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by Introduction of This System.

S 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.

(Copyrighted, 1894.)

PARIS, Oct. 4 .- Among the interesting sights of Paris, though not of the kind most frequently seen by strangers, are the socalled "Ateliers Socialistes," more correctly described as the organization (for they in clude 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 Montague at Levallois-have been so much written about that they are already well known in the United States. What are not known, however, are the many small enterprises which, from an educational point of view, are scarcely less important than the others, and which seem to me 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 manu-

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 satis-

For several years previous to 1866 M. Nay relies was connected with a manufacturing company of Roubaix, and superintended its fabrics were sent to be stamped and other wise 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 not the Paris house only, but the manufactory at Boubaix was threatened with disaster. In the opinion of the manager the falling off in orders was a direct and necessary consequence of the manner in which the em-broideries were produced, for these em-broideries being always designed by the same foreman and executed by workmen whose sole interest lay in finishing each piece as speedily as possible, could scarcely fail to be come monotonous and unsalable. With the consent of the firm, therefore, he underfook to organize a factory according to his own ideas, two conditions—as he believed—being essential to success: First, a constant im-provement in the work, including both 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. Noyrolles chose his employes with the utmost care. They work to carry out his orders, but who, as he thought, were not too much set in their ways

on the excellence of their work, and upon degree of economy with which they

terials furnished them.

quence to attract attention by something fresh in the style of the embroideries, M. Navrolles immediately organized a concours for his employes. Instead of making use of a single shade of gold or silver thread he irected five or six shades to be tried, all skillful artist, in order to produce the greatest variety of effects.

The first attempts were most discouraging, the young women, never having attempted to do 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 former stereotyped one. Orders began to come in once more, and M. Nayrolles was soon obliged to employ additional machine and to increase the number of his workwomen from eight to eighteen

THE JOY OF THE FIRST DIVIDEND. It was evident that a certain stimulus had been given, which needed only to be in-creased judiciously and rendered permanent. And yet the manager was not satisfied with the result of his experiment. His employes, industrious and conscientious as they were, seemed still to lack something—the "few sacre," as he called it-and he fancied that they only half believed his promise concerning the profits. As, therefore, his intention was to undertake more and more difficult work, he determined at the end of the first six months 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 division was made The eight young women who had been employed during the whole of the half year received sums varying from \$19 to \$44; others had earned as much as \$16, 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, never have had so much money at hom-(This young girl, who was scarcely 16 at the time, and who was endeavoring to support her mother and several little sisters, is now ne of the most valued members of the estab-

And from that day to this the factory has been a model one in every respec Every person employed in it is striving t best, but there is no jealousy or il 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 once it has been necessary to enlarge the premises; there are now three work rooms, with between thirty and forty machines, the embroidery has grown into something really artistic, scarcely recogni-zable 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 1893-5,000 francs (\$1,000) were distributed among thirty-one employes. This makes a total of 44,190 francs (\$9,938) reliaquished by M. Nayrolles to his work people since 1887. INSIDE OF THE FACTORY.

I found M. Nayrolles a most courteou nost and his work rooms even more attract tive than they had been described to me 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 tollettes so dainty in their simplicity-pour un rein coquettes-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 employes. Scarcely a head was raised as I passed through the rooms, the women young girls who lived with their par-who had a sufficient knowledge of the were hardly conscious of the presence of being so intent upon their work that they

stranger. There were some beautiful pieces of emto take hold with alacrity on new methods broidery visible that day, a number of them and projects. In the presence of their par-being orders from London and New York.

they had been receiving, and, in addition, one-fourth of the profits, but he 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 excellence of their work, and upon astic supporters.

should manage both their time and the ma- An interesting feature of the establish rials furnished them.

The factory was opened toward the close of being at the rear of the house, is nearly as 1886, and, as it was of the utmost conse- quiet as if there were no machinery in the of gas stoves (in the winter there is fire in the fourneau), upon which the ouvrieres hear the food that they have brought from their homes. The room is absolutely simple, even bare, in its appointments, but fresh and the workers being required to experiment on the same design, prepared for them by a dulgence; but the French, beside an in-stinctive sense of the fitness of things. have a good deal of practical wisdom in

ings. THE METHOD OF DIVISION.

