front east of the Meuse yesterday were repulsed in a fierce struggle at close quarters which lasted for several hours, the war office announced today.

#### Wife Build New School.

CRETE, Neb., May 2.—(Special Telegram.)—The official census of the school bond proposition voted on Monday gave those in favor of the bonds a majority of ninety-seven votes. This means that the board will go to work at once to build a \$40,000 school here.

#### Overcomes Constipation, Indigestion.

Dr. King's New Life Pills will overcome your constipation, biliousness and indigestion. Take a dose tonight. Only 25c. All druggists.—Advertisement.

#### Special Values in Fibre Covered

#### Steamer Trunks

Good Hardware, Strong Locks, Sturdy Hinges.  
34-inch Trunks ..... \$8.00  
36-inch Trunks ..... \$9.50  
38-inch Trunks ..... \$9.50  
We Like Small Repair Jobs.

#### Freling & Steine

"Omaha's Best Baggage Builders"  
1803 Farnam St.

### STATE TREASURER HALL REPORTS ON STATE FUNDS

(From a Staff Correspondent.) LINCOLN, May 2.—(Special.)—According to the report of State Treasurer George Hall there was a balance in the state treasury at the close of business, April 30, of \$1,000,000.24 as against \$1,382,734.65 at the close of business, March 31. The receipts during the month amounted to \$287,024.24 and the disbursement \$387,734.65.

#### Stock Up on Hooded Hens.

CAMBRIDGE, Neb., May 2.—(Special Telegram.)—Moused brothers, Hereford breeders, today added seventy-six more registered Hensford to their herd. They purchased the cattle of Gudgell and Simpson of Independence, Mo. The famous bull, Mischief, of the Moused herd originally came from Gudgell and Simpson.

### The National Capitol.

Tuesday, May 2, 1916.  
The Senate.  
Resumed debate on rural credits bill. Vice President Marshall sent the naval affairs committee a letter from Rear Admiral Bradley A. Fiske criticizing Secretary Daniels.  
Adjourned at 5:30 to noon Wednesday.  
The House.  
Resumed debate on the agricultural bill.  
Passed annual agricultural appropriation bill, carrying \$1,550,000.  
Conference report on legislative executive and judicial appropriation bill agreed to.  
Jones bill to provide a permanent civil government for Porto Rico taken up for consideration.  
Adjourned at 5:13 p. m. to noon Wednesday.

## THOMPSON-BELDEN & CO.

— The Fashion Center of the Middle West —  
Established 1886!

### New Dresses Priced Right

--You'll like these attractive new models that are just out of their wrappings--They are artistically designed, of very dainty materials, and save a deal of effort and money.

**\$16.50, \$25, \$32.50**  
Private Display Rooms at Your Disposal.

### New Summer Underwear

--for Women and Children--

- Women's gauze union suits, low neck, no sleeves, fitted or wide knee, all sizes, 35c.
- Women's fine ribbed gauze union suits, low neck, no sleeves, French band top, fitted or wide knee, all sizes, 65c.
- Children's Union Suits, Dutch neck, short sleeves, knee length, Stretton make, all sizes, 50c.

THE UNDERWEAR SECTION IS NOW LOCATED REAR MAIN AISLE, FIRST FLOOR.

### GRAND ISLAND TO HAVE ONLY TWENTY SALOONS

GRAND ISLAND, Neb., May 2.—(Special.)—The city council by a deciding vote cast by the mayor, agreed to reduce the number of saloon licenses from twenty-four to twenty. One man who had contracted to purchase a saloon already in operation and two new applicants were refused. Last year one saloon keeper died, reducing the number to twenty-three.

### Itchy Salt Rheum

Sometimes Called Eczema—Removed by Hood's Sarsaparilla.

Salt rheum is one of the worst and unfortunately one of the most common of all diseases. How it reddens the skin, causes dries hard scales, and then does this all over again. Sometimes it covers the whole body with inflamed, burning patches and causes intense suffering, which is commonly worse at night. Local applications may do some good, but they cannot permanently relieve. The disease will continue to annoy, pain and perhaps agonize, until the blood has been purified and the general health improved. Ask your druggist for Hood's Sarsaparilla, the good old reliable family remedy. It has given perfect satisfaction in thousands of cases. Insist on having Hood's Sarsaparilla, for no substitute acts like it. Get it today.—Advertisement.

Cannon made of metal tubes wound with leather were successfully used by Gustavus Adolphus.

## Raymond Furniture Co.

— 1513-1515 HOWARD ST. —

### Will Save You Money — There's A Reason

Get Our Prices "IT PAYS" Before You Buy

### A Big Lot of New Buffets

In golden and fumed finish have just been placed on our floors. You know what values the others were. These are even better, and remember they are genuine quartersawed oak. Every one of them is equipped with double cupboard and the roomy linen drawer and the lined drawers for your silverware. They measure full 45 to 48 inches. They are real cabinet work throughout. Our prices, \$12.75, \$13.75, \$14.25, \$15.50, \$17.75. The buffet illustrated is full 45 inches wide of best quartered oak, at \$14.25.

This Buffet, \$14.25

### All the Week Values Dining Chairs

Golden oak or fumed, saddle seat	\$1.20
Golden oak, leather seat	\$1.55
A "Period" chair, correctly designed; genuine leather slip seat; fine Old English finish on quartered oak	\$2.85

— Like Illustration —  
These Chairs Bear Close Inspection. See Them Before You Buy.

MAIL ORDERS PROMPTLY FILLED

# United States Tread Chain Tires

## Added Mileage in these Two Rugged Chains

By the time the two rugged anti-skid chains of rubber running round the tread are finally worn down, you have had your mileage in full and liberal measure.

Then you have the equivalent of a good, plain tread tire still to wear out—for your added mileage.

That is why 'Chain' Treads give the low mileage cost for which they are famous.

Besides—'Chain' Treads are the most efficient, moderate-priced anti-skids in the world.

The 'Chain' is one of the five United States 'Balanced' Tires which meet every motoring condition of price and use.

Ask the nearest United States Tire Dealer for your copy of the booklet, "Judging Tires," which tells how to choose the particular tire to suit your needs.

## United States Tire Company

'Chain' 'Nobby' 'Usco' 'Royal Cord' 'Plain'  
"INDIVIDUALIZED TIRES"