

SHARE IN PROFITS

System Which Might Eliminate Labor Disturbances.

In Plan of L. D. Brandeis—How Boston Grocers Flourished After They Gave Their Employees Real Incentive to Efficiency.

Boston, Mass.—John T. Connor is an employer who sees the human side of employment. In his method of operating a chain of 105 grocery stores in and around Boston he believes he has a solution of labor troubles which, if adopted by other employers, would eliminate the necessity of strikes and labor unions.

Mr. Connor, as head of the John T. Connor company, has been in business for about a dozen years, starting with four stores, but his success has come mainly in the last few years. About five years ago he became interested in profit sharing from reading news items on the subject and from actual cases where he had seen the project tried. But at that time the profits of his business seemed not to warrant sharing them.

By 1909, however, the business had grown largely and the net returns were much more satisfactory, determining him to give the plan a trial. "So I went to Louis D. Brandeis," Mr. Connor in telling the story, and asked him to help me. He whipped a system into shape in a couple of interviews, making little out of what had seemed quite a problem to me. And incidentally let me tell you Louis D. Brandeis is one of the greatest men in this country today."

"Mr. Brandeis' plan was simple, after it was evolved, and has worked very smoothly. He divided the business into departments, each of which with the exception of one, contained a group of stores. The remaining department included the central office, warehouse and shipping end of the business. One-half the profit shares are held by the company, the other half by the employees, of which there are now 600.

At the end of the year the profits of each department are calculated, and, in general, the employees in the stores of the departments which have produced the most net gain receive the largest percentage of results. But Mr. Connor does not believe in carrying out the scheme literally—that is, by making employees suffer if in departments which have not shown large profits—so under the way he administers the system every one is bound to get some share.

The practical results of the system were fully illustrated the other night when at a monthly meeting of the employees' association the sum of \$17,000, representing exactly one-half the company's net profits for the past year, was divided among them. Every one who had been with the firm for a year or more, from the order boys to the highest paid officials, received something, the amounts varying from \$5 to \$1,000. The money was given to them in the form of bank deposits, as an encouragement to thrift.

The first year the plan was tried \$11,000 was distributed among the sharers who are employees, and last year \$15,000 was given them. In addition to holding certificates entitling them to shares the clerks and others have this year adopted a neat little button bearing the inscription, "Profit Sharer."

SPEND \$500 OVER \$8 HOG

Kentucky Mountaineers, After Long Litigation Over "Razor-back," Ordered by Court to Divide Costs.

Hazard, Ky.—After years of litigation, involving expenses aggregating a hundred times the value of the property at stake, the locally famous "Amis-Combs hog case," being a case in which two mountain neighbors agreed to submit their differences to a jury, has resulted in a "dog-in" in the circuit court. The hog was valued at \$5 at the beginning of the suit, but is now decreased. The court costs amount to a trifle over \$500 besides the attorneys' fees. Two verdicts have been awarded at different times and the last action was concerning the cost. The court decided that each side should bear its own.

Court Upholds Coin Flip.

Watertown, N. Y.—Despite the fact that A. R. Peacock and Gilbert Rafferty, New York millionaires, flipped a coin to decide who should own a valuable piece of summer resort property at the Thousand Islands, which, as a result, Peacock was to have free, it was decided by a supreme court decision here that Rafferty owns the land.

Both men are summer visitors at the island, where Rafferty owns valuable property. After giving Peacock a portion for a bathhouse, Peacock asked for another section. The men met in the Waldorf-Astoria, in New York, and it was decided to flip a coin to see whether Peacock should pay \$1,500 for the land or get it free. He won.

The location of the land became a question. Rafferty contending that he decided a piece of land not the one which Peacock won by the flip. His contention was sustained.

Jealousy Caused Act.

New York.—Dimitri Smirnov, the \$1,200 a night Russian tenor, threw up his job with the Metropolitan Opera company because of "petty jealousy of Italian rivals."

WILL RAZE MARKET

Noted New York Structure to Be Demolished.

