

THE ILLUSTRATED BEE.

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Pen and Picture Pointers

NEBRASKA State fair has outgrown the "pumpkin show" and horse-trot stage, and has become what it really should be—a great exposition of the achievements of the people of an enlightened and progressive commonwealth. Here once each year the best results of endeavors along various lines of industrial activity are exhibited and compared. Methods are discussed as well as results, and both exhibitors and spectators are benefited by the comparisons. Such shows are a necessity to a people whose interests are so largely comprised in agriculture and its allied industries. The high rank Nebraska has taken as a state for the production of grains, fruits, cattle, hogs and sheep, for the products of the dairy, and, in fact, in every direction so far as the industries of the field or garden are concerned, is a warrant that the display at the state fair is interesting each year. To it the people are more and more looking for guidance in their undertakings. It has ceased to be a place where products are exchanged, but has come to be a mart at which ideas are bartered. Here the farmer, the dairyman, the gardener and the grazer can come once a year, sure of seeing the best that can be produced in their respective fields, and certain to hear of the means employed to achieve the results. This fact attracts others, and the manufacturers and merchants who are interested in securing the trade of the farmers and stockmen come there to display their wares and exhibit their capabilities. All of this has tended to make the state fair an institution of the first importance.

Since the fair has been permanently established at Lincoln, and has been given state support, it has increased in efficiency, and is coming to be more and more recognized for the factor in the state's prosperity that it really is. The latest exhibition was the most successful in the history of the state, but even then needed improvements and betterments were pointed out by the exhibitors, and suggestions made to the board of managers which will likely take form at the next meeting of the legislature. Some additional permanent buildings are needed, among them a hall in which live stock can be shown for judging purposes. The time for judging on the track has gone by, and while the parade of the animals is still a feature, the work has developed to that point where it can no longer be satisfactorily performed in the open, especially should the weather be anywise unfavorable. This is but one of several things suggested by experience. But the managers of the fair have been much congratulated on the success they have achieved, and are working earnestly to bring the exposition to a still higher plane of efficiency.

Last Tuesday morning at Council Bluffs the important ceremony of laying the cornerstone of the new Carnegie library, in process of erection in that city, was observed. The exercises were simple, but the occasion was made impressive by its importance. Council Bluffs has long been in enjoyment of the existence of a public library, the citizens early recognizing the benefits that flow from the establishment of a place where all can have access to the best of books. It is not so much a library as a home for a library already in active operation that has been provided through the munificence of Mr. Carnegie in Council Bluffs. With the new building, the library will have quarters commensurate with its importance to the local social life and will be of much service to the people, because of being more accessible and attractive.

Custer county is only one of the long list of Nebraska communities where desirable crops grow, yet few of them can show any more attractive results than the picture in this number exhibits for Custer. It was taken near Mason City, one of the villages in the southwestern part of the great county, and it would be hard to say which is the more attractive, the little girl or the corn. Of course, the baby will last longer, but the corn is mighty good-looking. The letter which accompanied the picture to The Bee gives particular statistics as to the corn crop, the area cultivated, the yield per acre and all that sort of thing, but doesn't go into any details as to the baby. It is not an unreasonable conclusion, however, that the mother of the baby is just as proud of it as the farmer can be of his corn. And they represent two crops which are of immense value to Nebraska.

WRITING to the St. Louis Globe-Democrat, Thomas Clarkson of Christchurch, New Zealand, gives an instructive account of the effect of compulsory arbitration in abolishing strikes, securing peace between employer and employe, and the benefits accruing to the country as a whole. Mr. Clarkson says:

Fifteen years ago strikes were not uncommon in New Zealand. Quite early in the history of this far-off British isle the world-wide conflict between capital and labor became a serious factor and threatened to blight the future of a country whose natural advantages seemed to have predestined for it an important place among the nations of the world. Things came to a head when a maritime strike tied up all the shipping and absolutely stopped trade between the coastal ports and also with New Zealand's nearest neighbor, Australia. The boycott lasted several weeks. It matters not now who was at fault or who won the fight, as, with all other strikes, this is far from being the main issue, and after the termination of the struggle is soon forgotten. But in that brief period the small colony suffered to the extent of millions of dollars and to this day there are many who recall the sufferings entailed by the disastrous maritime strike. It was to prevent a repetition of such a catastrophe that the New Zealand legislature—which has always displayed remarkable individuality and courage in grappling with the big problems of the day—brought forward and passed the conciliation and arbitration act. In referring to the passage of this and other laws relating to labor it should be pointed out that in New Zealand the working classes exert a very direct influence on the legislation of the country. This influence is exerted not by a labor party sitting in the legislature but by agitation at political meetings, a liberal use of the open columns in the daily newspapers and at the ballot box. In the first instance the act was drawn up in such a way as to provide for arbitration when the parties to a dispute agreed to this method of adjustment. The result was an absolute failure, and the legislature then went a step further and passed the act which has now been on trial for ten years.

