# AMERICAN UNION

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## Efficiency vs. Deficiency.

JONES thought he would be his own banker, and so paid all his bills in cash. Result—Confusion, as he had no complete record of payments already made. BROWN was wiser, and opened a Check account at the leading bank of his town. Result—Complete system, perfect order and conservatism of Brown's peace of mind. Who will you emulate, Jones or Brown ?

Better be Safe—open an Account like Brown did—AT THIS BANK.

**The Peoples National Bank,**
DENTON, MD.
ALBERT G. TOWERS, Prest. T. F. JOHNSON, Cashier.

## The Human Element

The mission of your switchboard operator is to answer your calls promptly and accurately and to help make your telephone service as nearly perfect as possible. If she sometimes errs, it is only because human agencies at their best are imperfect—and telephone operators are human.

There are other human factors in telephoning—the person calling and the person called. It is also important that they do their part well. Patience and courtesy on the part of all three are essential to good service.

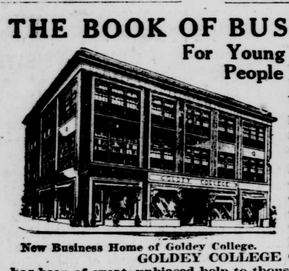
*Coöperation Quickens Telephone Service.*

THE CHESAPEAKE AND POTOMAC TELEPHONE COMPANY
H. M. THOMPSON, District Manager,
Telephone 9000. Hillsboro, Md



## THE BOOK OF BUSINESS ADVICE

For Young People



What must you know to find work quickly in business offices? What is paid for such service? What must you know to hold positions and to be promoted rapidly? Where shall you get the necessary training? How long will it take, and what will it cost? Who else have taken such courses and how have they made out? And after all, should you enter business and in what capacity?

New Business Home of Goldey College.

GOLDEY COLLEGE CATALOGUE has been of great, unbiased help to thousands of young people in answering these questions to their satisfaction. It has fifty-one pages of information of interest to those who think of taking up a business career. It will aid YOU in making your plans. Write for it today.

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*For Young Men and Young Women in Separate Departments*

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EQUIPMENT complete. Twenty acre Campus; Modern Buildings; comfortable living accommodations; Laboratories, Library, Gymnasium, Power and Heating Plant.

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## PROMOTING THE HAPPY FAMILY PLAN IN AMERICAN INDUSTRY

### How One Corporation Works In Harmony With Its Men.

### AN INDUSTRIAL DEMOCRACY

**All Grievances Presented by Men Through Representatives Reach Head of Company and Are Honestly Investigated.**

For more than a year a large and progressive industrial corporation with plants scattered over a large territory in several states of the southwest has been improving its relations with its employees through the medium of a so-called industrial representation plan—an industrial constitution drawn on a basis of democracy and mutual confidence between the head of the company and the workmen who number from 10,000 to 12,000.

To deal with the diverse interests of such a vast body of men is a serious task involving stern responsibilities. Nevertheless the company, through its representation plan, has not only carried on social and industrial betterment work on a comprehensive scale but has succeeded in settling all grievances without friction and without interference from the outside. During the year several increases in pay have been made upon the initiative of the company.

Altogether the plan has demonstrated itself to an important forward step in the establishment of amicable relations between all the factors in industry. A more widespread adoption of such schemes in plants and factories is heartily recommended by the broad-minded manufacturers of the country who have started the National Industrial Conservation Movement for the purpose of getting employers and employees together. The supporters of the conservation movement realize that the captain of industry and the workingman must fight shoulder to shoulder to protect American industry against conditions that are sure to prevail after the War.

**Workers Elect Representatives.**

The Industrial Representation plan was adopted in its present form by the directors of the company and by a referendum vote of the workmen. By secret ballot the workmen in the company's various plants select representatives who act as their authorized agents in all matters pertaining to employment, living and working conditions, the adjustment of differences, and other matters of mutual concern and interest. On the other hand, the president keeps in direct touch with the workmen through officers known as presidents industrial representatives.

Employees have been made to understand that they are absolutely free to present all their grievances even though they involve charges against the foremen or superintendents under whom they work. Through the workmen's representatives the complaints are referred to the presidents' industrial representatives, who in turn investigate them carefully and report their findings in detail to the president.