Building Known as Fulton Trading Post Which Linked Modern Gotham to Peter Stuyvesant's Days Falls to Pay.

New York.—Tottering under its weight of ninety years and showing the ugly scars of a recent fire, Fulton market, the historic, picturesque, the malodorous, is about to fall. The ruthless hand of progress, personified in a wrecking crew, working under orders of the municipal authorities, will begin tearing down the old yellow building in the block bounded by Fulton, South, Beekman and Front streets some time during the coming spring or summer.

Thrice condemned is the old structure, with memories woven around it that link the present New York, with its rustic and bustle, its subway and cloud touching structures of stone and steel, to the days of Peter Stuyvesant. For it was that stubborn old Dutchman, who, Sept. 12, 1656, as governor of New Amsterdam, decreed that "Saturday shall be the market day, and the market shall be held at the strand, at or around the house of Hans Kierstede, where, after him, every one shall be permitted to enter that has anything to buy or sell."

In 1675 the market moved to the Custom House Bridge Market house, farther up the East river and near to Maiden Lane. It became generally known as the Fly market, from the Dutch "vlie," for valley, which name stuck to Fulton market long after its erection.

Perhaps the housewife of today with a turn for economics would like to know what the quaint Dutch vrows paid for their household supplies in those early times, when bears roamed over Manhattan Island, not far north of the present city hall, and lambs bleated in the meadows around Wall street. Well, pork was 3 pence a pound; beef, 2 pence; butter, 6 pence; beer, 2 pence a mug. Lodging was 2 pence a night, meals 6 pence and board by the week 5 shillings. But then it must be remembered that labor brought only 2 shillings 6 pence a day.

For over a century the market remained, cleaned out occasionally by vagrants designated by the courts for the purpose. But the agitation that brought about the abandonment and razing of the old Fly market began in the early part of the last century, when the fashion of the agitation that started against its successor, Fulton market.

The department of health condemned it as insanitary. Finally, on Jan. 22, 1821, the market was torn down.

The merchants scattered to other parts of the city, some going to Spring Street market and a part of them to Old Slip market until the new market was built at the foot of Fulton street. This was finished toward the end of the year and the aldermen comprising the market committee recommended that the stands in the new market, which were to be occupied almost exclusively by butchers, be auctioned off at a minimum rental of \$100 a year. The butchers organized and decided to boycott the market, thus hoping to keep it idle until their demands for a lower rental were granted. But the city authorities determined upon ignoring the butchers and on Dec. 18, 1821, James Bleeker began to auction off the stalls.

Though established as a market for the express purpose of "supplying the common people with the necessaries of life at reasonable prices," old Fulton market long before the civil war began to assume its present wholesale characteristics. Not in decades have thrifty housewives gone to the slip across from the market proper, where the fishing smacks come in, to purchase fish cheaply as is still done at old "T" wharf in Boston. And with the going out of fashion of the varicolored shawls, New York women have ceased to go marketing with a basket on one arm, or without one, for that matter, and this decadence, with the progress in rapid transit taking its one time customers out to the suburbs, has been responsible in no small measure for the gradual depopulation of Fulton market from its original standards.

Because its maintenance costs the city an annual loss of over \$2,000, and the controller has condemned the building and largely because it has been declared insanitary by the health department, the borough president condemns it. So Fulton market must go.

ATTENDS FEAST BY PHONE

Man Ill in Kansas City Hears Speech Accompanying Gift of Loving Cup at Leavenworth, Kan.

Leavenworth, Kan.—S. N. Spotts, who is ill at Kansas City, Mo., heard over the long-distance telephone speeches given here at the banquet of the Southwest District of Associated Advertising clubs. Mr. Spotts is president of the district. The telephone company connected an instrument at Mr. Spotts' bedside with three receivers on the speakers' table in the banquet room. The ad men were to have presented to him a silver loving cup. He heard the presentation speech over the telephone.

WOMEN AS FARMERS

Outdoor Life Is Luring to Dwellers on Prairies.

