

**To The Public And All Shop
Employees, Rock Island
Lines:**

In view of the rumors of an impending strike of the shop employes of the Rock Island Lines, and recognizing the right of the public to have full information on a question that involves its welfare, as well as one which involves the surrender to a committee of employes the right to say in what manner the corporation shall perform its services to the public, the following statement is submitted:

The policy of the company has always been one of fairness toward its employes. It has withheld retrenchment of forces as long as possible. It has always paid wages equal to those of contiguous lines. Its men have always served under working rules and conditions as favorable as those of contiguous lines.

In view of these facts and the present business conditions of the country, this company could not consider anything that contemplated an increase in its expenses, and the General Committee of Shop Employees, at the beginning of the conferences, over four months ago, were fairly advised of this.

But, notwithstanding that notice, the above committee insisted upon pressing negotiations that finally terminated November 10, 1911.

Briefly, the issues upon which the employes' committee justify a strike are as follows:

I. They demand that the payment of five hours minimum overtime shall commence one hour earlier than at present.

The company declines this, because of increased expense, with no compensating return.

II. They demand that any employe called to work overtime shall "be released upon completion

of the job called or held for, unless emergency work arises which requires immediate attention and he is the only man of his craft on duty."

The company declines this, because of increased expense, and for the reason that man is given a minimum of five hours' pay if he works after six a. m. or p. m. The company has a right to the use of the man for the time paid, even though the job for which he is called may not consume all of that time.

III. They demand that laying off and employing men shall be governed exclusively by seniority.

The company declines this, for the reason that its schedules with all other employes provide that ability of the individual shall be taken into consideration in employing and promoting men and in reducing forces.

It is the duty of the company to treat all employes alike and give all fair and equal consideration, to the end that the most efficient, honest and diligent workmen shall be given steady employment, and for the further reason that if forces were to be reduced in the manner demanded by the employe it would permit them to indicate those to be laid off thereby prohibiting the company from ridding the service of the less desirable employes, and thus embarrassing it in its efforts for economical operation.

IV. They demand that only "running repair" work be done when shops are closed; that time and one-half be paid to men employed in regular hours, when shops are closed, upon miscellaneous repairs to locomotive or cars, or upon what is commonly known as "dead" work.

The company declines this, because of increased expense which would result from an idle force of such men, a greater part of the time, as are necessary to be em-

ployed in keeping up running repairs when shops are closed, and declined for the further reason that it prevents the company from exercising its right to conduct its own business in the most economical manner.

V. They demand that no foreman, either regular or temporary, be permitted to work at any time when mechanics are available.

The company declines this, for the reason that such a rule would prevent the company from retaining its foreman and thus maintaining its organization in times when shops are closed.

VI. They demand that applicants for employment "shall only be required to give the name, position wanted, address and address of nearest relative."

This question also involves the right of the company to secure the personal records of applicants for employment, and, indirectly, although not appearing in the demand, the ability of the company to apply its pension system alike to all employes.

The pension system, created to care for aged employes, is frankly opposed by the committee representing the employes in the mechanical crafts.

The company declines for the reason that it has one application blank for all candidates for employment. It cannot and will not make any different rule for applicants for employment in the mechanical department from that made for applicants for employments in other departments. All must be treated alike.

The pension system that has been established must govern all employes from the highest to the lowest. This company has the undoubted obligation to its employes, as a class, to insist upon these things, and, further, to know the history of the men it is to employ, as far as it is able to so determine.

In addition to the above ar-

ticles, the committee demands an increase of two cents per hour, which, with the articles dealing with compensation outlined above, a tremendous increase in the expenses of the company, without contemplating any return in the shape of additional service or of economy in any form.

Articles not dealing directly with compensation seek to take from the company its right to conduct its business in its own way and to protect the interest of its employes at large.

