

### U. S. WAR BOARD ORDERS CHANGE FOR CARMEN

Ex-President Taft Reads Findings; Corporation Held Too Technical in Attitude Toward Men.

(Continued From Page One.)  
to the end of the service in the morning. The men complain that this is a change from the custom that obtained before the award.

**Discusses the Runs.**  
"The change reduces the lapsed time, or the spread, as it is called, from about 21 hours to 14 or 15 hours. Under the award of the War Board, provision was made for a time bonus in all cases where the spread exceeded 14 hours.

"The company replies that before the award, where there was no bonus or spread, it made no difference to the company or the men whether the beginning was in the morning or the evening, but that as these runs are in effect long runs the spread should be calculated from the evening to the morning in determining equitably what the time bonus should be. The examiners, after looking into the matter, have held that these are properly the right runs and should be treated as such unless the interval during the night when the men are not at work and are not receiving pay should exceed three and one-half hours. This interval, it is true, is an arbitrary interval, but it is inserted by the examiners for the purpose of insuring that the run shall be a night run and reasonably continuous in that light.

**Examiners Upheld.**  
"We do not think that at this time we should reverse the finding of the examiners. We think those runs are properly night runs and that the calculation of spread or lapsed time is properly made on that basis. We think, also, that the method used by the examiners to secure good faith in making them long runs is justified at least until the first of February, when, if the employees desire it, the whole matter can be reopened for a hearing.

"The second objection is to the ruling of the examiners as to the minimum wage. As to this, we are not sufficiently advised of the actual ruling of the examiners and its application to the particular instances definitely to reverse or affirm the action of the examiners. We can lay down as a general practice that 42 1/2 cents an hour was intended by the award to apply to the adult male serving the company except where the circumstances of service eliminates a pension because of the inability of the person concerned to render the full service of an adult male workman. It will require the coming of the examiners to look into each case and interpret this ruling of ours and to apply it to this particular instance.

**Company Oversteps Itself.**  
"We come now to the application to the complainant against the company that the award has not been complied with and the application of the men that we shall direct full compliance. The first instance called to our attention is the short piece runs from six and one-half to seven and one-half hours, which, with the rates of wages, do not make a sufficient compensation by the day to enable the men who receive the runs to live and require them to apply for tripper runs to take out their day's compensation.

"We think that this arrangement made by the company, as explained by the assistant manager, was for the purpose of reducing a spread beyond 18 hours and saving the penalty imposed by the award of the board therefor.  
"We feel, however, that the short piece runs with the necessity for tripper runs are in effect long spread runs without the penalty, and are therefore not a fair and full compliance that the award of the board and that in the interest of economy the company has neglected the consideration of fairness to the men in dealing reasonably with the changes which the board required.  
**Amend Short Piece Runs.**  
"We, therefore, direct that these short piece runs shall be in some way amended to avoid the injustice which we have pointed out. That this amendment shall take place after a full conference with the full committee of the employees and if no agreement can be reached the proposed amendment of the company to which the employees may object shall be submitted to the examiners for adjustment and decision.  
"Second. Objection is made to discrimination against the men. The company then, whatever may have been the policy of the company in the past and whatever may have been the attitude of some of the subordinates of the president of the company and the few instances in which discrimination is charged are evidence that the company is now trying to comply in full with the orders of the board in this regard.

**Discusses Union.**  
"With reference to collective bargaining which is objected by the men the company has not fully accepted, we have this to say: This company is now conducting an open shop in which union and non-union men are employed without discrimination. The rules of this board required that no obstacle or interference should be offered by the company to the organization of the men in the union or the affiliation of the local union with a national union.  
"The rules of the board permit an employer to insist that in the negligence between him and his employees he may deal only with his employees and only with representatives of his employees who are his employees, but it does not prevent his employees through the agency of another union to which they may belong to adopt any method prescribed by the union for the selection of a committee of employees to represent the union men in his employ.

**Too Technical Over Union.**  
"The employees have, in this case, chosen a committee who belong to

the union, and 90 per cent of all the employees set in tendering a contract to the president of the company to induce him to change the shop from an open shop to a closed shop. He declined to accept this contract and was within his right under the rules of the board in doing so. He is not by the rules of the board required to deal by contract with the union as a union, and in that sense he is not required to recognize the union, but the word recognition of the union has had an artificial and an improper meaning given to it by employers. They have been too technical in their treatment of committees of their employees, who have come to them to represent their union employees, when they have said to such a committee, "Do you represent the union, and if you do, we decline to deal with you. The question is not whether they represent the union. The question is whether they, being employees, represent other employees, and if that is the fact, their mere refusal to say that they do not represent the union or their association did not involve a contract dealing with the union or any organization in the sense in which the War Labor Board understands the terms.

