

YOUTH VS AGE IN LABOR PROBLEM.

How Young Men Are Crowding the Old—Desperate Competition on Every Hand—Cold Business Overrules Sentiment.

In a New York letter, under date of Sunday last, Henry George, Jr., son of the famous labor leader of the same name, now deceased, writes as follows: A few days ago I had a talk with F. Sidney Walker of Bingham, England, on industrial conditions in this country and in Great Britain. Mr. Walker is a keen, alert Englishman, in the early thirties, well educated and much traveled, who in a director's capacity is connected with several large manufacturing and banking institutions in England, and who is associated with his father, Thomas F. Walker, in the manufacture of a Walker ship log, invented by the father of the latter and the grandfather of the former gentleman. F. Sidney Walker is extremely liberal in his views and, returning to England on the same ship with J. Pierpont Morgan and Andrew Carnegie, he carried a fund of information about American industrial conditions that would be most interesting to compare with that possessed by the more widely known men.

COMPARISON OF CONDITIONS.

Mr. Walker talked to me somewhat freely about his observations and the impressions he obtained during a month's tour of inspection through the larger cities from Boston to Chicago. That which most interested me was his comparison of the tense conditions of labor here with conditions on his side of the water. The conversation was somewhat desultory, but what he said was in substance this: "I have been amazed at the great number of young men I have found employed in your manufacturing plants. The proportion to old men everywhere seems entirely out of proportion to that which exists on our side of the ocean. Indeed, on my side of the water, there were no more old men in some of the lines of manufacturing in this country. One of the large concerns that I visited—a very large establishment in New England—seems to employ only young men, that is, no men older than 35. They were all in their highest productive power. I had come over here to look about and especially to look into the conditions of industrial competition, for I wanted to see in what respect we have advantage over you and where the advantage is against us. Hence this matter of age of the workmen was something that I took note of from the beginning."

OLD MEN DROPPED.

"In one of the large manufacturing concerns where I saw this great preponderance of young men I turned to the gentleman who was conducting me about and said: 'How is it that I see so many young men? Are there no old men, or is it that old workmen here do not grow old?' The gentleman said: 'Oh, yes, men grow old here, but we keep only the younger men employed. We drop the workmen after they pass their prime. In that way we get the maximum of efficiency out of our labor.' "But," I said, "have you no sentiment about the thing? How can you turn a man off just because he gets old?" "My conductor replied: 'There is no sentiment about it. It is purely a matter of business. We have to buy labor. So we buy the best we can get, irrespective of individuals. Young men are more efficient than older ones; so we select young ones out of the great number that offer their services. Sentiment is good in its place, but it has no place with business. It is to our interest to get the most alert, most vigorous, most agile and most adaptive labor possible. There is a strong competition among workmen for employment, so that we have no difficulty in following the line of our highest interest and choosing young men.' "Well," I observed, "that is hard on the man who passes his prime, isn't it?" "His reply was that it was hard."

AS TO BAD FAITH.

"You see," I continued, "the conditions with us are very different. A great number of the manufacturing concerns with us are of old standing, handed down from father to son, as it were. Practically all the other concerns are governed by the usages of the older establishments. Now suppose I receive a business from my father. It is quite impossible for me to discharge the old hands who have served my father faithfully since they were very young men. They came along with the business to me, and it would be against the strongest sentiment to throw any of the reasonably serviceable workmen out of employment there for the mere reason that they had ceased to be young men. I should deem such a performance an act of bad faith, a serious breach of duty, not that any compact exists compelling me to continue the employment of men after they had passed the meridian of young manhood, but that sentiment and a tacit obligation to deal fair with the men who have given us faithful service interposes and prevents us from casting off as if they were utter strangers and had no claim on us for reasonable friendliness and protection." "I pointed all this out to my companion. His only observation was that from the American manufacturer's point of view the obligation to continue to employ workmen after they had begun to decline in powers handicapped the British manufacturer in his competition with the American manufacturer who neither felt nor recognized such an obligation."

SENTIMENT IS ELIMINATED.

Mr. Walker told me this story with much feeling and then said: "Considered as to the element of la-

bor alone, and without regard to the other factors in production, this general fact that the manufacturers in this country with whom we have to compete employ a much larger proportion of men at the maximum of their powers than we employ ours heavily against us and in your favor for trade. We hold to a sentiment that continues men in our employ so long as they remain reasonably efficient, no matter what their age. Your manufacturers eliminate sentiment altogether and turn the workman out after he has used up his best powers, causing him to yield his place to a new and vigorous man, who, when he shall fail to keep the high pace, must in turn make way for another man. This is a dreadful use of men, but it makes you deadly competitors in the manufacturing line. Other things being equal, it puts our British manufacturers at a great disadvantage."

