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PROFIT SHARING IN FRANCE

How a Declining Institution Was Revived by Introduction of This System.

JOYFUL RECEPTION OF FIRST DIVIDENDS

Better Work and Happier Faces—One-Third of the Profits Goes to the Workers as a Share in the Capital—Ultimately to Become Co-Operative.

PARIS, Oct. 4.—Among the interesting sights of Paris, though not of the kind most frequently seen by strangers, are the so-called "Ateliers Socialistes," more correctly described as the organization for their include very much besides the mere work rooms of profit-sharing firms. Some of the great ones—the Baille-Lemaire establishment, for instance, and the society of the Vieille-Montagne at Levallois—have been so much written about that they are already well known in the United States. Many small enterprises which, from an educational point of view, are scarcely less important than those which seem to us even more interesting, because in them their individual employers are endeavoring—sometimes with remarkable success—to apply the system to a variety of industries, and on a scale that is not beyond the reach of the average manufacturer.

Among these less conspicuous enterprises there is one that possesses a peculiar interest. It is the Atelier de Broderies of M. Nayrolles, so far as I know the only establishment on the continent in which the principle of profit-sharing is faithfully and generously carried out among a personnel composed exclusively of women. Moreover, the history of the undertaking is striking, and the results thus far have been most satisfactory.

For several years previous to 1886 M. Nayrolles was connected with a manufacturing company of Roubaix, and superintended its Paris house, to which all silk and woolen fabrics were sent to be stamped and otherwise finished. At one time he had succeeded in developing a special branch of the business—the production of an embroidery in which the applique designs (chiefly in plush and velvet) were outlined with a silver or gold thread—sometimes with a number of threads—the effect being either to emphasize or to soften the design by a skillful use of the two metals. However, after having assumed extraordinary proportions in 1883 and 1884, this branch of the industry languished as suddenly as it had grown up, so that now the Paris house only, but the manufacture at Roubaix was threatened with disaster. In the opinion of the manager the falling off of orders was due to the fact that the designs and the execution of them, and, second, the greatest possible interest on the part of the workers.

THE NEW FACTORY. The factory was forthwith opened in a favorable situation, and M. Nayrolles chose his employees with the utmost care. They were young girls who lived with their parents, who had a sufficient knowledge of the work to carry out his orders, but who, as he thought, were not too much set in their ways to take hold with alacrity on new methods and projects. In the presence of their par-

ents he promised them wages equal to those they had been receiving, and, in addition, one-fourth of the profits, to be made it quite plain, at the same time, that the success of the enterprise would depend chiefly upon the excellence of their work, and upon the degree of economy with which they should manage both their time and the materials furnished them.

The factory was opened toward the close of 1886, and as it was of the utmost consequence to attract attention by something fresh in the style of the embroidery, M. Nayrolles immediately organized a concours for his employees, never having attempted a single made of gold or silver thread he directed five or six shades to be tried, all the workers being required to experiment on the same design, prepared for them by a skillful artist, in order to produce the greatest variety of effects.

The first attempts were most discouraging, the young women, never having attempted anything of the kind, had no confidence in themselves, and needed to be taught the first principles of the art of blending colors. However, a slight improvement was perceptible; the varied character of the embroidery gave greater satisfaction than the former stereotyped one. Orders began to come in once more, and M. Nayrolles soon obliged to employ additional machines and to increase the number of his workwomen from eight to sixteen.

THE TOP OF THE FIRST DIVIDEND. It was evident that a certain stimulus had been given, which needed only to be increased judiciously and rendered permanent. And yet the manager was not satisfied with the result, and determined to experiment on a first experiment to make a formal division of the profits in cash, and to see whether the effect would not be to produce exactly the kind of enthusiasm that he desired. In July, 1887, this first dividend was made. The eight young women who had been employed during the whole of the half year received sums varying from \$12 to \$44; others had earned as much as \$18, and there was no one who had less than \$2.

"You should have seen their faces," said M. Nayrolles, "when I put the gold into their hands. Several laughed and cried at the same moment. 'My child,' I said to one of the youngest, 'why do you weep?' 'It is for joy, monsieur,' was the answer. 'We never have had so much money at home.' (This young girl, who was scarcely 16 at the time, and who had several little sisters, is now one of the most valued members of the establishment.)

And from that day to this the factory has been a model one in every respect. Every person employed in it is striving to do her best, but there is no jealousy or ill feeling of any kind, for the reason that it is the public that judges the work, which approves a certain design or style, and orders that one rather than another. More than that, the factory has grown into the premises; there are now three work rooms, with between thirty and forty machines, the embroidery has grown into something really artistic, scarcely recognizable by those who remember only its crude beginnings (150 shades of metal thread are now used in it), and when the last division of profits was made—for the year 1892—5,000 francs (\$1,000) were distributed among thirty-one employees. This makes a total of 44,196 francs (\$9,858) relinquished by M. Nayrolles to his work people since 1887.

INSIDE OF THE FACTORY. I found M. Nayrolles the most courteous host and his work rooms even more attractive than he. They are well lighted, well ventilated, scrupulously clean and large enough for all the machines, tables, etc., that are needed. And as for the young women, it is quite true that one must go to Paris to see toilettes so dainty in their simplicity—pour un rein coquet—and hair arranged as carefully for the atelier as for a ball. M. Nayrolles has reason to be proud, also, of the manners of his employees. Scarcely a head was raised as I passed through the rooms, the women being so intent upon their work that they were hardly conscious of the presence of a stranger.

There were some beautiful pieces of embroidery visible that day, a number of them being orders from London and New York.