**Too Much Pride Apparent.**  
"We think that due to the pride of the men in their union and organization and the technical sensitiveness of the employer, many troubles have arisen that may have been completely avoided by a clear understanding of the view of the National War Labor Board in this regard.  
"In the matter of the application for the modification of the award to increase wages and to make a fundamental change in the schedule we overrule the present application for the reason that under the award a full board hearing is given for opening the award and the revision thereof on the 1st of February, next, and the testimony taken at this time may be considered; that such supplemental evidence as the parties may desire may be filed with the examiners before whom an application for such a revision would properly be taken."

**Refuses to Meet Union.**  
J. F. McMillan, member of the executive committee of the union, testified that the company officials refused to meet the men on any question they desired to submit for arbitration or settlement when it was known that they came for such a purpose as representatives of the union.  
Ben Short, president of the union, stated that one specific instance in which the company refused to meet a grievance committee was in the case of Conductor Hastings, who had been discharged from a run on the Twenty-fourth and Vinton streets line for having trouble with a soldier. The committee tried to get him reinstated, but failed.  
Mr. Hudson, superintendent of transportation, stated to them, he said: "Now understand, we are not having a thing to do with the union if you come from the union I have not a word to say."

"Did they know you were employees?" asked Mr. Taft.  
"Yes," was Short's reply.  
Short also testified that the committee had several communications from the company stating the company would not treat with the union.  
The question was asked: "How many members of the union are employees of the street car company?"  
Short replied, "about 95 per cent.

during the month. He received \$87.76.  
In September, after the award had been made he worked nine hours and 59 minutes every day, lost four days and earned \$120.84. He stated the run in May was better than the one in September, for he started at 7 o'clock in the morning and quit at 7:15 in the evening, while in September he went to work earlier in the morning and quit later in the evening.  
"Have you been able at any time to do collective bargaining with the company?" asked Mr. Manly.  
"Never," answered Short.  
**Shop Man on Stand.**  
John Slavin, a shop man, testified that the street car company failed to comply with the provisions of the war labor board's award as it related to the shop men.  
He stated that he had been a shop employee of the company for five years and was well acquainted with conditions. He said he had the names of 14 or 15 men who had not been awarded the wages agreed.  
Slavin cited the case of Patrick Tierney, watchman and janitor, who had worked for the company 18

years. He worked 12 hours per day, seven days in the week, receiving \$95 per month, or at the rate of 26 cents per hour. He should be receiving the 42 1/2 cents per hour awarded by the War Labor board.  
He also cited the case of a colored fireman named Beatty who had worked for the company for 22 years. Beatty worked 11 1/2 hours per day for \$75 per month. He appealed to the master mechanic for the rate of pay awarded by the labor board and was told he could not get it as he was a monthly man.  
Hours had been reduced from 10 to 9 in the shops, testified Slavin, and the men were getting \$3.82 for nine hours. He understood the War Labor board had fixed the minimum pay at \$4.25 per day regardless of the hours worked.  
"That was modified," said John L. Webster, for the street car company. An assistant of Mr. Webster stated that the pay would be made at the rate of 42 1/2 cents per hour for time under 10 hours, but at the basis of \$4.25 per day if the men worked over 10 hours, even if they worked 12 hours per day.

The following Nebraska men are named in the casualty list given out by the government for Saturday morning, January 4:  
**KILLED IN ACTION.**  
Lieut. Junius I. Boyle, Kearney, Neb.  
Corp. Edmund G. Scanlan, Irvington, Neb.  
**MISSING IN ACTION.**  
Harry C. Hunting, Beatrice, Neb.  
The following Iowa, South Dakota and Wyoming men are named in the casualty list given out by the government for Saturday morning, January 4:  
**DIED OF DISEASE.**  
Clarence J. Boreberding, Gutenberg, Ia.  
Ralph H. Downs, Montour, Ia.  
Michael A. Frederick, Sioux City, Ia.  
Andrew J. Johnson, Karon, Ia.  
Fred Vanderpol, Sheldon, Ia.  
Merle W. Woodward, Bellefourche, S. D.  
**MISSING IN ACTION.**  
John H. Robe, Bancroft, Ia.  
The following Nebraska men are