The New Zealand conciliation and arbitration act deals generally with the wages, hours of labor and general conditions of employment. It provides for the registration of unions of workmen and also of employers, in connection with any trade or industry in the various districts of the country. Thus in such a town as Christchurch, which has a population of 56,000 people, there are separate unions of carpenters, bricklayers, plasterers, butchers, bakers, iron workers, tobacconists and so forth.

There is nothing to compel a workman to join one of these unions, but he usually does so in his own interests. The act stipulates very clearly that the constitution of these unions must be such as to make it easy for workmen to join. The workmen's unions almost invariably make it a clause in their demands that the industrial awards shall stipulate that employers must—other things being equal—give preference of employment to unionists. When this is conceded, as it usually is, it materially assists to bring outsiders into the fold, and under these circumstances it is not surprising that practically the whole of the workmen of New Zealand are organized under the provisions of the conciliation and arbitration act.

There are not so many unions of employers, as a builders' union fully represents the employers in all the various trades connected with building.

In Christchurch, as in all other industrial districts created under the act, there is a conciliation board, which comprises three gentlemen nominated by the whole of the employers' unions in the district, three nominated by the employes' union, and in addition a chairman elected by the six mentioned. The members of these boards are invariably men of high standing and are usually selected because of their practical business knowledge. They have full power to summon parties to an industrial dispute and all necessary witnesses, and, having fully considered the case before them, are required to give an award which, if accepted by the parties concerned, becomes binding for the term specified in the award, usually three years.

There is one arbitration court for the whole of New Zealand. It consists of three persons—one selected by the employers' associations throughout the colony, one by the workmen's unions, while the third, who sits as chairman, is a judge of the supreme court. In this connection it is well to observe that the judiciary of New Zealand, from the highest official to the lowest, is absolutely above suspicion, and a judge of the supreme court, therefore, is a gentleman who commands implicit trust from all classes of the community.

If the carpenters of Christchurch come to the conclusion that they are being underpaid, that their hours of labor are unreasonably long, that an undue per-

centage of boy apprentices are being employed, or that in any other way they are being treated unfairly, they cite a case against one or more employer to the local conciliation board. The board notifies the other parties to the dispute and in due course the case is heard, both sides being afforded full opportunity to state their case and support it by evidence. Very frequently this threshing out of a case results in an amicable arrangement being come to and there the matter ends. Ordinarily, however, the board makes its award and the parties to the dispute are given a specified time within which they may appeal, failing which the award becomes law. In case of appeal the case goes to the arbitration court, which has full power to hear additional witnesses or to compel parties to the dispute to produce business books, documents or such other matter as may be considered necessary for the information of the court. Such information is not made public and is only made available to the court. The arbitration court gives the final award, which has the law of the country behind it, with provision for substantial penalties upon either workmen or employers who should violate it. The maximum fine is \$2,500. Generally speaking, the awards are received with comparative satisfaction by both parties and any breaches of the awards are usually of a trivial nature.

Either employers' or workmen's unions can invoke the aid of the conciliation board in remedying a grievance, but hitherto it has been practically an invariable rule that the workmen have initiated cases brought forward. The exceptional prosperity of the colony since the act has been in force, coupled with the increased cost of living, may probably be considered a factor in this direction. Up to the present the employers have practically stood on the defensive, and only such an unlikely contingency as a wave of depression striking the colony would be likely to change their attitude. Opponents of the system say that when that time comes its weaknesses will become very apparent, but there seems no reason to suppose that it will not be equally as effective in solving labor disputes whether these be introduced by workmen applying for an increase, or by employers seeking to reduce wages.

Although the New Zealand industrial conciliation and arbitration act has been in force for ten years, it would be foolish to claim that it has solved the labor problem for ever and for all countries. In America, for instance, it is extremely problematical whether the enormous influx of alien population does not constitute a peculiar set of conditions which such an act would be unable to cope with. In New Zealand it has by no means settled the everlasting conflict between labor and capital. Disputes fully occupy the time of the conciliation boards and the arbitration court and the colony's statesmen are watching very closely its operations, so as to make improvements from time to time. But the act has undoubtedly accomplished this: It has taken out of the hands of either employer or employe the power to drag a third party into the dispute. Neither can compel the unwilling public through the medium of the boycott to take sides, and since the act came into force there has been no strike in New Zealand nor any fear of one. Surely, this, if not a complete triumph, is at least a big step forward in the march towards industrial harmony and should be fruitful of suggestions for the consideration of political economists in America and other parts of the world.