What Mr. Walker said about the disadvantage of the British manufacturers as compared with American manufacturers is true enough, but what about the laborers? What about the British and American laborers? Certainly the American laborer is subjected to competitive conditions for employment about which the British laborer knows nothing. Here cold, hard, money-getting desire causes manufacturers, or at least the larger manufacturers who strive against British manufacturers for trade, to disregard all emotions of the heart and to buy the highest quality of labor just as they would buy the highest quality of pig iron.

DYED HAIR TO HOLD JOE.

I know a master paper hanger, a man so skilled and exhibiting such taste in his vocation that he may well be called an artist. Moreover, he is surprisingly agile, more so than most paper hangers of 30, although he is past 50. But 19 years ago his hair began to turn gray. He dyed it and kept on dyeing it. "I am a marked man with gray hair," he explained to me. "The dye generally indicates waning powers, and what is wanted is the workman at his best. When his powers begin to go then his job goes. I can work with the best as to quality and quantity of accomplishment, but the silver touch on my head would be fatal to my employment. There are plenty of young men standing about waiting to take my place or the place of men like me, and about my employers see what is commonly thought to be the sign of lessening energy I should be quietly dropped and a younger man would fill my place. The change would not be done harshly or roughly. I should simply find some morning that my employer had found it necessary to lay me off, and then after I had called many times at the shop expecting to be put on again I should become aware of the fact that the establishment was running full-handed and that all the familiar people were at work except me—that a new man was working in the place I had been accustomed to fill. So I dye my hair to resemble that of a young man, and I do what I can to hide the lines and wrinkles. I must keep the employment, for I have a dependent family."

PHILOSOPHY OF CARNEGIE.

This is not an imaginative story. Many an old and experienced workman can tell of similar cases coming within his own knowledge, and outside of the trade unions they are extremely common. I think it was Mr. Carnegie who not long ago was reported to have advised the management of one of the older establishments connected with the iron industry to put new energy into its business by discharging the old men and employing young ones. He tentatively admitted that such an action might appear hard and radical, but he pointed out that such a course was necessary if the establishment was not to lag in trade. Of course it is well known that this is in full accord with Mr. Carnegie's philosophy. He does not venture to say how his views might be modified if he himself were differently situated and were not the dispenser of \$400,000,000 in sums of millions and parts of millions for libraries and other public institutions to bear his name chiseled in stone or molded in brass upon their expansive facades. He ignores or at least fails to make mention of the great special privileges used by himself and others to build up huge private fortunes. He persistently and broadly intimates that these fortunes are due to genius, industry and thrift, so that the deduction must be drawn that the mass of men are left to struggle in poverty or the fear of it because they have not a like amount of genius, industry and thrift.

NATURAL LAW DECREE.

This reveals to us his view of the business of weeding out the old men among the workers and the employment of the young and strong and energetic. He says that this is not a condition made by human institutions. It is decreed by natural law, which law, says he in his book, "The Gospel of Wealth" (page 4), "may be sometimes hard for the individual, but it is best for the race, because it insures the survival of the fittest in every department." How monstrous such a statement is! How blasphemous to put upon God Almighty and suffering that are such prolific begotten of sin and crime! Let any man or woman of common sense consider for a moment: Each human being comes into the world with independent physical powers that will enable him to satisfy his wants if he will but apply his labor to nature. If this were not so, then how have the primitive races continued even for a short period to exist? And how have the primitive people advanced to higher stages of social life?

It really requires only a slight human effort to supply the simpler animal wants where all nature is free of access to man. How very easy then should it be to satisfy those wants when many men come together and combine their powers! Such combining of productive powers should and does multiply the results of production. And when we consider the stupendous and infinitely complex and ramifying character of the combination of labor represented by our modern civilization we get a suggestion of the extraordinary multiplication of productive power.

BARRIED FROM NATURE.