Daughters of Two Men, Who Were Disabled, Prove Expert Agriculturists—Perform All Kinds of Manual Labor.

Topeka, Kan.—Many Kansas women are turning to agriculture and to a life out of doors. Within the last two years a score or more of young women have chosen the farming vocation in preference to teaching and to clerkships in stores and stenographic positions. Some of them declare that much of the work may be done by women now that modern machinery has lightened the burdens of the farmer. But the greatest benefits come, they say, from the bodily exercise and the life in the open air.

Prominent among the young women of Kansas who are making a success at farming are the Misses Ruby and Olive Herd of Hodgeman county. These two sisters own a farm seven miles west of Jetmore. Preparing a life of independence, they bought the land and built a modest cottage and turned their attention to small farming, poultry raising and fruit growing. There are no Saturday half-holidays with the two Herd sisters, for they are not seen at the county seat or the local trading place on that afternoon talking politics.

These two young women were formerly school teachers. Their little home is comfortable, and it shows every evidence of refinement.

Miss Tillie Rheinschmidt, eighteen years old, has demonstrated this year that she knows how to run a farm. Her father is a well-known citizen of Sumner township, Reno county, but in the summer he was disabled by a serious accident and the burden fell upon his daughter to manage the work. Bussing a hired man and a boy, and doing a lot of the work herself, this bright Kansas girl has put in nearly 100 acres of wheat, and personally helped in the work of gathering the corn from a field of 50 acres. She proudly boasted that hers was the first field of corn gathered in Sumner township.

Probably the best record made by young women on Kansas farms this year is that of the three daughters of Rennie Griem, a Kingman county farmer. One of them was teaching school near Zenda, and the other two were attending Kingman high school. When their father was taken ill the three girls came home from their schools and sailed in to run that farm. The elder sister, the school-ma'am, prepared the ground and planted several acres of corn with her own hands, besides putting out other crops. The two high school girls rolled up their sleeves and made full hands on the farm.

The three of them plowed corn, milked cows, delivered cream, harvested wheat and oats, cut 30 acres of alfalfa hay, raised corn, put up a lot of prairie hay, raised corn that made 50 bushels to the acre and performed every bit of the farm work unassisted. Not a man was seen on the Griem place all summer. When their father was able to be out they pointed to granaries full of corn and wheat, the barns housing fat cattle and sleek horses, and the bank account intact. They were proud of the fact that they did not pay out a dollar to men to achieve this record.

Generally the women of Kansas who have turned from the cities to the simple life out in the country are not concerned about marriage. They are women of mature years and judgment, to whom marriage relation does not appeal unless it carries with it energy and the ability to make a living.

SANDALS FOR WOMEN URGED

German Savant Predicts Four Toed Foot From Present Style of Shoes—Change Now in Progress.

Los Angeles, Cal.—"American women will have only four toes on each foot a thousand years from now, because they wear shoes too small for them. This in time will pinch the little toe of each foot out of existence."

This was the assertion of Dr. Franz Bergman, a noted physician of Berlin, touring the United States to study American life.

"It will take generations to bring about this change in the anatomy of the foot, but it is coming," he continued. "In fact, it is already in progress."

"The toes of American women are cramped out of their natural shape. One year they wear high heels, the next low. Some seasons their toes are pinched by shoes narrowing in front to a point and others shoved upward or sideways by shoes that represent the changing styles. The only way to save the little toes of future generations is to start women in America wearing sandals."

Diamonds From Volcano. New York.—Australian diamonds are the latest novelty in the Maiden Lane jewelry district. They are declared by experts to be of fine quality. Hundreds of these diamonds were obtained in a few hours in an extinct volcano in the northern part of New South Wales. They were extracted by the primitive method of hand-sifting the sands in a tub of water. About 20 specimens were sent to New York for private exhibition.

LONDON LAW IS PECULIAR

Bishop Sequesters Church Funds to Collect Judgment From a Clergyman.