named in the casualty list given out by the government for Friday afternoon, January 3:  
**WOUNDED SEVERELY.**  
Sergt. Roy C. Mead, Winside, Neb.  
Priv. Wm. M. Reid, 4523 Brown street, Omaha, Neb.  
The following Nebraska men are named in the casualty list sent out by the government for Friday morning, January 3:  
**WOUNDED SEVERELY.**  
Priv. Wm. A. Smith, Purdon, Neb.  
**WOUNDED, DEGREE UNDETERMINED.**  
Corp. Herbert Ottens, Dunbar, Neb.  
The following Iowa, South Dakota and Wyoming men are named in the casualty list sent out by the government for Friday afternoon, January 3:  
**WOUNDED, DEGREE UNDETERMINED.**  
Oscar Anderson, Brandt, S. D.  
Albert J. Gretzinger, Waverly, Ia.  
Richard L. Fowler, Danbury, Ia.  
Walter E. Stark, Muscatine, Ia.  
Gustav Lius, Columbus, S. D.  
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**DIED OF ACCIDENT.**  
William G. O'Brien, Boone, Ia.  
**WOUNDED SEVERELY.**  
Sergt. John L. Swanson, Ireton, Ia.  
Corp. Harry F. Anas, Columbus Junction, Ia.  
**WOUNDED, DEGREE UNDETERMINED.**  
Wm. R. Ollinger, Craig, Neb.  
**L. J. Sheppard Celebrates 101st Birthday Yesterday**  
Norfolk, Neb., Jan. 3.—(Special Telegram.)—L. J. Sheppard reached his 101st birthday Friday. His granddaughter, Mrs. Ed Tatge, with whom he lives, attended the funeral of four relatives, Effie, Carl and Lloyd Tatge, and J. Manser, who were buried Friday during an funeral service at Randolph. They all died from influenza within 24 hours. Mr. Sheppard celebrated his birthday quietly with his daughter, Mrs. Clara Norton, who came here from Oakdale to be with him.  
Bee Want Ads are the Best Business Boosters.

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**Thompson-Belden & Co**  
*Established 1886*  
The Fashion Center for Women

There are no misstatements made concerning either the former or the reduced prices. You can purchase in confidence.

**Thompson-Belden & Co**  
*Established 1886*  
The Fashion Center for Women

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**JANUARY CLEARANCE of BLOUSES**

The Store for Blouses has always enjoyed a reputation for exclusiveness. The Blouse fashions in this shop are above ordinary in every respect and have won constant admiration from the best dressed women of Omaha and vicinity. This sale offers only blouses from our regular stock, blouses of a style and quality you will appreciate.

**Georgettes, Crepe de Chines and Satins**  
\$6.50 Blouses, \$4.70.  
\$7.50 Blouses, \$5.65.  
\$9.50 Blouses, \$7.25  
\$11.50 Blouses, \$8.60  
\$16.50 Blouses, \$12.40.  
\$19.50 Blouses, \$14.65.  
\$25 Blouses, \$18.80.  
\$35 Blouses, \$26.25.  
Sizes 34 to 44.  
All Sales Final.

**Table Cloths**  
\$ 7.50 Table Cloths, \$ 5.89  
\$10.00 Table Cloths, \$ 6.89  
\$12.00 Table Cloths, \$ 8.89  
\$15.00 Table Cloths, \$10.00  
\$17.50 Table Cloths, \$13.89  
\$20.00 Table Cloths, \$15.00  
\$25.00 Table Cloths, \$20.00  
\$30.00 Table Cloths, \$25.00

**Napkins**  
\$ 5.00 Napkins, \$ 4.00 doz.  
\$10.00 Napkins, \$ 6.89 doz.  
\$10.75 Napkins, \$ 7.89 doz.  
\$15.00 Napkins, \$10.89 doz.  
\$17.50 Napkins, \$13.50 doz.  
\$20.00 Napkins, \$15.89 doz.  
\$25.00 Napkins, \$18.89 doz.  
\$30.00 Napkins, \$25.00 doz.

**Huck Towels**  
25c Huck Towels for 20c  
39c Huck Towels for 25c  
50c Huck Towels for 35c  
65c Huck Towels for 50c  
\$1.50 Huck Towels, \$1.00  
\$1.75 Huck Towels, \$1.25  
\$2.00 Huck Towels, \$1.50  
\$2.50 Huck Towels, \$1.75

**Turkish Towels**  
39c Turkish Towels, 25c  
50c Turkish Towels, 35c  
75c Turkish Towels, 59c  
\$1.00 Turkish Towels, 75c  
\$1.25 Turkish Towels, \$1.00

**Extra Specials**  
\$8.00 Table Cloths for \$5.38.  
\$10.00 Table Cloths (extra heavy), \$6.75.  
\$7.50 Napkins (extra heavy), for \$5.38 doz.  
\$10.00 Napkins (extra heavy) for \$7.50 doz.