Hence we must say: If men living in the most primitive fashion and with the simplest, meagerest forms of co-operation or labor combination can with nature open to them satisfy the human wants that there assert themselves, is it not reasonable to suppose that under a similar case of access to nature men, in the infinitely complex co-operation or combination of labor utilizing 10,000,000,000 labor-saving or want amounts to the same thing, produce, multiplying devices—yes, I some men, but men generally—should find it possible to satisfy all their animal wants and a great part of their intellectual and spiritual desires? Of course, in the advanced as in the primitive stages the satisfaction of desire depends not merely upon labor—that is, depends not merely upon the production of these satisfactions—for if the laborer be robbed of the produce of his labor, then his efforts to the extent of the robbery go for naught. What is an essential accomplishment of the production of wealth is its just distribution—that the laborer should get

what he produces. This is a requirement at any and every stage in the development of a people. And this is the trouble with our present civilization. The mass of men are shut off from nature. Natural opportunities are closed to them and they are thrown back and compelled to compete with their fellows for such employment as is offered. Thus the young and the old have to go into desperate competition, with the result that where sentiment, where any sense of duty or obligation, does not exist—and Mr. Walker found little among the industries he inspected in this country—the older men are pushed out and fall into a lower competition, a competition with boys as he told how the old men who have passed their prime sit high in the Pennsylvania anthracite breakers along with the little sunny-haired boys picking slate from the sliding coal.

Made Young Again.

"One of Dr. King's New Life Pills each night for two weeks has put me in my teens again," writes D. H. Turner of Duncansville, Pa. "They're the best in the world for Liver, Stomach and Bowels. Purely vegetable. Never gripe. Only 25 cents at Z. C. M. I. Drug Store."

NEW OPERA GLASS BAGS.

(New York Times.)

One of the prettiest varieties of opera glass bags costs \$2. They are charming. They are made, in a soft dull green or tan, and are lined with different colors, some with red, some with pink and others with pale green. The bags are the flat kind, regular bag shape with two straight sides. The front side has a design of flowers upon it, fleur de lis, in some instances, small and delicately done, and merely outlined in a color a little deeper than that of the bag. The suede is cut out between the flowers, and beneath the design is set satin to match the lining of the bag, which shows slightly at the top. Here and there on the design are set small jewels the color of the silk beneath. There are leather straps drawing up the bag at the neck, and altogether they are the daintiest bags that have been seen for a long while.

Quick Arrest.

J. A. Guldage of Verbena, Ala., was twice in the hospital from a severe case of piles causing 24 tumors. After doctors and all remedies failed, Buckle's Arnica Salve quickly arrested further inflammation and cured him. It conquers aches and kills pain. 25c at Z. C. M. I. Drug Store.

JOSEPH'S CANAL.

There is a canal in Egypt more than 4,000 years old. It was built by the government under the direction of "Joseph, the brother of Benjamin, the son of Rachel and Jacob, the son of Isaac, the son of Abraham, the chosen of the Lord." It is known as the Bahr-Yusuf. It waters the province of Fayyum, endowing it with fertility and supporting a large population all these centuries. This canal has been an important aid to commerce. It leaves the Nile at Abou and runs almost parallel with it for two hundred and fifty miles until it gains an emine, as compared with the riverbed, which enables it to turn westward through a narrow pass, 17 feet above the mean level of the river, and enter a district otherwise shut off from the fertilizing floods on which all Egypt depends. Herodotus, Strabo and Pliny declared that the construction of this canal furnished a channel of navigation and irrigation to an entire province, and moderated the climate, so as to make it habitable.—The Chicago Record.

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A Reason Must Exist for Every Sacrifice in Life

IN BUSINESS it must be a forceful reason to cause one to sacrifice his profits, as a merchant exists and prospers only because of his legitimate profits. A subject of great interest to nearly everyone is Leysons' great consolidation sale, where the largest jewelry house in Utah is forced to sacrifice its profits to induce the people to take goods for their cash.

It is an uneven trade we are making with great odds in favor of our Customers. Not only do we give our legitimate profits to our patrons, but we personally guarantee every piece of goods from any and all lines to give not only satisfaction but pleasure to the purchaser.

It is a satisfaction to purchase serviceable and durable goods, but a genuine pleasure to buy them for less than they are actually worth.

We cannot promise that this marvelous sale will continue much longer—and would remind anyone who has a June wedding gift to buy, that a saving now on Cut Glass or Silver of 20 per cent is worth considering, and especially so as the combined stocks afford great variety from which to select.

WE HAVE DISCOVERED ON A SHELF IN OUR STOREROOM ABOUT 250 SETS (6 IN A SET) OF ROGER'S "A-1" SILVER-PLATED TEASPOONS, WHICH WE HAVE DECIDED TO SELL AT ONE-HALF (½) REGULAR PRICE OR 75 CENTS A SET. ONLY TWO SETS TO ONE PERSON. WE CAN SELL THESE SPOONS TO THE MANUFACTURERS FOR MORE MONEY, BUT IF YOU WANT A SET THEY WILL BE ON SALE MONDAY MORNING, 9 O'CLOCK, JUNE 1.

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