IRRIGATE THE LOWER AIR

Prof. William Reece Explains His Plan for Conquering the Arid Plain.

TO QUENCH THE SIMOON'S THIRST

Construction of Reservoirs in Which the Water Now Wasted May Be Retained to Moisten Atmosphere and Soil the Solution.

LINCOLN, Oct. 9.—(Special).—One of the results of the recent International Irrigation congress, held at Denver, is a report from Prof. William Reece, superintendent of public schools at Falls City, to Governor Crouse. Prof. Reece was one of the Nebraska delegates to the congress, and was selected by his associates as chairman of the delegation. His report to the governor is an interesting, though lengthy, plea for irrigation, and an earnest exposition of the professor's ideas. He points in the warm color of enthusiastic faith his picture of the glories that will spring from the successful adaptation of his plans to the needs of the semi-arid region of the great steppes of the west, and prophesies for Nebraska a future so beatifically idyllic that the wildest prosperity of the present seems want and misery in comparison. His faith in the future is based on a plan embracing all the territory north of the Gulf of Mexico, on which the annual rainfall is now so distributed as to prevent its being of avail in the cultivation of the soil. This, backed up by the trust that man may yet accomplish wonders as great as he has accomplished, leads to the conclusion that the conquest of the desert and its transformation into farms of phenomenal fertility is but a matter of time and properly directed effort.

Prof. Reece puts forward in great prominence an idea that will strike as novel many to whom the thought never occurred, yet its plausibility becomes very apparent on reflection. It is atmospheric irrigation on which the professor lays greatest stress. Usually when irrigation is spoken of one thinks of ditches and head gates and long-handled shovels and wading, all use in sending over the parching fields a flood of refreshing water. But Prof. Reece proposes first to cool the atmosphere, to quench the thirst of the fierce simoon, so that it will not suck the last drops of sustaining moisture from the growing grain and waving corn. To do this reservoirs must be established. From Texas and New Mexico, as far north as the limit of insufficient rainfall, he suggests the building of reservoirs, in which will be retained the water that now runs useless to the sea. These shallow basins may be built on the highlands, or in the valleys, or under the surface of the earth, or on the water against the long, hot days of the summer. Across the surface of these basins the hot, dry winds must pass. Evaporation will charge the lower stratum of air with moisture, lowering its temperature, increasing its weight and retarding its movement. As the wind moves northward it crosses land after basin, taking up from each a further increase of saturation, until, when finally the corn fields of Nebraska are reached, the withering blasts from the blazing Staked Plain of Texas has become a beneficent breeze, bearing encouragement and succor to the fields that were otherwise withered under the fierce onslaught of the dry, hot wind, whose terrible thirst would consume the sap of every growing stalk and leave the grain as it did last summer, absolutely with dried.

ERMINATE THE WILD GRASSES. Having conquered the simoon, Prof. Reece turns his attention to the sod. He points out how the buffalo sod, tough and impenetrable, prevents the rain from soaking into the ground, thus rendering saturation an im-

THE IDEAL POPULAR LEADER

William Watson—the Spectator.

He is one who counts no public toll so hard as an idly glittering pleasure; one controlled by no mob's haste, nor swayed by gods of gold; prizing, not courting, all just men's regard; with none but Manhood's ancient Order starred.

LABOR NOTES. Cincinnati shoe workers will establish a factory and store. Brewers International union adopted the A. F. of L. platform. There are in Chicago 293 labor unions, with a membership of 100,000.

CONSERVATIVES. He—Do you think your father would object to my marrying you? She—I don't know. If he's anything like me he would. At a recent wedding in Mokone, Mo., the groom's name was Abraham Lincoln Strickland and that of the officiating clergyman was Jefferson Davis Greer.

THE VESSEL UNLOADERS union of Chicago is rejecting over a voluntary increase of 5 cents an hour. The New York reporters and newspaper men have again affiliated with the printers union. James Brettle, third vice president of the American Federation of Labor, has been nominated as a member of congress. The city council of Holyoke, Mass., voted that in the future all city printing must bear the union label.

THE marriage of Miss Belle Sperry of San Francisco to Prince Andrej Spiatowski, a descendant of a king of Poland in Passy, France, is interesting because it shows what a man can do if he is patient and persevering. The prince is a young man whose sole fortune is his descent. He is poor, but he has had a king for an ancestor.

When a French bride marries she does not assume the hymeneal white satin as is our custom, if her family or her husband's are in mourning, but goes to the altar in simple white muslin, as M. Ernest Carnot's bride did a few weeks ago. Though in view of the late president's tragic death it seemed somewhat soiled that it should take place, as accordingly did, but with so much privacy that not even a single relative, except those immediately connected with the young people, were informed. The bride's family wore costumes of pale gray and violet, while the Carnot ladies wore, of course, in deepest mourning. The bridegroom's mother appeared deeply moved during the service, and an air of silence and sadness hung over the bridal, Mme. Chiris was an especial favorite with the late M. Carnot and is extremely pretty. She had no ornaments, except a bouquet of white roses, with some fastened into her simple dress. The Lady Chiris of St. Pierre de Passy, in which the marriage took place, was adorned with similar flowers, but there were none in any part of the church.

Gold-bearing veins assaying from \$180 to \$1,000 a ton have recently been discovered in eastern Nevada on Sheep Mountain, at the lower end of Pahranagat county. There is a rush from Ferguson district and other points to the new strike. Even the ranchers of Pahranagat have caught the gold fever and are "mounting, hot haste" and heading their mustangs for Sheep Mountain.