**Glass Toweling**  
**Blue and Red Checked Glass Toweling.**  
35c All-Linear Checked Glass Toweling, 25c yard.  
75c All-Linear Checked Glass Toweling, 60c yard.

**Unbleached Crash**  
Extra Heavy All-Linear Unbleached Crash Toweling, 50c Unbleached Linen Crash for 39c a yard.

**Hemstitched Cloths and Napkins**  
\$ 7.50 H. S. Cloths, size 54x54, for \$5.00.  
\$10.00 H. S. Cloths, size 70x70, for \$7.50.  
\$12.00 H. S. Cloths, size 70x88, for \$9.00.  
\$12.00 H. S. Cloths, size 72x72, for \$8.50.  
\$10.75 H. S. Napkins, 15-in., \$8.50 doz.  
\$13.50 H. S. Napkins, 20-in., \$10.00 doz.

**Choice Furs Repriced At Pleasing New Figures**  
After a season of exceptional selling there are only a few furs remaining. These are very choice pieces, however, and will soon be gone at these low prices:  
**A Sable Throw is \$296.25**  
**A Mink Cape is \$243.75**  
**A Throw of Mink, \$187.50**  
**Another Mink Throw, \$63.75**  
**Nutria Muffs, \$13.90, \$18.80, \$22.10**  
There are other equally desirable fur bargains not mentioned here.

**Clearance of Corsets A Great Opportunity to Save**  
Odd lines that include most every make we have in stock. All accumulations from the past season. Offering double values to the purchaser. Also many models have been greatly advanced in price since we purchased them. Some beautiful Corsets in flesh and white brocaded batiste, coutille, elastic, Treco and numerous other materials.  
**Sold formerly \$1.25 to \$13.50, Saturday 63c to \$7.50 a pair**  
Seldom such an opportunity to secure bargains in really good Corsets.

**Coats, Very Special**  
A group of smart winter fashions that will appeal to the most discriminating.  
Values to \$125  
**Saturday \$69.50**  
We ask you to see these coats as they are an exceptional offering.

**Hand Tailored Suits Are Decidedly Reduced**  
During January, suit prices reach their lowest level. They are Thompson-Belden suits of superior style and known quality of fabric and workmanship. Worth every bit they are marked at regular prices, and now in this sale more desirable than ever.  
**A Few Prices Are Mentioned For Comparison:**  
\$59.50 Suits, \$34.50  
\$75.00 Suits, \$46.50  
\$100 - \$125 Suits, \$64.50  
A Charge for Alteration—All Sales Final.

**Neckwear Half Price**  
A disposal of round collars of organdie, pique and net. Also vests and chemisettes that have become a trifle soiled from showing during the holiday season. You'll find them very desirable and a wonderful bargain at just half their regular prices.


**In the Basement These Fine Specials**  
**Bungalow Aprons, 69c.** Styles you'll like; good materials, well made; values up to \$1.75.  
**Embroidered Sateen Petticoats for \$2.95.** Very fashionable styles, sold regularly for \$3.50 and \$4.

**Highest Quality Silks and Woolens ANOTHER DAY OF SPECIAL VALUES**  
Haskell's black silks are substantially reduced to a point where it's wisdom to purchase liberally. We have had the exclusive sale of these silks for more than thirty years and can say confidently, no better black silks are to be had anywhere. The entire line has been decidedly reduced.

**Woolens for Less**  
All-Wool Jersey in brown, wine, khaki, rose and purple. A 54-inch material of the best quality selling for \$5. Saturday, \$2.95 yard.  
All-Wool French Serge in every good color. \$2.25 regularly, Saturday, \$1.69  
The Best Costume Velvet (Velvetina) in navy, brown, Burgundy, taupe, walnut and other desirable shades; \$3.50 quality, at \$2.29 a yard.

**Gloves --Less**  
Broken lines of washable leather gloves for only \$1.69 a pair.  
Glace Kid gloves in black and tan only \$1.29 a pair.

**Handkerchiefs**  
A clearance of women's initialed handkerchiefs of fine quality. A complete line of letters. Saturday 15c each.



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VERY FINE VICTOR RECORDS JUST RECEIVED

Hundreds have been asking for them. Don't delay. Hear them.

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**"Ave Maria"**  
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**"Aloha Oe"**  
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**"Carry Me Back to Old Virginia"**  
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