London.—The sequestration of church funds to obtain collection of judgment from a clergyman, with an ecclesiastical writ of sequestration posted on the church door, is one of the interesting phases of the administration of the law in London. The writ was issued by the bishop of London and is directed to his registrar, who is authorized to seize all the tithes, rents and stipends of the Rev. Stephen Barrass, rector of the churches of St. Lawrence, Jewry, St. Mary Magdalene, Milk Street and St. Michael Bassishaw, in order to satisfy a judgment of a court of justice for about \$2,500 obtained against the Rev. Mr. Barrass by Mrs. Frances Holt of the Croft, Burgess Hill.

Mr. Barrass, whose misfortune is attributed to his charities, has gone away to recover his health, and the bishop has put another clergyman in charge of his parishes.

There is a curious phraseology in the writ which is posted on the door of St. Lawrence Jewry. It is addressed by the bishop to "our well-beloved in Christ, Frederick Hugh Lee, Greeting in Our Lord Everlasting," and sets forth that "the writ of our Sovereign Lord King George" has been received by the bishop "with all due obedience and humility." The writ makes it apparent that the bishop is the instrument of the civil law and has the authority to continue the sequestration of "the fruits, tithes and other profits, rights and emoluments" of the Rev. Mr. Barrass "until we shall see fit to relax the same."

The gross income of St. Lawrence Jewry and St. Mary Magdalene is given at \$2,150, and that of St. Michael Bassishaw as \$1,100.

RED NECK BAND FOR MONKEY

Started by Susie With Sore Throat, Keeps Now Supply All.

New York.—No society circle was ever more exclusive than the one recently formed among the chimpanzee and orang-outang families in the New York Zoological park. It is known as the Society of Red Flannel and numbers only nine members. Its badge is a red flannel band about the throat, and, although it gives one the appearance of suffering, each member of this set glories in wearing one.

Susie, the chimpanzee with a college education, who has traveled all over the continent, was troubled with tonsils a few days ago. She was unable to swallow her food, and in an effort to relieve her pain Fred Engelholme, the keeper, ripped up a portion of his red flannel shirt and after saturating it with a healing oil wrapped it about her neck.

Susie immediately became an object of great interest to the other inmates of the "Primate House." As she strutted around the other monkeys set up a chattering and screaming that brought both Engelholme and his assistant, "Dick" Spicer, running to ascertain the trouble. Even Baldy, who is the most mild mannered "chimp" in the park and who is the recognized leader of the monkey family, pounded the bars of his cage and showed plainly that he was troubled.

To restore peace to the once happy family the keepers ripped the rest of the red shirt in bandages.

RENEW OLD FRIENDSHIP; WED

Pleasant Acquaintance in Russia is Recalled When They Meet in This Country.

Spokane.—Renewing acquaintances of almost half a century ago, when they knew each other in Russia, Mrs. Barbara Hok, fifty-eight years old, and Martin Schultz, sixty-six, who met in Spokane four weeks ago after a long separation, fell in love and were unostentatiously married as a culmination of the romance.

Mr. Schultz is a well-to-do farmer of Walla Walla, while his bride lived part of the time with her son, Ferdinand Hok, at E2008 Thirteenth avenue, where the marriage took place. He is forty-one years old and has a large family of children. Two other sons live in the same neighborhood.

Both principals have been married before. Mrs. Schultz's husband having died about a year ago in Spokane. She has been making her home with Ferdinand Hok and another son at E2017 Thirteenth avenue. In the same vicinity still another son and family live.

FOR PHOTO PLAYS IN SCHOOL

New York Superintendent Would Try Innovation in a Hundred Buildings.

New York.—Free moving picture shows are to be established in at least 100 of the larger public school buildings here if an urgent appropriation demanded by Superintendent Maxwell is approved by the board of education. Dr. Maxwell's chief aim, he says, is to protect the morals of the pupils. But he thinks the pictures can be made educational as well as entertaining.