It must be remembered that there are certain natural laws as imperative in one place, however large, as in another place, however small. Stones do not fall upwards in America more than in New Zealand, nor can a workman on strike keep his family on air in one locality more than in another. The New Zealander removes his industrial disputes from the vicinity of the labor boss, the armed picket and the state militia, to the calm, rational atmosphere of a court, which examines his claim, sees if the employer is getting unfair profits out of his men, and gives the workman for a fixed time a minimum wage for his work, while he can earn as much more as his employer likes to give him. The men need not work, nor his employer pay the minimum wage or any wage, but if he works at all at that trade he must be "sweated" nor may he undercut his mates in wages.

There are scores of other enactments on the New Zealand statute books directly affecting labor interests. Of these one of the most important is the factory act which lays down the conditions under which factory work can be carried on. Children under 14 years of age are not allowed to be employed, and the hours of labor, holidays, and of women and youths under 16 years of age are strictly regulated. Good ventilation, sanitary accommodations are points dwelt upon, while machinery has to be properly guarded, fire escapes provided and dangerous occupations specifically classified. In order to assist the system of free,

general, compulsory education which prevails in the colony, young persons are not allowed to work in factories until they have passed the fourth standard of the state schools. To prevent the introduction of "sweating" into the commercial centers articles made in private dwellings or unregistered workshops have to be labeled when offered for sale, so that goods so manufactured, often in unsanitary premises, may not be placed on the market in competition with work done in properly inspected factories. The factory inspectors also exercise supervision over the sleeping accommodation provided for shearers in the country districts.

The shops and shop assistants' act provides for the closing of all shops in towns and suburbs for one afternoon holiday in each week. A few shops, such as those of fruiterers, restaurants, etc., are exempted from the general closing, but assistants in such establishments, in the bars of hotels and in country stores, must have half a holiday on some day of the week. In Christchurch, ordinary tradespeople close on Thursday afternoons, whilst the banks and warehouses all close on Saturday afternoons, and in other towns, similar arrangements are in force. This act stipulates inter alia that every young woman employed in a shop must be provided with a sitting accommodation, so that she may rest occasionally.

The New Zealand labor department has an employment branch with offices in all the principal towns. At these men seeking work are supplied gratis with full information as to the condition of labor in any trade or industry in any part of the colony and at the same time arranges for employment on government work for those who desire it.

The labor laws of New Zealand have not had the demoralizing effect on industry that many predicted. Year by year the country progresses more and more. The hands in factories have nearly doubled in the last eight years and the private wealth of the people rose from \$750,000,000 in 1892 to \$1,000,000,000 in 1902, a rise of \$250,000,000 in ten years. There are no unemployed in New Zealand and the workingman has constant work at high wages. The New Zealand workingman does not live in a flat or a hovel. He lives in a six or seven-room villa, situated in a quarter acre of land, with lawn and flower garden in front. Sometimes he rents this property; more often he owns it. The half holiday and the general conditions under which he works give him ample opportunity to not only retain his best health, but also to take an active and intelligent interest in all that is going on in the world. The influence he is able to exert on the politics of the day inspires him to take the keenest interest in the government of his country, both national and municipal. In brief, he feels himself to be a man, sees that he is recognized as such and he "lives" his life in the very highest sense.

An Unbeaten Racer

"I have never allowed Lou Dillon to be beaten by another horse when in training. She has never yet been passed by a horse in a race. She feels that she can beat anything in this world, and such confidence is necessary for the best results. It is not a question of nerve or spirit. But when it comes to a supreme test, like the one at Readville or at Memphis last year—a heart-breaking trial—I want her to feel that she is supreme, and that nothing can beat her. In that race against Major Delmar at Memphis last October, which Dillon won in such splendid style, at the quarter Delmar was right at my shoulder. Dillon was dashing along with that tremendous stride and with perfect ease. Delmar was making his supreme effort. I heard him grunt. He knew he was beaten; he was heartbroken, and then and there he gave up the race."—C. K. C. Billings in County Life in America.

Room for New Standard

"I see that San Francisco has just graduated the first Chinese doctor in its history.

"I wonder if he will be a specialist."

"I don't know. Do the Chinese have any special ills?"

"Never heard so. But if the new doctor is clever he can soon invent some."

"Just think of a doctor making out his bills with a paint brush."

"Say, it must be embarrassing to have to put the totals upside down."

"Nothing of that sort ever embarrassed a doctor."—Cleveland Plain Dealer.

Glimpses of the Past

The leader having fallen, Xenophon hastily gathered his Greeks about him and gave the order for retreat.

"But general," remonstrated a staff officer, "why not surrender? We can never make our way back. The enemy will head us off."

"The only thing that can stop me now," fiercely exclaimed Xenophon, "will be an injunction."

Anybody who is curious to know how the affair turned out may read all about it in the "Anabasis," if he can.—Chicago Tribune.