In every case the grievances have been investigated fearlessly and impartially and adjustments have been made on a strict basis of fairness, irrespective of whether the award was in favor of the workman or the company official. The workman, dissatisfied with the decision of the presidents' industrial representatives, can appeal to the higher officers of the company in consecutive order up to the president. Then, if he still feels that he has not received full justice, he can carry his case to the joint committee on Industrial Cooperation and conciliation, comprised of both employees, representatives and the company's representations, and finally to the State Industrial Commission.

**Confer on Wage Increases.**

Under the industrial constitution drawn up matters of wages, hours of service and other vital factors in the company's relations with its employees are settled by a written contract. Increases in wages are worked out in conference between company officials and the workmen's representatives.

In all matters of industrial betterment the employees' representatives play an important part. They are assigned to joint committees on which they serve with representatives of the company. The names of these committees—Safety and Accidents, Sanitation, Health and Housing, and Recreation and Education—give an adequate idea of the broad scope of the company's interest in its employees. To carry out the schemes endorsed by the committees the company has spent money and effort unstintingly, although it has always avoided any semblance of paternalism.

Since the inauguration of the plan the company has enlarged its previous programme of providing model homes for its employees who live on company property. The company is fencing, free of charge, each employee's home. A series of prizes is given every year for the cultivation of lawns and gardens. Many of the workers own their own automobiles. At the plants garages have been provided, with stalls rented to employees at a moderate rate.—*Industrial Conservation, N. Y.*

*"Advertising may put a car into a buyer's mind, but only the car itself will ever get into his heart."*

TEN years ago the Regal Motor Car was born. Ten years!—How many name plates, familiar to you today, were blue prints or even dreams ten years ago?

Put the Regal of 1907 alongside the Regal of 1917. Different? Yes—but not in the spirit of the builders—only in the experience which the car embodies.

Ten years of knowing-doing-experiencing, packed-full-of-learning years, have all gone into the Regal of 1917.

It is a **Four.** Because—well, because ten years experience—the auto engineers of the world—the man behind the wheel—all say the four is the motor for the moderate sized economical car.

It is one model only—a car of proven performances—differing in no essential from the sturdy Regal 4-Thirty-two of 1916 which Regal dealers put through a grueling endurance test and which Regal owners **know** does not lack a single element motor car buyers ought to consider in this year of 1917.

Specifications? See the Tenth Anniversary Regal. Specifications express mere physical design, dimensions and materials. **See—and compare. Decide for yourself whether or not this Tenth Anniversary Regal represents the sum total of motor car satisfaction in 1917.**

We are willing to let the Regal stand on its own feet.

One thing you may depend upon—the Tenth Anniversary REGAL comes complete—a real 1917 car—a car that goes right to the heart of the commonsense, motor-wise American who wants economy, of course, performance, certainly—**but who has also learned the wisdom of consulting his self respect and his pride of appearance.**

At $745—the Tenth Anniversary Regal heaps up the measure of satisfactory service with a generosity of dimensions and an attractiveness of design that go far and beyond the expectations its price alone would suggest.

Price, **$745** *Completely Equipped f.o.b. Detroit*



**WM. BULLOCK, Distributor,**
**Display room Main St., adjoining Electric Light office.**
**DENTON, MARYLAND.**


**Fencing a Continent.**

The state of South Australia has since 1891 erected 29,148 miles of "vermin fences," enough to encircle the globe and with the remnant build a double line fence along the southern border of the United States. When contracts now running are completed the mileage will be much increased. New South Wales has expended over $27,000,000 for rabbit extermination and has within its borders 98,000 miles of fence. One of Western Australia's fences extends entirely across the continent. Of late years the rabbit has been repaying in part for his keep—paying his board, as it were. He goes to swell the total of food exports from the commonwealth. Along the country roads rabbits may be seen hung on fences awaiting the passage of the rabbit carts, which convey them to the packing houses to be prepared for shipment as frozen meat and hides. Practically all are exported. The Australian does not eat "vermin."—National Geographic Magazine.