"It must be recognized," says Dr. Maxwell, "that there is a strong demand among young folks for amusement and entertainment, and if the authorities do not help to supply this entertainment in a healthy atmosphere there are individuals who will provide entertainments that are a menace to the honesty and well being of girls and boys."

TELLS OF ESKIMOS

Head of Government Schools Gives Interesting Data.

Went to Alaska in 1890—Describes Experiences in Dealing With Specially Savage Tribes, Who Now Raise Reindeer.

Washington.—A few days ago a short, stocky man with a quiet manner, a skin browned by much outdoor life, and the steady eye of one used to looking across great distances, came to Washington with such small fuss that it was more than a week before the reporters were aware of his presence at all. He is W. T. Lopp, head of the government's school system for Eskimos, and a man who has spent most of his life since 1890 in Alaska, seldom "coming out," as he calls a trip down to the states.

Lopp was a Hoosier schoolmaster, a boy just out of college, when the government sent him and another young man up to Cape Prince of Wales on Bering Strait to start an Eskimo school. He expected to remain only two years.

When he went up he and his partner were the only white men living in all of northern Alaska. They went alone into a district where the natives were so degraded that whalers would not put into port, even for haven in a storm.

"We had some trouble with them at first, but we insisted on having our way. When they saw we were absolutely just and fair with them, their attitude changed.

"That first winter we learned that the Eskimos wanted to own reindeer, but that the revenue officers would not permit the importation. Some of the natives even owned reindeer in the Siberian herds across the straits. And it seemed a shame that they were forbidden to bring their property across from Asia, so near that the Siberian heights could be seen over the water on clear days.

"We appealed to Washington for permission to import reindeer. But other government agents had preceded us in this request. Before we had a reply from our letter that summer a revenue cutter put into port with a shipment of reindeer on board. We were overjoyed to know that the prohibition of the law had been removed and set about getting more.

"In 1892 came the first large importation. We brought in 1,200 that year and from these grew the present herd, scattered throughout Alaska and numbering over 35,000.

"The reindeer policy was gradually evolved. We impress upon the Lapps and Eskimos that the reindeer are exclusively their property and care. For instance, they are not allowed to sell female reindeer to white men, so that the brood animals are to be perpetually in the custody and ownership of the natives.

"The herders are free to breed their animals and sell their calves or stock of any age or sex to the other natives. "Reindeer are food, clothing and transportation to the natives."

FROZE TO DEATH ON HORSE

Ranchman Bidwell Lost His Life While Driving His Herds to Shelter.

Kansas City.—Many details of privations suffered by ranchers became known.

Frozen to death in his saddle, his horse dead under him, and scores of dead cattle about him, T. C. Bidwell, a ranchman, was found half-buried in the snow near Scott City, Kan. Bidwell lost his life trying to drive his herds to shelter.

The railroads are still fighting for a passage through western Kansas. The Santa Fe has been open to Dodge City, but west of that point the line is blocked by drifts in some places 30 feet high.

Although a rise of from 10 to 20 degrees in temperature has alleviated suffering here and in the southwest, normal conditions probably will not prevail inside of a week. Seven degrees below zero was recorded here.

FEAR CAUSES MAN'S DEATH

Man Frightened When Dog Jumps at Him in Dark, Receives Fatal Injuries in Flight.

Cincinnati.—That terror which seized him when a large Newfoundland dog jumped at him, was indirectly responsible for the death of Frank Staley was the information given Coroner Coe by Dr. Elmer Renter. Staley died at the City hospital of injuries he received recently.

Staley had been employed at odd jobs by various dairymen. He had gone into a barn to sleep and had climbed into the loft when the dog sprang on him in play. Falling to recognize his assailant in the darkness, Staley fled, fell out of the loft, rolled over a steep embankment into the bed of a creek, where he was found some hours later.

Kills 275 Rattlesnakes in Day. Pendleton, Oregon.—James Fix, a Coombs canyon rancher, claims the snake-killing championship of the United States. In one day's crusade he slaughtered 275 rattlesnakes. The skins were brought to this place, where he sold them. In addition Fix received \$9.20 a pound for twenty pounds of snake oil which he extracted from the bodies.