I come now to the changes lately (1892) introduced into the system. First of all, the workwomen receive one-third, instead of one-fourth, of the profits. Secondly, the inventory is made with the help of two of them (elected for that purpose by their fellow workers), and lastly, they have the ight to turn back their dividends into the reasury of the company, where it becomes as so much capital to their credit.

rolles is in any sense to redeem the promise of the present, the time will come, and at no distant day, when the workwomen will own the business, and when they will con-stitute a society of veritable co-operative production—one, moreover, which on account of the economical and industrial training of ts members, will be almost sure to succeed. It will probably be said that this study of an Socialiste" exhibits the system profit-sharing under a much too favorable light. Nevertheless, it is the simple history f an enterprise which, growing out of an honest man's endeavor to be faithful to his employes and just to his work people, has reached—and now for seven years has maintained-a very fair measure of prosperity. omfort and content into nearly every home with which it has been brought in contact. Surely, such results must win for the experiment the attention of many earnest and PELLEGRINA

Locating a Kansas Man.

Cleveland Plain Dealer: "Seems to me ought to know you," said the Ohio man to when I was through here three years ago?" Judge Ready-No. sir.

Ohio Man-Why, surely, I-

"No, that was four years ago."
"Are you certain?"
"Know it. Three years ago
ratic candidate for sheriff." Three years ago I was demo-"Yes, I had hear of you running for heriff, but supposed that was two years ---

"No, year before last I was candidate for 'O-c-h, yes! I heard of your running 'Naw, last year I was prohibition candi-'Still in politics, are you, judge?"

"Well, a little. This year I am the populist candidate for township trustee. Didn' want to run, but you know a man owes something to his country—hello, there, Sam! L'ke watermelon? Come, have a chunk

Stub Ends of Thought. Detroit Free Press: When you have noth-

ng to say don't try to say it. We can readily see how easy it is ther people to do right.

If we improve our circumstances they will nprove us. for him to take other people's advice as it is for them to take his? Self-confidence is rock bottom

Luck is the encouragement of pluck A woman's love is as blind as it is beauti-The honest man puts the smallest apples

at the top of the barrel.

The sun can't shine through a torpid liver. The hardest worker isn't the greatest

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

LINCOLN, Oct. 9.—(Special.)—One of the results of the recent International Irrigation should be set up alongside of Arbor Day. congress, held at Denver, is a report from Prof. William Reece, superintendent of public he writes, "settlers would feel encouraged and, strengthened by unity of sentiment and schools at Falls City, to Governor Crounse. Prof. Reece was one of the Nebraska delecates 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 and we believe that it would soon be pro faith his picture of the glories that will plans to the needs of the semi-arid region of the great steppes of the west, and prophesies for Nebraska a future so beatifically watered (except on a very small scale) direct idyllic that the wildest prosperity of the from the well; for often in hot and dry present seems want and misery in comparison. His faith in the future is based on a plan embracing all the territory north of ground successfully watered from the reser-the Gulf of Mexico, on which the annual voir. Thousands of wind mill pumps are rainfall is now so distributed as to prevent standing idle three-fourths of the time, and its being of avail in the cultivation of the simply enough water is brought to the surface soil. This, backed up by the trust that man may yet accomplish wonders as great as he has accomplished, leads to the conclusion alfalfa raised instead. Alfalfa makes a good 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 Judge Ready of Kansas. "Weren't you a on which the professor lays greatest stress candidate for judge on the republican ticket Usually when irrigation is spoken of one on which the professor lays greatest stress. reservoirs and keeping them full of water thinks of ditches and head gates and longhandled shovels and waders, all used in Canadian, Arkansas, Kansas, Reput sending over the parching fields a flood of Platte, Niobrara and Missouri rivers. refreshing water. But Prof. Reece proposes disposal of the water would prevent the defirst to cool the atmosphere, to quench the structive overflow of the lower Mississippi thirst of the flerce simoon, so that it will not suck the last drops of sustaining moisture ing nearly \$20,000,000 annually to 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 uscless to the sea. These supply basins may be provided by the construction of retaining walls across the mouths of draws or coulees. wherein may be caught and stored the rains of spring and fall, and the snow fall of winter. Thus will be established storage of water against the long, not days of the sum-mer. Across the surface of these basins the not, dry wind must pass. Evaporation will charge the lower stratum of air with moislowering its temperature, increasing its weight and retarding its movement. As the wind moves northward it crosses basin 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 auccor 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