**Soap an Antiseptic.**

Some medical authorities, explaining the abatement of epidemic diseases in recent years, are sufficiently free from professional ties to attribute this betterment of conditions not to medical science, but to the increased use of soap and water. Many medical authorities hold the opinion that with a clean house and a clean person no one need have much fear of infection. A writer in the New York Medical Record says: "Soap is now recognized to be antiseptic and to be efficacious must produce a lather. Bacteria rubbed into soap or dropped on its surface are incapable of multiplication. The typhoid bacillus is very sensitive to soap, being killed by a 5 per cent solution in a short time. More than half the total number will die in a minute. The thorough use of a pure potash soap is not only a mechanical method of cleansing, but is an active favor in cutting down germ life."—Exchange.

**The Rubber Situation.**

We as a people are almost absolutely dependent on Great Britain for our supply of crude rubber, as the great plantations are largely controlled by British capital. There are several possibilities for making us independent of any other country for our crude rubber supply. One is a plant called guayule, which is even now being successfully raised in this country and which has been successfully raised in Mexico. There are several other rubber bearing plants also which might be raised in this country. But the largest field seems to be the Philippine Islands, where plantation rubber can be produced cheaply and well. Capital has held off, owing to the uncertain future of these islands, but local conditions there are ideal for a large rubber industry.—Andrew H. King in Metallurgical and Chemical Engineering.

**Telephones We Use.**

A recent calculation as to the average number of people to every telephone places Chicago and Albany in the lead, with 6.1 people to a telephone. Los Angeles is next with 6.8, followed by Washington with 7.2 and Detroit with 7.8. Boston has 8.4, New York 8.5 and Philadelphia 11.5. Jersey City showed the least development, with one telephone to every 23.8 people. Other cities are as follows: St. Louis, 12.7; Pittsburgh, 11.5; Cleveland, 11.9; Newark, 15.6; Buffalo, 12.3; Providence, 10.1 and Rochester, 16.1, while the average of all these cities was 11.2.

**Might Get Another One.**

Abuse of the pension system is illustrated by the Bostonian who discovered in a New England town a former townsman and policeman in a new uniform walking a beat. "How is this?" asked the visitor. "I thought you were on the Boston force." "Oh," exclaimed the transplanted policeman, "you see I'm pensioned by Boston, so I moved. Now I'm working here."—Argonaut.

**Rachel.**

The Jewish nation was at one time a nation of shepherds, and it was probably from this reason that the Hebrew word for a mother sheep, or ewe, was given to some of the Jewish women, Rachel meaning "a ewe."

"Pop, do sea captains have to be farmers?"

"Of course not, you foolish child. Why do you ask that?"

"Because in books they are always plowing the ocean."

The common garden plant called coriander is found in Egypt, Persia and India. It has globular, grayish seed corns and is mentioned twice in the Bible—in Exodus xvi, 31, and in Numbers xi, 7.


**Catarrh Cannot Be Cured**

with LOCAL APPLICATIONS, as they cannot reach the seat of the disease. Catarrh is a local disease, greatly influenced by constitutional conditions, and in order to cure it you must take an internal remedy. Hall's Catarrh Medicine is taken internally and acts thru the blood on the mucous surfaces of the system. Hall's Catarrh Medicine was prescribed by one of the best physicians in this country for years. It is composed of some of the best tonics known, combined with some of the best blood purifiers. The perfect combination of the ingredients in Hall's Catarrh Medicine is what produces such wonderful results in catarrhal conditions. Send for testimonials, free.
F. J. CHENEY & CO., Props., Toledo, O.
All Druggists, 75c.
Hall's Family Pills for constipation.


**Kitchener and the Prince.**

There is a story current in the army with reference to one of the Prince of Wales' early interviews with Lord Kitchener when the prince was anxious to join the forces. After long argument and discreet pointing out of possible dynastic disaster the prince broke out impetuously:

"But I don't care if I am shot!"

Kitchener is said to have replied:

"Neither do I, sir. But you can't go."

Nevertheless in the end youth and ardor prevailed, and the prince went.—London Mirror.


**Mother's Troubles**

Mother's unending work and devotion drains and strains her physical strength and leaves its mark in dimmed eyes and careworn expressions—she ages before her time.

Any mother who is weary and languid should start taking

**SCOTT'S EMULSION**
OF NORWEGIAN COD LIVER OIL

as a strengthening food and bracing tonic to add richness to her blood and build up her nerves before it is too late. Start SCOTT'S today—its fame is world-wide.

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