WOULD CLASSIFY ALL PEOPLE

W. M. Hays Says International Census Would Solve an Important Problem—Passing of the Tramp Joke.

Washington.—The classification of all the peoples of the world in a great international census, giving each person a number in a single world series, to the end that the human race may be improved by scientific marriage, was the plan advocated by Assistant Secretary of Agriculture W. M. Hays in an address here before the American Breeders' association, one of the organizations making up the American Association for the Advancement of Science. As a means of improving the heredity of the human family Mr. Hays proposed a classification of all human beings, both as to mental aptitude and genetic efficiency. Based on such knowledge as this census would give, he said, a "racial religion" would develop requiring the more efficient to produce families larger than the average, and those less efficient to produce families smaller than the average.

The world numbers, said Mr. Hays, would serve to join genealogies into one numerical system, so that all relationships could be traced. Each person would have a number or percentage that could easily be averaged so as to give the genetic or family value of each person. "Modern science and charity works against the law of the survival of the fittest," he declared, "by keeping alive many persons who inherit weaknesses such as feeble-mindedness or insanity. By paying attention to genetic efficiency a race may make itself stronger for the economic contests among the races of the world."

BISHOP IS BITTEN BY DOG

Churchman Tries to Separate Fighting Animals and Suffers Injuries from His Own Pet.

London.—The Bishop of Birmingham, Dr. Russell Wakefield, was badly bitten while trying to separate two dogs which had started a furious fight. His lordship was walking in the neighborhood of his residence, Edgbaston, when his favorite dog, which always accompanies him on his early morning walks, quarreled and fought with another dog. The bishop caught hold of his own dog by the collar when the animal furiously attacked him and bit him several times on the right hand, causing deep wounds. The bishop returned home, and sent for a doctor, who cauterized and dressed the wounds.

In the afternoon the bishop attended the prize distribution at the Church of England college with his right arm in a sling and his hand bandaged. Sir Walter Fisher, the chairman of the meeting, announced that the bishop's injuries were said by the doctor to be going on quite satisfactorily.

UNDERTAKERS IN ODD FIGHT

Burier Using Auto in Conducting Funerals in Louisville, Ky., Hales Others into Court.

Louisville, Ky.—The court must decide whether an undertaker who was one of them can retain the standing which with his brother undertakers he enjoyed when the "honk honk" vehicles were luxuries rather than necessities. L. D. Bax, member of the Falls Cities Funeral Directors' association, recently obtained a temporary injunction directing that the association refrain from dropping him from membership. This act of the association is based on a resolution passed several years ago and providing that no member of the organization should use an automobile in his business without gaining the consent of the other members. Mr. Bax, thrice refused such permission, bought a motor undertaker's wagon anyway, and is seeking to compel the association, which sought by mutual agreement to keep down the use of expensive equipment, to endorse his departure from the rules.

CHEMISTRY OF GOOD ROADS

First Course in the World Offered at Oregon Agricultural College—Test All Materials.

Corvallis, Ore.—The first course in highway chemistry that has ever been offered in any college in the world has just been announced at the Oregon Agricultural college. Professor John Fulton of the chemistry department has taken this step as a result of the increased demand for good roads. The course includes both physical and chemical tests of tars, bituminous products, asphalt, and all mixtures, such as sands, gravels, rocks and other ingredients of the modern highway.

Concrete testing and tests of the chemical changes in all these substances by exposure and weather will form an important part of the work, as will also the chemical study of surface protection, such as viscous oils.

Marriage on a Cash Basis.

Los Angeles.—As a result of charges made by Elsie Navajoff, a 17-year-old Russian girl, that her parents had tried to sell her in marriage to a man whom she had never seen, for \$500, it was announced that all members of the Molokane colony had indicated a willingness to have marriage ceremonies performed over again wherever the law had been violated.

Mrs. J. von Wagner of the city housing committee, said that at least one illegal marriage a week was performed in the Molokane colony.