> EXTERMINATE THE WILD GRASSES. liaving conquered the simoon, Prof. Reece ut how the buffalo sod, trable, prevents the rain from soaking into

proper condition. If it be not plowed, the capillaries of the soil are opened, the surface bakes and cracks, and evaporation rapidly ensues, the moisture that should be retained passing away. If the ground be stirred by

plowing, the capillaries are closed and the moisture is retained beneath the surface. A menace constantly hanging over the farmer in the west is the prairie fire. Prof. Reece would eliminate this by tracing t origin every fire that sweeps across the plain and thus punishing the individual who is re-sponsible for it. He properly denounces the practice of setting fire to grass for the purof cleaning the surface. It is a lazy

"If a reservoir day should be proclaimed action, would take new interest in the de-velopment of the country, and by joining in companies for one or more days (say in D cember), with shovels, plows and roadscraper thousands of reservoirs would be made in our state each year. Arbor Day started in Nebraska, and rapidly spread over the na-tion. Let Nebraska establish Reservoir day spring from the successful adaptation of his contains arid lands. Every farmer with one deep well and windmill pump constantly at work can keep at least one reservoir full of water the entire year. Dry ground cannot be weather the small stream of water will not get 200 feet from the well; but the dryest has raised more than \$700 for the ditch can be flushed and large areas of Legal Defense fund." for drinking purposes, watering stock and possibly a few trees.

Wild grasses should be exterminated and hay crop, furnishes excellent pasture, the seed brings a good price, and the growing alfalfa cools and moistens the atmosphere. DUTY OF THE GOVERNMENT.

Bringing in the relations of the general government, Prof. Reece says: "Congress will undoubtedly be petitioned to repeal the desert land law, to appoint a National Irrigation commission, and to make an appropriaion for the purpose of constructing by conducting into them a sufficient portion of the flood waters of the Concho, Coloradoin-Texas, Brazos, Wichita, Pease, government has received millions of dollars from poor soldiers, who, after spending three fense of our country, came to western Nebraska and Kansas, paid the government fee, struggied, suffered, spent all they had, waited, worked and hoped for better times, but who are now without homes and without employment. All the time these fertile plains were lying idle because the strong arms of the general government and of the state have been folded in indifference. If the government and the states will take hold of this matter the people will take fresh courage and redouble their efforts. Thousands of good people who were compelled to leave or starve to death will return to their claims and be ome prosperous and happy."
Pursuing the details of his plan, Prof.

plants can be subdivided from that of the general government down to townships and men to thinking, talking and acting. Nebraska is a good state, but only partly developed. If there is another state in the

IRRIGATE THE LOWER AIR possibility. This sod must be plowed under, Then the water that falls on the ground may be allowed to perform its intended mission. Deep and frequent plowing is also advocated.

Deep and frequent plowing is also advocated. and rainfall falls upon and passes through our state to regions on our continent. If you think the picture is overdrawn, please file it away and mark it to be read twenty years from date. Every reformation, every advance movement in any line always meets with bitter opposition from those who are too sluggish to or to get out of the way. The cry of 'It can't be done,' and of 'overproduction' may be ex-pected from unprogressive, thoughtless and chronic grumblers. With a proper variety of vegetable and animal productions we will have nothing to fear from overproduction, for the farmer who has plenty to eat, drink and wear can be content even if some of his apples do rot for lack of market, and if corn and cottonweed trees make cheaper fuel than

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 298 labor unions, with a membership of 100,000. The building trades of Chicago are agitating for a Saturday half holiday.

Pennsylvania has a Blue Label league, composed of thirty cigar makers unions. The Machine Woodworkers International union held its convention at St. Louis. The telegraphers' strike has been satisfactorily adjusted on the Missouri Pacific Thus far the American Federation of Labor

The local bakers union of St. Louis will operate a bakery to fight the American Bis-The Vessel Unloaders union of Chicago i

rejoicing over a voluntary increase of 5 cents an hour. The New York reporters and newspaper writers have again affiliated with the printers

union. American Federation of Labor, has been commated as a member of congress. The Stove mounters have recently

ganized an international union, with headquarters at Chicago. The city council of Holyoke, Mass., voted that in the future all city printing must bear the union label, The first strike in America is supposed to

have taken place in the city of New York n 1803, when some sailors struck for an increase of wages. The members of the Amalgamated Association of Iron and Steel workers in the luction in wages.