The mechanical committee seeks to create a different set of rules for one class of employes from that which exists for all other employes. They seek to deny the company the right which belongs to every citizen and employer to require persons entering his service to give evidence of good character and sound health. A departure from this practice, as outlined by the rule as proposed by the employes' committee, would permit the employment of diseased, incompetent, inefficient and immoral men. No honest man need in any way be embarrassed by complying with the rules of the company in the matter of employment.

To the final proposition of the Railway Company, the men have answered advising that they will strike if the company does not come to satisfactory settlement with the committee.

The negotiations are thus ended by the shop employes' committee.

In order to have the employes thoroughly understand the conditions under which they are working, the company hereby announces its intention of continuing in effect until further notice the rates of pay and working conditions as outlined by the schedules in existence at the time of their cancellation by the committee.

W. A. NETTLETON,
Gen'l Supt. Motive Power.
W. S. TINSMAN,
General Manager, 1st Dist.
A. E. SWEET,
Gen'l Manager, 2nd Dist.
W. M. WHITTENTON,
Gen'l Manager, 3rd Dist.
Chicago, Ill., Nov. 17, 1911.

New Building

The ground was broken the first of this week for the new brick building on North Kansas Ave. on the lots north of the Hotel National. The firm of Bever & Gray of Guymon will occupy the new building with a new and second hand furniture business. The structure will have a double plate glass front, of 50 feet, and will be 75 feet long. Contractor Woods says the one story structure will cost about \$4000, and work on the building will be rushed.

Mrs. Chas Taylor was ill the first of the week.

Born, to Mr. and Mrs. W. S. Wilmarth, on November 16, a girl.

Mrs. O. M. Woods and the twins have returned from a visit with relatives at Hooker.

J. G. Trindle returned the first of the week from Missouri where he was called by the death of his father.

W. C. Whims has been confined to his room this week as the result of an operation performed Monday.

John Kelley of Hugoton returned Tuesday from a week's visit with his family in Topeka, where his daughters are attending Washburn College.

Bro. Mayes of the Ashland Clipper says: The vacant land around this town should be taxed until it would not be held for speculation; and the personal property representing the toil of the owners should not be taxed. It is the reprehensible system of taxation which fines a man for his industry.


It is probable that some people might be found here who would agree that the same applies equally well here.

**Fall House Cleaning
The Man with a Vacuum Cleaner
PHONE 288**

HORSE GOODS

WELL MATCHED
Not only the horses but the Harness, If you have good horses it is essential that you should have the

BEST HARNESS
obtainable, and here is the proper place to come for all Horse Goods. The more you look into this the surer we are of selling you a set of Harness.



C.W. Eidson's HARNESS

R. T. Nichols PHYSICIAN AND SURGEON
SURGEON ROCK ISLAND RAILROAD CO.
Office on Kansas Ave., 2d Door South Taylor's Drug Store

A. L. Knisley Physician and Surgeon
Office Over P. O. Res. Phone 180. Office Phone 235

KEATING THE TINNER

Plumbing A Specialty

On E 2nd St. KANSAS

We make anything you want that can be made out of Sheet Metal

WRIGHT & BURNS
ALL KINDS OF
Dray and Transfer Work
SATISFACTION GUARANTEED OFFICE PHONE 333



USE PRIDE OF LIBERAL FLOUR

And Save Retailers Profits.
PRICE \$2.50 PER HUNDRED
Bolin-Hall Milling Co.

Saturday Special

We recently received a large assortment of fine stationery. We find ourselves crowded for room. In order to move this at once and make way for Christmas goods, we are going to sell on SATURDAY ONLY, 25, 35, 40 and 50 cent stationery, your choice

25 cents

and give 500 EXTRA VOTES on our Piano Contest with each sale of box paper.

Here is a fine chance to get a bargain in writing paper and at the same time help out your favorite candidate on some of the special prizes and the Pianos.

CHAS. TAYLOR & CO.
Phone 107 Liberal, Kansas
"The Rexall Store"