Lord Salisbury, in a speech in London said the labor problem overshadows all said the labor problem overshadows all others, and must be settled soon, or civilization will be endangered. It is rumored in Cairo, Egypt, that the Suez Canal company has applied to the

French government for protection of its property from striking laborers. The demands for union wages and hours what seen for the wedding. Mme. Carnot her-and the recognition of the Iron Moulders self wished that it should take place, as it union have been granted by the proprietors of the Eagle Iron works in Brooklyn.

Dr. Senner, the immigration commissioner Yoork, says contract laborers are imported by Pennsylvania mine bosses, but is next to impossible to catch them. A strike was begun at the Oliver and Lone

The operatives in the carpet mills at Low-Reece proposes that state prisoners shall be put to work constructing reservoirs, and goes on minutely to direct how the responsibility is direct how the responsibil tariff question had been settled.

The territorial fair held at Albuquerque, N. local district organizations. He concludes: M., awarded the Cochiti Mining district first
"The appointment of Reservoir day will prize on gold and silver ores. The Bland Tunnel company of Bland, N. M., procured the ere from the leading claims in Pino and union where young people have better or even equal opportunities for higher education I do not know where that state is. There is Union and Hat claims, with photographs of the district.

Chance, No. 2, Lone Star, 1011 Change, Hopewell, Pahranagat have caught the gold feeling the country of the district. union where young people have better or the ground, thus rendering saturation an im- absolutely no question about the sufficiency those mines and maps of the district.

gold;

Prizing, not courting, all just men's regard; With none but Manhood's ancient Order Nor crowned with titles less august and

Than human greatness; large-brained, limpid-souled; Whom dreams can hurry not, nor doubts Vhom dreams can nurry hot, nor dealer retard, 3orn, nurtured of the People; living still The People's life, and though their noblest

In naught removed above them, save In loftier virtue, wisdom, courage, power, The ampler vision, the serener will,

And the fixed mind, to no light dallyings

CONNURIALITIES

He-Do you think your father would object o my marrying you? She-I don't know. If he's anything like me he would. At a recent wedding in Mokane, Mo., the

groom's name was Abraham Lincoln Strick-iand and that of the officiating clergyman was Jefferson Davis Greer. "Joblot's wife was three years older than

he when they married." "Well, isn't still three years older?" "No, indeed, is 35 now, and she is 28." No matter how inexperienced a housekeeper the young bride is, she never goes to the bakeshop to try to buy some sweetbreads

more than once in her career. A married couple in Sawada, Japan, according to a native paper—the father 133 years old and the mother 135—have a family of fourteen, including a son aged 105 and a daughter 108. The Japanese are taking on a

few of the wild and woolly characteristics of

western civilization.

"So your sister is married?" "Yes, and she did very well-splendidly. You heard of the duke of Westminster?" heard of the duke of Westminster?" "Oh, yes. Did she marry into that family?" "Well, yes; so to speak. She married a nephew of the duke of Westminster's chief cook. He's the driver of a bus,"

James E. Kelly, a young sculptor whose statues have given him a name, is a member of the Seneca tribe. His Indian cognomen is Ganisquaw, meaning a pale face without wife, but, as it is announced that he is about to have a young lady change her name for his, the Senecas will have to give him another,

The marriage of Miss Belle Sperry of Sar Francisco to Prince Andre Poniatowski, 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 for-tune 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 someaccordingly 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 were, of course, in deepest mourning. The bridegroom's mother appeared

the late M. Carnot and is extremely pretty. She had no ornaments, except a 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 Cotto canon, such as the Washington, Last rush from Ferguson district and other points Chance, No. 2, Lone Star, Tom King, Crown to the new strike. Even the ranchers of Point, Albemarie, Good Hope, Hopewell, Pahranagat have caught the gold fever and beading.